



## KHYBER PAKHTUNKHWA

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### DIRECTORATE OF LABOUR (MINIMUM WAGES BOARD) GOVERNMENT OF KHYBER PAKHTUNKHWA

#### NOTIFICATION

Dated Peshawar the 31<sup>st</sup> May, 2021

No.MWB/UN-SKILLED/1(161)/3529: The following draft of recommendations, which the Khyber Pakhtunkhwa Minimum Wages Board proposes to make in respect of adult, unskilled, juvenile and adolescent workers employed in all industrial and commercial undertakings in the Khyber Pakhtunkhwa in pursuance of the directions of the Provincial Government under Section-4(1) of the Khyber Pakhtunkhwa Minimum Wages Act, 2013 (Act No.XII of 2013), are hereby published in the official Gazette for information of all persons likely to be affected thereby and notice is also hereby given for calling comments (if any) with respect to draft recommendations to be received by the undersigned within a period of thirty (30) days from the date of publication of this notification in the official Gazette, which shall be taken into consideration. Any comments received after the expiry of the prescribed period will not be considered / entertained.

#### Recommendations:

1. The recommended minimum wage shall apply to all adult, unskilled, juvenile and adolescent workers employed in all industrial and commercial undertakings whether registered or un-registered located in the Khyber Pakhtunkhwa Province.
2. (a) The employers in all industrial and commercial undertakings shall pay to their workers the wages at the rate not less than as mentioned in the schedule given at the bottom. The previous notification in respect of the minimum wages for adult, unskilled, juvenile and adolescent workers in various industries / commercial establishments issued under the KP Minimum Wages Act, 2013 shall be deemed to have been revised accordingly;  
(b) The minimum wages shall mean minimum wages as defined in Section-2(xv) of the Khyber Pakhtunkhwa Minimum Wages Act, 2013.
3. (a) The provisions of the Khyber Pakhtunkhwa Factories Act, 2013 and other Labour laws shall be applicable generally but more particularly with regard to the daily / weekly working hours, conditions of overtime work, work on day of rest and other similar matters;  
(b) 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 wages mentioned in the schedule.

5. (a) The recommended minimum rates of wages shall not be regarded as maximum rates and any existing wages higher than the minimum now recommended 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 rates of wages for other categories of workers shall in no case, be less than the minimum rates of wages fixed herein.
6. Rates of wages in respect of other categories of workers i.e. highly skilled, skilled and semi skilled workers shall also be enhanced at a rate not less than 20% of their present wages.
7. The recommended 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<sup>st</sup>, 2021 as per Sub-Section (2) of Section-5 of the Khyber Pakhtunkhwa Minimum Wages Act, 2013.
8. 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 employer.
9. No variable or incentive allowance (non-statutory) or value of welfare facilities as mentioned above shall be adjusted against the minimum rates of wages recommended by the Board.
10. A female and trans gender worker shall get the same minimum rates of 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: -

Category of Workers	Minimum Rates of Wages	
	Per Day [For Eight (08) Hours of Work]	Per Month [Twenty Six (26) Working Days]
Adult, Unskilled, Juvenile and Adolescent workers employed in industrial & commercial undertakings in Khyber Pakhtunkhwa.	Rs.807.69/- (Rupees Eight Hundred & Seven Only)	Rs.21,000/- (Rupees Twenty One Thousands Only)

**By Order of the Khyber Pakhtunkhwa  
Minimum Wages Board**

Sd/-xxx  
**Irfan Ullah Khan**  
Chairman

**Khyber Pakhtunkhwa Minimum Wages Board**