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PART-I

SINDH MINIMUM WAGES BOARD
GOVERNMENT OF SINDH

NO. MWB/R&S/1(1)88/2026/

Karachi dated, 24/06/2026

NOTIFICATION

No. MWB/R&S/1(1)88/2026: In pursuance of Sections 4 and 5 of the Sindh Minimum Wages Act, 2015, the Minimum Wages Board, Sindh, proposes to recommend the following minimum rates of wages in respect of unskilled adult and adolescent workers employed in industrial and commercial establishments throughout the Province of Sindh.

And whereas, in compliance with Rule 19 of the Sindh Minimum Wages Rules, 2021, these proposed recommendations are hereby published in the Official Gazette for information of the public and all persons likely to be affected thereby.

Notice is hereby given that objections or suggestions, if any, in respect of these proposed recommendations may be submitted in writing to the Chairman, Sindh Minimum Wages Board, Karachi, within fourteen (14) days from the date of publication of this notification in the Official Gazette. Any objection or suggestion received after expiry of the said period shall not be entertained.

The Board, after considering the objections and suggestions so received, will finalize its recommendations, subject to the provisions of the Act and rules framed thereunder.

RECOMMENDATIONS:

- i) These proposed minimum rates of wages shall apply to all unskilled adult 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) Upon final notification by the Government under Section 6 of the Sindh Minimum Wages Act, 2015, these rates shall come into force with effect from 1st July, 2026.
- 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 proposed 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 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 & Adolescent Workers employed in all Industrial & Commercial Establishments in Sindh	Rs. 207/-	Rs. 1,654/-	Rs. 43,000/-

Nazir Ahmed Sdomro
Chairman
Sindh Minimum Wages Board
Government of Sindh

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