



GOVERNMENT OF SINDH  
LABOUR & HUMAN RESOURCES  
DEPARTMENT

Karachi dated the 2<sup>nd</sup> November, 2023

**NOTIFICATION**

**No. SO(L-II)13-03/2016-I:** - In pursuance of the provisions 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.32,000/- per month, for unskilled adult and juvenile workers employed in all industrial/commercial establishments in Sindh subject to following conditions., with effect from 01.07.2023.

- I. The minimum rates of the wages shall apply to all unskilled adults and juvenile 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 01.07.2023.
- 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 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 unregistered shall pay to the adult unskilled and juvenile workers at the rate not less than the notified minimum wage.
- 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. 154/- 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 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 rate of wages shall be applicable to time rated/whole time workers including temporary place 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, holiday 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. any complaint of payment of minimum wages below than this rate shall be made to the Board under Section 13 of the Sindh Minimum Wages Act, 2015.
- XIV. The schedule of minimum rate of wages for unskilled adult and juvenile workers is given below:

Category of worker 1	Minimum rate of wages 2	
	(a)	(b)
Unskilled, Adult, Juvenile and Adolescent Workers employed in Industrial and commercial establishment, whether registered or unregistered located in the Province of Sindh.	Per day (for eight (08) hours of work).	Per month (twenty six (26) working days including gazetted holidays)
	Rs. 1230.77/-	32000/-
	(Rupees one thousand two hundred thirty and seventy seven paise only)	(Rupees thirty two thousand only)

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 Act, 2015.

**SHARIQ AHMED**  
**SECRETARY TO GOVT. OF SINDH**

SO(L-II)/13-03/2016-I:

Karachi dated 2<sup>nd</sup> November, 2023

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.

*Rubnawaz*  
(RUBNAWAZ ABRO)

SECTION OFFICER (LABOUR-II)  
FOR SECRETARY TO GOVT. OF SINDH

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