



The Sindh Government Gazette

Published by Authority

KARACHI MONDAY JULY 06, 2026

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 exercise of powers conferred under Sections 4, 5, 6 and 7 of the Sindh Minimum Wages Act, 2015, and the recommendations of the Minimum Wages Board, Sindh, are hereby published which propose the revised minimum rates of wages for Semi-Skilled, Skilled and Highly Skilled workers employed in the following sixty (60) industries in the Province of Sindh.

The Board, after due consideration of prevailing economic conditions, inflationary trends, cost of living, productivity patterns, and tripartite consultations, has proposed an increase of up to 7.5% over the existing notified rates.

Notice is hereby given, as required under the Sindh Minimum Wages Rules, 2021, that objections and suggestions, if any, in respect of these proposed rates may be submitted in writing to the Chairman, Minimum Wages Board Sindh, Karachi, within fourteen (14) days from the date of publication of this Notification in the Official Gazette. Such objections and suggestions may be duly considered by the Board before finalization, subject to provisions of the Act and rules framed thereunder. Any objections or suggestions received after expiry of the said period shall not be entertained.

Proposed Minimum Rates of Wages

On reference made by the Government under Section 4 of the Sindh Minimum Wages Act, 2015, the Minimum Wages Board proposes the following revised monthly minimum wages:

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

The following industries shall, for the purposes of this notification, be covered hereunder, subject to further consultation with stakeholders to be completed within thirty (30) days of the issuance of the final notification:

1. Auto Workshops & Garages
2. Air Conditioners, Refrigerators & Deep Freezers Industry
3. Agriculture Industry
4. Beverage Industry
5. Bidi Binding Industry
6. Brick Kiln Industry

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

Terms and Conditions of Applicability

- i) These proposed minimum wages shall apply to all workers employed in the above-mentioned industries throughout the Province of Sindh.
- ii) The employers shall pay wages to all workers engaged in the occupations specified in a separate Annexure, which shall be issued after due consultation with the stakeholders within one month from the date of issuance of the final notification, at rates not less than the corresponding minimum wages prescribed therein, calculated on the basis of an eight (08) hour working day.
- iii) Where any occupation is not specifically mentioned in the aforesaid Annexure, the employer shall classify such worker under the nearest analogous category and ensure payment of wages not less than the applicable minimum wage prescribed for such category, and shall intimate such classification to the Board for record and necessary scrutiny.
- 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 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.

- x) 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.
- xi) 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.
- xii) 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.
- xiii) 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.
- xiv) 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.
- xv) 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.

Nazir Ahmed Shomru
Chairman
Sindh Minimum Wages Board
Government of Sindh