



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. 1<sup>st</sup> July, 2012 till 30<sup>th</sup> June, 2013
- Rs. 10,000/- w.e.f. 1<sup>st</sup> July, 2013 till 30<sup>th</sup> June, 2014
- Rs. 12,000/- w.e.f. 1<sup>st</sup> July, 2014 till 30<sup>th</sup> June, 2015
- Rs. 13,000/- w.e.f. 1<sup>st</sup> 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 1<sup>st</sup> 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. 1<sup>st</sup> July, 2012 till 30<sup>th</sup> June, 2013.
- Rs. 500/- per insured person per month w.e.f. 1<sup>st</sup> July, 2013 till 30<sup>th</sup> June, 2014.
- Rs. 600/- per insured person per month w.e.f. 1<sup>st</sup> July, 2014 till 30<sup>th</sup> June, 2015.
- Rs. 650/- per insured per month w.e.f. 1<sup>st</sup> 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. 1<sup>st</sup> July, 2012 till 30<sup>th</sup> June, 2013.
- Rs. 100/- per insured person per month w.e.f. 1<sup>st</sup> July, 2013 till 30<sup>th</sup> June, 2014.
- Rs. 120/- per insured per month w.e.f. 1<sup>st</sup> July, 2014 till 30<sup>th</sup> June, 2015.
- Rs. 130/- per insured per month w.e.f. 1<sup>st</sup> July, 2015.

