GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT
Karachi dated 28th July, 2025

Notification

No. L-II-13-3/2016-I: In accordance with Section 4(1) of the Sindh Minimum Wages Act, 2015, and in exercise of the powers granted under Section 6(1) (a) of the same Act, the Government of Sindh is pleased to fix the minimum monthly wage at **Rs. 40,000/-** for unskilled adult and adolescent workers employed in all industrial and commercial establishments across the province. This will take effect from **1st July, 2025**, subject to the following conditions:

1. These revised minimum wages will apply to all unskilled adult and adolescent workers working in any industrial or commercial establishment, whether registered or unregistered, throughout Sindh.

2. This minimum wage shall be uniformly applicable across the entire province and will come into force from **01.07.2025**, as per the provisions of the Sindh Minimum Wages Act, 2015.

3. Male and female workers in this category shall receive equal pay.

4. Working hours, overtime rules, rest days, and paid holiday provisions for these workers shall be governed by the Sindh Factories Act, 2015, the Payment of Wages Act, 2015, and other applicable labor laws.

5. The wages for skilled and semi-skilled workers in any industry must not be lower than the minimum wage fixed for unskilled workers.

6. All employers, regardless of whether their establishment is registered or unregistered, must pay their unskilled and adolescent workers not less than **Rs. 40,000/- per month**, as stated in the attached schedule.

7. "Wages" shall be interpreted according to the definition provided in Section 2(xix) of the Sindh Minimum Wages Act, 2015.

8. Employers must revise the rates for piece-rated workers to ensure that such workers earn at least **Rs. 192** per hour on any working day.

9. The new minimum wage is not to be considered the maximum. Any current wages higher than the new minimum must not be reduced. Employers are encouraged to

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offer higher wages either voluntarily or through collective agreements based on experience, local living costs, or other relevant factors.

10. The revised wage rates shall apply to all time-rated and full-time workers, including those employed on a temporary or piece-rate basis, effective from the date specified in the official notification issued by the Labour & Human Resources Department under Section 6 of the Sindh Minimum Wages Act, 2015 i.e. 1st July, 2025.

11. Existing benefits such as free accommodation/house rent, utilities (water/electricity), transport, medical care, gratuity, pension, bonus, insurance, provident fund, food (free/subsidized), education, recreation, paid holidays/leave, and attendance bonuses must continue to be provided by the employer. These cannot be counted toward meeting the minimum wage requirement.

12. Variable allowances, incentives, and the value of welfare facilities mentioned above shall not be used to offset the minimum wage.

13. All Government, semi-government and private institutions that hire manpower for different services through contractors must ensure that no tender is accepted where the proposed wage rate is below the minimum of Rs. 40,000 per month.

14. A detailed schedule of the minimum wages for unskilled adult and adolescent workers is provided below:

Category of Worker	Recommended Minimum Rates of Wages		
	Per Hours	Per Day	Per Month
Unskilled Adult & Adolescent Workers employed in all industrial & commercial establishments of Sindh Province	Rs,192	Rs.1538	Rs.40,000

Muhammad Rafique Qureshi
Secretary

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Karachi, dated, the 28th July 2025

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. 3.
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.

28-07-25

Mir Hassan Bhanbhro
Section Officer (Labour-II)

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