

BALUCHISTAN PROVINCIAL ASSEMBLY SECRETARIATDated Quetta, the 05th May, 2021.**NOTIFICATION.****No.PAB/Legis:V(12)/2021.**

The Balochistan Payment of Wages Bill, 2021(Bill No.12 of 2021), having been passed by the Provincial Assembly of Balochistan on 26th April, 2021 and assented to by the Governor Balochistan, on 04th May, 2021 is hereby published as an Act of the Balochistan Provincial Assembly.

The Balochistan Payment of Wages Act, 2021 Act No. XIII of 2021.**AN
ACT**

to regulate the payment of wages to workers employed in all factories, industrial establishments, commercial establishments and other organizations including domestic industry, home based workplaces and NGO sector to whom wages/payment for work are owed by corresponding employer, in the Province of Balochistan.

Preamble.

Whereas in pursuance of 18th Constitutional Amendment it is expedient to regulate the payment of wages to workers employed in all factories, industrial establishments, commercial establishments and other organizations including domestic industry, home based workplaces and NGO sector to whom wages/payment for work are owed by corresponding employer, in the Province of Balochistan

It is hereby enacted as follows:—

Short title, extent, commencement and application.

1. (1) This Act may be called the Balochistan Payment of Wages Act, 2021.
- (2) It extends to the whole of Balochistan.
- (3) It shall come into force at once.
- (4) It applies to the payment of wages to workers employed in all factories, industrial establishments, commercial establishments and other organizations including domestic industry, home based workplaces, agriculture, railways, road transport service, airways service, shipyard, ship-breaking industry, establishment of a contractor, hospitals, security services, educational institutions, organization run for commercial purposes and NGO sector to whom wages/payment for work are owed by corresponding employer, in the Province of Balochistan.
- (5) The Government may after giving three months' notice of its intention of so doing, by notification in the Official Gazette, extend the provisions of the Act or any of them to the payment of wages to any other class or classes of persons employed in any other organization or establishment. Industrial establishment or any class or group of industrial establishments.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context: -
 - (a) **"Act"** means the Balochistan Payment of Wages Act, 2021;
 - (b) **"Adolescent or young person"** means any person as defined in Employment of Children Act, 1991(Act V of 1991);
 - (c) **"Commercial establishment"** means commercial establishment as defined in clause (b) of section 2 of Industrial and Commercial Employments (Standing Orders) Ordinance, 1968 (vi of 1968) and commercial establishment as defined in clause (e) of section 2 of Shops and Establishments Ordinance, 1969, (viii of 1969);
 - (d) **"Deduction of wages"** means any legitimate deduction made per section 8 of this Act.
 - (e) "Discrimination" means any distinction, exclusion or preference made on the basis of sex, religion, gender, caste, ethnic background, race, colour, creed, sect, age, language, marital status, pregnancy and maternity, disability, trade union membership, political opinion, residence or place of birth, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;
 - (f) **"Employer"** is a person or legal entity who performs an

indirectly through a contract of employment or service;

- (g) **"Factory"** means a factory as defined in the Factories Act, 1934;
- (h) **"Home-based industry"** includes work organization carrying the manufacturing or production activity at small scale at homes by family members and other persons who market their products through a middle man or who do franchise business for any other industry;
- (i) **"Industrial establishment"** means any—
- (i) tramway or motor mini-bus service;
 - (ii) dock, wharf or jetty;
 - (iii) inland steam-vessel;
 - (iv) shipyard and ship breaking industry;
 - (v) mine, quarry or oil-field;
 - (vi) railways other than railway administration;
 - (vii) dry port;
 - (viii) airways;
 - (ix) plantation;
 - (x) workshop or other establishment in which articles are produced, adapted or manufactured, with a view to their use, transport or sale; *and*
 - (xi) Establishment of a contractor who, directly or indirectly, employs persons to do any skilled or unskilled, manual or clerical labour for hire or reward in connection with the execution of a contract to which, he is a party, and includes the premises in which, or the site at which, any process connected with such execution is carried on;
Explanation.— Contractor includes a sub-contractor, headmen or agent.
- (j) **"Job Evaluation Method"** means a process that objectively compares jobs to determine the relative position of one job to another in a wage or salary scale, evolved and introduced by the concerned industry with the approval of the Government, the job evaluation method shall ensure the enforcement of the principle of equal remuneration for male and female workers for work of equal value;
- (k) **"NGO"** means a non-government organization which are established under the law to act as a link between the Government and society at large or for different segments of people to carry socio-economic development and educational and training activity of people to upgrade their skills and potential with a view to enhance their skills;
- (l) **"Plantation"** means any estate which is maintained for the purpose of growing cinchona, rubber, coffee or tea, and on which twenty-five or more persons are employed for that purpose;

- (m) "**Prescribed**" means prescribed by rules made under this Act;
- (n) "**Railway administration**" has the meaning assigned to it in clause (6) of section 3 of the Railways Act, 1890 (IX of 1890);
- (o) "**Wages**" means all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied, were fulfilled, be payable, whether conditionally upon the regular attendance, good work or conduct or other behaviour of the person employed or otherwise, to a person employed in respect of his employment or of work done in such employment and includes any bonus or cost of living allowance or dearness allowance or other additional remuneration of the nature aforesaid which would be so payable and any sum payable to such person by reason of the termination of his employment, but does not include—
- (i) the value of any house accommodation, supply of light, water, medical attendance or other amenity, or of any service excluded by general or special order of the Government;
 - (ii) any contribution paid by the employer to any pension fund or provident fund; *and*
 - (iii) any travelling allowance or the value of travelling concession—
- any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment;
- (p) "Work of equal value" means work, which requires of workers a comparable amount of knowledge attested to by a qualification, or work experience, capacities derived from acquired experience, responsibilities and physical or intellectual effort; *and*
- (q) "**Worker**" is any person who is engaged to perform work, whether directly by an employer or by a third party acting on behalf of an employer.

Responsibility for payment of wages.

3. (1) Every employer and any person or entity/third party authorised by him in this behalf including a contractor or service provider shall be responsible for the payment to persons employed by him of all wages required to be paid under this Act.

(2) Payment of wages and of all other payments of employees, if any, shall be transferred by the employer to their bank accounts or any other bilaterally agreed mode of transaction on the last day of the wage period if a system in this regard has been established and properly maintained, provided that the employees have communicated to the employing establishment particulars of their accounts.

(3) In the case of persons employed (otherwise than by a contractor)—

- (a) In workplaces where, there is no reasonable access to bank account - provision for cash can be made. Such provision should be made in consultation with worker union - if so exists and in agreement with worker concerned.
- (b) In factories where the system of transfer as in subsection (2) is not introduced and practised, if a person has been named as the manager of the factory under section 9 of The Factories Act, 1934.
- (c) in industrial or other establishments, if there is a person responsible to the employer for the supervision and control of the industrial establishment.
- (d) upon railways (otherwise than in factories), if the employer is the railway administration and the railway administration has nominated a person in this behalf for the local area concerned, the person so named, the person so responsible to the employer or the person so nominated, as the case may be, shall be responsible for such, payment.

Fixation of wage periods.

4. (1) Every person responsible for the payment of wages under section 3 shall fix periods (in this Act referred to as wage-periods) in respect of which such wages shall be payable.

(2) No wage-period shall exceed one month.

Time of payment of wages

5. (1) Otherwise than as provided in subsection (2) of section 3, the wages of every person employed upon or in--

- (a) Any railway, factory or industrial or commercial establishment upon or in which less than one thousand persons are employed, shall be paid before the expiry of seventh day.
- (b) any other railway, factory or industrial establishment or any other establishment, shall be paid before the expiry of the tenth day, after the last day of the wage-period in respect of which the wages are payable.

(2) Where the employment of any person is terminated by or on behalf of the employer, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment is terminated.

(3) The Government may, by general or special order exempt, to such extent and subject to such conditions as may be specified in the order, the person responsible for the payment of wages to persons employed upon any railway (otherwise than in a factory) from the operation of this section in respect of the wages of any such person or class of such persons.

(4) All payments of wages shall be made on a working day and

if paid in cash or by cheque, such payment should be made at the workplace.

No discrimination in Wage Payment.

5-A. The employer shall not exercise any discrimination in remuneration and related matters:

Provided that any difference in wages based on objective job evaluation shall not be deemed as discrimination.

Wages to be paid by cheques in current coin or currency notes.

6. All wages shall be paid by cheque, in current coin or currency notes or in both or by transfer to the bank accounts of the employees and in no other manner.

Employer to pay equal remuneration to all workers for the same work or work of a similar nature and work of equal value.

7. In pursuance of and in accordance with job evaluation method for determination of wages or remuneration of workers, the employer shall not pay remuneration, to the workers of either gender employed by such employer, at rates less favorable than those at which remuneration is paid by the employer for performing the same work or work of a similar nature and work of equal value.

Deductions which may be made from wages.

8. (1) The wages of an employed person shall be paid to him without deductions of any kind except those authorised by or under this Act.

Explanation.— Every payment made by the employed person to the employer or his agent shall, for the purposes of this Act, be deemed to be a deduction from wages.

(2) Deductions from the wages of an employed person shall be made only in accordance with the provisions of this Act, and may be of the following kinds only, namely:—

- (a) fines;
- (b) deductions for absence from duty;
- (c) deductions for damages to or loss of goods expressly entrusted to the employed person for custody; or for loss of money for which he is required to account, where such damage or loss is directly attributable to his proven gross negligence or misconduct; normal wear and tear of work related equipment and consumables should not be attributed to employee;
- (d) deductions only for house-accommodation supplied by the employer shall be made not exceeding 30% of the monthly wage; provision of house accommodation should be appropriate for the personal use and benefit of the worker and his family;
- (e) deductions for such amenities and services supplied by the employer as Government may, by general or special order authorise;

special order authorise;

Explanation.— The word 'services' in this sub-clause does not include the supply of tools and raw materials required for the purposes of employment.

- (f) deductions for recovery of advances for purchase of goods or services by the worker for their personal use upon request, which shall not exceed 30 per cent of the worker's monthly wage;
- (g) adjustment of overpayments of wages;
- (h) deductions of income-tax payable by the employed person;
- (i) deductions required to be made by order of a Court or other authority competent to make such order;
- (j) deductions for subscriptions to, and for re-payment of advances from. Any provident fund to which the Provident Funds Act, 1925 (XIX of 1925). applies or any recognised provident fund as defined in Clause (37) of Income Tax Ordinances 2001., or any provident fund approved in this behalf by the Government during the continuance of such approval;
- (k) deductions for payments to co-operative societies approved by the Government or to a scheme of insurance maintained by the Pakistan Post Office or an insurance company established under the law; *and*
- (l) deductions, made with the written authorisation of the employed person, in furtherance of any war Savings scheme, approved by the Government, for the purchase of securities of the Government of Pakistan.

Fines.

9. (1) No fine shall be imposed on any employed person save in respect of such acts and omissions on his part as the employer, with the previous approval of the Government or of the prescribed authority, may have specified by notice under sub-section (2).

(2) A notice specifying such acts and omissions shall be exhibited in the prescribed manner on the premises in which the employment is carried on or in the case of persons employed upon a railway (otherwise than in a factory), at the prescribed place or places.

(3) No fine shall be imposed on any employed person until he has been given an opportunity of showing cause against the fine, or otherwise than in accordance with such procedure as may be prescribed for the imposition of fines.

(4) The total amount of fine which may be imposed in any one wage-period on any employed person shall not exceed an amount equal to 1% of the wages payable to him in respect of that wage-period.

(5) No fine shall be imposed on an adolescent worker or young person.

(6) No fine imposed on an employed person shall be recovered from him by instalments or after the expiry of sixty days from the day on which it was imposed.

(7) Every fine shall be deemed to have been imposed on the day of the act or omission in respect of which it was imposed.

(8) All fines and all realisations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed; and all such realisations shall be applied only to such purposes beneficial to the persons employed in the factory or establishment as are approved by the prescribed authority.

Explanation.— When the persons employed in any railway, factory or industrial or commercial establishment or any other establishment, are part only of a staff employed under the same management, all such realisations may be credited to a common fund maintained for the staff as a whole, provided that the fund shall be applied only to such purposes as are provided by the prescribed authority.

**Deductions for
absence
from duty.**

10. (1) Deductions may be made under clause (b) of sub-section (2) of section 8 only on account of the absence of an employed person from the place or places where, by the terms of his employment, he is required to work, such absence being for the whole or any part of the period during which he is so required to work.

(2) The amount of such deduction shall in no case bear to the wages payable to the employed person in respect of the wage period for which the deduction is made a larger proportion than the period for which he was absent bears to the total period, within such wage period, during which by the terms of his employment, he was required to work:

Provided that subject to any rules made in this behalf by the Government if ten or more employed persons acting in concert absent themselves without due notice (that is to say without giving the notice which is required under the terms of their contracts of employment) and without reasonable cause, such deduction from any such person may include such amount not exceeding his wages for the period of absence as may by any such terms be due to the employer in lieu of due notice.

Explanation.— For the purposes of this section, an employed person shall be deemed to be absent from the place where he is required to work, if, although present in such place, he refuses, in pursuance of a stay-in-strike or any other cause which is not reasonable in the circumstances, to carry out his work.

**Deductions for
damage or loss.**

11. (1) A deduction under clause (c) of sub-section (2) of section 8 shall not exceed the amount of the damage or loss caused to the employer by the gross neglect or misconduct of the employed person and shall not be made until the employed person has been given an opportunity of showing cause against the deduction, or otherwise than in accordance with such procedure as may be prescribed for the making of such deduction.

(2) All such deductions and all realisations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed

**Deductions for
services rendered.**

12. A deduction under clause (d) or clause (e) of sub-section (2) of section 7 shall not be made from the wages of an employed person unless the house-accommodation, amenity or service has been accepted by him as a term of employment or otherwise, and such deduction shall not exceed an amount equivalent to the house-accommodation, amenity or service supplied and, in the case of a deduction under the said clause (e), shall be subject to such conditions, as the Government may impose.

**Deductions for
recovery
of advances.**

13. Deductions under clause (f) of sub-section (2) of section 8 shall be subject to the following conditions, namely—

- (a) recovery of an advance of money given before employment began shall be made from the first payment of wages in respect of a complete wage period, but no recovery shall be made of such advances given for the purposes of recruitment, including travelling-expenses; *and*
- (b) recovery of advances of wages not already earned shall be subject to any rules made by the Government regulating the extent to which such advances may be given and the instalments by which they may be recovered.

**Deductions for
payments
to co-operative
societies
and insurance
schemes.
Inspectors.**

14. Deduction under clause (j) and clause (k) of sub-section (2) of section 8 shall be subject to such conditions as the Government may impose.

15. (1) An Inspector of Factories appointed under section 10 of The Factories Act, 1934 (vi of 1934), shall be an Inspector for the purposes of this Act in respect of all factories within the local limits assigned to him.

(2) The Government may appoint Inspectors for the purposes of this Act in respect of all persons employed upon a railway (otherwise than in a factory) to whom this Act applies.

(3) The Government may, by notification in the Official Gazette, appoint such other persons as it thinks fit to be Inspectors for the purposes of this Act, and may define the local limits within which

and the class of factories and industrial or other establishments and work organization in respect of which they shall exercise their functions.

(4) An Inspector may, at all reasonable hours, enter on any premises, and make such examination of any register or document relating to the calculation or payment of wages and take on the spot or otherwise such evidence of any person, and exercise such other powers of inspection, as he may deem necessary for carrying out the purposes of this Act.

(5) Every Inspector shall be deemed to be a public servant within the meaning of the Pakistan Penal Code (XLV of 1860).

Claims out of deductions from wages or delay in payment of wages and penalty for malicious or vexatious claims.

16. (1) The Government may, by notification in the official Gazette appoint any Commissioner for Workers' Compensation or any officer of the Directorate General Labour Welfare Balochistan not below the rank of BPS-18 or any other officer with experience as a Judge of a Civil Court or Additional District and Session Judge to be the authority to hear and decide for any specified area, all claims arising out of deductions from the wages, or non-payment of dues relating to provident fund or gratuity or any justified and legitimate payment due to an employee covered under this Act that is payable under any law or delay in the payment of wages, of persons employed or paid in that area.

(2) Where contrary to the provisions of this Act any deduction has been made from the wages of an employed person, or any payment of wages or of any dues relating to provident fund or gratuity or any allowances payable under any law has been delayed, such person him, or any legal practitioner, or any official of a registered trade union authorised in writing to act on his behalf, or any Inspector under this Act, or of any heirs of an employed person who has died or any other person acting with the permission of the authority appointed under sub-section (1), may apply to such authority for direction under sub-section (3):

Provided that every such application shall be presented within three years from the date on which the deduction from the wages was made or from the date on which the payment of the wages was due to be made, as the case may be:

Provided further that any application may be admitted after the said period of three years when the applicant satisfies the authority that he had sufficient cause for not making the application within such period.

(3) When any application under sub-section (2) is entertained, the authority shall hear the applicant and employer or other person responsible for the payment of wages under section 3, or give them an opportunity of being heard, and, after such further inquiry (if any) as may be necessary, may, without prejudice to any other penalty to

which such employer or other person is liable under this Act, direct the refund to the employed person or, if the applicant is one of the heirs of an employed person the payment to such applicant, of the amount deducted, or the payment of the delayed wages, together with the payment of such compensation as the authority may think fit, not exceeding ten times the amount deducted in the former case and not less than five thousand rupees in the latter:

Provided that no direction for the payment of compensation shall be made in the case of delayed wages if the authority is satisfied that the delay was due to—

- (a) bona fide error or bona fide dispute as to the amount payable to the employed person, or
- (b) the occurrence of an emergency, or the existence of exceptional circumstances, such that the person responsible for the payment of the wages was unable, though exercising responsible diligence, to make prompt payment, or
- (c) the failure of the employed person to apply for or accept payment.

Explanation.— Payment of unequal remuneration to either of the sexes for work of equal value shall be construed as illegal deduction from the wages of the one who has been paid less wage or remuneration.

(4) If the authority hearing any application under this section is satisfied that it was either malicious or vexatious, the authority may direct that a penalty not exceeding two thousand rupees be paid to the employer or other person responsible for the payment of wages by the person presenting the application.

(5) Any amount directed to be paid under this section may be recovered—

- (a) if the authority is a Magistrate, by the authority as if it were a fine imposed by him as Magistrate, *and*
- (b) if the authority is not a Magistrate, by the authority as an arrear of land-revenue, or, in the prescribed manner, by the authority by distress and sale of the moveable property belonging to the person by whom the amount is to be paid, or by attachment and sale of the immoveable property belonging to such person.

Single application in respect of claims from an unpaid group.

17. (1) Employed persons are said to belong to the same unpaid group if they are borne on the same establishment and if their wages for the same wage-period or periods have remained unpaid after the day fixed by section 5.

(2) A single application may be presented under section 16 on

behalf or in respect of any number of employed persons belonging to the same unpaid group and in such case the minimum compensation that may be awarded under sub-section (3) of section 16 shall be not less than two thousand rupees per head.

(3) The Authority may deal with any number of separate pending applications, presented under section 16 in respect of persons belonging to the same unpaid group, as a single application presented under sub-section (2) of this section, and the provisions of that sub-section shall apply accordingly.

Appeal.

18. (1) An appeal against a direction made under sub-section (3) or sub-section (4) of section 16 may be preferred within thirty days of the date on which the direction was made before the Labour court constituted under the Balochistan Industrial Relations Act 2010 within whose jurisdiction the cause of action to which the appeal relates arose,

- (a) by the employer or other person responsible for the payment of wages under section 3, if the total sum directed to be paid by way of wages and compensation exceeds three hundred rupees:

Provided that no appeal under this clause shall lie unless the memorandum of appeal is accompanied by a certificate of the authority to the effect that the appellant has deposited with the authority the amount payable under the direction appealed against; or

- (b) by an employed person or, if he has died, by any of his heirs, if the total amount of wages claimed to have been withheld from the employed person or from the unpaid group to which he belonged exceeds five thousand rupees, or
- (c) by any person directed to pay a penalty under sub-section (4) of section 16.

(2) Save as provided in sub-section (1), any direction made under sub-section (3) or sub section (4) of section 16 shall be final.

Powers of authorities appointed under section.

19. Every authority appointed under sub-section (1) of section 16 shall have all the powers of a Civil Court under the Code of Civil Procedure, 1908 (V of 1908), for the purpose of taking evidence and of enforcing the attendance of witnesses and compelling the production of documents, and every such authority shall be deemed to be a Civil Court for all the purposes of section 195 and of Chapter XXXV of the Code of Criminal Procedure, 1898 (V of 1898).

Power to recover from employer in certain cases.

20. When the authority referred to in section 18 is unable to recover from any person (other than employer) responsible under section 3 for the payment of wages any amount directed by such authority under section 16 or section 18 to be paid by such person,

the authority shall recover the amount from the employer of the employed person concerned.

Penalty for offences under the Act.

21. (1) Whoever being responsible for the payment of wages to an employed person contravenes any of the provisions of any of the following sections, namely, section 5 and section 8 to 13, both inclusive, shall be punishable with fine which may extend to twenty thousand rupees.

(2) Whoever contravenes the provisions of section 4, section 6 or section 26 shall be punishable with fine which may extend to thirty thousand rupees with minimum fine of five thousand rupees.

Procedure in trial of offences.

22. (1) No court shall take cognizance of a complaint against any person for an offence under sub-section (1) of section 21 unless an application in respect of the facts constituting the offence has been presented under section 16 and has been granted wholly or in part and the authority empowered under the latter section or the appellate Court granting such application has sanctioned the making of the complaint.

(2) Before sanctioning the making of complaint against any person for an offence under sub-section (1) of section 21, the authority empowered under section 16 or the appellate Court, as the case may be, shall give such person an opportunity of showing cause against the granting of such sanction, and the sanction shall not be granted if such person satisfies the authority or Court that his default was due to-

- (a) A bona fide error or bona fide dispute as to the amount payable to the employed person, or
- (b) the occurrence of an emergency, or the existence of exceptional circumstances, such that the person responsible for the payment of the wages was unable, though exercising reasonable diligence, to make prompt payment, or
- (c) the failure of the employed person to apply for or accept payment.

(3) No Court shall take cognizance of contravention of section 4 or of section 6 or of a contravention of any rule made under section 26 except on a complaint made by or with the sanction of an Inspector under this Act.

(4) In imposing any fine for an offence under sub-section (1) of section 21 the Court shall take into consideration the amount of any compensation already awarded against the accused in any proceedings taken under section 16.

Bar of suits.

23. No Court shall entertain any suit for the recovery of wages or of any deduction from wages in so far as the sum so claimed-

- (a) forms the subject of an application under section 16

which has been presented by the plaintiff and which is pending before the Authority appointed under that section or of an appeal under section 18; or

- (b) has formed the subject of a direction under section 16 in favour of the plaintiff; or
- (c) has been adjudged, in any proceeding under section 16, not to be owed to the plaintiff; or
- (d) could have been recovered by an application under section 16.

Contracting out.-

24. Any contract or agreement, whether made before or after the commencement of this Act, whereby an employed person relinquishes any right conferred by this Act shall be null and void in so far as it purports to deprive him of such right.

Display by notice of abstracts of the Act.-

25. The person responsible for the payment of wages to persons employed in a factory shall cause to be displayed in such factory a notice containing such abstracts of this Act and of the rules made thereunder in English and in the language of the majority of the persons employed in the factory, as may be prescribed

Rule-making power.-

26. (1) The Government may, within a year, make rules to regulate the procedure to be followed by the authorities and Courts referred to in sections 16 and 18.

(2) The Government may, by notification in the official Gazette, make rules for the purpose of carrying into effect the provisions of this Act.

(3) In particular, and without prejudice to the generality of the foregoing power, rules made under sub-section (2) may—

- (a) require the maintenance of such records, registers, returns and notices as are necessary for the enforcement of the Act and prescribe the forms thereof;
- (b) require the display in a conspicuous place on premises where employment is carried on of notices specifying rates of wages payable to persons employed on such premises;
- (c) provide for the regular inspection of the weights, measures and weighing machines used by employers in checking or ascertaining the wages of persons employed by them;
- (d) prescribe the manner of giving notice of the days on which wages will be paid;
- (e) prescribe the authority competent to approve under sub-section (1) of section 9 acts and omissions in respect of which fines may be imposed;
- (f) prescribe the procedure for the imposition of lines under section 9 and for the making of the deductions

referred to in section 11;

- (g) prescribe the conditions subject to which deductions may be made under the proviso to sub-section (2) of section 10;
- (h) prescribe the authority competent to approve the purposes on which the proceeds of lines shall be expended;
- (i) prescribe the extent to which advances may be made and the instalments by which they may be recovered with reference to clause (b) of section 13;
- (j) regulate the scales of costs which may be allowed in proceedings under this Act;
- (k) prescribe the amount of court-fees payable in respect of any proceedings under this Act, *and*
- (l) prescribe the abstracts to be contained in the notices required by section 25.

(4) In making any rule under this section the Government may provide that a contravention of the rule shall be punishable with fine which may extend to ten thousand rupees.

(5) All rules made under this section shall be subject to the condition of previous publication and the date to be specified under clause (3) of section 23 of the General Clauses Act, 1897 (X of 1897), shall not be less than three months from the date on which the draft of the proposed rules was published.

Repeal and savings.-

27. (1) The Payment of Wages Act, 1936 (Act No. IV of 1973) is hereby repealed in its application to the extent of the Province of Balochistan.

(2) Notwithstanding the aforesaid repeal, anything done, action taken, rule made, and notification or order issued under the said Act, shall, so far as it is not inconsistent with the provisions of this Act, be deemed to have been done; taken, made or issued, under this Act, and shall have effect accordingly.

(3) Any document referring to the repealed Act shall be construed as referring to the corresponding provisions of this Act.

01/05/21

 (TAHIR SHAH KAKAR)
 Secretary.