



# THE NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) ACT, 1973



## CONTENTS

---

### SECTIONS:

1. Short title, extent and commencement.
2. Definitions.
3. Order of appointment, etc.
4. Termination of employment.
5. Provident Fund.
6. Hours of work.
7. Leave.
8. Medical care.
9. Wage Board.
10. Fixations of wages.
11. Publication of the decision of the Board.
12. Decision of Board to be deemed to be an award of the Commission.
- 12 A. Tribunal.
13. Powers of the Tribunal.
- 13 A. Appeal from sentence of Tribunal.
- 13 B. Benches of the Tribunal, etc.
14. Powers and procedure of the Board.
15. Decision of the Board to be binding on all employers.
16. Powers of Board to fix interim rates of wages.
- 16 A. Additional power of Board and Tribunal.
17. W.P. Ordinance VI of 1968 to apply to newspaper establishment.
18. Ordinance XXIII of 1969 to apply to newspaper employees.
19. Effect of laws and agreements inconsistent with this Act.
20. Inspectors.
21. Offences and penalties.
- 21 A. Chairman, etc, to be public servants.
22. Indemnity.
23. Power to make rules.

- 23 A. Continuation of powers.
- 24. Repeal and savings.

# THE NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) ACT, 1973.

<sup>1</sup>ACT No. LVIII OF 1973

[11<sup>th</sup> August, 1973]

## **An Act to repeal and, with certain amendments, re-enact the Working Journalists (Conditions of Service) Ordinance, 1960.**

WHEREAS it is expedient to repeal and, with certain amendments, re-enact the Working Journalists (Conditions of Service) Ordinance, 1960;

It is hereby enacted as follows:—

**1. Short title, extent and commencement.** —(1) This Act may be called the Newspaper Employees (Conditions of Services) Act 1973.

(2) It extends to the whole of Pakistan.

(3) It shall come into force at once.

**2. Definitions.** In this Act, unless there is anything repugnant in the subject or context,—

(a) “Board” means the Wage Board constituted under section 9 ;

(b) “Commission” means the National Industrial Relations Commission constituted under section 22A of the Ordinance ;

(c) “newspaper” means any printed periodical work containing public news or comments on public news and includes such other class of printed periodical work as may, from time to time, be notified in this behalf by the Federal Government in the official Gazette;

(d) “newspaper employee” means any person employed to do any work in, or in relation to, any newspaper establishment and Includes—

(i) a whole-time journalist, including an editor, a leader writer, news editor, feature writer, reporter, correspondent, copy tester, cartoonist, news-photographer, caligraphist and proof-reader; and

---

<sup>1</sup> For Statement of Objects and Reasons, see Gaz. of P., 1973, Ext., Pt. III, p. 1332.

- (ii) a whole-time non-journalist, including a manager, clerk, stenotypist, printing engineer, linotype operator, composer, type-setter, photo studio attendant, printing worker, an accountant and an office peon;
- (e) “newspaper establishment” means an establishment under the control of any person or body of persons whether incorporated or not, for the production, printing or publication of one or more newspapers or for conducting any news agency or syndicate ;
- (f) “Ordinance” means the Industrial Relations Ordinance, 1969(XXI of 1969);
- (g) “prescribed” means prescribed by rules made under this Act ;
- <sup>1</sup>[(gg) “Tribunal” means a Tribunal constituted under section 12A;]
- (h) “wages” means wages as defined in the Payment of Wages Act, 1936 ([IV of 1936](#)) and includes any gratuity or other payment declared as wages by the Board; and
- (i) all words and expressions used but not defined in this Act and defined in the Ordinance shall have the meanings respectively assigned to them in the Ordinance.

**3. Order of appointment, etc.** A newspaper establishment employing a newspaper employee shall, at the time of his appointment, transfer or promotion, furnish to him an order in writing showing the terms and conditions of his service.

**4. Termination of employment.** The services of a newspaper employee shall not be terminated by a newspaper establishment without good cause shown through a notice, in writing, of such termination—

- (a) of one month, if the total period of continuous service of the newspaper employee with the newspaper establishment is not less than three months but less than two years ;
- (b) of two months, if the total period of such service is not less than two years but less than three years; and
- (c) of three months, if the total period of such service is not less than three years :

Provided that, if the order of appointment of the newspaper employee provides notice of a longer period, notice shall be given in accordance with the terms of such order:

Provided further that the services of a newspaper employee may be terminated at any time on payment of wages in lieu of the requisite notice.

---

<sup>1</sup> New clause (gg) ins. by the Newspaper Employees (Conditions of Service) (Amdt.) Act, 1975 (56 of 1975), s. 2.

**5. Provident Fund.**—(1) Every newspaper establishment shall constitute, for the benefit of its newspaper employees, a Provident Fund in such manner as may be prescribed.

(2) The Provident Fund shall be held and administered by a Board of Trustees consisting of an equal number of representatives of the newspaper establishment constituting the Fund and of the newspaper employees employed in it, chosen and appointed in such manner as may be prescribed.

(3) Every newspaper employee shall, after the completion of the first two years of his service with any newspaper establishment, subscribe to the Provident Fund, every month, a sum not less than 6-1/4 per cent and not more than 10 per cent of his monthly wages, and the employer in relation to that establishment shall contribute to it an equal amount.

(4) During the first three months of his service, the newspaper employee may or may not, at his option, subscribe to the Provident Fund and, if he so subscribes, the employer in relation to the newspaper establishment shall contribute to it an equal amount.

(5) A newspaper establishment shall be deemed to be a public institution for the purposes of the Provident Funds Act, 1925 ([XIX of 1925](#)).

**6. Hours of work.** Subject to the Factories Act, 1934 ([XXV of 1934](#)), and any rules that may be made, or deemed to have been made under this Act, no newspaper employee shall be required to work in any newspaper establishment for more than forty-two hours in a week, exclusive of the time for meals.

*Explanation.*—For the purposes of this section, ‘week’ means a period of seven days beginning at mid-night on Saturday.

**7. Leave.** Without prejudice to such holidays as may be prescribed, every newspaper employee shall be entitled to—

- (a) earned leave on full wages, for not less than one eleventh of the period spent on duty;
- (b) leave on medical certificate on one-half of the wages, for not less than one-eighteenth of the period of service subject to a minimum period of ten days in a calendar year ; and
- (c) Fifteen day’s casual leave of absence with wages in a calendar year.

**8. Medical care.**—(1) A newspaper employee shall be entitled, together with his dependants, to medical care at the cost of the newspaper establishment in, or in relation to, which he is employed.

(2) Medical care shall, subject to rules made under this Act, include—

- (a) treatment by a medical practitioner registered under the <sup>1</sup>[Medical and Dental Council Ordinance, 1962 ([XXXII of 1962](#).)], both at the clinic of such practitioner and at the residence of the newspaper employee;

---

<sup>1</sup>Subs. by The Federal Law (Revision and Declaration) Ordinance, 1981 (27 of 1981), s.3 and sch., II.