



KHYBER PAKHTUNKHWA

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GOVERNMENT OF KHYBER PAKHTUNKHWA MINIMUM WAGES BOARD.

NOTIFICATION

Dated 20th September, 2012.

No. SOL(LD)1-14/2012.— In supersession of Government of Khyber Pakhtunkhwa Labour Department Notification SOL (LD) 1-14/2010 dated 01/12/2010 and in pursuance of recommendations made by the Khyber Pakhtunkhwa, Minimum Wages Board, as provided under Section-4 of the Minimum Wages Ordinance 1961 (Ordinance No. XXXIX of 1961) and in exercise of the powers conferred under Section-6(1) of the said Ordinance, the Government of Khyber Pakhtunkhwa is pleased to notify the following minimum rates of wages for adult unskilled workers and juvenile workers in all Industrial undertakings whether registered or un-registered in Khyber Pakhtunkhwa Province except Federally Administered Tribal Areas.

S. No.	Category of Workers	Minimum Rates of Wages	
		Per day (for 08 hours of work)	Per Month (26 working days)
1.	Unskilled workers and juvenile workers employed in industrial undertakings in Khyber Pakhtunkhwa Province.	Rs. 307/69 (Rupees three hundred & seven/69 paise only)	Rs. 8,000/- (Rupees eight thousand only)

The above mentioned rates shall be applicable subject to the following conditions/criteria.

1. The employers in all industries shall pay to their workers the wages at the rate not less than as mentioned above.
2. The wages will mean wages as defined in Section 2 (8) of the Minimum Wages Ordinance 1961.
3. The provision of the Factories Act, 1934 and other labour laws shall be applicable generally but more particularly with regard to the daily/weekly working hours, condition of overtime work, work on day of rest and similar matters;
4. The wages of apprentices shall be regulated in accordance with the provisions of the Apprenticeship Ordinance, 1962.
5. 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 hours a day and (26) days in each month as the case may be, to receive wages not less than wages mentioned in the schedule.
6. (a) The recommended minimum wages shall not be regarded as maximum wages and any existing wages higher than the minimum now fixed 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.

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7. The recommended rates shall be applicable to all the categories of workers including permanent workers, time rated workers, temporary workers, piece rated workers and workers engaged on contract basis with effect from 1st July 2012 as per section-6(4) of the Minimum Wages Ordinance, 1961.
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 benefits already provided by the employers.
9. No variable or incentive allowance or value of welfare facility as mentioned above shall be adjusted against the minimum wages recommended by the Board.
10. An adult female worker 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 Factories Act 1934 (No. XXVI of 1934) Payment of Wages Act, 1936 (No. VI of 1936) and other relevant labour laws.

Sd/-xxx
Secretary to
Govt of Khyber Pakhtunkhwa
Labour Department.