**PROVINCIAL ASSEMBLY OF THE PUNJAB**

**Bill No. 37 of 2025**

**THE FACTORIES (AMENDMENT) BILL 2025**

A

BILL

*further to amend the Factories Act, 1934.*

Where it is expedient further to amend the Factories Act, 1934 (XXV of 1934) for the purposes hereinafter appearing;

Be it enacted by Provincial Assembly of the Punjab as follows.

1. **Short title and commencement.** – (1) This Act may be cited as the Factories (Amendment) Act 2025.

(2) It shall come into force at once.

1. **Amendment in section 2 of Act XXV of 1934.**– In section 2 of the Factories Act, 1934 (XXV of 1934), for brevity hereinafter referred as ‘the Act’, after para (j), the following new para (jj) shall be inserted:

“(jj) “local employment” means the hiring of individuals who reside permanently in the local area, defined as Tehsil and District, where the factory is located;”.

1. **Insertion of section 5 in Act XXV of 1934.–** In the Act, after section 4, the following new section 5 shall be added:

**“5. Local Employment in Factories.-** (1) Any factory established under this Act shall allocate at least:

(a) 50% of its employment opportunities for unskilled labor to local residents; and

(b) 25% of its employment opportunities for skilled labor to local residents; provided that if 25% skilled labor is not available from the local residents, then the factory may employ such number of labor from outside the locality as is necessary.

(2) Compliance with this provision shall be monitored and enforced by the relevant authorities.”

**STATEMENT OF OBJECTS AND REASONS**

The purpose of this amendment is to ensure that priority is given for employment opportunities to the local residents where factories are established. This initiative aims to promote socio-economic development and foster a sense of inclusivity within local communities. By mandating local employment quotas, this Act encourages factories to contribute to the prosperity of the areas in which they are located. Hence this Bill.

|  |  |
| --- | --- |
| MR WAQAS MAHMOOD MAAN  MR AHMAD KHAN  MR AHMER BHATTI  SARDAR MUHAMMAD AWAIS DRESHAK  MR HASSAN ALI  MR SHAHBAZ AHMAD  MR RANA AURANGZEB  MR ALI IMTIAZ  CHAUDHRY MUHAMMAD EJAZ SHAFI  MR IMTIAZ MEHMOOD  MR ASAD ZAMAN  MR RAZI ULLAH KHAN  MR MUHAMMAD SARFRAZ DOGAR  MR HUMBLE SANAA KAREEMI  QAZI AHMED AKBAR  MR KHURRAM IJAZ  MR SHUAIB AMEER  MR MUHAMMAD ATHAR MAQBOOL  MR USAMA ASGHAR ALI GUJJAR  MR ZAMEER UL HASSAN BHATTI  MR MUHAMMAD ATIF AURANGZEB  CHAUDHRY IFTIKHAR HUSSAIN CHHACHHAR  MR ZULFIQAR ALI SHAH | MR TAIMOOR ALI LALI  MR SHAUKAT RAJA  MR AMJAD ALI JAVED  MR MUHAMMAD SAQIB KHURSHED  MR ADNAN AFZAL CHATTHA  MS AMINA HASSAN  MR MOHSIN AYUB KHAN  MR SAMI ULLAH KHAN  MR AHSAN RAZA  MR HASSAN MALIK  MR FATEH KHALIQ  MR ALI ASIF  MR AMIN ULLAH KHAN  MR MUHAMMAD IQBAL  MR AHMAD MUJTABA CHAUDHARY  MR FAISAL JAMIL  MR RASHID MINHAS  MR IMRAN JAVED  MR MUHAMMAD AHMAD KHAN LEGHARI  MR GHULAM RAZA  MR IRFAN BASHIR  MALIK AHMAD SAEED KHAN  MR SAEED AKBAR KHAN |

**MEMBERS INCHARGE**

**Lahore: CH AMER HABIB**

**March 18, 2025 Secretary General**