



WORKERS WELFARE FUND

(WWF Ordinance, 1971)

**Ministry of Human Resource Development
Islamabad**

HISTORY

- ❖ Recommended in ILO 45th Session Conference 1961
- ❖ Industrial Housing Committee 1961
- ❖ Labour Policy 1969
- ❖ Initial contribution by Govt of Pakistan (100 Millions) 1969-1970
- ❖ First Governing Body Meeting 19th Dec-1969
- ❖ WWF Ordinance 19th Dec-1971

OBJECTIVES

Financing of

- ◎ Housing Projects
- ◎ Other Welfare Measures
 - Free of cost quality education
 - Post Secondary scholarships
 - Marriage grant
 - Death grant; etc.

FUND MANAGEMENT

❖ **At Federal Government:**

✦ **By a Governing Body comprising:**

- ✓ Government
- ✓ Workers Representatives
- ✓ Employers Representatives

Functions

- ✓ Allocate funds for development and welfare schemes
- ✓ Sanction expenditure in management of the Fund
- ✓ Raise and discharge loans
- ✓ Project Monitoring
- ✓ Investment in government and non-government securities / real estate

Cont.....

❖ **At Provincial Governments:**

✦ **By a Provincial WWB comprising of:**

- ✓ Provincial Government
- ✓ Provincial Workers Representatives
- ✓ Provincial Employers Representatives

Functions

- ✓ Identify and plan projects.
- ✓ Submit projects to the Governing Body (WWF) for approval
- ✓ Execute, maintain and operate projects
- ✓ Preparation of Development & Non-Development Budget Estimates

SOURCE OF INCOME

- ✦ Rs.100 million Initial contribution by Federal Government (1969-70).
- ✦ WWF Ordinance, 1971 2% of income exceeding Rs.500,000 in an accounting year.
- ✦ Companies Profit Act, 1968 Left-over amount of Workers Profit Participation Fund.
- ✦ Income from investments Under investment rules 2007

FUNDS POSITION (1969 to 30th Sept-2011)

Rs. In Million

❖	Federal Govt. Contribution (one time in1969)		100
❖	Contribution by the Industry		<u>135,481</u>
		Total	135,581
❖	Funds with Finance Division		96,246
➤	WWF Trust Fund A/c	47,799	
➤	Federal Consolidated Fund A/c	48,447	
❖	Releases by Federal Govt.		<u>39,335</u>
		Total	135,581

FUNDS EXPENDITURES (1969 - 30th Sept-2011)

Rs. In Million

✓	Releases by Federal Govt.		39,335	
✓	Investment Income		31,596	<u>70,931</u>
✓	EXPENSES (Funds Released to)			
	▪ East Pakistan	10		
	▪ Punjab	14,869		
	▪ Sindh	15,974		
	▪ KPK	12,315		
	▪ Balochistan	4,849		
	▪ WWF	9,291	57,308	
✓	FUNDS WITH WWF			
✓	Funds Invested	12,107		
✓	Funds in Banks	1,516	<u>13,623</u>	<u>70,931</u>

OTHERS WELFARE MEASURES

EDUCATION

Secondary School Education

Upto higher secondary level

Post Secondary Scholarships

Upto Ph.D level

- ✓ Higher Secondary Scholarships @ Rs. 1600
- ✓ Graduation Scholarships @ Rs. 2500
- ✓ Post Graduation and Above @ Rs. 3500

CASH AWARDS

(for Position Holder in Matric Examination)

Position	At Board of Intermediate & Secondary Education Level	At School level (WWBs Schools)
FIRST	Rs.90,000	Rs.50,000
SECOND	Rs.70,000	Rs. 45,000
THIRD	Rs.60,000	Rs.40,000

VOCATIONAL TRAINING

MATRIC-TECH PROGRAMME- initiated in WWB Schools with following trades:-

Trades for Boys	Trades for Girls
Welding	Beautician & Skin care
Electrician	Tailoring,
Plumbing & Sanitary Installer	Knitting & Embroidery
Auto CAD & Draftsman (Civil)	Office Secretary &
Computer	Computer Operator

OTHER EDUCATIONAL ACTIVITIES

- ✓ **Apprenticeship Training**
- ✓ **Industrial Homes**
- ✓ **Polytechnic Institutes**
- ✓ **Secretariat Training Institutes**
- ✓ **Vocational Training Institutes**

OTHER WELFARE GRANT

- ✓ **Death Grant** @ **Rs. 500,000/-**
- ✓ **Marriage Grant** @ **Rs. 70,000/-**
- ✓ **Sewing Machines**
- ✓ **Wheel Chairs**
- ✓ **Annual Excellence Award** @ **Rs.100,000**
(For two outstanding workers
from each province
(48 Workers Awarded))

EXTRA GRANT ACTIVITIES

- ✓ **Grant** For Earthquake Affected Industrial Worker in 2005
(3,293 Grants Issued) @ Rs.50,000/-
- ✓ **Donation** in 2010 for The Prime Minister Flood Relief Fund Rs. 1 Billion
- ✓ **Donation** in 2011 Food Items for Flood Affectees in Sindh Rs. 50 Million

ELIGIBILITY CRITERIA

(for Getting Benefits Out of WWF)

- Worker must fulfill the definition of **“Workman”** under Industrial Relation Ordinance, 2008
- Registration with
 - ✓ **Employees Old-age Benefit Institutions** or
 - ✓ **Employee Social Security Institutions**
- **3 years** cumulative service in Industrial Unit

Note: (No service limit is required for Death Grant and School Education)

ACHIEVEMENTS

Housing Sector

✓ **114** housing schemes **Completed**

✓ **26** housing schemes, comprising of **1,102** houses, **12,476** flats, and **22** barracks **Ongoing**

✓ **31** schemes of plots development **Completed**

Workers benefited through above schemes. more than 60,000

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Education Sector

✓ **117** schools established

- **79** schools under Provincial WWBs.
- **38** schools have been handed-over to the Provincial Education departments

✓ **6** schools are under construction.

More than **66,000** children of workers are studying

67,662 post-matric scholarships have been awarded.

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Health Sector

- ✓ **84** health schemes completed
- ✓ **02** health scheme under construction

More than **1,252,000** workers/their family members have got treatment from these facilities.

OTHER WELFARE MEASURES

✓ **Death Grant**

- 9876 families of deceased workers have been compensated through Death Grants.

✓ **Marriage Grant**

- 129,916 daughters of workers have been granted Marriage Grants.

✓ **Distribution of Wheel Chairs**

- 386 wheel chairs have been distributed among disabled workers.

Newly Approved Projects

Establishment of :

- ❖ Workers Complex (992 flats), Multan
- ❖ Hospital at Multan in collaboration with Pak-Arab Fertilizer on 50-50 cost sharing basis.
- ❖ Labour Colony (1000 flats & 500 houses) at Zone-V, Islamabad
- ❖ Higher Secondary School at Surukhpur, Distt Gujrat
- ❖ Higher Secondary School & 100 beds General Hospital at Jhang.
- ❖ Medical Colleges & Teaching Hospital at Islamabad.
(Approved in principle)
- ❖ Cardiology Centre (150 bedded) at Islamabad.
(Approved conceptually)

FUTURE PLANS

● **Integrated Housing Projects:**

- **81,000 flats** will be constructed under this scheme in all Provinces including;
- **31 new Intermediate Colleges**
- **23 new hospitals**

● **Up-gradation** of 35 Secondary schools to Intermediate Colleges.

● **Establishment of Trauma and Burn Centers** in provinces within existing hospitals

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- ❖ **Establishment of Medical Colleges** at Lahore, Karachi, Peshawar & Quetta.
- ❖ **Establishment of 1000 flats (Workers City)** at District, Lakki Marwat.

Thanks