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 takeup 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:
   a. paid leave  yes no don't know
   b. pension  ○ ○ ○
   c. gratuity  ○ ○ ○
   d. social security  ○ ○ ○

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?
   a. food or food vouchers
   b. transport or transport vouchers
   c. free housing
   d. other
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

<table>
<thead>
<tr>
<th>No</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Brick Klin Industry</td>
</tr>
<tr>
<td>22</td>
<td>Cement Industry</td>
</tr>
<tr>
<td>23</td>
<td>Ceramic Industry</td>
</tr>
<tr>
<td>24</td>
<td>Cutlery And Allied Goods Industry</td>
</tr>
<tr>
<td>25</td>
<td>Glass Industry</td>
</tr>
<tr>
<td>26</td>
<td>Iron Steel &amp; Fabricated Metal Industry</td>
</tr>
<tr>
<td>27</td>
<td>Metal (Primarily Utensils) Industry</td>
</tr>
<tr>
<td>28</td>
<td>Mining And Quarrying Coal (Other Than</td>
</tr>
<tr>
<td></td>
<td>Steel, Stone and related industries)</td>
</tr>
<tr>
<td>29</td>
<td>Steel Re-Rolling Mills</td>
</tr>
<tr>
<td>30</td>
<td>Metal (Primarily Utensils) Industry</td>
</tr>
</tbody>
</table>

### Services industries

<table>
<thead>
<tr>
<th>No</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>31</td>
<td>Cinema Houses And Film Studios</td>
</tr>
<tr>
<td>32</td>
<td>Construction Industry</td>
</tr>
<tr>
<td>33</td>
<td>Hotel Industry</td>
</tr>
<tr>
<td>34</td>
<td>Public Sector</td>
</tr>
<tr>
<td>35</td>
<td>Printing Press Industry</td>
</tr>
<tr>
<td>36</td>
<td>Shops And Commercial Establishments</td>
</tr>
</tbody>
</table>

### Other industries and manufacturing

<table>
<thead>
<tr>
<th>No</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>53</td>
<td>Cycle Industry</td>
</tr>
<tr>
<td>54</td>
<td>Electric Appliances Industry</td>
</tr>
<tr>
<td>55</td>
<td>Furniture &amp; Wood Working Industry</td>
</tr>
<tr>
<td>56</td>
<td>Machinery Industry</td>
</tr>
<tr>
<td>57</td>
<td>Match Box Manufacturing Industry</td>
</tr>
<tr>
<td>58</td>
<td>Paper Product Industry</td>
</tr>
<tr>
<td>59</td>
<td>Surgical, Medical And Dental Instruments And Equipments</td>
</tr>
<tr>
<td>60</td>
<td>Transport Equipment Industry</td>
</tr>
<tr>
<td>61</td>
<td>Wood And Wood Products (Including Furniture And Fixture) Industry</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>1</th>
<th>0 - 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>5 - 9</td>
</tr>
<tr>
<td>3</td>
<td>10 - 20</td>
</tr>
<tr>
<td>4</td>
<td>20 - 50</td>
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<tr>
<td>5</td>
<td>50 - 100</td>
</tr>
<tr>
<td>6</td>
<td>100 - 200</td>
</tr>
</tbody>
</table>

**14** Where is your workplace located?

<table>
<thead>
<tr>
<th>1</th>
<th>Balochistan</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Islamabad Capital Territory</td>
</tr>
<tr>
<td>3</td>
<td>Khyber Pakhtunkhwa (KPK)</td>
</tr>
<tr>
<td>4</td>
<td>Punjab</td>
</tr>
<tr>
<td>5</td>
<td>Sindh</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>1</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Name:</td>
</tr>
<tr>
<td></td>
<td>Adress:</td>
</tr>
<tr>
<td></td>
<td>City and / or region:</td>
</tr>
<tr>
<td></td>
<td>Phone:</td>
</tr>
</tbody>
</table>

| 2   | No [This means we cannot use your information to bring positive change in your workplace.] |

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**ABOUT YOURSELF**

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

<table>
<thead>
<tr>
<th>1</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Man</td>
</tr>
<tr>
<td>3</td>
<td>Transgender (Khwaja Sara)</td>
</tr>
</tbody>
</table>
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 ○ No formal education
   2 ○ Primary School
   3 ○ Middle School
   4 ○ Secondary School
   5 ○ Technical Secondary/Polytechnical
   6 ○ Higher Secondary
   7 ○ Certificate in training/teaching (CT)
   8 ○ Bachelor
   9 ○ Master
   10 ○ Studied abroad

REPORTING YOUR COMPLAINT

21 How do you want to proceed with your complaint?
   ○ Anonymous
   ○ With my name
      Name: ________________________
   Adress: ________________________
   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:

All Pakistan Trade Union Congress
Mezzaine Floor Haji Abdul Rehman Manzil
Soldier Bazar No. 1 Karachi – Pakistan

OR

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