

No. DGLW/F/ 42-77
DIRECTORATE OF LABOUR WELFARE
62-D, NEW MUSLIM TOWN, LAHORE
Dated Lahore, 15th January, 2013

To

All the District Officers Labour,
in Punjab

Subject: - **REQUEST FILED BY THE CENTRAL CHAIRMAN, PAKISTAN
HOSIERY MANUFACTURERS & EXPORTERS ASSOCIATION**


I am directed to refer to the above captioned subject and to enclose herewith copy of a request filed by Mr. Jawed Balwani, Central Chairman, Pakistan Hosiery Manufacturers & Exporters Association.

2. The Association has pointed out that due to frequent calls for strikes, the industrialists are compelled to close down their factories as the staff and labourers remains absent on such occasions. Resultantly, the employers have to call the workers on Sundays or other holidays for completion of the back log in production and have to pay them overtime which greatly increases the manufacturing cost. Besides this factor, frequent load shedding of electricity and gas supply have caused hardships for the entrepreneurs to fulfill their export orders in time. In the alleged situation, the association has requested to allow the industrialists to adjust gazetted holidays against the days of closure of their establishments due to strike or any other exigency.

3. The Secretary Labour & Human Resource, Government of the Punjab has directed to visit the concerned factories and resolve the issue. In this connection, relevant provisions of Factories Act, 1934 and Punjab Factories Rules, 1978 may be kept in view especially Chapter-IV of the Act, *ibid*, which deals with the weekly holiday, festival holiday and in lieu thereof substituted and compensatory holidays to ensure that the guaranteed rights of the workers are not compromised at any stage and the issue is amicably resolved as well.

4. It is noteworthy that the above referred provisions of the Factories Act, 1934 are quite flexible in nature and the factory owners / managers may use them to resolve the issue but it should be ensured that the

procedure laid down in Chapter-IV of the Act, ibid is followed in letter and spirit giving due respect to the intention of legislation.



Director Labour (Hqrs'),
for Director General Labour Welfare,
Punjab, Lahore

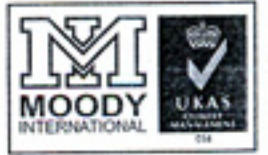
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1. PSO to the Secretary, Labour & Human Resource, Punjab with reference to directions dated 29.12.2012.
- ✓ 2. Mr. Jawed Balwani, Central Chairman, Pakistan Hosiery Manufacturers & Exporters Association, Central Office P.H.M.A House 37-H, Block 6, P.E.C.H.S., Karachi



PAKISTAN HOSIERY MANUFACTURERS & EXPORTERS ASSOCIATION

(Government approved sole representative body of Knitted goods & Apparel Manufacturers)



Ref: PHMA/2012/6/430
Dated: 26th December, 2012

Mr. Hassan Iqbal Malik,
Secretary Labour & Human Resource Department,
Old P&D Building, 2-Bank Road
Civil Secretariat, Lahore.
Tel: 99210493

Dear Sir,

Pakistan Hosiery Manufacturers & Exporters Association conveys its best wishes and compliments to your good self.

We invite your kind attention to the frequent call for strikes causing disturbances owing to which industries are compelled to close down as the staff and labourers remain absent on such days, as a result of which we are compelled to call them on Sundays or other Holidays for completion of the backlog in production and have to pay them overtime. This greatly increases our cost of production because such expenses are not included in our costing sheet.

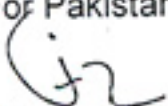
The closure of industries due to strikes cause immense losses to the industries as well as our country due to shut off of their production specially the large number of export oriented industries who have deadlines to keep against their vital export orders and who are struggling hard to survive in the face of several adverse factors such as frequent load shedding of Electricity, closure of gas supply/ low pressure which exceeds 2-3 days in a week etc.

In view of the above, we most earnestly request that the Federal and Provincial Government announce in the beginning of the year the list of Gazetted Holidays and empower the industries to adjust these holidays in a way that the staff and labourers get the benefit of these holidays as per the program made by the industries by calling their labourers on Sundays/Gazetted Holidays in lieu of their absence on day of strike, without any overtime, as this way the industries would be able to recoup their production losses due to such strikes and in turn the staff and labourer would have the benefit of enjoying the alternate holidays in lieu of the Gazetted holidays. This is a most pragmatic, justified and reasonable proposal which we are sure will meet with your approval.

Thanking you and looking to your Notification in this regard,

With best regards,

Yours truly,
For Pakistan Hosiery Manufacturers & Exporters Association


M. Jawed Bilwani
Central Chairman

Copy to: **Janab Muhammad Shahbaz Sharif, Chief Minister of Punjab,**
Chief Minister House, Lahore. Tel: 042-9203229-



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