



GOVERNMENT OF SINDH  
LABOUR & HUMAN RESOURCES  
DEPARTMENT

Karachi dated the 10<sup>th</sup> November, 2023

**NOTIFICATION**

**No. SO(L-II)13-03/2016-I:** - In pursuance of the provisions of Section 4(1) of the Sindh Minimum Wages Act, 2015 and in exercise of the power conferred by sub-section (1)(a) of Section-6 of Sindh Minimum Wages Act, 2015, Government of Sindh is pleased to declare the minimum rates of the wages @ Rs.33,280/- per month, which is 28% higher than the existing rates of minimum wages of all categories of skilled workers employed in 50 industrial/commercial establishments in Sindh subject to following conditions., with effect from 01.07.2023.

- I. The minimum rates of the wages shall apply to all categories of skilled workers (semi-skilled, skilled & highly skilled) employed in following 50 industrial/commercial establishments in Sindh (registered/unregistered), located in Sindh minimum rates of wages shall be applicable uniformly throughout the province.

(1) Auto workshop & Garages (2) Bide Binding Industry (3) Brick Kiln 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) Slik /Rayon Smal Units & Power Loom 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 Cool Mines) Industry (49) Security Services Providers & Security (50) Media (Print & Electronic).

- II. These minimum rates of wages shall be applicable as per provisions of Sindh Minimum Wages 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 employers in all industries, whether registered or unregistered shall pay to the adult unskilled and juvenile workers at the rate not less than the notified minimum wage.
- VI. The Wages will mean "Wages" as defined in Section 2(xix) of the Sindh Minimum Wages Act, 2015.
- VII. 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. 160/- per hour in any working day.
- VIII. 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.
- IX. The minimum rate of wages shall be applicable to time rated/whole time workers including temporary place 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.
- X. 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, holiday and leaves with pay, attendance allowance and any other benefits already provided by the employer.
- XI. No variable or incentive allowance or value of welfare facilities as mentioned above shall be adjusted against the minimum rates of wages.
- XII. The schedule of minimum rate of wages for skilled workers is given below:

categories of skilled workers	Minimum rate of wages	
	1	2
Skilled Workers employed in Industrial and commercial establishment, whether registered or unregistered located in the Province of Sindh.	(a)	(b)
	Per day (for eight (08) hours of work).	Per month (twenty six (26) working days including gazetted holidays)
	Rs. 1280/-  (Rupees one thousand two hundred eighty only)	33280/-  (Rupees thirty three thousand two hundred eighty only)

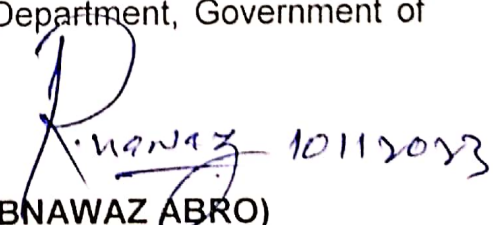
All industrial /commercial and other establishments, registered under any law, shall pay wages to the employees through cross cheque /bank transfer, under Section 6 of the Sindh Payment Act, 2015.

**SHARIQ AHMED**  
**SECRETARY TO GOVT. OF SINDH**

SO(L-II)/13-03/2016-I:

Karachi dated 10<sup>th</sup> November, 2023

1. The Secretary, Ministry of Overseas Pakistanis and Human Resource Development, Government of Pakistan, Islamabad.
2. The Chairman, Planning & Development Board, Government of Sindh, Karachi
3. The Senior Member, Board of Revenue, Sindh, Karachi.
4. The Principal Secretary to Governor Sindh, Karachi.
5. The Principal Secretary to Chief Minister Sindh, Karachi.
6. The Secretary to Government of Sindh (All) \_\_\_\_\_.
7. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
8. The Director General, Directorate of Labour, Sindh, Karachi.
9. The Commissioner, Sindh Employees Social Security Institution, Karachi.
10. The Secretary, Sindh Workers Welfare Board, Karachi.
11. The Chairman, Sindh Minimum Wages Board, Karachi.
12. The Commissioner, Mines Labour Welfare Organization, Sindh, Karachi.
13. The Regional Director (All) Directorate of Labour, Sindh, Karachi.
14. The Joint Directors, Occupational Safety & Health (Zone-I Karachi, Zone-II Karachi & Hyderabad).
15. The Superintendent, Sindh Government Printing Press, Karachi, for the next issue of Sindh Government Gazette publication in.
16. The President, Employers Federation of Pakistan, 2nd Floor, State Life Building No.02, Wallace Road, off. I.I Chundrigar Road, Karachi.
17. The Presidents, Association of Trade and Industries, KATI, SITE, Landhi, Bin Qasim, SITE Super Highway, F.B. Area, North Karachi, Nooriabad, Kotri, Hyderabad and Sukkur.
18. The Presidents, Chamber of Commerce and Industries (Karachi, Hyderabad, Sukkur, Larkana & Mirpurkhas).
19. The (All) Workers Federations in Sindh.
20. The PS to Minister Labour & Human Resources Sindh, Karachi.
21. The PS to Secretary Labour & Human Resources Department, Government of Sindh, Karachi
22. Office Master file.

  
**(RUBNAWAZ ABRO)**  
**SECTION OFFICER (LABOUR-II)**  
**FOR SECRETARY TO GOVT. OF SINDH**

SO(L-II)/13-03/2016-I:

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