

## **CONFIDENTIAL**

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### **PROVINCIAL ASSEMBLY OF THE PUNJAB REPORT OF THE SPECIAL COMMITTEE NO.1 REGARDING THE PUNJAB PAYMENT OF WAGES (AMENDMENT) BILL 2013 (BILL NO. 11 OF 2013)**

The Punjab Payment of Wages (Amendment) Bill 2013 (Bill No. 11 of 2013) was referred to Special Committee No.1 on 15 August 2013. The Committee considered the bill in its meeting held on 3 September 2013.

2. The following were present:—

1.	Rana Muhammad Arshad, MPA (PP-171)	Acting Convener
2.	Raja Ashfaq Sarwar Minister for Labour & Human Resources, Punjab	<i>ex-officio</i> Member
3.	Mian Tariq Mehmood, MPA (PP-113)	Member
4.	Sardar Qaisar Abbas Khan Maggasi, MPA (PP-264)	Member
5.	Mr Muhammad Khurram Gulfam, MPA (PP-162)	Member
6.	Mrs Ayesha Javed, MPA (W-317)	Member
7.	Dr Murad Raas, MPA (PP-152)	Member

3. Mr Muhammad Yousaf, Secretary to Government of the Punjab, Labour and Human Resource Department and Mr Mohsin Abbas Syed, Director, Law and Parliamentary Affairs Department represented their Departments. Hafiz Muhammad Shafiq Adil, Additional Secretary (Legislation), Provincial Assembly of the Punjab functioned as Secretary to the Committee.

4. Since Mian Naseer Ahmad, MPA (PP-155), Convener, Special Committee No.1 due to some other engagements, could not attend the meeting of the Committee, Rana Muhammad Arshad, MPA (PP-171), in terms of rule 151(2) of the Rules of Procedure of the Provincial Assembly of the Punjab 1997, was chosen to act as Convener for the sitting dated 3 September 2013.

5. The Secretary to Government of the Punjab, Labour and Human Resources Department, apprised the Committee that the subject on which that law had been enacted had been devolved on the Provinces by virtue of the Constitution (Eighteenth Amendment) Act 2010. The Act was required to be adapted by the Provincial Assembly of the Punjab in terms of clause (6) of Article 270AA of the Constitution. He added that some other amendments like enhancement of fiscal penalties, compensation, inclusion of gratuity or provident fund and coverage of commercial establishments had also been incorporated in the draft bill.

6. After detailed discussion on the aims and objects and clauses of the bill, the Committee unanimously decided to recommend that the bill, as introduced, may be passed by the Assembly.

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7. A copy of the bill, as introduced in the Assembly and recommended by the Committee is Annexed.



**RANA MUHAMMAD ARSHAD**  
*Acting Convener*  
*Special Committee No. 1*

Lahore  
3 September, 2013



**(RAI MUMTAZ HUSSAIN BABAR)**  
*Acting Secretary*

Lahore  
3 September, 2013

ANNEXURE

(BILL AS INTRODUCED IN THE ASSEMBLY AND  
RECOMMENDED BY THE SPECIAL COMMITTEE NO. 1)

PROVINCIAL ASSEMBLY OF THE PUNJAB

THE PUNJAB PAYMENT OF WAGES (AMENDMENT)  
BILL 2013

Bill No. 11 of 2013

A

Bill

*further to amend the Payment of Wages Act, 1936*

**Preamble.**— Whereas it is expedient further to amend the Payment of Wages Act, 1936 (IV of 1936) for purposes hereinafter appearing;

It is enacted as follows:—

**1. Short title and commencement.**— (1) This Act may be cited as the Punjab Payment of Wages (Amendment) Act 2013.

(2) It shall come into force at once.

**2. Amendment in Act IV of 1936.**— In the Payment of Wages Act, 1936 (IV of 1936), hereinafter referred to as the said Act, for the words “Provincial Government”, wherever occur, the word “Government” shall be substituted.

**3. Amendment in section 1 of Act IV of 1936.**— In the said Act, in section 1—

(a) in subsection (2), for the word “Pakistan”, the words “the Punjab” shall be substituted; and

(b) in subsection (3), the word “Federal” shall be omitted.

**4. Amendment in section 2 of Act IV of 1936.**— In the said Act, in section 2—

(a) after clause (i), the following clause (ia) shall be inserted:—

“(ia) “Government” means Government of the Punjab;”;

(b) in clause (vi), sub-clause (b) and sub-clause (e) shall be omitted.

**5. Amendment in section 5 of Act IV of 1936.**— In the said Act, in section 5, in subsection (1), in clauses (a) and (b), after the words “industrial establishment”, the words “or commercial establishment” shall be inserted.

**6. Amendment in section 7 of Act IV of 1936.**— In the said Act, in section 7, in subsection (2), in clause (k), the words “or the Government of the United Kingdom” shall be omitted.

**7. Amendment in section 8 of Act IV of 1936.**— In the said Act, in section 8, in subsection (4), for the words “half an anna in the rupee”, the words “three percent” shall be substituted.

**8. Amendment in section 15 of Act IV of 1936.**— In the said Act, in section 15—

(a) in subsection (3)—

- (i) after the words "or the payment of the delayed wages", the words "or of any dues relating to provident fund or gratuity payable under any law" shall be inserted; and
- (ii) for the words "ten rupees", the words "one thousand rupees" shall be substituted; and
- (b) in subsection (4), for the word "fifty", the words "five hundred" shall be substituted.

**9. Amendment in section 16 of Act IV of 1936.**— In the said Act, in section 16, in subsection (2), for the word "ten", the words "one thousand" shall be substituted.

**10. Amendment in section 17 of Act IV of 1936.**— In the said Act, in Section 17, in subsection (1)–

- (a) for the words, comma, figures and brackets "Industrial Relations Ordinance, 1969 (XXIII of 1969)", the words, comma, figures and brackets "Punjab Industrial Relations Act, 2010 (XIX of 2010)" shall be substituted;
- (b) in clause (a), for the words "three hundred", the words "ten thousand" shall be substituted; and
- (c) in clause (b), for the word "fifty", the words "five hundred" shall be substituted.

**11. Amendment in section 20 of Act IV of 1936.**— In the said Act, in section 20–

- (a) in subsection (1), for the words "five hundred", the words "ten thousand" shall be substituted; and
- (b) in subsection (2), for the words "two hundred", the words "five thousand" shall be substituted.

**12. Amendment in section 25 of Act IV of 1936.**— In the said Act, for section 25, the following shall be substituted:–

**"25. Publicity of the Act.**— The person responsible for the payment of wages to persons employed in the factory, industrial establishment or commercial establishment shall, at a prominent place in the factory, industrial establishment or commercial establishment, display a notice containing the abstracts of this Act and the rules made under it in English and Urdu, as may be prescribed."

**13. Amendment in section 26 of Act IV of 1936.**— In the said Act, in section 26, in subsection (4), for the words "two hundred", the words "five thousand" shall be substituted.

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