

Chronological Summary of Labour Law Reforms 2010-2022



1- Freedom of Association

2010

Enactment of Punjab Industrial Relations Act in 2010 and Balochistan Industrial Relations Act 2010 allowing citizens to join trade unions and bargain collectively in respective provinces

2012

All rights under labour laws, including freedom of association, extended to SEZs via the Special Economic Zones Act 2012

2013

Enactment of Sindh Industrial Relations Act 2013 and KP Industrial Relations Act 2013 allowing workers and employees to join trade unions and collective bargaining rights

2015

Agriculture and fisheries workers allowed to unionize in Sindh (2013) and Balochistan (2015)

2017

Workers in AJK given the right to join trade unions and collectively bargain through the AJK Industrial Relations Act 2017

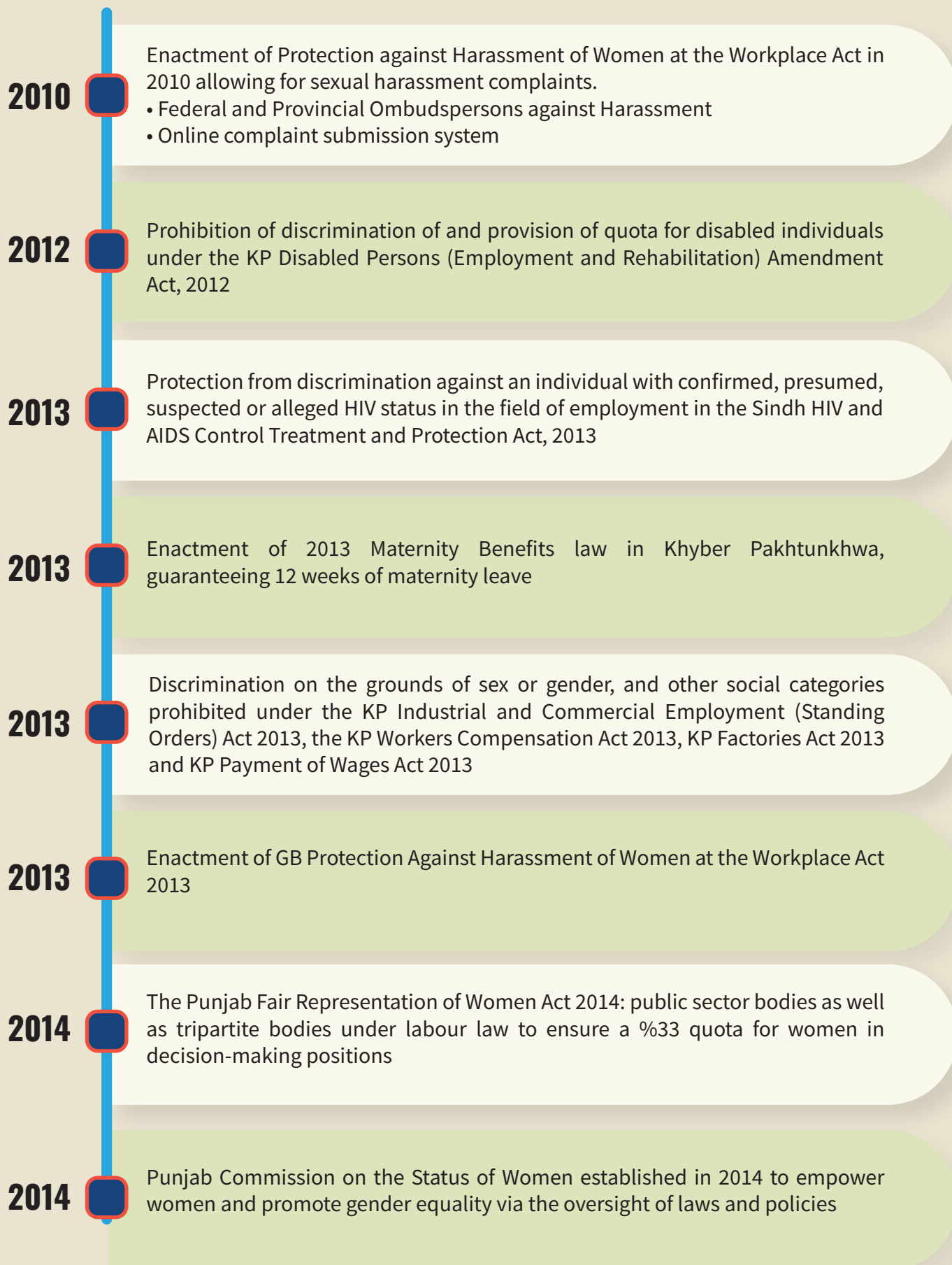
2018

Freedom of association extended to HBWs via the Sindh Home-Based Workers Act 2018

2019

Enactment of the Sindh Women Agricultural Workers Act 2019, extending the right to form trade unions to women agricultural workers in Sindh

2- Equal Opportunity and Treatment (1 / 5)



2- Equal Opportunity and Treatment (2 / 5)

2014 Amendments in Punjab Shops and Establishments Ordinance, 1969 in 2014, providing daycare centres at establishments engaging 25 women workers

2015 Protection against discrimination on the basis of gender in KP Prohibition of Employment of Children Act 2015 and KP Bonded Labour System (Abolition) Act 2015

2015 Prohibition and penalization of discrimination in the payment of wages between males and females under the Sindh Payment of Wages Act 2015. Protection against discrimination is also provided on several grounds, including sex

2015 Prohibition of discrimination under the Sindh Minimum Wages Act 2015 in matters related to minimum wage on the basis of sex and other categories

2015 Provisions on non-discrimination on the basis of gender under the Sindh Terms of Employment (Standing Orders) Act 2015, the Sindh Companies Profits (Workers' Participation) Act, and the Sindh Workers Compensation Act 2016

2015 Enactment of KP Shops and Establishments Act 2015, providing that every industrial and commercial establishment employing five or more women workers is to provide them separate washrooms and a nursing facility for women

2016 Amendments in Maternity Benefits Ordinance 1958 in Punjab in 2016 adding provisions on protection of pregnant workers' health

2016 KP Commission on the Status of Women established in 2016 to oversee laws relating to the rights of women

2- Equal Opportunity and Treatment (3 / 5)

2016 Enactment of Balochistan Protection Against Harassment of Women at Workplace Act 2016

2017 Balochistan Commission on the Status of Women in 2017 to review and amend all laws, rules and regulations affecting the status and rights of women

2017 Enactment of Balochistan Persons with Disabilities Act 2017, prohibiting discrimination against differently abled individuals and guaranteeing a 5 percent quota for employment

2017 Education for children from 5 to 16 of both sexes made compulsory under the KP Free Compulsory Primary and Secondary Education Act 2017

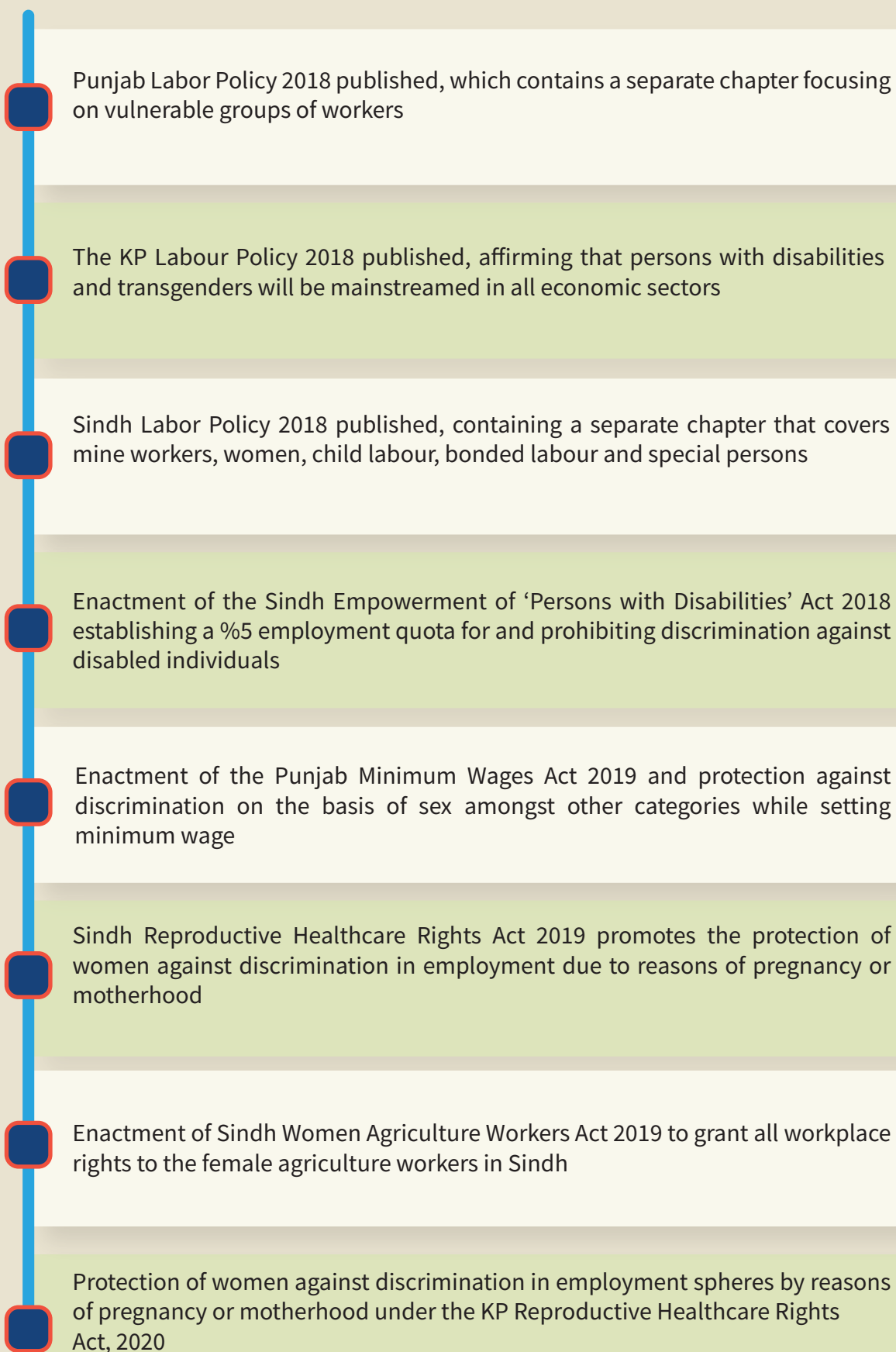
2018 Enactment of KP Protection against Harassment of Women at Workplace Act in 2018

2018 Enactment of Sindh Maternity Benefits Act 2018, providing 16 weeks of maternity leave, nursing breaks and daycare centres


2018 Enactment of Transgender Persons (Protection of Rights) Act 2018, prohibiting discrimination against transgender persons in employment matters

2018 Provision of rulemaking under the Islamabad Apprenticeship Act 2018 to promote the training of females and persons with disabilities

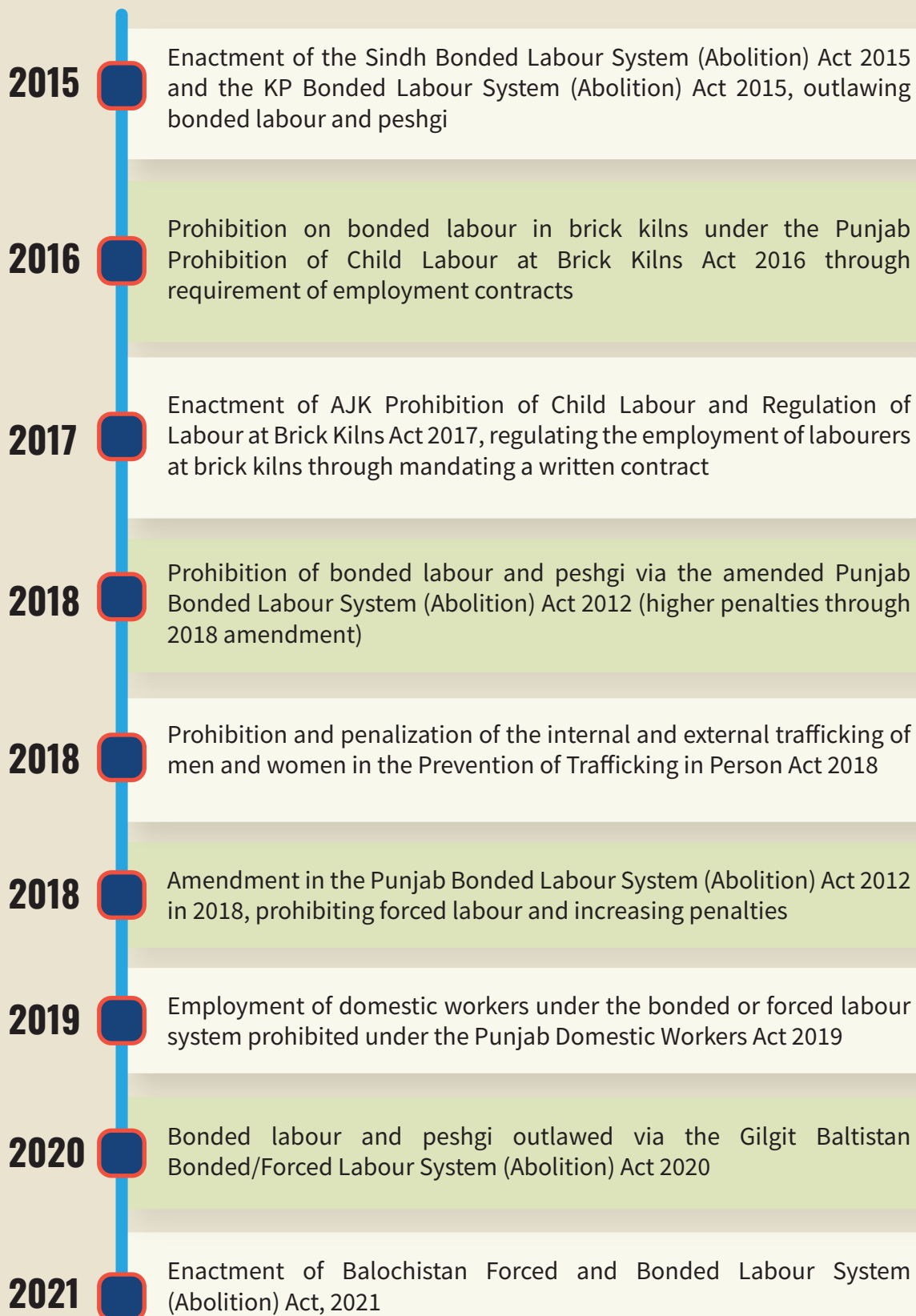
2- Equal Opportunity and Treatment (4 / 5)

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- 2018** Punjab Labor Policy 2018 published, which contains a separate chapter focusing on vulnerable groups of workers
- 2018** The KP Labour Policy 2018 published, affirming that persons with disabilities and transgenders will be mainstreamed in all economic sectors
- 2018** Sindh Labor Policy 2018 published, containing a separate chapter that covers mine workers, women, child labour, bonded labour and special persons
- 2018** Enactment of the Sindh Empowerment of 'Persons with Disabilities' Act 2018 establishing a %5 employment quota for and prohibiting discrimination against disabled individuals
- 2019** Enactment of the Punjab Minimum Wages Act 2019 and protection against discrimination on the basis of sex amongst other categories while setting minimum wage
- 2019** Sindh Reproductive Healthcare Rights Act 2019 promotes the protection of women against discrimination in employment due to reasons of pregnancy or motherhood
- 2019** Enactment of Sindh Women Agriculture Workers Act 2019 to grant all workplace rights to the female agriculture workers in Sindh
- 2020** Protection of women against discrimination in employment spheres by reasons of pregnancy or motherhood under the KP Reproductive Healthcare Rights Act, 2020


2- Equal Opportunity and Treatment (5 / 5)

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- 2020** Enactment of the Islamabad Capital Territory Rights of Persons with Disabilities Act 2020, providing a quota for and prohibiting discrimination against disabled individuals
- 2021** 2021 amendment in Sindh Shops and Establishments Act 2015, allowing women to work beyond 7 pm provided that employer arranges transport facility. The amended Act also requires separate washroom facilities for women workers
- 2021** 2021 amendment in Sindh Factories Act 2015, allowing women to work beyond 7 pm provided that employer arranges transport facility
- 2021** 2021 amendment in Khyber Pakhtunkhwa Shops and Establishments Act 2015, allowing women to work beyond 7 pm provided that employer arranges transport facility
- 2021** Enactment of Balochistan Payment of Wages Act 2021, requiring equal pay for work of equal value
- 2021** Enactment of Balochistan Industrial and Commercial Employment (Standing Orders) Act 2021, prohibiting discrimination and victimization at workplace. Prohibited grounds for discrimination are “sex, religion, gender, caste, ethnic background, race, colour, creed, sect, age, language, marital status, pregnancy and maternity, disability, trade union membership, political opinion, residence or place of birth”
- 2022** Enactment of Balochistan Maternity Benefits Act 2022, setting the maternity leave at 14 weeks, providing nursing breaks and protection from dismissal during pregnancy
- 2022** 2022 Amendment of the Protection against Harassment of Women at the Workplace Act, expanding the definition of workplace and employee

3- Elimination of Forced Labour

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- 2015** Enactment of the Sindh Bonded Labour System (Abolition) Act 2015 and the KP Bonded Labour System (Abolition) Act 2015, outlawing bonded labour and peshgi
- 2016** Prohibition on bonded labour in brick kilns under the Punjab Prohibition of Child Labour at Brick Kilns Act 2016 through requirement of employment contracts
- 2017** Enactment of AJK Prohibition of Child Labour and Regulation of Labour at Brick Kilns Act 2017, regulating the employment of labourers at brick kilns through mandating a written contract
- 2018** Prohibition of bonded labour and peshgi via the amended Punjab Bonded Labour System (Abolition) Act 2012 (higher penalties through 2018 amendment)
- 2018** Prohibition and penalization of the internal and external trafficking of men and women in the Prevention of Trafficking in Person Act 2018
- 2018** Amendment in the Punjab Bonded Labour System (Abolition) Act 2012 in 2018, prohibiting forced labour and increasing penalties
- 2019** Employment of domestic workers under the bonded or forced labour system prohibited under the Punjab Domestic Workers Act 2019
- 2020** Bonded labour and peshgi outlawed via the Gilgit Baltistan Bonded/Forced Labour System (Abolition) Act 2020
- 2021** Enactment of Balochistan Forced and Bonded Labour System (Abolition) Act, 2021

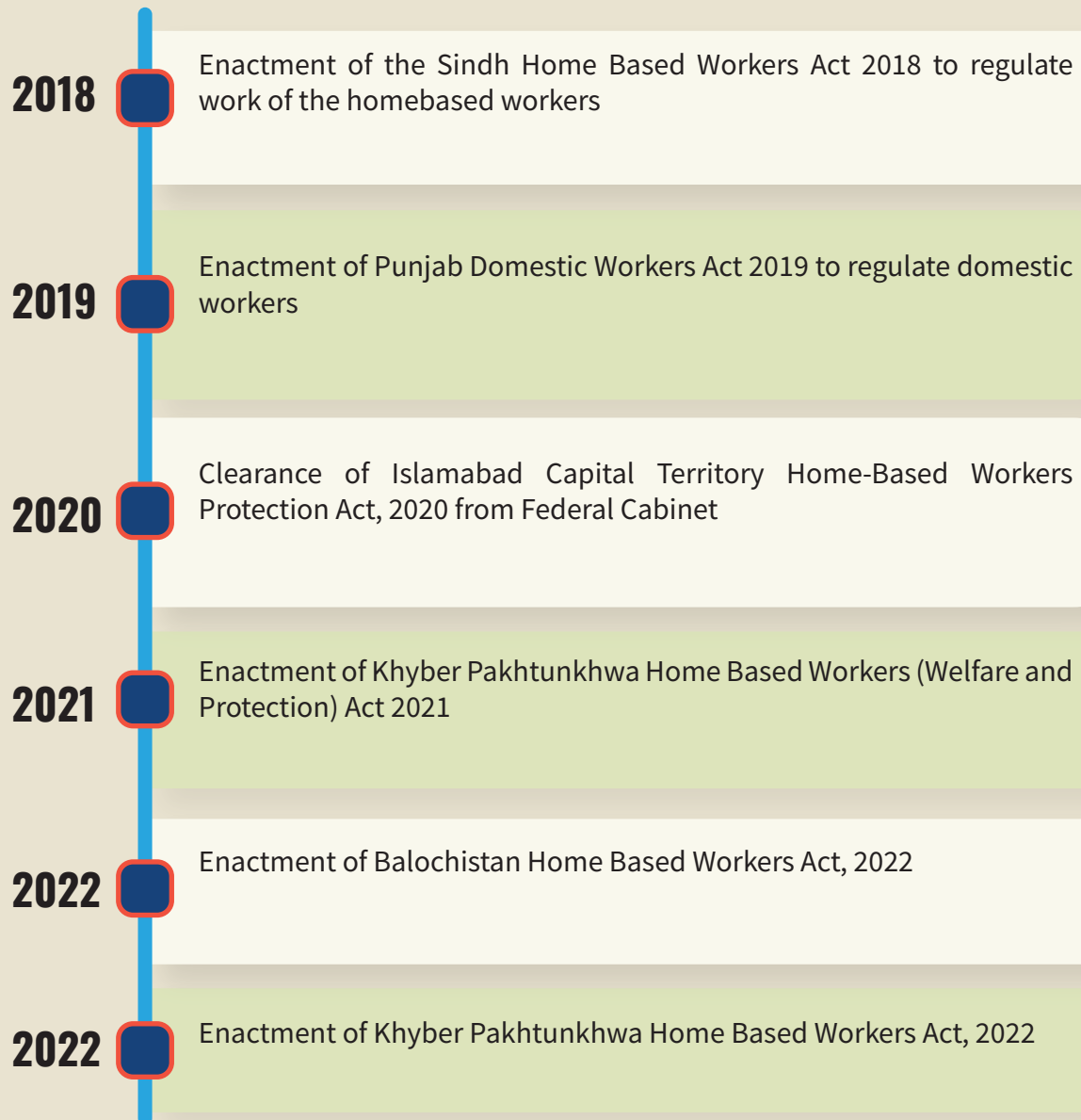
4- Abolition of Child Labour (1 / 2)

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- 2015** Employment of children up to the age of 14 prohibited in the KP Factories Act 2013 and Sindh Factories Act 2015
- 2015** Enactment of KP Prohibition of Employment of Children Act 2015, allowing light work for children above the age of 12, sets the minimum age for employment as 14 years and bans hazardous work for adolescents (18-15 years)
- 2016** Enactment of Punjab Restriction on Employment of Children Act 2016, setting the minimum age for employment as 15 years and prohibiting the employment of children (under 18) in hazardous occupations
- 2016** Employment of workers younger than 14 in brick kilns prohibited under the Punjab Prohibition of Child Labour at Brick Kilns Act 2016
- 2016** Enactment of the Child Rights (Care and Protection) Act 2016, applicable to AJK, establishing a commission to carry out the purposes of the Act, one of which is to regulate the working of children and prohibit the employment of children younger than 14 years of age
- 2017** Enactment of AJK Prohibition of Child Labour and Regulation of Labour at Brick Kilns Act 2017, prohibiting the employment of anyone who has not yet attained the age of 14 at brick kilns
- 2017** Prohibition of the pledging of children for labour in AJK via the Children (Pledging of Labour) Act 2017
- 2017** Enactment of the Sindh Prohibition of Employment of Children Act 2017, prohibiting the employment of children up to 14 years of age, setting the minimum age for hazardous work as 18 years

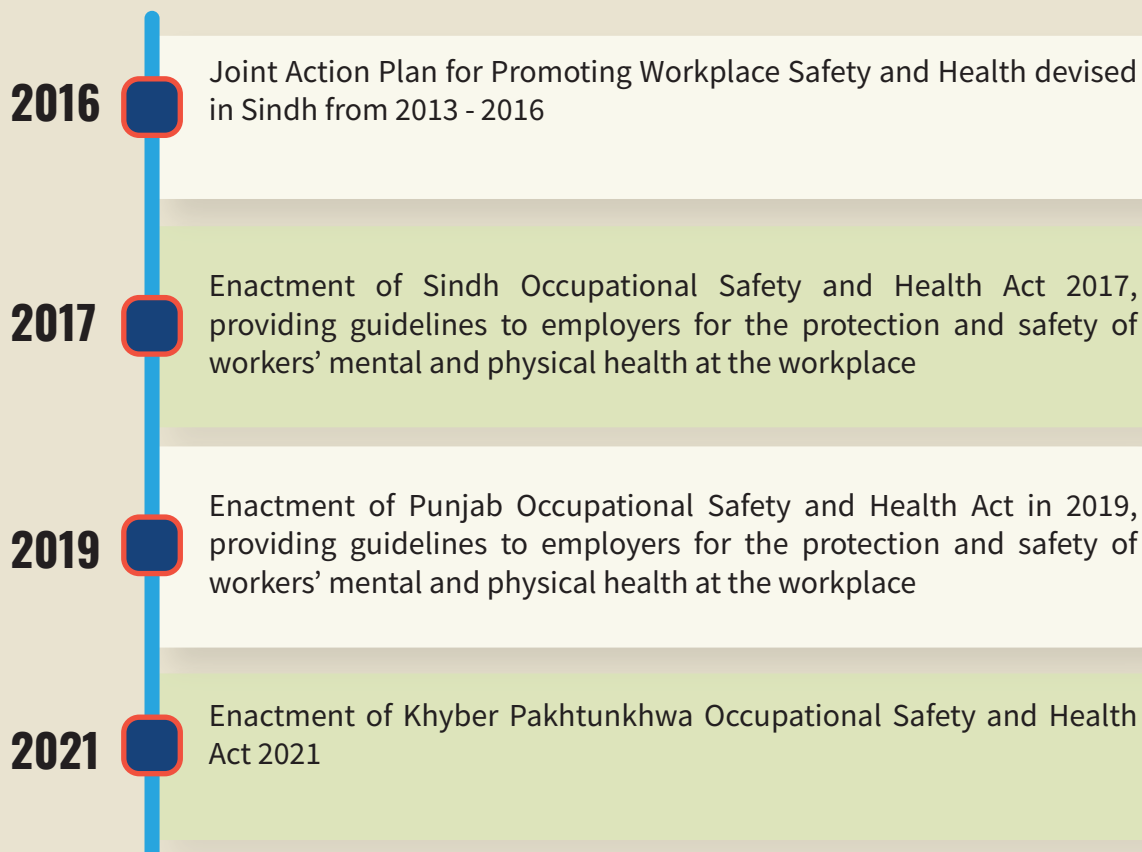
4- Abolition of Child Labour (2 / 2)



4- Informal Sector



5- Occupational Safety and Health

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- 2016** Joint Action Plan for Promoting Workplace Safety and Health devised in Sindh from 2013 - 2016
 - 2017** Enactment of Sindh Occupational Safety and Health Act 2017, providing guidelines to employers for the protection and safety of workers' mental and physical health at the workplace
 - 2019** Enactment of Punjab Occupational Safety and Health Act in 2019, providing guidelines to employers for the protection and safety of workers' mental and physical health at the workplace
 - 2021** Enactment of Khyber Pakhtunkhwa Occupational Safety and Health Act 2021

6- Social Security

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- A vertical timeline with a blue line and red square markers. The years 2018, 2021, 2021, and 2021 are listed on the left. The descriptions are in rounded rectangular boxes on the right, alternating between white and light green backgrounds.
- 2018** Enactment of Sindh Employees Social Security Act, 2016 (amended in 2018 and 2021)
 - 2021** 2021 amendment allows self-employed workers to self-register with the Sindh Employees Social Security Institution (SESSI)
 - 2021** Amendments in Punjab Employees Social Security Ordinance 1965 in 2021
 - 2021** Enactment of Khyber Pakhtunkhwa Employees Social Security Act 2021