

**BALOCHISTAN PROVINCIAL ASSEMBLY SECRETARIAT**  
**NOTIFICATION.**

Dated Quetta, the 22<sup>nd</sup> June, 2022.

**No.PAB/Legis:V(22)/2022/8435.** The Balochistan Companies Profits (Workers Participation) Bill 2022 (Bill No.22 of 2022), having been passed by the Provincial Assembly of Balochistan on 10<sup>th</sup> June, 2022 and assented to by the Governor Balochistan, on 22<sup>nd</sup> June, 2022 is hereby published as an Act of the Balochistan Provincial Assembly.

**THE BALOCHISTAN COMPANIES PROFITS (WORKERS PARTICIPATION) ACT**  
**2022 ACT NO. XX OF 2022.**

**AN**  
**ACT**

*to provide for participation of workers in the profits of companies.*

**Preamble.**

**WHEREAS** it is expedient to provide for participation of workers in the profits of companies and for matters ancillary thereto;  
It is hereby enacted as follows: –

**1 Short title, extent and commencement.**

- (1) This Act may be called “the Balochistan Companies Profits (Workers Participation) Act, 2022.
- (2) It extends to the whole of Balochistan.
- (3) It shall come into force at once.

**2 Definitions.**

- In this Act, unless there is anything repugnant in the subject or context, -
- (a) “Act” means the Balochistan Companies Profits (Worker Participation) Act, 2022;
  - (b) "Board" in relation to a Fund means a Board of Trustees constituted under section 4 for the management and administration of the Fund;
  - (c) "Company" means a company within the meaning of the Companies Act, 2017 (XIX of 2017)], and includes–
    - (i) a body corporate established by or under any law for the time being in force;
    - (ii) a company whose registered office is situated in the Province of Balochistan and has its office, department and branches in Islamabad, the capital territory or falling in more than one Province and has a common balance sheet;

- (iii) any institution, organization or association whether incorporated or not, declared by the Government in the official Gazette to be a company for the purpose of this Act;
  - (d) "Committee" means the Balochistan Companies' Profits Workers' Participation Committee constituted under the Act;
  - (e) "Fund" means a Workers Participation Fund established under section 3;
  - (f) "Government" means Government of the Balochistan;
  - (g) "profits" in relation to a company means such net as are attributable to its business, trade, undertaking or other operations in Pakistan;
  - (h) "rules" means rules made under this Act;
  - (i) "Schedule" means Schedule to this Act;
  - (j) "scheme" means the scheme set out in the Schedule;
  - (k) "Authority" means the Balochistan Revenue Authority established under the Balochistan Revenue Authority, Act 2015;
- 1) "worker" in relation to a company means an employee of the company including an employee hired by the company itself or through a contractor and who is a worker under the Balochistan Industrial Relations Act, 2010 (Act No.XIII of 2010) and has been working for or in the company for a period of not less than six months.

### **3 Establishment of Fund.**

- (1) Every company to which the scheme applies shall–
  - (a) establish a Workers Participation Fund in accordance with the scheme as soon as the accounts for the year in which the scheme becomes applicable to it are finalized, but not later than nine months after the close of that year;
  - (b) subject to adjustments, if any, pay every year to the Fund not later than nine months after the close of that year five percent of its profits during such year and the Government may, for sufficient reasons, extend such time period for one month; and
  - (c) furnish the audited account to the Board, not later than nine months after the close of every year of account, its audited accounts for that year, duly signed by its auditors.
- (2) The amount paid to the Fund under clause (b) of subsection (1) in relation to a year shall be deemed to have been allocated to the Fund on the first day of the year next succeeding that year.

#### **4 Constitution of the Board of Trustees.**

- (1) As soon as may be but not later than two months after the establishment of a Fund by a company under section 3, there shall be constituted a Board of Trustees consisting of the following trustees, namely:
  - (a) two persons elected by the workers of the company from amongst themselves; and
  - (b) two persons nominated by the management of the company of whom at least one shall be a person from the accounts branch of the company.
- (2) The persons holding office as trustees shall be elected for two years to be the Chairman of the Board alternately from amongst the trustees elected under clause (a) of subsection (1) and those nominated under clause (b) of that subsection, the first Chairman being from amongst the later;
- (3) A trustee shall, unless he sooner ceases to represent the interest he was elected or nominated to represent, hold office for such term and on such conditions as may be prescribed by the Board or as determined by the Chief Minister, Balochistan;
- (4) All decisions of the Board shall be expressed in terms of the opinion of the majority of the trustees and, in the event of the trustees being equally divided in their opinions, the Chairman shall have and exercise a second or casting vote;
- (5) The Board shall manage and administer the Fund in accordance with the provisions of this Act, the scheme and any rules or regulations made in this behalf;
- (6) The Board shall, in the exercise of its powers and performance of its functions under this Act, be subject to such directions as the Government may, from time to time, give;

- (7) The Chief Minister, Balochistan, if has reason to believe that a trustee or a Board has been persistently failing in the performance of his or its functions or has generally been acting in a manner inconsistent with the objectives and interests of the Fund, may, after giving such trustee or, as the case may be, the Board, an opportunity of showing cause against it by order, –
- (a) remove such trustee from his office or direct that the Board shall stand superseded for such period as may be specified in the order; and
  - (b) direct that, pending the election or nomination of a person in place of the trustee removed from office or, as the case may be, the re-constitution of the Board, the powers and functions of the trustee so removed or the Board shall be exercised and performed by a person specified in the order.
- (8) A casual vacancy in the office of a trustee shall be filled as soon as may be by the election or, as the case may be, nomination of another person by the Chief Minister, Balochistan and the person elected or nominated to fill such vacancy shall hold office for the unexpired term of his predecessor;
- (9) Upon the supersession of a Board under subsection (7), the trustees in that Board shall cease to hold office and references to the Board in this Act, the scheme or the rules or the regulations shall be construed as references to the officer specified in the order under that subsection;
- (10) Before the expiry of the period of supersession, the Board shall be re-constituted in accordance with the provisions of this Act so as to enable it to take over its functions upon the expiry of such period.
- (11) No act or proceeding of the Board shall be invalid or questioned merely on the ground(s) of the existence of a vacancy in, or defect(s) in the constitution of, the Board.

## **5 The Committee.**

- (1) The Chief Minister shall constitute a Committee to be called the Balochistan Companies' Profits Workers' Participation Committee, to monitor the implementation of the Act and the scheme thereunder and to advise the Government on appropriate administrative, legislative and other measures essential to achieve the objectives of the Act;
- (2) The Committee shall consist of the Chairperson and not more than eight members, representing the Government, the companies and the workers. The tenure of all shall be at the

pleasure of the Chief Minister, Balochistan;

- (3) The Committee may call for such record or information as may be required for purposes of the implementation of the provisions of the Act or as may be prescribed;
- (4) The company or, as the case may be, the Board shall furnish such record or information, within such time, as the Committee may specify.
- (5) The Committee shall, in the exercise of its powers and performance of its functions under this Act, be subject to such directions as the Government or the Chief Minister may, from time to time, give.

## **6 Penalties.**

- (1) Where the company to which the scheme applies fails to comply with the provisions of the Act or the scheme, every director, manager or other officer responsible for the management of the affairs of the company, shall, if Committee by order so directs, be liable to pay administrative penalty, not exceeding five hundred thousand rupees, in the manner prescribed; but, in case of continuing failure, shall be liable to additional administrative penalty, not exceeding ten thousand rupees, for every day after the first day during which the failure continues.
- (2) Where a company to which the scheme applies fails to comply with the orders of the committee under subsection (3) of section 5, every director, manager or other officer responsible for the management of the affairs of the company, shall, if Committee by order so directs, be liable to the administrative penalty, not exceeding five hundred thousand rupees, in the manner prescribed; but, in case of continuing failure, shall be liable to additional administrative penalty, not exceeding twenty thousand rupees, for every day after the first day during which the failure continues.
- (3) A penalty imposed by an order under sub-section (1) shall, if it is not paid within the time specified in the order, be recoverable by the Balochistan Revenue Authority, in accordance with its laws, rules and procedures;
- (4) The Committee may, upon an application made in this behalf by any person aggrieved by an order made under sub-section (1) within a period of six months from the date of the order, review the order and may upon such review, pass such order as it may think fit;

- (5) The outstanding amounts of five percent of the profits and penalty imposed by an order under subsection (1) shall, if it is not paid accordingly within the time specified in the order, be recoverable as mentioned in subsection-(3) of this section that is the Balochistan Revenue Authority laws, rules, procedures including other laws of the Government of Balochistan, time being in force, and be deposited in the Fund.
- (6) Notwithstanding anything contained in this Act or the scheme, if a defaulting company complies with the provisions of section 3 and distributes the benefits in accordance with paragraph 4 of the scheme for the period of default on or before the date fixed by the Government or Government Committee, no such penalty shall be levied and the company shall not be liable to pay interest as provided in paragraph 2 of the scheme.

- 7 Power to call for information.** The Committee may, at any time, call upon a company or a Board to furnish it with such information and documents, including the records of the proceedings of the company or the Board, as may be relevant or useful for the purposes of, or necessary for ensuring proper compliance with, the provisions of this Act, the rules and the scheme.
- 8 Settlement of disputes, etc.**
  - (1) Any difference arising between the Board and the company relating to the administration of the scheme shall be reported to the Committee whose decision thereon shall be final.
  - (2) All claims of a worker relating to the benefits of the scheme, whether against the Board or the company, shall be settled in the same manner as per law time being in force, for the settlement of claims arising out of deductions from wages.
- 9 Protection against discrimination.** There shall be no discrimination on the basis of sex, religion, sect, colour, caste, creed and ethnic background in the employment, professional development and benefits for the purpose of this Act.
- 10 Delegation of power.** The Government or the Chief Minister may direct that all or any of its powers or functions under this Act may, subject to such limitations, restrictions or conditions, if any, as may be specified in the notification, be exercised or performed also by any officer subordinate to it or by any authority so specified.
- 11 Power to amend the Schedule.** The Government may, by notification in the official Gazette, amend the Schedule.
- 12 Power to make rules.** The Government may make rules to carry out the purposes of this Act.
- 13 Act to override other laws.** The provisions of this Act shall have over riding effect notwithstanding anything contained in any other law for the time being in force, or in any contract or the memorandum or articles of association of a company.

- 14 Repeal and Saving**
- (1) The provisions of the Companies Profits (Workers Participation) Act, 1968, in its application to the Province of Balochistan are hereby repealed.
  - (2) Notwithstanding the repeal of the provisions of the Act under subsection (1), all orders and rules made, notifications issued, actions and proceedings taken under the said Act shall continue to remain in force until altered, amended or repealed under the provisions of this Act.

**THE SCHEDULE  
SCHEME**

*[(See Section 2(i)]*

**1 Scope of the scheme.**

The scheme applies to all companies engaged in industrial undertakings which satisfy any one of the following conditions, and to such other companies as the Government may, by notification in the official Gazette, specify in this behalf, namely: –

- (i) The number of workers employed by the company at any time during a year is fifty or more.
- (ii) The paid-up capital of the company as on the last day of its accounting year is two million or more;
- (iii) The value of the fixed assets of the company (at cost) as on the last day of the accounting year is two million or more;  
Provided that for the companies established on or after 1st day of July 2006.
  - (a) clause (ii) shall have effect as if for the figure and word "two million" the figure and word "five million" were substituted; and
  - (b) clause (iii) shall have effect as if for the figure and word "four million" the figure and word "twenty million" were substituted.

**Explanation** In this scheme,

- (a) "industrial undertaking" means an institution, organization, enterprise or establishment or industrial establishment or concern which involves the use of electrical, mechanical, thermal, nuclear or any other form of energy transmitted mechanically and not generated by human or animal agency and which is engaged in any one or more of the following operations, namely:–
  - (i) the subjection of goods or materials to any manufacturing, assembly, finishing or other artificial or natural process, which changes their original condition or adds to their value;
  - (ii) the transformation, generation, conversion, transmission or distribution of electrical energy, including hydraulic power;

- (iii) the working of a mine, oil-well or any other source of mineral deposit, including blending, refining and purification of oils and gases;
  - (iv) a factory as defined under the Balochistan Factories Act, 2021;
  - (vi) a commercial establishment as defined under the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021; and
  - (vii) a construction industry as defined under the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021 and includes companies engaged in the marketing and distribution of gas or oil or in the carriage of men or goods by sea or air, and any other institution, organization, enterprise or establishment which the Government may, by notification in the official Gazette, declare to be an industrial undertaking for the purposes of this scheme; and
- (b) references to the paid-up capital and the value of the fixed assets of the company shall, in the case of a company incorporated in or outside Pakistan but having a branch in Balochistan, be construed as references respectively to the capital invested in such branch and the value of the fixed assets of the branch.

## **2 Investment of Fund.**

- (1) The amount allocated or accruing to the Fund shall be available to the company for its business operations. The company may, however, request the Board to utilize the amount in the Fund for investment under sub-paragraph (7) and the Board may decide to so invest the amount.
- (2) The company shall pay to the Fund in respect of the amount in the Fund available to it for its business operations as aforesaid interest at the rate of 2 1/2 percent above the bank rate or 75 per cent of the rate at which dividend is declared on its ordinary shares, whichever is higher. In case there is more than one class of ordinary shares on which different rates of dividend have been declared, then the weighted average of the different rates of dividend shall be taken for the purpose of determining the rate of interest. The interest to the Fund shall accrue on and from the first day of the year next succeeding the year in which the scheme becomes applicable to the company. Even when the company does not wish to utilize the amount available to it under sub-paragraph (1), interest at the rate aforesaid shall be payable by the company for the period between the date of allocation of any amount to the Fund and the date of its investment under sub-paragraph (7).



- (3) If at any time after the establishment of the Fund, the company raises any additional capital, otherwise than through the issue of bonus or bonus shares, the Fund shall have the first option to convert any amount available to the company under sub-paragraph (1) or any of the assets of the Fund into ordinary equity capital up to a ceiling of 20 per cent of the paid-up capital of the company prior to such conversion or 50 per cent of the additional capital, whichever is less.

**Explanation**

In this sub-paragraph, "additional capital" does not include any capital offered or to be offered to foreign participants of the company.

- (4) For the exercise of the right of conversion under sub-paragraph (3), the Board shall be given sufficient time to sell assets of the Fund to realize the amount needed for subscription to the additional issue of capital by the company.
- (5) The shares acquired in the manner set out in sub-paragraph (3) shall participate in future bonus and right issues in the same manner as other shares.
- (6) The shares acquired in the manner set out in sub-paragraph (3) shall carry voting rights in the same manner as other shares and such voting rights shall be exercised by the Board on behalf of the Fund.
- (7) The amount in the Fund which, under sub-paragraph (1), the company has requested to be utilized for investment under this paragraph may be invested by the Board for the purchase of any of the following, namely: –
- (a) I.C.P. Mutual Fund Certificate;
  - (b) National Investment Trust (Unit) Certificates;
  - (c) Government securities including Defense and Postal Savings Certificates; and
  - (d) any other securities approved for the purpose by the Government.

- 3 Eligibility to benefits of scheme.** All workers shall be eligible to the benefits of the scheme and to participate in the Fund. However, a worker not completing six months of employment with the company during a year of account shall not participate in the Fund in respect of that year.
- 4 Distribution of benefits to workers.** The share of a worker in the annual allocation to the Fund shall be expressed in units or fractions of units (worked out to two places of decimal) of the face value of Rs.10/- determined in the following manner, namely: –

- (a) The number of available units shall be so divided into three parts for the three categories of workers mentioned below that a worker in the first of those categories gets four units for each two units that a worker in the second of those categories gets or for each one unit that a worker in the last of these categories gets:

### **Categories**

- (i) Workers drawing average monthly wages not less than the minimum wages for unskilled workers fixed, from time to time, by the Government.
  - (ii) Workers drawing average monthly wages exceeding the minimum wages for unskilled workers fixed, from time to time, by the Government but not exceeding five thousand rupees in excess thereof.
  - (iii) Workers drawing average monthly wages exceeding upper level of wages fixed for category 2.
- (b) The average monthly wages shall be rounded up to the nearest Rs.10.
- (c) The number of units available to each category of workers shall be divided equally among all the workers in that category to determine the share of each worker of that category.
- (d) Notwithstanding anything contained in this scheme, no worker shall, in any one year, be entitled out of the annual allocation of units exceeding the amount of four times the minimum wages for unskilled workers as given under the Balochistan Minimum Wages Act, 2021 in value in so far as such allocation is relatable to clause (b) of subsection (1) of section 3. Any amount left out of the annual allocation after the units have been so allocated shall be transferred to as per laws for the time being in force. No part of such amount shall be deemed to be included in the net asset value of Fund established under this Act and no individual worker shall have any lien on this amount by virtue of holding any units.

### **Explanation**

In this paragraph, “average monthly wages” means total wages drawn during the year of account divided by 12, or by the number of months a worker actually worked during a year in respect of which he is entitled to the benefit under the scheme, as the case may be, and “wages” has the same meaning as in clause (o) of section 2 of the Balochistan Payment of Wages Act, 2021; but does not include any overtime allowance, bonus and gratuity or provident fund payable:

Provided that if the amount left out of the annual allocation after allocation of units under this Act has not been transferred to the Fund established under the laws time being in force, then such amount shall be recoverable under the laws of the Balochistan Revenue Authority as workers welfare fund.

Provided that the amount left out of the annual allocation after allocation of units under this Act and which has not been transferred since the enforcement of the Constitution (Eighteenth Amendment) Act, 2010 to the 'Workers Welfare Fund' constituted under the Workers Welfare Fund Ordinance, 1971 (XXXVI of 1971), shall be transferred, to the fund duly constituted under the law time being in force within sixty days from the publication in the official Gazette of Government of Balochistan

**5 Disbursement of benefits.**

The disbursement of the benefits from the Fund shall be as under: –

- (a) 100 per cent of the annual income of the Fund, including capital gains realized, shall be distributed each year to workers in proportion to their units of entitlement.
- (b) A worker who voluntarily leaves the employment of the company or whose services are terminated shall be entitled to receive 100 per cent, of the net asset value of the units standing in his name.
- (c) A worker who continues in the service of the company shall be entitled to receive 100 per cent of the net asset value of the units in his name each year or he may choose to leave his share in the Fund:  
Provided that a worker while in employment may choose to encash all the units standing in his name at any time at his discretion.
- (d) A worker, in the event of his retirement or, his nominated beneficiary, in the event of the worker's death (from whatsoever cause) while in the employment of the company, shall receive 100 per cent of the net asset value of the units standing in the worker's name.

**6 Definition of the net asset value of the unit.**

To determine the net asset value of a unit; the total net assets of the Fund, namely, market value of the securities, cash and other assets resulting from the investment and re-investment, capital accretion thereto and all incomes of any kind rising there from shall be divided by the number of units in the Fund. Net asset value of the entire Fund shall be computed once every year and each worker's unit entitlement determined at the same time. Additional units will be given to the workers according to the amount they voluntarily contribute to the Fund.

**7 Employee's own contribution.**

A worker may voluntarily choose to contribute a part of his wages, cash bonus, dividend or interest to the Fund. For each unit of contribution, he shall receive credit for 1-1/4 units. Contribution received during the course of a year of account shall, however, be deemed to be contribution received on the last day of that year. If at any time a worker chooses to leave the employment of the company or his / her services are terminated or in the event of his/ her retirement or death or on the expiry of three years from the date he /she voluntarily chooses to contribute a part of his wages, cash bonus, dividend or interest to the Fund, he/ she, at his option, or, in the event of his/ her death, his/ her nominated beneficiary, may,

receive, the net asset value of the units representing his/ her contribution. The contribution by a worker in any one year of account shall not exceed 10 per cent of his/ her annual wages during such year.

- 8 Fiscal concessions to the Companies.** All companies to whom the scheme applies shall be allowed the allocation made to the scheme as a deduction to arrive at the taxable income.
- 9 Tax Treatment of the Income of the Fund.** The Government may approach the Federal Government for exemption from the levy of income tax on the income of the Fund including capital gains.
- 10 Tax treatment of the income to the workers.** All sums paid out by the Fund shall be exempted from income-tax in the hand of the workers.
- 11 Working and location of the Board of Trustees.** The office of the Board of Trustees shall be located at the factory premises or, if there is more than one factory run by the company, at the registered head office of the company. All expenses of the Board, including the cost of maintaining accounts, shall be borne by the company.
- 12 Audit of the Fund accounts.** The Fund accounts shall be audited annually at the company's expense in the same manner as the accounts of the company are audited: Provided that the Committee may, at its own cost, appoint independent accountants for a special audit of the accounts of the Fund.
- 13 Scheme's benefits to be in addition to other benefits.** The benefits to a worker under this scheme shall be in addition to, and not in derogation or substitution of, any other benefits to which the worker may be entitled under any other law, contract, terms and conditions of employment or otherwise.
- 14 Special provision for industries working seasonally.** Notwithstanding anything contained in this Act or this scheme the Government, may, by notification in the official Gazette, make special provisions for the participation of workers in the profit of companies engaged in industrial undertakings which operate only for a part of the year.
- 15 Companies engaged in more than one industrial undertakings.** Notwithstanding anything contained in this Act or this scheme, the Government or the Chief Minister may, at the request of a company which is engaged in more than one industrial undertakings located at different places, permit the splitting up of the Fund amongst the various undertakings or groups of undertakings and constitution of a Board of Trustees for each such undertaking or group of undertakings; and thereupon the provisions of this Act and this scheme shall have effect in relation to such undertakings or groups as if each such undertaking or group were a company.

- 16 Entrustment of management of Fund to Investment Corporation of Pakistan, etc.** The Board of Trustees may, with the prior approval of the Committee, enter into a contract with the Investment Corporation of Pakistan, the National Investment Trust or the National Bank of Pakistan entrusting the management of the Fund to that Corporation, Trust or Bank on such fee which shall be payable by the company, and on such terms and conditions as may be mutually agreed upon.
- 17 Head offices of the company or establishment or concern:** Any highest office, with whatever name, of the company, establishment, concern within its premises or within the geographical boundaries of the Province of Balochistan, shall be deemed to be the Head office of the same, for the purpose of this Act.

**(TAHIR SHAH KAKAR)**  
Secretary.

**No.PAB/Legis:V(22)/2022/8435.**

**Dated Quetta, the 22<sup>nd</sup> June, 2022**

A copy is forwarded to the Chief Controller, Government Printing Press, Balochistan Quetta for favour of publication in Extra-ordinary issue of Gazette of Balochistan. Before final printing, a copy thereof be sent to this Secretariat for Proof reading. Fifty copies of the Act may please be supplied to this Secretariat for record.

**(ABDUL REHMAN)**  
Special Secretary (Legis:)

**No.PAB/Legis:V(22)/2022/8434.**

**Dated Quetta, the 22<sup>nd</sup> June, 2022**

***A copy forwarded for information to: -***

1. The Principal Secretary to Governor, Balochistan, Quetta.
2. The Principal Secretary to Chief Minister, Balochistan, Quetta.
3. The Secretary, Government of Balochistan, Labour and Manpower Department, Quetta.
4. The Secretary, Government of Balochistan, Law & Parliamentary Affairs Department, Quetta.
5. The Director General, Public Relations, Balochistan, Quetta for favour of publication.
6. The System Analyst, Balochistan Provincial Assembly.
7. P.S. to Secretary, Balochistan Provincial Assembly.

**Special Secretary (Legis:)**