



GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT

Karachi dated the 22nd October, 2024

NOTIFICATION

No. SO(L-II)13-03/2016-I: -In pursuance of Section 4(1) of the Sindh Minimum Wages Act, 2015 and in exercise of the power conferred by sub-section (1)(a) of Section 6 of Sindh Minimum Wages Act, 2015, Government of Sindh is pleased to declare the minimum rates of the wages @ **Rs. 37,000/- per month**, for Unskilled Adult and Adolescent Workers employed in all Industrial & Commercial Establishments in Sindh subject to following conditions, with effect from **1st July, 2024**.

- i. The minimum rates of wages shall apply to all unskilled adults and Adolescent workers employed in all industrial/commercial establishments in Sindh of any sort (registered/unregistered), located in Sindh and minimum rates of wages shall be applicable uniformly throughout the province.
- ii. These minimum rates of wages shall be applicable as per provisions of Sindh Minimum Wages Act, 2015 and shall come into force with effect from **01.07.2024**.
- iii. A female worker of the category shall get the same minimum wages as allowed to a male worker of the category of such work.
- iv. The daily/weekly working hours and conditions of overtime work and work on weekly days of rest and on paid holidays, etc., in respect of the unskilled adult and Adolescent workers of the given category, shall be regulated by the Sindh Factories Act, 2015, Payment of Wages Act, 2015 and other relevant labour laws.
- v. The minimum rates of wages of other categories of workers (skilled and semi- skilled) employed in any industry, shall in no case, be less than the minimum rate of wages, now for unskilled adult and Adolescent workers in the Sindh province.
- vi. The employers in all industries, whether registered or unregistered shall pay to the adult unskilled and Adolescent workers at the rate not less than that proposed in the schedule appended herewith.
- vii. The wages will mean "Wages" as defined in Section 2(xix) of the Sindh Minimum Wages Act, 2015.
- viii. The employers shall revise, where necessary, the rate of remuneration for piece rated workers so as to ensure that the worker in each piece rate occupation is enabled to earn not less than Rs.178/- per hour in any working day.

- ix. The minimum rates of wages shall not be regarded as maximum rates and existing wages, higher than the minimum wages now fixed, shall not be reduced. The employers shall, however, be free to pay higher wages either unilaterally on their initiative or by collective agreement in view of any special consideration, including experience or higher cost of living to a particular locality or other reasons.
- x. The minimum rates of wages shall be applicable to time rated/whole time workers including temporary piece rated workers with effect from the date of notification issued by Labour & Human Resources Department, Government of Sindh, of these minimum rates of wages under section 6 of the Sindh Minimum Wages Act, 2015.
- xi. The workers shall continue to enjoy such facilities like free accommodation/house rent, water, electricity, conveyance, free medical gratuity, pension, bonus, and any kind of insurance, provident fund, recreation, free food, subsidized food, education, holidays and leaves with pay, attendance allowance and any other benefits already provided by the employer.
- xii. No variable or incentive allowance or value of welfare facilities as mentioned above shall be adjusted against the minimum rates of wages.
- xiii. All the Government, Semi-Government and private institutions who hire the manpower for different services through private contractor through calling tenders, shall not entertain any tender filled below than these recommended minimum rate of wages.
- xiv. Any complaint of payment of minimum wages below than this rate shall be made to the Board under Section 13& Rules, 16, 2021 of the Sindh Minimum Wages Act, 2015.
- xv. The schedule of minimum rate of wages for unskilled adult and Adolescent workers is appended below:-

Sr. No.	CATEGORY OF WORKER	RECOMMENDED MINIMUM RATES OF WAGES		
		PER HOURS	PER DAY	PER MONTH
1.	Unskilled Adult & Adolescent Worker employed in All Industrial & Commercial Establishments in Sindh Province	Rs. 178/-	Rs.1423/-	Rs.37,000.00

All industrial/commercial and other establishments, registered under any law, shall pay wages to the employees through cross cheque / bank transfer, under Section 6 of the Sindh Payment of Wages Act, 2015.

Muhammad Rafique Qureshi
Secretary

No. SO(L-II)/13-03/2016-I:

Karachi dated 22nd October, 2024

1. The Secretary, Ministry of Overseas Pakistanis and Human Resource Development, Government of Pakistan, Islamabad.
2. The Chairman, Planning & Development Board, Government of Sindh, Karachi
3. The Senior Member, Board of Revenue, Sindh, Karachi.
4. The Principal Secretary to Governor Sindh, Karachi.
5. The Principal Secretary to Chief Minister Sindh, Karachi.
6. The Secretary to Government of Sindh (All)_____.
7. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
8. The Director General, Directorate of Labour, Sindh, Karachi.
9. The Commissioner, Sindh Employees Social Security Institution, Karachi.
10. The Secretary, Sindh Workers Welfare Board, Karachi.
11. The Chairman, Sindh Minimum Wages Board, Karachi.
12. The Commissioner, Mines Labour Welfare Organization, Sindh, Karachi.
13. The Superintendent, Sindh Government Printing Press, Karachi, for the next issue of Sindh Government Gazette publication in.
14. The President, Employers Federation of Pakistan, 2nd Floor, State Life Building No.02, Wallace Road, off. I.I Chundrigar Road, Karachi.
15. The Presidents, Association of Trade and Industries, KATI, SITE, Landhi, Bin Qasim, SITE Super Highway, F.B. Area, North Karachi, Nooriabad, Kotri, Hyderabad and Sukkur.
16. The Presidents, Chamber of Commerce and Industries (Karachi, Hyderabad, Sukkur, Larkana & Mirpurkhas).
17. The (All) Workers Federations in Sindh.
18. The PS to Minister Labour & Human Resources Sindh, Karachi.
19. The PS to Secretary Labour & Human Resources Department, Government of Sindh, Karachi
20. Office Master file.



(Abdul Karim Ghanghro)
Section Officer (Labour-II)