



KHYBER PAKHTUNKHWA

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GOVERNMENT OF KHYBER PAKHTUNKHWA MINIMUM WAGES BOARD.

NOTIFICATION

Dated: 12th August, 2015.

No. NWB/UnSkilled/(161)/67-68--- In exercise of powers conferred under Clause (a) of Sub-Section (1) of Section-6 of the Khyber Pakhtunkhwa Minimum Wages Act, 2013 (Act No. XII of 2013), the Government of Khyber Pakhtunkhwa is pleased to notify the minimum rates of wages as Rs. 12,000/- (Rupees Twelve Thousand) per month in pursuance of recommendations made by the Khyber Pakhtunkhwa Minimum Wages Board in respect of adult unskilled and juvenile workers in all industrial and commercial establishments in the Khyber Pakhtunkhwa Province with effect from July 1, 2014, subject to the following conditions/criteria:-

1. The wages shall apply to all adult unskilled and juvenile workers employed in all industrial and commercial establishments whether registered or un-registered located in the Khyber Pakhtunkhwa Province.
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. 12,000/- per month. The rates shall also apply to juvenile workers engaged in the industrial and commercial establishments within the territorial jurisdiction of the province of Khyber Pakhtunkhwa.
(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 skilled 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.

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6. The minimum rates of wages shall be applicable to time rated workers including temporary workers, piece-rated workers, workers engaged on time work basis and workers engaged on contract basis with effect from July 1, 2014 as per Sub Section (2) of Section-5 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 (non-statutory) 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 worker, 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. Female workers shall get the same minimum wages as a male worker receives 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.
12. The detail schedule of the minimum wages is as under:-

Sl. No.	Category of workers	Minimum Rates of Wages	
		Per day [for eight (08) hours of work]	Per month [Twenty-six (26) working days]
1.	Adult unskilled and juvenile workers employed in industrial & commercial establishments in Khyber Pakhtunkhwa Province.	Rs. 461.54 (Rupees Four Hundred & Sixty-One & 54 Paise Only)	Rs. 12,000.00 (Rupees Twelve Thousand only)

Sd/-xxx
SECRETARY TO GOVERNMENT
OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT.