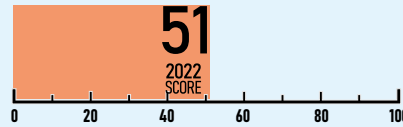




Pakistan



51 2020 SCORE

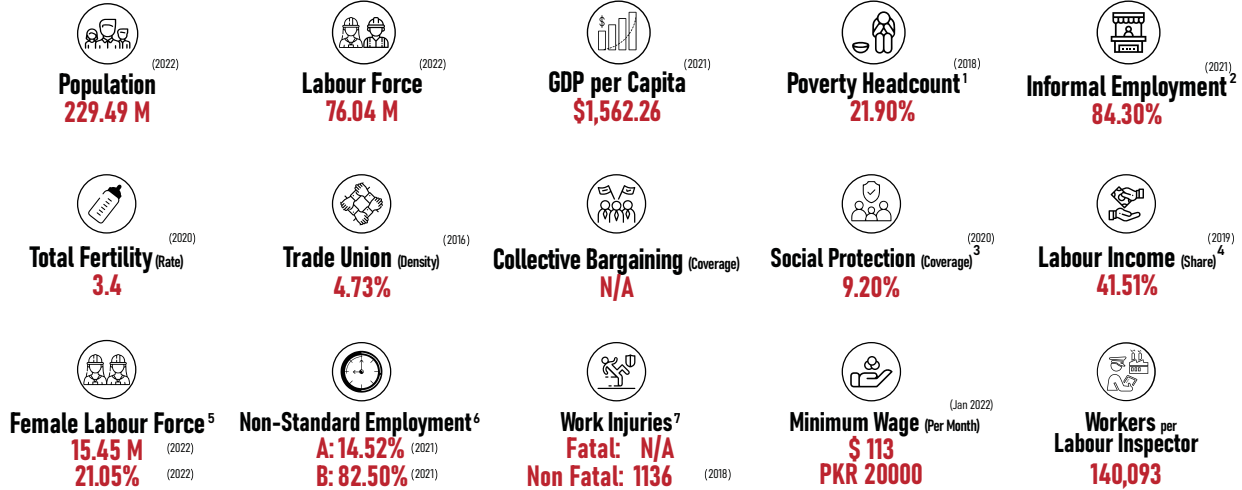
South Asia

Lower-middle income

Basic Access to Decent Work

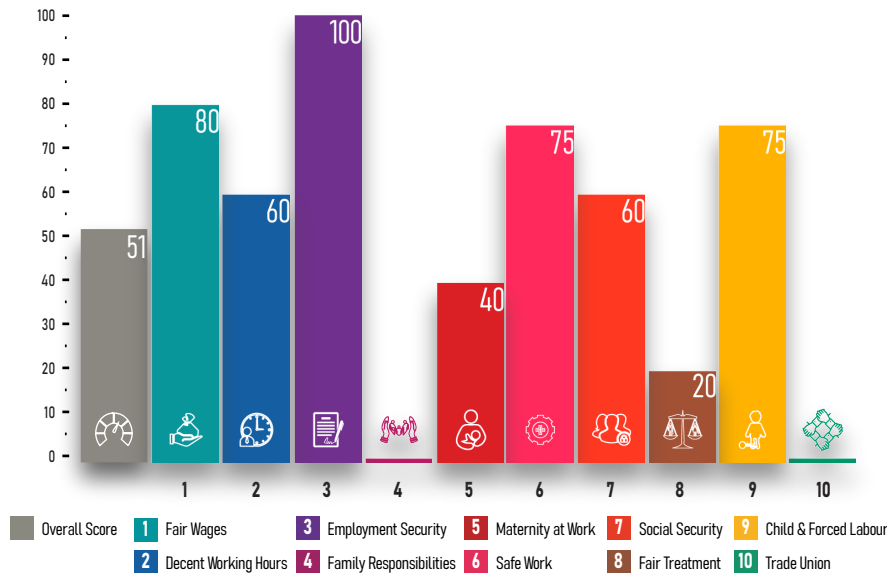


Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

The legal data refers to the legislation applicable to the most populous province (Punjab, Pakistan). Different rules may apply in other jurisdictions, necessitating review of other sources. Following this approach, Pakistan's overall score is 51 out of 100. The overall score for Pakistan is lower than the regional average observed across South Asia (56.33). Within the South Asian region, the highest score is observed for Nepal (72).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§6 of the Punjab Minimum Wages Act 2019	●
	Does the law require regular payment of wages?	Yes	§4(2) and 5 of the Payment of Wages Act 1936	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§47 and 47-A of the Factories Act 1934; §9 of the Punjab Shops and Establishments Ordinance 1969	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§35A of the Factories Act 1934	●
2. Decent Working Hours	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
	Does the law stipulate general working hours as 48 hours or lower?	Yes	§34 of the Factories Act 1934; §8 of the Punjab Shops and Establishments Ordinance 1969	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	Rule 12 of the Punjab Factories Rules 1978; §8 of the Punjab Shops and Establishments Ordinance 1969	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§35 of the Factories Act 1934; §6 of the Punjab Shops and Establishments Ordinance 1969	●
	Does the law require paid public holidays?	Yes	§49-1 of the Factories Act, 1934; §16 of the Punjab Shops and Establishments Ordinance 1969	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	No	§49B of the Factories Act, 1934; §14 of the Punjab Shops and Establishments Ordinance 1969	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	S.O. 2-A of Standing Orders Ordinance, 1968	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	S.O. 1(e) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	S.O. 1(c) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	●
	Does the law require a 30-day notice before contract termination?	Yes	S.O. 12(1) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	Yes	S.O. 12(6) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	●
	Does the law require parental leave for parents?	No	No applicable legal provisions could be located	●
	Does the law require at least one week of paid paternity leave for fathers?	No	No applicable legal provisions could be located	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	●
5. Maternity at Work	Does the law require paid nursing breaks?	No	No applicable legal provisions could be located	●
	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal prohibitions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	No	§4 & 5 of the Punjab Maternity Benefit Ordinance 1958	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§4 of the Punjab Maternity Benefit Ordinance 1958; §36 of the Provincial Employees' Social Security Ordinance 1965	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§20 & 36 of the Provincial Employees' Social Security Ordinance 1965; Punjab Maternity Benefit Ordinance 1958	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	No	§7(2) of the Punjab Maternity Benefit Ordinance, 1958	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§3(k) of the Punjab Occupational Safety and Health Act 2019	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§3(c) of the Punjab Occupational Safety and Health Act 2019	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	No	§3(2) of the Punjab Maternity Benefit Ordinance 1958	●
	Does the law provide for employment injury benefit?	Yes	§39 of the Provincial Employees' Social Security Ordinance 1965	●
	Does the law provide for an old age pension?	Yes	§22 of the Employees' Old-Age Benefits Act 1976	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§22B of the Employees' Old-Age Benefits Act 1976	●
	Does the law provide for unemployment benefit?	No	No applicable legal provisions could be located	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§49-H of the Factories Act 1934; §35 of the Provincial Employees' Social Security Ordinance 1965	●
	Does the law provide for invalidity benefit?	Yes	§23 of the Employees' Old-Age Benefits Act 1976	●
	Does the law require equal remuneration for work of equal value?	No	No applicable legal provisions could be located	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§4(4) and 5(2) of the Protection against Harassment of Women at the Workplace Act, 2010; §509(i) of the PPC 1860	●
	Does the law prohibit discrimination in employment matters? ¹⁰	No	§27 of the Constitution of Pakistan 1973; §17(c) of Punjab Industrial Relations Act 2010	●
	Does the law allow women to do the same jobs as men?	No	§32, 33(F), 33(Q)(4) & 45 of Factories Act 1934; §7(4) of the Punjab Shops & Establishments Ordinance 1969	●
	Does the law guarantee basic labour protections for gig economy workers?	No	No applicable legal provisions could be located	●
	Does the law prohibit employment of children?	Yes	§3(1) of the Punjab Restriction on Employment of Children Act 2016	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§3(1), Punjab Free & Compulsory Education Act 2014; §2, Restriction on Emp. of Children Act 2016	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§3(2) of the Punjab Restriction on Employment of Children Act 2016	●
	Does the law prohibit forced labour?	Yes	§11 of the Constitution, 1973; §4 of the Punjab Bonded Labour System (Abolition) Act 1992	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	No	§1-3 of the Punjab Industrial Relations Act (PIRA), 2010; CEACR, C87, Obs. 2018	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§1-3 & 24 of PIRA 2010; CEACR, C98, Obs. 2021; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§41 & Schedule of PIRA 2010; CEACR, C87, Obs. 2018; USDOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§17X of the Anti-Terrorism Act 1997; §18(1)(e) & 64(3) of PIRA 2010; CEACR, C87, DR 2018; USDOS CRHRP 2021	●

Covid 19 and Labour Market in Pakistan*

Total Covid Cases	1.55 Million
Total Covid Deaths	30,452
Partial Vaccinated	64.0%
Fully Vaccinated	59.0%

Wage Subsidies	●
Social Security Contributions (deferrals/waivers)	●
Paid Sick Leave	●
Add. Unemployment Benefits	●

Protection from Dismissals	●
Telework/flexible work	●
Improved Health Access	●
Training (activation measures)	●

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Pakistan on SDG 8.8.2 is 4.64 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change