

[TO BE INTRODUCED IN THE NATIONAL ASSEMBLY]

A

BILL

further to amend the Minimum Wages Ordinance, 1961 (Ordinance No. XXXIX of 1961) in its application to the Islamabad Capital Territory

WHEREAS it is expedient further to amend the Minimum Wages Ordinance, 1961 for the purposes hereinafter appearing;

It is hereby enacted as follows:

1. Short title and commencement.- (1) This Act may be called the Minimum Wages (Amendment) Act, 2017.

(2) It shall come into force at once.

2. Insertion of new section 9A, Ordinance XXXIX of 1961.- In the Minimum Wages Ordinance, 1961, after existing section 9, the following new section 9A shall be added, namely:-

“9-A. Payment of salary and determination of salary/wage.- (1) The employer shall release salary or wages to its worker/employee through bank account only and the payment of salary/wage other than bank account shall be prohibited. The employer shall issue a pay slip and salary slip to employee/worker mentioning basic salary, allowances and overtime, etc.

(2) The employer shall determine working hours and salary/wage, other allowances including over time allowance to be paid to its employee/worker through a written agreement duly signed by an Oath Commissioner:

Provided that working hours in all other months and in the month of *Ramadan* shall not be more than eight and six hours respectively;

Provided further that rate for over time shall be double than normal salary/wage.

(3) Any employer who contravenes with the provisions of this section shall be punishable with imprisonment for a term which may extend to one year or with fine which may extend to five hundred thousand rupees or with both, provided that one-fourth from the amount of fine shall be paid to the employee/worker.”.

STATEMENT OF OBJECTS AND REASONS

The Minimum Wages Ordinance, 1961 needs to be amended for incorporation of:

- a) mode of payment of salary/wage through bank account;
- b) determination of working hours; and
- c) fixing overtime allowance.
- d) Provide punishment in case of non-compliance.

Moreover, agreement between employer and employee/worker has been proposed to be made through a written agreement duly signed by an Oath Commissioner in order to ensure payment of minimum wage in transparent manner and in time.

This Bill is aimed at achieving the above-mentioned objectives.

Sd/-

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