GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT
Karachi dated 28th July, 2025

Notification

No. L-II-13-3/2016-I: In supersession of this department's Notification of even number dated 22nd October 2024, and in pursuance of the provisions of Section 5 of the Sindh Minimum Wages Act, 2015, the Government of Sindh directed the Minimum Wages Board, Sindh (hereinafter referred to as "the Board") to revise and increase the minimum rates of wages for all categories of workers employed in 60 industries in the Province of Sindh by up to **8.1%**.

2. **Whereas the Board,** after examining the objections and suggestions received in response to its Notification No. MWB/R&S/1(2)/88-2025 dated 04th July 2025, has submitted its recommendations for the revision of the minimum wages.

3. **Now,** therefore, in exercise of the powers conferred under Section 6(1)(a) of the Sindh Minimum Wages Act, 2015, the Government of Sindh is pleased to declare the revised minimum rates of wages for the following three categories of skilled workers employed in the said 60 industries, with effect from **01st July 2025:**

Recommendations of Minimum Rates of Wages of Semi-Skilled, Skilled and Highly Skilled Workers Employed in 60 Industries in Sindh on reference from Government of Sindh under Section-4 of the Sindh Minimum Wages Act, 2015.

1. Semi Skilled	**Rs. 41,380/- Per Month**
2. Skilled	**Rs. 49,628/- Per Month**
3. Highly Skilled	**Rs. 51,745/- Per Month**

(1) Auto Workshop & Garages (2) Air Conditioners, Refrigerators And Deep Freezers (3) Agriculture Workers Industry (3) Beverage Industry (5) Bidi Binding Industry (6) Brick Klin Industry (7) Building & Road Construction (8) Bus Body Building Industry(9) Battery Manufacturing Industry. (10) Cement Industry (11) Ceramic Industry (12) Chemical & Other Chemical Industry (13) Construction Industry (14) Cotton Ginning & Pressing Industry (15) Cinema Houses Industry (16) Custom, Tax Clearing And Insurance Agencies Industry (17) Cycle Parts & Manufacturing Industry (18) Dairy Product Industry (19) Electric Appliances Industry (20) Electric Wires And Cables Industry21) Fertilizer Manufacturing and Allied Industry (22) Flour Milling Industry (23) Foam Products Industry (24) Food Industry (25) Furniture & Wood Working Industry (26) Glass Bengal Industry (27) Glass Industry (28) Hair Salon & Beauty Clinics Industry (29) Hosiery Knitting Industry (30) Hotel Industry (31) Ice &

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Cold Storage Industry (32) Iron Steel & Fabricated Metal Industry(33) Pipe Industry Iron And Steel Industry((34) Leather Goods & Footwear Industry (35) Machine Made Carpet Industry (36) Machinery Industry (37) Media (Print & Electronic) Industry (38) Mining & Quarrying (Other Coal Mines) Industry (39) Motorcycle, Scooter, Three Wheel Manufacturing Industry(40) Paints & Varnish Industry (41) Paper Product Industry (42) Petroleum Industry(43) Petroleum Refining Industry/Petroleum Refining(44) Pharmaceutical Industry (45) Plastic Industry (46) Printing Press Industry (47) Power Generation Plants Industry(48) Ready-made Garments Industry (49) Rice Husking Industry (50) Road Transport Industry (51) Rubber Industry (52) Security Service Providers & Security Guard Industry (53) Silk / Rayon Small Units & Power Loom Industry (54) Soap Manufacturing Industry (55) Sugar Industry (56) Tannery Industry (57) Textile Industry (58) Tobacco Industry (59) Transport Equipment Industry (60)Telecommunication Equiments And Accessories Industry. (Total 60 industries)

Terms and Applicability of the Recommended Minimum Wages

1. The recommended wages shall be applicable to all workers employed in the aforementioned industries across the Province of Sindh.

2. (a) Employers in these industries are required to pay wages to workers engaged in occupations listed in the attached schedule **(Annexure-A)** at rates not less than those specified for each category, based on an 8-hour working day. This is subject to the provisions of the Sindh Factories Act, 2015 (Sindh Act No. XIII of 2016), the Payment of Wages Act, 1936 (Act IV of 1936), and other relevant labour laws.

   (b) The term "wages" shall be interpreted as defined in Section 2(xix) of the Sindh Minimum Wages Act, 2015.

3. In cases where an establishment employs workers in occupations not included in the attached schedule (Annexure-A), it shall be the responsibility of the Manager or Employer to classify such occupations under the appropriate category in the schedule and pay wages accordingly. The classification and wage details must also be reported immediately to the Chairman, Sindh Minimum Wages Board for any necessary action.

4. The recommended wage rates shall apply to all types of workers, including time-rated, whole-time, probationary, temporary, and piece-rated workers.

5. The proposed minimum rates of wages shall not be considered as maximum limits. Any wages currently being paid above the prescribed minimum rates in the annexed schedule shall not be reduced by any Manager or Employer.

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6. No employer shall pay any worker engaged in an occupation or trade listed in the annexed schedule **(Annexure-A)** at a rate lower than the corresponding minimum wage specified therein.

7. Adult female workers employed in the specified industries shall receive the same minimum wage as their male counterparts when performing work of equal value.

8. All workers in these industries shall continue to receive any existing facilities provided by the employer, including residential accommodation, water, electricity, medical aid, and recreational amenities.

9. The provisions of the Sindh Factories Act, 2015 and other applicable labour laws shall apply in general, and particularly in matters related to daily and weekly working hours, overtime, rest days, and similar conditions of employment.

10. These recommendations also apply to workers covered under the Sindh Minimum Wages Act, 2015 who are employed on a full-time basis for an 8-hour workday.

11. The issue of maintaining wage differentials among workers with varying levels of experience and efficiency—either within the same occupation or across different occupations—is left to the discretion of employers. Such differentiation may be determined unilaterally or through collective agreements, provided that no worker's wage falls below the minimum rate prescribed under the Sindh Minimum Wages Act, 2015.

12. Nothing in Section 9(b) shall affect a worker's right to receive wages higher than the declared minimum rate, where such higher wages are granted under an agreement, contract, award, or as a customary practice. Similarly, workers shall continue to enjoy any established amenities or benefits they are entitled to.

13. The detailed schedule of minimum wage rates proposed for different categories of semi-skilled, skilled, and highly skilled workers across the 60 specified industries is attached as **(Annexure-A)**.

14. All Industrial, Commercial and other Establishments registered under any law shall pay wages to the employees through cross Cheque/Bank transfer.

Muhammad Rafique Qureshi
Secretary

No. L-II-13-3/2016-I: **Karachi, dated, the 28th July 2025**

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A copy is forwarded for information to:

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. 3.
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 Superintendent, Sindh Government Printing Press, Karachi, for the next issue of Sindh Government Gazette publication in.
14. The President, Employers Federation of Pakistan, 2nd Floor, State Life Building No.02, Wallace Road, off. I.I Chundrigar Road, Karachi.
15. 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.
16. The Presidents, Chamber of Commerce and Industries (Karachi, Hyderabad, Sukkur, Larkana & Mirpurkhas).
17. The (All) Workers Federations in Sindh.
18. The PS to Minister Labour & Human Resources Sindh, Karachi.
19. The PS to Secretary Labour & Human Resources Department, Government of Sindh, Karachi.
20. Office Master file.

28-07-2

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Mir Hassan Bhanbhro
Section Officer (Labour-II)