

**THE BALOCHISTAN EMPLOYEES SPECIAL ALLOWANCE ACT,  
1992**

**(Baln Act V of 1992)**

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**<sup>1</sup>THE <sup>2</sup>BALUCHISTAN EMPLOYEES SPECIAL ALLOWANCE  
ACT, 1992**

**(Baln Act V of 1992)**

[11<sup>th</sup> May, 1992]

An Act to provide for payment of special allowance to employees working in the Province of Balochistan.

Preamble.

WHEREAS it is expedient to provide further monetary relief to the employees working in the Province of Balochistan, in the manner hereinafter appearing;

It is hereby enacted as follows:—

Short title, extent and commencement.

1. (1) This Act may be called the Balochistan Employees Special Allowance Act, 1992.

(2) It extends to the whole Province of Balochistan except the <sup>3</sup>Tribal Areas.

(3) It shall come into force at once and shall be deemed to have taken effect on the 1<sup>st</sup> day of December, 1990.

Definitions.

2. In this Act, unless there is any thing repugnant in the subject or context;

(a) “employee” means any person employed, whether directly or through any other person, for wages, to do any skilled or unskilled, intellectual technical, clerical, manual or other work in, or in connection with the affairs of, an undertaking, under any contract of service or apprenticeship, whether written or oral, express or implied and include such a person when laid off, but does not include a person for whom a provisions has been, or may be made by the Provincial Government for grant of an allowance intended to provide relief due to a rise in the cost of living;

(b) “employer” in relation to an undertaking, means

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<sup>1</sup> For statement of objects and reasons see Balochistan Gazette (Extraordinary) No. 15/A, dated 15<sup>th</sup> March, 1992. This Act was passed by the Balochistan Assembly on 18<sup>th</sup> March, 1992; and, assented to by the Governor of Balochistan; published in the Baln. Gazette (Extraordinary) No. 48/ B1, dated 11<sup>th</sup> May, 1992; deem to be effective from 1<sup>st</sup> of December, 1990.

<sup>2</sup> Spelling of the word “Baluchistan”, wherever it appears in this Act, is corrected by insertion of letter “o” instead of “u”, as per Government of Balochistan, S&GAD’s Notification No. SORI (4) 6/ S&GAD-89, dated 18<sup>th</sup> June, 1989.

<sup>3</sup> Applied to the Provincially Administered Tribal Areas of Balochistan with effect from 10<sup>th</sup> May, 1994; see Balochistan Gazette (Extraordinary) No. 43/E-G, dated 10<sup>th</sup> May, 1994.

any person who employees, either directly or through any other person, whether on behalf of himself any other person, any employee, and includes:—

- (i) a body of persons, whether incorporated or not;
  - (ii) a person who has ultimate control over the affairs of an undertaking, including the owner of any undertaking are entrusted to any other person (whether called a managing agent, director, manger, agent, superintendent, secretary, representative of the owner or by any other name), such other person, or in any other case, any person responsible to the owner for supervision and control of an employee or for payment of his wages; and
  - (iii) an heir, successor, administrator or assignee, as the case may be, of such person or association of persons;
- (c) “Special Allowance” means an amount payable under the provisions of this Act;
- (d) “Undertaking” means;
- (i) an establishment to which the West Pakistan Shops and Establishments Ordinance, 1969 (W.P. Ordinance No. VIII of 1969), for the time being applies, and notwithstanding any thing contained in section 5 thereof, includes clubs, hostels and messes not maintained profit or gain and establishment for the treatment or care of the sick, infirm, and destitute or mentally unfit persons;
  - (ii) a construction industry to which the West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance, 1968 (W.P. Ordinance No. VI of 1968), for the time being applies;
  - (iii) a factory as defined in the Factories Act

1934 (XXV of 1934);

(iv) a mine as defined in the Mines Act, 1923 (IV of 1923);

(v) a road transport service as defined in the Road Transport Workers Ordinance, 1961 (XXVIII) of 1961);

(vi) a newspaper establishment as defined in the Newspaper Employees (Conditions of Service) Act, 1973 (LVIII of 1973); and

includes any class of establishments which the Provincial Government may, by notification in the official Gazette, declare to be undertaking for the purposes of this Act;

(e) “Wages” means remuneration for services, payable in cash to an employee without taking account of deductions for any purpose, under a contract of service or apprenticeship, written, oral, express or implied, and includes any dearness allowance or other addition in respect of the cost of living payable or paid for the period preceding the first day of August, 1973, and any payment by the employer in respect of any period of authorised leave, but does not include:-

(i) any payment for overtime, or

(ii) any sum paid to an employee to defray special expenses entailed by the nature of his employment; or

(iii) any gratuity payable on discharge; or

(iv) any sum paid as bonus, house rent, conveyance allowance, travelling allowance or any other allowance.

Special Allowance. 3. Every employee irrespective of his wages whether on time work or piece work basis be paid by the employer a Special Allowance of Rs.200/- per month during the course of his employment on or after the first day of December, 1990.

Responsibility for payment of 4. Every employer shall be responsible for the payment of

Special Allowance.	the Special Allowance required to be paid under this Act.
Time for payment of Special Allowance.	5. The Special Allowance shall be paid along with wages in accordance with any custom, usage, practice or law applicable to the undertaking, on 1 <sup>st</sup> day of January, 1991 and subsequently on first day of every month.
Claims for recovery or delay in payment of Special Allowance.	6. Where contrary to the provisions of this Act the Special Allowance of any employee has been withheld or delayed such worker himself or through any other person authorised by him in this behalf may apply:- <ul style="list-style-type: none"> <li>(a) In the case of an establishment to which the West Pakistan Shops and Establishments Ordinance, 1969 (W.P. Ordinance No. VIII of 1969), for the time being applies, to the authority appointed under sub-section (1) of section 12 thereof having jurisdiction and the provisions of the said section and sections 11, 13, 21, 23, 30 and 32 of that Ordinance shall, so far as may be and with the necessary modifications, apply for the purposes of recovery of the Special Allowance; and</li> <li>(b) In the other case, to the authority appointed under subsection (1) of section 15 of the Payment of Wages Act, 1936, having jurisdiction and the provision of the said section and sections 6, 16, 17, 18, 19, 22, 23 and 26 of the said Act shall, so far as may be and with the necessary modifications, apply for the purposes of recovery of the Special Allowance.</li> </ul>
Special Allowance to form part of wages.	7. Notwithstanding any thing contained in this Act or any other law for the time being in force, the Special Allowance shall not form part of wages of worker for the purposes of any other law, including the purposes of contribution to provident fund, gratuity, bonus, social security scheme and calculating wages for overtime work.
Penalty.	8. Any employer who contravenes any provision of this Act shall be punishable with simple imprisonment for a term which may extend to six months, or with fine which may extend to two thousand rupees, or with both.
Cognizance of	9. No Court shall take cognizance of any offence under

offences. this Act save on complaint made by an aggrieved employee or by an officer or a registered trade union of which such employee is a member, or by any person authorised in this behalf by the Provincial Government.

Repeal. 10. The <sup>1</sup>Balochistan Employees Special Allowance Ordinance, 1991 (V of 1991), is hereby repealed.

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<sup>1</sup> The first Ordinance on the subject was promulgated by the Governor Balochistan, on 31-12-1990 by Baln. Ord. III of 1990, published in Baln. Gazette (Extraordinary) No. 187, dated 31<sup>st</sup> December, 1990, which was amended by Baln. Ord. II of 1991, published in Baln. Gazette (Extraordinary) No. 19, dated 28<sup>th</sup> February, 1991; it was re-promulgated by Baln. Ord. III of 1991 which repealed the earlier Ordinance and published in Baln. Gazette (Extraordinary) No. 30, dated 2<sup>nd</sup> April, 1991; it was once again promulgated by Baln. Ord. V of 1991 which repealed the earlier Ordinance and published in Baln. Gazette (Extraordinary) No. 59, dated 30<sup>th</sup> June, 1991, which was now repealed by S. 10.