**Human Resource Management**

**Assignment no 1**

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Labor laws in Pakistan are designed to regulate the relationship between employers and employees, ensuring fair working conditions, wages, and social security. The legal framework encompasses various statutes addressing employment contracts, working hours, occupational safety, and social welfare.

Key Legislation:

1. **Industrial Relations Act, 2012:**
   * Governs the relationship between employers and workers.
   * Provides mechanisms for the settlement of industrial disputes.
   * Recognizes the right of workers to form and join trade unions.
2. **Employment of Children Act, 1991:**
   * Prohibits the employment of children under the age of 14 in certain hazardous occupations.
   * Establishes conditions for the employment of adolescents aged 14 to 18.
3. **Factories Act, 1934:**
   * Regulates working conditions in factories, including health, safety, and welfare provisions.
   * Specifies maximum working hours, rest intervals, and leave entitlements.
4. **Minimum Wages Ordinance, 1961:**
   * Sets minimum wage rates for different categories of labor to ensure a basic standard of living.
   * Reviewed periodically to adjust for inflation and economic changes.
5. **Workers' Welfare Fund Ordinance, 1971:**
   * Establishes a fund to provide social security and welfare benefits to industrial workers.
   * Funded by contributions from employers based on the number of employees.
6. **Social Security Ordinance, 1965:**
   * Ensures social security benefits for employees, including old-age benefits, invalidity pensions, and survivor's pensions.
   * Mandates contributions by employers and employees to the social security fund.
7. **Payment of Wages Act, 1936:**
   * Regulates the payment of wages to certain classes of industrial and commercial workers.
   * Specifies the time, mode, and manner of wage payments.
8. **Occupational Safety and Health Ordinance, 1968:**
   * Addresses workplace safety, health, and welfare issues.
   * Requires employers to provide a safe working environment and necessary facilities.
9. **Maternity Benefits Ordinance, 1958:**
   * Grants maternity leave and other benefits to female employees.
   * Prohibits dismissal during maternity leave.
10. **Equal Remuneration Act, 1976:**
    * Ensures equal pay for men and women for work of equal value.
    * Promotes gender equality in the workplace.