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The Sindh Government Gazette

Published by Authority

KARACHI FRIDAY JULY 04, 2025

PART-I

SINDH MINIMUM WAGES BOARD
GOVERNMENT OF SINDH

NO. MWB/R&S/1(1)88/2025/ /50 **Karachi dated, 02/07/2025**

NOTIFICATION

No MWB/R&S/I(2)/88/2025 The following recommendations, which, the Minimum Wages Board proposes to make in respect of all categories of workers (Semi Skilled, Skilled and Highly Skilled) employed in the following industries i.e (1) Auto Workshop & Garages (2) Air Conditioners, Refrigerators And Deep Freezers (3) Agriculture Workers Industry (3) Beverage Industry (5) Bidi Binding Industry (6) Brick Klin Industry (7) Building & Road Construction (8) Bus Body Building Industry(9) Battery Manufacturing Industry. (10) Cement Industry (11) Ceramic Industry (12) Chemical & Other Chemical Industry (13) Construction Industry (14) Cotton Ginning & Pressing Industry (15) Cinema Houses Industry (16) Custom, Tax Clearing And Insurance Agencies Industry (17) Cycle Parts & Manufacturing Industry (18) Dairy Product Industry (19) Electric Appliances Industry (20) Electric Wires And Cables Industry21) Fertilizer Manufacturing and Allied Industry (22) Flour Milling Industry (23) Foam Products Industry (24) Food Industry (25) Furniture & Wood Working Industry (26) Glass Bengal Industry (27) Glass Industry (28) Hair Salon & Beauty Clinics Industry (29) Hosiery Knitting Industry (30) Hotel Industry (31) Ice & Cold Storage Industry (32) Iron Steel & Fabricated Metal Industry(33) Pipe Industry Iron And Steel Industry((34) Leather Goods & Footwear Industry (35) Machine Made Carpet Industry (36) Machinery Industry (37) Media (Print & Electronic) Industry (38) Mining & Quarrying (Other Coal Mines) Industry (39) Motorcycle, Scooter, Three Wheel Manufacturing Industry(40) Paints & Varnish Industry (41) Paper Product Industry (42) Petroleum Industry(43) Petroleum Refining Industry/Petroleum Refining(44) Pharmaceutical Industry (45) Plastic Industry (46) Printing Press Industry (47) Power Generation Plants Industry(48) Ready-made Garments Industry (49) Rice Husking Industry (50) Road Transport Industry (51) Rubber Industry (52) Security Service Providers & Security Guard Industry (53) Silk / Rayon Small Units & Power Loom Industry (54) Soap Manufacturing Industry (55) Sugar Industry (56) Tannery Industry (57) Textile Industry (58) Tobacco Industry (59) Transport Equipment Industry (60)Telecommunication Equipments And Accessories Industry. (Total 60 industries) in the province of Sindh, in pursuance of the Sindh Minimum Wages Act, 2015 are hereby published in the official gazette as required under rules for information of the persons likely to be affected, thereby Notice is hereby given that the proposed rates together with the request that if any objections and suggestions with respect to this notification are there, they will be received by the Secretary Minimum Wages Board Sindh, Karachi, within a period of fourteen days from the date of publication of this notification in the official Gazette and shall be taken into consideration by the by the Minimum Wages Board under the Rules. Any objections / suggestions received after the expiry of said period of 14 days shall not be considered.

The Draft recommendations regarding fixation of minimum rates of wages of all categories of workers (Semi Skilled / skilled & Highly Skilled) in 60 different industries in the province of Sindh.

As per Section 9(b), to affect, in any way, the right of a worker to continue to receive wages at a rate higher than the minimum rate declared under this Act if, under any agreement, contract or award, or as a Customary differential, or otherwise, he is entitled to receive wages at such higher rate, or to continue to enjoy such amenities and other advantages as are customary for such worker to enjoy; or

(C) to affect the provisions of the payment of wages Act,1936 (Act No.IV of 1936).

The Minimum Wages Board has decided to propose the increase up to 8.1% in the rates of wages all categories of the workers notified vide Labour & Human Resources Department, Government of Sindh Notification No.(L-II)-13-3/2016-1 dated 22nd October , 2024 of all categories of workers (Semi Skilled, Skilled and Highly Skilled) schedule (Annexure-A) the relevant minimum rates of wages as mentioned in the annexed schedule of 60 different industries as specified in Labour Department, Government of Sindh's above said notification. This increase will be effective from 01-07-2025, for the minimum wages of the Semi Skilled / Skilled & Highly Skilled shall not be below the minimum wage rates of the skilled category.

(1) Semi skilled	RS,41280
(2) Skilled	RS,48910
(3) Highly skilled	RS,50868

2/7/25

Mohammad Naeem Mangi
Secretary
Minimum Wages Board
Government of Sindh

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PART-I

SINDH MINIMUM WAGES BOARD
GOVERNMENT OF SINDH

NO. MWB/R&S/1(1)88/2025/ 157 Karachi dated, 02/07/2025

NOTIFICATION

No.MWB/R&S/I(1)88/2025 The following recommendations, which the Minimum Wages Board proposes to make in respect of unskilled workers in the province of Sindh, in pursuance of the Sindh Minimum Wages Act, 2015, are hereby published in the official gazette as required under the rules for information of the public / persons likely to be affected, thereby, the Notice is hereby given that the proposed rates are be published with the objections and suggestions with respect to this gazette Notification shall be received by the Secretary Minimum Wages Board Sindh, Karachi, within the period of fourteen days from the date of publication of this notification in the official Gazette and shall be taken into consideration by the said Board under Rules. Any objections / suggestions received after the expiry of said period of 14 days shall not be considered.

i. The minimum rates of wages shall apply to all unskilled adults and Adolescent 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 of Sindh.

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 01.07.2025.

iii. A female worker of the category shall get the same minimum wages rates 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 Adolescent workers of the given category, shall be regulated by the Sindh Factories Act, 2015, Payment of Wages Act, 2015 and other relevant labour Laws and Rules.

v. The minimum rates of wages of other categories of workers unskilled employed in any industry, shall in no case, be less than the minimum rate of wages, now for unskilled adult and Adolescent workers in the Sindh province.

vi. The employers in all industries, whether registered or unregistered shall pay to the adult unskilled and Adolescent 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 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.192/-** per hour in any working day.

ix. The recommendations apply to such workers as are covered under the Sindh Minimum Wages Act, 2015 and employed on whole time basis for **8 hours a day's work & 6 day's work.**

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x. 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.

xi. 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 & Human Resources Department, Government of Sindh, of these minimum rates of wages under section 6 of the Sindh Minimum Wages Act, 2015.

xii. 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, holidays and leaves with pay, attendance allowance and any other benefits already provided by the employer.

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

xiv. All the Government, Semi-Government, and the private institutions, who hire the manpower for different services, or through the private contractors or through calling tenders, shall not entertain any tender filled below than these recommended minimum rates of wages.

xv. The schedule of minimum rate of wages for Unskilled adult and Adolescent workers is appended below:

S. NO.	CATEGORY OF WORKER	RECOMMENDED MINIMUM RATES OF WAGES		
		PER HOURS	PER DAY	PER MONTH
1.	Unskilled Adult & Adolescent Workers employed in all industrial & commercial establishments of Sindh Province	Rs.192	Rs.1538	Rs.40000

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

2/7/25

Mohammad Naeem Mangi
Secretary
Minimum Wages Board
Government of Sindh

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