**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.

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| MR WAQAS MAHMOOD MAANMR AHMAD KHANMR AHMER BHATTISARDAR MUHAMMAD AWAIS DRESHAKMR HASSAN ALIMR SHAHBAZ AHMADMR RANA AURANGZEBMR ALI IMTIAZCHAUDHRY MUHAMMAD EJAZ SHAFIMR IMTIAZ MEHMOODMR ASAD ZAMANMR RAZI ULLAH KHANMR MUHAMMAD SARFRAZ DOGARMR HUMBLE SANAA KAREEMIQAZI AHMED AKBARMR KHURRAM IJAZMR SHUAIB AMEERMR MUHAMMAD ATHAR MAQBOOLMR USAMA ASGHAR ALI GUJJARMR ZAMEER UL HASSAN BHATTIMR MUHAMMAD ATIF AURANGZEBCHAUDHRY IFTIKHAR HUSSAIN CHHACHHARMR ZULFIQAR ALI SHAH | MR TAIMOOR ALI LALIMR SHAUKAT RAJAMR AMJAD ALI JAVEDMR MUHAMMAD SAQIB KHURSHEDMR ADNAN AFZAL CHATTHAMS AMINA HASSANMR MOHSIN AYUB KHANMR SAMI ULLAH KHANMR AHSAN RAZAMR HASSAN MALIKMR FATEH KHALIQMR ALI ASIFMR AMIN ULLAH KHANMR MUHAMMAD IQBALMR AHMAD MUJTABA CHAUDHARYMR FAISAL JAMILMR RASHID MINHASMR IMRAN JAVEDMR MUHAMMAD AHMAD KHAN LEGHARIMR GHULAM RAZAMR IRFAN BASHIRMALIK AHMAD SAEED KHANMR SAEED AKBAR KHAN |

 **MEMBERS INCHARGE**

**Lahore: CH AMER HABIB**

**March 18, 2025 Secretary General**