MINUTES OF 139TH MEETING OF GOVERNING BODY OF WORKERS' WELFARE FUND

HELD ON 27.12.2017 AT ISLAMABAD

139th meeting of the Governing Body (GB) of Workers' Welfare Fund was held under the chairmanship of Dr. Muhammad Hashim Popalzai, Secretary, OP&HRD on 27.12.2017 at 1000 hours in the Committee Room of Fund Secretariat, Islamabad. List of participants is at **Annex-I.**

2. The meeting commenced with recitation from the Holy Quran. The Secretary, Fund welcomed the Chairman as it was his first GB meeting after assuming charge of the post. After a brief introduction of the participants, the Secretary, Fund presented the agenda items, with the permission of the Chairman, before GB for discussion.

Item No.1: CONFIRMATION OF MINUTES OF THE 138TH MEETING OF THE GOVERNING BODY (FUND SECRETARIAT) HELD ON 13.09.2017 AT ISLAMABAD.

3. The Secretary, Fund apprised that the minutes of 138th GB meeting were circulated to the members vide Fund Secretariat's letter dated 03.10.2017.He requested the GB to confirm the minutes of its 138th meeting held on 13.09.2017.

4. Mr. Ali Mardan, workers' representative (Punjab) pointed out that he had forwarded three observations on minutes of 138th GB meeting which were not mentioned in the agenda of 139th meeting.

5. The Secretary (Labour), KP observed that at page No. 5 of minutes of the 138th GB meeting, under item No.8, the figure of contractual staff was mentioned as 67 which may be corrected as the Honourable Peshawar High Court directed to pay the four (04) months outstanding salaries of all 652 contractual employees of WWB KP.

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Decision

6. The GB confirmed the minutes of its 138th meeting held on 13.09.2017 after inclusion the observations of Mr. Ali Mardan, workers' representative (Punjab) and Secretary (Labour), KP.

Item No.2: **COMPLIANCE REPORT ON DECISIONS OF THE GOVERNING BODY OF THE WORKERS WELFARE FUND TAKEN BY IT IN ITS 138TH MEETING HELD ON 13-09-2017 AT ISLAMABAD.**

7. The Secretary, Fund apprised the GB about compliance of its decisions taken in the 138th meeting held on 13.09.2017.

8. With regard to compliance on decision taken by GB, under agenda Item No. 3, for five (05) hospitals constructed by WWB Balochistan, the Secretary, Fund apprised that the GB in its 138th meeting agreed in principle to hand over the subject projects to BESSI if they have the capacity and sufficient resources to run the same. He added that the GB directed the WWB Balochistan to first place the matter before their Board for its decision with regard to handing over the projects to BESSI. In that case, he further apprised that the GB decided to provide funds for purchase of equipment and to bear the recurring cost for first two years.

9. Upon query of the Chairman regarding present status of the hospitals, the Secretary (Labour), Balochistan informed that the construction works of hospital buildings were completed in 2007 but no further action was taken to procure hospital equipment. He further explained that in pursuance of decision taken by GB in its 138th meeting, the matter was placed before the WWB Balochistan in its 65thBoard meeting held on 19.09.2017. He informed that the WWB Balochistan approved the proposal to hand over the hospital projects to Balochistan Employees Social Security Institution (BESSI) **(Annex-II)**. He

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further informed that in this regard, the WWB Balochistan held a meeting with BESSI, and they have agreed to take over the projects.

10. Mr. Qamoos Gul Khattak, workers' representative (Sindh) pointed out that the health projects established by WWBs in the past were not successful as the WWBs do not have any expertise to run such projects. He viewed that implementation of health projects by WWBs / Fund Secretariat was not feasible. He suggested that a Memorandum of Understanding (MOU) may be signed with BESSI to operationalize the projects and to subsequently run these hospitals from their own resources after completion of two years.

11. The Secretary (Labour), Balochistan, in the capacity of Chairman, BESSI assured that the projects would be fully operationalized by BESSI after their handing over by the WWB Balochistan. He requested the GB to approve requisite funds so that the WWB Balochistan may float tenders to procure equipment for five hospitals.

12. The Joint Secretary (HRD) pointed out that unless the financial implication for purchase of medical equipment and running the hospitals for two years is determined, it was difficult for the GB to approve the same. The Chairman agreed that the total expenditure for each hospital should first be determined by the WWB Balochistan.

13. The Financial Adviser (OP&HRD) suggested that the WWB Balochistan and BESSI may provide an undertaking to the effect that after completion of first two years of funding, the whole responsibility to bear all operational expenses would lie on BESSI.

<u>Decision</u>

14. After detailed discussion and due deliberations, the GB decided that:-

a) In future, no health projects would be initiated by WWB / Fund Secretariat. However, at the time of handing over of any health project,

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after its completion, the WWBs / Fund Secretariat may sign MOU with the respective health department or social security institution for its implementation keeping in view existing government regulations.

b) A committee comprising of the following members from Balochistan Province shall be constituted to calculate the exact amount of equipment cost and operational cost for first two years in respect of each hospital.

- Secretary (Labour)
- Representative of Health Department
- Commissioner, BESSI
- Workers' Representative in GB

15. The Chairman, inquired about the input of Provincial WWBs on suggestions of Mr. Muhammad Ramzan Achakzai, workers' representative (Balochistan) as discussed under agenda item No. 2 of 138th GB meeting. The Secretary, Fund informed that the suggestions of Mr. Muhammad Ramzan Achakzai, workers' representative (Balochistan) were circulated to WWBs on 14.09.2017 followed by a reminder dated 10.10.2017 for soliciting the recommendations of their respective Boards. He apprised that the recommendations of WWB Punjab and Balochistan were received **(Annex-III)** without approval of their respective Boards.

16. The Chairman directed the Fund Secretariat to again circulate the suggestions of Mr. Muhammad Ramzan Achakzai, workers' representative (Balochistan) to all Provincial WWBs to place the same before their respective Board meetings for recommendations thereon, which may be placed in the forthcoming GB meeting.

17. Upon query of the Chairman, regarding status of rehabilitation of external services of Labour Colony, Toba Tek Singh, the Secretary, WWB Punjab apprised that the WWB had received the administrative approval from Secretary (Labour), Punjab and

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tendering was under process. However, he added that the administrative approval for construction of boundary wall of Labour Colony at Kasur was still pending.

18. The Chairman, inquired about the present status of establishment of Boys High School at Sibi, Girls High School and Polytechnic Institute at Zhob, Balochistan. In response, the Secretary (Labour), Balochistan explained that the GB decided in its 138th meeting to establish the above mentioned schools and Institute in rented buildings. He apprised that in compliance, the WWB Balochistan had completed tendering process and signed agreements with owners of two buildings, however, one agreement was under process. He further explained that the PC-Is of the construction of projects were under process and would be submitted to Development Working Party (DWP), WWF in its forthcoming meeting for recommendations prior to placement before GB.

19. Mr. Ali Mardan, workers' representative (Punjab) raised his objection that the population of workers in the area should first be determined prior to establishment of any development project. He suggested to constitute a committee to determine the feasibility of the project.

20. Mr. Ismail Suttar, employer's representative (Balochistan) requested the Fund Secretariat for disbursement of welfare grants and scholarships on fast track basis instead of building new schools and hospitals. He viewed that only then the real purpose of establishment of Workers' Welfare Fund could be served. Mr. Ramzan Achakzai, Workers representative (Balochistan) suggested that scholarships for workers and their children may be granted directly and they may be allowed to select the educational institution of their own choice.

21. After detailed discussion, the GB directed the Provincial WWBs to submit a comprehensive proposal for disbursement mechanism of scholarships, education facilities (books, uniform, transport) and other welfare grants to workers and their families which would be considered after soliciting views of all GB members.

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22. Upon query of the Chairman regarding the report of structure stability survey of old Fund Secretariat building at F-6, Islamabad, the Secretary, Fund explained that another proposal for renovation of the said building instead of its demolition was also under consideration. The GB directed the Fund Secretariat to prepare a comprehensive proposal for either demolishing or renovating the old Fund Secretariat building at F-6, Islamabad and place the same before GB in its next meeting.

Decision

23. The GB expressed its overall satisfaction on the compliance report with regard to decisions taken in its 138th meeting. .

Item No.3: REVIEW OF SOPs FOR DISBURSEMENT OF WELFARE MEASURES OUT OF WORKERS WELFARE FUND.

24. The Secretary, Fund apprised that the GB in its 136th meeting held on 16.11.2016 approved eligibility criteria and SOPs for welfare grants and award of scholarships. He added that according to new approved policy, the registration of a worker with Employees Old Age Benefits Institution (EOBI) or Employees Social Security Institution (ESSI) is not a mandatory requirement, contrary to the earlier decisions of GB. He further apprised that in case a worker is not registered with EOBI or ESSI, he can submit an affidavit signed by two guarantors (i.e. Employer and CBA President / General Secretary) for availing welfare grants and scholarships out of Fund.

25. The Secretary, Fund informed that the implementation of new policy was withheld on the directions of the Chairman GB for the reasons that huge financial implications were expected if the welfare measures / scholarships were granted to workers on mere submission of affidavit. He further apprised that the GB in its 138th meeting held on 13-09-2017 deferred the agenda item till next meeting in order to first

seek views / comments of all WWBs on the matter. He added that the Fund Secretariat accordingly circulated the SOPs to all GB Members vide letter No. Fund-(GB)8(115)/2017 dated 23.08.2017for their views/comments (**Annex-IV**). He informed that the comments on SOPs were received only from WWB Punjab, WWB KP, Mr. Javed Iqbal, workers' representative (ICT) and Mr. Qamoos Gul Khattak, workers' representative (Sindh) (**Annex-V**).

26. Mr. Qamoos Gul Khattak, workers' representative (Sindh) recorded his dissenting note against the review of SOPs on the grounds that the GB had already approved the policy in its 136th meeting held on 16-11-2016. He stated that GB had already decided the issue and there was no need to review it again.

27. In response, the Secretary (Labour), Balochistan explained that the policies were always open for review. He stated that if GB was the competent authority to approve any policy, then it also had the right to review such policy for bringing further clarity. The Financial Adviser (OP&HRD) endorsed the views of Secretary (Labour) Balochistan.

28. With the permission of the Chairman, the Director (Education), Fund gave a detailed presentation on old policy of disbursement of welfare grants and award of scholarships, SOPs approved in 136th GB meeting alongwith comments received from the WWBs and GB members as follows.

Sr.#	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
	Eligibility Criteria			
1.	The Worker must be covered under definition of workman prescribed in Industrial Relations Act (IRA) 2012	Same as previous policy	Agreed with the policy	The Worker must be covered under definition of workman prescribed in Industrial Relations Act (IRA) 2012.

Sr.#	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
2	Minimum three years' cumulative service is required to avail the facility. In case of school education, no service limit is required.	Minimum three years' cumulative service is required to avail the facility. In case of school education till intermediate level no service limit is required.	Agreed with new policy	Minimum three years' cumulative service is required to avail the education facility at post-intermediate level. However, in case of education till intermediate level, no service limit is required.
3	Registration of worker with EOBI/ESSIs is mandatory.	The worker registration with EOBI or Social Security or Affidavit. The employment status of the worker may be verified from the concerned Inspector of Mines.	Mr. Ismail Suttar, Employer's representative (Balochistan) requested that the home based / domestic workers and hotel workers may also be covered by the Fund. Mr. Qamcos Gul Khattak, workers' representative (Sindh) opposed the mandatory condition of registration with EOBI /ESSIs. He viewed that only 15% workers are registered in Pakistan, due to which 85% workers will not be able to take any benefits out of the Fund. The Secretary (Labour) Balochistan suggested that a proper mechanism of workers registration may be identified. The Secretary (Labour) KP, explained that after devolution, the KP government started the disbursement of wages to workers through scheduled banks. If WWBs and Fund start the disbursement of welfare measures through the same banks which have the data of workers then there was no need for any EOBI / ESSI registration or affidavit. Mr. Muhammad Bilal, Financial Adviser (OP&HRD) viewed that there should be no	The worker must be registered with Employees old Age Benefits Institution (EOBI) or Employees Social Security Institution (ESSI). In case of non-registered workers, an affidavit duly attested by notary public and focal person of the concerned labour department (i.e. Director, Labour or his nominee), may be submitted by worker regarding correctness of particulars given in the application, along with two guarantors, namely employer and CBA President/General Secretary.

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			difficulty in registration of workers by the Fund and WWBs but its financial implication was required to be calculated prior to consideration. The Chairman expressed his concerns regarding financial impact of the new policy and that whether the provincial WWBs / Fund would be able to sustain it in the future.	
4.	The children of worker are eligible to avail the scholarship facility	Worker and his/ her family are eligible to avail the facility.	Agreed with new policy	Worker / employee of WWF / WWBs and his/ her family members (spouse & children) are eligible to avail education / scholarship facility.
5.	Industrial/ Mine/ Establishment must be registered under Factories Act 1934 and Mines Act, 1923 and relevant Act/Law.	Industrial/ Mine/ Establishment must be registered under *relevant Act / Law* **OR** *Those organizations paying 2% under Workers Welfare Fund Ordinance, 1971 or 5% left over contribution under Companies Profit (Workers' Participation) Act, 1968*	Agreed with new policy	Industrial/ Mine/ Establishment must be registered under relevant Act / Law or Those organizations paying 2% under Workers Welfare Fund Ordinance, 1971 or 5% left out contribution under Companies Profit (Workers' Participation) Act, 1968
6.	No age limit is fixed for scholarship	Maximum age limit for availing scholarship facility is *35 years for workers and 30 years for their children* (for post matric only)	The Chairman and other members of GB agreed that it is the right of workers if they opt to improve their qualification during the job at any age.	There is no age limit for education/scholarship facility.
7.	The children of deceased workers are eligible for scholarship if they have already been granted death grant on behalf of the worker	Only *in service workers* and their children can avail the scholarship facility.	Mr. Javaid Iqbal, Workers Representative (Federal) explained that most of the children of deceased workers are enrolled in junior level classes at the time of worker's death and they are allowed to complete their education till matric or equivalent level. He requested the GB that the scholarship may be extended till graduate level for children of deceased workers for their better future. Mr. Ismail Suttar, Employer Representative (Balochistan) endorsed the suggestion of Mr Javaid Iqbal.	The children of deceased workers / employees of WWF / WWBs are eligible for education/scholarship facility if they have already been granted death grant on behalf of the worker / employees.

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Sr.#	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
8	Workers employees of WWF / WWBs who become disabled during the service may avail scholarship for their children, subject to the condition that the disability is proved through a legal medical board constituted for the purpose	Same as previous policy	Agreed with the policy	Workers employees of WWF / WWBs who become disabled during the service may avail scholarship for their children, subject to the condition that the disability is proved through a legal medical board constituted for the purpose
9	The employees of Workers Welfare Fund, Regional Offices and Provincial Workers Welfare Boards, who are paid from WWF / WWBs regular budget can avail the scholarship facility for their children subject to three years of service	The employees of Workers Welfare Fund / Provincial Workers Welfare Boards and other establishments i.e. Regional Office, Zonal Office, Schools etc. who are paid from WWF/ WWBs regular budget can avail the scholarship facility for their children subject to three years of service	Agreed with previous policy	The employees of Workers Welfare Fund, Regional Offices and Provincial Workers Welfare Boards, who are paid from WWF / WWBs regular budget can avail the scholarship facility for their children subject to three years of service

	Post Matric Scholarship						
	Old Policy & New Policy			Discussion	Decision (Revised SOPs)		
	Cat.	Description	Stipend Rate (Rs./pm)		Cat.	Description	Stipend Rate (Rs./pm)
10	Cat-I	a) Cadet Colleges/ Public Schools being run by the Federal or a Provincial Government b) Intermediate or equivalent course from Federal or a Provincial Board of Education or any other institution re-cognized by the Federal/ Provincial Governments c) Technical Training Institutes registered with Provincial Board of Technical & Vocational Education/ Provincial TEVTAS/ NTB / NEVTEC	1,600/-	Agreed with the policy	Cat-I	a) Cadet Colleges/ Public Schools being run by the Federal or a Provincial Government. b) Intermediate or equivalent course from Federal or a Provincial Board of Education or any other institution re-cognized by the Federal/ Provincial Governments. c) Technical Training Institutes registered with Provincial Board of Technical & Vocational Education/ Provincial TEVTAS/ NTB / NEVTEC.	1,600/-
	Cat-II	Graduation Degree (of two / four year's duration) from a Public or Private University or College / Institution affiliated with them, duly recognized by HEC	2,500/-		Cat-II	Graduation Degree (of two / four year's duration) from a Public or Private University or College / Institution affiliated with them, duly recognized by HEC.	2,500/-
	Cat-III	a) Post-Graduation Degree from a Public or Private University or a College / Institution affiliated with them, duly recognized by HEC	3,500/-		Cat-III	a) Post-Graduation Degree from a Public or Private University or a College / Institution affiliated with them, duly recognized by HEC.	3,300/-
		b) Degree from an Engineering University / Medical College registered with HEC as well as by the Pakistan Engineering Council or PMDC, as the case may be				b) Degree from an Engineering University / Medical College registered with HEC as well as by the Pakistan Engineering Council or PMDC, as the case may be	

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Sr. #	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
11	For continuation of scholarship the student must have minimum degree qualifying CGPA of the concerned University, in the current semester, to continue in the next semester. In case the student fails to obtain the requisite GPA/CGPA, the WWF will not be liable to pay the expenditure whatsoever for the remaining period of study.	Student must meet the minimum passing criteria of the School / College and HEC Chartered Universities by Federal/ Provincial Governments where admission is taken.	Agreed with new policy	Student must meet the minimum passing criteria of the School / College and HEC Chartered Universities by Federal/ Provincial Governments where admission is taken. **In case, if the students will not be promoted, his/ her educational facilities will be discontinued.**
12	Student will take / study all subjects in a semester offered by Public / Private College / University etc. as the case may be, and complete its course within the approved minimum time-frame by the HEC, for the said course. In case, a student fails to complete his course within the approved time-frame of the HEC, his case can be reviewed on the basis of solid reasons submitted by the student duly verified by the Public / Private College / University etc. as the case may be, and supported with the documentary evidence.	In case of failure in a course/ subject which is required to be repeated, *the fee for the repeated course will not be paid* by the Fund/ WWBs.	Agreed with previous policy	Student will take / study all subjects in a semester offered by Public / Private College / University etc. as the case may be, and complete its course within the approved minimum time-frame by the HEC, for the said course. In case, a student fails to complete his course within the approved time-frame of the HEC, his case can be reviewed on the basis of solid reasons submitted by the student duly verified by the Public / Private College / University etc. as the case may be, and supported with the documentary evidence.
13	The student once registered in a course will not be allowed to change the selected discipline.	The new policy is silent about changing the selected discipline at the same university.	Agreed with previous policy after certain amendments	The student once registered in a course will not be allowed to change the selected discipline. However, the Secretary (WWF)/ Chairman (WWB) can permit such change as a special case, subject to the condition that there is no financial loss to the Fund due to change of selected discipline.
14	The previous policy is silent about getting new admission at any other university for the same level of degree/course.	If student fails to complete his/ her degree/ course, in which he/ she was registered, he/ she *will not be allowed to get new admission, at any other university*. If any worker tries to get such a benefit, he / she will be debarred from any benefit from WWF in future and liable for legal action.	Agreed with new policy	If student fails to complete his/ her degree/ course, in which he/ she was registered, he/ she will not be allowed to get new admission, at any other university. If any worker tries to get such a benefit, he / she will be debarred from any benefit from WWF in future and liable for legal action.

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Sr. #	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
15.	Only one number Post-Graduation level course will be financed by the Fund.	The Workers Welfare Fund will finance *only one degree*. The student *will not be allowed to take admission in course of studies of the same level.*	Amendments in the policy	The Workers Welfare Fund will finance the entire higher education but not two degrees of the same level.
16.	The previous policy is silent about discontinuation of scholarship on not passing all required subjects.	In case a student does not pass in all the required subjects taken by him / her, the scholarship will be discontinued for the existing course of studies as well as any other course of studies. (e.g. after doing one master level and taking admission in another master level course).	Discontinuation of scholarship on not passing all required subjects is contradictory with the condition of the same policy that in case of failure in a course/subject which is required to be repeated, the fee for the repeated course will not be paid by the Fund/WWBs.	The new policy omitted
17.	Since workers who stand retired or laid-off due to closing/ nonfunctional/ inoperative industry/mining units are no more workers as per definition of "Workman" prescribed in the IRO, 2000, therefore, they are not entitled for getting any type of benefit from WWF viz-a-viz Housing, Marriage Grant, Scholarships, Death Grant, etc. Hence extending these benefits to them stand stopped immediately. However children of such workers who have already been registered for grant of scholarship will continue to receive their scholarships till the completion of their education at the level / course, in which they are presently studying.	Students who are once registered, with Workers Welfare Fund, for getting Scholarship facility and their father / mother *retire or attain the age of 60 before completion of their degree, that student will continue to get the scholarship for that degree in which he/ she is admitted till its completion*, however, he / she will not be entitled for scholarship for further studies.	Amendments in the policy	The education/scholarship facility and welfare grants will be extended to the children of retired, disabled or deceased workers / employees and also such workers who are laid off due to closing/ nonfunctional/ inoperative industry/ mining units.
18.	Semester wise fee will be re-imbursed to the students or directly paid to the institutes/ colleges by Fund Secretariat/WWBs.	Semester wise *fee will be disbursed directly* to the concerned universities/ college by WWF/ WWBs.	Agreed with previous policy	Semester wise fee will be re-imbursed to the students or directly paid to the institutes/ colleges by Fund Secretariat/WWBs.

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Sr. #	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
19	Stipend will be paid to the student for the period he / she claimed against tuition fee. Stipend will be paid for actual duration of completion of the course/degree.	*Stipend would be given to the student for the required period of completion of the degree as prescribed by the university.* The student would not be given stipend when the period of his/ her studies exceeds the prescribed period, however university charges of the left-over courses would be allowed. No fee shall be paid for repeated courses or for failure(s).	Agreed with new policy	*Stipend would be given to the student for the required period of completion of the degree as prescribed by the university. The student would not be given stipend when the period of his/ her studies exceeds the prescribed period, however university charges of the left-over courses would be allowed. No fee shall be paid for repeated courses or for failure(s).*
20.	The policy is silent with regard to transfer or change of institution.	*The worker or his child once enrolled in any university/ college cannot transfer or change the institution, till the completion of respective degree or course. However, the Secretary (WWF) can permit such change as a special case, subject to the condition that all complete credits/courses will be accepted by the university/ institution/ college where the student is seeking admission and there is no financial loss to the WWF due to the transfer. In case any courses are not accepted, the student shall pay the amount from his own resources.*	Agreed	The worker or his child once enrolled in any university/ college cannot transfer or change the institution, till the completion of respective degree or course. However, the Secretary (WWF)/Chairman (WWB) can permit such change as a special case, subject to the condition that all complete credits/courses will be accepted by the university/ institution/ college where the student is seeking admission and there is no financial loss to the WWF due to the transfer. In case any courses are not accepted, the student shall pay the amount from his own resources.
21	All expenses of these students, viz-a-viz admission fee, tuition fee, transport charges, hostel / messing charges, registration fee, examination fee, library fee, Lab fee, computer fee in respect of workers' children, who get admission on merit will be paid out of WWF.	*All semester / annual educational expenses of these students including transport charges (the transport should be owned by the University) Hostel and messing charges (the hostel should be owned or the building should be on lease and the hostel must be managed by the University) Refundable Security will not be paid, for any category.*	Agreed with previous policy	All expenses of these students, viz-a-viz admission fee, tuition fee, transport charges, hostel / messing charges, registration fee, examination fee, library fee, Lab fee, computer fee etc. in respect of entitled students, who get admission on merit will be paid out of Fund.
22	The policy is silent about admissibility of stipend to the students studying in distance learning program.	*The students studying in distance learning program would not be given any stipend.*	Not agreed with the new policy	The new policy omitted.

Sr. #	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
23	The policy is silent about admissibility of stipend to workers and their working children.	*Worker himself / herself and their working children will not be eligible for stipend.*	Not agreed with the new policy	The new policy omitted.
24	The criteria for award of scholarship to workers' children seeking admission at M Phil / MS &Ph D level: • Minimum of 3.0 CGPA or 70% Marks in Masters or Honours for admission in M Phil / M.S • Minimum of 3.0 CGPA or 70% Marks in M. Phil / MS for admission in Ph.D The above scholarship will only cover the Admission/ Registration & Tuition Fee	*The new policy is silent regarding scholarship for M. Phil and Ph.D levels.*	Agreed with the criteria of university for admission in M.Phil / MS & Ph.D	The educational expenses at M.Phil / MS &Ph.D level will be paid in respect of those entitled students who get admission on merit.
	Upto Matric Level Scholarship			
25	i) Provincial WWBs would conduct a survey of available public/private schools in areas of workers' concentration and nearby localities where their (WWBs) schools do not exist. Further, in big industrial cities such as Lahore, Faisalabad, Karachi etc. where WWB Schools exist but demand for getting admission from children of workers is more than the admission capacity, the Provincial WWBs may also locate private / public schools in these cities for imparting education to children of workers.	*For school education, workers will be encouraged to take admission in WWB Schools, if they fail to get admission, then they may take admission in schools being run by the Armed forces/ Federal/ Provincial Government/ missionaries or as defined by the WWF/ WWBs*	Agreed with new policy after certain amendments	For school education, workers will be encouraged to take admission in WWB Schools. If the school is not available in the area or they fail to get admission, then they may take admission in public/private schools or as defined by the Fund/ WWBs.

(ARGHEEN TARIQ)
Deputy Director

Sr. #	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
	(ii) On the basis of the above survey report, the public/private schools would be pre-qualified by the WWBs, where the workers' children would be admitted as per the already approved criteria for admission in WWB schools.			
26.	The Fee in respect of such students admitted in the public/private schools would be directly paid to their respective schools and no payment would be made to the students. Further, the other facilities like pick-drop, uniform and books / stationery would also be provided in the same manner as is being provided to children of workers studying in WWB Schools.	*The workers' children studying at matric and pre-matric level would be provided Books/ Stationery and Uniform (Summer/ Winter) by the concerned Workers Welfare Board/ Workers Welfare Fund (for ICT workers) once in a year i.e., start of the academic session. The student would also be provided transport.*	Agreed with the previous policy subject to approval of respective board. The matter may be placed in HR committee for recommendation and approval for GB after approval from respective boards.	All expenses, except charity funds, fines, subscriptions and securities (refundable or non-refundable) in respect of students admitted in the public/private schools would be directly paid to their respective schools or reimbursed to the workers. Further, the other facilities like books/stationery, uniform and transport would also be provided in the same manner as is being provided to entitled students studying in WWB Schools.
	Marriage Grant			
27.	Copy of Nikah Nama is necessary to be attached with the application for Marriage Grant.	*The worker may provide a copy of Form-B to verify his daughters in case if Nikah Nama is not available. All daughters of a worker may be eligible to avail Marriage Grant after attaining the age of 18 years.*	Agreed with new policy	The worker may provide a copy of Form-B to verify his daughters in case if Nikah Nama is not available. All daughters of a worker may be eligible to avail Marriage Grant after attaining the age of 18 years.
	Copies of Documents Required with Application Form			
28.	a) CNIC of worker b) CNIC of the Child or Family registration certificate or Form "B" issued by NADRA c) EOBI Card and/ or Social Security Card d) Appointment letter of worker. e) Admission letter from institution in the name of student/ Fee Chalan Form (in case of scholarship)	*Same as previous policy except provision of following documents* *a) Affidavit in case if worker is not registered with EOBI/ Social Security.* *b) Form-B to verify worker's daughters in case if Nikah Nama is not available*	Agreed with new policy	a) CNIC of worker b) CNIC of the Child or Family registration certificate or Form "B" issued by NADRA c) EOBI Card and/ or Social Security Card/ affidavit d) Appointment letter of worker. e) Admission letter from institution in the name of student/ Fee Chalan Form (in case of scholarship)

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Islamabad

Sr. #	Old Policy	New Policy	Discussion	Decision (Revised SOPs)
	f) Nikkah Nama (in case of marriage grant) g) Death Certificate (in case of death grant) h) CNIC of widow (in case of death grant) i) An affidavit on stamp paper duly attested by the Notary Public or Oath Commissioner j) that the particulars given by the applicant are correct and if found wrong, the WWF reserve right for legal action.			f) Nikkah Nama (in case of marriage grant) g) Form-B to verify worker's daughters in case if Nikah Nama is not available h) Death Certificate (in case of death grant) i) CNIC of widow (in case of death grant) j) An affidavit on stamp paper duly attested by the Notary Public or Oath Commissioner k) that the particulars given by the applicant are correct and if found wrong, the WWF reserve right for legal action

Decision

29. After detailed discussion, the GB approved the revised SOPs as detailed at para-28 above.

Item No.4: **THE CRITERIA FOR ESTABLISHMENT OF DEVELOPMENT PROJECTS (PROJECT APPRAISAL MANUAL) FOR WORKERS AND THEIR FAMILIES.**

30. The Secretary, Fund apprised that the GB in its 138th meeting held on 13.09.2017 directed the Fund Secretariat to circulate the existing development Project Appraisal Manual to all Provincial WWBs for their views / comments and examination of the criteria for establishment of development projects in a particular area.

31. The Secretary, Fund informed that the Project Appraisal Manual was circulated to Provincial WWBs vide Fund Secretariat's letter dated 14.09.2017 followed by several reminders **(Annex-VI)**, however no response had been received from any WWB.

Decision

32. The GB directed the Fund Secretariat to again circulate the Project Appraisal Manual to all GB members to furnish their views/ comments for placement before GB in its forthcoming meeting for discussion and approval.

(ANWAAR-UL-HAQ)
Deputy Director

Item No.5: RECOMMENDATIONS OF MR. MUHAMMAD RAMZAN ACHAKZAI, WORKERS' REPRESENTATIVE (BALOCHISTAN) FOR IMPROVEMENT IN THE WELFARE SCHEMES FOR WORKERS, RECEIVED VIDE HIS LETTERS DATED 18.07.2016, 28.08.2016 AND 10.10.2016.

33. The Secretary, Fund apprised that as directed in the138th GB meeting held on 13.09.2017, the Fund Secretariat, vide its letter dated 14.09.2017 again circulated the suggestions of Mr. Muhammad Ramzan Achakzai to the Provincial WWBs for placement of the same before their respective Board meetings. He informed that, in response, the views from Chairman, WWB, Punjab and Chairman, WWB, Balochistan were received on 24.10.2017 and 26.10.2017 respectively (**Annex-VII**), without approval of their respective Boards. However, response of the WWB KP was still awaited.

Decision

34. The GB directed the WWB KP to place the matter before its Board meeting and submit recommendations thereon in the next GB meeting.

Item No.6: RECOMMENDATIONS OF THE MEETING OF THE H.R. COMMITTEE HELD ON 26.10.2017 IN THE COMMITTEE ROOM OF WORKERS WELFARE FUND SECRETARIAT, ISLAMABAD.

35. The Secretary Labour, KP / Chairman HR Committee briefed the GB about recommendations of HR Committee made in its 7th meeting held on 26.10.2017. The detailed minutes of HR committee meeting are placed at **Annex-VIII**.

I) Draft Education Service Rules (2017) for Teaching & Non-Teaching Staff of Workers Welfare Boards/ Workers Welfare Fund Schools.

The GB agreed with the recommendations of HR Committee to circulate the draft Education Service Rules (2017) for teaching & non-teaching staff to the Provincial WWBs for placement before their respective Boards for examination and recommendations thereon, which should be submitted to the Fund Secretariat within one month.

(ASIF REHMAN TARIQ)
Deputy Director

II) **Up-gradation of the Post of Junior Clerk, Assistant and Superintendent of Provincial Workers Welfare Boards.**

The GB endorsed the recommendations of HR Committee that nomenclature of the subject posts as per Federal Government may be followed. The GB approved in principle the up-gradation of the posts of Junior Clerks, Assistant and Superintendent of all Provincial WWBs, however the WWBs were directed to bring financial implications along-with details of employees working on these posts before the GB for consideration.

III) **Grant of Special Conveyance Allowance to the Disable Employees of Khyber Pakhtunkhwa Workers Welfare Board.**

The GB approved the HR Committee recommendations for the Special Conveyance Allowance @ Rs.1000/- per month to disable employees of all Provincial WWBs and WWF on the terms and conditions mentioned in Finance Division (Regulation Wing)'s Office Memorandum No.3(1)R-5/2010 dated 01.07.2016.

IV) **Revision of Assistance Package for Families of WWF/WWBs Employees Who Die in Service.**

The Chairman, WWB KP apprised that the GB in its 94th meeting held on 21.06.2007 approved Assistance Package **(Annex-IX)** for families of employees of WWF/Provincial WWBs who die during the service. He informed that the Assistance Package for Government employees who die in service has been revised by the Establishment Division vide O.M No.8/10/2013-E-2 dated 04.12.2015. He further informed that the HR Committee recommended the revised Assistance Package for employees of WWF / Provincial WWBs with the dissenting note of Mr. Muhammad Ramzan Achakzai, workers' representative (Balochistan) and Mr. Ali Mardan, workers' representative (Punjab) opposed the recommendations of HR committee due to its financial implications.

After detailed discussion, GB approved the following revised Assistance Package for employees of WWF/WWBs as recommended by the HR Committee:

<table>
<tr><th>Item</th><th>Assistance Package
(In Service Deaths)</th><th>Assistance Package
(Security Related Deaths)</th></tr>
<tr><td>Lump Sum Grant</td><td>Upto Rs.3 million as per following scales:
<table><tr><th>BS</th><th>Amount</th></tr><tr><td>1-4</td><td>Rs.600,000</td></tr><tr><td>5-10</td><td>Rs.900,000</td></tr><tr><td>11-15</td><td>Rs.1,200,000</td></tr><tr><td>16-17</td><td>Rs.1,500,000</td></tr><tr><td>18-19</td><td>Rs.2,400,000</td></tr><tr><td>20 & above</td><td>Rs.3,000,000</td></tr></table></td><td>a. Upto Rs.10 million according to following scales:
<table><tr><th>BS</th><th>Amount</th></tr><tr><td>1-16</td><td>Rs.3 Million</td></tr><tr><td>17</td><td>Rs.5 Million</td></tr><tr><td>18-19</td><td>Rs.9 Million</td></tr><tr><td>20 & above</td><td>Rs.10 Million</td></tr></table>b. Rs.700,000/- to the officers/officials incapacitated and released from service for having become invalid as a result of injury in encounters/bombs blasts, riots/watch and ward duty or terrorist activity.
c. Rs.500,000/- to the officers/officials incapacitated as a result of the injury in accidents as stated in para "b" above but who are still serving in the department.</td></tr>
<tr><td>Pension</td><td>Retiring benefits as per WWF (Employees Service) Rules, 1997.</td><td>Retiring benefits as per WWF (Employees Service) Rules, 1997.</td></tr>
<tr><td>Accommodation</td><td>• Payment of rent for hired house for 05-years or till the age of superannuation whichever is earlier but for a minimum period of 03-years.
• In case the deceased employee had not been living in a rented house at the time of his death, but was living in his own home, his family will be entitled to draw House Rent Allowance drawn by him/her at the time of his/her death, for the above stated period.</td><td>• Payment of rent for hired house for 05-years or till the age of superannuation whichever is earlier but for a minimum period of 03-years.
• In case the deceased employee had not been living in a rented house at the time of his death, but was living in his own home, his family will be entitled to draw House Rent Allowance drawn by him/her at the time of his/her death, for the above stated period.</td></tr>
<tr><td>Employment</td><td>Employment for posts in BS-1 to BS-15 on regular basis without advertisement.</td><td>Employment for post in BS-1 to BS-15 on regular basis without advertisement.</td></tr>
<tr><td>Education</td><td>Free education to all the children of the deceased employees up to graduation in any public private institution including expenses of tuition fee, books related material and living allowances etc.</td><td>Free education to all the children of the deceased employees up to graduation in any public/private institution including expenses of tuition fee, books related material and living allowances etc.</td></tr>
<tr><td>Health</td><td>Free health facilities as per their entitlement during service.</td><td>Free health facilities as per their entitlement during service.</td></tr>
</table>

(ANEES ZAFAR TARAR)
Deputy Director

<table>
<tr><td>Plot or Land</td><td>Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:
<table><tr><th>BS</th><th>Amount</th></tr><tr><td>1-8</td><td>Rs.2 Million</td></tr><tr><td>9-16</td><td>Rs.5 Million</td></tr><tr><td>17 & above</td><td>Rs.7 Million</td></tr></table></td><td>Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:
<table><tr><th>BS</th><th>Amount</th></tr><tr><td>1-8</td><td>Rs.2 Million</td></tr><tr><td>9-16</td><td>Rs.5 Million</td></tr><tr><td>17 & above</td><td>Rs.7 Million</td></tr></table></td></tr>
<tr><td>House Building Advance</td><td>The unpaid balance of the Advance and the interest accrued thereon will be waived off.</td><td>The unpaid balance of the Advance and the interest accrued thereon will be waived off.</td></tr>
<tr><td>Marriage Grant</td><td>Marriage grant amounting to Rs. 8 lac on wedding of one daughter may be granted of family of deceased employees</td><td>Marriage grant amounting to Rs. 8 lac on wedding of one daughter may be granted of family of deceased employees</td></tr>
<tr><td>GP fund</td><td>Only payable amount of GP Fund shall be paid to the deceased family</td><td>Only payable amount of GP Fund shall be paid to the deceased family</td></tr>
<tr><td>Special Lump sum Grant from Benevolent Fund</td><td></td><td>A special lump sum grant from Benevolent Fund ranging from Rs.200,000 to Rs. 500,000
<table><tr><th>#</th><th>Pay Scales (BS)</th><th>Lump Sum Grant (Rs)</th></tr><tr><td>1</td><td>1 – 10</td><td>200,000</td></tr><tr><td>2</td><td>11 – 16</td><td>300,000</td></tr><tr><td>3</td><td>17 – 19</td><td>400,000</td></tr><tr><td>4</td><td>20 & above</td><td>500,000</td></tr></table></td></tr>
<tr><td>Monthly Benevolent Grant</td><td><table><tr><th rowspan="2">Sr.#</th><th colspan="2">Pay Slabs</th><th rowspan="2">Grant</th></tr><tr><th>Min</th><th>Max</th></tr><tr><td>1</td><td>Upto</td><td>5,000</td><td>4000</td></tr><tr><td>2</td><td>5,001</td><td>5,500</td><td>4,150</td></tr><tr><td>3</td><td>5,501</td><td>6,000</td><td>4,300</td></tr><tr><td>4</td><td>6,001</td><td>6,500</td><td>4,450</td></tr><tr><td>5</td><td>6,501</td><td>7,000</td><td>4,600</td></tr><tr><td>6</td><td>7,001</td><td>7,500</td><td>4,750</td></tr><tr><td>7</td><td>7,501</td><td>8,000</td><td>4,900</td></tr><tr><td>8</td><td>8,001</td><td>8,500</td><td>5,050</td></tr><tr><td>9</td><td>8,501</td><td>9,000</td><td>5,200</td></tr><tr><td>10</td><td>9,001</td><td>9,500</td><td>5,350</td></tr><tr><td>11</td><td>9,501</td><td>11,000</td><td>5,600</td></tr><tr><td>12</td><td>11,001</td><td>13,000</td><td>5,900</td></tr><tr><td>13</td><td>13,001</td><td>15,000</td><td>6,200</td></tr><tr><td>14</td><td>15,001</td><td>17,000</td><td>6,500</td></tr><tr><td>15</td><td>17,001</td><td>19,000</td><td>6,800</td></tr><tr><td>16</td><td>19,001</td><td>21,000</td><td>7,100</td></tr><tr><td>17</td><td>21,001</td><td>23,000</td><td>7,400</td></tr><tr><td>18</td><td>23,001</td><td>25,000</td><td>7,700</td></tr><tr><td>19</td><td>25,001</td><td>27,000</td><td>8,000</td></tr><tr><td>20</td><td>27,001</td><td>29,000</td><td>8,300</td></tr><tr><td>21</td><td>29,001</td><td>31,000</td><td>8,600</td></tr><tr><td>22</td><td>31,001</td><td>33,000</td><td>8,900</td></tr><tr><td>23</td><td>33,001</td><td>35,000</td><td>9,200</td></tr><tr><td>24</td><td>35,001</td><td>37,000</td><td>9,500</td></tr><tr><td>25</td><td>37,001</td><td>39,000</td><td>9,800</td></tr><tr><td>26</td><td>39,001 & above</td><td></td><td>10,100</td></tr></table></td><td><table><tr><th rowspan="2">Sr.#</th><th colspan="2">Pay Slabs</th><th rowspan="2">Grant</th></tr><tr><th>Min</th><th>Max</th></tr><tr><td>1</td><td>Upto</td><td>5,000</td><td>8,000</td></tr><tr><td>2</td><td>5,001</td><td>5,500</td><td>8,300</td></tr><tr><td>3</td><td>5,501</td><td>6,000</td><td>8,600</td></tr><tr><td>4</td><td>6,001</td><td>6,500</td><td>8,900</td></tr><tr><td>5</td><td>6,501</td><td>7,000</td><td>9,200</td></tr><tr><td>6</td><td>7,001</td><td>7,500</td><td>9,500</td></tr><tr><td>7</td><td>7,501</td><td>8,000</td><td>9,800</td></tr><tr><td>8</td><td>8,001</td><td>8,500</td><td>10,100</td></tr><tr><td>9</td><td>8,501</td><td>9,000</td><td>10,400</td></tr><tr><td>10</td><td>9,001</td><td>9,500</td><td>10,700</td></tr><tr><td>11</td><td>9,501</td><td>11,000</td><td>11,200</td></tr><tr><td>12</td><td>11,001</td><td>13,000</td><td>11,800</td></tr><tr><td>13</td><td>13,001</td><td>15,000</td><td>12,400</td></tr><tr><td>14</td><td>15,001</td><td>17,000</td><td>13,000</td></tr><tr><td>15</td><td>17,001</td><td>19,000</td><td>13,600</td></tr><tr><td>16</td><td>19,001</td><td>21,000</td><td>14,200</td></tr><tr><td>17</td><td>21,001</td><td>23,000</td><td>14,800</td></tr><tr><td>18</td><td>23,001</td><td>25,000</td><td>15,400</td></tr><tr><td>19</td><td>25,001</td><td>27,000</td><td>16,000</td></tr><tr><td>20</td><td>27,001</td><td>29,000</td><td>16,600</td></tr><tr><td>21</td><td>29,001</td><td>31,000</td><td>17,200</td></tr><tr><td>22</td><td>31,001</td><td>33,000</td><td>17,800</td></tr><tr><td>23</td><td>33,001</td><td>35,000</td><td>18,400</td></tr><tr><td>24</td><td>35,001</td><td>37,000</td><td>19,000</td></tr><tr><td>25</td><td>37,001</td><td>39,000</td><td>19,600</td></tr><tr><td>26</td><td>39,001 & above</td><td></td><td>20,200</td></tr></table></td></tr>
</table>

VI) Up-gradation of Lower Grade Employees (Naib Qasids etc) of Workers Welfare Fund.

The GB approved the recommendations of HR Committee for the up-gradation of the following employees of Fund Secretariat to BS-03 w.e.f. July, 2017 in the light of Finance Division (Regulation Wing) O.M No.1(4).R-1/2009 dated 31.12.2012 and directed the Provincial WWBs to place financial implications of their employees on similar lines before GB for consideration:-

S.No.	Name with Designation/Grade	Approved Up-gradation
1.	Mr. M. Asif Jalal, Naib Qasid (BS-02)	BS-03
2.	Mr. Arshad Mehmood, Naib Qasid (BS-02)	BS-03
3.	Mr. Muhammad Sarwar, Naib Qasid (BS-02)	BS-03
4.	Mr. Ghulam Hussain, Naib Qasid (BS-02)	BS-03
5.	Mr. Nisar Ahmed, Naib Qasid (BS-02)	BS-03
6.	Mr. Imtiaz Satti, Naib Qasid (BS-02)	BS-03
7.	Mr. Furqan Gul, Naib Qasid (BS-02)	BS-03
8.	Mr. Muhammad Kamran, Naib Qasid (BS-02)	BS-03
9.	Mr. Shoukat Masih, Naib Qasid (BS-02)	BS-03
10	Mr. Anwar Masih, Naib Qasid (BS-02)	BS-03

VII) Grant of Senior Scale (BS-07) to Drivers / Dispatch Riders of Government Vehicles.

The GB approved the recommendations of HR Committee for the up-gradation of 50% of the Drivers and Dispatch Riders from BS-04 to BS-05 in the Fund Secretariat, as per their order of seniority and completion of 5 years' service length. The GB also approved the up-gradation of Mr. Sajid Driver, WWF from BS-06 to BS-07 as he has completed fifteen (15) years' service in Government. The GB also approved in principle the up-gradation of Drivers of Provincial WWBs in light of the above referred Establishment Division's O.M and directed the PWWBs to bring financial implications and details of its employees before the GB in its next meeting for consideration.

(AMEER ALI TANOLI)
Deputy Director

VIII) Up-gradation of the Post of Patwari (Revenue Assistant) from BS-09 to BS-14.

The GB approved the creation of one post of Patwari (Revenue Assistant) (BS-09) and one post of Qanoongo (BS-11) at the Fund Secretariat alongwith their service rules (**Annex-X**). However, the GB directed the Provincial WWBs to prepare the proposal for creation of these two posts at their respective WWBs for placement before the HR Committee in its next meeting.

Item No.7: **RECOMMENDATIONS OF THE MINUTES OF SPECIAL COMMITTEE MEETING HELD ON 12.10.2017 AND 20.10.2017 IN THE COMMITTEE ROOM OF WORKERS WELFARE FUND SECRETARIAT, ISLAMABAD.**

36. With the permission of the Chairman, the Joint Secretary, HRD apprised that two meetings of the special committee constituted by the GB in its 138th meeting were held on 12.10.2017 and 20.10.2017. He briefed the GB about following recommendations of the special committee on which Mr. Ramzan Achakzai (workers' representative Balochistan) had recorded the dissenting note:-

a) In light of the data provided by WWB, KP and the reports of the Review Committee and Appellate Committee of WWB, KP all 48 schools are performing well, therefore Ex-post facto approval may be taken from Governing Body of the Fund in respect of the schools which were functionalized without expressed approval of the Governing Body, though by allocating funds for running these schools for Six (06) years, the GB already extended implied approval.

b) All contract employees who fulfilled recruitment criteria at the time of appointment, like educational qualification, age relaxation, experience etc. are recommended for regularization to the Governing Body for approval.

(ASIF REEN TARIQ)
Deputy Director

c) The Workers Welfare Board, KP may provide certificates regarding the performance of its technical institutes and the employees who met the eligibility criteria of their respective posts at the time of their appointment. Subject to provision of those certificates, the Special committee recommended that the formal Ex-Post Facto approval may be accorded by the Governing Body (WWF) in respect of the technical institutes of WWB KP i.e. Matric-Tech, Mono-Tech and Poly-Tech which were not earlier approved explicitly.

d) The Chairman, WWB KP, being the Competent Authority, may extend the contracts of these technical institutes' employees who fulfill the criteria of recruitment at the time of appointment for a period of two (02) years. The case regarding their regularization may be decided by the WWB KP subsequently.

37. Mr. Ramzan Achakzai (workers' representative Balochistan) pointed out that after the recent judgments of the Honourable Peshawar High Court on the writ petitions filed by the employees of WWB KP schools and technical institutes, his views recorded in the minutes of special committee may not be considered.

38. The Secretary, Labour (KP) read the court decision dated 22.11.2017 on writ petition No.347-B of 2016 as follows:-

"While allowing all the wit petitions, all the petitioners who are in service stand regularized and those whose were restrained / dispensed with but appointed on contractual basis stand reinstated. Petitioners who are seeking promotion their writ petitions are allowed by treating them regular employees and their cases of promotion be deemed to be pending before the appropriate committee for promotion in accordance with the Workers Welfare Fund (Employees Service) Rules, 1997."

39. The Chairman enquired if the WWB KP had filed appeal in the Honourable Supreme Court of Pakistan against the above decision. The Secretary, Labour (KP)

informed that they had not file the appeal but it was not time barred. He requested the GB to accord ex-post facto approval for all 48 schools and technical institutes being run by the WWB KP. He further suggested that the WWB KP may file the appeal to the extent that only those employees may be regularized who meet the eligibility criteria at the time of appointment, as also recommended by the special committee.

40. Mr. Ramzan Achakzai (workers' representative Balochistan) pointed out that the petitioners had not made the GB as respondent. The Secretary, Labour (KP) clarified that the Chairman, GB and Chairman WWB KP were made respondents on behalf of the GB and WWB KP respectively.

Decision

41. (i) The GB accorded ex-post facto approval of the establishment of all 48 schools and technical institutes being run by the WWB KP which were earlier not explicitly approved by GB.

(ii) The GB approved in principle extension in the contracts of all employees of WWB KP Schools and Technical Institutes upto 30th June, 2018. The GB directed the Fund Secretariat to release funds for the salaries till extended period of the contractual employees. The GB further directed the WWB KP to complete the exercise of scrutiny and performance evaluation as per the recommendations of Special Committee in the meantime.

(iii) The GB directed the WWB KP to file an appeal before the Honourable Supreme Court of Pakistan against the decision of Honourable High Court, Peshawar to the extent that the contracts of all those employees who did not fulfill the eligibility criteria at the time of their appointment could not be extended by the WWB KP.

Item No.8: PRESENTATION ON THE PERFORMANCE OF WWF REGIONAL OFFICES.

42. The Secretary, Fund apprised that the Fund Secretariat was directed in the 138th meeting held on 13.09.2017 to give a comprehensive presentation regarding the performance of its Regional Offices in the next GB meeting.

(ARBREEN TARIQ)
Deputy Director
Workers Welfare Fund Secretariat
Ministry of Human Resource Development
Islamabad

43. With the permission of the Chairman, the Secretary, Fund gave a detailed presentation **(Annex-XI)** on the performance of Regional Offices (Lahore, Peshawar, Karachi and Quetta) of Fund Secretariat.

44. Upon query of the Chairman regarding the status of Regional Office employees if these offices are closed down, the Senior Joint Secretary (HRD) explained that the services of these employees may be transferred to the respective Provincial WWBs alongwith their post and budget.

Decision

45. After detailed discussion and due deliberations, the GB decided that:-

i) The Fund Secretariat may issue revised TORs to its Regional Offices by including some extra assignments as deemed necessary, with the approval of Chairman. In accordance with the revised TORs, the performance of Regional Offices may be monitored and evaluated by the Fund Secretariat for a period of three (03) months.

ii) The detailed progress report of three (03) months will be prepared by the Fund Secretariat and placed before the GB for further decision.

Item No.9: **PRESENTATION ON THE PROJECT OF CONSTRUCTION OF 500 BEDDED TEACHING HOSPITAL AT RAWAT, ISLAMABAD.**

46. The Secretary, Fund apprised that the GB in its 138th meeting held on 13.09.2017 directed the Fund Secretariat to present a detailed report in the next meeting on the project "Construction of 500 Bedded Teaching Hospital at Rawat".

47. With the permission of the Chairman, the Secretary, Fund gave a detailed presentation regarding the construction of 500 bedded teaching hospital at Rawat, Islamabad **(Annex-XII)**.

48. Mr. Ali Mardan, workers' representative (Punjab) pointed out that 151 kanals land was purchased for construction of 500 bedded teaching hospital at Rawat, which is of no use as the GB has already decided that health projects will not be established in future.

He suggested the land may be sold out and amount realized may be used for other welfare activities for workers in future.

49. Mr. Javaid Iqbal, Workers Representative (Federal) suggested to utilize the available land for establishment of an IT Centre for workers and their children.

Decision

50. After detailed discussion and due deliberations, the GB decided that the subject matter may be forwarded to Development Working Party (DWP) to examine the future development plans for the said land. The recommendations of DWP may be placed before the GB in its next meeting.

Additional Item No.1 **RECOMMENDATIONS OF THE INVESTMENT COMMITTEE MADE BY IN ITS MEETINGS HELD ON 12TH & 22ND DECEMBER, 2017 FOR REINVESTMENT OF MATURING DEFENCE SAVING CERTIFICATES.**

51. The Secretary, Fund explained that the decisions of the Investment Committee, WWF taken in its meeting held on 12-12-2017, sealed bids from "A" rated banks for term deposit on placement of funds were invited. The sealed bids received from the banks were opened and considered by the Investment Committee in its 2nd meeting held on 22-12-2017 **(Minutes of meetings are placed at Annex-XIII)**. Accordingly, the Investment Committee after detailed discussion and due deliberation has recommended the reinvestment of maturing funds of Rs.9,948,303,750/- with National Saving as per detailed below:-

> *"The investment of maturing amount of Rs.9,948,303,750/- of Defence Saving Certificates with National Saving Centre by diversifying the said amount into two schemes 70% in Defence Saving Certificates for 10 years and remaining 30% of the amount in Special Saving Certificates for 03 years period. Details of funds recommended for reinvestment are as under:-*

Name of Scheme	Amount Invested	Rate of Profit Per Annum at Maturity	Period of Investment
Defence Saving Certificates	Rs.6,963,812,625	7.54%	10 Years
Special Savings Certificates	Rs.2,984,491,125	6.49%	03 Years
Total:	**Rs.9,948,303,750**	-	-

Decision

52. After detailed discussion, the GB endorsed the decision and approved the recommendations of Investment Committee in its meetings held on 12th & 22nd December, 2017.

Additional Item No.2 **RECOMMENDATIONS OF MR. QAMOOS GUL KHATTAK, WORKERS' REPRESENTATIVE (SINDH) FOR CONSTRUCTION OF HOSPITAL AND LABOUR COLONY AT SANGHAR.**

53. Mr. Qamoos Gul Khattak, workers' representative (Sindh) requested the GB for establishment of labour colony and hospital at Sanghar, Sindh. He further explained that the labours of Sugar Mill Federation requested the Ministry of OP&HRD on Inaugural Ceremony of Workers Model School, Sanghar on 17th December, 2017 for construction of 200 houses colony and hospital for workers at Sanghar.

54. In response, the Financial Adviser (OP&HRD) argued that the Fund Secretariat already have pending projects in all over country. For further development in any type of project, proper feasibility should be conducted at proposal stage and placed before the Development Working Party (DWP), WWF for scrutiny and recommendation prior to consideration by the GB.

Decision

55. After detailed discussion, the GB decided that the subject matter should be forwarded to Development Working Party (DWP), WWF for examination of its feasibility and further recommendation.

Additional Item No.3 **RE-DESIGNATION OF THE POSTS OF COMPUTER OPERATORS (BPS-10) TO DATA ENTRY OPERATORS (BPS-10) AND SUBSEQUENT UP-GRADATION OF POST OF DATA ENTRY OPERATOR FROM (BPS-10 TO BPS-12) IN THE FUND.**

56. The Secretary, Fund explained that in pursuance of Finance Division's O.M No.F.1(10)/R-/2010-234 dated 15.05.2011, the GB WWF approved there-designation of the post of the Computer Operator and up-gradation of the said posts from BPS-10 to

(MIR AFZAL TANOLI)
Deputy Director

BPS-12 in the Fund subject to concurrence of Finance Division in its 136th meeting held on 16.11.2016. The Fund Secretariat forwarded the subject matter to Establishment Division and Finance Division for their concurrence. In response, the Establishment Division conveyed vide letter No.8/6/2016-R-6(pt-1) dated 21st April, 2017 that up-gradation of the post in autonomous bodies does not fall under the domain of Establishment Division and it also endorse by Finance Division vide letter No.1(10)R-1/2010-576/2017 dated 24th November, 2017. Details of the subject matter are placed at **Annex-XIV**.

Decision

57. After detailed discussion and due deliberations, the GB approved the re-designation of the post of Computer Operator (BPS-10) as Data Entry Operator (BPS-10) and up-gradation of the said post as Data Entry Operator from BPS-10 to BPS-12 w.e.f. May, 2011.

Additional Item No.4 **ESTABLISHMENT OF WORKING FOLK GRAMMAR SCHOOL AT DARGAI, MALAKAND DIVISION.**

58. The Secretary (Labour), KP requested the GB to approve the establishment of Working Folk Grammar School at Dargai, Malakand Division in rented building till the construction of own building for provision of quality education to industrial as well as migratory mines workers working in different parts of the province in the mining sector. He requested the GB to allow the operationalization of the school on urgent basis for which the notables of the area have offered rent free building at Dargai, Malakand Agency.

Decision

59. The GB directed the WWB KP to place the matter before their own meeting for examination of the feasibility of project and recommendations thereon for consideration of the GB.

ANY OTHER ITEMS

60. Mr. Muhammad Ramzan Achakzai, workers' representative (Balochistan) requested the GB to constitute a Legal Committee for handling the court cases / legal matters for Provincial WWBs / Fund Secretariat. The GB directed the Fund to prepare a detailed proposal for the subject matter and place before GB for consideration in its forthcoming meeting.

61. Mr. Muhammad Ramzan Achakzai, workers' representative (Balochistan) pointed out that the GB in its 136th meeting held on 16.11.2016 approved death grant at existing rate of Rs.500,000/- for the families of those workers who died in the fire incident of 01.11.2016 at Ship Breaking Yard in Gaddani. He expressed his concern that the funds for death grant had not yet been released by the Fund Secretariat. In response, the Financial Adviser (HRD) explained that the amount will be disbursed to families of deceased workers after 2nd quarter release from Finance Division.

62. Mr. Ali Mardan, workers' representative (Punjab) requested the GB the regularization of all contractual employees of WWB Punjab, working in all categories in different grades, subject to the scrutiny as approved in principle by GB in its 137th meeting held on 30.03.2017. The GB directed that the matter may be placed before the HR Committee for its recommendation for consideration of GB.

63. Mr. Ali Mardan, workers' representative (Punjab) further requested the GB to re-functionalize Matric-Tech Programme in its schools which were discontinued by WWB Punjab. In response, the Secretary, WWB Punjab explained that the said schools were found not feasible due to their performance. The WWB Punjab decided in its Board meeting to shut down Polytechnic / Matric-Tech schools in the province of Punjab. On request of Mr. Ali Mardan, workers' representative (Punjab), the Chairman, GB directed the WWB Punjab to review their decision regarding the said schools.

64. The GB decided to convene its next meeting on 15.02.2018 tentatively.

65. The meeting ended with a vote of thanks to and from the chair.

Annex-I

139th MEETING OF THE GOVERNING BODY OF THE WORKERS WELFARE FUND HELD ON 27th DECEMBER, 2017 AT 10:30 AT ISLAMABAD

List of participants

S. NO	STATUS	NAME	SIGNATURE
1.	Federal Secretary, M/o OPs&HRD / Chairman G.B (WWF), Islamabad.	DR. MUHAMMAD HASHIM POPALZAI	
2.	Senior Joint Secretary (HRD) M/O OPs&HRD, Islamabad.	MR. NOOR ZAMAN	
3.	Financial Advisor (OPs&HRD) M/O Finance, Islamabad.	MR. MUHAMMAD BILAL	
4.	Secretary, Labour Department, Govt. of Punjab Lahore.	DR. FARAH MASOOD on behalf of Secy. Labour	To Secy. Punjab.
5.	Secretary, Labour Department, Govt. of Sindh, Karachi.	MR. ABDUL RASHEED SOLANGI	
6.	Secretary, Labour Department, Govt. of Khyber Pakhtunkhwa, Peshawar.	MR. KHAYYAM HASSAN KHAN	
7.	Secretary, Labour Department, Govt. of Balochistan ,Quetta.	MR. MUHAMMAD RASHID	
8.	Employers' Representative (Federal).	MR. TARIQ SADIQ	
9.	Employers' Representative (Punjab).	MR. ISPHANYAR M. BHANDARA	
10.	Employers' Representative (Sindh).	MR. ABDUL HADI RANGILA	
11.	Employers' Representative (KPK).	DR. MAQBOOL KHAN	
12.	Employers' Representative (Balochistan).	MR. ISMAIL SATTAR	
13.	Workers' Representative (Federal).	MR. JAWAID IQBAL CH	27/12
14.	Workers' Representative (Punjab).	MR. ALI MARDAN	
15.	Workers' Representative (Sindh).	MR. QAMOOS GUL KHATTAK	27-12
16.	Workers' Representative (KPK).	MR. NASIR UD DIN	
17.	Workers' Representative (Balochistan).	MR. MUHAMMAD RAMZAN ACHAKZAI	