



# KHYBER PAKHTUNKHWA

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## GOVERNMENT OF KHYBER PAKHTUNKHWA (MINIMUM WAGES BOARD)

### NOTIFICATION

Dated Peshawar, the 1<sup>st</sup> February, 2018

**No.MWB/BK(76)/970.**—In pursuance of recommendation of the Minimum Wages Board, the government of Khyber Pakhtunkhwa in exercise of powers under section-6 of the Khyber Pakhtunkhwa Minimum Wages Act, 2013 (Khyber Pakhtunkhwa Act No. XII of 2013), is pleased to notify the rates of wages given in the schedule to be the minimum rates of wages, with effect from **1<sup>st</sup> January, 2018** for various categories of workers engaged in the brick kilns, whether registered or un-registered, in the Province of Khyber Pakhtunkhwa, with conditions / criteria laid down as under.

2. Subject to the conditions/criteria the following rates shall be applicable:-

#### SCHEDULE

3. **Skilled/ Semi Skilled**  
(Drawing Wages on Monthly Basis)

1. Head Munshi/ Accountant	Rs.	16200/- p.m.
2. Munshi/ Clerk/ Cashier	Rs.	15500/- p.m.
3. Mistry	Rs.	16000/- p.m.
4. JalaiWala	Rs.	15400/- p.m.
5. Coal man	Rs.	15200/- p.m.
6. Brick Stackers	Rs.	15300/- p.m.
7. Tube-Well Operator	Rs.	15300/- p.m.
8. Water Man	Rs.	15200/- p.m.
9. Nazar/ Care-Taker	Rs.	15200/- p.m.
10. Cook/ Chowkidar	Rs.	15000/- p.m.

**Skilled/ Semi Skilled**  
(Drawing Wages on Piece Rate Basis)

11. SafaiWala	Rs.	40/1000	Bricks
12. BharaiWala	Rs.	43/1000	Bricks
13. NikalwayWala	Rs.	128/1000	Bricks
14. RaitWala/ Sand Man	Rs.	23/1000	Bricks
15. TaperahQalib	Rs.	750/1000	Bricks
16. TaperahSancha (Ordinary)	Rs.	800/1000	Bricks
17. TaperahSancha(Special)	Rs.	1000/1000	Bricks
18. Choka Big/ ChokaGuldar Maker	Rs.	1000/1000	Bricks
19. Choka Small (Maker)	Rs.	1048/1000	Bricks
20. ChokaGutka (Maker)	Rs.	938/1000	Bricks
21. Donkey Man/ Trolley Card	Rs.	238/1000	Bricks

4. The employers in the bricks kiln industry shall pay to their workers the wages at the rate not less than those given in the schedule.
5. The minimum wages and wages shall have the same meaning as assigned to it in the Khyber Pakhtunkhwa Minimum Wages Act, 2013.
6. The provisions of the Khyber Pakhtunkhwa Factories Act, 2013 and other labour laws shall be applicable generally but particularly with regard to daily, weekly working hours, condition of overtime work, work on the days of rest and similar other ancillary matters.
7. The wages of apprentices shall be regulated in accordance with provisions of the Apprenticeship Ordinance, 1962 (as amended).
8. The employers shall revise, where necessary, the rates of remuneration for piece rated workers not specified in the schedule, so as to ensure that workers in such piece work occupations are enabled by working eight hours a day and 26 days in each month to earn not less than the corresponding minimum rates of monthly or daily wages as shown in the schedule.
9. The recommended minimum rates of wages shall not be regarded as maximum rates and the existing wages higher than the given in the scheduled shall not be reduced. The employers shall, however, be free to pay higher wages either unilaterally on their own initiative or by collective agreements in view of any consideration including higher grade or skill or experience or higher cost of living in a particular locality or for any other reasons.
10. The minimum rates of wages shall be applicable to time rated workers including temporary workers and piece rated workers and workers engaged on contract basis with effect from 1<sup>st</sup> January, 2018.
11. A female worker shall get the same minimum rates of wages given in the scheduled as a male worker for the work of equal value.
12. No discrimination shall be made on the basis of religion, political affiliation, sect, colour, caste, creed, ethnic background etc. with regard to payment of minimum wages fixed herein.

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