

PUNJAB WORKERS WELFARE BOARD

MARRIAGE GRANT SECTION

Policy Instructions / Eligibility Criteria

ELIGIBILITY CRITERIA FOR ESTABLISHMENT AND WORKER

a) Establishment

- I. As defined under section 2 (f) of Workers Welfare Fund Ordinance or section 2 (b) of Companies Profit (Workers Participation) Act, 1968.
- II. Public Sector Organizations which are contributing through transfer of leftover amount under clause (a) of paragraph 4 (d) of Companies Profit (Workers Participation) Act, 1968 paying contribution under section 2 (f) of Workers Welfare Fund Ordinance, 1971 or otherwise?
- III. The above defined establishment must be registered under Factories Act 1934.

b) Worker

“worker” and “workman” mean person not falling within the definition of employer who is employed (including employment as a supervisor or as an apprentice) in an establishment or industry for hire or reward either directly or through a contractor whether the terms of employment express or implied, and, for the purpose of any proceedings under this Act in relation to an industrial dispute includes a person who has been dismissed, discharged, retrenched, laid-off or otherwise removed from employment in connection with or as a consequence of that dispute or whose dismissal, discharge, retrenchment, lay-off, or removal has led to that dispute but does not include any person who is employed mainly in managerial or administrative capacity”.

Worker must be registered with EOBI or Social Security.

Note:-

- i) The daughters of those workers who died during their service are eligible to avail the marriage grant provided that the worker was registered with EOBI or Social Security Scheme and payment of death grant has been received by his/her family.
- ii) Disabled workers and their families are hereby allowed welfare grants i.e. Marriage Grant, Death Grant, Free Education and Scholarship etc. subject to the condition that they are also getting disability benefits from EOBI or Social Security.

c) Pay Limit

No Limit

d) Service Limit

Three (3) years cumulative service.

e) Limit of Cases.

- All daughters of industrial workers.
- Lady worker on her own marriage (one time only).

f) Rate

Rs.100,000/- in each case w.e.f. 01.05.2012.

g) Period for submission of applications

- ✓ Last date is 10th May of every year for the marriages solemnizing during the preceding year i.e. from 1st May to 30th April.

STIPULATIONS

- Copy of Factory Registration Certificate under Factories Act, 1934.
- Copy of National Identity Card of the worker.
- Copy of Factory Card.
- Copy of N.I.C. of the Bride and Bride Groom.
- Copy of Social Security Card (R-5) or EOBI Card.
- Family Registration Certificate.
- Copy of Appointment letter/Service certificate.
- Copy of Nikkah Nama duly attested by the Secretary, Union Council.
- Affidavit on Stamp Paper of Rs.20/- duly attested by the Oath Commissioner as per specimen given in the application form.

PROCEDURE

- Applications are received at the respective offices of District Officers Labour / Assistant Mines Labour Welfare Commissioners.
- Following the verification of the applications by the area labour officer/Mines Labour Welfare Officer, cases are submitted before the respective District / Regional Scrutiny Committee, constituted at each District / Mines Labour Welfare Region for sifting and recommending for payment to PWW Board.
- A Scrutiny Committee constituted at Board's office randomly scrutinized 25% cases forwarded by the District/Regional Scrutiny Committees and then forwarded all the eligible cases to Chairman Board for approval. After which the approved cases forwarded to Workers Welfare Fund, Islamabad for payment through Funds transfer / crossed Cheques in the names of individual applicants directly out of allocated budget of PWW Board under this head.

PUNJAB WORKERS WELFARE BOARD

Marriage Grant Policy Instructions / Eligibility Criteria

BASIC ELIGIBILITY CRITERIA.

- Workers must be covered under IRA 2012.
- Minimum three year cumulative service.
- Registered with EOBI or Social Security.

A. ELIGIBILITY CRITERIA.

- I. All daughters of eligible workers / female workers (who have attained the age of 18 years) are eligible for marriage grant.
- II. Worker must be employed in an active/operational/functional industrial or mining unit, registered under the Factories Act, 1934, as the case may be. Registration of Mines required under clause-II of para-6, has been deleted as Mines are not registered under Mines Act, 1923.
- III. In case, both the Father / Mother are eligible workers, only one i.e. Father or Mother will claim the Marriage Grant.
- IV. The worker and his/her family could avail marriage grant if his/she become disabled during his/her service, subject to the condition that they are also getting disability benefits from EOBI or Social Security.
- V. The daughters of the deceased worker could avail marriage grant provided that the worker concerned died during the service was registered with EOBI and payment of death grant has been received by his family.

B. FOLLOWING DOCUMENTS TO BE ATTACHED WITH APPLICATION FORM.

- i. Attested copies of NADRA Identity Cards of worker (father/mother of the girl) and the bride.
- ii. Attested copy of "Form-B" issued by NADRA for the family of the applicant worker.
- iii. Attested copy of the nikkah nama of the bride.

- iv. Attested copy of the EOBI or Social Security Card.
- v. Certificate from the employer verifying the particulars furnished by the workers, duly attested by District Officer Labour / Inspector of Mines.
- vi. An affidavit duly attested by the Notary Public or Oath Commissioner that the particulars given by the applicant are correct and if found wrong, he / she will refund double of the amount received as marriage grant.
- vii. Disability certificate in case of disable worker.
- viii. Proof of getting death grant from WWF/WWB's in case of daughter of deceased worker.

C. PROCEDURE FOR DISBURSEMENT OF MARRIAGE GRANT.

- (a) The application of the marriage grant will be scrutinized by District/Divisional/Regional Committee.
- (b) The cases of marriage grant would be submitted on the specified proforma approved by the Governing Body alongwith the detail of the bank and account number of the beneficiary and the Provincial Boards will transferred the amount directly in the accounts of the beneficiary and would not be disbursed through cheques.
- (c) The concerned Chairman (PWVB) and Secretary (WWF) is authorized to condone the delay in submission of applications of marriage grant.

D. MARRIAGE GRANT RATE.

From	To	Rate
	1987	Rs.5,000/-
01.07.1994	30.06.1997	Rs.15,000/-
01.07.1997	19.09.2000	Rs.20,000/-
20.09.2000	30.04.2006	Rs.30,000/-
01.05.2006	03.10.2008	Rs.50,000/-
04.10.2008	30.04.2012	Rs.70,000/-
01.05.2012	Onwards	Rs.100,000/-