

PROVINCIAL ASSEMBLY OF SINDH  
NOTIFICATION  
KARACHI, THE 04<sup>TH</sup> AUGUST, 2021

NO.PAS/LEGIS-B-10/2021-The Sindh Terms of Employment (Standing Orders) (Amendment) Bill, 2021, having been passed by the Provincial Assembly of Sindh on 02<sup>TH</sup> July, 2021 and assented to by the Governor of Sindh on 28<sup>TH</sup> July, 2021 is hereby published as an Act of the Legislature of Sindh.

**THE SINDH TERMS OF EMPLOYMENT (STANDING ORDERS) (AMENDMENT) ACT, 2021.**

**SINDH ACT NO.XXVIII OF 2021**

**AN  
ACT**

to amend the Sindh Terms of Employment (Standing Orders) Act, 2015;

WHEREAS it is expedient to amend the Sindh Terms of Employment (Standing Orders) Act, 2015, in the manner hereinafter appearing;

It is hereby enacted as follows:-

1. (1) This Act may be called the Sindh Terms of Employment (Standing Orders) (Amendment) Act, 2021.

(2) It shall come into force at once.

2. In the Sindh Terms of Employment (Standing Orders) Act, 2015, hereinafter referred to as the said Act, in Section 2, in sub-section (1) —

(i) in clause (h), in sub-clause (viii), after the word "factory", the words "or a seasonal factory" shall be added;

(ii) after clause (i), the following new clause shall be inserted:-

"(i-a) "season" in respect of a seasonal factory means the period during which it is engaged in the manufacturing processes such as cotton ginning, cotton or cotton jute pressing, cotton seed oil extraction, fruit processing, rice husking, the decortications of groundnuts or the manufacture of sugar (including gur);

(i-b) "seasonal factory" means a seasonal factory as defined in section 4 of the Sindh Factories Act, 2015 (Sindh Act No. XIII of 2016);".

3. In the said Act, in the Schedule —

(i) in the Standing Order 1(a), after clause (vi), the following new clause shall be added:-

"(vii) seasonal worker.";

Preamble.

Short title and  
commencement.

Amendment of Section 2  
of Sindh Act No. XI of  
2016.

Amendment of Schedule  
of Sindh Act No. XI of  
2016.

(ii)

(iii)

(iv)

(v)

(vi)

after the Standing Order 1 (g), the following shall be added:-

“(h) A seasonal worker is a person employed, hired or who has been engaged to work in a seasonal factory.”;

in the Standing Order 2 (1), after the words “contract worker”, the words “or seasonal worker” shall be added;

after the Standing Order 2 (6), the following shall be added:-

“(7) Every seasonal worker shall be provided with a card which he shall surrender at the end of the season.”;

in the Standing Order 16(6) —

(a) the first proviso thereunder shall be omitted;

(b) in the second proviso, the word “further” shall be omitted;

(c) in the third proviso, for the word “also”, the word “further” shall be substituted;

after the Standing Order 20, the following new Standing Order

shall be inserted:-

“20-A. Special provision for seasonal workers. A seasonal worker who has worked in a seasonal factory throughout the season shall, in addition to any other benefit to which he may be entitled under this Act or any other law, for the time being in force, shall, on the expiry of the season, be paid a sum equal to one month's wages in addition to the sum due to him for one month period immediately prior to the end of season:

Provided that any interruption or discontinuance in service of a seasonal worker during a season which has caused on account of his sickness, accident, leave, lay off or strike, lock-out or cessation of work, shall not disentitle him to the benefit of this Standing Order.

Explanation.-A seasonal worker shall be deemed to have worked throughout the season if he has worked for not less than seventy five percent of the number of days during that season.”.

BY ORDER OF THE SPEAKER  
PROVINCIAL ASSEMBLY OF SINDH

G.M.UMAR FAROOQ  
SECRETARY  
PROVINCIAL ASSEMBLY OF SINDH