



GOVERNMENT OF BALOCHISTAN  
LABOUR AND MANPOWER DEPARTMENT  
(Development Section)

**Our Faith, Corruption Free Pakistan**

Dated Quetta the 8<sup>th</sup> September, 2023.

**NOTIFICATION.**

No.SO(Dev:)II(L)7-3/2023/L&MD/ 268 /- In pursuance of the Provision of Section 4 of the Balochistan Minimum Wages Act 2021 (Act No. X of 2021) and consequent upon the approval of the competent authority, (Chief Minister of Balochistan) the Government of Balochistan Labour & Manpower Department is pleased to increase Minimum rates of Wages for the un-skilled adult and juvenile / adolescent workers employed in the Industrial / Commercial Establishment in the Province on the recommendations of Balochistan Minimum Wages Board. .

2. Now, in exercise of the powers conferred by Section-6(1)(a) of Balochistan Minimum Wages Act, 2021 the Government of Balochistan is pleased to declare that the Minimum rates of Wages for un-skilled adult and juvenile / adolescent workers, employed in all the Industrial / commercial Establishment in Balochistan shall be as given in the schedule appended to the Minimum rates of Wages with effect from 1<sup>st</sup> July, 2023.

- I. The minimum rates of wages shall apply to all unskilled adult and Juvenile / adolescent workers employed in all Industrial and Commercial establishment of any sort (registered or unregistered) located in the Province of Balochistan. The minimum rates of wages shall be applicable uniformly throughout the Province.
- II. These minimum rates of wages shall be applicable as per provision of the Balochistan Minimum Wages Act, 2021 and shall come into force with effect from 1<sup>st</sup> July, 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 adult unskilled and juvenile / adolescent workers of the given category shall be regulated by the Balochistan Factories Act, 2021, Balochistan Minimum Wages Act, 2021 and other relevant Labour Laws.
- V. The minimum rates of Wages of other categories of workers (Skilled and semi-skilled) employment in any industry shall in no case be less than minimum rates of wages, now for unskilled adult and juvenile / adolescent workers in the Balochistan Province.
- VI. The employers in all industries whether registered on un-registered shall pay to the adult unskilled and juvenile / adolescent workers at the rate no less than that proposed in the schedule appended herewith.
- VII. The wages will mean "Wages" as defined in section 2(K) of the Balochistan Minimum Wages Act, 2021.
- VIII. The employers shall revise, where necessary the rates of remuneration for piece rated workers so as to ensure that the workers in each piece rate occupation is enable 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 workers including temporary piece rated workers with effect from the date of notification by the Government of Balochistan, under section 6 of the Balochistan Minimum Wages Act, 2021.

- XI. The workers shall continue to enjoy such facilities like free accommodation / house rent, water, electricity, conveyance, 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 of wages.
3. The schedule of minimum rate of wages for adult un-skilled and juvenile / adolescent workers is appended below: -

**SCHEDULE**

S. No	Category Workers	Minimum Rates of Wages	
		Per Day	Per Month
1.	Un-skilled adult workers employed in Industrial / Commercial Undertakings in Balochistan Province.	Rs.1231 /-	Rs. 32,000 /- (26 working days)
2	Un-skilled Juvenile / adolescent workers employed in Industrial / Commercial Establishment.	Rs.1231 /-	Rs. 32,000 /- (26 working days)


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

**SECRETARY**  
**Labour & Manpower**  
**Department**

**The Controller**  
**Govt: Printing Press Balochistan, Quetta**  
**No. even dated even.**

**A copy is forwarded to: -**

1. The Secretary Government of Pakistan Ministry of Overseas Pakistanis & Human Resources Dev: Islamabad,
2. The Country Director ILO Islamabad.
3. The Principal Secretary Chief Minister Balochistan, Quetta.
4. The Principal Secretary to Governor Balochistan.
5. All Administrative Secretaries in Balochistan.
6. All Head of Attached Department in Balochistan \_\_\_\_\_
7. All heads of Autonomous Bodies in Balochistan.
8. The President Chamber of Commerce Quetta and Hub.
9. All the Divisional Commissioner/Deputy Commissioners in Balochistan.
10. Director General Public Relations Balochistan.
11. The Director General Labour Welfare Balochistan, Quetta.
12. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
13. All the Joint Directors Labour Welfare in Balochistan.
14. PS to Secretary Labour & Manpower Department. Quetta.
15. Master File.

  
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**Section Officer (Dev:)**  
**PH#9201014**  
8-9-2023