

Medical Facilities and & Financial Benefits in Case of Injury or Death for Industrial Workers in Punjab (Pakistan)

A Comprehensive Guideline

1. Introduction

Labor laws in Pakistan, especially in Punjab, aim to protect **industrial workers** through a range of **medical** and **financial benefits**. These are derived from constitutional rights, labor statutes and welfare schemes.

The **Constitution of Pakistan (Article 38)** directs the State to provide **basic necessities of life**, including **healthcare and social security**. Various labor statutes operationalize this principle.

2. Medical Benefits

(A) Punjab Employees Social Security Institution (PESSI)

- **Law:** Provincial Employees Social Security Ordinance, 1965 (Amendment Ordinance 2021)
- **Coverage:** All workers earning wages up to the prescribed ceiling.
- **Employer Contribution:** 6% of wages (up to prescribed ceiling).
- **Benefits Provided:**
 1. Free **medical treatment** for workers and dependents including parents.
 2. **Hospitalization & surgery** facilities.
 3. **Abroad medical treatment:** in case the required medical facility is not available in Punjab / Pakistan then the patient is entitled for abroad medical treatment
 4. **Maternity benefits** for women workers.
 5. **Specialist treatment** (Eye, ENT, Cardiac, Kidneys and Cancer etc.).
 6. **Preventive healthcare** (vaccination, health campaigns).
 7. **Burial Expenses:** One minimum wage to employee and proportionate amount for family members
 8. **Travelling expenses:** at the of per kilo-meter travelling from nearest dispensary to nearest PESSI hospital for medication and checkup etc.

(B) Maternity Benefits

- **Provision:** 12 weeks of paid maternity leave (6 weeks before, 6 after childbirth).
- **Eligibility:** Must have worked at least 4 months before delivery.

(C) Social Security Cash Benefits

- **Temporary Disablement Benefit:** 75% of wages during temporary disability.
- **Permanent Disablement Benefit:** Pension or lump sum (depending on disability % declared by the medical board).
- **Survivor's Pension:** For dependents if worker dies due to employment injury.

(3) Benefits & Facilities Protected under the Workmen's Compensation Act, 1923 (Punjab/Pakistan)

1. Compensation in Case of Death

- If a worker dies due to an accident arising out of and in the course of employment, the employer must pay lump sum compensation to his dependents amounting to Rs. 500,000/-
- Amount is disbursed along with his final settlement by the Compensation Commissioner – Distt. Labor Department

2. Compensation in Case of Permanent Total Disablement

- If the worker suffers total 100% loss of earning capacity (e.g., loss of both eyes, both hands, paralysis, face disfigurement etc.).
- Employer must pay compensation equivalent to sum assured in the group life insurance i.s Rs. 500,000/-

3. Compensation in Case of Permanent Partial Disablement

- If the worker loses partial ability to work permanently (e.g., loss of one arm, one leg, loss of hearing in one ear).
- A medical board examines and decides the percentage of loss of earning capacity.
- Compensation equal to proportionate to percentage of disability, as per schedule in the Act is paid.

4. Compensation in Case of Temporary Disablement

- If the worker is temporarily incapacitated and cannot work.
- Employer must pay half-monthly payments during the disablement period, until recovery or assessment of permanent disability.

5. Medical Facilities

- Employer must provide free medical treatment for injuries caused by accidents at work.
- Includes doctor consultation, medicines, hospitalization, surgery (if required).

6. No Waiver of Rights

- Any agreement by a worker to waive or reduce his right to compensation is void under the Act.
- This ensures workers cannot be forced to surrender their rights.

7. Employer's Liability is Statutory

- Compensation is payable irrespective of employer's fault (no need to prove negligence).
- As long as accident happened during the course of employment, liability is automatic.
- **Provision:** Employer must bear **medical expenses** for a worker injured by accident at work, in all cases either insured or not.

(4) Health & Safety Provisions

- **Law:** Factories Act, 1934 (applies to industrial establishments).
- **Employer's Duties:**
 - First aid boxes in workplace (s.33).
 - Medical staff/dispensary in factories with 500 workers (s.42).
 - Protection against dust, fumes, noise, and dangerous machinery etc is mandatory

(5) Death Grant by WWF – Govt. of Punjab

- **Compensation Payable:**
 - Death: Fixed amount Rs. 800,000/- to legal heirs by the WWF. Govt of the Punjab.
- **Other benefits:**
 - Financial assistance for **housing, education of children, medical treatment.**
 - Scholarships, marriage & death grants through Workers' Welfare Boards

(6) Group Life Insurance - GLI

- **Law:** Standing Orders Ordinance 1968, s.10(3B).
- **Provision:** Every permanent industrial worker is insured for **minimum Rs. 500,000** against death/natural causes, there is no limit of maximum insurance coverage amount.
- It is paid in the below mentioned circumstances:
 - Natural Death
 - Accidental Death
 - Death due to workplace injury
 - Partial payment in case of loss of earning capacity

(7) EOBI (Employees Old Age Benefits Act, 1976)

- If a worker dies **after qualifying contribution period**:
 - **Survivors' Pension:** For spouse, children, or dependents.
 - **Minimum current pension:** Rs. 11,500/- per month
 - **Invalidity Pension:** If worker becomes permanently incapacitated.

(8) Employer's Additional Liabilities

Under **Factories Act 1934 & common law duty of care:**

- Employer must provide **safe workplace, protective equipment, and training.**
- Negligence leading to death/injury can attract **civil damages & criminal liability.**