



KHYBER PAKHTUNKHWA

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GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

NOTIFICATION

Dated 16th July, 2013.

No. SOL(LD)1-14/2013.—In exercise of the powers conferred vide sub-section (1) of section 8 of the Khyber Pakhtunkhwa Minimum Wages Act, 2013, Government of Khyber Pakhtunkhwa is pleased to adopt minimum rates of wages as Rs. 10,000/- (Rupees Ten Thousand) per month in respect of un-skilled workers working in the industrial and commercial establishments in the province with effect from July 1, 2013, subject to the following conditions:

CONDITIONS

1. The wages shall apply to all adult unskilled and juvenile workers employed in all industrial and commercial undertakings whether registered or un-registered located in Khyber Pakhtunkhwa Province except Federally Administered Tribal Area.
2. (a) The minimum rates of wages are for work of eight hours;
(b) The employers in all industrial and commercial establishments shall pay to their workers the wages at the rate not less than Rs. 10,000/- per month. The previous notification in respect of the minimum wage for unskilled and juvenile workers issued under the Minimum Wages Ordinance, 1961 shall be deemed to have been revised accordingly;
(c) The minimum wages shall mean wages as defined in Section-2 (xv) of the Khyber Pakhtunkhwa Minimum Wages Act, 2013.
3. The wages of apprentices shall be regulated in accordance with the provisions of the Apprenticeship Ordinance, 1962.
4. The employers shall revise, where necessary, the rate of remuneration for piece-rated workers so as to ensure that workers in such piece-rated occupations are enabled by working eight (08) hours a day and twenty-six (26) days in each month, as the case may be, to receive not less than the minimum rates of wages.
5. (a) The minimum wages shall not be regarded as maximum rates and any existing wages higher than the minimum rates of wages shall not be reduced. The employers shall, however, be free to pay higher wages either unilaterally on their own initiative or by collective agreement in view of any special consideration including higher grade or skill or experience or higher cost of living in a particular locality or other reason;

- (b) The minimum wages for other categories of workers shall in no case be less than the minimum wages fixed herein.
6. The minimum rates of wages shall be applicable to time rated workers including temporary workers, piece-rated workers and workers engaged on contract basis with effect from July 1, 2013 as per Section-8 (1) of the Khyber Pakhtunkhwa Minimum Wages Act, 2013.
 7. The workers shall continue to enjoy such facilities as House Rent Allowance or Free House, electricity, water, conveyance, free medical aid, gratuity, bonus, pension, any form of insurance, provident fund, recreation, subsidized food, education, holidays and leave with pay, attendance allowance, and any other benefit already provided by the employers.
 8. No variable or incentive allowance or value of welfare facilities as mentioned above shall be adjusted against the minimum wages notified herein.
 9. For the purpose of calculating any variable payable to a workers, the minimum wages as defined under Section-2 (xv) of the Khyber Pakhtunkhwa Minimum Wages Act, 2013 shall be strictly observed and adhered to.
 10. Both the male and female workers shall get the same minimum wages for work of equal value.
 11. The daily/weekly working hours, conditions of overtime, work on weekly holidays or rest and on paid holidays, etc. shall be regulated by the Khyber Pakhtunkhwa Factories Act, 2013, Khyber Pakhtunkhwa Payment of Wages Act, 2013 and other relevant labour laws.

BY ORDER OF THE
GOVERNMENT OF KHYBER PAKHTUNKHWA

Sd/-x-x-x
SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT