



The Sindh Government Gazette

Published by Authority

KARACHI THURSDAY MAY 19, 2016

PART-IV

**PROVINCIAL ASSEMBLY OF SINDH
NOTIFICATION
KARACHI, THE 19TH MAY, 2016.**

NO.PAS/Legis-B-38/2015-The Sindh Companies Profits (Workers' Participation) Bill, 2015 having been passed by the Provincial Assembly of Sindh on 22nd April, 2016 and assented to by the Governor of Sindh on 16th May, 2016 is hereby published as an Act of the Legislature of Sindh.

**THE SINDH COMPANIES PROFITS
(WORKERS' PARTICIPATION) ACT, 2015.**

SINDH ACT NO. XVIII OF 2016.

**AN
ACT**

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

WHEREAS it is expedient to provide for participation of workers in the profits of companies and for matters ancillary thereto;

Preamble.

It is hereby enacted as follows:-

1. (1) This Act may be called the Sindh Companies Profits (Workers' Participation) Act, 2015.

**Short title,
extent and
commencement.**

(2) It shall extend to the whole of Province of Sindh.

(3) It shall come into force at once and shall be deemed to have been taken effect from 1st July, 2011.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context -

- (a) "Board" in relation to a Fund means a Board of Trustees constituted under section 4 for the management and administration of the Fund;
- (b) "company" means a company within the meaning of Companies Ordinance, 1984 (XLVII of 1984), and includes -
 - (i) a body corporate established by or under any law for the time being in force;
 - (ii) a company whose registered office is situated in the Province of Sindh and has its office, department and branches in Islamabad, the capital territory or falling in more than one Province and has a common balance sheet;
 - (iii) any institution, organization or association whether incorporated or not, declared by the Federal Government in the official Gazette to be a company for the purposes of this Act;
- (c) "Fund" means a Workers' Participation Fund established under section 3;
- (d) "profits" in relation to a company, means such of the net profits as are attributable to its business, trade, undertaking or other operations in Pakistan;
- (e) "rules" means rules made under this Act;
- (f) "Schedule" means Schedule to this Act;
- (g) "scheme" means the scheme set out in the Schedule;
- (h) "worker" in relation to a company means an employee of the company, including employed by or through the contactors, who falls within the definition of a worker as defined in clause (xxxii) of section 2 of the Sindh Industrial Relations Act, 2013 (Act No. XXIX of 2013) and has been in the service, working for or in the company, for a period of not less than six months.

