



GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT

Karachi dated the 22nd October, 2024

NOTIFICATION

No. SO(L-II)/13-3/2016-I:- In supersession of this department's notification of even number dated, 10.11.2023, and in pursuance of the provisions of Section 5 of the Sindh Minimum Wages Act, 2015 the Government of Sindh directed the Minimum Wages Board, Sindh, (hereinafter referred to as the Board) to increase the minimum rates of wages for all categories of the up to 15.62 % in the rates of wages all categories workers employed in 50 industries in the Province of Sindh.

And whereas the Board considered the objections and suggestions received in pursuance of its Notification No: MWB/R&S/1(2)/88-2024/ Dated 22th august, 2024 has submitted its recommendations (as reproduced below) for fixing the minimum rates of wages for all categories of workers employed in 50 industries in the Province of Sindh.

Now, therefore, In exercise of the powers conferred by Section 6(1) (a) of the Sindh Minimum Wages Act, 2015, the Government of Sindh has been pleased to declare that the minimum rates of wages of 3 categories of skilled workers, i.e., semi skilled, skilled and highly skilled workers, as following in 50 industries of the Province of Sindh being detailed below, **with effect from 01.07.2024.**

RECOMMENDATIONS OF MINIMUM RATES OF WAGES OF SEMI-SKILLED, SKILLED AND HIGHLY SKILLED WORKERS EMPLOYED IN 50 INDUSTRIES IN SINDH ON REFERENCE FROM GOVERNMENT OF SINDH UNDER SECTION & OF THE SINDH MINIMUM WAGES ACT, 2015.

1) Semi Skilled	Rs. 38,280/- Per Month
2) Skilled	Rs. 45,910/- Per Month
3) Highly Skilled	Rs. 47,868/- Per Month

(1) Auto Work Shop & Garages (2) Bidi Binding Industry (3) Brick Klin Industry (4) Bus Body Building Industry (5) Cement Industry (6) Pressing Industry (8) Ceramic Industry (7) Cotton Ginning & Chemical & Other Chemical Industry (9) Construction Industry (10) Cycle Industry (11) Electric Appliances Industry (12) Flour Milling Industry (13) Food Industry (14) Furniture & Wood working Industry (15) Glass Industry (16) Glass Bengal Industry (17) Hotel Industry (18) Iron Steel & Fabricated Metal Industry (19) Machine Made Carpet Industry (20) Machinery Industry (21) Paints & Varnish Industry (22) Paper Product Industry (23) Petroleum Industry (24) Pharmaceutical Industry (25) Plastic Industry (26) Printing Press Industry (27) Ready-made Garments Industry (28) Rice Husking Industry (29) road Transport Industry (30) Rubber Industry (31) Silk / Rayon Small Units & Power Loom Industry (32) Soap Manufacturing Industry (33) Sugar Industry (34) Tannery Industry (35) Textile Industry (36) Tobacco Industry (37) Transport Equipment Industry (38) Hosiery Knitting Industry (39) Beverage Industry (40) Leather Goods & Footwear Industry (41) Ice & cold Storage Industry (42) Dairy Product Industry (43) Building & Road Construction (44) Cycle parts Manufacturing Industry (45) Foam products (46) Hair Salon & Beauty Clinics Industry (47) Fertilizer Manufacturing (48) Mining & Quarrying (Other Coal Mines) Industry (49) Security Service Providers & Security (50) Media (Print & Electronic) Industry

RECOMMENDATIONS

- I. The recommended wages shall apply to all workers employed in the above said industries throughout the province of Sindh.
- II. (a) All employers in the above mentioned industries shall pay wages to the workers engaged in occupation as classified in the annexed schedule. (Annexure-A) at the rates not less than these mentioned against each category for work of 8 hours a day subject to the provision of the Sindh Factories Act, 2015 (Sindh Act No.XIII of 2016), Payment of Wages Act. 1936 (IV of 1936) and other relevant Labour Laws.
(b) The Wages will mean as defined in section 2(xix) of the Sindh Minimum Wages Act, 2015.
- III. (a) If any employer has any occupation / occupations in the establishment which is/are not included in the schedule annexed herewith (Annexure-A) the Manager/Employer of such establishment shall be responsible to place such occupation/occupations at the appropriate place / category in the schedule and pay the worker/ workers accordingly. Simultaneously, the classification made by the Manager/ Employer and wages paid shall be reported immediately to the Chairman, Sindh Minimum Wages Board for such action as may be deemed necessary.
- IV. The recommended rates shall be applicable to time rated/whole time workers including probationary, temporary and piece rated workers.
- V. The proposed minimum rates of wages shall not be regarded as the maximum rates and any wage / wages higher than the relevant minimum rates of wages mentioned in the annexed schedule shall not be reduced by any Manager/ Employer.
- VI. No employer shall pay to any worker / workers engaged in any occupation/trade as mentioned in the annexed schedule (Annexure-A) at a rate lower than the relevant minimum rates of wages as mentioned in the annexed schedule.
- VII. An adult female worker, employed in above industries shall get the same minimum wages as payable, to a male worker for works of equal value.
- VIII. The workers in all the above said industries shall continue to enjoy all already existing facilities allowed to them regarding residential accommodation, water, electricity, medical aid, recreation facilities, if already provided to them in any Industry.
- IX. The provisions of Sindh Factories Act, 2015 and other relevant, Labour Laws shall be applicable generally but more particularly with regard to the daily or weekly working hours, conditions of over time, work on days of rest and similarly other matters.
- X. The recommendations apply to such workers as are covered under the Sindh Minimum Wages Act, 2015 and employed on whole time basis for 8 hours a day's work.
- XI. The question of maintenance of wage differential among workers of different experience and efficiency in the same occupation or in different occupations is left to the employers for settlement by their unilateral action and or by collective agreement subject to the condition that the existing rates of wages of any worker shall in no case be reduced than the minimum wages as provided under the Sindh Minimum Wages Act, 2015.

- XII. Section 9 (b) to affect, in any way, the right of a worker to continue to receive wages at a rate higher than the minimum rate declared under this Act if, under any agreement, contract or award, or as a customary differential, or otherwise, he is entitled to receive wages at such higher rate, or to continue to enjoy such amenities and other advantages as are customary for such worker to enjoy
- XIII. The detailed schedule of minimum rates of wages as proposed for the different categories of all semi-skilled, skilled and highly skilled workers in given 50 industries is appended as (Annexure-A).

All Industrial, Commercial and other Establishments registered under any law shall pay wages to the employees through cross Cheque / Bank transfer.

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)