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PART-IV

PROVINCIAL ASSEMBLY OF SINDH NOTIFICATION KARACHI, THE 12TH APRIL, 2016.

NO.PAS/Legis-B-41/2015-The Sindh Minimum Wages Bill, 2015 having been passed by the Provincial Assembly of Sindh on 25th January, 2016 and assented to by the Governor of Sindh on 07th April, 2016 is hereby published as an Act of the Legislature of Sindh.

THE SINDH MINIMUM WAGES ACT, 2015.

SINDH ACT NO. VIII OF 2016.

AN ACT

to provide for the regulation of minimum rates of wages and various allowances for different categories of workers employed in certain industrial and commercial undertakings and establishments.

WHEREAS it is expedient to provide for regulation of minimum rates of wages and various allowances for different categories of workers employed in certain industrial and commercial undertakings and establishments and for matters connected therewith and ancillary thereto;

Preamble.

It is hereby enacted as follows:-

1. (1) This Act may be called the Sindh Minimum Wages Act, 2015.
- (2) It shall extend to the whole of the Province of the Sindh.

Short title, extent, application and commencement.

(3) It shall apply to all industrial establishments and commercial establishments in the Province of the Sindh.

(4) It shall come into force at once.

Definitions.

2. (1) In this Act, unless there is anything repugnant in the subject or context -

(i) "ad hoc Relief" means an allowance allowed by Government under sub-section (4) of section 8;

(ii) "adolescent" means a person who has completed fourteenth year of his age but has not completed eighteenth year of his age;

(iii) "adult" means a person who has completed his eighteenth year of age;

(iv) "Board" means the Minimum Wages Board constituted under section 3;

(v) "Chairperson" means Chairperson of the Board;

(vi) "commercial establishment" means an establishment in which the business of advertising, commission or forwarding is conducted, or which is a commercial agency, and includes a clerical department of a factory or

of any industrial or commercial undertaking, the office establishment of a person who for the purpose of fulfilling a contract with the owner of any commercial establishment or industrial establishment, employs workers, a unit of a joint stock company, an insurance company, a banking company or a bank, a broker's office or stock-exchange, a club, a hotel, a restaurant or an eating house, a cinema or theater, schools, colleges, private educational institutions, hospitals, private health centers, clinical laboratories, private security agencies, other establishment or class thereof which run on commercial and profit basis, and such other establishment or class thereof, as Government may, by notification in the official Gazette, declare to be a commercial establishment for the purposes of this Act:

Provided that relevant provisions of this Act shall also apply to the employees of societies registered under the Societies Registration Act, 1860 (Act No. XXI of 1860) and the voluntary social welfare organizations.

(vii) "cost of living allowance" means an allowance allowed by Government under sub-section (2) of section 8;

(viii) "dearness allowance" means an allowance allowed by Government under sub-section (3) of section 8;

