

EMPLOYMENT ACT
(Cap. 47:01)

REGULATION OF MINIMUM WAGES ORDER, 2016
(Published on 20th May, 2016)

ARRANGEMENT OF PARAGRAPHS

PARAGRAPH

1. Citation and commencement
2. Amendment of Minimum Wages Order
3. New minimum wages
4. Revocation of S. I. No. 76 of 2015

IN EXERCISE of the powers conferred on the Minister of Labour and Home Affairs by section 137 (4) of the Employment Act, the following Order is hereby made —

1. This Order may be cited as the Regulation of Minimum Wages Order, 2016 and shall come into operation on 1st June, 2016. Citation and commencement

2. Notwithstanding the provisions of the — Amendment of Minimum Wages Order

- (a) Regulation of Wages (Building, Construction, Exploration and Quarrying Industries) Order;
- (b) Regulation of Wages (Wholesale and Retail Distributive Trades) Order;
- (c) Regulation of Wages (Manufacturing, Service and Repair Trades) Order;
- (d) Regulation of Wages (Hotel, Catering and Entertainment Trades) Order; and
- (e) Regulation of Wages (Garage, Motor Trade and Road Transport) Order,

the basic minimum wages to be paid to employees in the trade or industries listed under paragraph 3 shall be as indicated in relation thereto, and the Orders mentioned therein shall be deemed to be amended accordingly.

3. The new minimum wages for the trades or industries listed in the first column hereunder are as indicated in the corresponding second column — New minimum wages.

| <i>Trade or Industry</i> | <i>Basic Minimum Wage</i> |
|--|---------------------------|
| (a) (i) Building, Construction Exploration and Quarrying Industries; | P5.46 per hour |
| (ii) Wholesale Distributive Trade; | P5.46 per hour |
| (iii) Manufacturing, Service and Repair Trades; | P5.46 per hour |
| (iv) Hotel, Catering and Entertainment Trades; | P5.46 per hour |
| (v) Garage, Motor Trade and Road Transport | P5.46 per hour |
| (b) Retail Distributive Trade; | P4.85 per hour |
| (c) Watchmen employed in the above industries and trades or any sector thereof ; | P4.61 per hour |

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| (d) Domestic service sector; | P3.03 per hour |
| (e) Agricultural sector; | P620 per month |
| (f) Security guards employed by Security companies | P5.46 per hour |

Revocation of
S. I. No. 76 of
2015

4. The Regulation of Minimum Wages Order is hereby revoked.

MADE this 19th day of May, 2016.

EDWIN J. BATSHU,
Minister of Labour and Home Affairs.