



Global Care Policy Index

Technical Report for Pakistan

Published: 09 February 2022 | The Global Care Policy Index | globalcarepolicy.com

Overview

The Global Care Policy Index (GCPI) is a composite index that provides a single numerical assessment of a country's support for and protection of home-based caregivers and careworkers who do the important but often invisible work of caring for the young, old, disabled, and infirm within the country. The GCPI incentivizes states to take an embedded economy approach, and recognize and reward the critical role that caregiving and carework within households play in supporting the reproduction of society and the functioning of the economy. This goal is in line with the 2030 UN Agenda for Sustainable Development and the ILO's Decent Work Agenda which aim for a future where everyone is able to access decent work. It recognizes that paying attention to, valuing, and dignifying (paid) carework and (unpaid) caregiving is essential if a society wants to improve the quality of life of its people.

For more detailed information about the GCPI, please visit globalcarepolicy.com.

Index Calculation

Each question in the index is scored on a scale of 0 to 1. Each sub-category score is calculated by summing the unweighted scores of all the questions in the sub-category and then converting that to a 0-to-10 scale. Each category score is calculated as an unweighted average of their respective sub-category scores. Each sub-index is calculated as an unweighted average of their respective category scores. Thus, all sub-categories, categories, and sub-indices are calculated out of 10. The overall GCPI score is calculated as an unweighted average of Sub-Indices A and B.

In the case of countries with decentralized legislation that varies from state to state, or province to province, a [two-step scoring logic](#) is used. This two-step logic takes into account the population coverage of any protective legislation (relative to the overall national population) and deducts points based on the average number of exclusionary conditions that exist in the various states/provinces where the relevant legislation is in force.

Scoring Notes for Pakistan

In Pakistan, power is devolved to the four provinces rather than the central government. While Sub-Index A was scored entirely using the West Pakistan Maternity Benefit Ordinance 1958, which applies to the entire country, there were some exceptions in which provinces had additional protections in place as a result of their provincial laws. These exceptions were scored using two-step logic. For Sub-Index A, these exceptions were:

1. A1.3: How long a maternity leave are eligible working women guaranteed?
 - As per the West Pakistan Maternity Benefit Ordinance, all women workers are entitled a maximum of 12 weeks leave.
 - In Sindh province, 16 weeks of maternity leave is provided for.
 - Hence, Pakistan scores 0.25 for 77% of population, while the province of Sindh (23% of the population) receives a score of 0.5. Using two-step logic, the final score is $0.1925 + 0.115 = 0.31$.
2. A1.9: Are eligible women guaranteed additional leave in case there is a documented medical illness, complications, or risk of complications arising out of pregnancy or childbirth?

- Only Sindh province has legislation to provide additional leave, under the following conditions:
 - (1) In case of miscarriage, there shall be a 1-week of paid leave.
 - (2) In case of still-born, there shall be paid leave of 4-weeks.
 - (3) There shall be a paid leave of 16-weeks in case of a premature delivery, leave shall commence since the day of the birth of premature neonate.
 - 23% of the national population is covered by Sindh legislation, while the remaining 77% have no protections. As there are no exclusionary conditions, Pakistan receives a score of 0.25 as per two-step logic.
3. A6.1.1: Is the mother guaranteed daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child?
- Only Sindh province has legislation to provide nursing support. In Sindh province, women employees shall be permitted to visit the day care facility 4 times during the day to nurse, wean and feed the child.
 - This question is scored using two step logic. Pakistan receives a score of 0.25 in Step 1, as 23% of the national population is covered by Sindh province. As there are no exclusionary conditions, there are no deductions for Step 2 and Pakistan's final score is 0.25.
4. A6.1.2: Are these breaks counted and compensated as working time?
- In the Sindh Maternity Benefits Act 2018, while it is not specifically stated if these breaks are counted and compensated as working time, it is implied that they are.
 - This is scored using two step logic. Pakistan receives a score of 0.25 in Step 1, as 23% of the national population is covered by Sindh province. As there are no exclusionary conditions, there are no deductions for Step 2 and Pakistan's final score is 0.25.

For Sub-Index B, the only piece of legislation pertaining to domestic workers that is in force is the Punjab Domestic Workers Act 2019. As Punjab province covers 50% of the national population while the remaining 50% of the population had no protections in place for domestic workers, most questions were scored using two-step logic, with Pakistan receiving a score of 0.5.

How to Cite this Technical Report

The recommended citation for this report is as follows:

Ayub, Mishaal and Paul, Anju M. 2022. *Global Care Policy Index: Technical Report for Pakistan*. Singapore: Global Care Policy Index. https://globalcarepolicy.commons.yale-nus.edu.sg/country_profile/Pakistan.

This project is supported by Yale-NUS College and Duke University.

GLOBAL CARE POLICY INDEX (GCPI) 2022 Country Score PAKISTAN				
No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Explanation of Coverage and Deductions
Pakistan				
SUB-INDEX A: PROTECTIONS FOR FAMILY CAREGIVERS				
A1. Pregnancy and Maternity Leave Coverage				
A1.1	Are working women guaranteed maternity leave?	0.50	<p>Yes; according to the West Pakistan Maternity Benefits Ordinance 1958, "every woman employed in an establishment shall be entitled to, and her employer shall be liable for, the payment of maternity benefit at the rate of her wages last paid during the period of six weeks immediately preceding and including the days on which she delivers the child and for each day of six weeks succeeding that day."</p> <p>There are two exclusionary conditions:</p> <ol style="list-style-type: none"> 1. According to the Maternity Benefits Ordinance, "a woman shall not be entitled to maternity benefit unless she has been employed in the establishment of the employer from whom she claims maternity benefit for a period of not less than four months immediately preceding the day on which she delivers the child." 2. As per the Hudood Ordinance which penalizes extramarital sex, only married women may avail maternity leave. Section 4 of the Ordinance states "a man and a woman are said to commit 'Zina' if they wilfully have sexual intercourse without being married to each other." <p>1-0.25-0.25=0.5</p>	<p>West Pakistan Maternity Benefit Ordinance 1958, section 4</p> <p>Hudood Ordinance, section 4</p>
A1.2	Are all categories of working women guaranteed maternity leave?	0.2	<p>Formal employees are guaranteed maternity leave. This is seen in Section 4 of the Maternity Benefits Ordinance, which states "every woman employed in an establishment shall be entitled to [maternity benefits]". An establishment is defined in Section 2 as "an organisation, whether industrial, commercial, or otherwise". While other categories are not explicitly mentioned in Pakistan's Maternity Benefit Ordinance, the UN CEDAW Committee states these are excluded. For example, Section 1.2 of the report states "Subcontracted and temporary contract workers cannot access the benefits of employment such [...] maternity leave". Hence, Pakistan scores a 0.2, as only 1 out of 5 categories are met.</p>	<p>CEDAW Committee Report Women Labour and Employment Pakistan, section 1.2</p>
A1.3	How long a maternity leave are eligible working women guaranteed?	0.31	<p>They are entitled a maximum of 12 weeks as per the West Pakistan Maternity Benefits Ordinance, 1958. Section 4 of this Ordinance states "payment of maternity benefit at the rate of her wages last paid during the period of six weeks immediately preceding and including the days on which she delivers the child and for each day of six weeks succeeding that day".</p> <p>In Sindh province, 16 weeks of maternity leave is provided for. Section 3 of the Sindh Maternity Benefits Act states "An employer must grant a mandatory maternity leave to a working women during pregnancy in the following order: (1) Four weeks before the expected date of delivery, (2) Twelve-weeks after the delivery."</p> <p>Hence, Pakistan scores 0.25 for 77% of population, while the province of Sindh (23% of the population) receives a score of 0.5. Using two-step logic, the final score is $0.1925 + 0.115 = 0.31$</p>	<p>West Pakistan Maternity Benefits Ordinance, 1958, section 4</p> <p>Sindh Maternity Benefits Act 2018, page 2</p>
A1.4	Are eligible working women guaranteed extended prenatal maternity leave, if the actual date of childbirth is before or after initial predicted date of childbirth (indicated by a medical certificate) without any reduction in the postnatal maternity leave?	0.00	<p>No mention in national legislation of whether extended prenatal maternity leave will lead to a reduction in the postnatal maternity leave. According to the Maternity Benefit Ordinance Section 5, the maximum maternity leave allowed for is 12 weeks. Section 5 states "An employer shall pay maternity benefit for twelve weeks to a woman entitled thereto in any of following ways selected by the woman, namely:-</p> <ol style="list-style-type: none"> 1. For six weeks before delivery within forty-eight hours of the production of a certificate signed by the medical practitioner stating that the woman is expected to be confined within six weeks of the date of the certificate, and for the remainder of the period for which she is entitled to maternity benefit within forty-eight hours of the production of the proof that she has been delivered of a child; or 2. For the period of six weeks before delivery and including the day of delivery, within forty-eight hours of the production of proof that she has been delivered of a child and, for the remainder of the said period, within six weeks of the production of such proof; or 3. For the whole of the said period of twelve weeks, within forty-eight hours of the production of proof that she has been delivered of a child" 	<p>West Pakistan Maternity Benefit Ordinance 1958, section 5</p>
A1.5	Are eligible working women guaranteed extended maternity leave in the case of simultaneous multiple births?	0.00	<p>No mention in national legislation of whether maternity leave would be extended in the case of simultaneous multiple births.</p>	<p>West Pakistan Maternity Benefit Ordinance 1958</p>
A1.6	Are eligible working women entitled to freely choose when they wish to take the non-compulsory portion of their maternity leave - before or after childbirth?	1.00	<p>Yes, women are allowed to decide whether to take their non-compulsory maternity leave before or after childbirth. Section 5 of the Maternity Benefit Ordinance states "An employer shall pay maternity benefit for twelve weeks to a woman entitled thereto in any of following ways selected by the woman, namely:-</p> <ol style="list-style-type: none"> 1. For six weeks before delivery within forty-eight hours of the production of a certificate signed by the medical practitioner stating that the woman is expected to be confined within six weeks of the date of the certificate, and for the remainder of the period for which she is entitled to maternity benefit within forty-eight hours of the production of the proof that she has been delivered of a child; or 2. For the period of six weeks before delivery and including the day of delivery, within forty-eight hours of the production of proof that she has been delivered of a child and, for the remainder of the said period, within six weeks of the production of such proof; or 3. For the whole of the said period of twelve weeks, within forty-eight hours of the production of proof that she has been delivered of a child." 	<p>West Pakistan Maternity Benefit Ordinance 1958, Section 5</p>
A1.7	Are eligible working women guaranteed a period of compulsory maternity leave after childbirth?	1.00	<p>Yes, according to the Maternity Benefit Ordinance, "no employer shall knowingly employ a woman and no woman shall engage in employment in any [establishment] during the six weeks following the date on which she is delivered of a child."</p>	<p>West Pakistan Maternity Benefit Ordinance 1958, section 3</p>
A1.8	How long is the compulsory maternity leave that eligible working women are guaranteed after childbirth?	1.00	<p>According to Section 3 of the Maternity Benefit Ordinance, the compulsory maternity leave is six weeks. The Ordinance states "An employer shall not employ a woman and a woman shall not be engaged in employment of any nature in any establishment during six weeks following the date on which she delivers a child."</p>	<p>West Pakistan Maternity Benefit Ordinance 1958, section 3</p>
A1.9	Are eligible women guaranteed additional leave in case there is a documented medical illness, complications, or risk of complications arising out of pregnancy or childbirth?	0.25	<p>Yes, in Sindh province there is legislation to guarantee additional leave. However, there is no mention of additional leave in case of illness or complications in any other national legislation.</p> <p>The Sindh Maternity Benefits Ordinance, Section 4 states: "(1) In case of miscarriage, there shall be a 1-week of paid leave. (2) In case of still-born, there shall be paid leave of 4-weeks. (3) There shall be a paid leave of 16-weeks in case of a premature delivery, leave shall commence since the day of the birth of premature neonate.</p> <p>Hence, Sindh province receives a score of 1, while the remainder of the country scores a 0. Since 23% of the population is covered by Sindh legislation, Pakistan receives a score of 0.25.</p>	<p>West Pakistan Maternity Benefit Ordinance 1958</p> <p>Sindh Maternity Benefits Act 2018, section 4</p>
A1.10	Do adoptive mothers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	<p>No mention of benefits for adoptive mothers in any legislation.</p>	<p>West Pakistan Maternity Benefit Ordinance 1958</p> <p>Sindh Maternity Benefits Act 2018</p>
A2. Protections during Pregnancy and Maternity Leave				
A2.1 Financial Protections				
A2.1.1	What proportion of their salary are eligible working women entitled to receive while on maternity leave?	1.00	<p>Women are entitled to payment of maternity benefit at a 100% of their wage rate. Section 4 of the Maternity Benefit Ordinance states "payment of maternity benefit [will be] at the rate of her wages last paid"</p>	<p>West Pakistan Maternity Benefit Ordinance 1958, section 4</p>
A2.1.2	Is the woman entitled to cash benefits during maternity leave out of social assistance funds if she does not qualify for wage replacement or the country does not offer wage replacements?	0.00	<p>While Pakistan has numerous schemes to support low-income families and women, such as the Benazir Income Support Programme which is a cash transfer programme paid to the female head of families, there are no specific schemes to provide women cash benefits during maternity leave if she does not qualify for wage replacement.</p>	<p>Cash Transfers in Pakistan - World Bank</p>

A2.1.3	Does the government ensure that employers are not individually liable for the cost of providing cash benefits to working women during maternity leave either through compulsory social insurance or public funds?	0.00	No; employers are entirely liable to pay maternity benefits. Section 4 of the Maternity Benefit Ordinance states "her employer shall be liable for the payment of maternity benefit".	West Pakistan Maternity Benefit Ordinance 1958 , section 4
A2.1.4	Are taxes and contributions due under compulsory social insurance, utilised to finance maternity benefits, payable equally by men and women, without distinction of sex?	1.00	Not applicable; neither male nor female taxpayers contribute to maternity benefits. Employers are entirely liable: Section 4 of the Maternity Benefit Ordinance states "payment of maternity benefit [will be] at the rate of her wages last paid". A score of 1 is awarded because there is no distinction between men and women.	West Pakistan Maternity Benefit Ordinance 1958 , section 4
A2.1.5	Are unemployment benefits protected from loss or suspension in situations when a worker refuses a job offer on the grounds of conflicts with their family responsibilities?	99.00	Not applicable; no statutory unemployment benefits are provided in Pakistan. According to the report Social Security Programmes Throughout the World, "No statutory unemployment benefits are provided [in Pakistan]. The labor code requires employers with 20 employees or more to pay a severance payment of the last 30 days of wages for each year of employment."	Social Security Programmes Throughout the World
A2.2 Employment Protections				
A2.2.1	Are working women guaranteed a right to return to the same job/position or to an equivalent position, paid at the same rate at the end of their maternity leave?	0.00	There is no mention in the Pakistan Maternity Benefit Ordinance of any legislation to guarantee women a right to return to the same position and same pay at the end of their maternity leave.	West Pakistan Maternity Benefit Ordinance 1958
A2.2.2	Are working women protected from dismissal from work while they are on maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	1.00	Yes. According to the Maternity Benefits Ordinance, it is "not be lawful for her employer to give her notice of dismissal during such absence or on such a day that the notice will expire during such absence."	West Pakistan Maternity Benefit Ordinance 1958 , section 7
A2.2.3	Are working women protected from dismissal during a period following their return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	0.00	No, they are only protected from dismissal until the expiry of their stipulated period of maternity leave. Section 7 states "When a woman absents herself from work in accordance with the provisions of this Ordinance, it shall not be lawful for her employer to give her notice of dismissal during such absence or on such a day that the notice will expire during such absence."	West Pakistan Maternity Benefit Ordinance 1958 , section 7
A2.2.4	Are employers prohibited from requiring pregnancy tests of women applying for employment (except for work that is prohibited for nursing or pregnant women, or for work that poses significant risk to the health of the woman and the child)?	0.00	According to Appendix V of ILO's 2014 report on "key national statutory provision on employment protections and non discrimination", there is no prohibition on employers requiring pregnancy tests.	ILO Report 2014 (Maternity and Paternity at work) , page 169
A2.2.5	Are there laws to protect workers against direct or indirect job discrimination on the basis of their marital status or family responsibilities?	0.00	No laws are in place to prevent discrimination on the basis of marital status or family responsibilities. Article 25 and 27 of the Constitution prohibit discrimination "on the basis of sex, religion, race, caste, residence or place of birth".	ILO Report 2014 (Maternity and Paternity at work) , page 169 Constitution of Pakistan
A3. Paternity Leave Policies				
A3.1	Are working men guaranteed paternity or parental leave?	0.10	No national legislation to provide paternity leave is currently in place, however there are some pockets of coverage. All employees of government and non-government institutions are guaranteed paternity leave in the capital territory of Islamabad. Furthermore, male civil servants in the Punjab may, for a maximum period of seven days, be granted paternity leave on full pay outside his leave account on or immediately before the birth of his child, provided that such leave shall be admissible for two times during the entire service. The proposed Maternity and Paternity Leave Act 2019 (to be passed by the National Assembly in order to become legislatively valid) provides for 30 days of paid paternity leave. Score: 0.1	Dawn News Punjab Government Notification 2012
A3.2	Are all categories of working men guaranteed paternity leave or parental leave?	0.10	No national legislation to provide paternity leave currently in place. In the capital territory of Islamabad, "all employees of public and private establishments under administrative control of the federal territory" are guaranteed paternity leave. Total national coverage: 0.97% Deductions: 0 Score: 0.1	Maternity and Paternity Leave Act 2020
A3.3	How long a paternity or parental leave are eligible working men guaranteed?	0.10	In the capital territory of Islamabad, the Maternity and Paternity Leave Bill, Section 4 allows men "paternity leave on full pay not exceeding thirty days outside his leave account from the date of its commencement". Since Islamabad scores a 1 and covers less than 1% of the total population, Pakistan scores a 0.1.	Maternity and Paternity Leave Act 2020 , Section 4
A3.4	What proportion of their salary are eligible working men entitled to receive while on paternity leave?	0.10	In the capital territory of Islamabad, the Maternity and Paternity Leave Bill, Section 4 allows "paternity leave on full pay". Total national coverage: 0.97% Deductions: 0 Score: 0.1	Maternity and Paternity Leave Act 2020
A3.5	In the case of the death of the mother before the expiry of the postnatal leave, is the employed father of the child entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No mention in any legislation of allowance to allow father to take leave in the case of the death of the mother.	Maternity and Paternity Leave Act 2020
A3.6	In the case of sickness or hospitalisation of the mother after childbirth where the mother cannot take care of the child, is the employed father of the child entitled to leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No mention in any legislation of whether father is entitled to take leave equal to the unexpired portion of maternity leave in case the mother is hospitalized.	Maternity and Paternity Leave Act 2020
A3.7	Do adoptive fathers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	No mention in any legislation of adoptive fathers' access to parental leave or other protections.	Maternity and Paternity Leave Act 2020
A4. Dependent Care Leave Policies				
A4.1	Are eligible workers entitled to leave to take care of their children?	0.00	No provisions in any legislation for women to take childcare leave. The categories of leave offered to workers by national legislation are sick leave, casual leave, festival holidays and special leave (to perform pilgrimage).	Childcare in Pakistan - Report IFC 2020 National Labour Laws (ILO)
A4.2	Are eligible workers entitled to leave to take care of immediate family members who may be suffering from an illness?	0.00	No provisions in any legislation for women to take leave to care for family members who may be suffering an illness.	"Maternity and Paternity Leave Act 2020" West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018"
A4.3	Are all categories of workers guaranteed dependent care leaves?	0.00	Not applicable; no categories of workers are guaranteed dependent care leaves.	Childcare in Pakistan - Report IFC 2020
A5. Flexible Work Arrangements				
A5.1	Do employees with care responsibilities have the right to request reduced working hours?	0.00	No, there is no mention in any legislation of a provision for employees with care responsibilities to be granted the right to request reduced working hours.	"Maternity and Paternity Leave Act 2020" West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018"
A5.2	Do employees with care responsibilities have the right to request flexitime, telecommuting, etc.?	0.00	No, employees with care responsibilities are not granted the right to request flexitime/telecommuting by any legislation. The IFC's 2021 report on Childcare in Pakistan states "policies such as flexible working hours [...] are not yet a reality [...] in Pakistan" (p. 4)	Childcare in Pakistan - Report IFC 2020

A5.3	Are the special needs of workers with family responsibilities taken into account in shift-work arrangements and assignments to night work?	0.00	No, there is no legislation that mandates the consideration of family responsibilities in assigning shift-work arrangements.	"Maternity and Paternity Leave Act 2020" West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018"
A5.4	Is a woman allowed to leave the workplace, if necessary, after notifying her employer, in order to undergo medical examinations related to her pregnancy?	0.00	No, there is no legislation that mentions women being allowed to leave work in order to undergo pregnancy-related medical examinations.	"Maternity and Paternity Leave Act 2020" West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018"
A6. Mother-Friendly Workplace Policies				
A6.1 Nursing Support in the Workplace				
A6.1.1	Is the mother guaranteed daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child?	0.25	According to Section 9 of the Sindh Maternity Benefits Act, in Sindh province, "women employee shall be permitted to visit the day care facility 4 times during the day to nurse, wean and feed the child". There are no provisions for nursing breaks in any other province. This question is scored using two step logic. Pakistan receives a score of 0.25 in Step 1, as 23% of the national population is covered by Sindh province. As there are no exclusionary conditions, there are no deductions for Step 2 and Pakistan's final score is 0.25.	Maternity and Paternity Leave Act 2020 West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018
A6.1.2	Are these breaks counted and compensated as working time?	0.25	In the Sindh Maternity Benefits Act 2018, while it is not specifically stated if these breaks are counted and compensated as working time, it is implied that they are. Section 9 of the Act states "Women employee shall be permitted to visit the day care facility 4 times during the day to nurse, wean and feed the child". There are no provisions for nursing breaks in any other province. This is scored using two step logic. Pakistan receives a score of 0.25 in Step 1, as 23% of the national population is covered by Sindh province. As there are no exclusionary conditions, there are no deductions for Step 2 and Pakistan's final score is 0.25.	Sindh Maternity Benefits Act 2018 http://www.pas.gov.pk/uploads/acts/Sindh%20Act%20No.XXXIX%20of%202018.pdf
A6.1.3	On the production of a medical certificate, can the frequency and length of these nursing breaks be adapted to particular needs?	0.00	No specific mention in any legislation of whether frequency and length of these breaks can be adapted.	Maternity and Paternity Leave Act 2020 West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018
A6.1.4	Are employers required to provide infrastructural provisions/facilities at or near the workplace that mothers may use to nurse or pump milk?	0.00	No, there is no legislation that mandates infrastructural provisions for women to nurse or pump milk near or at the workplace.	Maternity and Paternity Leave Act 2020 West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018
A6.2 Workplace Safety for Pregnant and Nursing Women				
A6.2.1	Are employers required to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children?	0.00	According to a 2011 ILO report, <i>Pakistan - Maternity protections</i> , there is "no general requirements to assess and report workplace health and safety risks of workers identified [pregnant and nursing women and their children]". Provisions regulating particular risks are contained in a number of industry-specific laws. However, "these regulations are of gender neutral application and none impose requirements directed specifically to the protection of mothers/pregnant women" (ILO 2011).	ILO - Pakistan Maternity Protections 2011 - Section titled 'Health Protection'
A6.2.2	Is a pregnant or nursing woman exempt from performing work that has been determined to be prejudicial to the health of the mother or the child?	0.00	No, there is no specific provisions in the Maternity Ordinance, Labour Law or other legislation to prevent exempt nursing women from performing work that may be prejudicial to the health of the mother or the child.	Maternity and Paternity Leave Act 2020 West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018
A6.2.3	Is the woman entitled to eliminate risk elements from work (if possible), adapt the conditions of her work, or transfer from harmful labor to other kinds of work that do not pose risks to her health?	0.00	No, there are no specific provisions to entitle women to eliminate risk elements from work, adapt conditions of work or transfer from harmful labor to other kinds of work that do not pose risks to her health.	Maternity and Paternity Leave Act 2020 West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018
A6.2.4	On the production of a medical certificate, is the woman exempt from doing night work if it may be incompatible with her pregnancy or nursing?	0.00	No, there are no specific provisions to exempt women from doing night work if a medical certificate states it may be incompatible with her pregnancy or nursing.	Maternity and Paternity Leave Act 2020 West Pakistan Maternity Benefit Ordinance 1958 Sindh Maternity Benefits Act 2018
SUB-INDEX B: PROTECTIONS FOR DOMESTIC WORKERS				
B1. Coverage under National Labor Laws				
B1.1	Are domestic workers covered under national labor laws?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes. The Punjab Domestic Workers Act was enacted in 2019, and lays out detailed protections for domestic workers. The title of the Act states that it is "an Act to provide for the regulation of employment of domestic workers in Province of the Punjab." As there are no exclusionary conditions, no deductions are made. Sindh + Balochistan + KPK (50% of national population) No national or provincial legislation pertaining specifically to domestic workers. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	The News International Punjab Domestic Workers Act 2019

B1.2	Do the legislations for domestic workers cover all categories of domestic work and contractual arrangements?	0.50	<p>This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws.</p> <p>Punjab (50% of national population) The Punjab Domestic Workers Act specifically includes both direct employers of DWs and agencies which deploy DWs. There is no explicit exclusion of informal or part-time DWs. The Act states in defines an employer in Section 2 as:</p> <p>"(i) in relation to a person or a group of persons registered under the Act and employing domestic workers collectively responsible for employment of domestic workers;</p> <p>(ii) in relation to an establishment or agency, the owner(s) of the establishment or agency or a person registered under the Act and having the ultimate control over the affairs of the establishment or agency as well as any other person to whom the affairs of such establishment or agency are entrusted whether such person is called an agent, a manager, an occupier or by any other name."</p> <p>Sindh + Balochistan + KPK (50% of national population) No national or provincial legislation pertaining specifically to domestic workers.</p> <p>Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5</p>	<p>The News International</p> <p>Punjab Domestic Workers Act 2019</p>
B2. Fair Employment Process				
B2.1 Standard Terms of Employment				
B2.1.1	Is there a requirement for domestic workers to be informed of their terms of employment, preferably through written contracts, though verifiable verbal contracts are allowed?	0.50	<p>This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws.</p> <p>Punjab (50% of national population) Yes, the Punjab Domestic Workers Act 2019 states "Every employment or appointment of a domestic worker shall be subject to issuance of a letter of employment in the prescribed form showing the terms and conditions of his employment including nature of work and amount of wages."</p> <p>Sindh + Balochistan + KPK (50% of national population) No requirement for domestic workers to be informed of terms of employment. Only those employed in the industrial and commercial sector are required to provide a contract of employment as per the Industrial and Commercial Employment (Standing Orders) Ordinance 1968.</p> <p>Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5</p>	<p>Industrial and Commercial Employment (Standing Orders) Ordinance 1968.</p> <p>Constitution of Pakistan</p>
B2.1.2	Are domestic workers' contracts required to include standard information about the employment relationship?	0.06	<p>This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws.</p> <p>Punjab (50% of national population) As per the Domestic Workers Act, a contract must mention "terms and conditions of employment"</p> <p>Sindh + Balochistan + KPK (50% of national population) No mention of requirement for contracts for domestic workers to include any details about employer, employee or terms and conditions of employment.</p> <p>Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since Punjab only stipulates 1 out of the 8 conditions outlined in the GCPI criteria for information that contracts must contain, Punjab scores 1/8 for Step 2. Therefore, Score = 1/8 * 50% = 0.06</p>	<p>Industrial and Commercial Employment (Standing Orders) Ordinance 1968.</p> <p>Constitution of Pakistan</p> <p>Punjab Domestic Workers Act 2019, Section 5</p>
B2.1.3	Are domestic workers' contracts required to include information about working hours, rest and leave?	0.00	<p>No requirement in any legislation for a contract for domestic workers to detail working hours, rest and leave.</p>	<p>Industrial and Commercial Employment (Standing Orders) Ordinance 1968.</p> <p>Constitution of Pakistan</p> <p>Punjab Domestic Workers Act 2019, Section 5</p>
B2.1.4	Are domestic workers' contracts required to include information about their wages?	0.07	<p>This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws.</p> <p>Punjab (50% of national population) As per the Domestic Workers Act, a contract must mention "amount of wages"</p> <p>Sindh + Balochistan + KPK (50% of national population) No requirement for contracts including details of wages for those employed outside the industrial and commercial sector.</p> <p>Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since Punjab meets 1 of the 7 conditions outlined in the GCPI criteria for information on living conditions, Punjab scores a 1/7 for Step 2. Therefore, Score = 1/7 * 50% = 0.07</p>	<p>Industrial and Commercial Employment (Standing Orders) Ordinance 1968.</p> <p>Constitution of Pakistan</p> <p>Punjab Domestic Workers Act 2019, Section 5</p>
B2.1.5	Are domestic workers' contracts required to include information about living conditions for live-in workers?	0	<p>No requirement in any legislation for employees to provide information about living conditions for live-in workers.</p>	<p>Constitution of Pakistan</p>
B2.2 Regulations for Recruitment and Employment Process				
B2.2.1	Is there any regulation around how private employment agencies recruit and place local and migrant domestic workers?	0.5	<p>This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws.</p> <p>Punjab (50% of national population) Agencies that recruit domestic workers are considered employers as per the Punjab Domestic Workers Act, and are so subject to regulations for employers under the Labor Code. Section 2i of the Domestic Workers Act states: "'employer" means [...] in relation to an establishment or agency, the owner(s) of the establishment or agency or a person registered under the Act and having the ultimate control over the affairs of the establishment or agency as well as any other person to whom the affairs of such establishment or agency are entrusted whether such person is called an agent, a manager, an occupier or by any other name."</p> <p>Sindh + Balochistan + KPK (50% of national population) No regulation of private employment agencies that recruit domestic workers.</p> <p>Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5</p>	<p>A Situation Analysis of Pakistan's Domestic Workers.</p>
B2.2.2	Are there measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers?	0.00	<p>No, there are no measures in any legislation to prevent private agencies deducting from the remuneration of domestic workers.</p>	<p>A Situation Analysis of Pakistan's Domestic Workers.</p>
B2.2.3	Are there any measures to prohibit discrimination in employment of domestic workers on the basis of medical testing results?	0.00	<p>No specific measures in any legislation to prohibit discrimination in employment of domestic workers on the basis of medical testing results.</p>	<p>Constitution of Pakistan</p> <p>Punjab Domestic Workers Act 2012</p>
B3. Decent Working and Living Conditions				
B3.1 Working Hours and Environment				

B3.1.1	Is there a requirement of normal hours of work for domestic workers?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes. According to Section 6 of the Punjab Domestic Workers Act 2019, "no domestic worker shall be required to work for more than eight hours in a day, however, a domestic worker, at free will, may work for such time duration and for such remuneration as may be prescribed." Sindh + Balochistan + KPK (50% of national population) No; there is no legislation to regulate work hours for employees outside of the commercial sector, mines or factories. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	ILO - National Labour Laws Pakistan Punjab Domestic Workers Act 2019
B3.1.2	Are periods during which domestic workers remain to respond to possible calls required to be regarded as hours of work?	0.5	Punjab Yes; according to Section 16.3 of the Punjab Domestic Workers Act 2019, the Minimum Wage Board will set a wage rate for "on call work", indicating that these are regarded as hours of work. Other provinces No mention of whether hours when domestic workers are on call are regarded as hours of work. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	ILO - National Labour Laws Pakistan Punjab Domestic Workers Act 2019, Section 16
B3.1.3	Is there a limit to the number of hours of standby work domestic workers can be given, and are they entitled to compensation for this standby work?	0.5	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes. According to Section 5 of the Punjab Domestic Workers Act 2019, "Any work by a domestic worker in excess of forty eight hours shall incur over time rates as may be prescribed, and weekly working time shall not exceed fifty six hours." Sindh + Balochistan + KPK (50% of national population) No limits on the number of hours of standby work domestic workers can be given. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	ILO - National Labour Laws Pakistan Punjab Domestic Workers Act 2019, Section 5
B3.1.4	Is there a requirement that hours of work be accurately recorded and the records freely accessible to the domestic worker?	0.00	No mention of requirement for hours of work to be recorded in any legislation.	
B3.1.5	Is there a requirement to provide domestic workers with a safe and healthy working environment?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes. According to the Domestic Workers Act, "the employer shall provide dignified working conditions and occupational safety and health measures to the domestic worker." Sindh + Balochistan + KPK (50% of national population) No, there is no requirement to provide domestic workers with a safe and healthy working environment. The main act which governs health and safety for other workers is the Factory Act 1934, as well as other industry-specific acts such as the Mines Act and Docks Act. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, section 3
B3.2	Rest and Leave			
B3.2.1	Is there a requirement to provide daily rest for domestic workers?	0.00	No requirement in national legislation to provide daily rest for domestic workers	
B3.2.2	Is weekly rest at least 24 consecutive hours for domestic workers?	0.5	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes: As per the Punjab Domestic Workers Act 2019, "Every domestic worker engaged in domestic work shall be entitled to a holiday of at least one whole day in a week." Sindh/Balochistan/KPK Sindh + Balochistan + KPK (50% of national population) No requirement in national legislation to provide 24 hours of weekly rest for domestic workers. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, section 6
B3.2.3	Are there defined exceptions when domestic workers may be asked to work during periods of rest, and is compensatory rest mandatory?	0.00	No mention in any legislation of defined exceptions when domestic workers may be asked to work during periods of rest, or whether compensatory rest is mandatory.	
B3.2.4	Is paid annual leave at least 3 weeks per year for domestic workers?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes. As per Section 6 of the Punjab Domestic Workers Act 2019, a domestic worker is "entitled to sick leave with full wages for a total period of eight days in a year", "ten days festival holidays with full wages in a year" and "a holiday of at least one whole day in a week". Sindh + Balochistan + KPK (50% of national population) No requirement in national legislation for paid annual leave for domestic workers. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, section 6
B3.2.5	Is there a requirement that time spent by domestic workers accompanying household members on holiday should not be counted as part of paid annual leave?	0.00	No mention in national legislation of whether time spent accompanying household members on holiday is part of paid annual leave for domestic workers.	
B3.3	Wages			
B3.3.1	Is the minimum wage for domestic workers at least the national minimum wage?	0.75	No national legislation to set minimum wage for domestic workers. The Sindh Minimum Wages Act and Punjab Domestic Workers Act mandate that domestic workers be paid at least the national minimum wage, Since 75% of the population is covered under the provincial acts of Punjab and Sindh, Pakistan receives a score of 0.75.	Sindh Minimum Wages Act Punjab Domestic Workers Act 2019

B3.3.2	Is the overtime compensation rate for domestic workers at least 1.25 times their regular rate?	0.38	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) According to the Punjab Domestic Workers Act, "overtime work shall not be less than the minimum rates fixed for such work under any other law." Sindh (25% of national population) According to the Sindh Minimum Wages Act, "overtime work shall not be less than the minimum rates fixed for such work under any other law." Scoring method: Since population covered = 75%, Pakistan initially scores 0.75 in Step 1. Since the minimum overtime compensation rate is not fixed at 1.25 times their regular rate, 0.5 is deducted in Step 2. Therefore, Score = $0.75 \times 0.5 = 0.38$	Sindh Minimum Wages Act, Section 2b Punjab Domestic Workers Act 2019, Section 16
B3.3.3	Is there any limitation placed on wages paid in the form of payments in kind for domestic workers?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) According to the Punjab Domestic Workers Act, wages do not include "gifts or anything given in kind". Wages are defined by the Act as "emeration capable of being expressed in terms of money". Sindh + Balochistan + KPK (50% of national population) No mention of limitations on wages paid in kind for domestic workers. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, Section 2
B3.3.4	Is there a requirement to provide at least a monthly payment of wages in cash for domestic workers?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) According to the Punjab Domestic Workers Act, "no wage period, so fixed, shall exceed one month"; and "all wages shall be paid in current coin or currency notes or in both." Sindh + Balochistan + KPK (50% of national population) No legislation requiring for monthly payments to be made to domestic workers. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, Section 18
B3.3.5	Is there a requirement that domestic workers be given an understandable written account of the total wages due to them at the time of each payment?	0.00	No, there is no mention in any legislation that domestic workers be given an understandable written account of wages due to them.	
B3.3.6	Is there a requirement that upon termination of employment, any outstanding payments should be made promptly to domestic workers?	0.00	No explicit requirement that outstanding payments be made upon termination of employment in any legislation.	Punjab Domestic Workers Act 2019, Section 13
B3.4 Social Security				
B3.4.1	Are domestic workers eligible for healthcare coverage?	1.00	Yes; according to the Constitution of Pakistan, all citizens are entitled to medical relief. Also, according to the Provincial Employees Social Security Ordinance 1965, which covers all provinces, an employer must provide health care (including maternity care) to the full-time domestic workers.	Constitution of Pakistan, Part 2, Article 38 Provincial Employees Social Security Ordinance 1965, section 55-A
B3.4.2	Are domestic workers eligible for paid sick leave?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; "every domestic worker shall be entitled to sick leave with full wages for a total period of eight days in a year." Sindh + Balochistan + KPK (50% of national population) Not mentioned in any legislation. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5 Punjab	Punjab Domestic Workers Act 2019, Section 6
B3.4.3	Are domestic workers eligible for unemployment benefits?	99.00	Not applicable; no statutory unemployment benefits are provided to any workers as per Pakistani legislation.	Social Security Programmes Throughout the World
B3.4.4	Are domestic workers eligible for old-age benefits (if they have completed the required number of years of active economic contributions)?	0.00	No; no old-age benefits are provided to domestic workers as the Employees' Old-Age Benefits Act 1976 only covers persons employed in an "industry or establishment" (Section 1.4), and does not cover domestic employment.	Employees' Old-Age Benefits Act 1976
B3.4.5	Are domestic workers eligible for employment injury benefits?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; domestic workers are eligible to register under the Provincial Social Security Ordinance, which states "a secured person shall, subject to regulations, be entitled to receive injury benefit at such rate as may be fixed by Government by notification". Sindh + Balochistan + KPK (50% of national population) No mention of requirement for injury benefits to be offered to domestic workers. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Provincial Employees Social Security Ordinance, section 39
B3.4.6	Are domestic workers eligible for invalidity benefits?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; domestic workers are eligible to register under the Provincial Social Security Ordinance, which states "A secured person who sustains total or partial disablement shall, subject to regulations, be entitled, upon the expiration of his entitlement to injury benefit, to receive disablement pension" Sindh + Balochistan + KPK (50% of national population) No mention of requirement for invalidity benefits to be offered to domestic workers Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Provincial Employees Social Security Ordinance, section 40

B3.4.7	Are domestic workers eligible for survivors' benefit?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; domestic workers are eligible to register under the Provincial Social Security Ordinance, which states "Where a secured person dies as a result of an employment injury, a survivor's pension shall, subject to regulations, be payable to each of his dependents." Sindh + Balochistan + KPK (50% of national population) No mention of requirement for survivors benefits to be offered to domestic workers Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Provincial Employees Social Security Ordinance, section 42
B3.4.8	Is there protection of domestic workers' claims in the event of the employer's insolvency or death?	0.00	No mention in any legislation of protection of domestic workers claims in the event of the employer's insolvency or death	
B3.5 Living Conditions for Live-in Workers				
B3.5.1	Are there measures to ensure that domestic workers are free to decide whether or not to live in the household?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; as per the Punjab Domestic Workers Act, "every employer, under express terms and conditions of employment, shall ensure to provide for the accommodation for live-in domestic workers who stays at place of work at his free will." Sindh + Balochistan + KPK (50% of national population) No legislation to ensure domestic workers are free to decide whether or not to live in the household. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, Section 10
B3.5.2	For live-in workers, is there any requirement for the employer to provide accommodation that offers privacy?	0.00	No mention in any legislature for live-in workers to be provided private accommodation.	
B3.5.3	For live-in workers, is there any requirement for the employer to provide access to suitable sanitary facilities?	0.00	No mention in any legislature for live-in workers to be provided suitable sanitary facilities.	
B3.5.4	For live-in workers, is there any requirement for the employer to provide accommodation that has adequate lighting, heating, and air conditioning?	0.25	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) As per the Punjab Domestic Workers Act, "every employer shall ensure decent living conditions for a live-in domestic worker." Sindh + Balochistan + KPK (50% of national population) No legislation that requires employers to provide adequate accommodation to domestic workers. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no details on whether adequate lighting, heating, and air conditioning must be provided, 0.5 is deducted in Step 2. Therefore, Score = 0.5*0.5 = 0.25	Punjab Domestic Workers Act 2019, Section 10
B3.5.5	For live-in workers, is there any requirement for the employer to provide appropriate meals of good quality and sufficient quantity?	0.00	No mention in any legislature for live-in workers to be provided with appropriate meals.	
B3.5.6	Are there measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave?	0.00	No mention in any legislature of measures to ensure live-in workers are not obliged to remain in the household during rest or leave.	
B3.5.7	Is there a requirement that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination of employment at the initiative of the employer?	0.38	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; as per the Punjab Domestic Workers Act "the termination of employment shall be subject to one month's prior notice in writing either by the domestic worker or by the employer". Sindh + Balochistan + KPK (50% of national population) No mention of requirement for sufficient notice to be given in the event of termination of employment. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since no time is given to seek new employment, and accommodation, Punjab receives a 0.25 deduction in Step 2. Therefore, Score = 0.5*0.75 = 0.38	Punjab Domestic Workers Act 2019, Section 13
B3.5.8	Are live-in domestic workers legally entitled to keep in their possession their travel and identity documents?	0.00	No mention in any legislation of whether domestic workers are legally entitled to keep in their possession their travel and identity documents.	
B4. Labor Rights and Protections				
B4.1 Freedom of Association and Access to Collective Bargaining				
B4.1.1	Are there legislative provisions for domestic workers to establish their own organizations or join the workers' organizations, federations, or confederations of their own choosing?	1.00	Yes, domestic workers may join these entities. In accordance with article 17 of the Constitution of Pakistan, "every citizen has the right to form associations or unions, subject to reasonable restrictions imposed by law in the interest of sovereignty or integrity of Pakistan, public order or morality". In view of the above, domestic workers are free to form associations/unions.	Constitution of Pakistan, Part 2, Article 17
B4.1.2	Are there legislative provisions to recognize domestic workers' rights to collective bargaining?	0.00	No; only workers covered by the Industrial Relations Ordinance (which does not cover domestic workers) have the right to appoint a Collective Bargaining Agent and pursue collective bargaining negotiations.	ILO National Labour Law Profile: Pakistan
B4.2 Access to Complaint Mechanisms				
B4.2.1	Are there complaint mechanisms for domestic workers to report non-compliance with labor protections?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; according to the Punjab Domestic Workers Act, complaints from domestic workers may be brought to the Dispute Resolution Committee. Section 25 of the Punjab Domestic Workers Act states "All disputes or complaints arising out of and in connection with enforcement under the Act shall be heard and resolved through an award by Dispute Resolution Committee". Sindh + Balochistan + KPK (50% of national population) No specific complaint mechanisms for domestic workers to report non-compliance with labor protections. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, Section 25

B4.2.2	Are there measures to ensure that domestic workers have access to courts, tribunals or other dispute resolution mechanisms?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; according to Section 26 of the Punjab Domestic Workers Act, "complaints from domestic workers brought to the Dispute Resolution Committee will lead to the formation of an Appellate Authority in each District to hear and decide the appeals preferred against the award of a Dispute Resolution Committee." Sindh + Balochistan + KPK (50% of national population) No specific complaint mechanisms for domestic workers to report non-compliance with labor protections. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, Section 25
B4.3 Enforcement and Protection Mechanisms				
B4.3.1	Are conditions specified, under which access to household premises must be granted for on-site labor inspections of the employers of domestic workers?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; according to the Punjab Domestic Workers Act, a household may be inspected "upon receipt of a complaint and on direction of a Dispute Resolution Committee". Sindh + Balochistan + KPK (50% of national population) No mention of conditions under which access to households may be granted for on-site labor inspections. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019, Section 35
B4.3.2	Are there penalties for private employment agencies for non-compliance with domestic worker protection laws?	1.00	According to Section 31 of the Punjab Domestic Workers Act, private employment agencies are subject to the following penalties for non-compliance with domestic worker protection laws. "1. A fine which for the first offence may extend to five thousand rupees, and for a second or subsequent offence with fine which may extend to ten thousand rupees. 2. Violations of section 3 of the Domestic Workers Act, shall be punished with imprisonment for a term which may extend to one month if the agency employs a child under the age of 12 years and in case of a child under 15 years by fine which may extend to Rs fifty thousand but which shall not be less than ten thousand rupees. 3. Any employer or any such person who willfully obstructs an Inspector in the exercise of any power in compliance of section 37, or fails to produce on demand thereunder any evidence, statement or other document, shall be punishable with fine which may extend to ten thousand rupees."	Punjab Domestic Workers Act 2019, Section 31
B4.3.3	Are there penalties for employers for non-compliance with all domestic worker protections?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; an employer who "fails to comply with or contravenes any provisions of the Punjab Domestic Workers Act other than section 3, shall, on conviction, be punishable with fine which for the first offence may extend to five thousand rupees, and for a second or subsequent offence with fine which may extend to ten thousand rupees." Sindh + Balochistan + KPK (50% of national population) No mention of penalties for non-compliance with protections. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5 Score = 0.5	Punjab Domestic Workers Act 2019, Section 31
B4.3.4	Are domestic workers legally protected against all forms of workplace abuse, harassment, and violence?	0.00	There are no legal protections for domestic workers against workplace harassment, abuse and violence. While the Protection Against Harassment of Women in the Workplace Act could have provided some protection, domestic workers as informal sector workers do not meet the criteria to submit a complaint. The Protection of Women Act, 2006 protects all female citizens against rape, physical abuse and kidnapping.	International Domestic Workers Rights Foundation
B5. Protections for Forced/Under-age Domestic Workers				
B5.1 Protections against Forced/Compulsory Labor				
B5.1.1	Is illegal extraction of forced or compulsory labor of domestic workers punishable as a penal offence?	1.00	As per the Constitution, "all forms of forced labour and traffic in human beings are prohibited."	Constitution of Pakistan, Part 2, Chapter 1.11
B5.1.2	Are domestic worker victims of forced labor provided with any protection?	0.25	No specific mentions of protections to victims of forced labor. There are projects being carried out (that do not specifically focus on domestic workers) to eliminate forced labour, such as the establishment of a Legal Aid Service Unit by the Punjab government to support workers entangled in situations of bonded labour. The Labour and Human Resource Department of Punjab has also set up a helpline for victims of bonded labour to contact for free legal help and moral support. The aforementioned Department has also set up 'Vigilance Committees' in various districts, to help ensure the law is being followed, educate workers about their rights and oversee the rehabilitation of victims of forced labour.	ILO Report - Promoting the Elimination of Bonded Labour in Pakistan Bonded Labour System (Abolition) Act Labour and Human Rights Department of Punjab
B5.1.3	Are domestic worker victims of forced labor provided with any access to remedies?	1.00	Yes; programmes such as the Programme to Promote the Elimination of Bonded Labour in Pakistan (PEBLIP) offer relief and rehabilitation measures including education, adult literacy, skills training, health, micro finance, social security benefits, social protection and citizenship to workers. Furthermore, the Government of Pakistan under the Bonded Labour System (Abolition) Rules, 1995, has established a Bonded Labour System (Abolition) Fund which allocates budgets to the training and rehabilitation projects concerned with the released bonded labourers. It also provides legal and financial assistance to every labourer and their families freed from the Bonded Labour System.	ILO Report - Promoting the Elimination of Bonded Labour in Pakistan
B5.2 Protections for Under-age Laborers				
B5.2.1	Is the minimum age for domestic workers 16 or higher, or the age of completion of compulsory schooling (if this is age 16 or higher)?	0.10	No; the minimum age of employment is 14 years as per the Employment Of Children Act 1991. However, as per the Constitution, "the State shall provide free and compulsory education to all children of the age of five to sixteen years in such manner as may be determined by law." In the Islamabad Capital Territory Domestic Workers Bill, child domestic labor was proscribed under the 1991 Child Employment Act. The Employment of Children Act 1991 prohibits the employment of children below the age of 14 in unsafe and hazardous environments such as factories, carpet industries and mines.	Constitution of Pakistan, Part 2, Chapter 1 Employment of Children Act 1991, section 1

B5.2.2	Are domestic workers, who are under the age of 18 and above the minimum age of employment, still able to access compulsory education, or opportunities for further education or vocational training?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; according to the Punjab Domestic Workers Act, "domestic workers aged under 18 may only engage in light work, which means a domestic work which is part-time in nature and is not likely to harm health, safety and education of a domestic worker." According to the Constitution of Pakistan, the minimum age to engage in even light work is 15. Sindh + Balochistan + KPK (50% of national population) No mention of specific allowances for domestic workers under 18 to access education or vocational training. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019 , Section 3
B5.2.3	Are there extra limitations of hours of work of domestic workers who are under the age of 18 and above the minimum age of employment?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; according to the Punjab Domestic Workers Act, "domestic workers aged under 18 may only engage in light work, which means a domestic work which is part-time in nature." Sindh + Balochistan + KPK (50% of national population) No mention of limitations of hours of work for domestic workers under 18. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019 , Section 3
B5.2.4	Are there measures to prohibit domestic workers who are under the age of 18 and above the minimum age of employment to work at night?	0.00	No mention in legislation of measures to prevent domestic workers under 18 from working at night.	
B5.2.5	Are there extra measures to restrict/limit work that is excessively demanding (whether physically or psychologically) for domestic workers who are under the age of 18 and above the minimum age of employment?	0.50	This question was scored using a two-step logic because, while no national legislation covers domestic workers, 1 out of the 4 provinces covers domestic workers in its provincial labor laws. Punjab (50% of national population) Yes; according to the Punjab Domestic Workers Act, "domestic workers aged under 18 may only engage in light work, which means a domestic work which is part-time in nature and is not likely to harm health and safety of a domestic worker." Sindh + Balochistan + KPK (50% of national population) No mention of limitations on excessively demanding work for domestic workers under 18. Scoring method: Since population covered = 50%, Pakistan initially scores 0.5 in Step 1. Since there are no exclusionary conditions, there are no deductions for Step 2. Therefore, Score = 0.5	Punjab Domestic Workers Act 2019 , Section 3
B6.	Protections for Migrant Domestic Workers			
B6.1	Employment Support			
B6.1.1	Are mdws required to receive a written job offer, or enforceable contract of employment, prior to crossing national borders?	99.00	This section is not applicable to Pakistan since the estimated proportion of migrant domestic workers to all domestic workers is less than 10%.	
B6.1.2	Is there a national hotline for migrant domestic workers with interpretation services?	99.00	This section is not applicable to Pakistan since the estimated proportion of migrant domestic workers to all domestic workers is less than 10%.	
B6.2	Support after Termination of Employment			
B6.2.1	Are there measures to ensure that the loss of employment should not in itself imply the withdrawal of the migrant domestic workers' authorization of residence?	99.00	This section is not applicable to Pakistan since the estimated proportion of migrant domestic workers to all domestic workers is less than 10%.	
B6.2.2	If it is established that the termination of employment was not justified, are the mdw entitled to reinstatement, to compensation for loss of wages or of other payment which results from unjustified termination, to access to a new job with a right to indemnification, or sufficient time to find alternative employment, with conditions no less favourable than other workers?	99.00	This section is not applicable to Pakistan since the estimated proportion of migrant domestic workers to all domestic workers is less than 10%.	
B6.2.3	Are mdws entitled to the right of appeal before an administrative or judicial instance if they face expulsion order or termination of their employment and should be allowed sufficient time to obtain a final decision?	99.00	This section is not applicable to Pakistan since the estimated proportion of migrant domestic workers to all domestic workers is less than 10%.	
B6.2.4	Are migrant domestic workers entitled to repatriation at no cost on the expiry or termination of the employment contract?	99.00	This section is not applicable to Pakistan since the estimated proportion of migrant domestic workers to all domestic workers is less than 10%.	
B6.2.5	After termination of employment AND departure from the country of employment, can MDWs still access complaint mechanisms and pursue legal civil and criminal remedies?	99.00	This section is not applicable to Pakistan since the estimated proportion of migrant domestic workers to all domestic workers is less than 10%.	