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Sindh Sets Rs40,000 Minimum Wage from July 2025

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– Categories: Finance



KARACHI – The Government of Sindh has officially announced a new minimum wage of Rs40,000 per month for all unskilled workers employed across industrial and commercial sectors in the province, effective July 1, 2025. The decision follows a notification issued by the provincial government and applies to both registered and unregistered workplaces.

Labour Minister Shahid Abdul Salam Thaheem confirmed the revised pay structure during a press briefing. Under the new framework, wages have also been defined for different categories of labour:

- Semi-skilled workers: Rs41,380
- Skilled workers: Rs49,628
- Highly skilled workers: Rs51,745

These wages apply regardless of gender, ensuring equal pay for male and female workers alike.

In addition to monthly salaries, the minister clarified that establishments operating on an hourly wage model must now pay at least Rs192 per hour to comply with the new policy.

The move is part of broader efforts by the provincial government to mitigate the effects of inflation on low-income households and strengthen compliance with existing labour laws. Minister Thaheem stated that the decision was made following consultations with industry representatives and workers' unions, aiming to balance the concerns of both employees and employers.

“The Labour Department will work closely with industrial stakeholders to enforce the new wage regulations effectively,” he said, adding that inspections and follow-up measures would be intensified in the coming months to monitor implementation across sectors.

This announcement places Sindh among the provinces offering the highest official minimum wage levels in Pakistan. It follows growing concerns over rising living costs and stagnant wage growth, especially in urban centres like Karachi and Hyderabad.

According to sources within the Labour Department, the notification was prepared in line with recommendations from the Minimum Wage Board and other labour rights bodies. Employers have been advised to update their payroll systems and notify their staff accordingly. Non-compliance could result in penalties under existing provincial labour laws.

With this new policy, the provincial administration seeks to support the working class through wage protection and economic stability measures, amid ongoing inflationary pressure affecting essential commodities and services across the country.

The Labour Department is expected to issue further guidelines for compliance and complaint handling mechanisms in the coming weeks.