



GOVERNMENT OF SINDH
LABOUR & HUMAN RESOURCES
DEPARTMENT

Karachi dated the 19 September, 2019

NOTIFICATION

No: L-II-13-3/2016: Wherein, in pursuance of the provisions of Section 4 of the Sindh Minimum Wages Act, 2015 (the Sindh Minimum Wages Board (hereinafter referred to as the said Board) has recommended to Government the minimum rate of wages for the unskilled adult and juvenile workers employed in all industrial / commercial establishments in the Province of Sindh.

The Board, having considered the objection and suggestion received in pursuance of its Notification No.MWB/R&S/US/1(1)/88-2019 (unskilled) dated 08-08-2019, 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)/88-2019/130 dated 12-09-2019 by issuing notification under Section 6 of Sindh Minimum Wages Act, 2015. 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 Sindh Minimum Wages Act 2015, Government of Sindh is pleased to declare that the minimum rates of wages for unskilled adult and juvenile workers employed in all industrial / commercial establishments in Sindh shall be as given in the schedule appended to the minimum rates of wages, with effect from 1st July, 2019.

The minimum rates of wages for unskilled adult and juvenile workers employed in all the industrial/commercial establishments in the Sindh province on reference from Government of Sindh under Section 4 of Sindh Minimum Wages Act, 2015.

- I. The minimum rates of wages shall apply to all unskilled adult and juvenile workers employed in all industrial / commercial establishments of any sort (registered or unregistered) located in Sindh and minimum rates of wages shall be applicable uniformly throughout the Province.
- II. These minimum rates of wages shall be applicable as per provisions of the Sindh Minimum Wages Act, 2015 and shall come into force with effect from 1st July, 2019 after approval and notification to be issued by Government of Sindh, under Section 6 of the said Act.
- III. A female worker of the category shall get the same minimum wages as allowed to a male worker of the category of such work.

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- 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 juvenile workers of the given category shall be regulated by the Sindh Factories Act, 2015 (Sindh Act No. XIII of 2016), Payment of Wages Act, 2015 and other relevant Labour laws.
- V. 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.
- VI. The employers in all industries whether registered or un-registered shall pay to the adult unskilled and juvenile 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 rates of remunerations for piece rated workers so as to ensure that the worker in each piece rate occupation is enabled to earn not less than Rs.84.00 per hour in any working day.
- IX. 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.
- X. 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 by the Government of Sindh, of these minimum rates of wages under Section 6 of the Sindh Minimum Wages Act, 2015.
- XI. The workers shall continue to enjoy such facilities like free accommodation / house rent, water, electricity, conveyance, free medical aid, gratuity, pension, bonus, any kind of insurance, provident fund, recreation, free food / subsidized food, education, holidays and leave with pay, attendance allowance and any other benefit already provided by the employers.
- XII. No variable or incentive allowance or value of welfare facilities as mentioned above shall be adjusted against the minimum rates wages.

- XIII. The schedule of minimum rate of wages for unskilled adult and juvenile workers is appended below:

SCHEDULE

S. NO.	CATEGORY OF WORKER	MINIMUM RATES OF WAGES	
		PER DAY	PER MONTH
1.	Unskilled Adult worker employed in Industrial / Commercial Undertakings in Sindh Province.	Rs.675.00	Rs.17,500.00
2.	Juvenile workers employed in industrial / Commercial Undertakings.	Rs.675.00	Rs.17,500.00

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

ABDUL KASHEED SOLANGI
SECRETARY TO GOVT. OF SINDH

No: L-II-13-3/2019

Karachi, dated the 19 September, 2019.

Copy is forwarded to:

1. The Secretary, IT department, Govt. of Sindh, Karachi with a request to kindly upload on the website of Sindh Government (Labour & HR Department).
2. 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.
3. The Director Labour Sindh.
4. The Chairman, Sindh Minimum Wages Board, Karachi.

(YASIR ALI SOLANGI)
SECTION OFFICER (L-II)