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**PART I**

**Acts, Ordinances, President's Orders and Regulations**

**NATIONAL ASSEMBLY SECRETARIAT**

*Islamabad, the 25th January, 1975*

The following Acts of Parliament received the assent of the President on the 25th January, 1975, and are hereby published for general information:—

ACT No. XII OF 1975

*An Act to amend the Road Transport Workers Ordinance, 1961*

WHEREAS it is expedient to amend the Road Transport Workers Ordinance, 1961 (XXVIII of 1961), for the purposes hereinafter appearing ;

It is hereby enacted as follows :—

**1. Short title, extent and commencement.**—(1) This Act may be called the Road Transport Workers (Amendment) Act, 1975.

(2) It extends to the whole of Pakistan.

(3) It shall come into force at once.

2. **Insertion of new section 3A, Ordinance XXVIII of 1961.**—In the Road Transport Workers Ordinance, 1961 (XXVIII of 1961), hereinafter referred to as the said Ordinance, after section 3, the following new section shall be inserted, namely :—

“3A. *Order of appointment, etc.*—An employer—

- (a) who has employed a worker before the commencement of the Road Transport Workers (Amendment) Act, 1975, shall within one month of such commencement, and
- (b) who employs, transfers or promotes a worker after such commencement shall on the day of such employment, transfer or promotion,

furnish such worker with an order in writing in such form as may be prescribed specifying the terms and conditions of his employment, transfer or promotion, as the case may be.”.

3. **Amendment of section 4, Ordinance XXVIII of 1961.**—In the said Ordinance, in section 4, in sub-section (1),—

- (a) in clause (a), for the word “eight” the word “seven” shall be substituted;
- (b) in clause (b), for the word “nine” the word “eight” shall be substituted;
- (c) in clause (c), for the word “fifty-four” the word “forty-eight” shall be substituted; and
- (d) after clause (c) amended as aforesaid, the following explanation shall be inserted, namely :—

*Explanation.*—A worker who is required to wait for not less than 30 minutes to be employed on a vehicle shall be deemed to be employed on a vehicle during the time he is so required to wait.”.

4. **Insertion of new section 6A, Ordinance XXVIII of 1961.**—In the said Ordinance, after section 6, the following new sections shall be inserted, namely :—

“6A. *Festival holidays.*—(1) Every worker shall be entitled to festival holidays with full wages for twelve days in a year and the employer shall notify the days and dates for such holidays to workers within a week,—

- (a) in the case of a road transport service operating immediately before the commencement of the Road Transport Workers (Amendment) Act, 1975,—
  - (i) for the year 1975, of the commencement of the said Act; and
  - (ii) for subsequent years, of the beginning of each calendar year; and

- (b) in the case of a road transport service which starts operating after the commencement of the said Act,—
- (i) for the year in which it starts operating, of the starting of its operation; and
  - (ii) for subsequent years, of the beginning of each calendar year.
- (2) A worker may be required to work on any festival holiday but a substitute holiday shall be allowed to him within ten days of the festival holiday, or, at his option, he shall be paid wages in respect of such work at double the ordinary rate of wages payable to him.

**6B. Casual leave.**—Every worker shall be entitled in a year to ten days' casual leave on full wages :

Provided that casual leave admissible under this section shall not be accumulated and carried forward to the succeeding year."

**5. Substitution of section 7, Ordinance XXVIII of 1961.**—In the said Ordinance, for section 7 the following shall be substituted, namely :—

"7. *W.P. Ordinance No. VI of 1968 to apply to road transport service.*—The provisions of Standing Orders 10B, 10C, 12, other than those contained in clause (2) thereof, 13, 14, other than the proviso thereto, and 15 of the West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance, 1968 (W. P. Ordinance No. VI of 1968), as in force for the time being, shall apply to every road transport service as if such road transport service were an industrial establishment to which the aforesaid Ordinance had been applied by a notification under clause (c) of sub-section (4) of section 1 thereof, and as if a worker was a workman or permanent workman, as the case may be, within the meaning of that Ordinance :

Provided that for the purpose of calculating the period for which gratuity is due under Standing Order 12, no period of service preceding the commencement of the Road Transport Workers (Amendment) Act, 1975, shall be taken into account :

Provided further that Standing Order 10B or 10C, or Standing Order 12, in so far as it relates to gratuity, shall apply only to a road transport service wherein the workers and the other persons employed on any day within the twelve months immediately preceding the commencement of the said Act were, or on the day of commencement of the said Act or on any day thereafter are,—

- (a) in the case of Standing Order 10B, more than forty-nine; or
- (b) in the case of Standing Orders 10C and 12, more than nineteen."

**6. Amendment of section 11, Ordinance XXVIII of 1961.**—In the said Ordinance, in section 11, for the words "liable on first conviction to fine not

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exceeding fifty rupees for the first offence and two hundred rupees for every subsequent offence" the following shall be substituted, namely :—

“punishable—

- (a) for the first offence, with fine not exceeding one thousand rupees;  
and
- (b) for every subsequent offence, with imprisonment which may extend to six months and fine not exceeding one thousand rupees”.

**7. Repeal.**—The Road Transport Workers (Amendment) Ordinance, 1974 (XI of 1974), is hereby repealed.

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