

# SENATE OF PAKISTAN



## REPORT OF THE SENATE STANDING COMMITTEE ON INTERIOR

ON

**THE BILL FURTHER TO AMEND THE PAYMENT OF WAGES ACT,  
1936 [THE PAYMENT OF WAGES (AMENDMENT) BILL, 2022]**

**PRESENTED BY**

**SENATOR MOHSIN AZIZ  
CHAIRMAN SSC ON INTERIOR**

## SENATE SECRETARIAT

**SUBJECT: REPORT OF THE SENATE STANDING COMMITTEE ON INTERIOR ON THE BILL FURTHER TO AMEND THE PAYMENT OF WAGES ACT, 1936 [THE PAYMENT OF WAGES (AMENDMENT) BILL, 2022]**

I, Senator Mohsin Aziz, Chairman Senate Standing Committee on Interior, have the honor to present report of the Committee on the Bill further to amend the Payment of Wages Act, 1936 [The Payment Of Wages (Amendment) Bill, 2022]. The Bill was introduced by myself in the Senate in the Senate sitting held on 14<sup>th</sup> February, 2022 whereupon, the Bill was referred to the SSC on Interior for consideration and report.

2. The composition of the Committee is as under: -

<b>Senator Mohsin Aziz</b>	<b>Chairman</b>
Senator Syed Yousuf Raza Gillani	Member
Senator Azam Nazeer Tarar	Member
Senator Samina Mumtaz Zehri	Member
Senator Moula Bux Chandio	Member
Senator Saifullah Abro	Member
Senator Rana Maqbool Ahmad	Member
Senator Faisal Saleem Rehman	Member
Senator Shahadat Awan	Member
Senator Muhammad Talha Mehmood	Member
Senator Fawzia Arshad	Member
Senator Syed Faisal Ali Subzwari	Member
Senator Sarfraz Ahmed Bugti	Member
Senator Dilawar Khan	Member
<u>Minister for Interior</u>	<u>Ex-Officio Member</u>

3. The Committee considered the Bill in its meeting held on 28<sup>th</sup> April, 2022. The meeting was attended by the following:-



1. Senator Mohsin Aziz	Chairman
2. Senator Moula Bux Chandio	Member
3. Senator Saifullah Abro	Member
4. Senator Shahadat Awan	Member
5. Senator Fawzia Arshad	Member
6. Senator Azam Nazeer Tarar	Member

4. The senior officers of the Ministry of Interior and Ministry of Law and Justice were also present in the meeting.

5. The ICT Administration proposed the following wording of clause 2 of the Bill:-

6. Means of payment of wages;- All wages shall be paid by cheque or by crediting the wages in the bank account of the employee except under unavoidable circumstances or convincing reasons as the case may be:

However, the Committee was of the view that the wording as proposed by the Mover is more clear. Additional Secretary, Ministry of Interior also endorsed the wording as proposed by the Mover.

6. **After detailed deliberation, the Committee unanimously recommended that the Bill as introduced in the Senate may be passed.** The Committee also gave approval of presentation of report of the Committee to the House.

7. Hence, this report is presented to the House.

  
(MUHAMMAD AZAM)  
Secretary Committee

  
(SENATOR MOHSIN AZIZ)  
Chairman Committee

[TO BE INTRODUCED IN THE SENATE]

A

Bill

*further to amend the Payment of Wages Act, 1936*

**WHEREAS** it is expedient further to amend the Payment of Wages Act, 1936 (IV of 1936), in its application to the Islamabad Capital Territory for the purposes hereinafter appearing;

It is hereby enacted as follows:-

**1. Short title and commencement.-** (1) This Act may be called the Payment of Wages (Amendment) Act, 2022.

(2) It shall come into force at once.

**2. Substitution of section 6, Act IV of 1936.-** In the Payment of Wages Act, 1936 (IV of 1936), for section 6, the following shall be substituted, namely:-

**"6. Means of payment of wages.-** All wages shall be paid in current coin or currency notes or by cheque or by crediting the wages in the bank account of the employee:

Provided that the Federal Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment, the wages only by cheque or by crediting the wages in his bank account."

**STATEMENT OF OBJECTS AND REASONS**

The Payment of Wages Act, 1936 regulates the payment of wages of certain classes of employed persons. Section 6 of the Act provides that all wages shall be paid in current coin or currency notes or in both. However, with the passage of time, technology has changed and a large section of the employed persons have their bank accounts. The payment of wages through cheque or crediting it in the bank account of employed persons will reduce the complaints regarding non-payment or less payment of minimum wages, besides serving the objectives of digital and less cash economy. The bill will also enable the employer to pay the wages by cheque or crediting it to the employed person's bank account. Hence, this bill.

**SENATOR MOHSIN AZIZ**  
Member-in-charge