

DETAIL CRITERIA FOR AWARD OF SCHOLARSHIP

➤ **139th Governing Body SOPs**

S.NO	REVISED SOPS APPROVED BY THE GOVERNING BODY		
1	The Worker must be covered under definition of workman prescribed in Industrial Relations Act (IRA) 2012.		
2	Minimum three years' cumulative service is required to avail the education facility at post- intermediate level. However, in case of education till intermediate level, no service limit is required.		
3	The worker must be registered with Employees old Age Benefits Institution (EOBI) or Employees Social Security Institution (ESSI). In case of non-registered workers, an affidavit duly attested by notary public and focal person of the concerned labour department (i.e. Director, Labour or his nominee), may be submitted by worker regarding correctness of particulars given in the application, along with two guarantors, namely employer and CBA President/General Secretary.		
4	Worker / employee of WWF / WWBs and his/ her family members (spouse & children) are eligible to avail education / scholarship facility.		
5	Industrial/ Mine/ Establishment must be registered under relevant Act / Law. or Those organizations paying 2% under Workers Welfare Fund Ordinance, 1971 or 5% left out contribution under Companies Profit (Workers' Participation) Act, 1968		
6	There is no age limit for education/scholarship facility.		
7	The children of deceased workers / employees of WWF / WWBs are eligible for education/scholarship facility if they have already been granted death grant on behalf of the worker / employees.		
8	Workers, employees of WWF / WWBs who become disabled during the service may avail scholarship for their children, subject to the condition that the disability is proved through a legal medical board constituted for the purpose.		
9	The employees of Workers Welfare Fund, Regional Offices and Provincial Workers Welfare Boards, who are paid from WWF / WWBs regular budget can avail the scholarship facility for their children subject to three years of service.		
10	Category	Description	Stipend Rate (Rs/pm)
	Cat-I	a) Cadet Colleges/ Public Schools being run by the Federal or a Provincial Government. b) Intermediate or equivalent course from Federal or a Provincial Board of Education or any other institution re-cognized by the Federal/ Provincial Governments. c) Technical Training Institutes registered with Provincial Board of Technical & Vocational Education/ Provincial TEVTAS/ NTB / NEVTEC.	1,600/-
	Cat-II	Graduation Degree (of two / four year's duration) from a Public or Private University or College / Institution affiliated with them, duly recognized by HEC.	2,500/-
	Cat-III	a) Post-Graduation Degree from a Public or Private University or a College / Institution affiliated with them, duly recognized by HEC. b) Degree from an Engineering University / Medical College registered with HEC as well as by the Pakistan Engineering Council or PMDC, as the case may be.	3,500/-
11	Student must meet the minimum passing criteria of the School / College and HEC Chartered Universities by Federal/ Provincial Governments where admission is taken. In case, if the students will not be promoted, his/ her educational facilities will be discontinued.		

12	Student will take / study all subjects in a semester offered by Public / Private College / University etc. as the case may be, and, complete its course within the approved minimum time-frame by the HEC, for the said course. In case, a student fails to complete his course within the approved time-frame of the HEC, his case can be reviewed on the basis of solid reasons submitted by the student duly verified by the Public / Private College / University etc. as the case may be, and supported with the documentary evidence.
13	The student once registered in a course will not be allowed to change the selected discipline. However, the Secretary (WWF)/ Chairman (WWB) can permit such change as a special case, subject to the condition that there is no financial loss to the Fund due to change of selected discipline.
14	If student fails to complete his/ her degree/ course, in which he/ she was registered, he/ she will not be allowed to get new admission, at any other university. If any worker tries to get such a benefit, he / she will be debarred from any benefit from WWF in future and liable for legal action.
15	The Workers Welfare Fund will finance the entire higher education but not two degrees of the same level.
16	The new policy omitted regarding discontinuation of scholarship on not passing all required subjects is contradictory with the condition of the same policy that in case of failure in a course/subject which is required to be repeated, the fee for the repeated course will not be paid by the Fund/WWBs.
17	The education/scholarship facility and welfare grants will be extended to the children of retired, disabled or deceased workers / employees and also such workers who are laid off due to closing/ nonfunctional/ inoperative industry/ mining units.
18	Semester wise fee will be re-imbursed to the students or directly paid to the institutes/ colleges by Fund Secretariat/WWBs.
19	Stipend would be given to the student for the required period of completion of the degree as prescribed by the university. The student would not be given stipend when the period of his/ her studies exceeds the prescribed period, however university charges of the left-over courses would be allowed. No fee shall be paid for repeated courses or for failure(s).
20	The worker or his child once enrolled in any university/ college cannot transfer or change the institution, till the completion of respective degree or course. However, the Secretary (WWF)/Chairman (WWB) can permit such change as a special case, subject to the condition that all complete credits/courses will be accepted by the university/ institution/ college where the student is seeking admission and there is no financial loss to the WWF due to the transfer. In case any courses are not accepted, the student shall pay the amount from his own resources.
21	expenses of these students, viz-a-viz admission fee, tuition fee, transport charges, hostel / messing charges, registration fee, examination fee, library fee, Lab fee, computer fee etc. in respect of entitled students, who get admission on merit will be paid out of Fund.
22	The new policy omitted regarding <u>the students studying in distance learning program would not be given any stipend</u>
23	The new policy omitted regarding <u>Worker himself / herself and their working children, will not be eligible for stipend.</u>
24	The educational expenses at M.Phil / MS &Ph.D level will be paid in respect of those entitled students who get admission on merit.
25	For school education, workers will be encouraged to take admission in WWB Schools. If the school is not available in the area or they fail to get admission, then they may take admission in public/private schools or as defined by the Fund/ WWBs.
26	All expenses, except charity funds, fines, subscriptions and securities (refundable or non-refundable) in respect of students admitted in the public/private schools would be directly paid to their respective schools or reimbursed to the workers. Further, the other facilities like books/stationery, uniform and transport would also be provided in the same manner as is being provided to entitled students studying in WWB Schools.

➤ **144th Governing Body SOPs**

S.NO	REVISED SOPS APPROVED BY THE GOVERNING BODY			
1	The Governing Body approved the following rates of scholarships as recommended by Finance Committee applicable with immediate effect.			
	S. No	(Scholarship/ Stipend)	Existing Rate (Stipend)	Revised Rates as recommended by the Finance Committee
	i.	Category I	Rs.1,600/-	Rs.3,500/-
	ii.	Category II	Rs.2,500/-	Rs.4,500/-
	iii.	Category III	Rs.3,500/-	Rs.5,500/-

➤ **146th Governing Body SOPs**

S.NO	REVISED SOPS APPROVED BY THE GOVERNING BODY												
1	<p>After detailed discussion and due deliberation GB approved the following recommendation of Finance Committee:</p> <ul style="list-style-type: none"> i. GB approved that only two (02) children may be eligible for fee only, on actual basis, per month per child in any public/private school, whereas third child may get 50% of the fee for BS-16 and above employee of WWF. ii. GB approved facilities of books/stationery, uniform and transport to be provided to 2.5 children subject to following limits: <table border="1" style="margin-left: 40px;"> <tr> <td style="text-align: center;">a)</td> <td style="text-align: center;">Books</td> <td style="text-align: center;">On actual basis</td> </tr> <tr> <td style="text-align: center;">b)</td> <td style="text-align: center;">Stationery</td> <td style="text-align: center;">Rs. 500 (p.a)</td> </tr> <tr> <td style="text-align: center;">c)</td> <td style="text-align: center;">Uniform</td> <td style="text-align: center;">Rs. 3,000 (p.a)</td> </tr> <tr> <td style="text-align: center;">d)</td> <td style="text-align: center;">Transport</td> <td style="text-align: center;">Rs. 3,000 (p.a)</td> </tr> </table> iii. GB did not approve the recommendation of Finance Committee regarding proposed policy for Post Matric Level (i) & (ii) and referred it back to Finance Committee for further review and deliberation. iv. The above decisions shall apply with effect from the next semester / academic year as the case may be. v. GB approved the recommendation of Workers' representative Balochistan regarding acceptance of company / factory letter or appointment letter for workers to receive welfare grants. 	a)	Books	On actual basis	b)	Stationery	Rs. 500 (p.a)	c)	Uniform	Rs. 3,000 (p.a)	d)	Transport	Rs. 3,000 (p.a)
a)	Books	On actual basis											
b)	Stationery	Rs. 500 (p.a)											
c)	Uniform	Rs. 3,000 (p.a)											
d)	Transport	Rs. 3,000 (p.a)											

➤ **149th Governing Body SOPs**

S.NO	REVISED SOPS APPROVED BY THE GOVERNING BODY			
1	Allocation of maximum limit in percentage (%) for educational and other expenses for WWBs/Workers Welfare Fund, Head Office and Regional Offices would be 15% of the allocated budget for each Head of expenditure.			
2	After detailed discussion, the amendments proposed by FAC were approved with minor adjustments as given below:			
S.No	SOPs	Amendment/ Clarification sought	Amendment Recommended by FAC	GB Approved
4	Workers /Employee of WWF/ WWBs and his/her family members (Spouse & Children) are eligible to avail education/scholarship facility	Children need to be defined to the effect that whether they include step children or not	"Children" means legitimate children, step children of the worker/employee residing with and wholly dependent upon him/her but does not include adopted children.	As proposed by FAC
5	Industrial/Mine/Establishment must be registered under relevant Act/Law Or Those organizations paying 2% under Workers Welfare Fund Ordinance, 1971 or 5% left out contribution under Companies Profit (Workers' Participation Act, 1968)	Workers of only those organizations who are compliant with regard to 5% left out contribution under Companies Profit (Workers' Participation Act, 1968) maybe provided/extended the educational and other facilities (books, notebooks, stationery, uniform, transport, marriage grant, death grant, Hajj) out of Workers Welfare Fund.	Industrial/Mine/Establishment must be registered under relevant Act/Law and also covered under the definition of Industrial Establishment as given in Workers Welfare Fund Ordinance, 1971 and must a compliant industrial establishment with regard to 2% contribution as per WWF Ordinance or 5% left out contribution as per Companies Profit Workers' Participation Act, 1968.	As proposed by FAC. However, the condition of compliance of Industrial Establishment with regard to contribution might be relaxed for one year i.e. FY 2021-22. Meanwhile an exhaustive campaign be conducted by PWWBs/WWF to sensitize management and CBAs of the industrial establishments in this regard.
25	For school education, workers will be encouraged to take admission in WWB Schools. If the school is not available in the area or they fail to get admission, then they may take admission in public/private schools or as defined by the Fund/WWBs.	Students may get admission only in such public/private schools located in major towns and cities which agree on direct billing mode of payment. However, this condition may not be applicable on schools located in remote areas/villages. The students may be encouraged to take admission such institutes which give special incentives/concessions to Workers' Welfare Fund through MOUs i.e., the panel institutes.	As Proposed Furthermore, the Committee recommended that the condition of admission in WWF/PWWB school may be relaxed beyond the limit of 5 Km radius and the order of priority would be public institutes followed by private institutes.	As proposed by FAC. However, the condition of direct payment be applicable to far-flung areas as well. A grace period of six months be given to them to realign to the approved mechanism of direct payment.

26	<p>All expenses, except charity funds, fines, subscriptions and securities (refundable or non-refundable) in respect of students admitted in the public/private schools would be directly paid to their respective schools or reimbursed to the workers. Further, the other facilities like books/stationery, uniform and transport would also be provided in the same manner as is being provided to entitled students studying in WWB Schools.</p>	<p>For under matric students, "All expenses" need clarification as to whether it covers hostel/messing charges as was clearly mentioned for post matric scholarship at serial number 21 of SOPs.</p>	<p>For Under Matric students "All expenses" excludes hostel/messing charges.</p>	<p>As proposed by FAC.</p>
----	--	--	--	----------------------------

3	<p>The FAC recommendations were placed before the GB and was approved as follows: -</p>															
	S.No	EXISTING DECISION	PROPOSED REVIEW	Recommendation by F&A Committee	GB Approved											
	1	<p>GB approved that only two (02) children may be eligible for fee only, on actual basis, per month per child in any public/private school, whereas third child may get 50% of the fee for BS-16 and above employee of WWF</p>	<p>The fee up to total of 3 children of employees of WWF and Regional Offices up to matric and post matric level may be paid on actual basis instead of partial payment.</p>	<p>The fee up to total of 3 children of employees of WWF/WWBs and Regional Offices whether under or post matric or combinations or both will be paid on actual basis.</p>	<p>As proposed by FAC</p>											
2	<p>GB approved facilities of books/stationery, uniform and transport to be provided to 2.5 children subject to following limits:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">a)</td> <td style="text-align: center;">Books</td> <td style="text-align: center;">On actual basis</td> </tr> <tr> <td style="text-align: center;">b)</td> <td style="text-align: center;">Stationery</td> <td style="text-align: center;">Rs. 500 (p.a)</td> </tr> <tr> <td style="text-align: center;">c)</td> <td style="text-align: center;">Uniform</td> <td style="text-align: center;">Rs. 3,000 (p.a)</td> </tr> <tr> <td style="text-align: center;">d)</td> <td style="text-align: center;">Transport</td> <td style="text-align: center;">Rs. 3,000 (p.a)</td> </tr> </table>	a)	Books	On actual basis	b)	Stationery	Rs. 500 (p.a)	c)	Uniform	Rs. 3,000 (p.a)	d)	Transport	Rs. 3,000 (p.a)	<p>The facilities of books/stationery, uniform and transport may be monetized for all admissible children.</p>	<p>As per approved rate of monetization of various facilities for industrial Workers upto maximum of three children.</p>	<p>As proposed by FAC.</p>
a)	Books	On actual basis														
b)	Stationery	Rs. 500 (p.a)														
c)	Uniform	Rs. 3,000 (p.a)														
d)	Transport	Rs. 3,000 (p.a)														