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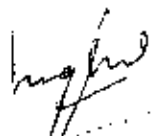
**MINUTES OF 94th MEETING OF BOARD OF TRUSTEES OF
EOBI HELD ON 03-09-2010 AT KARACHI.**

The 94th meeting of the Board of Trustees of EOBI was held at 10:00 a.m on 3rd September, 2010, in the Board Room of EOBI, Head Office Karachi, to consider the following agenda:-

S. #	Agenda Items
01.	Confirmation of minutes of the Board of Trustees.
02.	Revised budget for 2009-2010 and proposed budget for 2010-2011.
03.	Replacement of high operational & maintenance vehicles.
04.	Revision of pay scales (perks & allowances) of EOBI employees.
05.	Appointment of statutory auditors for the financial year 2009-2010.

2. The meeting was presided over by the Secretary Labour & Manpower / President BOT. The following attended the meeting:-

- | | | | |
|----|--|----------------|----------|
| 1. | Mr. Tariq Iqbal Puri
Federal Secretary, Labour & Manpower | President, BOT | In chair |
| 2. | Mr. Zafar Iqbal Gondal
Chairman, EOBI | Member, BOT | |
| 3. | Mr. Muhammad Iqbal
Deputy Secretary, Labour & Manpower
In capacity of Joint Secretary Labour | Member, BOT | |
| 4. | Mr. Muhammad Sarwar
Financial Adviser, Labour & Manpower | Member, BOT | |
| 5. | Mr. Naseer Jamali
Secretary Labour, Sindh | Member, BOT | |
| 6. | Mr. Abdul Rauf Khan
Secretary Labour, Punjab | Member, BOT | |
| 7. | Mr. Haider Ali Shikoh
Secretary Labour, Balouchistan | Member, BOT | |


 Secretary Labour & Manpower
 Government of Sindh
 Karachi

- | | | |
|-----|---|----------------|
| 8. | Mr. Habibuddin Junaidi
Employees' Representative (Sindh) | Member, BOT |
| 9. | Malik Imtiaz Mehfooz
Employees' Representative (Balochistan) | Member, BOT |
| 10. | Syed Imran Ali Shah
Employees' Representative (Punjab) | Member, BOT |
| 11. | Mr. Gul Rehman
Employees' Representative (Khyber Pukhtoon Khwa) | Member, BOT |
| 12. | Syed Iqbal Shah
Employers' Representative (Balochistan) | Member, BOT |
| 13. | Malik Zahid Hussain
Employers' Representative (Khyber Pukhtoon Khwa) | Member, BOT |
| 14. | Mr. Iqbal Daud
Employers' Representative (Sindh) | Member, BOT |
| 15. | Mr. Ejaz Qayyum Butt
Employers' Representative (Punjab) | Member, BOT |
| 16. | Mt. Mushtaq Ahmed Sarano | Secretary, BOT |

3. Meeting started with recitation from the Holy Quran. President, BOT welcomed Board members and asked Secretary BOT to present the agenda. The Secretary presented the agenda item wise.

AGENDA ITEM NO. 1.

Confirmation of minutes of the Board of Trustees.

4. Secretary, BOT informed the Board that minutes of 88th, 91st and 92nd BOT meetings had already been circulated. However, for convenience of the members these have also been included in working paper of 94th meeting. The minutes of 93rd BOT meeting were circulated during the meeting. He informed that no written observation / objection had so far been received from any member. President, BOT thereupon invited members to express their views, if any. Mr. Gul Rehman, employees' Representative KPK observed that donation of Rupees one Billion approved for Prime

Mushtaq Ahmed Sarano
Secretary, BOT
Khyber Pakhtoonkhwa
Government
Peshawar

Minister's Flood Relief Fund should specifically be allocated for flood affected insured persons and their families as EOBI Fund can only be utilized for insured person as mentioned in the EOBI Act 1976. He also enquired about the legal position for this donation. The President, BOT clarified that Rupees One billion donation to Prime Minister's Flood Relief Fund was approved after seeking advice from the Law Department of EOBI. The Law Department informed the Board that there was nothing illegal to make such donations. The proposal was discussed threadbare in 93rd meeting and all the member present were unanimously supported to make contribution as it was for a national cause where the poor populations' rehabilitation was involved. The members seconded the President's view, reiterated their decision and agreed that the contribution should go to the Prime Minister's Flood Relief Fund and its further redistribution should be left to the forum concerned. The Secretary Labour Punjab requested that a separate donation be made to the Punjab government for flood affectees for which a request had already been forwarded to the Ministry of Labour & Manpower. The President BOT apprised that separate donations would not be possible and all donations at Federal level would be deposited in the Prime Minister's Flood Relief Fund from where allocations will be made by the appropriate forum.

5. The President, BOT however advised the management to direct the respective Regional Heads to prepare details of flood affectees insured persons and their families so that these details can be utilized at an appropriate time. The President, BOT, however, observed that the management had not made any provision for the donation of Rupees One billion in the budget document presented before the Board, which should be done to avoid any further complication. Therefore, the same was included in the management expenses.

6. Chairman, EOBI informed that the Institution had started relief activities at its own which are not being funded through EOBI fund. The EOBI has collected an amount of 0.9 million from the general public and its employers set up three relief camps, one each in Sindh, Punjab and KPK where the affectees are being provided food, clothing and other necessary items from the funds collected from the general public.

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7. Syed Iqbal Shah, Employer's Representative Balochistan while appreciating the efforts of the EOBI, proposed that a similar camp may also be established in Baluchistan. Chairman, EOBI informed that most of the affectees taking shelter in relief camps established at Sukkur are from Balochistan. He however agreed to provide additional logistic help, if the honourable members took responsibility of managing relief operation, in any of the existing camp in the province of Baluchistan.

8. Mr. Gul Rehman referred to the minutes of 75th BOT meeting and said that the Board had decided to change the conveners of the committees of the Board after one year and the decision was to provide opportunity of convener-ship to employers as well as employees representatives, whereas the management had changed the committees altogether, which was not in conformity with the decision. Chairman, EOBI while clarifying the position explained that there was no hard and fast rule regarding reconstitution of committees. The purpose behind reconstitution was to make these committees more effective and result oriented. The President, BOT while reading the extract from the decision of 75th BOT meeting clarified that it was not a decision. Rather it was a proposal to rotate the convenership between the employers and the employees, therefore, the observation of Mr. Gul Rehman was not valid.

9. The Chairman, EOBI referred to Para 10 of minutes of 92nd BOT meeting and pointed out that Board approved the creation of additional posts in EOBI as proposed in Para 6 and 7 of the minutes without any condition whereas the minutes recorded stated that creation of said posts was agreed in principle subject to provision of information, details and full justification by EOBI as desired by the President BOT in Para 9 of the minutes. Therefore the minutes may be corrected accordingly. He, however, acknowledged that he promised to provide information in respect of deployment of new recruits in the next BOT meeting and he was ready to do so. Mr. Iqbal Daud Employers' Representative Sindh seconded the Chairman and stated that creation of additional manpower was principally agreed without any condition, Mr. Eijaz Qayyum Butt Employers' Representative Punjab, Syed Imran Ali Shah, Employees Representative Punjab, Malik Imtiaz Mahfooz Employees' Representative Baluchistan also agreed to the observation of Chairman. The President, BOT


The President,
Board of Trustees,
Employees' Organisation,
Government of Punjab,
Lahore

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expressed that it was discussed in the meeting that without giving justification, deployment plan, job description and other details of already recruited 132 (One hundred thirty two) employees the proposal for additional manpower of one hundred forty four (144) persons was not justified unless supported with relevant details. If the Institution gives the required details it will strengthen the case for proposed creation of posts and support the BOT approval. He therefore, advised the management to provide the details of deployment, job assignment and justification for the utilization of additional manpower, so that Board is fully convinced that it is the need of the Institution. Chairman, EOB then requested that confirmation of the 92nd meeting may be deferred till next meeting where details will be submitted as desired by the President. **The Board confirmed the minutes of 92nd. However the Board deferred the confirmation of decision on item relating to creating of additional 144 posts for want of justification and deployment of the demanded manpower.**

10. The President, BOT while discussing the performance of the institution observed that:

- The performance of operation department was not satisfactory.
- The arrears were not recovered in desired manner.
- That recovery of arrears should not be part of the target for collection of contribution.

11. The President, BOT while discussing the compliance of BOT decisions enquired about the following:

- Reconciliation of disbursement of benefits and collection of contributions (88th BOT meeting).
- Certificate from UBL Bank regarding outstanding amount against the Bank (88th BOT meeting).
- Details of 38 properties with progress of work on these properties (91st BOT meeting).
- Current status of agreement with Novatel Hotel Lahore (91st BOT meeting).
- Verification of degrees of newly recruited officers (91st BOT meeting).
- Confirmation from Public Accounts Committee (PAC) to the effect that it had not banned the EOB to deal with private parties (92nd BOT meeting).

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Secretary
 Board of Trustees
 Education Society
 University of Punjab
 Lahore

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12. Chairman, EOBI informed that reconciliation with UBL has been completed while with National Bank of Pakistan it is in progress and a certificate in the regard will be submitted in the next Board meeting. The details of 38 (thirty eight) properties along with business plan and value added proposals would also be provided in the next meeting.

13. Thereafter, the Board confirmed the minutes of 88th, 91st and 93rd BOT meeting.

AGENDA ITEM NO 2.

Revised budget for 2009-2010 and proposed budget for 2010-2011.

14. The Secretary, Board requested FA/DG (F&A) to present the revised budget for 2009-2010 and proposed budget 2010-2011. The budget estimates presented by DG(FA) and approved by BOT are given:

Rupees in million

Description	Budget Estimates 2009-10	Revised Estimates 2009-10	Revised Estimates Approved by BOT	Budget Estimates 2010-11	Budget Estimated 2010-2011 Approved by BOT
Receipts	23,913.29	27,093.14	27,093.14	31,536.49	32,472.60
Contribution Income	8,000,000	7,510,000	7,510,000	12,100,000	12,100,000
Fixed Investment Income (Net)	12,981,046	16,263,946	16,263,946	17,463,892	18,400,002
Equity Investment Income (Net)	2,845,500	3,237,891	3,237,891	1,886,000	1,886,000
Other Income	86,748	81,300	81,300	86,600	86,600
Expenditures	14,621.277	8,421.355	8,416.855	14,705.226	15,422.226
Non development					
Benefits Payment	6,769,000	6,422,000	6,422,000	10,320,000	10,320,000
Management	979,364	877,589	877,589	1,393,733	2,458,733*
Development	6,872,913	1,121,766	1,117,266	2,991,493	2,643,493

* Details are at Annexure "B".

The Board directed the Institution to cover up the shortage in collection targets, enhance contribution collection and recover the arrears with in the financial year.

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15. The BOT did not approve:

- a. The proposed expenditure of Rs 70 million on shifting of Head Office. Management was however allowed to carry out shifting on the basis of actual expenditures.
- b. Proposed honorarium / bonus to the employees of the Institution.
- Details of development revised estimates for 2009-10 and budget estimates for 2010-11, along with notes are at Annex "A".
- Details of management revised estimates for 2009-2010 and budget estimates for 2010-11, along with notes are at Annex "B".
- The management withdrew the following proposals:
 - a. Purchase of new vehicles
 - b. Investment in respect of offices/apartments buildings in Sector I-8 Islamabad
 - c. Expenditure of constructions of buildings.

AGENDA ITEM NO. 3

Replacement of high operational & maintenance vehicles.

16. Management of EOBI withdrew the item, therefore it was not discussed.

AGENDA ITEM NO. 4

To consider the revision of pay scales (perks & allowances) of EOBI employees.

17. FA/DG (F&A) apprised the Board that though the pay scales had been revised in 2001, 2005, and 2008 yet the perks and allowances of EOBI employees

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remained unchanged. He stated that cost of living has increased tremendously during the last decade. Fuel prices and transportation had also gone beyond the reach of common man. Housing, rental and medical expenses had become un-affordable for low paid employees. However, no increase in perks and allowances of EOBI employees has been allowed during the entire period. The matter was placed before the Board, which referred the same to HR committee for deliberation and make recommendations for suitable compensation to the employees. The institution conducted a comprehensive comparative study of perks and allowances admissible to the employees of other contemporary organizations like Civil Aviation Authority, National Highway Authority, Motorway Police, Federal Board of Revenue and Pakistan Agricultural Research Council. The study and other related documents were placed before the HR committee, which lastly met on 3rd August, 2010 at Islamabad, held detailed discussion and agreed in principle to recommend that in order to compensate the employees, to some extent, their pay scales may be enhanced reasonably. The Board was therefore requested to consider the proposal and to approve the revision of pay, perks and allowances of the EOBI employees, as recommended by the HR Committee.

18. The Board discussed the issue at length, and asked number of questions. There was a unanimous view that the present salary is insufficient to make the employees both ends meet. The situation, if not improved, would create frustration amongst the employees and adversely affect their performance and ultimately the targets of the Institute. Therefore it seems essential that the pay scales may be increased. Mr. Gul Rehman was of the view that as a matter of fact the proposal was not an increase in the present pay scales of employees rather it would be an effort to compensate employees against the price hike.

19. Secretaries (Labour), Sindh and Punjab were of the view that since the subject of old-age pension and welfare of workers stand devolved to the provinces under 18th amendment in the constitution, therefore, the EOBI should not take any new initiative including increase in pay scales and other benefits which would directly affect the financial positions of the provincial governments and resultantly there will

unnecessary increase in liabilities. Therefore, no increase may be approved over and above the 50% increase announced by the federal government. Secretary Labour, Punjab further observed that increase in salary or any other benefits should directly be related with the performance of the employees, whereas the performance of EOBI employees as per record appeared otherwise, therefore, there seems no justification for such increase. If the proposal is approved, there is a likelihood that the employees of Provincial Employees Social Security Institutions (PESSIs) who are doing the similar job, may also demand for the same increase in their salaries, which will not be possible for the Provincial Governments. Resultantly the Provinces will be in problem. The Chairman EOBI pleading the case for increase in pay of the employees stated that the Institution has inducted highly qualified youth having MBA, MPA, MA Economics degrees. In the market the persons holding such degrees are being offered much more than the employees of EOBI would get even if the proposed increase is approved. He was of the view that even a BS-17 officer of the Institution, in the present salary, cannot lead a dignified/comfortable life in cities like Karachi, Lahore, Islamabad etc. and what to talk about the low paid employees. Therefore, it will be in the interest of the Institution if the Board approves the proposed increase. The President BOT sought opinion of the members and majority of the members were of the view that keeping in view the increase in prices of house holds and other necessities it would be appropriate if the pay scales as recommended by HR Committee are approved. The President however observed that performance of the EOBI employees does not justify any increase in their salaries and there is no guarantee that the employees will enhance their performance even if their salary is increased. They should strive hard to improve the financial health of the Institution for sustainability of the fund/scheme. The Chairman, EOBI expressed his determination with full force that he would make the employees ready to come up with the expectation of the Board and guaranteed that whatever the targets are given to Institution these will be achieved. The increase in salaries will motivate the employees to work with better conviction.

Muhammad
 Director
 EOBI
 Islamabad

20. The Board after thorough discussions on each aspect of the issue decided to allow one basic salary, as special allowance, to the employees of EOBI with effect from 1st July 2010. Management was however directed to endeavour their best to further improve the performance so that the increase in salaries is justified.

AGENDA ITEM NO. 5

Appointment of statutory auditors for the financial year 2009-2010

21. Item was deferred to be considered in the next meeting.

ANY OTHER AGENDA ITEM NO. 1

Joint venture proposal for purchase of DHA plots.

22. Director General (Investment) was requested to brief the Board members. He informed that in the last meeting representative of M/s ELSCIUM had made a presentation before the Board providing details of the project, company profile, proposed joint venture and terms and condition of the project agreement. The Board referred the proposal to the Investment Committee for further deliberation/examination.

23. The DG Investment while apprising the Board about the current status and deliberation of the Investment Committee informed that M/s ELSCIUM has been advised to provide comprehensive details in respect of guarantee, feasibility reports prepared by them and DHA and procedural requirements so that a proper plan could be designed for implementation.

24. Board decided to refer the proposal again to the Investment Committee for proper legal, financial and technical diligence. The Board further directed Investment Committee to come up with a Final Business Plan and proposal in the next BOT meeting.

The meeting ended with a vote of thanks from and to the chair.

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Director General (Investment)
Ministry of Finance, Government of Punjab
Lahore

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Annexure "A"

DEVELOPMENT EXPENDITURE

Rupees in million

Sr.	TITLE OF ACCOUNT	Approved Budget Estimates 2009-10	Revised Estimates 2009-10	Revised Approved by BOT	Proposed Estimates 2010-11	Proposed approved by BOT
1	Furniture & Fixture	4 847	1 585	1 585	79 540	1 7 54
2	Office Machines & Equipment	1 400	1 730	1 720	2 190	1 734
3	Generator	5 000	-	-	6 500	6 500
4	Cooling & Heating Appliances	3 180	1 615	1 615	2 130	2 134
5	Operational Vehicles	49 110	99 530	99 530	78 000	2
6	Computers Hardware & Accessories	1 350	0 150	0 150	1 099	1 099
7	Computer Software & Utilities	28 246	28 246	28 246	50 000	50 000
8	Investment in Real Estate	6,547,230	978,419	978,419	2,753,334	3 2,553 33
9	Construction of Buildings	175 550	4 500	4	-	-
10	Purchase of plots and land	45 000	-	-	-	-
11	Additions / Alterations Buildings	4 000	4 000	4 000	14 500	14 500
12	Investment in Finance Service Company	3 000	-	-	-	-
13	Close Circuit TV & Recording System	1 000	-	-	-	-
	GRAND TOTAL	6,872,913	1,131,969	* 1,117,268	2,991,493	1,643,49

Notes:



Amount not utilized in 2009-10 stand carried forward in 2010-11.

		Revised Estimates 2009-10	Proposed Estimates 2010-11
1	<u>Furniture & Fixture</u>		
	Amount not approved by BOT		
	Furniture & Fixture for Head Office Shifting	-	70 000
2	<u>Operational Vehicles</u>		
	Amount not approved by BOT	-	75 000
3	<u>Investment in real estate</u>		
Less:	Amount not approved by BOT		
	Office & apartments building I-8 Sector, Islamabad	-	100 000
	Other properties	-	100 000
4.	<u>Construction of Building</u>		
Less:	Amount not approved by BOT	4 500	

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Annexure "B"

MANAGEMENT EXPENSES

Rupees in million

TITLE OF ACCOUNT	Approved Budget 2009-10	Revised Budget 2009-10	Approved by BOT	Proposed Budget 2010-11	Approved by BOT
A) HUMAN RESOURCE					
1 Pay & Allowances	467.836	372.104	372.104	711.032	711.032
2 Other Staff Benefits					
i) Medical	55.000	49.888	49.888	61.000	61.000
ii) Employees' welfare	5.000	5.542	6.542	5.500	5.500
iii) Overtime, Conveyance	0.500	0.477	0.477	0.500	0.500
iv) Group insurance Premium	2.000	1.953	1.953	2.500	2.500
v) Field Officers Transport Charges	12.000	10.534	10.534	15.000	15.000
vi) Leave encashment	10.000	9.142	9.142	12.000	12.000
vii) Honorarium / Bonus	14.000	55.068	55.068	60.000	-
viii) Local Training	2.000	0.819	0.819	50.000	50.000
ix) Foreign Training	2.000	-	-	2.500	2.500
x) Pension Benefits	110.950	95.363	95.363	119.000	119.000
Total staff Costs	681.286	601.890	601.890	1,039.032	979.032
B) OTHER EXPENSES					
1 BOT meetings	4.000	3.375	3.375	11.000	11.000
2 Bank service charges	45.250	62.421	62.421	60.300	60.300
3 Office rent and taxes	20.000	25.810	25.810	10.000	10.000
4 Advertising & Publicity	58.000	68.000	68.000	74.000	199.000
5 TA / DA	12.200	9.238	9.238	18.550	18.550
6 Printing, stationery and office supplies	18.558	18.447	18.447	22.843	22.843
7 Postage and telephones	14.000	12.359	12.359	18.000	18.000
8 Repair and maintenance Vehicles	16.000	14.857	14.857	18.000	18.000
9 Utilities	9.000	10.523	10.523	14.000	14.000
10 Consultancy, legal and professional fees	4.200	3.039	3.039	10.250	10.250
11 Cost of Services of Reuters	2.000	1.218	1.218	-	-
12 Repair and maintenance Building & Equipment	34.420	10.360	10.360	53.858	53.858
13 Maintenance Cost (investment properties)	36.200	34.260	34.260	38.500	38.500
14 Auctioner's fee	0.950	0.950	0.950	2.000	2.000
15 Newspapers and periodicals	0.750	0.470	0.470	0.800	0.800
16 Miscellaneous	2.550	0.375	0.375	2.600	2.600
Total Other Office Expenses:-	298.078	275.699	275.699	354.701	479.701
C) Donation to Prime Minister's Flood Relief Fund, 2010					1,000.000
Total Management Expenses (A+B+C)	979.364	877.589	877.589	1,393.733	2,458.733

Notes:

- Honorarium / Bonus** Proposed Estimated 2010-11

Amount not approved by BOT 60.000
- Advertising & Publicity**

Additional Amount approved by BOT for joint publicity by WWF and EOB 125.000

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MINUTES OF 81ST MEETING OF THE BOARD OF TRUSTEES OF EOBH HELD ON MONDAY 30TH JUNE, 2008 AT EOBH HEAD OFFICE, KARACHI.

The 81st BOT meeting was held on 30th June, 2008 at EOBH Head Office, GPO building, I.I. Chundrigar road, Karachi to conduct the following agenda:-

SR. #	AGENDA ITEMS
01	TO CONSIDER CONFIRMATION OF THE MINUTES OF 80 TH MEETING OF THE BOARD.
02	TO CONSIDER & APPROVE THE AUDITED ANNUAL ACCOUNTS FOR THE YEAR 2006-2007
03	TO CONSIDER & APPROVE THE APPOINTMENT OF EXTERNAL AUDITORS FOR THE FINANCIAL YEAR 2007-2008.
04	TO CONSIDER AND APPROVE REVISED BUDGET ESTIMATES FOR 2007-2008 & PROPOSED BUDGET FOR 2008-2009
05	TO CONSIDER REVIEW AND FIX THE "PROBATIONARY PERIOD" TO ONE YEAR IN THE LIGHT OF THE PRACTICE IN GOVERNMENT AND AMENDING REGULATION 15 OF EOBH (EMPLOYEES' SERVICE) REGULATIONS 1980.
06	TO CONSIDER THE REQUEST OF MR. IKRAM MOHIUDDIN, DIRECTOR (RTD) DATED 17-10-2006 TO INCLUDE ONE GRADE INCREMENT IN THE PAY COMPUTING HIS PENSION IN LINE WITH THE GOVERNMENT POLICY.
07	TO CONSIDER & APPROVE PROPOSAL FOR REGULARIZATION OF PART TIME CHOWKIDARS.
ANY OTHER AGENDA ITEM	
01	TO CONSIDER AND APPROVE THE INCREASE OF 20% SALARY ANNOUNCED IN THE FEDERAL BUDGET 2008-2009
02	TO CONSIDER & APPROVE THE INCREASE IN PENSION OF THE RETIRED EOBH EMPLOYEES WITH EFFECT FROM 1 ST JULY 2008

2. The meeting was presided by Malik Asif Hayat, President BOT/ Secretary to the Government of Pakistan, Labour & Manpower Division. The following attended the meeting:-

Malik Asif Hayat
 Malik Asif Hayat
 Secretary to the Government
 Labour & Manpower Division

- | | |
|---|---------------|
| 1. Malik Asif Hayat
Secretary (L&M)/President BOT | President |
| 2. Brig. Akhtar Zamin(R)
Chairman EOBI | Member |
| 3. Mr. Shahrukh Nusrat
Joint Secretary (LW) | Member |
| 4. Mr. Mukhtar Ali Malik
Financial Adviser, Labour (Finance Division) | Member |
| 5. Mr. Wahid Bakhsh Baloch
Secretary Labour Department, Balochistan | Member |
| 6. Mr. Alamdin Billo
Secretary Labour, Sindh | Member |
| 7. Mr. Nazim F. Haji
Employers' Representative, Sindh | Member |
| 8. Mr. Abdul Aziz Abbasi
Employees' Representative, Sindh | Member |
| 9. Mr. Muhammad Zaman
Employees' Representative NWFP | Member |
| 10. Mr. Sultan Muhammad
Employees' Representative Balochistan | Member |
| 11. Mr. Mushtaq Ahmed Sammo, ADG | Secretary BOT |

3. Mr. Munawar Opel FA/DG(F&A), Mr. Farooq Ahmed Awan, Investment Adviser EOBI, Mr. Abdul Majeed, DDG (F&A), Mr. Muhammad Hanif, DDG (B&C) Mr. Farhat Adil CEO, PRIMACO attended the meeting to assist the BOT/Chairman.

4. Mr. Muhammad Ali Gardazi, Secretary Labour (Punjab), and Shah Wali Khan, Secretary Labour (NWFP) could not attend the meeting due to their pressing official commitments. The Commissioner Social Security (Punjab) attended the meeting on behalf of the Secretary Labour Punjab. He was accordingly allowed by the Board to attend the meeting as an observer. The meeting commenced with recitation from the Holy Quran. President BOT allowed the Secretary Board to proceed, as per agenda.

Agenda Item No. 1.

TO CONSIDER CONFIRMATION OF THE MINUTES OF 80TH MEETING OF THE BOARD

5. The Secretary BOT informed that minutes of the 80th BOT meeting had already been circulated amongst all members. No written objection from any member had

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MUSHTAQ
 Secretary BOT
 Ministry of Labour, Government of Pakistan, Islamabad