



GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT
Karachi, dated 17th August 2026

NOTIFICATION

No. SO(L-II)/13-3/2016-II: Whereas, in pursuance of sub-section (1) of section 4 of the Sindh Minimum Wages Act, 2015, the Government referred to the Minimum Wages Board, Sindh, the matter of revision of the minimum rates of wages for semi-skilled, skilled and highly skilled workers employed in the sixty (60) industries specified in this Notification;

And whereas, the Minimum Wages Board, Sindh, after deliberation and consultation with the tripartite members of the Board, recommended revision of the minimum rates of wages for the aforesaid categories of workers by allowing an increase of up to seven and a half per cent (7.5%) over the rates previously notified;

And whereas, in accordance with Rule 19 of the Sindh Minimum Wages Rules, 2021, the proposed recommendations were published in the Official Gazette dated **06th July, 2026**, inviting objections and suggestions from persons likely to be affected thereby;

And whereas, the objections and suggestions so received do not warrant any modification in the recommended minimum rates of wages, except that certain representations relating to occupational classifications require further consultation prior to finalization of Schedule-A;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 6 of the Sindh Minimum Wages Act, 2015, the Government of Sindh is pleased to declare the following minimum rates of wages for semi-skilled, skilled and highly skilled workers employed in the industries specified herein, with effect from **1st July, 2026**, subject to the terms and conditions specified below and the subsequent issuance of Schedule-A containing the occupational classifications, which shall be finalized after due consultation with the tripartite stakeholders and notified within one (01) month from the date of publication of this Notification:

Minimum Rates of Wages:

Category	Proposed Minimum Wage (Per Month)
Semi-Skilled Worker	Rs. 44,484/-
Skilled Worker	Rs. 53,350/-
Highly Skilled Worker	Rs. 55,626/-



Industries Covered:

- | | |
|---|--|
| 1) Auto Workshops & Garages | 32) Iron, Steel & Fabricated Metal Industry |
| 2) Air Conditioners, Refrigerators & Deep Freezers Industry | 33) Pipe Industry |
| 3) Agriculture Industry | 34) Leather Goods & Footwear Industry |
| 4) Beverage Industry | 35) Machine-Made Carpet Industry |
| 5) Bidi Binding Industry | 36) Machinery Industry |
| 6) Brick Kiln Industry | 37) Media (Print & Electronic) Industry |
| 7) Building & Road Construction Industry | 38) Mining & Quarrying Industry |
| 8) Bus Body Building Industry | 39) Motorcycle, Scooter and three-Wheeler Manufacturing Industry |
| 9) Battery Manufacturing Industry | 40) Paints & Varnish Industry |
| 10) Cement Industry | 41) Paper Products Industry |
| 11) Ceramic Industry | 42) Petroleum Industry |
| 12) Chemical Industry | 43) Petroleum Refining Industry |
| 13) Cinema Houses Industry | 44) Pharmaceutical Industry |
| 14) Construction Industry | 45) Plastic Industry |
| 15) Cotton Ginning & Pressing Industry | 46) Printing Press Industry |
| 16) Customs & Tax Clearing Agencies | 47) Power Generation Plants |
| 17) Cycle Parts Manufacturing Industry | 48) Ready-Made Garments Industry |
| 18) Dairy Products Industry | 49) Rice Husking Industry |
| 19) Electrical Appliances Industry | 50) Road Transport Industry |
| 20) Electrical Wires & Cables Industry | 51) Rubber Industry |
| 21) Fertilizer & Allied Industry | 52) Security Service Providers Industry |
| 22) Flour Milling Industry | 53) Silk/Rayon Small Units & Power Loom Industry |
| 23) Foam Products Industry | 54) Soap Manufacturing Industry |
| 24) Food Industry | 55) Sugar Industry |
| 25) Furniture & Woodworking Industry | 56) Tannery Industry |
| 26) Glass Bangle Industry | 57) Textile Industry |
| 27) Glass Industry | 58) Tobacco Industry |
| 28) Hair Salons & Beauty Clinics | 59) Transport Equipment Industry |
| 29) Hosiery & Knitting Industry | 60) Telecommunication Equipment & Accessories Industry |
| 30) Hotel Industry | |
| 31) Ice & Cold Storage Industry | |

Terms and Conditions:

- i) These revised minimum wages shall apply to all workers employed in the above-mentioned industries throughout the Province of Sindh.
- ii) Employers shall pay wages to all workers according to the occupational classifications specified in Schedule-A, at rates not less than the corresponding minimum wages prescribed therein, calculated on the basis of an eight-hour working day..
- iii) Where any occupation is not specifically included in Schedule-A, the employer shall classify the worker under the most analogous occupational category and pay wages not less than the applicable minimum rate. Such classification shall be subject to verification by the Minimum Wages Board.
- iv) These rates shall apply to all categories of workers, including permanent, probationary, temporary, piece-rated, contract, casual, time-rated and whole-time workers.



- v) The minimum wage rates notified herein shall constitute the minimum guaranteed wage floor and shall not be treated as the maximum wage.
- vi) No employer shall pay wages below the minimum rates prescribed herein notification, under any circumstances, subject only to lawful deductions permissible under the law.
- vii) No variable payment, attendance bonus, productivity incentive, non-statutory allowance, welfare facility, or any other contingent payment shall be adjusted, absorbed, set-off, or counted towards the minimum wage prescribed under this Notification. Such payments shall be payable over and above the minimum wage floor.
- viii) The term "minimum wages" shall have the meaning assigned under Section 2(xv) of the Sindh Minimum Wages Act, 2015, and shall include only the notified basic pay and statutory allowances.
- ix) The definition of "wages" under Section 2(xix) of the Act shall not be construed to dilute, substitute, or reduce the guaranteed minimum wage floor prescribed under this Notification.
- x) Male and female workers performing work of equal value shall receive equal minimum wages without discrimination.
- xi) Existing facilities and benefits including accommodation, water, electricity, transport, medical aid, EOBI, social security, canteen and recreational facilities shall continue to be provided and shall not be withdrawn or adjusted against the minimum wage.
- xii) Any worker already receiving wages higher than the notified minimum wages shall continue to receive such higher wages, and this Notification shall not authorize any reduction thereof, in terms of Section 9(2)(b) of the Act.
- xiii) Employers shall maintain wage registers, wage slips and employment records in accordance with the Sindh Minimum Wages Rules, 2021 and produce the same before inspectors/authorities whenever required.
- xiv) All industrial, commercial and other establishments registered under any law shall make payment of wages through cross cheque or bank transfer, in order to ensure transparency and compliance.
- xv) All labour laws including the Sindh Minimum Wages Act, 2015, Sindh Payment of Wages Act, 2015, Sindh Terms of Employment (Standing Orders) Act, 2015 and Sindh Factories Act, 2015 shall apply mutatis mutandis.



- xvi) The detailed occupational classifications and the corresponding minimum wage rates applicable thereto shall be specified in a separate Schedule, to be issued by the Board after due consultation with all stakeholders.

(SAJID JAMAL ABRO)
SECRETARY

No. SO(L-II)/13-3/2016-II:

Karachi, dated, the 17th August, 2026

A copy is forwarded for information and necessary action to:

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 publication in next Gazette.
14. The Director General, NILAT, Karachi.
15. The Sindh Labour Appellate Tribunal, Karachi.
16. The Sindh Labour Courts (All) _____.
17. The Commissioner (All), Sindh _____.
18. The Deputy Commissioner, (All) Sindh _____.
19. The President, Employers Federation of Pakistan, 2nd Floor, State Life Building No. 02, Wallace Road, off. I.I. Chundrigar Road, Karachi.
20. 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.
21. The Presidents, Chamber of Commerce and Industries (Karachi, Hyderabad, Sukkur, Larkana & Mirpurkhas).
22. The (All) Workers Federations in Sindh.
23. The PS to Minister Labour & Human Resources Sindh, Karachi.
24. The PS to Secretary Labour & Human Resources Department, Government of Sindh, Karachi.
25. Office Master file.

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(MIR HASSAN BHANBHRO)
SECTION OFFICER (L-II)



GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT
Karachi, dated 17th August, 2026

NOTIFICATION

No. SO(L-II)/13-3/2016-II: Whereas, in pursuance of sub-section (1) of section 4 of the Sindh Minimum Wages Act, 2015, the Government referred the matter of fixation of minimum rates of wages for unskilled adult, juvenile and adolescent workers employed in industrial and commercial establishments to the Minimum Wages Board, Sindh;

And whereas, the Minimum Wages Board, Sindh, after conducting the prescribed enquiry, recommended the minimum rates of wages, and in accordance with Rule 19(4) of the Sindh Minimum Wages Rules, 2021, the proposed recommendations were published in the Official Gazette dated 06th July, 2026, inviting objections and suggestions from persons likely to be affected thereby, and no objection warranting modification of the recommendations has been received;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 6 of the Sindh Minimum Wages Act, 2015, the Government of Sindh is pleased to declare the following minimum rates of wages for unskilled adult, juvenile and adolescent workers employed in all industrial and commercial establishments throughout the Province of Sindh, as specified in the Schedule appended hereto, subject to the following conditions:

- i) These revised minimum rates of wages shall apply to all unskilled adult, juvenile and adolescent workers employed in all industrial and commercial establishments, whether registered or unregistered, situated in the Province of Sindh, and shall apply uniformly throughout the Province.
- ii) This minimum wage shall uniformly be applicable across the entire province and will come into force from **01.07.2026**, as per provisions of the Sindh Minimum Wages Act, 2015.
- iii) No discrimination shall be made in payment of minimum wages on the basis of sex, and female workers shall be entitled to receive wages equal to male workers performing the same category of work.
- iv) The daily and weekly working hours, overtime, work on weekly holidays, and paid holidays shall be governed by the Sindh Factories Act, 2015, Sindh Payment of Wages Act, 2015, Sindh Shops and Commercial Establishments Act, and other applicable labour laws.
- v) The minimum rates hereby declared shall constitute the statutory wage floor and under no circumstances shall wages of any other category of worker be fixed below these rates.
- vi) Every employer shall pay to each unskilled adult, juvenile and adolescent worker wages not less than the minimum rates specified in the Schedule appended hereto.



- vii) For the purposes of enforcement, the term "wages" shall have the same meaning as assigned under Section 2(xix) of the Sindh Minimum Wages Act, 2015.
- viii) Employers shall revise, where necessary, the rates of remuneration of piece-rated workers so as to ensure that a worker engaged on piece-rate basis earns not less than the equivalent of the prescribed minimum time-rate.
- ix) These rates are fixed on the basis of eight (8) hours a day and forty-eight (48) hours a week, subject to the applicable labour laws.
- x) The minimum rates of wages shall not be deemed to be maximum rates. Any worker already receiving wages higher than the rates notified shall continue to receive such higher wages and the same shall not be reduced.
- xi) These minimum rates shall equally apply to permanent, temporary, casual, contractual, daily-rated and piece-rated workers.
- xii) Workers shall continue to enjoy all existing statutory and non-statutory benefits, facilities and amenities including but not limited to accommodation, house rent, water, electricity, conveyance, medical facilities, gratuity, pension, bonus, provident fund, insurance, recreation, food, subsidized food, education, paid holidays, leave benefits and attendance allowance.
- xiii) For avoidance of doubt and in order to preserve the statutory minimum wage floor, no variable payment, attendance bonus, productivity incentive, non-statutory allowance, welfare facility or any contingent payment shall be adjusted, absorbed, set-off or counted towards the minimum rates of wages notified under the Sindh Minimum Wages Act, 2015.
- xiv) The minimum wage shall be payable as an unconditional guaranteed wage floor, exclusive of such payments and benefits.
- xv) All Government, Semi-Government, autonomous, and private institutions procuring manpower through contractors, outsourcing arrangements, or tenders shall ensure that no contract, tender or bid is accepted below the notified minimum wage rates.
- xvi) All industrial, commercial, shop and other establishments shall pay wages through crossed cheque, bank transfer, or any other lawful banking instrument in accordance with the Sindh Payment of Wages Act, 2015.

SCHEDULE

S.No.	Category of Worker	Per Hour	Per Day	Per Month
01	Unskilled Adult, Juvenile & Adolescent Workers employed in all Industrial & Commercial Establishments in Sindh	Rs. 207/-	Rs. 1,654/-	Rs. 43,000/-



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

Karachi, dated, the 17th August, 2026

A copy is forwarded for information to:

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.
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25. Office Master file.



Mir Hassan Bhanbhro
17-8-26
(MIR HASSAN BHANBHRO)
SECTION OFFICER (L-II)