



GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT
Karachi, dated 17th August, 2026

NOTIFICATION

No. SO(L-II)/13-3/2016-II: Whereas, in pursuance of sub-section (1) of section 4 of the Sindh Minimum Wages Act, 2015, the Government referred the matter of fixation of minimum rates of wages for unskilled adult, juvenile and adolescent workers employed in industrial and commercial establishments to the Minimum Wages Board, Sindh;

And whereas, the Minimum Wages Board, Sindh, after conducting the prescribed enquiry, recommended the minimum rates of wages, and in accordance with Rule 19(4) of the Sindh Minimum Wages Rules, 2021, the proposed recommendations were published in the Official Gazette dated 06th July, 2026, inviting objections and suggestions from persons likely to be affected thereby, and no objection warranting modification of the recommendations has been received;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 6 of the Sindh Minimum Wages Act, 2015, the Government of Sindh is pleased to declare the following minimum rates of wages for unskilled adult, juvenile and adolescent workers employed in all industrial and commercial establishments throughout the Province of Sindh, as specified in the Schedule appended hereto, subject to the following conditions:

- i) These revised minimum rates of wages shall apply to all unskilled adult, juvenile and adolescent workers employed in all industrial and commercial establishments, whether registered or unregistered, situated in the Province of Sindh, and shall apply uniformly throughout the Province.
- ii) This minimum wage shall uniformly be applicable across the entire province and will come into force from **01.07.2026**, as per provisions of the Sindh Minimum Wages Act, 2015.
- iii) No discrimination shall be made in payment of minimum wages on the basis of sex, and female workers shall be entitled to receive wages equal to male workers performing the same category of work.
- iv) The daily and weekly working hours, overtime, work on weekly holidays, and paid holidays shall be governed by the Sindh Factories Act, 2015, Sindh Payment of Wages Act, 2015, Sindh Shops and Commercial Establishments Act, and other applicable labour laws.
- v) The minimum rates hereby declared shall constitute the statutory wage floor and under no circumstances shall wages of any other category of worker be fixed below these rates.
- vi) Every employer shall pay to each unskilled adult, juvenile and adolescent worker wages not less than the minimum rates specified in the Schedule appended hereto.



- vii) For the purposes of enforcement, the term "wages" shall have the same meaning as assigned under Section 2(xix) of the Sindh Minimum Wages Act, 2015.
- viii) Employers shall revise, where necessary, the rates of remuneration of piece-rated workers so as to ensure that a worker engaged on piece-rate basis earns not less than the equivalent of the prescribed minimum time-rate.
- ix) These rates are fixed on the basis of eight (8) hours a day and forty-eight (48) hours a week, subject to the applicable labour laws.
- x) The minimum rates of wages shall not be deemed to be maximum rates. Any worker already receiving wages higher than the rates notified shall continue to receive such higher wages and the same shall not be reduced.
- xi) These minimum rates shall equally apply to permanent, temporary, casual, contractual, daily-rated and piece-rated workers.
- xii) Workers shall continue to enjoy all existing statutory and non-statutory benefits, facilities and amenities including but not limited to accommodation, house rent, water, electricity, conveyance, medical facilities, gratuity, pension, bonus, provident fund, insurance, recreation, food, subsidized food, education, paid holidays, leave benefits and attendance allowance.
- xiii) For avoidance of doubt and in order to preserve the statutory minimum wage floor, no variable payment, attendance bonus, productivity incentive, non-statutory allowance, welfare facility or any contingent payment shall be adjusted, absorbed, set-off or counted towards the minimum rates of wages notified under the Sindh Minimum Wages Act, 2015.
- xiv) The minimum wage shall be payable as an unconditional guaranteed wage floor, exclusive of such payments and benefits.
- xv) All Government, Semi-Government, autonomous, and private institutions procuring manpower through contractors, outsourcing arrangements, or tenders shall ensure that no contract, tender or bid is accepted below the notified minimum wage rates.
- xvi) All industrial, commercial, shop and other establishments shall pay wages through crossed cheque, bank transfer, or any other lawful banking instrument in accordance with the Sindh Payment of Wages Act, 2015.

SCHEDULE

S.No.	Category of Worker	Per Hour	Per Day	Per Month
01	Unskilled Adult, Juvenile & Adolescent Workers employed in all Industrial & Commercial Establishments in Sindh	Rs. 207/-	Rs. 1,654/-	Rs. 43,000/-



(SAJID JAMAL ABRO)
Secretary

No. L-II-13-3/2016-I:

Karachi, dated, the 17th August, 2026

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.
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 publication in next Gazette.
14. The Director General, NILAT, Karachi.
15. The Sindh Labour Appellate Tribunal, Karachi.
16. The Sindh Labour Courts (All) _____.
17. The Commissioner (All), Sindh _____.
18. The Deputy Commissioner, (All) Sindh _____.
19. The President, Employers Federation of Pakistan, 2nd Floor, State Life Building No. 02, Wallace Road, off. I.I. Chundrigar Road, Karachi.
20. 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.
21. The Presidents, Chamber of Commerce and Industries (Karachi, Hyderabad, Sukkur, Larkana & Mirpurkhas).
22. The (All) Workers Federations in Sindh.
23. The PS to Minister Labour & Human Resources Sindh, Karachi.
24. The PS to Secretary Labour & Human Resources Department, Government of Sindh, Karachi.
25. Office Master file.



Mir Hassan Bhanbhro
17-8-26
(MIR HASSAN BHANBHRO)
SECTION OFFICER (L-II)