MINUTES OF THE MEETING OF THE PROCUREMENT COMMITTEE HELD ON 23.01.2017 AT 12:30 A.M FOR SUPPLY OF CLEAING MATERIAL & OTHER MISC ARTICLES FOR WMS/COLLEGES AND EDUCATION SECRETARIAT.

A meeting of the Procurement Committee was held on 23.01.2017 at 01:00 p.m in the office of the Secretary WWBS, Karachi, to open the tenders invited for procurement of Cleaning & other misc: articles for our all Workers Model Schools/ Colleges and Education Secretariat for the existing financial year 2017-18. Following attended the meeting:

> 1. Syed Anwar Ausaf, Director (Finance) WWB, Sindh. Convener

> 2. Mrs.Nuzhat Habib, Member/ Secretary Dy: Secretary (A&C) Education Section, WWB, Sindh.

> Mr.Khalid Hussain Khokhar 3. Member Deputy Director (Admin) WWB, Sindh

> 4. Mr.Abdul Manan Member Representative of Industries Dept: Govt of Sindh.

> 5. Mr. Noor-ul-Hadi Member Deputy Director (NILAT) Government of Sindh.

The Convener of Committee has informed to all members of the Procurement Committee that Board allocated an amount of Rs.2.00 under the Head of A/cs " Purchase of other Misc:" in the budget grant for the year 2017-18.

Accordingly, after getting necessary approval from the competent authority invite open tender and published tender notice in leading newspapers as well as hoisted on the Official Website of SPPRA.

In response, Three (03) firms / bidders purchased the tender documents, out of which two (02) tender documents were submitted by the interested bidders on tender opening date. Tender was opened by the Tender Opening Committee on scheduled date & time i.e. 23.01.2018 at 1:00 p.m, in presence of the representatives of competing firms. Following bidders participated in bid and submitted their tenders:

- M/s. Aamir Traders, Karachi.
- M/s. Harmain Enterprises, Karachi.

On detailed scrutiny of received bidding documents of the Procurement Committee in the light of term and conditions as mentioned in the bidding documents and found that both participated firms have furnished requisite documents along with tender documents. Board kept a 100 Nos. marks for evaluation & qualification criteria i-e information of participated firms in term of experience, financial position and other necessary information. However, both firms obtained 80% marks out of 100% which is necessary to qualify.

A comparative statement of the unit prices as quoted by the bidders have been prepared by the Committee and observed that some discrepancies between unit prices and

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total amount in BOQs as filled by the M/s. Aamir Traders and which exceeds by. Rs.110,406/- between quoted amount and comparative amount. Comparative statement is annexed with the minutes at Flag"A". The detail summarized position of quoted prices by the participated firms as per comparative statement is re-produced below:-

Name of Firm	Quoted By Contracting firms.	Actual amount worked out in comparative statement.	Marks Obtained in Evaluation & Qualification Criteria	Remarks
M/s. Aamir Traders, Karachi	Rs.1,661,080/-	Rs.1,771,486/-	80/100	2 nd Lowest
M/s. Harmain Enterprises, Karachi	Rs.1,669,860/-	Rs.1,669,860/-	80/100	1st Lowest

After detail discussion regarding huge difference between 1st and 2nd lowest prices after making comparative statement and decided as follows:-

Decision:

 Committee has decided to reject bid of M/s. Aamir Traders and recommended to award this tender to M/s. Harmain Enterprises, Karachi with the amount of Rs.1,669,860/-.

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

Committee Members	Signature	Committee Members	Signature
(Nuzhat Habib) Dy: Secretary (A&C), WWB, Sindh (E.S), Member/ Secretary.	1991	(Abdul Manan) Examiner of Store, Representative of Industries Dept: Govt. of Sindh/ Member	Allian
(Khalid Hussain Khokhar) Dy: Director (Admin) WWBS/Member		(Mr. Noor-ul-Hadi) Deputy Director (NILAT) Govt. of Sindh/ Member	nd
(Syed Anwar Ausaf,) Director (Finance), WWB, Sindh/ Convener of Committee	Jen		

BID EVALUATION REPORT

1)	Name of Procuring Agency:	Workers Welfare Board, Sindh.
2)	Tender Reference No.	WWBS/ES/Admin/2(1863)/2017/
3)	Tender Description/Name of work/item:	Procurement of Cleaning material & other Misc: items for all Workers Model Schools/ Colleges and Education Secretariat.
4)	Method of Procuring:	Single Stage – One Envelope.
5)	Tender published:	Tender notice published in Newspapers Daily Express (Urdu), Daily Dawn (English)& Daily Kawish (Sindhi) on 05.01.2018, 05-01-2018 & 04.01.2018 respectively and also hoisted on the website of SPPRA on 04.01.2018 vide Sr.No. 35998.
6)	Total Bids Documents Sold:	Three (03).
7)	Total Bids Received:	Two (02).
8)	No. of Bids Rejected:	NIL
9)	Bid Opening Date:	23.01.2018

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Bid Evaluation Report

Article #	Article Description	Name of Bidding Firm	Quoted Rate (PKR)	Ranking in Terms of Cost
1)	Procurement of Cleaning material & other Misc: items for all Workers	M/s.Harmain Enterprises, Karachi.	Rs.1,669,860/-	1 st Lowest
	Model Schools/ Colleges and Education Secretariat.	M/s.Aamir Traders, Karachi.	Rs.1,771,486/-	2nd Lowest

Following members of Procurement Committee after due consideration has recommended to accept the 1st lowest best evaluated bid in favor of M/s. Harmain Enterprises, Karachi, in amount of Rs.1,669,860/-.

Committee Members	Signature	Committee Members	Signature
(Nuzhat Habib) Dy: Secretary (A&C), WWB, Sindh (E.S), Member/ Secretary.	1991	(Abdul Manan) Examiner of Store, Representative of Industries Dept: Govt. of Sindh/Member	Adhlan
(Khalid Hussain Khokhar) Dy: Director (Admin) WWBS/Member		(Mr. Noor-ul-Hadi) Deputy Director (NILAT) Govt. of Sindh/ Member	rd
(Syed Anwar Ausaf,) Director (Finance), WWB, Sindh/ Convener of Committee	July		

COMPARATIVE STATEMENT

Comparative Statement for supply of Cleaning material & other Misc: articles for Workers Model Schools / Colleges and Education Secretariat in f.y 2017-18

TOTAL PRINCIPLE				M/S.AAMIR TRADERS		M/S. HARMAIN ENTERPRISES.	
Item No.	Description	Quantity	Unit	Unit Price (in PKR)	Total Price (in PKR)	Unit Price (in PKR)	Total Price (in PKR)
1	Acid (for wash rooms cleaning) Plastic Bottle, liquid approx: 500 ml.	100	Bottles	192	19,200	75	7,500
2	Air Freshener/Room spray, approx: 400 ml.	300	Nos.	468	140,400	325	97,500
3	Battery Cell (AA size) (bunch/pkt of 4) (Toshiba/Maxell or equivalent)	30	Packet	1152	34,560	75	2,250
4	Bleach for wash rooms cleaning (Bottle of approx: 1.5 ltr and liquid of pink colour)	500	Nos.	96	48,000	120	60,000
5	Broom Hard (approx: 500 gms)	400	Nos.	96	38,400	126	50,400
6	Broom Soft (approx: 300 gms)	400	Nos.	144	57,600	216	86,400
7	Calculator 12 Digits, Two way power (Casio DF120MS or equivalent)	36	Nos.	2760	99,360	2550	91,800
8	China Lock Brass padlock (Large Size) with a set of three keys (Tri-circle or equivalent)	10	Nos.	576	5,760	1050	10,500
9	China Lock Brass padlock (Medium Size) with a set of three keys (Tri-circle or equivalent)	20	Nos.	432	8,640	270	5,400
10	China Lock Brass padlock (Small Size) with a set of three keys (Tri-circle or equivalent)	20	Nos.	228	4,560	150	3,000
11	Cloth of cotton for files binding, red colour.	200	Meters	96	19,200	200	40,000
12	Duster (cotton) (size approx: 12" x 18/24")	75	Dozen	312	23,400	300	22,500
13	Electric Door Bell, wireless type, Remote controlled, battery operated.	50	Nos.	1368	68,400	900	45,000

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Item No.	Description	Quantity	Unit	Unit Price (in PKR)	Total Price (in PKR)	Unit Price (in PKR)	Total Price (in PKR)
14	Electric Extension Wire Board with 5 gangs/sockets, 10 Amp, 220-250V, standard grounding.	10	Bundles.	672	6,720	900	9,000
15	Electric Insulation Tape, material PVC, high voltage application (Nitto or equivalent)	30	Nos.	53	1,590	57	1,710
16	Electric Torch (anti-roll design, durable switch, weather resistant, 3 large cells capacity, dry battery operated)	25	Nos.	960	24,000	2100	52,500
17	Energy Saver, Fluorescent, 23-25 Watts, spiral/half spiral type (Philips or equivalent)	400	Nos.	432	172,800	570	228,000
18	Liquid Soap (hand wash) (500 ml)	100	Nos.	204	20,400	330	33,000
19	Mop with fine quality cotton, Steel rod handle, large size.	60	Nos.	600	36,000	630	37,800
20	Mosquito Spray perfumed. 600 ml (Mortein or equivalent) Flavour: Instant Kill / Lemon power.	36	Nos.	936	33,696	1050	37,800
21	Phenyl white liquid for mop, perfumed & concentrated, 1000 ml bottle (Challenger or equivalent)	100	Bottles	948	94,800	450	45,000
22	Plastic Dori (approx: 10 meter length)	30	Bunches	1440	43,200	300	9,000
23	Plastic Tray (large size, approx: 18 x 14"), shatter proof, heat resistant, fine material.	10	Nos.	960	9,600	450	4,500
24	Plastic Tray (medium size, approx: 16 x 10"), shatter proof, heat resistant, fine material.	10	Nos.	840	8,400	360	3,600
25	Scotch Brite (Green Kitchen Scourer with Sponge) or Equivalent	200	Nos.	72	14,400	45	9,000
26	Soap (Lux) approx: 110 gms or equivalent.	100	Nos.	94	9,400	165	16,500
27	Spoon (Stainless Steel) Metal - Dinner/table Spoon, (set of six)	30	Sets	624	18,720	900	27,000

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Item No.	Description	Quantity	Unit	Unit Price (in PKR)	Total Price (in PKR)	Unit Price (in PKR)	Total Price (in PKR)
28	Spoon (Stainless Steel), Metal - Small/Tea Spoon, (set of six)	30	Sets	576	17,280	600	18,000
29	Sugar/Dry Milk Pot, Ceramic Porcelain enameled, microwave safe, white/off white colour.	30	Nos.	1440	43,200	1050	31,500
30	Table Lamp (Electric), Fluorescent lamp, Material: Plastic/metal, on/off switch, Height approx: 30-35cm, flexible neck, Bulb of 20-40W.	10	Nos.	7200	72,000	900	9,000
31	Tea Cups with saucers, Ceramic Porcelain, microwave safe, round shape (set of six).	25	Sets	1920	48,000	2100	52,500
32	Tissue Paper Box, approx: 150 x 2 ply, (Rose Petal or equivalent)	500	Nos.	444	222,000	300	150,000
33	Tissue Roll for Toilet (standard) Material: Virgin wood pulp, 2 ply, sheet size 100MM x 110MM, approx: weight 100-120g.	100	Nos.	96	9,600	350	35,000
34	Toilet Bowl Cleaner Liquid (Harpic or equivalent)	100	Bottles	312	31,200	360	36,000
35	Towel, 100% cotton, approx: size: 2' x 5', Pattern: Plain Dyed, Technique: Woven, Style: Jacquard.	100	Nos.	624	62,400	360	36,000
36	Trash/Garbage Bags, approx: size 2' x 4', HDPE material, black colour, disposable.	50	Dozen	312	15,600	108	5,400
37	Tube Light Choke 40/45W (Philips or equivalent)	50	Nos.	250	12,500	900	45,000
38	Tube Light Rod 40/45W (Philips or equivalent)	50	Nos.	250	12,500	300	15,000
39	Tube Light Starter (standard)	50	Nos.	60	3,000	150	7,500
40	Vim Powder (Packet of ½ KG approx:) or equivalent	100	Packet	128	12,800	240	24,000
41	Wall Clock, prominent digits, quartz analog type, good quality, approx: size 12" dia, round shape.	30	Mos.	1800	54,000	1050	31,500

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Item No.	Description	Quantity	Unit	Unit Price (in PKR)	Total Price (in PKR)	Unit Price (in PKR)	Total Price (in PKR)
42	Wash Room Cleaning Brush round shape (with plastic stand/carrier)	60	Nos.	180	10,800	180	10,800
43	Waste Bin, round shape, material good quality plastic, medium size, approx: 6-8 ltr. Different colours.	100	Nos.	216	21,600	330	33,000
44	Water Glass, crystal/transparent type, good quality, approx: size length 10cm, top dia 7cm, (set of six).	25	Sets	600	15,000	600	15,000
45	Water Jug, transparent/crystal type, approx: 1000 ml, (good quality), preferably with top cover.	25	Nos.	720	18,000	600	15,000
46	Wiper with steel rod/pole for water cleaning, approx: size Wiper 18-20" x 2-3", pole/rod 4 ft.	100	Nos.	288	28,800	630	63,000
	Grand Total :-				1,771,486		1,669,860

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Mrs. Nuzhat Habib

Deputy Secretary (A&C). WWBS (E.S)

Member/Secretary

Mr. Khalid Hussain Khokhar

Deputy Director (Admin)

Workers Welfare Board Sindh

Member

Mr. Abdul Manan

Examiner of Store

Representative of Industries Dept:

Govt. of Sindh Member

Mr. Noor-ul-Hadi

Deputy Director (NILAT)

Govt. of Sindh Member

Syled Anwar Ausaf

Director (Finance), WWBS

BID EVOLUTION CRITERIA

	Description	Points	M/s. Aamir Trader	M/s. Harmain Enterprises.
1.	Overall Business Experience (atleast five years).	20	20	20
2.	Average Annual turnover for last three years: - Upto Rs.3.00 M 5 marks - Upto Rs.5.00 M 10 marks - Above Rs.7.00 M 20 marks	20	20	20
3.	NTN & Sales Tax Registration Certificate	Mandatory	ОК	ОК
4.	Specific Experience in supply of clearing material & other misc items.(copies of work/purchase orders)	10	10	0
5.	Affidavit of firm that it is not blacklisted.	5	5	5
	Furnishing of samples of quoted articles by bidder.	15	10	10
6.	Annual Income Tax Return for last three years.	10	10	10
7.	Sales Tax / SRB Return for last 12 months	10	5	5
9.	Financial Statements of last two years.	10	10	10
	Total :-	100	80	80

Note: A firm is required to obtain atleast 80% marks to qualify.

Committee Members	Signature	Committee Members	Signature
(Nuzhat Habib) Dy: Secretary (A&C),WWB, Sindh (E.S), Member/ Secretary.		(Abdul Manan) Examiner of Store, Representative of Industries Dept: Govt. of Sindh/ Member	Allum
(Khalid Hussain Khokhar) Dy: Director (Admin) WWBS/Member	1:6	(Mr. Noor-ul-Hadi) Deputy Director (NILAT) Govt. of Sindh/ Member	ud:
(Syed Anwar Ausaf,) Director (Finance), WWB, Sindh/ Convener of	fing		

Workers Welfare Board Sindh ATTENDANCE BID OPENING SHEET

Subject:

SUPPLY OF CLEANING MATERIAL & OTHERS MISC ARTICLES.

Dated: - 23-01-2018 Time:- 12:30 am

Sr. No.	Name of Participated Firms	Pay Order No. And Amount of earnest money	Amount Quoted by the Firm	Amount as Calculated by the Procurement Committee	Phone No./ E-mail	Signature of the representative by the participated firms
1	M/s. Harmain Enterprises	50096	1669860	1669860	03012448938	Masand
2	M/s. Kolachi Traders	Not- be	meizelet			10
3	M/s. Aamir Traders	60,000	166180	-1771486	8321-25766	20

(Mrs. Nuzhat Habib)

Deputy Secretary WWBS (E.S)

Members / Secretary

(Mr. Khalid Hussain Khokhar)

Deputy Director (Admin) WWBS

Members

(Mr. Abdul Manan)

Representative, Industries Dept: Govt of Sindh

Members

(Mr. Noor-ul-Hadi)

Deputy Director (NILAT)

Members

(Syen Anwer Ausaf) Director (Finance), WWFS.

Convener



DAWN FRIDAY JANUAR 5, 2018



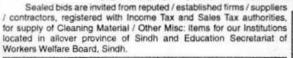
WORKERS WELFARE BOARD SINDH

GOVERNMENT OF SINDH

Established under Sindh Workers Welfare Fund Act, 2014

INVITATION OF BID

SUPPLY OF CLEANING MATERIAL / OTHER MISC. ITEMS



Bid Security in the form of PO/DD:	3% of bid/quoted articles value
Tender Document Collection (Start Date):	Publication / Hoisting of Notice
Tender Document Collection (End Date):	23-01-2018
Tender Document Submission Date & Time:	23-1-2018 uptill 12:30 p.m.
Tender / Bid Opening Date & Time:	23-01-2018 at 1:00 p.m.

DOCUMENTS COLLECTION:

Tender documents can be obtained on submission of a written request on company letterhead, supported with copies of GST & NTN Certificates, during office working hours, on payment of Tender document Cost Rs. 200- (each) (non-refundable / non-transferable) in form of PO/DD in favour of "Workers Welfare Board Sindh" from the below address:

The Assistant Secretary (Admin) Workers Welfare Board (Education Section) Sindh Street-19, Block-6, Guishan-e-Iqbal, Near NIPA Chowrangi, Karachi Ph: 021-99244681-2, Fax: # 021-99244686

- Sealed bids with necessary attachments accompanied by the Bid Security should be dropped in Tender Box, marked "Procurement" & (tender title) at Office of the Secretary of Workers Welfare Board, Sindh, 8th Floor Marine Faisal Building Nursery Stop Main Sharah-e-Faisal Karachi on the tender document submission date and time.
- Bid opening procedure will be Single Stage One Envelope System. The envelope must contain complete material specifications and other documents, as required under bid evaluation criteria or any other information deemed necessary.
- The bids will be opened on the aforementioned date & time in the presence of bidders or their authorized representatives. Prospective bidders are invited to attend the tender opening (single representation).
- Incomplete or conditional tender cannot be considered or entertained. WWB, Sindh reserves the right to accept or reject any bid, subject to relevant provisions of Sindh Public Procurement Rules, 2010 (amended 2013).

ASSISTANT SECRETARY (ADMIN)

For SECRETARY / C.E.O Workers Welfare Board Sindh, Karachi

St-19, Block-6, Adjacent to STEVTA, Opposite Aero Club, Gulshan-e-Iqbel, Karachi-75300, Phone: 99244681 & 99244682-Fax: 99244686, URL: www. swwb.com.pk, E-mail: swwbesadmn@gmall.com

INF-KRY: No. 38/18

Say No to Corruption

بم والتكروي كفاف متحدين.





وركرز ويلفيتر بورؤسنده

سندر وركرز ويكفير فنذا يك 2014 كي قحت قائم شده

بیشکش کی طلبی سیسی کلینگ میز بل دیرمنزن آعزی فراہی

ور کو دیگیئر بودا استرف کے پارے صوبہ سندہ علی داقع اپنے انٹی ندھنو ادرا بجیشن سکر بنرے کیلے کھیٹک بمٹر لی) دیگر مترق آ بھو کی فراہمی کیلئے اگم ٹیکس اور کیڑ ٹیکس اتفار ٹیزے رجسنرا معروف استھم/ فرمزا بھائززا کنزیکٹرزے سربمبر پیچکشن مطلب ہیں۔

پيلاش/پيلاش رور آريكزي كل قيت كا%3	بذ تكور في المال PO/DD
لولس كا اثا مت/ بونسطك	
23-01-2018	نيندُردستاه يزات كاحصول (آخرى تاريخ)
23-01-2018 بي 12:30 بي كائب	نینذبد متاویز جع کرانے کا تاری اوروت
23-01-2018 يات دو پر 1:00 ب	سُندُر العِلْكُ كُلْ كُلْن كَارِخ اوردت

دستاویزات کا حصول

نینڈر دستاریزات، ہر ٹینڈ درستاویزات کیلئے ،Nas 2000 کا وہ انجاری کا تابال انتقال) بھل PO/DD جمین "درکرز ویشیئر بود امندھ" کی ادام کی پر NTM مارٹیکیش کی نقول کی تابیج کیا تھے کی سکے لیفز بیڈ پر توریزی درخواست بھے کرانے پرمندرجہ ذیل ہے سے درمان دفتر کی ادقات کا رحاص کی جائتی ہیں۔

ا استدانت سيكريشري (آيد اس) وركزو الخير بير ((اي كش يكش) سنده ST-19 بلاك-6 بيش الآل ازو المياج الكائرا في المياد او نبر ح-021-99244681 و21-9924681 في فبر -021

نوٹس

- بلا سیورنی کرد ریوشروری افتیصف می موده مرسید بیشتین فیفیده متاویدات مع کرانے کا درخ اوروت پر در کرد دیفیتر بود و منده مناع طور برین فیسل بلد تک در بری اشاب، شابراه فیسل کرد بی سی " پرد کود منط!" اور (نینذر کاموان) درج شده فیند دیا کمن می قابل حق با تین -
- پیکش کمنے کا طریقہ کارسٹکل المجے ون الویلب سقم ہوگا ، افاقی کمل میٹریل کی تصریحات اور دیگر وستاویزات جیسا کر پیکش کے معیار جان کی بنا ال یا کس دیگر شروری کھنے والی معلومات کے تحت ورکار ہے پر لاز آن مصحل ہو۔ چیکشیں میکشل و دیدگان یا ان کے کہاز تمام کدوں کی موجود کی عمل سنذ کرو بالا تاریخ اور وقت پر کھولی جا کیں
 - گی متعلقہ یو لی دہندگان کوفینڈ رکھنے کے وقت شرکت کیلے طلب کیا جاتا ہے (واحدثما تحد کی)۔ ناکمل باشر وطائینڈ در نیرفور یاز رفورٹیس لائے جا سکتے۔
- در ربلنبر بدا سنده کونده یک به کورت رنگر ایزی اقدالی داده 2010 (تر میم شده 2013) کا متعلقه دفعات عشروه کی پیشش کافعال پستر در نے کائن ماس ب استثناف سیکر بیشری (ایدمن)

برائے میکریٹری/C.E.O ورکرز ویلفیئر بورڈ سندھ،کراچی

> 75306 . بارک می مقب ایر اظلی محترای و کاب 55-19 فون: STEVTA مقب ایر ایس STEVTA مقب ایر ایس STEVT و بیکن 99244688 و بیکن 99244688 و بیکن Swwbesadmu(@gmail.com

INF-KRY:No.38/201

المحرب المناف المناف المنافق ا







كاغذن جي وصولي:

ٽينڊر ڪاغذ ڪمپني ليٽر هيد تي لکت ۾ درخواست ڏيڻ ۽ چي ايس ٽي ۽ اين ٽي اين سرٽينڪيٽن چون ڪاپيون ساڻ موڪلڻ تي آفيس وقت دوران 200 رپين جي ادائگي بطور ٿينڊر ڪاغذ (ناقابل واپسي/ناقابل منتقلي) بصورت بي او/ڊي ڊي بحق "سنڌ ورڪرز ويلفيئر بورڊ" ڪرڻ تي هيٺين ائڊريس تان وئي سگهجن ٿا:

دي اسسٽنٽ سيڪريٽري (ائڊمن)

وركرز ويلفيئر بورد (ايجوكيشن سيكشن) سنِد

اسٽريٽ-19, بلاك-6, گلشن اقبال ويچهو NIPA چورنگي, ڪراچي فرن: 2-02144681-021, فيڪس: 99244686-021

ن ت :

- مهرسه بيل واط ضروري دستاويون سان قد حن سان درمي طور تي واط سينصيورمي شامل هجي (انهن تي پروگورمينت ۽ ٿينڊر ثائثل لکيل هجي) جيڪي هيٺ صحيح ڪندڙ جي آهيس سيڪريٽري آف ورڪرز ويلئيئر بورڊ سنڌ 81h علور ۽ ميرين فيصل بلديگ، نرسري استاب مين شاهراه فيصل ڪراچي ۾ رکيل ٿينڊر باڪس ۾ ٿينڊر دستاويز امائڻ واري تاريخ ۽ وقت تائين وڌا وجن.
- واک کوئن جو طریقو منگل استیم و اینویلپ سشم هوندو. لذاتو مخصوص مخمل سامان
 بین کاغذی جدن واک ادبیاد شد کاشیما دید. خدیدی معلیمات در مشتما هدندا
- واڪ مڻي ڄاڻايل ناريخ ۽ وفت ئي واڪ ڏيندڙن يا سندن مجاز عيوضين آڏو کوليا ويندا. متوة واڪ ڏيندڙن کي ٿيندر کولڻ واري عمل ۾ شرڪ جي دعوت ڏجي ٿي (هڪ عيوضي).
 - الدورة و الطريعة و إن الكان و المنافقة و
- WWB سنڌ سنڌ پهلڪ پروڪبور مينٽ رولز 2010 (ترميم شيل 2013) جي واسطيدار فقرن حيث ڪنهن به هڪ واڪ کي فيول يا ره ڪرڻ جو حق محفوظ رکي ٿي/ٿو.

اسسٽنٽ سيڪريٽري(ائڊمڻ) فار سيڪريٽري/C.E.O ورڪرز ويلفيئر ٻورڊ سنڌ، ڪراچي

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