



## 2012- Minimum Wages Pakistan

### Why this form:

Meetings between employers and employees organisations throughout Pakistan have shown that not all workers are paid according the legal Minimum Wages.

It helps to fill up this form. The more forms, the more Paycheck.pk and APTUC know and work for redressal of your grievances with your employer. All forms will be registered and checked. The final result will be sent to employers, and trade union organisations in WEBCOP. The WEBCOP will also take up the matter with Labour Department and individual employers for resolution and compliance.

### ABOUT YOUR JOB

#### 1 What is your (net) wage?

Wage  in Rs

#### 2 Are you paid per hour, per week, per two weeks or per month?

- 1  Per hour
- 2  Per day
- 3  Per week
- 4  Per two weeks
- 5  Per month
- 6  Other

#### 3 In your job, are you entitled to:

	yes	no	don't know
a paid leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b pension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c gratuity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d social security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 4 How many hours do you work per day and per week?

Hours per day

Hours per week

#### 5 How many days per week do you work?

Days per week ( 1 - 7 )

#### 6 Did you receive your last wage on time?

- 1  Yes
- 2  No
- 3  I don't know

#### 7 Did you receive any of the following benefits in kind?

	yes	no
a food or food vouchers	<input type="radio"/>	<input type="radio"/>
b transport or transport vouchers	<input type="radio"/>	<input type="radio"/>
c free housing	<input type="radio"/>	<input type="radio"/>
d other	<input type="radio"/>	<input type="radio"/>

**8 How are co-workers in the same job in your workplace with same experience paid compared to you?**

- 1  They are paid lower than me
- 2  They are paid equal to me
- 3  They are paid higher than me
- 4  Some are paid higher, others lower than me
- 5  I don't know

**9 What is your employment status?**

- 1  Permanent worker
- 2  Probationer
- 3  Badli (Alternative Employee)
- 4  Temporary workers
- 5  Apprentice
- 6  Contract worker (on piece rate)
- 7  I don't know

**10 What is your occupation?**

**11 What is your occupation level?**

- 1  Employee
- 2  Junior worker
- 3  Senior worker
- 4  Assistant
- 5  Apprentice
- 6  Trainee
- 7  Supervisor
- 8  Trainer, training responsibilities
- 9  Foreman, forewoman
- 10  Team leader
- 11  Other supervisory position

**ABOUT YOUR EMPLOYER**

**12 What is your industry of work?**

***Cars and buses***

- 1  Auto Works Shop & Garages
- 2  Bus Body Building Industry

- 3  Road Transport Industry

***Food, beverage and tobacco***

- 4  Beverage Industry
- 5  Cigarettes Manufacturing Industry
- 6  Dairy Products Industry
- 7  Flour Milling Industry
- 8  Food Industry
- 9  Fruit Products
- 10  Ice Cold Storage Industry
- 11  Rice Husking Industry
- 12  Sugar Industry
- 13  Tobacco Industry
- 14  Vegetable Ghee And Edible Oil

***Chemical, plastics and paints***

- 15  Chemical And Dyes Industry
- 16  Paints & Varnish Industry
- 17  Petroleum Industry
- 18  Pharmaceutical Industry
- 19  Plastic Industry
- 20  Rubber Industry

***Clothing, textile and related industries***

- 37  Bidi Binding Industry
- 38  Hosiery & Knitting Industry
- 39  Cotton Ginning & Pressing Industry
- 40  Jute Industry
- 41  Leather Goods & Footwear Industry
- 42  Leather (Including Artificial Leather) Industry
- 43  Machine Made Carpet Industry
- 44  Ready Made Garments Industry
- 45  Sewing Machines and Parts Manufacturing Industry
- 46  Silk / Rayon Small Units & Power Loom Industry
- 47  Silk And Rayon Industry
- 48  Soap Manufacturing Industry
- 49  Sports Goods Industry
- 50  Tannery Industry
- 51  Textile Industry
- 52  Woollen Textile Industry

***See more on the next page ...***

**Steel, Stone and related industries**

- Brick Klin
- 21  Industry
- 22  Cement Industry
- 23  Ceramic Industry
- 24  Cutlery And Allied Goods Industry
- 25  Glass Industry
- 26  Iron Steel & Fabricated Metal Industry
- 27  Metal (Primarily Utensils) Industry
- 28  Mining And Quarrying Coal (Other Than
- 29  Steel Re-Rolling Mills
- 30  Metal (Primarily Utensils) Industry

**Services industries**

- 31  Cinema Houses And Film Studios
- 32  Construction Industry
- 33  Hotel Industry
- 34  Public Sector
- 35  Printing Press Industry
- 36  Shops And Commercial Establishments

**Other industries and manufacturing**

- 53  Cycle Industry
- 54  Electric Appliances Industry
- 55  Furniture & Wood Working Industry
- 56  Machinery Industry
- 57  Match Box Manufacturing Industry
- 58  Paper Product Industry
- 59  Surgical, Medical And Dental Instruments And Equipments
- 60  Transport Equipment Industry
- 61  Wood And Wood Products (Including Furniture And Fixture) Industry

**13 How many people are employed at your place of work?**

- 1  0 - 4
- 2  5 - 9
- 3  10 - 20
- 4  20 - 50
- 5  50 - 100
- 6  100 - 200
- 7  200 - 500
- 8  500 - 1.000
- 9  1.000 - 2.000
- 10  2.000 - 5.000
- 11  more than 5.000

**14 Where is your workplace located?**

- 1  Balochistan
- 2  Islamabad Capital Territory
- 3  Khyber Pakhtunkhwa (KPK)
- 4  Punjab
- 5  Sindh

**15 Do you want to give us your employer information?**

- 1  Yes

Name:

Adress:

City and / or region:

Phone:

- 2  No ▶

*This means we cannot use your information to bring positive change in your workplace.*

**ABOUT YOURSELF****16 Are you a woman or a man?**

- 1  Woman
- 2  Man
- 3  Transgender (Khwaja Sara)

**17 In which year were you born?**

Year:  Format: YYYY, for example 1978 or 2002

**18 How many people live in your household?**

People live in my household

**19 How many of the people in your household have an income from work or other sources?**

People with an income from work or other sources

**20 What is your education level?**

- |   |   |
|---|---|
| 1 <input type="radio"/> No formal education               | 6 <input type="radio"/> Higher Secondary                      |
| 2 <input type="radio"/> Primary School                    | 7 <input type="radio"/> Certificate in training/teaching (CT) |
| 3 <input type="radio"/> Middle School                     | 8 <input type="radio"/> Bachelor                              |
| 4 <input type="radio"/> Secondary School                  | 9 <input type="radio"/> Master                                |
| 5 <input type="radio"/> Technical Secondary/Polytechnical | 10 <input type="radio"/> Studied abroad                       |

**REPORTING YOUR COMPLAINT**

**21 How do you want to proceed with your complaint?**

- Anonymous
- With my name

Name:

Address:

City and / or region:

Phone:

**22 In the box below you can describe further comments or complaints about your employer.**


**Thank you for completing this form!**

**Please send it to:**

<p><b>All Pakistan Trade Union Congress</b> Mezzaine Floor Haji Abdul Rehman Manzil Soldier Bazar No. 1 Karachi – Pakistan</p>
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OR

<p><b>Workers Employers Bilateral Council of Pakistan</b>, A-198, Block-13, Behind Jofa Towers, Gulshan-e-Iqbal, Off Main University Road, Karachi</p>
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