November 5, 2026

Chairperson and Members, Punjab Minimum Wages Board
Secretary, Labor & Human Resources Department, Government of Punjab

Subject: Call for a Timely Minimum Wage Adjustment in Punjab

Dear Chairperson, Members of the Board, and Secretary:

We are writing to express our concern regarding the delay in announcing revised minimum wage rates for workers in Punjab. Given the cost-of-living pressures facing workers and their families, we urge the Board to prioritize this process and ensure that a timely wage adjustment is implemented.

On 17 August 2026, the Government of Sindh notified a 7.5% increase in the monthly minimum wage for unskilled workers, from PKR 40,000 to PKR 43,000, effective 1 July 2026. The government also notified minimum wage rates for different skill categories, including semi-skilled and skilled workers. Although this increase remains below the 10.3% year-on-year inflation rate recorded in September 2026, it represents a step toward adjusting wages to changing economic conditions and providing some relief to workers facing rising living costs.

The delay in Punjab is particularly concerning given the province's central role in Pakistan's economy and labor market. As you know, Punjab accounts for approximately 58% of the country's employed population, representing nearly 45 million workers, including around 18 million wage employees directly covered by the minimum wage, and is a major hub for export-oriented industries, particularly textiles and garments. Under the current economic circumstances, an increase in the minimum wage carries significant importance for the livelihoods and financial security of millions of workers across Punjab and their households.

The consequences of continued delays extend beyond the immediate financial strain on workers. If revised rates are applied retrospectively, employers may need to calculate and pay wage arrears for previous months, recalculate overtime payments and other wage-related entitlements based on the revised rates, and identify and compensate workers who have since left their employment. These retrospective adjustments can be administratively burdensome and may create additional difficulties for former workers seeking to recover amounts owed to them. A timely announcement would help minimize these complications, facilitate effective implementation, and reduce the risk that workers face unnecessary obstacles in receiving their full legal entitlements.

We respectfully call on the Punjab Minimum Wages Board and the Labor & Human Resources Department to announce revised minimum wage rates across all relevant skill categories as soon as

possible and to communicate a clear timeline for their implementation. We also urge the authorities to establish a clear and timely process for paying any resulting wage arrears, including to workers who have since left their employment, and to ensure that all eligible workers receive the wages and related benefits to which they are legally entitled.

We stand ready to support this process and welcome the opportunity to meet with the Board to discuss these concerns and explore ways to advance fair, timely, and effective minimum wage adjustments in Punjab.

We look forward to your response and to working constructively with the Board to secure a timely wage adjustment that protects workers' livelihoods and supports fair and sustainable economic development across Punjab.

Sincerely,



Jeff Vockrodt
President & CEO