

Pakistan: National and International Legal Framework –OSH, Human Rights and Labor Laws

Constitution of Pakistan

- Supreme legal framework ensuring fundamental rights and protections

2. National Laws

A. Human Rights

- Protection against Harassment of Women at Workplace Act, 2010 / 2022
- Bonded Labor System (Abolition) Act, 1992
- Pakistan Penal Code (Relevant Sections) Act, 1860
- Child Labor (Prohibition & Regulation) Act, 2016
- Juvenile Justice System Act, 2018

B. Labor Laws

- Industrial Relations Act, 2012
- Payment of Wages Act, 1936
- Minimum Wages Ordinance, 1961
- Shops and Establishment Ordinance, 1969
- Employees' Old Age Benefits Act, 1976
- Employees' Social Security Ordinance, 1965
- Maternity Benefits Ordinance, 1958

C. Occupational Safety & Health (OSH)

- Factories Act, 1934
- Workmen's Compensation Act, 1923
- Factories (Amendment) Acts – OSH Provisions
- Provincial OSH Rules & Regulations

3. Provincial Laws (Post 18th Amendment)

- **Punjab**
 - Punjab Occupational Safety and Health Act, 2019
 - Punjab Minimum Wages Act, 2019
 - Punjab Prohibition of Child Labor at Brick Kilns Act, 2016
 - Punjab Social Security (Amendments)
- **Sindh**
 - Sindh Occupational Safety and Health Act, 2017
 - Sindh Employees Social Security Act, 2016
 - Sindh Factories Act (Amendments, 2015)
 - Sindh Prohibition of Employment of Children Act, 2017
 - Sindh Women Agricultural Workers Act, 2019
- **Khyber Pakhtunkhwa (KP)**
 - KP Factories Act 2013 (Amendments)
 - KP Mines Safety & Welfare Regulations 2016
 - KP Prohibition of Child Labor Act, 2015
 - KP Social Security (Amendments) 2013
- **Balochistan**
 - Balochistan Factories (Amendment) Act
 - Balochistan Prohibition of Employment of Children Act, 2021
 - Balochistan Social Security (Amendments) 2015

4. International Conventions Ratified by Pakistan

A. Human Rights (UN Treaties)

- ICCPR – International Covenant on Civil and Political Rights
- ICESCR – International Covenant on Economic, Social and Cultural Rights
- CRC – Convention on the Rights of the Child

- CAT – Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- CERD – Convention on the Elimination of All Forms of Racial Discrimination
- CRC-OP-AC – *Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict*
- CRC-OP-SC – *Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography*
- CRPD – *Convention on the Rights of Persons with Disabilities*

B. Labor Rights & OSH (ILO Conventions)

Fundamental Labor Rights

- C087 – Freedom of Association and Protection of the Right to Organize
- C098 – Right to Organize and Collective Bargaining
- C100 – Equal Remuneration
- C111 – Discrimination (Employment & Occupation)

Child Labor and Forced Labor

- C029 – Forced Labor
- C105 – Abolition of Forced Labor
- C138 – Minimum Age
- C182 – Worst Forms of Child Labor

OSH & Labor Inspection

- C081 – Labor Inspection Convention
- C144 – Tripartite Consultation (International Labor Standards) Convention