

# [AS PASSED BY THE NATIONAL ASSEMBLY]

## A BILL

*further to amend the Industrial Relations Act, 2012*

**WHEREAS** it is expedient further to amend the Industrial Relations Act, 2012 (X of 2012), for the purposes hereinafter appearing;

It is hereby enacted as follows:-

1. **Short title and commencement.**— (1) This Act shall be called the Industrial Relations (Amendment) Act, 2021.  
(2) It shall come into force at once.
2. **Amendment of Section 4, Act X of 2012.**— In the Industrial Relations Act, 2012 (X of 2012), hereinafter referred to as the said Act, in section 4, for the word “Government”, the words “Prime Minister” shall be substituted.
3. **Amendment of Section 29, Act X of 2012.**— In the said Act, in Section 29, for the expression “the Government may, by notification in the official Gazette appoint”, the words “may be appointed in the prescribed manner” shall be substituted.
4. **Amendment of Section 42, Act X of 2012.**— In the said Act, in section 42,-
  - (a) in sub-section (3), for the word “Government”, wherever occurring, the words “Secretary of the Division concerned” shall be substituted; and
  - (b) in sub-section (4), for the word “Government”, the words “Secretary of the Division concerned” shall be substituted.
5. **Amendment of Section 45, Act X of 2012.**— In the Said Act, in Section 45, sub-section (1), for the word “Government”, the words “Secretary of the Division concerned” shall be substituted.

6. **Amendment of Section 53, Act X of 2012.**— In the Said Act, in Section 53,-
- (a) in sub-section (1), for the words “Federal Government”, the words “Prime Minister’ shall be substituted; and
  - (b) in sub-section (4), for the word “Government”, the words “Prime Minister” shall be substituted.
7. **Amendment of Section 62, Act X of 2012.**— In the said Act, in section 62, in sub-section (1), for the words “Federal Government”, the words “Secretary of the Division concerned” shall be substituted.
8. **Amendment of Section 80, Act X of 2012.**— In the said Act, in section 80, for the word “Government”, the words “Secretary of the Division concerned” shall be substituted.

### **STATEMENT OF OBJECT AND REASONS**

In order to consolidate and rationalize the law in Islamabad Capital Territory (ICT) and at Trans-Provincial level, relating to formation of Trade Unions, and Federations of Trade Unions, determining the Collective Bargaining Agents, regulations of relations between employers and workers, the avoidance and settlement of differences or disputes arising between them or matters connected therewith, Industrial Relations Act, 2012 was enacted on 14.03.2012.

2. The Federal Cabinet in its meeting held on 08.09.2017 directed inter-alia that “all Ministries and Divisions should in consultation with Law & Justice Division, make amendments in the respective Acts / Rules and replace the words “Federal Government” with appropriate authority(ies)”.

3. The IRA, 2012, is therefore, required to be amended in pursuance of Cabinet’s decision. The Bill has been formulated to achieve the above said purposes. Hence this needs to be passed by the Parliament.

Minister In-Charge of Overseas Pakistanis &  
Human Resource Development.