



"SAY NO TO CORRUPTION"

GOVERNMENT OF SINDH
LABOUR & HUMAN RESOURCES
DEPARTMENT

NOTIFICATION

No: L-II-13-4/78-1: Whereas, in pursuance of the provisions of Section 4 of the Minimum Wages Ordinance 1961, the Sindh Minimum Wages Board (hereinafter referred to as the said Board) has recommended to Government the minimum rates of wages for the adult and juvenile workers employed in the industrial / commercial establishments in the province of Sindh.

The Board, having considered the objections and suggestions received in pursuance of its Notification No.MWB/R&S/US/1(1)/88/015 (unskilled) dated 25-08-2015, has submitted its recommendations (reproduced in schedule) for fixing the minimum rates of wages of unskilled adult and juvenile workers employed in all Industrial / Commercial undertakings in Sindh, under letter No.MWB/R&S/US/1(1)/88-015 dated 21-10-2015 by issuing notification under Section 6 of Minimum Wages Ordinance, 1961. The Government of Sindh, has accepted the recommendation of the said Board.

Now, therefore, in exercise of the powers conferred by Section 6(1)(a) of the Minimum Wages Ordinance, 1961, the Government of Sindh is pleased to declare that the minimum rates of wages for unskilled adult and juvenile workers employed in all the industrial / commercial establishments in Sindh shall be as given in the schedule appended to these recommendations with effect from 1st July, 2015.

Recommendations of minimum rates of wages for unskilled adult and juvenile workers employed in all the industrial undertakings in the Sindh province on reference from Government of Sindh under Section 4 of the Minimum Wages Ordinance, 1961.

- i. The recommended wages shall apply to all unskilled adult and juvenile workers employed in all industrial / commercial establishments / undertakings of any sort (registered or unregistered) located in the province of Sindh. The minimum rates of wages shall be applicable uniformly throughout the province.
- ii. These recommendations shall be applicable as per provisions of the Minimum Wages Ordinance, 1961 and the Rules made there-under and shall come into force on 1st July, 2015 after approval and notification by Government of Sindh under Section 6 of the said Ordinance.

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- iii. (a) The employers in all the industries shall pay wages to the workers engaged in occupation as classified in the annexed schedule at the rates not less than these mentioned against each category for work of 8 hours a day subject to the provision of the West Pakistan Shops & Establishments Ordinance 1969, Factories Act 1934, Payment of Wages Act, 1936 and other relevant Labour Laws.
- (b) The wages shall mean as defined in Section 2(8) of the Minimum Wages Ordinance 1961 (No.XXXIX of 1961).
- iv. The minimum rates of 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.
- v. The employers shall revise, where necessary the rates of remuneration for piece rated workers so as to ensure that the worker in each piece rated occupation are able to earn not less than Rs.62/- per hour in any working day.
- vi. The rate shall be applicable to time rated/whole time workers including probationary, temporary and piece rated workers.
- vii. The minimum 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.
- viii. An unskilled adult and juvenile female worker, employed in above industries shall get the same minimum wages as payable to a male worker for work of equal value vide Rule-15 of the Sindh Minimum Wages Rules 1962.
- ix. The workers in all industrial / commercial undertakings shall continue to enjoy all already existing facilities allowed to them regarding residential accommodation, water, electricity, medical aid, recreation facilities, subsidized food, education or any such other benefits / facilities, in any industry.
- x. All relevant Labour Laws shall be applicable generally but more particularly with regard to the daily or weekly working hours, conditions of over time, work on days of rest and similar other matters.
- xi. No variable or incentive allowance or value of welfare facilities as mentioned above shall be adjusted against the minimum wages.

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- xii. The schedule of minimum rates of wages for the all unskilled adult and juvenile workers employed in all industrial / commercial establishments undertakings in the province of Sindh is appended below:

SCHEDULE

S. NO.	CATEGORY OF WORKER	PROPOSED MINIMUM RATES OF WAGES	
		PER DAY	PER MONTH
1.	Adult worker employed in Industrial / Commercial Undertakings in Sindh Province.	Rs.500.00	Rs.13000.00
2.	Juvenile workers employed in Industrial / Commercial Undertakings.	Rs.500.00	Rs.13000.00

All industrial, commercial and other establishments registered under any law shall pay wages to the employees through cross cheque / Bank transfer.

(ABDUL RASHEED SOLANGI)
SECRETARY TO GOVT. OF SINDH

No:L-II-13-4/78-1:

Karachi, dated the 30th October, 2015.

Copy is forwarded to:

1. The Principal Secretary to Chief Minister, Sindh, Karachi.
2. The Secretary, Information Department, Govt. of Sindh for wide publication through print media.
3. The Secretary, I.T. Department, Government of Sindh, Karachi with a request to kindly upload on the website of Government of Sindh (Labour & HR Department).
4. The Deputy Secretary (Staff) to Chief Secretary, Sindh, Karachi.
5. The Superintendent, Sindh Government Printing Press, Karachi for publication in the extra ordinary gazette and supply 50 copies of the Gazette to the under signed.
6. The Director Labour Sindh.
7. The Chairman, Sindh Minimum Wages Board, Karachi.
8. P.S. to Advisor to C.M. Sindh for Labour & HRD, Karachi.
9. P.S. to Secretary Labour & HRD, Govt. of Sindh, Karachi.


30/10/15
SECTION OFFICER (LABOUR-I)