



GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT

NOTIFICATION

Peshawar, Dated the 10/09/2025

No.SOL/LD/8-4/2025/MWB

16927-7031
In exercise of the powers conferred by clause (a) of sub-section (1) of section 6 of the Khyber Pakhtunkhwa Minimum Wages Act, 2013 (Khyber Pakhtunkhwa Act No. XII of 2013), read with section 4 and sub-section (2) of section 5 thereof, and by revising the previously notified minimum wages, the Government of Khyber Pakhtunkhwa, on the recommendations of the Minimum Wages Board, is pleased to declare the minimum rates of wages, as mentioned in Column No. 2 of the Table below, in respect of workers, as mentioned in Column No. 1 thereof, with effect from 1st July, 2025:

Table

Category of Workers	Minimum Rates of Wages	
1	2	
Adult, unskilled, juvenile and adolescent workers employed in industrial establishments and commercial establishments, whether registered or unregistered located in the Province of Khyber Pakhtunkhwa.	(a)	(b)
	Per day [for eight (08) hours of work]	Per month [twenty six (26) working days]
	Rs. 1538.46/- (Rupees One Thousand Five Hundred Thirty Eight and Forty Six paise only)	Rs. 40,000/- (Rupees Forty Thousand only)

2. The minimum wages shall be subject to the following conditions:
- the employers in all industrial establishments and commercial establishments shall pay to their workers the wages at the rate not less than minimum wages as mentioned in the Table above;
 - the minimum wages shall not be considered as maximum rates and any existing wages higher than the minimum wages mentioned in the Table above shall not be reduced. However, the employers shall be at liberty to pay higher wages either unilaterally on their own initiative or by collective agreement in view of any special consideration including higher grade, skill, experience and higher cost of living in a particular locality or other reason;
 - the minimum wages for other categories of workers shall, in no case, be less than the minimum wages fixed herein;
 - the employers shall revise, where necessary, the rate of remuneration for piece-rate workers so as to ensure that workers in such piece-rated occupations are enabled by working eight (08) hours a day and twenty six (26) days in each month, as the case may be, to receive wages not less than the minimum wages mentioned in the Table above;
 - the minimum wages shall be applicable to time rated workers including temporary workers, piece-rated workers and workers engaged on contract basis as per sub-section (2) of section 5 of the Act *ibid*;

- (f) the workers shall continue to enjoy such facilities as house rent allowance or free house, electricity, water, conveyance, free medical aid, gratuity, bonus, pension, any form of insurance, provident fund, recreation, subsidized food, education, holidays and leave with pay, attendance allowance, and any other benefit already provided by the employer;
- (g) no variable or incentive allowance (non-statutory) or value of welfare facilities as mentioned in preceding clause shall be adjusted against the minimum wages;
- (h) the daily/weekly working hours, conditions of overtime, work on weekly holidays or rest and on paid holidays etc. shall be regulated by the Khyber Pakhtunkhwa Factories Act, 2013, Act ibid and other relevant labour laws for the time being in force;
- (i) the provisions of the Khyber Pakhtunkhwa Factories Act, 2013 and other labour laws for the time being in force shall be applicable generally but more particularly with regard to the daily/weekly working hours, conditions of overtime work, work on day of rest and other similar matters;
- (j) the wages of apprentices shall be regulated in accordance with the provisions of the Apprenticeship Ordinance, 1962; and
- (k) female and trans gender workers shall get the same minimum wages as male workers receive for work of equal value.

Sd/-

Secretary to Government of the Khyber Pakhtunkhwa
Labour Department

Endst. of even No & date

Copy is forwarded to:

1. Secretary Overseas Pakistanis and Human Resource Development, Islamabad.
2. All Administrative Secretaries, Government of Khyber Pakhtunkhwa.
3. All Divisional Commissioners Khyber Pakhtunkhwa.
4. Registrar Peshawar High Court Peshawar.
5. Secretary Labour Departments, Punjab, Sindh, Balochistan, AJ&K and GB.
6. PSO to Chief Minister, Khyber Pakhtunkhwa.
7. PSO to Chief Secretary, Khyber Pakhtunkhwa.
8. All Presiding Officers, Labour Courts Khyber Pakhtunkhwa.
9. All Deputy Commissioners Khyber Pakhtunkhwa.
10. Director, Directorate of Labour, Khyber Pakhtunkhwa, with the request to take up the case with Manager Govt. Printing Press for official Gazette of the Notification.
11. Manager Govt. Printing Press for official Gazette of the Notification.
12. Secretary, Workers Welfare Board Khyber Pakhtunkhwa.
13. Director General, Employees Social Security Institution Khyber Pakhtunkhwa.
14. All District Attorneys Labour Courts Khyber Pakhtunkhwa.
15. Section Officer (Cabinet), Administration Department, Khyber Pakhtunkhwa.
16. Presidents / General Secretaries Workers Federations Khyber Pakhtunkhwa.
17. P S to Secretary, Labour Department, Khyber Pakhtunkhwa.

(JAVOID ANWAR)
SECTION OFFICER (LABOUR)

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12/09/2025