



NOTIFICATION

No: L-II-13-3/2016: In pursuance of the provisions of Section 4 (1) of the Sindh Minimum Wages Act, 2015 and in exercise of the powers 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 wages **Rs.25,000/-** per month for unskilled adult and juvenile workers employed in all industrial / commercial establishments in Sindh shall be as given in the schedule appended to the minimum rates of wages, with effect from **01.07.2021**.

The minimum rates of wages for unskilled adult and juvenile workers employed in all the industrial/commercial establishments in the Sindh province on reference from Government of Sindh under Section 4 of Sindh Minimum Wages Act, 2015.

- I. The minimum rates of wages shall apply to all unskilled adult and juvenile workers employed in all industrial / commercial establishments of any sort (registered or 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 the Sindh Minimum Wages Act, 2015 and shall come into force with effect from 01.07.2021, after approval and Notification to be issued by Government of Sindh, under Section 6 of the said Act.
- 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 juvenile 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 juvenile workers in the Sindh province.
- VI. The employers in all industries whether registered or un-registered shall pay to the adult unskilled and juvenile 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 rates of remunerations for piece rated workers so as to ensure that the worker in each piece rate occupation is enabled to earn not less than Rs.120.00 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 & HR 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 medica gratuity , pension , bonus , any kind of insurance , provident fund , recreation , free food, subsidized food , education , holidays and leave with pay , attendance allowance and any other benefit already provided by the employers.

Contd...P/3

XII. No variable or incentive allowance or value of welfare facilities as mentioned above shall be adjusted against the minimum rates wages.

XIII. The schedule of minimum rate of wages for unskilled adult and juvenile workers is appended below:

SCHEDULE

S. NO	CATEGORY OF WORKER	MINIMUM RATES OF WAGES	
		PER DAY	PER MONTH
1	Unskilled Adult & Juvenile workers employed in Industrial / Commercial Undertakings in Sindh Province.	Rs.961.00	Rs. 25,000.00

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.

ABDUL RASHEED SOLANGI
SECRETARY TO GOVT. OF SINDH

No : L-II-13-3 / 2016 :


Karachi , dated the 9th July, 2021

Copy is forwarded for information & necessary action to:

1. The Secretary, Ministry of Overseas Pakistanis & Human Resource Development, Government of Pakistan, Islamabad.
2. The Chairman, Planning & Development Board, GOS, 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. President, Employers Federation of Pakistan, 2nd Floor, State Life Building No.02 Wallace Road, off. I.I. Chundrigar Road, Karachi.

Contd....P/4

9. The Superintendent, Sindh Government Printing Press, Karachi, for publication in the Sindh Govt. Gazette and supplying 20 copies to this department.
10. The President, Association of Trade & Industries, KATI, SITE, Landhi, Bin Qasim, SITE Superhighway, F.B. Area, North Karachi, Nooriabad, Kotri, Hyderabad & Sukkur.
11. The Presidents, Chamber of Commerce & Industries (Karachi, Hyderabad, Sukkur, Larkana & Mirpurkhas).
12. The Director General, Labour, Sindh.
13. The Chairman, Sindh Minimum Wages Board, Karachi.
14. P.S to Minister for Labour & IIR, Sindh, Karachi.
15. P.S to Secretary, Labour & HR Department Govt. of Sindh, Karachi.
16. The (All) Workers Federations in Sindh.
17. Office Order File.


209-07-2021
(RUBNAWAZ ABRO)
SECTION OFFICER (L- II)
For Secretary to Govt. Sindh