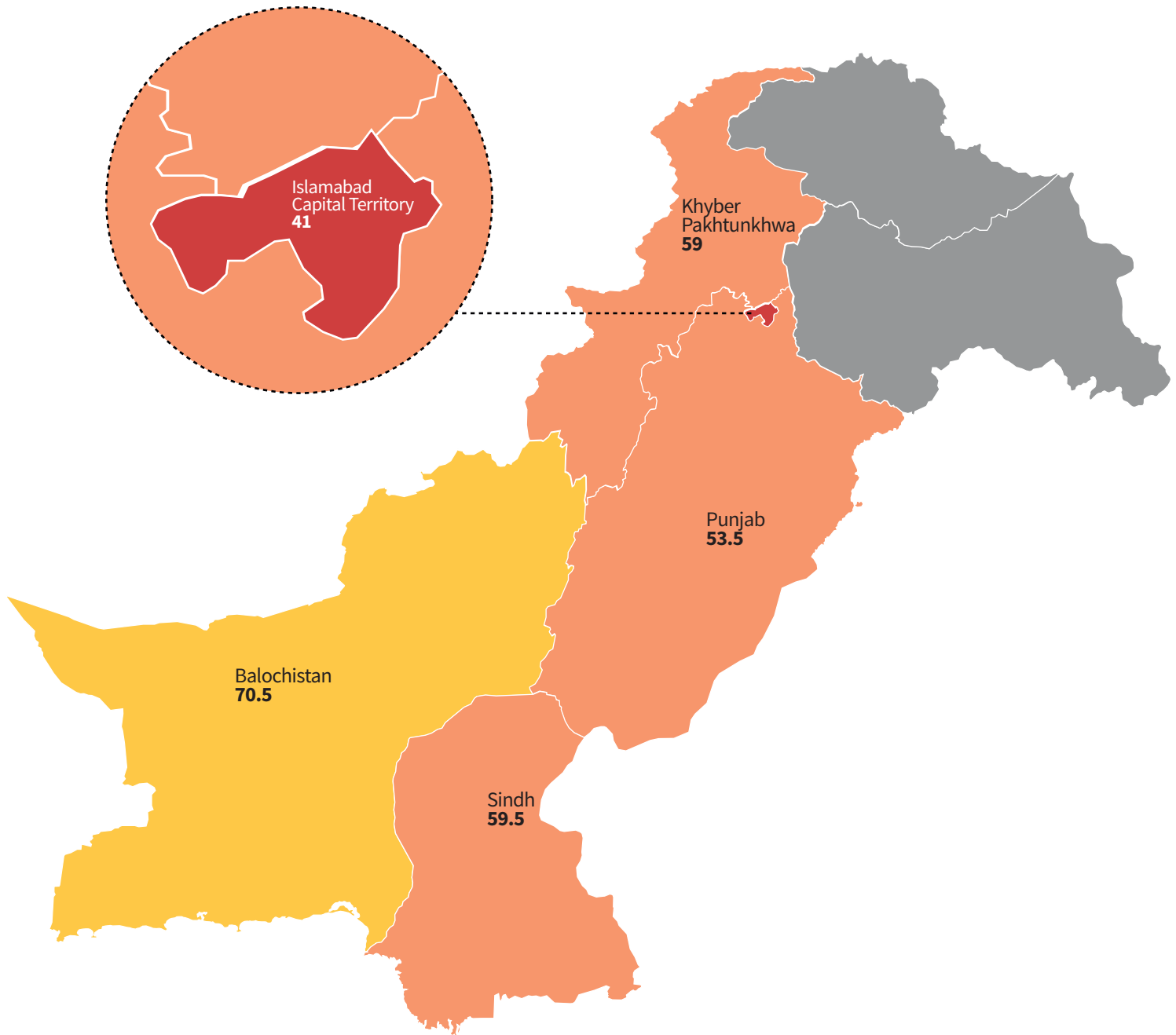
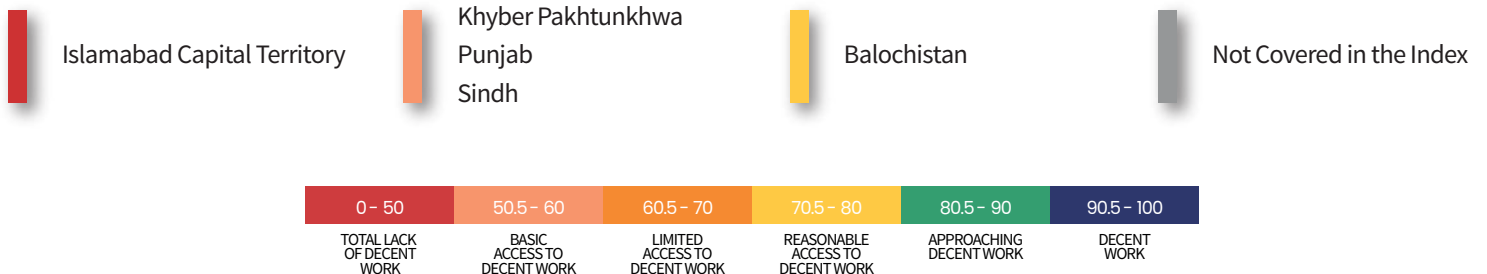


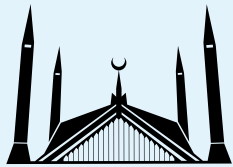
Pakistan: LRI Provincial Profiles



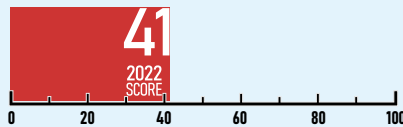
The provincial profiles are based on provincial labour legislation, applicable on 21 November 2023. The score is calculated for 10 indicators and 46 sub-indicators and is out of a maximum score of 100.



LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)



Islamabad
Capital
Territory



Basic Access to Decent Work **LRI RATING**

Contextual Indicators



(2021)
Population
2.36 M



(2021)
Labour Force
0.782 M



(2021)
Working Age Population
1.69 M



(2021)
Employed
0.701 M



¹
Female Labour Force
0.175 M (2021)



(Jan 2022)
Minimum Wage (Per Month)
PKR 32000



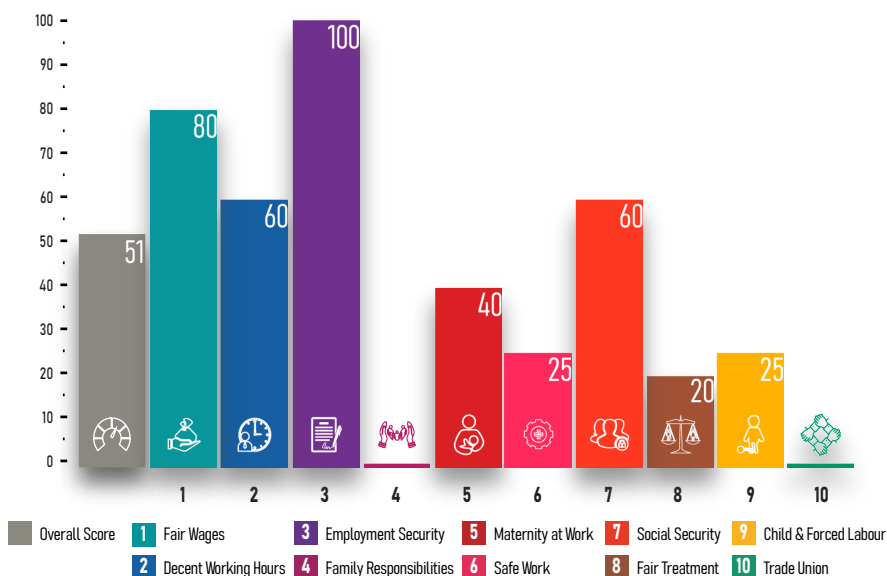
Gender Wage Gap
N/A



Workers per Labour Inspector
233,667

Sources: Pakistan Beuro Statistics
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

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The legal data refers to the legislation applicable to the most populous province (Islamabad Capital Territory, 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 The female labour force is shown in absolute number along with the female labour force participation rate

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)

	Questions ²	Answer	Legal Basis	Trend ⁵
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§6 of the Minimum Wages Ordinance, 1961	●
	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 Shops and Establishments Ordinance 1969	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§35 & 35A of the Factories Act 1934	●
	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§34 of the Factories Act 1934; §8 of the Shops and Establishments Ordinance 1969	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	§38 of the Factories Act 1934; Rule 12 of the Factories Rules 1978; §8 of the 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 Shops and Establishments Ordinance 1969	●
	Does the law require paid public holidays?	Yes	§49-1 of the Factories Act, 1934; §16 of the 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 Shops and Establishments Ordinance 1969	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	S.O 2-A of the Industrial and Commercial Employment (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 prohibits inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	No	§4 & 5 of the 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 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	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	No	§7(2) of the Maternity Benefit Ordinance, 1958	●
	Does the law require provision of free personal protective equipment to workers from employer?	No	No applicable legal provisions could be located	●
	Does the law require the employer to train workers on health and safety issues?	No	No applicable legal provisions could be located	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	No	No applicable legal provisions could be located	●
	Does the law provide for employment injury benefit?	Yes	§39 of the Provincial Employees' Social Security Ordinance 1965	●
7. Social Security	Does the law provide for an old age pension?	Yes	§22 of the Employees' Old-Age Benefits Act 1976	●
	Does the law provide for a dependants/survivors' pension?	Yes	§22B of the Employees' Old-Age Benefits Act 1976; §42 of the Provincial Employees' Social Security Ordinance	●
	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; §40 & 41 of the Provincial Employees' Social Security Ordinance	●
8. Fair Treatment	Does the law require equal remuneration for work of equal value?	No	No applicable legal provisions could be located	●
	Does the law prohibit sexual harassment in employment?	Yes	§5(2) of the Protection against Harassment of Women at the Workplace Act, 2010	●
	Does the law prohibit discrimination in employment matters? ³	No	No applicable legal provisions could be located	●
	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 Shops & Establishments Ordinance 1969	●
	Does the law guarantee basic labour protections for gig economy workers?	No	No applicable legal provisions could be located	●
9. Child and Forced Labour	Does the law prohibit employment of children?	No	§50 of Factories Act 1934	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§50 of the Factories Act 1934; §3 of the Right to Free and Compulsory Education Act, 2012	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	No	§3 of the Employment of Children Act, 1991	●
	Does the law prohibit forced labour?	Yes	§4 of the Bonded Labour System (Abolition) Act, 1992	●
10. Trade Union ⁴	Does the law allow workers to form and join unions of their own choice?	No	§1-3 of the Industrial Relations Act, 2012; CEACR, C87, Obs. 2022	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§1-3 & 19 of IRA 2012; CEACR, C98, Obs. 2022; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§42 & Schedule of IRA 2012; CEACR, C87, Obs. 2022; USDOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§11X of the Anti-Terrorism Act 1997; §32 & 67 of IRA 2012; CEACR, C87, DR 2022; USDOS CRHRP 2021	●

² The Index has 10 indicators and 46 evaluation criteria or questions.

³ 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.

⁴ 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.

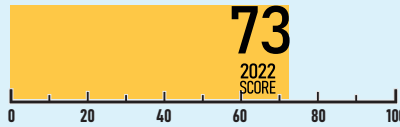
⁵ In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

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

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)

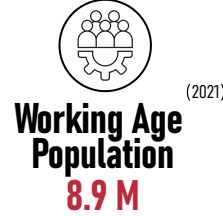


Balochistan



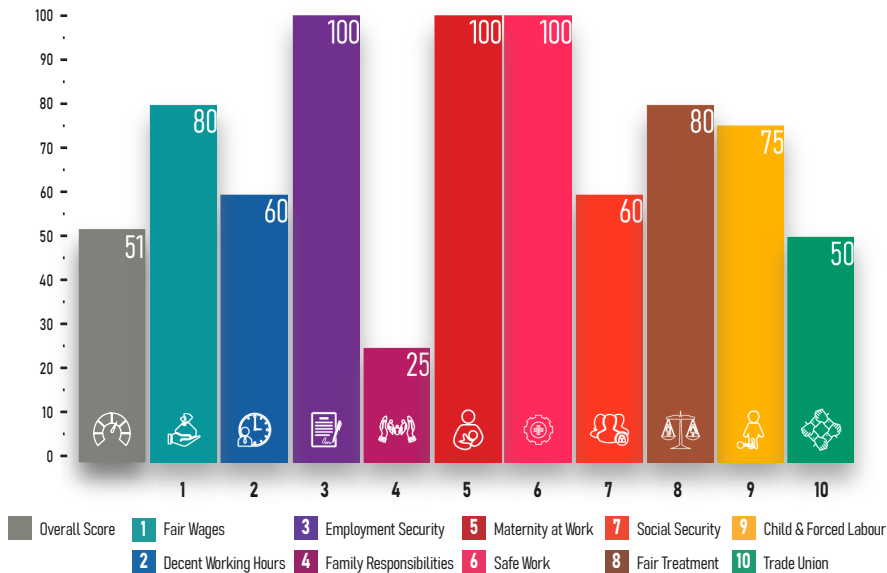
Reasonable Access to Decent Work **LRI RATING**

Contextual Indicators



Sources: Pakistan Beuro Statistics
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

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The legal data refers to the legislation applicable to the most populous province (Islamabad Capital Territory, 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 The female labour force is shown in absolute number along with the female labour force participation rate

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)

	Questions ²	Answer	Legal Basis	Trend ⁵
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§6 of the Balochistan Minimum Wages Act, 2021	●
	Does the law require regular payment of wages?	Yes	§4(2) of the Balochistan Payment of Wages Act, 2021	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§9 of the Balochistan Shops and Establishments Act, 2021; §71 of the Balochistan Factories Act, 2021	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§57 & 58 of the Balochistan Factories Act, 2021	●
	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§8 of the Balochistan Shops and Establishments Act, 2021; §56 of the Balochistan Factories Act, 2021	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	§8 of the Balochistan Shops and Establishments Act, 2021; §61 of the Balochistan Factories Act, 2021	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§6(4) of the Balochistan Shops and Establishments Act, 2021; §57 of the Balochistan Factories Act, 2021	●
	Does the law require paid public holidays?	Yes	§16 of the Balochistan Shops and Establishments Act, 2021; §82 of the Balochistan Factories Act, 2021	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	No	§76 of the Balochistan Factories Act, 2021; §14 of the Balochistan Shops and Establishments Act, 2021	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§3 of section 2H of the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§2h(1g) of the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§2h(1c) of the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021	●
	Does the law require a 30-day notice before contract termination?	Yes	§16 of §2h of the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021	●
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	§17 of Section 2h of the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021	●
	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?	Yes	§5 of the Balochistan Maternity Benefits Act, 2022	●
	Does the law prohibits inquiring about pregnancy during recruitment?	Yes	§10 the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§4(1) of the Balochistan Maternity Benefits Act, 2022	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§6(3) Balochistan Maternity Benefits Act, 2022; §37 Balochistan Employees Social Security Act, 2022	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§37 of the Balochistan Employees Social Security Act, 2022	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§8 of the Balochistan Maternity Benefits Act, 2022	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§14(2e) of the Balochistan Factories Act, 2021	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§55(2) of the Balochistan Factories Act, 2021	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§3(2) of the Balochistan Maternity Benefits Act, 2022	●
	Does the law provide for employment injury benefit?	Yes	§41 of the Balochistan Employees Social Security Act, 2022	●
7. Social Security	Does the law provide for an old age pension?	Yes	§22 of the Employees' Old-Age Benefits Act, 1976	●
	Does the law provide for a dependants'/survivors' pension?	Yes	§22B Employees' Old-Age Benefits Act, 1976; §44 Balochistan Employees Social Security Act, 2022	●
	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	§36 of the Balochistan Employees' Social Security Act, 2022	●
	Does the law provide for invalidity benefit?	Yes	§23 Employees' Old-Age Benefits Act, 1976; §42 & 43 Balochistan Employees' Social Security Act, 2022	●
8. Fair Treatment	Does the law require equal remuneration for work of equal value?	Yes	§7 of the Balochistan Payment of Wages Act, 2021	●
	Does the law prohibit sexual harassment in employment?	Yes	§69 Balochistan Factories Act, 2021; §5(2) Protection against Harassment of women at the Workplace Act, 2010	●
	Does the law prohibit discrimination in employment matters? ³	Yes	§10 of the Balochistan Industrial and Commercial Employment (Standing Orders) Act, 2021	●
	Does the law allow women to do the same jobs as men?	Yes	No prohibitive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	No	No applicable legal provisions could be located	●
9. Child and Forced Labour	Does the law prohibit employment of children?	Yes	§84 Balochistan Factories Act, 2021, § 3(1) Balochistan Employment of Children Prohibition and Regulation Act, 2021	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§2(C) of the Balochistan Employment of Children Prohibition and Regulation Act, 2021	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§3 of the Balochistan Employment of Children Prohibition and Regulation Act, 2021	●
	Does the law prohibit forced labour?	Yes	§3 of the Balochistan Employment of Children Prohibition and Regulation Act, 2021	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§1(5) & 3 of the Balochistan Industrial Relations Act, 2022	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§24 of the Balochistan Industrial Relations Act, 2022; CEACR, C98, Obs. 2022	●
	Does the law provide for the right to strike?	No	§43, 44 & Schedule of BIRA 2022; CEACR, C87, Obs. 2022; USDOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§11X of the Anti-Terrorism Act 1997; §18 & 67 of BIRA 2022; CEACR, C87, DR 2022; USDOS CRHRP 2021	●

² The Index has 10 indicators and 46 evaluation criteria or questions.

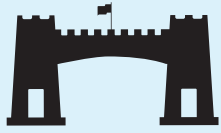
³ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

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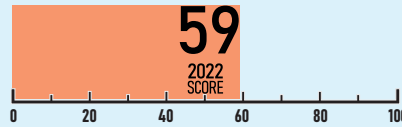
⁵ In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

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

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)



Khyber
Pakhtunkhwa



Basic Access to Decent Work **LRI RATING**

Contextual Indicators



(2021)
Population
37.3 M



(2021)
Labour Force
10.3 M



(2021)
Working Age Population
26.1 M



(2021)
Employed
9.4 M



¹
Female Labour Force
2.1M (2021)



(Jan 2022)
Minimum Wage (Per Month)
PKR 32,000



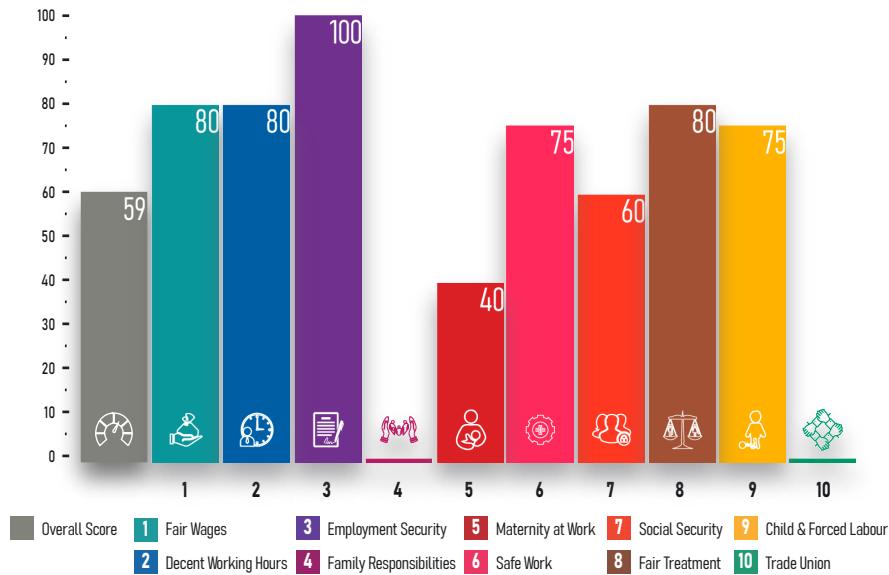
Gender Wage Gap
6.49%



Workers per Labour Inspector
120,513

Sources: Pakistan Beuro Statistics
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

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¹ The female labour force is shown in absolute number along with the female labour force participation rate

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)

	Questions ²	Answer	Legal Basis	Trend ⁵
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§6 of the Khyber Pakhtunkhwa Minimum Wages Act, 2013	●
	Does the law require regular payment of wages?	Yes	§4(2) of the Khyber Pakhtunkhwa Payment of Wages Act, 2013	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§9 Khyber Pakhtunkhwa Shops and Establishments Act, 2015; §67 Khyber Pakhtunkhwa Factories Act, 2013	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§54 & 55 of the Khyber Pakhtunkhwa Factories Act, 2013	●
	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§53 Khyber Pakhtunkhwa Factories Act, 2013; §8 Khyber Pakhtunkhwa Shops and Establishments Act, 2015	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	§8 Khyber Pakhtunkhwa Shops and Establishments Act, 2015; §58 Khyber Pakhtunkhwa Factories Act, 2013	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§6(1) Khyber Pakhtunkhwa Shops and Establishments Act, 2015; §54 Khyber Pakhtunkhwa Factories Act, 2013	●
	Does the law require paid public holidays?	Yes	§6(2) Khyber Pakhtunkhwa Shops and Establishments Act, 2015; §79 Khyber Pakhtunkhwa Factories Act, 2013	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§15 Khyber Pakhtunkhwa Shops and Establishments Act, 2015; §72 Khyber Pakhtunkhwa Factories Act, 2013	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§3 of the Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§1E of the Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§1C of the Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013	●
	Does the law require a 30-day notice before contract termination?	Yes	§17 of the Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013	●
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	§17(6) of the Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013	●
	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	§5 of the Balochistan Maternity Benefits Act, 2022	●
	Does the law prohibits inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	No	§3 of the Khyber Pakhtunkhwa Maternity Benefits Act, 2013	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§4 Khyber Pakhtunkhwa Maternity Benefits Act, 2013; §36 Khyber Pakhtunkhwa Employee Social Security Act, 2021	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§36 of the Khyber Pakhtunkhwa Employee Social Security Act, 2021	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	No	§7 of the Khyber Pakhtunkhwa Maternity Benefits Act, 2013	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§3(K) of the Khyber Pakhtunkhwa Occupational Safety and Health Act, 2022	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§3(C) & 10 of the Khyber Pakhtunkhwa Occupational Safety and Health Act, 2022	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	No	§52(2)(b) of the Khyber Pakhtunkhwa Factories Act, 2013	●
	Does the law provide for employment injury benefit?	Yes	§40 of the Khyber Pakhtunkhwa Employees' Social Security Act, 2021	●
7. Social Security	Does the law provide for an old age pension?	Yes	§22 of the Employees' Old-Age Benefits Act, 1976	●
	Does the law provide for a dependants/survivors' pension?	Yes	§22B Employees' Old-Age Benefits Act, 1976; §43 Khyber Pakhtunkhwa Employee Social Security Act, 2021	●
	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	§35 of the Khyber Pakhtunkhwa Employee Social Security Act, 2021	●
	Does the law provide for invalidity benefit?	Yes	§23 Employees' Old-Age Benefits Act, 1976; §41 & 42 Khyber Pakhtunkhwa Employee Social Security Act, 2021	●
8. Fair Treatment	Does the law require equal remuneration for work of equal value?	Yes	§26 of the Khyber Pakhtunkhwa Payment of Wages Act, 2013	●
	Does the law prohibit sexual harassment in employment?	Yes	§5(2) of the Protection against Harassment of Women at the Workplace Act, 2010	●
	Does the law prohibit discrimination in employment matters? ³	Yes	§10 of the Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013	●
	Does the law allow women to do the same jobs as men?	Yes	No prohibitive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	No	No applicable legal provisions could be located	●
9. Child and Forced Labour	Does the law prohibit employment of children?	Yes	§3(1) of the Khyber Pakhtunkhwa Prohibition of Employment of Children Act, 2015	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§3(1) of the Khyber Pakhtunkhwa Free Compulsory Primary and §2a Secondary Education Act, 2015	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§3(2) of the Khyber Pakhtunkhwa Prohibition of Employment of Children Act, 2015	●
	Does the law prohibit forced labour?	Yes	§3 of the Khyber Pakhtunkhwa Bonded Labour System (Abolition) Act, 2015	●
10. Trade Union ⁴	Does the law allow workers to form and join unions of their own choice?	No	§1-3 of the Khyber Pakhtunkhwa Industrial Relations Act, 2010; CEACR, C87, Obs. 2022	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§1-3 & 24 of KPIRA 2010; CEACR, C98, Obs. 2022; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§44, 45 & Schedule of KPIRA 2010; CEACR, C87, Obs. 2022; USDOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§1IX of the Anti-Terrorism Act 1997; §18 & 68 of KPIRA 2010; CEACR, C87, DR 2022; USDOS CRHRP 2021	●

² The Index has 10 indicators and 46 evaluation criteria or questions.

³ 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.

⁴ 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.

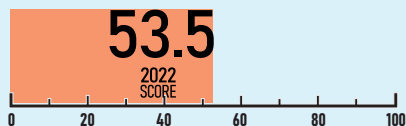
⁵ In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

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

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)



Punjab



Basic Access to Decent Work **LRI RATING**

Contextual Indicators



(2021)
Population
120.2 M



(2021)
Labour Force
41.9 M



(2021)
Working Age Population
88.4 M



(2021)
Employed
39.1 M



¹
Female Labour Force
11.6 M (2021)



(Jan 2022)
Minimum Wage (Per Month)
PKR 32,000



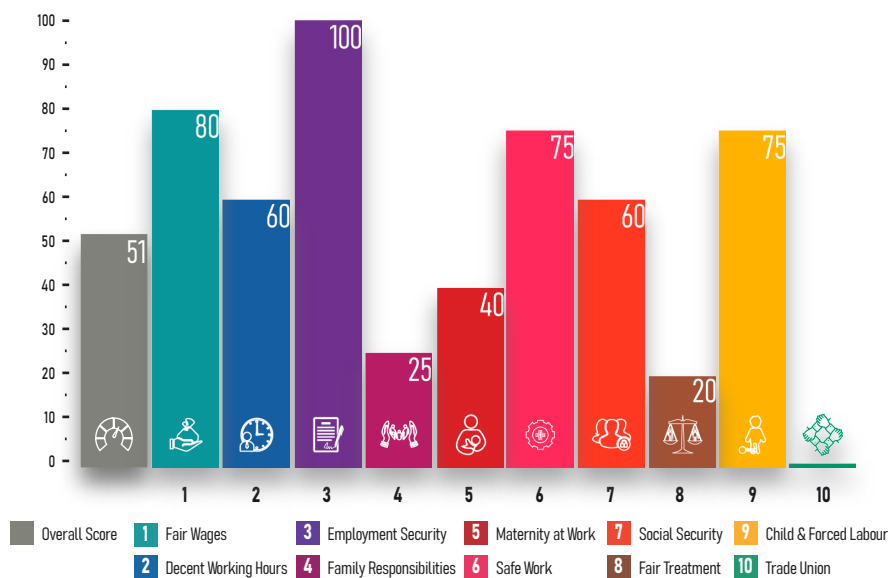
Gender Wage Gap
35.14 %



Workers per Labour Inspector
173,778

Sources: Pakistan Beuro Statistics
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 provincial LRI profile is based on local labour legislation, applicable on 21 November 2023. 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 (Islamabad Capital Territory, 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 The female labour force is shown in absolute number along with the female labour force participation rate

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)

	Questions ²	Answer	Legal Basis	Trend ⁵
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	§35 & 35A of the Factories Act 1934	●
	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
2. Decent Working Hours	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	§38 Factories Act 1934; Rule 12 Punjab Factories Rules 1978; §8 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 the Industrial and Commercial Employment (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?	Yes	§49-J of the Factories Act 1934	●
	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	§10-A of the Punjab Shops and Establishments Ordinance 1969	●
	Does the law prohibits inquiring about pregnancy during recruitment?	No	No applicable legal provisions 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 Punjab Maternity Benefit Ordinance 1958; §36 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	●
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	●
7. Social Security	Does the law provide for an old age pension?	Yes	§22 of the Employees' Old-Age Benefits Act 1976	●
	Does the law provide for a dependants'/survivors' pension?	Yes	§22B Employees' Old-Age Benefits Act 1976; §42 Provincial Employees' Social Security Ordinance	●
	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 Employees' Old-Age Benefits Act 1976; §40 & 41 Provincial Employees' Social Security Ordinance	●
8. Fair Treatment	Does the law require equal remuneration for work of equal value?	No	No applicable legal provisions could be located	●
	Does the law prohibit sexual harassment in employment?	Yes	§4(4) & 5(2) Protection against Harassment of Women at the Workplace Act, 2010; §509(ii) Pakistan Penal Code 1860	●
	Does the law prohibit discrimination in employment matters? ³	No	No applicable legal provisions could be located	●
	Does the law allow women to do the same jobs as men?	No	§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	●
9. Child and Forced Labour	Does the law prohibit employment of children?	Yes	§3(1) of the Punjab Restriction on Employment of Children Act 2016	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§3(1) Punjab Free and Compulsory Education Act 2014; §2(c) Punjab Restriction on Employment 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	§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. 2022	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§1-3 & 24 of PIRA 2010; CEACR, C98, Obs. 2022; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§41 & Schedule of PIRA 2010; CEACR, C87, Obs. 2022; USDOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§11X of the Anti-Terrorism Act 1997; §18(1)(e) & 64(3) of PIRA 2010; CEACR, C87, DR 2022; USDOS CRHRP 2021	●

² The Index has 10 indicators and 46 evaluation criteria or questions.

³ 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.

⁴ 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)

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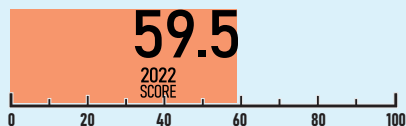
⁵ In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

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

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)



Sindh



Basic Access to Decent Work **LRI RATING**

Contextual Indicators



Population
51.6 M

(2021)



Labour Force
15.9 M

(2021)



Working Age Population
36.3 M

(2021)



Employed
15.3 M

(2021)



Female Labour Force
2.7 M

(2021)



Minimum Wage (Per Month)
PKR 32,000

(Jan 2022)



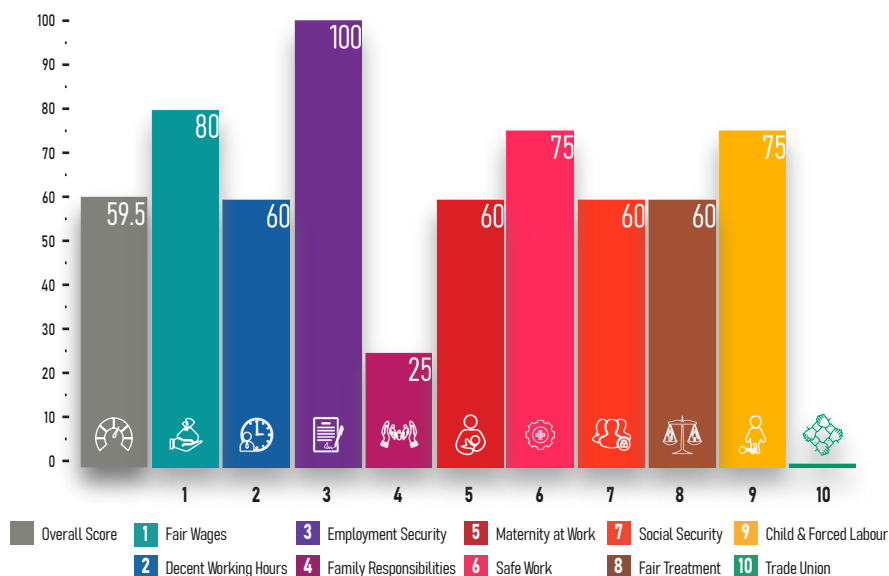
Gender Wage Gap
43.52 %



Workers per Labour Inspector
145,714

Sources: Pakistan Beuro Statistics
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 provincial LRI profile is based on local labour legislation, applicable on 21 November 2023. 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 (Islamabad Capital Territory, 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 The female labour force is shown in absolute number along with the female labour force participation rate

LABOUR RIGHTS INDEX 2022 (2023 UPDATE FOR PAKISTAN)

	Questions ²	Answer	Legal Basis	Trend ⁵
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§6 of the Sindh Minimum Wages Act, 2015	●
	Does the law require regular payment of wages?	Yes	§4(2) the Sindh Payment of Wages Act, 2015	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§8 of the Sindh Shops and Commercial Establishment Act, 2015; §68 of the Sindh Factories Act, 2015	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§55 & 56 of the Sindh Factories Act, 2015	●
	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§8 of the Sindh Shops and Commercial Establishment Act, 2015; §54 of the Sindh Factories Act, 2015	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	§8 of the Sindh Shops and Commercial Establishment Act, 2015; §59 of the Sindh Factories Act, 2015	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§6(5) of the Sindh Shops and Commercial Establishment Act, 2015; §55 of the Sindh Factories Act, 2015	●
	Does the law require paid public holidays?	Yes	§16 of the Sindh Shops and Commercial Establishment Act, 2015; §80 of the Sindh Factories Act, 2015	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	No	§73(1) of the Sindh Factories Act, 2015; §14 of the Sindh Shops and Commercial Establishment Act, 2015	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§3(1) of the Sindh Terms of Employment (Standing Orders) Act, 2015	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§1e of the Sindh Terms of Employment (Standing Orders) Act, 2015	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§1C of the Sindh Terms of Employment (Standing Orders) Act, 2015	●
	Does the law require a 30-day notice before contract termination?	Yes	§16(1) of the Sindh Terms of Employment (Standing Orders) Act, 2015	●
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	§16(6) of the Sindh Terms of Employment (Standing Orders) Act, 2015	●
	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?	Yes	§9 of the Sindh Maternity Benefits Act, 2018	●
	Does the law prohibits inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§3 of the Sindh Maternity Benefits Act, 2018	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§7 of the Sindh Maternity Benefits Act, 2018; §37 of the Sindh Employees Social Security Act, 2016	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§37 of the Sindh Employees Social Security Act, 2016	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	No	§11 of the Sindh Maternity Benefits Act, 2018	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§4b & h Sindh Occupational Safety and Health Act, 2017; §4(K) Sindh Occupational Safety and Health Rules, 2019	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§13 of the Sindh Occupational Safety and Health Act, 2017	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	No	§53(4 and 4b) the Sindh Factories Act, 2015	●
	Does the law provide for employment injury benefit?	Yes	§41 of the Sindh Employees Social Security Act, 2016	●
7. Social Security	Does the law provide for an old age pension?	Yes	§22 of the Employees' Old-Age Benefits Act, 1976	●
	Does the law provide for a dependants'/survivors' pension?	Yes	§22B of the Employees' Old-Age Benefits Act, 1976; §44 of the Sindh Employees Social Security Act, 2016	●
	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	§35 of the Sindh Employees Social Security Act, 2016	●
	Does the law provide for invalidity benefit?	Yes	§23 of the Employees' Old-Age Benefits Act, 1976; §42 & 43 of the Sindh Employees Social Security Act, 2016	●
8. Fair Treatment	Does the law require equal remuneration for work of equal value?	No	§25 of the Sindh Payment of Wages Act, 2015	●
	Does the law prohibit sexual harassment in employment?	Yes	§5(2) of the Protection against Harassment of Women at the Workplace Act, 2010	●
	Does the law prohibit discrimination in employment matters? ³	Yes	§11 of the Sindh Terms of Employment (Standing Orders) Act, 2015	●
	Does the law allow women to do the same jobs as men?	Yes	No prohibitive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	No	No applicable legal provisions could be located	●
9. Child and Forced Labour	Does the law prohibit employment of children?	Yes	§81 of the Sindh Factories Act, 2015; §2(2) of the Sindh Prohibition of Employment of Children Act, 2017	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	3(1) of the Sindh Right of Children to Free and Compulsory Education Act, 2013	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§82 of the Sindh Factories Act, 2015	●
	Does the law prohibit forced labour?	Yes	§4 of the Sindh Bonded Labour System (Abolition) Act, 2015	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	No	§1-3 of the Sindh Industrial Relations Act, 2013; CEACR, C87, Obs. 2022	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§1-3 & 24 of SIRA 2013; CEACR, C98, Obs. 2022; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§37, 41 & Schedule of SIRA 2013; CEACR, C87, Obs. 2022; USDOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§1IX of the Anti-Terrorism Act 1997; §18 & 65 of SIRA 2013; CEACR, C87, DR 2022; USDOS CRHRP 2021	●

² The Index has 10 indicators and 46 evaluation criteria or questions.

³ 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.

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