



# The Sindh Government Gazette

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## PART-I

ر.ت. 100/100/100/23/314  
 MINIMUM WAGES BOARD  
 GOVERNMENT OF SINDH  
 1st Floor, Sindh Secretariat No. 3

Karachi, dated the: 25-09-2023

### NOTIFICATION

No MWR/RAS/100/100/2023 The following recommendations which the Minimum Wage Board proposes to make in respect of all categories of workers (skilled, semi skilled and highly skilled) employed in (1) Auto Work Shop & Carpent (2) Ride Riding Industry (3) Brick Kilo Industry (4) Bus Body Building Industry (5) Cement Industry (6) Ceramic Industry (7) Cotton Ginning & Pressing Industry (8) Chemical & Other Chemical Industry (9) Construction Industry (10) Cycle Industry (11) Electric Appliances/Cable Industry (12) Flour Milling Industry (13) Food Industry (14) Furniture & Wood working Industry (15) Glass Industry (16) Glass Bangle Industry (17) Hotel Industry (18) Iron Steel & Fabricated Metal Industry (19) Machine Made Carpet Industry (20) Machinery Industry (21) Paints & Furnish Industry (22) Paper Product Industry (23) Petroleum Industry (24) Pharmaceutical Industry (25) Plastic Industry (26) Printing Press Industry (27) Readymade Garments Industry (28) Rice Husking Industry (29) Road Transport Industry (30) Rubber Industry (31) Sare/Wayen Small Units & Power Looms Industry (32) Soap Manufacturing Industry (33) Sugar Industry (34) Tannery Industry (35) Textile Industry (36) Tobacco Industry (37) Transport Equipment Industry (38) Beverage Industry (39) Hosiery Industry (40) Leather Goods & Footwear Industry (41) Ice & cold Storage Industry (42) Dairy Product Industry (43) Building & Road Construction (44) Cycle parts Manufacturing Industry (45) Foam products (46) Hair Salon & Beauty Clinics Industry (47) Fertilizer Manufacturing (48) Mining & Quarrying (Other Coal Mines) Industry (49) Security Service Providers & Security (50) Media (Print & Electronic) Industry (Total 50 Industries) in the province of Sindh, in pursuance of the Sindh Minimum Wage 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 objections and suggestions with respect thereto will be received by the Secretary Minimum Wage 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 said Board under Rules. Any objection/suggestion received after the expiry of said period of 14 days will not be considered.

- The Draft recommendations regarding fixation of minimum rates of wages of all categories of workers (skilled /semi skilled & highly skilled) in 50 different industries in the province of Sindh.

Section, 9(3) 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.

The Minimum Wage Board has decided to increase up to 28 % in the minimum rates of wages notified vide Labour & Human Resources Department, Government of Sindh notification no.L-11-13-3/2018-1 dated 20<sup>th</sup> April, 2023 of all categories of workers (skilled, semi skilled and highly skilled) in 50 different industries as specified in Labour Department, Government of Sindh's above said notification. This increase will be effective from 01-07-2023, the minimum wages of the skilled /semi skilled & highly skilled shall not be below the minimum wage of RS. 33200.

No MWR/RAS/100/100/2023 The following recommendations which the Minimum Wage Board proposes to make in respect of unskilled in the province of Sindh, in pursuance of the Sindh Minimum Wage 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 objections and suggestions with respect thereto will be received by the Secretary Minimum Wage 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 said Board under Rules. Any objection/suggestion received after the expiry of said period of 14 days will not be considered.

- i. The minimum rates of wages shall apply to all unskilled adults and juvenile 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.
- ii. These minimum rates of wages shall be applicable as per provisions of Sindh Minimum Wage Act, 2015 and shall come into force with effect from 01.07.2023.
- 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.

- 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, 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 unregistered 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(six) 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.154/- 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 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.
- xi. 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.
- xii. In variable or incentive allowance or value of welfare facilities as mentioned above shall be adjusted against the minimum rates of wages.
- xiii. All the Government, Semi-Government and private institutions who hire the manpower for different services through private contractor through calling tenders, shall not entertain any tender filed below than these recommended minimum rate of wages.
- xiv. Any complaint of payment of minimum wages below than this rate shall be made to the Board under Section 13 & Rules, 16, 2021 of the Sindh Minimum Wages Act, 2015.
- xv. The schedule of minimum rate of wages for unskilled adult and juvenile workers is appended below:

S. NO.	CATEGORY OF WORKER	RECOMMENDED MINIMUM RATES OF WAGES		
		PER HOURS	PER DAY	PER MONTH
1.	Adult unskilled Worker employed in Industrial / Commercial Undertakings in Sindh Province	Rs.154.00	Rs.1230.76	Rs.32000.00
2.	Juvenile Workers employed in Industrial / Commercial Undertakings.	Rs.154.00	Rs.1230.76	Rs.32000.00

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

(ZULFIKAR ALI NIZAMANI)  
Chairman  
Minimum Wages Board  
Government of Sindh