

IS THERE REALLY A RACE TO THE BOTTOM? EXPLORING TRENDS THROUGH THE LENS OF THE LABOUR RIGHTS INDEX (2020-2023)

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Why Create a Labour Rights Index?

Who Needs the Labour Rights Index?

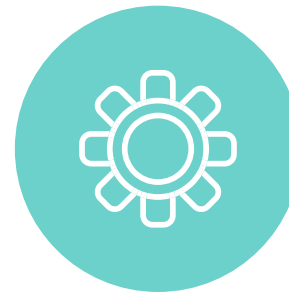
- **THE ONLY DE-JURE INDEX COVERING 145 COUNTRIES/10 INDICATORS/46 COMPONENTS**
- **NEXT LOGICAL STEP TO "DECENT WORK CHECKS"**
- **GOVERNMENTS**
- **MULTILATERAL ORGANISATIONS**
- **RADE UNION FEDERATIONS**
- **GOVERNMENT AGENCIES**
- **CIVIL SOCIETY**
- **INDIVIDUAL WORKERS**
- **EMPLOYERS**

Key Updates



KEY UPDATE 1

Addition of 20 countries -
LRI 2024 covers 145 jurisdictions



KEY UPDATE 2

Contextual Indicators



KEY UPDATE 3

Legal basis for each
component score



KEY UPDATE 4

Legislative trends since 2020

Global Trends

THE LABOUR RIGHTS INDEX
TRACKS THE CHANGES IN THE
WORKPLACE RIGHTS ACROSS
TEN INDICATORS DURING THE
PAST FOUR YEARS

EMPLOYMENT SECURITY

MATERNITY LEAVE

PATERNITY LEAVE

SEXUAL HARASSMENT AT WORK

EQUAL PAY FOR WORK OF EQUAL VALUE

PROHIBITION ON INQUIRING ABOUT PREGNANCY

FLEXIBLE WORKING ARRANGEMENTS

Employment Security

MIDDLE EAST

- Reform of the **Kafala system**
- Model Standard **Employment Contracts**
- Allowing workers to **change jobs** or leave country without employers' permission
- Prohibiting employers to withhold **workers' passports**

EUROPE

EU Directive on Transparent and Predictable Working Conditions (Directive 2019/1152)

- **Written information** on the important aspects of work, to be received at the start of employment;
- a limit to the length of **probationary periods** to six months,
- be informed within a reasonable period in advance **when work will have to be done** – especially for workers with unpredictable working schedules and on-demand work,
- receive a written reply to a **request for transfer to another more secure job**, and
- receive **cost-free mandatory training related to the job** by the employer.

Work and Family

1. MATERNITY LEAVE

- **Asia**
 - **East Asia:** Malaysia (14 weeks)
 - **Middle East:** Oman (14 weeks)
- **Africa**
 - **Sub-Saharan Africa:** Angola (17 weeks), Rwanda (14 weeks)

2. PROHIBITION OF PREGNANCY INQUIRY

- **Asia**
 - **East Asia:** Viet Nam
 - **Middle East:** Kuwait
- **Africa**
 - **Sub-Saharan Africa:** Angola, Congo, Gambia

Work and Family

3. PATERNITY LEAVE

- **Asia**
 - **East Asia:** Malaysia, Mongolia
 - **Middle East:** Oman, United Arab Emirates
 - **South Asia:** Pakistan
- **Africa**
 - Sub-Saharan Africa: Cabo Verde, Mozambique, Rwanda, Malawi
- **Americas**
 - **Latin America:** Costa Rica
- **Europe**
 - Greece, Malta, Slovakia, Ukraine

4. FLEXIBLE WORKING ARRANGEMENTS

- **Asia**
 - **East Asia:** Mongolia
- **Europe**
 - Estonia, Ireland, Luxembourg, Malta, Slovakia

Fair Treatment

1. EQUAL PAY FOR WORK OF EQUAL VALUE

- **Asia & Pacific**
 - **East Asia:** Mongolia
 - **Middle East:** Bahrain, United Arab Emirates
- **Africa**
 - Sub-Saharan Africa: Burundi, Gambia, Zimbabwe

2. ACCESS TO SAME JOBS AS MEN

- **Asia**
 - **South Asia:** Nepal (night work), Pakistan (night work)
 - **Middle East:** Bahrain, Jordan, Saudi Arabia, UAE (night work)
 - **Central Asia:** Azerbaijan, Uzbekistan
 - **East Asia:** Malaysia, Viet Nam,
- **Africa**
 - **Sub-Saharan Africa:** Gabon, Guinea (emp. without permission of husband), Togo
- **Americas**
 - **Latin America:** Bolivia, Costa Rica (night work)
- **Europe**
 - Montenegro

Fair Treatment

3. HARASSMENT AT WORK

- **Asia & Pacific**
 - **East Asia:** Indonesia, Malaysia
 - **Middle East:** Jordan, Lebanon
 - (reforms in other ME countries happened during the last five years: Bahrain, Kuwait, Saudi Arabia, Tunisia, United Arab Emirates)
- **Africa**
 - **Sub-Saharan Africa:** Angola, Congo, Sierra Leone

Labour Law around the World in Maps

Global Labour Law Maps

This page showcases global labour law maps for 46 components, categorised into 10 indicators. These maps are based on the Labour Rights Index (LRI) published by the WageIndicator Foundation and the Centre for Labour Research (WageIndicator Labour Law office). The Index is published biennially, an edition is published in 2020. The second edition was launched on 7 October 2022, the World Day for Decent Work. The third edition is scheduled to be launched in 2024.

To know more about the Index, please check the LRI website: <https://labourrightsindex.org/>

Fair Wages

Decent Working Hours

Employment Security

Family Responsibilities

Maternity at Work

Safe Work

Social Security

Fair Treatment

Child and Forced Labour

Trade Union

<https://wageindicator.org/labour-laws/labour-law-around-the-world/decent-work-map>

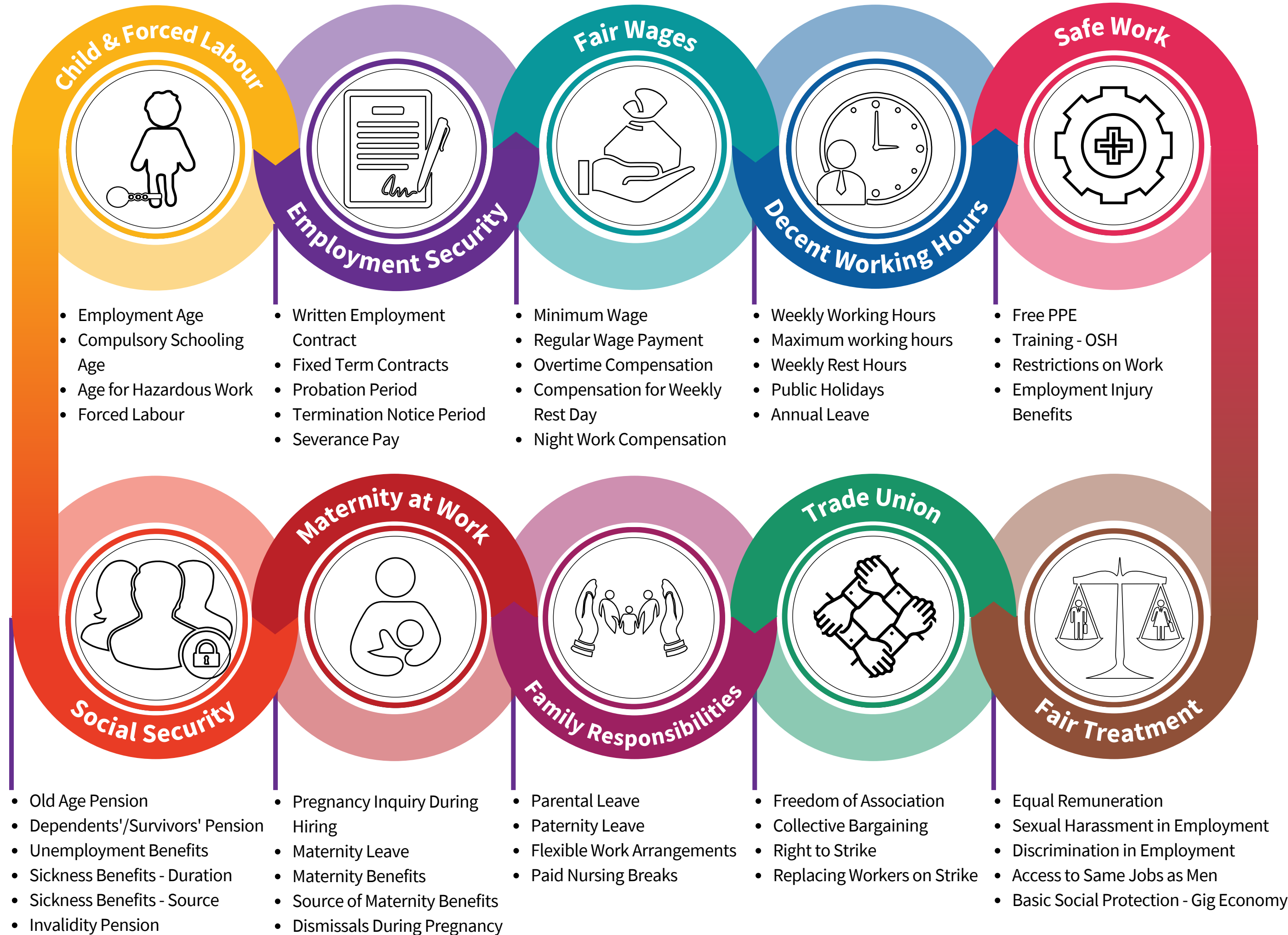
PART 1:

Conceptual Framework



10 Decent Work Indicators

46 Components





Data Sources and Collections

Labour Legislation - Decrees - Amendments - CBAs, Decent Work Checks

The Scoring System

Dichotomous scoring system for the 46 indicators.
1 for a yes and 0 for a no

Weights

The Labour Rights Index does not use weights.

Rankings Versus Ratings

Labour Rights Index does not “rank” countries.

Behind The Scene

Scoring Kenya on the Fair Treatment indicator:

Does the law require equal remuneration for work of equal value?

1

SCORING CRITERIA

A scoring criteria is set based on the International Regulatory Standards provided by the ILO through Conventions

International Regulatory Standard - Article 2 of the Equal Remuneration Convention, 1951 (No. 100) stipulates that the principle of equal remuneration for men and women workers for work of equal value should be promoted and ensured for all workers by means appropriate to the methods in operation for determining rates of remuneration. This principle may be applied through national laws or regulations, legally established or recognised machinery for wage determination, collective agreements between employers and workers, or a combination of these various means.

Methodology - Whether the law requires equal remuneration for work of equal value:

1: The legislation mandates equal remuneration for male and female workers for work of equal value without discrimination on the grounds of sex.

0: The law limits the principle of equal remuneration to the same work, similar work, equal work or work of a similar nature.

2

SEEKING A LEGAL BASIS

The Kenyan legislation, constitution and any decree related to workplace discrimination is researched to find a definite answer to the question set in the methodology

[Labour Rights Index](#)

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Behind The Scene

Scoring Pakistan on the Fair Treatment indicator:
Does the law require equal remuneration for work of equal value?

3

ASSIGNING A SCORE

A score of 1 or 0 is assigned - this score will then be rechecked before the final submission along with the legal basis employed.

Does the law require equal remuneration for work of equal value? (Yes=1, No=0)	Does the law prohibit sexual harassment in employment? (Yes=1, No=0)	Does the law prohibit discrimination in employment matters? (Yes=1, No=0)	Does the law allow women to do the same jobs as men? (Yes=1, No=0)	Does the law regulate gig or platform economy work guarantee basic labour protections for gig economy workers? (Yes=1, No=0)
0	1	0	0	0
No applicable legal provisions could be located	§4(4) and 5(2) of the Protection against Harassment of Women at the Workplace Act, 2010; §509(ii) of the PPC 1860	§27 of the Constitution of Pakistan 1973; §17(c) of Punjab Industrial Relations Act 2010	§32, 33(F0, 33(Q)(4) & 45 of Factories Act 1934; §7(4) of the Punjab Shops & Establishments Ordinance 1969	No applicable legal provisions could be located

Behind The Scene

Scoring Kenya on the Fair Treatment indicator: Does the law allow women to do the same job as men?

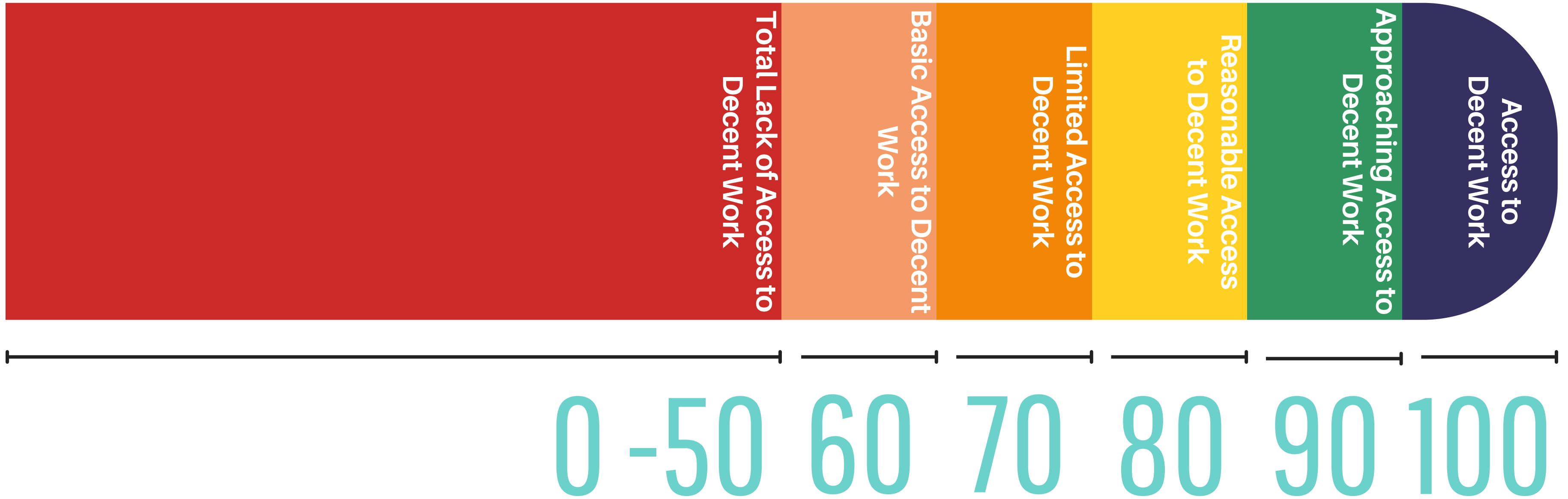
5

CUMULATIVE SCORE

The scores for each indicator are obtained by computing the unweighted average of the answers under that indicator and scaling the result to 100. The final scores for the countries are then determined by taking each indicator's average, where 100 is the maximum score to achieve.

$$\frac{5}{5} = \frac{100}{100}$$

OVERALL SCORE: 68



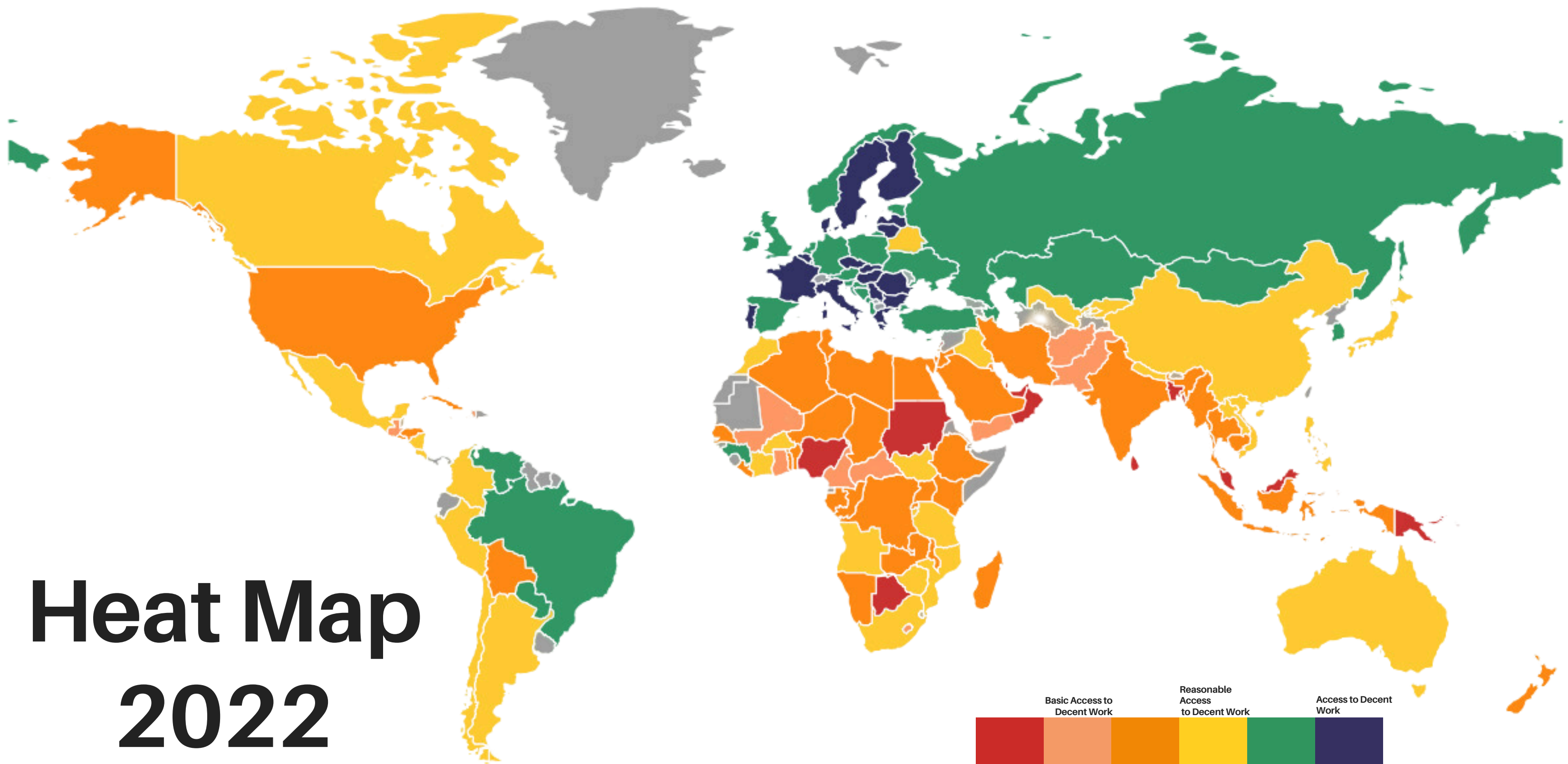
PART 2: Findings

Introducing the Labour Rights Index
ISLSSL 2024 | 18 September 2024

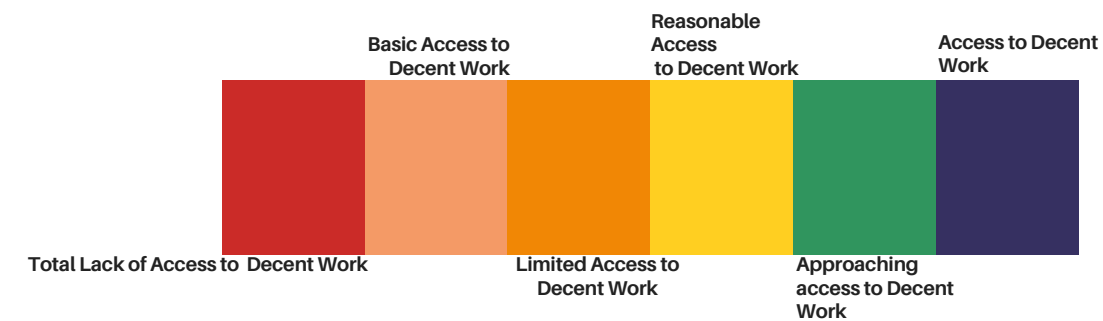


Labour Rights Index

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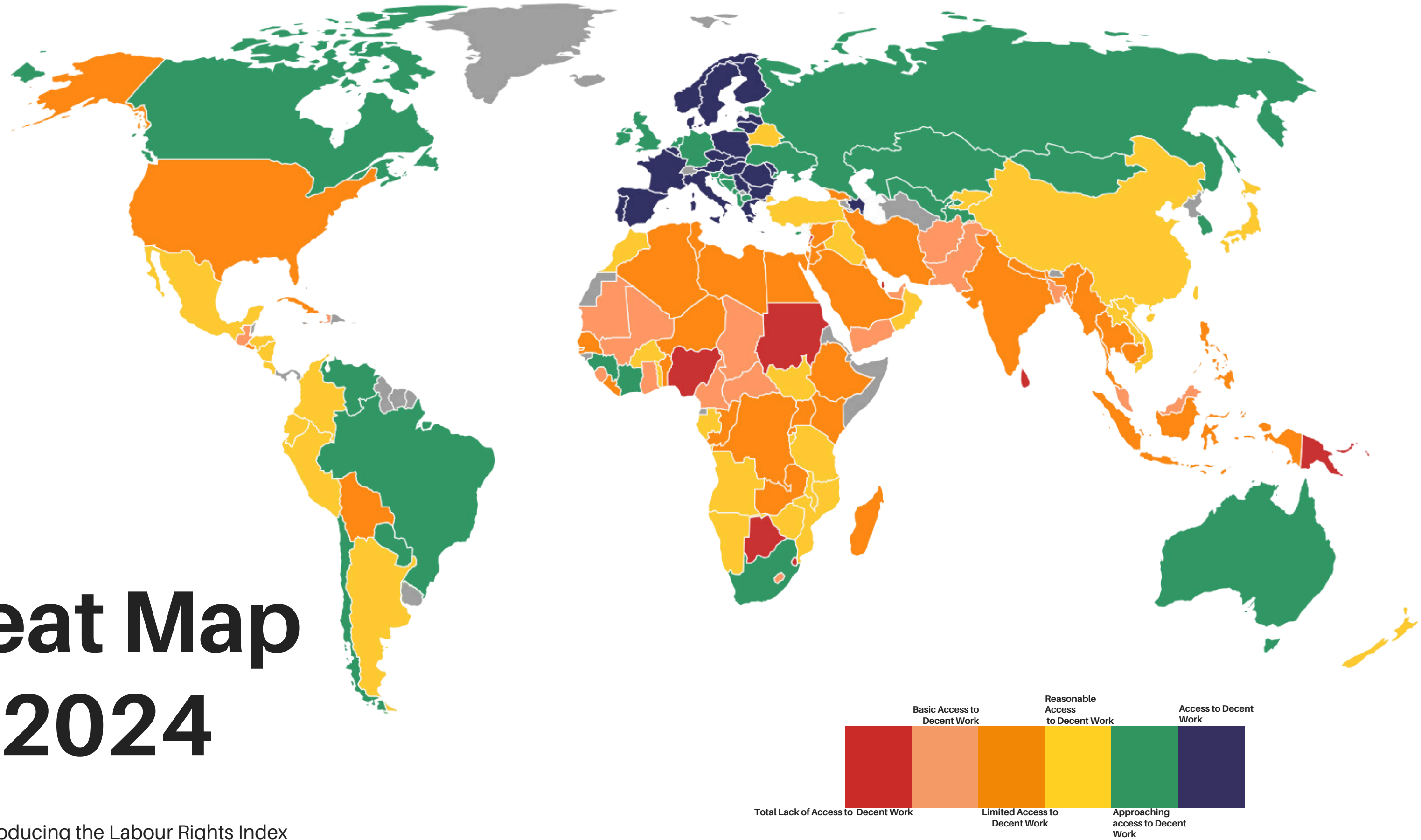


Heat Map 2022



Heat Map 2024

Introducing the Labour Rights Index
ISLSSL 2024 | 18 September 2024





PART 3:

Country Profiles

Country Profile: Pakistan

PAKISTAN

South Asia

Lower-middle income

Overall Score

51

51

53.5

2020

2022

2024

Basic Access to Decent Work

Score improved

0 - 50

50.5 - 60

60.5 - 70

70.5 - 80

80.5 - 90

90.5 - 100

TOTAL LACK OF ACCESS TO DECENT WORK

LIMITED ACCESS TO DECENT WORK

REASONABLE ACCESS TO DECENT WORK

APPROACHING ACCESS TO DECENT WORK

ACCESS TO DECENT WORK

The country rating is based on the overall score of 0-100, with the following coding: The overall score ranges from 0 to 100, where 100 signifies the highest possible score and 0 signifies the lowest possible score. The score indicates "access to decent work" by law.

Contextual Indicators

Population ⁽²⁰²²⁾	235.82 M	Total Fertility ^(rate) ⁽²⁰²²⁾	3.41	Female Labour Force ⁽²⁰²⁴⁾	A : 19.24 M	B : 24.42%
Labour Force ⁽²⁰²²⁾	83.04 M	Trade Union ^(density) ⁽²⁰¹⁹⁾	4.73%	Non-Standard Employment ^(employment) ⁽²⁰²¹⁾	A : 15.26%	B : 82.50%
GDP per Capita ⁽²⁰²²⁾	\$1,589	Collective Bargaining ^(coverage)	N/A	Work Injuries ^(per 100,000 workers) ⁽²⁰²¹⁾	A : N/A	B : 2691
Poverty Headcount ⁽²⁰¹⁸⁾	21.90%	Social Protection ^(coverage) ⁽²⁰²²⁾	20.2%	Minimum Wage ⁽²⁰²³⁾	PKR 32,000	
Informal Employment ⁽²⁰²¹⁾	84.30%	Workers per Labour Inspector ⁽²⁰²⁴⁾	159,707	Living Wage ⁽²⁰²⁴⁾	PKR 50,426	

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

At a glance

For Pakistan, the labour legislation in the most populous province (Punjab, Pakistan) is analysed and scored. Different rules may apply in other jurisdictions, necessitating review of other sources.

Following this approach, Pakistan's overall score is 53.5 out of 100. The overall score for Pakistan is lower than the regional average observed across South Asia (57). Within the South Asian region, the highest score is observed for India (65).

During the last four years (1 January 2020 - 1 January 2024), Pakistan has enacted legislative reforms allowing women to work during night hours. The legislation now provides for 7-day paternity leave to fathers on the birth of a child, leading to a positive score change.

The country scores on the Labour Rights Index must be interpreted with caution, considering also the contextual indicators like the size of the population and labour force, informal employment in the country, social protection coverage, level of economic development (as measured by GDP per capita), female labour force participation rate, incidence of non-standard employment in the form of part-time employment and temporary employment as well as work injuries, both fatal and non-fatal. Trade union density and collective bargaining coverage rates are also relevant contextual indicators to assess the state of freedom of association and collective bargaining in the country.

About Labour Rights Index

The Labour Rights Index 2024 (LRI 2024) is a de-jure index covering 145 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 Access to Decent Work" to "Access 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 Labour Rights Index scores countries based on applicable labour laws only. It does not comment on actual working conditions or labour law compliance in workplaces. The legislation that is used to score the country under the Labour Rights Index is generally national or federal level legislation. In cases where the legislation is enacted at the provincial/regional or state level, the Index analyses the labour legislation applicable to the most populous province/region or state (in federal, confederal or other complex structure states). Scoring for each country is based on labour legislation, as applicable on 1 January 2024.

*Please check page 4 of the country profile for explanatory end notes.

Labour Rights Index

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Overall Index Score

53.5

Pakistan

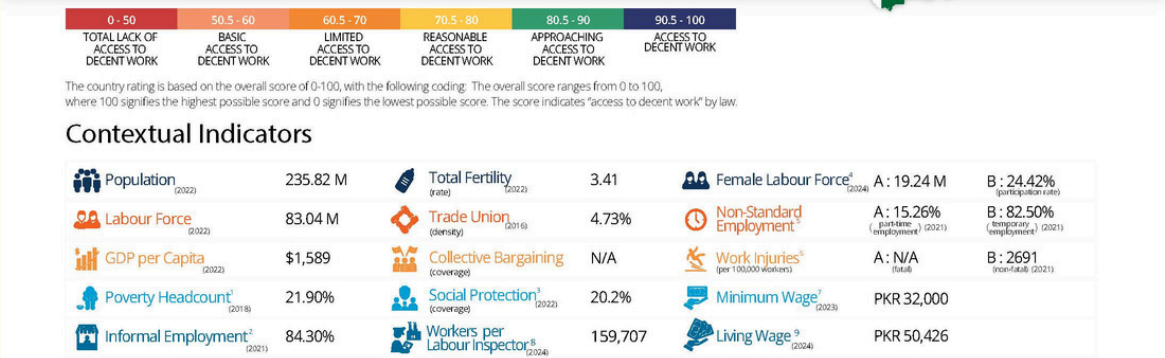
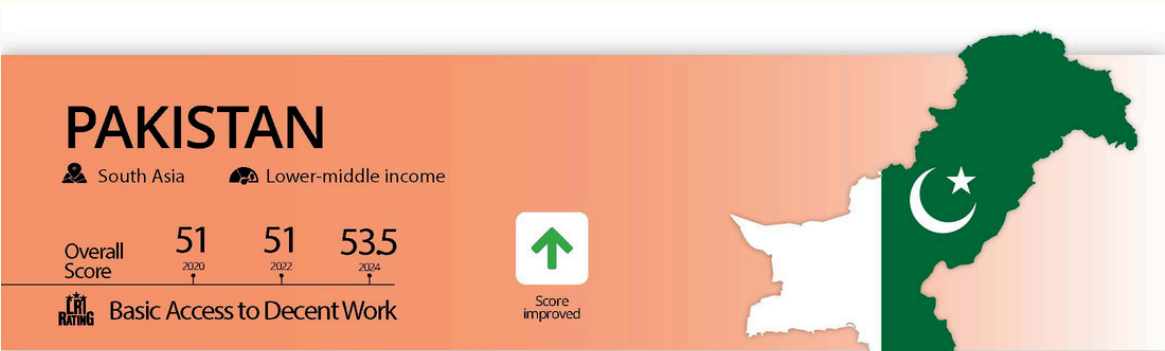
Indicator scores on Labour Rights Index 2024

<div>1</div> <div>Fair Wages</div> <div>80</div>	<div>2</div> <div>Decent Working Hours</div> <div>60</div>	<div>3</div> <div>Employment Security</div> <div>100</div>	<div>4</div> <div>Family Responsibilities</div> <div>25</div>	<div>5</div> <div>Maternity at Work</div> <div>40</div>
<div>6</div> <div>Safe Work</div> <div>75</div>	<div>7</div> <div>Social Security</div> <div>60</div>	<div>8</div> <div>Fair Treatment</div> <div>20</div>	<div>9</div> <div>Child & Forced Labour</div> <div>75</div>	<div>10</div> <div>Trade Union</div> <div>0</div>

For each indicator, the score ranges from 0 to 100, where 100 signifies the highest possible score and 0 signifies the lowest score. The overall score is the average of 10 indicators.

WageIndicator
Centre for Labour Research

Country Profile: Pakistan



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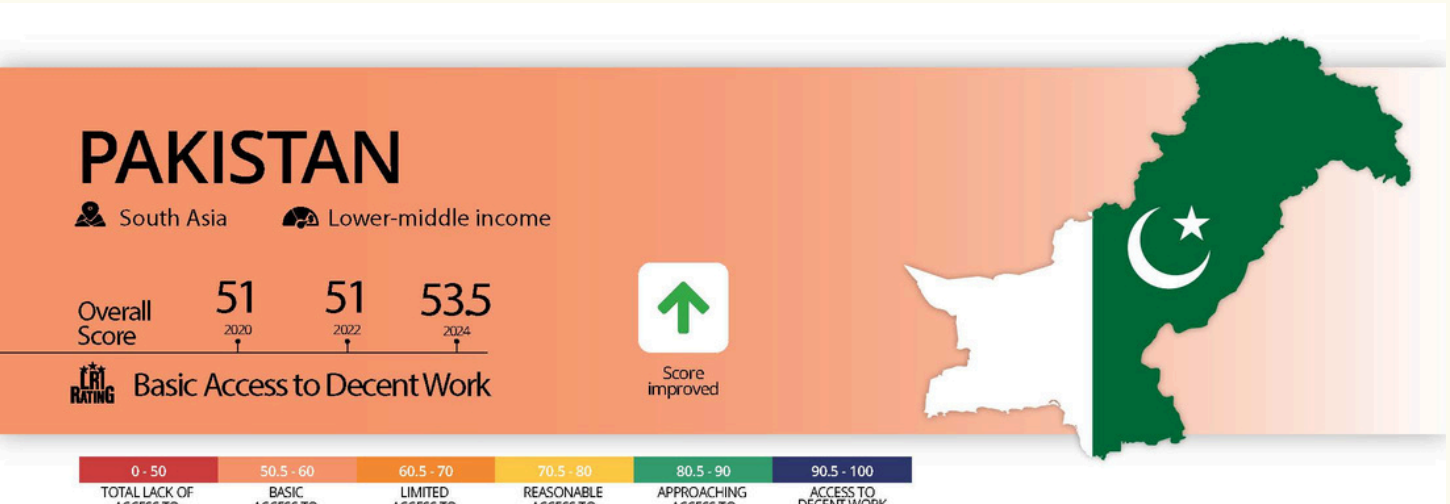
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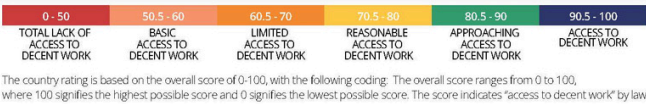
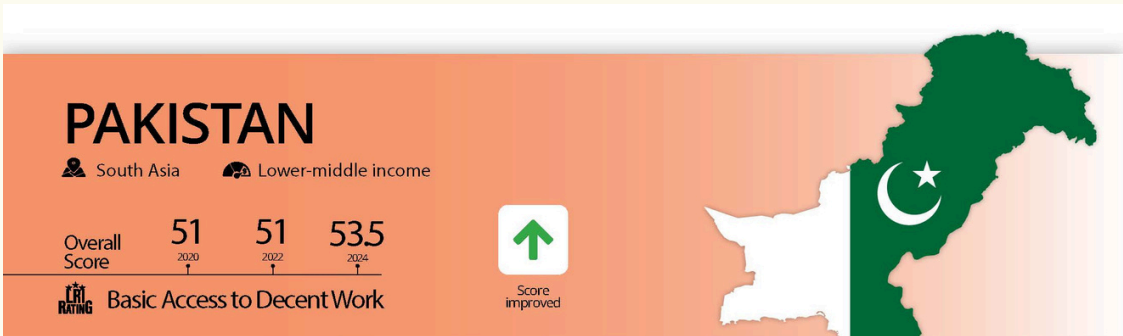
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Labour Rights Index

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Country Profile: Pakistan



Contextual Indicators

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👤 Labour Force ⁽²⁰²²⁾	83.04 M	🏢 Trade Union ⁽²⁰¹⁶⁾	4.73%	🕒 Non-Standard Employment ⁵	A : 15.26% _{(part-time employment)⁽²⁰²¹⁾}	B : 82.50% _{(temporary employment)⁽²⁰²¹⁾}
📊 GDP per Capita ⁽²⁰²²⁾	\$1,589	🏢 Collective Bargaining ^(coverage)	N/A	🔥 Work Injuries ⁶	A : N/A _(fatal)	B : 2691 _{(non-fatal)⁽²⁰²¹⁾}
👤 Poverty Headcount ⁷ ₍₂₀₁₈₎	21.90%	👤 Social Protection ³ _(coverage)	20.2%	💰 Minimum Wage ⁹ ₍₂₀₂₃₎	PKR 32,000	
🏠 Informal Employment ² ₍₂₀₂₁₎	84.30%	👤 Workers per Labour Inspector ⁸ ₍₂₀₂₄₎	159,707	💰 Living Wage ⁹ ₍₂₀₂₄₎	PKR 50,426	

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Contextual Indicators

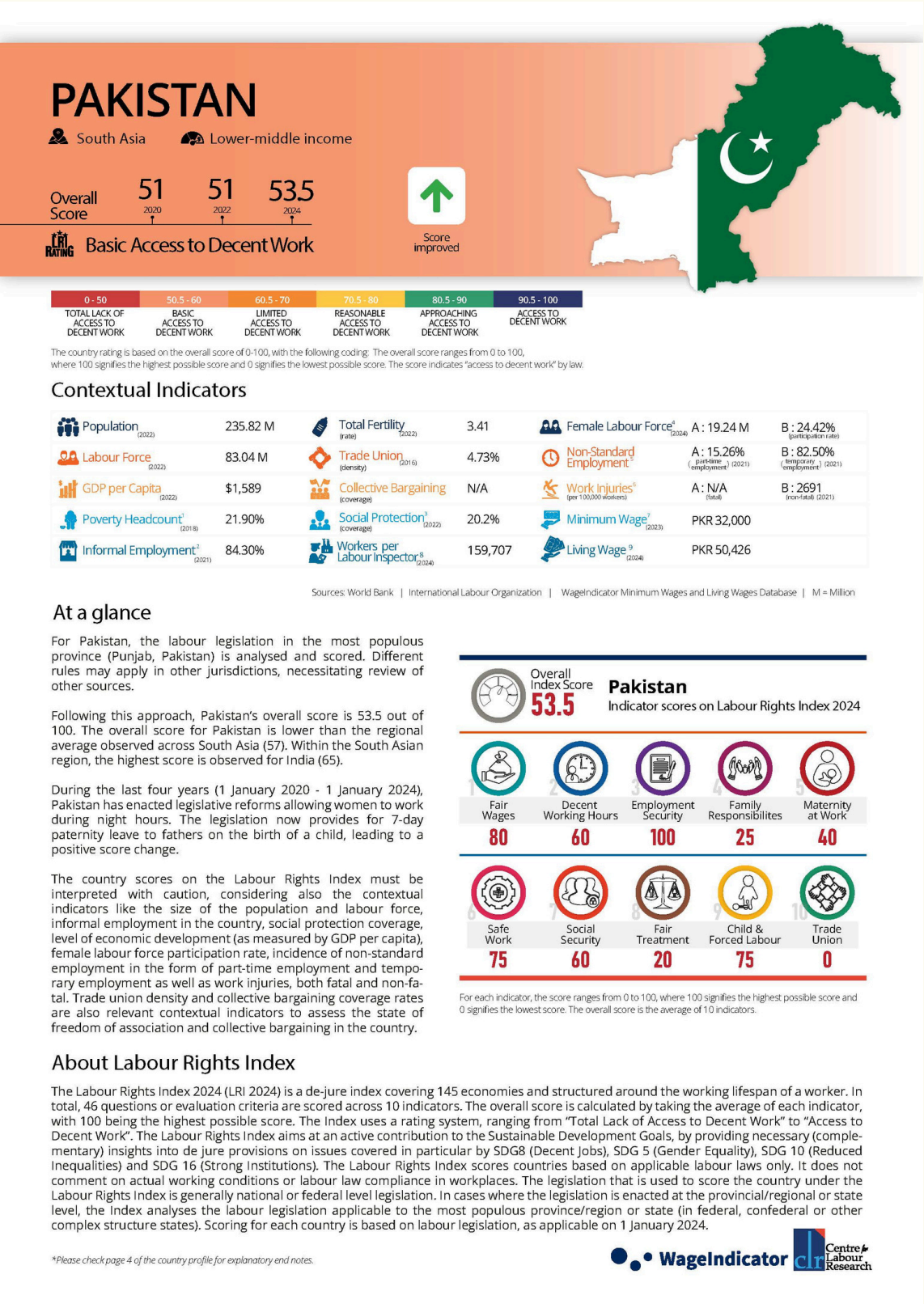
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Country Profile: Pakistan



Country Profile: Pakistan

LABOUR RIGHTS INDEX 2024 | PAKISTAN

In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the opposite legend is used.

Score increase Score decrease Score adjustment Methodological change No change

1. FAIR WAGES			80
QUESTION	ANSWER	LEGAL BASIS	TREND
Does the law prescribe minimum wage rates in the country?	Yes	§6 of the Punjab Minimum Wages Act 2019	<input type="radio"/>
Does the law require regular payment of wages?	Yes	§4(2) and 5 of the Payment of Wages Act 1936	<input type="radio"/>
Does the law require overtime compensation to 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	<input type="radio"/>
Does the law require additional compensation for working on a weekly rest day?	Yes	§35A of the Factories Act 1934	<input type="radio"/>
Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	<input type="radio"/>
2. DECENT WORKING HOURS			60
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	<input type="radio"/>
Does the law restrict maximum working hours including overtime to 56 hours per week?	No	Rule 12 of the Punjab Factories Rules 1978; §8 of the Punjab Shops and Establishments Ordinance 1969	<input type="radio"/>
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	<input type="radio"/>
Does the law require paid public holidays?	Yes	§49-I of the Factories Act, 1934; §16 of the Punjab Shops and Establishments Ordinance 1969	<input type="radio"/>
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	<input type="radio"/>
3. EMPLOYMENT SECURITY			100
Does the law require written employment contracts or at least written employment particulars?	Yes	S.O. 2-A of Standing Orders Ordinance, 1968	<input type="radio"/>
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	<input type="radio"/>
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	<input type="radio"/>
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	<input type="radio"/>
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	<input type="radio"/>
4. FAMILY RESPONSIBILITIES			25
Does the law require parental leave for parents?	No	No applicable legal provisions could be located	<input type="radio"/>
Does the law require at least one week of paid paternity leave for fathers?	Yes	§49-J of the Factories Act 1934	<input checked="" type="radio"/>
Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	<input type="radio"/>
Does the law require paid nursing breaks?	No	No applicable legal provisions could be located	<input type="radio"/>

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Country Profile: Pakistan

LABOUR RIGHTS INDEX 2024

PAKISTAN

In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the opposite legend is used.

Score increase
Score decrease
Score adjustment
Methodological change
No change

1. FAIR WAGES 80

QUESTION	ANSWER	LEGAL BASIS	TREND
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 to be at least 125% of the regular hourly rate?	Yes	§47 and 47-A of the Factories Act 1934; §9 of the Punjab Shops and Establishments Ordinance 1969	
Does the law require additional compensation for working on a weekly rest day?	Yes	§35A of the Factories Act 1934	
Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	

2. DECENT WORKING HOURS 60

Does the law stipulate general working hours as 48 hours or lower?	Yes	§34 of the Factories Act 1934; §8 of the Punjab Shops and Establishments Ordinance 1969	
Does the law restrict maximum working hours including overtime to 56 hours per week?	No	Rule 12 of the Punjab Factories Rules 1978; §8 of the Punjab Shops and Establishments Ordinance 1969	
Does the law require a weekly rest of at least 24 hours?	Yes	§35 of the Factories Act 1934; §6 of the Punjab Shops and Establishments Ordinance 1969	
Does the law require paid public holidays?	Yes	§49-I of the Factories Act, 1934; §16 of the Punjab Shops and Establishments Ordinance 1969	
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	

3. EMPLOYMENT SECURITY 100

Does the law require written employment contracts or at least written employment particulars?	Yes	S.O. 2-A of Standing Orders Ordinance, 1968	
Does the law restrict the hiring of fixed-term contract workers?	Yes	S.O 1(e) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	
Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	S.O. 1(c) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	
Does the law require a 30-day notice before contract termination?	Yes	S.O. 12(1) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	
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	

4. FAMILY RESPONSIBILITIES 25

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	
Does the law require paid nursing breaks?	No	No applicable legal provisions could be located	

4. FAMILY RESPONSIBILITIES 25

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	
Does the law require paid nursing breaks?	No	No applicable legal provisions could be located	

25	
No applicable legal provisions could be located	<input type="radio"/>
§49-J of the Factories Act 1934	<input checked="" type="radio"/>
No applicable legal provisions could be located	<input type="radio"/>
No applicable legal provisions could be located	<input type="radio"/>

⁴² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the legislative table indicates improvement or worsening of de-jure labour rights in country through the following colours.

- Score improved due to a positive legislative reform
- Score worsened due to a negative legislative reform
- Score is adjusted for the country due to a minor revision in the methodology for the Social Security indicator
- Score is adjusted for the country due to better access to the country's legal sources, or where the score for the Trade Union indicator is adjusted based on the latest reports from ILO, USDOS & ITUC Global Rights Index 2024
- No change

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Contact Us

For any questions or
clarifications on our report.

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