



EMPLOYEES' OLD-AGE BENEFITS INSTITUTION
OPERATIONS DIVISION, HEAD OFFICE, KARACHI

Ref: HO/OPS/CIR/1/2016/350
Dated: 01-03-2016

CIRCULAR NO. 01/2015-16

SUBJECT: AMENDMENTS IN THE MINIMUM WAGES FOR UNSKILLED WORKERS ORDINANCE 1969

The Government of Pakistan has amended the Minimum Wages for Unskilled Workers Ordinance 1969 (WP Ordinance XXX 1969) through the Act. No. VII of 2016 as notified in Gazette of Pakistan vide Notification No. F. 9(32)/2015-Legis (copy attached). Monthly minimum wages for unskilled workers have been revised in the following manner:

- Rs. 8,000/- w.e.f. 1st July, 2012 till 30th June, 2013
- Rs. 10,000/- w.e.f. 1st July, 2013 till 30th June, 2014
- Rs. 12,000/- w.e.f. 1st July, 2014 till 30th June, 2015
- Rs. 13,000/- w.e.f. 1st July, 2015

2. Both the Employer's and Employees' shares of contribution will now be calculated on the basis of revised minimum wages as amended through the Minimum Wages for Unskilled Workers (Amendment) Act, 2016. Accordingly contributions shall be collected with, effect from 1st July, 2012 as specified below:-

- i) The Employer's share of contribution, i.e., 5% of the minimum wages shall be calculated in the following manner:

- Rs. 400/- per insure person per month w.e.f. 1st July, 2012 till 30th June, 2013.
- Rs. 500/- per insured person per month w.e.f. 1st July, 2013 till 30th June, 2014.
- Rs. 600/- per insured person per month w.e.f. 1st July, 2014 till 30th June, 2015.
- Rs. 650/- per insured per month w.e.f. 1st July, 2015.

- ii) The Employees' share of contribution, i.e., 1% of the minimum wages shall be calculated in the following manner:

- Rs. 80/- per insured per month w.e.f. 1st July, 2012 till 30th June, 2013.
- Rs. 100/- per insured person per month w.e.f. 1st July, 2013 till 30th June, 2014.
- Rs. 120/- per insured per month w.e.f. 1st July, 2014 till 30th June, 2015.
- Rs. 130/- per insured per month w.e.f. 1st July, 2015.

