



# EMPLOYEES' OLD-AGE BENEFITS INSTITUTION

SEVENTH MEETING OF THE BOARD OF TRUSTEES.

MINUTE BOOK

HELD AT  
KARACHION  
24TH APRIL 1982TIME  
10 A.M

MINUTES OF THE SEVENTH MEETING OF THE  
BOARD OF TRUSTEES OF THE EMPLOYEES'  
OLD-AGE BENEFITS INSTITUTION HELD ON  
SATURDAY THE 24TH APRIL 1982 AT 10 A.M.  
AT KARACHI.


The Seventh meeting of the Board of Trustees of the Employees' Old-Age Benefits Institution was held in Karachi on Saturday the 24th April, 1982 at 10.00 A.M. in the Head Office of the Employees' Old-Age Benefits Institution. Mr. M.A. Kazmi, Secretary, Ministry of Labour, Manpower and Overseas Pakistanis, Government of Pakistan, Islamabad presided.

2. The following participated:-

- |    |  |          |
|----|--|----------|
| 1) | Mr. M.A. Kazmi,<br>Secretary,<br>Ministry of Labour, Manpower &<br>Overseas Pakistanis,<br>Government of Pakistan,<br>Islamabad. | Chairman |
| 2) | Malik Asrar Ahmad,<br>Financial Adviser (Labour),<br>Finance Division,<br>Government of Pakistan,<br>Islamabad.                  | Member   |
| 3) | Mr. S.S. Hoda,<br>Joint Secretary,<br>Labour Division,<br>Government of Pakistan,<br>Islamabad.                                  | Member   |
| 4) | Mr. Imtiaz Ahmad Chaudhry,<br>Joint Secretary,<br>Ministry of Industries,<br>Government of Pakistan,<br>Islamabad.               | Member   |
| 5) | Mr. A.R. Siddiqui,<br>Secretary,<br>Labour Department,<br>Government of Sind,<br>Karachi.  | Member   |
| 6) | Mr. M.K. Marker,<br>Managing Director,<br>Marker Alkaloids,<br>Jail Road,<br>Quetta.   | Member   |

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7) Mr. Amanullah Qureshi, President, Sind Mazdoor Federation, 12, Kotri Wala Chamber (Upper Floor), Risala Road, Hyderabad.	Member	
8) Mr. Sher Muhammad, President, Muttahida Mazdoor Federation of Labour, Amangarh, Nowshera.	Member	
9) Syed Imran Shah, Chairman, Employees' Old-Age Benefits Institution, 190/1/B, Block 2, P.E.C.H.S. Karachi.	Member	
10) Mr. A.J. Dias, Deputy Director General, Employees' Old-Age Benefits Institution, 190/1/B, Block 2, PECHS, Karachi.	Member	
11) Mr. Tanweer Ahmad Khan, Social Security Adviser, Labour Division, Government of Pakistan, Islamabad.		
<p>3. Mr. S. Barkatullah, Assistant Director General (Inspection, Training and Audit), EOBI, Mr. Shujat Siddiqui, Assistant Director General (Data Processing, Actuarial and Technical), EOBI, Mr. Iqbal Ahmad Siddiqui, Director (Finance), EOBI, Mr. Asadullah Khan, Director, Karachi Region, EOBI, Mr. Mujtaba Rasul, Deputy Director, (Law) EOBI and Mr. Ghulam Mustafa, Executive Officer (Law) EOBI were also present.</p>		
<p>4. The proceedings commenced with recitation from the Holy Quran.</p>		
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5. At the outset the Chairman welcomed Syed Imran Shah, Chairman, Employees' Old-Age Benefits Institution, Malik Asrar Ahmed, Financial Adviser (Labour) and Mr. S.S. Hoda, Joint Secretary, Labour Division who were attending the Board Meeting for the first time, after assuming their respective offices. He was confident that the Institution would benefit greatly from their varied experience. The Chairman also appreciated the services of Mr. N.A. Jafarey the outgoing Chairman of Employees' Old-Age Benefits Institution who, though associated with the Institution for a short period of about a year, had ably conducted the affairs of the Institution, in spite of his preoccupation with the affairs of State Life. He also placed on record his appreciation for the services rendered by Mr. Irtiza Hasnain Zaidi former Financial Adviser (Labour) and member of the Board of Trustees. He moved a vote of thanks for Messrs. N.A. Jafarey and Irtiza Hasnain Zaidi and wished that the same may be conveyed to them.

6. The Board then initiated discussion on the Agenda and the following business was transacted:-

ITEM NO.1. CONFIRMATION OF THE MINUTES OF THE SIXTH MEETING OF THE BOARD OF TRUSTEES HELD ON 31ST MAY, 1981.

7. The Chairman invited comments from members on the minutes of the last Board Meeting which had been circulated in advance. Since there were no comments from any of the members the minutes were confirmed and signed by the Chairman.

8. At this stage Mr. Amanullah Qureshi pointed out that after the resignation of Mr. A.H. Dadabhoi the Finance and Administrative Committee did not have any member to represent the Employers. He suggested that some other member representing Employers may be appointed as Member of the F&A Committee in place of Mr. Dadabhoi. The Chairman agreed with Mr. Amanullah Qureshi that an Employers' representative should be appointed on the F&A Committee. Thereafter the Board unanimously agreed to appoint Mr. M.K. Marker as member of the F&A Committee.

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The Chairman instructed Mr. S.S. Hoda to expedite appointment of a replacement of Mr. Dadabhoy on the Board.

ITEM NO.2 REPORT ABOUT ACTIONS TAKEN ON THE DECISIONS OF THE BOARD.

9. Syed Imran Shah stated that the report on the actions taken on the various decisions made by the Board at its sixth meeting held on 31st May 1981 had already been circulated among the members and if there was any query he will explain the position. The report was examined by the Board and the members expressed their satisfaction.

ITEM NO.3 CONSIDERATION OF COMMENTS/OBJECTIONS RECEIVED ON THE DRAFT EOBI(PAYMENT OF INVALIDITY ALLOWANCE) REGULATIONS 1981 AND FRAMING THE REGULATIONS FOR FINAL PUBLICATION.

10. The members were informed that the objections/suggestions received on the draft EOBI(Payment of Invalidity Allowance)Regulations 1981 from various organisations were examined in detail by the Finance and Administrative Committee at their meeting held on 22nd April 1982 and the following amendments were proposed:-

- (i) The following clause(f) may be added in Regulation 2 to provide for the definition of 'Permanent Incapacity':  
"(f)'Permanent incapacity'means an incapacity for atleast a period of 6 months from the date of sustaining invalidity".
- (ii) The word 'Promptly'appearing in the end of Regulation 3 may be substituted by the words 'as soon as possible'.
- (iii) In the table at serial No.7 of the form PE-03 annexed to the Regulations under words 'Employer's Registration No.'the brackets and words'(if available)'may be inserted and its Urdu translation should also be provided.

11. The Board considered and accepted the above amendments for their final publication in the official gazette.

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12. Mr. Sher Muhammad pointed out that the draft of the EOBI(Payment of Invalidity Allowance)Regulations,1981 was circulated among the trade unions registered with the NIRC following the resolution of the Board at its sixth meeting held on 31st May 1981. He stated that several other large trade unions which were not registered with the NIRC were not provided with the copies of the draft Regulations. Since these Regulations were important from the Insured Person's point of view, Mr. Sher Mohammad felt it was necessary to have the benefit of the views of other trade unions particularly the larger ones since they represented a major cross-section of the working population covered by the Institution. Mr. Amanullah Qureshi agreeing with the views of Mr. Sher Muhammad suggested that the Regulations should have been circulated to all major trade unions and not only to those registered with NIRC, especially in view of the importance of these Regulations. Syed Imran Shah pointed out that there were about 13,000 Trade Unions operating within the country and it would not be practicable to provide them copies of the draft Regulations. Malik Asrar Ahmed stated that it may be advisable to have the Regulations published in the National and Regional Press for the knowledge of the general public instead of circulating the draft to all trade unions. The Chairman agreeing with the view of Malik Asrar Ahmed stated that the draft Regulations affecting Employers and Insured Persons may be published in the National and Regional Newspapers.

ITEM NO.4. REVIEW OF THE PROVISIONS OF THE EOBI(MEDICAL ATTENDANCE) REGULATIONS , 1980.

(a) Definition of family

13. The members<sup>were</sup>/informed that due to a typographical error the word 'spouse' was left out from the definition of 'family' under the EOBI(Medical Attendance)Regulations, 1980 and the following amendment was recommended by the Finance and Administrative Committee at its meeting held on 22nd April, 1982.

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Amendment of Regulation 2(5)

14. "Between the word 'employees' and 'legitimate' in the first line of sub-Regulation 5 of Regulation 2 of Employees' Old-Age Benefits Institution (Employees Medical Attendance) Regulations, 1980, the word 'spouse' shall be inserted."

15. The Board considered and approved the above amendment.

(b) Limits of Room Rent.

16. Malik Asrar Ahmed informed the members that under the EOBI (Medical Attendance) Regulations, 1980 the entitlement of employees of the Institution in respect of the type of hospital accommodation was specified in accordance with their categories/grades and monetary limits on room rents were also fixed. In view of the fact that the Regulations also provided that the employees could receive treatment from approved hospitals only, it was not necessary to fix monetary limits since the same were liable to change with the passage of time. He, therefore, suggested that the Regulation may only provide for the nature of accommodation available to employees of various grades without fixing monetary limits on room rent.

Amendment of Regulation 5(2)

17. After some further consideration the Board decided to amend Regulation 5(2) to read as follows:-

"(2) an employee hospitalised under sub-Regulation(1) shall be entitled to hospital accommodation as follows, namely:

- |  |                   |
|--|-------------------|
| (i) Employees whose pay does not exceed Rs.350/- per month.                          | General Ward      |
| (ii) Employees whose pay exceeds Rs.350/- but does not exceed Rs.700/- per month.    | Semi Private Room |
| (iii) Employees whose pay exceeds Rs.700/- but does not exceed Rs.2,500/- per month. | Private Room      |
| (iv) Employees whose pay exceeds Rs.2,500/- per month                                | Special Ward      |

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(c) Provision of medical facility to parents of employees in pay scales 1 to 7.

18. The members were informed that Finance and Administrative Committee at its meeting held on 22nd April 1982 considered the question of providing medical facilities to dependent parents of employees in pay scales 1 to 7 and was of the opinion that the financial implications involved in respect of this item be worked out before the matter was decided. The Board agreed with the recommendation of the Finance and Administrative Committee and the Institution was advised to work out the financial implications of the proposal.

ITEM NO.5. THE APPROVAL OF THE EXPENSES TO BE INCURRED BY THE INSTITUTION IN CONNECTION WITH THE ISSA SEMINAR AND SANCTION OF SPECIAL BUDGET FOR THE PURPOSE.

19. Opening the discussion on this item, Mr. Imtiaz Ahmad Chaudhry informed the Board that the Federal Government had entered into a commitment with the ISSA for holding a Training Seminar at Karachi. The Seminar was originally proposed to be held from 15th to 25th February 1982 but had to be postponed and was now fixed from 15th to 25th September 1982. He further stated that the Seminar aimed at imparting training to the officials of EOBI and Social Security Institutions. In view of this it was decided that the cost of the Seminar be shared equally between EOBI and the Social Security Institutions. Malik Asrar Ahmed pointed out that the funds of the EOBI could not be burdened with the cost of this Seminar since the Seminar was in respect of Social Security and EOBI was a separate Institution. He further stated that if necessary the cost of the Seminar should be borne by the Federal Government or by the Social Security Institutions. The Chairman informed Malik Asrar Ahmed that Social Security was a much wider term covering old-age benefits among other benefits like unemployment benefits, medical care etc. Mr. A.R. Siddiqui agreeing with this view stated that the Seminar would be useful for the officials of EOBI and the Institution should contribute its share towards the total cost. He, however, added that the budget of Rs.300,000/- may be reviewed with a view to reducing the estimated expenditure. Syed Imran Shah stated that the

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concept of Social Security included provision of old-age benefits and the matter could not be considered as separate from Social Security as such. Malik Asrar Ahmed explaining his point of view stated that the term Social Security in Pakistan does not carry the same meaning as it does in the Western countries. He added that in Pakistan we have a separate Organisation looking after Social Security which mainly provides for sickness benefit and medical care. For provision of old-age and invalidity benefits a separate organisation has been set up and as such the two cannot be grouped under Social Security.

20. After some further discussion on the subject the Chairman decided that a working paper should be prepared which should discuss the concept of Social Security with particular reference to the question as to whether the old-age and invalidity benefits form part of Social Security and the objects and functions of ISSA and its relation with the objects and functions of EOBI. He desired that this paper should be put up for the information of the F.A.(Labour) and the item be considered at the next meeting of the Board.

ITEM NO.6 APPROVAL OF THE DEVELOPMENT BUDGET

21. The Chairman expressed his view that it was not advisable to consider the Development Budget for the year 1981-82 at this stage as the year had almost come to an end. He suggested that a revised Development Budget may be put up alongwith the Budget Proposals for the financial year 1982-83.

ITEM NO.7. RECOVERY OF OUTSTANDING CONTRIBUTIONS AS ARREARS OF LAND REVENUE-DELEGATION OF THE POWERS OF REVENUE OFFICERS.

22. Syed Imran Shah informed the members that notification investing the Regional Heads at Quetta and Peshawar with the powers of Assistant Collector Grade I have already been issued by the Boards of Revenue of Baluchistan and NWFP respectively. He, however, pointed out that most of the defaulting employers were located in the jurisdiction of the Provincial Boards of Revenue of Sind and Punjab and the delegation of powers by the respective Boards of Revenue have not so far been made.

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Mr. S.S. Hoda informed the Board that the Labour Division had requested the Provincial Governments for delegation of these powers to the Regional Heads of EOBI and in reply they had requested that notification issued in this regard by other Provincial Governments might be supplied to them. The notifications issued by Baluchistan and N.W.F.P. Governments were supplied. Now the Sind Revenue Board was requesting for copies of notification issued by Punjab and Punjab Revenue Board was requesting copy of notification issued by Sind. Syed Imran Shah requested Mr. A.R. Siddiqui to use his good offices for expediting the issue of the required notification. Mr. A.R. Siddiqui promised to render necessary assistance.

23. Malik Asrar Ahmed pointed out that F&A Committee had desired that Region-wise estimated arrears may be worked out and put up to the Board for information.

24. It was decided that the Region-wise estimated arrears be put up to the Board in its next meeting.

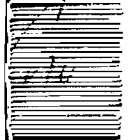
#### ITEM NO.8 PROPOSED AMENDMENTS IN THE EOB ACT, 1976

25. The Chairman informed the Board that the Labour Division has processed the draft amendment Ordinance and passed it on to Law Division for vetting. The draft will shortly be placed before the Cabinet for approval and it is hoped that the Amendment Ordinance will be promulgated soon.

#### ITEM NO.8 CONSIDERATION OF AMENDMENTS PROPOSED BY (Additional)MR. SHER MUHAMMAD, MEMBER, BOARD OF TRUSTEES

26. Mr. Sher Muhammad suggested that the EOB Scheme had lost its usefulness because the benefits under this Scheme were too small. The benefits must be related to the wages of the insured persons. The Chairman informed the Board that a National Pension Scheme is under active consideration of the Federal Government. It is being considered by a Committee of three Federal Government Secretaries and it is expected that all points proposed by Mr. Sher Muhammad will be covered under the said National Pension Scheme. Mr. Amanullah Qureshi suggested that the National Pension Scheme should be placed before the Board or any other forum wherein the employers and

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Insured Persons are represented so that their consensus could be obtained before the new Scheme is launched. He was informed that this has been done in the meetings of the Tripartite Working Groups. It was, however, decided that the Labour Division will provide the salient features of the proposed scheme to the members of the Board who may send their comments directly to the Labour Division.

**ITEM NO.9 CONSIDERATION OF EOBI EMPLOYEES FEDERATION'S REQUEST FOR ALLOWING LOCAL COMPENSATORY ALLOWANCE TO EMPLOYEES RESIDING IN CITIES DECLARED AS FIRST CLASS CITIES**

27. The Chairman agreeing with the recommendations of the Finance and Administrative Committee desired that the matter should be referred to Finance Division for their decision. Mr. A.R. Siddiqui, however, suggested that this matter being within the powers of the Board of Trustees need not be referred to the Government. The Board may take its own decision. Malik Asrar Ahmed pointed out that since the Institution was following the Government pattern as far as the payment of Local Compensatory Allowance was concerned, any change in the existing Regulations will require Finance Division's approval. The members were informed that the Institution has its own Regulations framed by the Board of Trustees and the Board was competent to make any amendment in the Regulations. Mr. A.R. Siddiqui stressed that the Board can take decision of its own in exercise of its statutory power. Mr. Imtiaz Ahmed Chaudhry also agreed with the views of Mr. A.R. Siddiqui and suggested that the Board may exercise its powers without any reference to Federal Government. Malik Asrar Ahmad expressed his apprehension that any decision taken by the Board against the policy of the Ministry of Finance, will be over-ruled notwithstanding the fact that the decision was taken by a competent authority. He stressed that the matter must be referred to Ministry of Finance and their approval obtained thereon. Mr. M.K. Marker, Mr. Amanullah Qureshi with the agreement of the Chairman concurred with the majority and allowed the matter to be resolved by the Board. Accordingly the Board decided that Local Compensatory Allowance may be allowed to the employees of the Institution serving in Gujranwalla, Sargodha, Sialkot and Sukkur and payment of this allowance may be

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extended to the employees residing in a city which may hereafter be declared as First Class City. The Board also decided that the objection of Malik Asrar Ahmed may also be placed on record.

## ITEM NO.10 CONSIDERATION OF THE EOBI EMPLOYEES' PROVIDENT FUND REGULATIONS FOR FINAL PUBLICATION.

28. Agreeing with the proposal of the Finance & Administrative Committee, the Board decided that as no objection/suggestion was received on the draft of EOBI Employees' Provident Fund Regulations, the Regulations stand approved. The Board directed that the said Regulations may be forwarded to the Labour Division for final publication.

## ITEM NOS.11,12 & 13

11. CONSIDERATION OF THE REPORT OF THE SPECIAL COMMITTEE APPOINTED BY THE BOARD AT ITS FIFTH MEETING HELD ON 22ND APRIL 1981
12. RE-ORGANISATION OF FIELD OPERATIONS.
13. MANUAL PROCESSING OF INSURED PERSONS RECORDS V/S COMPUTER PROCESSING.

29. The Chairman invited Mr. A.R. Siddiqui Convener, Special Committee to speak on his report. Mr. A.R. Siddiqui pointed out that the position since the writing of the report had changed considerably as the Federal Inspection Commission on the directive of the President of Pakistan was carrying out a thorough study of all aspects of the labour welfare schemes including their organisational set-up and their working. Since the items covered in the Report were already under study of the FIC, he felt that consideration of the Report by the Board will not be of much utility. He therefore, proposed that the Report need not be discussed by the Board.

30. However, he said that his view in respect of the computer processing may be considered by the Board from a humanitarian point of view as manual processing of data could provide more job opportunities. He also felt that switching over from computer processing to manual processing may also be economical. Malik Asrar Ahmed pointed out that the mandate of the Institution was to provide for benefits to the Insured Persons and not to provide employment opportunities. The object of the Institution could only be efficiently achieved if the data

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were processed on computer. He added that manual processing would adversely affect the records of over 8,00,000 workers already registered. Mr. A.R. Siddiqui agreed with Malik Asrar Ahmed that if manual processing would impair the efficiency, the processing on computer may continue. The Board decided that data processing should continue on the computer.

31. Mr. Amanullah Qureshi desired that a study should be carried out to ascertain the feasibility of purchasing a computer for the Institution. The Chairman agreed with the proposal of Mr. Amanullah Qureshi.

ITEM NO.14. ANY OTHER MATTER WITH THE PERMISSION OF THE CHAIR.

32. The Chairman expressed his concern that a good number of topics were being discussed under this item and that too on very short notice. He desired that the working papers may in future be circulated well in time to enable the members to study them before the meeting.

ITEM NO.14(1) PAYMENT OF CONVEYANCE BILL TO M/S. FORD RHODES ROBSON MORROW, CHARTERED ACCOUNTANTS

33. Agreeing with the recommendations of the Finance and Administrative Committee, the Board decided that the additional bill amounting to Rs.929/- raised by M/s. Ford Rhodes Robson Morrow, Chartered Accountants in respect of conveyance charges may be paid to them.

ITEM NO.14(2) APPOINTMENT OF AUDITORS FOR THE FINANCIAL/ ACCOUNTING YEAR 1981-82.

34. The Board agreed with the views of the Finance and Administrative Committee and approved appointment of M/s. Ibrahim Shaikh & Co. Chartered Accountants as Auditors of the Institution for the year 1981-82 at a fee of Rs.25,000/- all inclusive.

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ITEM NO.14(3) THE REQUEST OF THE EOBI EMPLOYEES FEDERATION OF PAKISTAN FOR MAKING THE LOANS TO EMPLOYEES UNDER THE EOBI(LOANS TO EMPLOYEES)REGULATIONS 1980, AS FREE OF INTEREST.

35. The Board was informed that previously the employees of the Institution were being paid two months salary advance to meet any need in emergency. The said advance was being given without charging any interest thereon. After adoption of the EOBI(Loans to Employees) Regulations, 1980, the facility of two months salary advance was withdrawn and the employees are allowed to avail loan upto 6 months pay. An interest at half the bank rate is being charged on the said loan. The employees feel that the facility which was previously available to them has been withdrawn. Hence the miscellaneous advance to be paid under Regulation No.9 of the EOBI(Loans to Employees) Regulations, 1980 may be made free of interest. Mr. A.R. Siddiqui supported the request and pointed out that now when the Government was trying to eliminate interest, it was strange that we were imposing interest on a loan which was previously interest free.

36. The Board, however, decided that the matter may be deferred for the present. The Institution should prepare a study to show the financial implications involved in the matter and also compare the amount of loan available under the two months salary advance and six months pay advance under the regulation.

ITEM NO.14(4) LOAN FOR PURCHASE OF HOUSE/FLAT/APARTMENT OR FOR HOUSE BUILDING.

37. Mr. A.J. Dias informed the Members that the Board had after applying its mind made the draft EOBI(Loans to Employees) Regulations, 1980 which inter-alia contained certain concessions in respect of interest chargeable on loans for purchase of House/Flat/Apartment or for House Building. The officers of the Institution had found the interest rates reasonable and, therefore, raised no objection thereto. However, at the time of approving the regulations for final publication, the Board in exercise of its discretion had decided to charge similar rate of interest as was being done in case of Government Officers.

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This rate was much higher than the one published in the draft Regulations in respect of officers of the Institution. The officers were aggrieved that they were not provided an opportunity to express their point of view before the final publication of the Regulations.

Mr. A.R. Siddiqui stated that the Institution being an autonomous body, the Officers of the Institution may be allowed to avail House Building loans on such rate of interest as was admissible to Officers in other Autonomous Bodies. Malik Asrar Ahmed pointed out that the officers may be allowed to exercise their right to raise objections on the Regulations and the Finance and Administrative Committee may consider the same at its next meeting and place its recommendations before the Board.

ITEM NO.14(5) APPOINTMENT OF A COMMITTEE OF THE BOARD FOR PURCHASE OF PROPERTIES BY THE INSTITUTION

38. The Chairman pointed out that the negotiation and purchase of property was a job of great responsibility although quick decisions were certainly required. He, however, agreed that a Committee comprising of the members of the Board may be appointed to negotiate and take on-the-spot decisions for purchase of properties. The Board accordingly decided to appoint a committee comprising the following members of the Board:-

- (1) Financial Adviser or his nominee.
- (2) Representative of the Provincial Government of the Province in which the property is located.
- (3) Deputy Director General, EOBI.

39. The Board authorised the Committee to negotiate and finalise purchases of properties valued upto Rs.18 lacs. The Chairman Employees Old Age Benefits Institution was authorised to execute the decision taken by the Committee.

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ITEM NO.14(6) PURCHASE OF OFFICIAL RESIDENCE FOR CHAIRMAN  
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40. Syed Imran Shah placed before the Board a paper containing proposal for the purchase of official residence for the Chairman, Employees Old Age Benefits Institution. He explained that acquisition of residential accomodation was an acute problem. Moreover, the rents were too high and it was not possible to acquire a suitable house within the rent ceilings fixed by the Government. Mr. A.R. Siddiqui suggested that this was a proper time to purchase a house for the residence of Chairman, EOBI as the property market was presently depressed. He suggested that the facility of a house for the Chairman would provide an incentive for a competent officer, whoever may be appointed as the Chairman of the Institution. The officers generally avoid their deputation due to dislocation and the problems faced in acquiring residential accomodation. He added that several organisations like Pakistan Industrial Credit and Investment Corporation Limited, Pakistan Industrial Development Corporation, Karachi Development Authority had purchased their own houses.

41. Malik Asrar Ahmed explained that certain rent ceilings had been fixed for the officers of the Government in respect of their residential accomodation. He was afraid that there might be a problem later if a house with a higher rental value was purchased. It was explained to him that the Karachi Electric Supply Corporation have recently purchased a house for their Chairman who was of the same grade as the Chairman EOBI.

42. The Board after thorough discussion on the point decided that the Institution should follow the same procedure as was adopted by the Karachi Electric Supply Corporation to purchase a house for its Chairman.

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<p>43. The Chairman informed the Board that Syed Imran Shah, the new Chairman, EOBI has prepared a paper on the performance of the Institution. However, he advised Syed Imran Shah to submit his report about the performance of the Institution in the next meeting.</p>		
<p>44. The Chairman emphasised the need for attending the meetings of the Board of Trustees of the EOBI by all its members on a regular basis and advised that the attention of the Provincial Governments may be invited to this fact.</p>		
<p>45. Syed Imran Shah requested the Chairman to fix a date for the next meeting of the Board in the near future to finalize the budget and operational guidelines for the next financial year. After some discussion, the Board resolved that the next meeting of the Board may be tentatively fixed for 24th May 1982.</p>		
<p>46. Syed Imran Shah brought to the notice of the Board that the Provincial Governments are generally represented through their Secretary(Labour). In some cases Commissioner Social Security or Director(Labour) has also been nominated by them. It has been experienced that these nominees sometime due to their pre-occupation further nominate their juniors to attend the meeting of the Board of Trustees, which is not in line with the rule of business. The Chairman took a serious view of this and desired that such practice should not be allowed.</p>		
<p>47. While concluding the meeting the Chairman made a pointed reference to the detailed study and the pains taken by the members of Finance &amp; Administrative Committee and appreciated good work done by them.</p>		
<p>48. The meeting then ended with a vote of thanks to the Chair.</p>		
<p style="text-align: center;">Chairman</p>		
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