



GOVERNMENT OF SINDH
LABOUR & HUMAN RESOURCES
DEPARTMENT

NOTIFICATION

Notification No: L-II-13-3/2016-I: Whereas in pursuance of the provisions of Section 5 of the Sindh Minimum Wages Act 2015, the Government of Sindh directed the Minimum Wages Board, Sindh, (hereinafter referred to as the Board) to recommend the minimum rates of wages for all categories of workers employed in Glass Bangle Industry in the Province of Sindh.

And whereas the Board considered the objections and suggestions received in pursuance of its Notification No: *MWB/R&S/GB/2(2)/2011 dated 02-04-2019* and it has now submitted its recommendations (as reproduced below) for fixing the minimum rates of wages for all categories of workers employed in Glass Bangle Industry in the Province of Sindh.

Now, therefore, in exercise of the powers conferred by Section 6(I)(a) of the Sindh Minimum Wages Act, 2015 the Government of Sindh has been pleased to declare that the minimum rates of wages as shown in the schedule shall be the minimum rates of wages for all categories of Workers employed in the Glass Bangle Industry in the Province of Sindh with immediate effect.

FIXATION OF MINIMUM RATES OF WAGES FOR ALL CATEGORIES OF WORKERS EMPLOYED IN GLASS BANGLE INDUSTRY IN THE PROVINCE OF SINDH UNDER SECTION 5 OF THE SINDH MINIMUM WAGES ACT, 2015.

Recommendations for fixing minimum rates of wages in respect of the all categories of workers employed in Glass Bangle industry of the Province of Sindh.

- I. The wages shall apply to all workers employed in the Glass Bangle Industry, throughout the Province of Sindh.
- II. (a) All employers in the above mentioned industry shall pay wages to the workers engaged in occupations as classified in the appended schedule at the rates not less than these mentioned against each category for work of 8 hours a day subject to the provisions of the Sindh Shops & Commercial Establishments Act, 2015, Factories Act 2015 and other relevant labour laws.
(b) The wages will mean "wages" as defined in section 2(xix) of the Sindh Minimum Wages Act, 2015.
- III. (a) All occupations in the above mentioned industry have been classified as far as possible in the schedule appended here under.
(b) If any employer has any occupation/occupations in his establishment which is/are not included in the schedule appended here under, the Manager/Employer of such establishment shall be responsible to place such occupation/occupations at the appropriate place/category in the schedule and pay the worker/workers accordingly. Simultaneously the classification made by the Manager/Employer and wages paid shall be reported immediately to the Chairman, Minimum Wages Board Sindh, for such action as may be deemed necessary.

NO. PS/SECY/II/136/AS-705
9-8-19
Dated: 07.08.19

OG IS&TD Dairy No. 715
Dated: 7-8-19

Handwritten signatures and initials: M/S, S/S, 2/8/19, 2/8/19, FPLWP

- IV. The minimum rates of wages shall be applicable to all time rates, whole time workers, including probationary, temporary and piece rated workers.
- V. The minimum rates of wages shall not be regarded as the maximum rates and any existing wage/wages higher than the relevant minimum rates of wages as mentioned in the schedule, shall not be reduced by any Manager/Employer.
- VI. No employer shall pay any worker/workers engaged in an occupation/trade as mentioned in the schedule at a rate lower than the relevant minimum rates of wages as mentioned in the schedule.
- VII. An adult female worker, employed in the Glass Bangle industry shall get the same minimum wages as payable to male workers for work of equal value.
- VIII. The workers in the Glass Bangle Industry shall continue to enjoy all the existing facilities allowed to them regarding residential accommodation, water, electricity, medical aid, recreation facilities, subsidized food, education, or such other benefits/facilities, if already provided to them in any Glass Bangle Industry.
- IX. The provisions of Factories Act, 2015; Sindh Shops & Commercial Establishments Act, 2015 and other relevant, Labour Laws shall be applicable generally but more particularly with regard to the daily or weekly working hours, conditions of over time, work on days of rest and similar other matters.
- X. These minimum rates of wages shall apply to such workers as are covered under the Sindh Minimum Wages Act 2015, and employed on whole time basis for 8 hour's work.
- XI. The question of maintenance of wage differential among workers of different experience and efficiency in the same occupation or in different occupations, is left to the employers for settlement by their unilateral action and or by collective agreement subject to the condition that the existing rates of wages of any worker shall in no case be reduced than the minimum wages as notified vide section 9 of the Sindh Minimum Wages Act 2015.
- XII. The schedule of minimum rates of wages as fixed for all the categories of workers employed in the Glass Bangle Industry in the province of Sindh is appended at **(Annexure-I)**.

All Industrial, Commercial and other Establishments registered under any law shall pay wages to the employees through cross Cheque / Bank transfer.

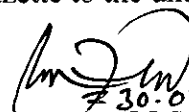
ABDUL RASHEED SOLANGI
SECRETARY TO GOVT. OF SINDH

No: L-II-13-3/2016-I

Karachi dated the 30th July, 2019.

Copy is forwarded to:

- ✓ 1. The Secretary I.T. Department, Govt. of Sindh, Karachi with a request to kindly upload on the website of Sindh Govt. (Labour & HR Department).
2. The Director General Labour Sindh, Karachi.
3. The Chairman, Sindh Minimum Wages Board, Karachi.
4. The Superintendent, Sindh Government Printing Press, Karachi for publication in the extra ordinary gazette and supply 50 copies of the Gazette to the under signed.


30.07.19
(YASIR ALI SOLANGI)
SECTION OFFICER (L-II)

GLASS Bengal Industry

S. NO	OCCUPATION / TRADE	Proposed minimum rates of wages inclusive of statutory / non statutory allowances / payments.
		Per day 8 hours working
1	Factory Incharge / Supervisor	Mutual bargaining between Employers & Workers.
2	Gram Kari wala	
3	Tarkash	
4	Guli Maker	Rs.1000/-
5	Gundy wala	
6	Loom Maker	
7	Mohtaywala	
8	Payl Making	Rs.900/-
9	Bhatti ki Bharai wala	
10	Sakai wala	
11	Assistant Loom Maker	Rs.850/-
12	Garam Loom	
13	Tale Making	Rs.800/-
14	Bubble Making	
15	Balen ka Kam wala	
16	Thandi Loom	Rs.750/-
17	Paniwala	
18	Shaisha Chunna	Rs.700/-
19	Kanch uthai wala	
20	Loom helper	Rs.675/-
21	Sweeper	
22	Chowkidar	
	<u>Oven Worker Section</u>	
23	Oven worker	Rs.800/-
24	Setting Bangle on plate	Rs.700
25	Tora filling	Rs.675/-

Zehra Khan
 H.B. Khan
 Jemila

S. NO	OCCUPATION / TRADE	Proposed minimum rates of wages inclusive of statutory / non statutory allowances / payments.
		Per day 8 hours working
	<u>Rangai / Chappai Section</u>	
	<u>Rangai & Chappai ka karigar</u>	
14.	Category no.1 High work	Rs.150/- per tora
15	Category no.2 Medium work	Rs.75/- per tora
16	Category no.3 Low work	Rs.60/- per tora
	<u>Rates of Glass Bengal for Home based workers</u>	
17	Sadhi Ka karigar	Rs.20/- per tora
18	Jurrai wala	Rs.40/- per tora (other rates depend on size)
19	Katai / Design banana wala	Rs.120/- per tora (Minimum 75 per tora other rates depend on work)
20	Nag / sitara lagana wala	Rs.120/- per tora (High work) Rs.90/- per tora (Medium work) Rs.70/- per tora (Low work)
21	Karay Jorna	Rs.30/- one set
22	Paking	Rs.20/- per box (Having 12 set of Bengal)
23	Decoration work	Rs.30/- per box (22 sets) chain work
24	Bond work	Rs.20/-
25	Roll filling	Rs.10/-
26	Chaklai	Rs.8/-
27	Chaklai nikalna	

Note:- The proposed minimum rates of wages include all allowances, including statutory allowances as notified by the Government from time to time and other non statutory allowances / payments in the Bangle Industry.

[Signature]
KHAWAJA MUHAMMAD NAUMAN
 MEMBER REPRESENTING EMPLOYERS

[Signature]
NASIR AZIZ MANSOOR
 MEMBER REPRESENTING WORKERS

[Signature]
MRS. SHAHEEN NISAR MANGI
 SECRETARY

[Signature]
ZEHRA KHAN
 GENERAL SECRETARY

[Signature]
JAMILA A LATIF
 HOME BASED WOMEN
 BANGLE WORKERS UNION

[Signature]
(SAEED SUALEH JUMANI)
 CHAIRMAN