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**SEMESTER PROJECT**

**PROJECT TITLE:**

**Labor rights and working conditions in Pakistani industries**

# INTRODUCTION:

In respect to labor relations between employees and employers, labor rights, often known as workers' rights, are both human and legal rights. International and national labour and employment laws codify these rights. These rights generally have an impact on working condition in employment relationships.

The purpose of this report is to provide information on labor rights and working conditions in Pakistan's industrial sector. The project is a thorough examination of the obstacles that Pakistani workers in different industries must overcome and the consequences that follow. This subject is important because it has a direct bearing on worker rights and well-being, which are essential components of ethical and sustainable business practices.

It is very difficult for workers to fight for their rights when there is a lack of job security and inadequate government scrutiny. Millions of workers in Pakistan's garment industry endure problems like hazardous and unhygienic working conditions, physical and psychological abuse, low pay, and excessively long work hours in the absence of government oversight. The working conditions that laborers in Pakistan's industry endure are against international human rights conventions that Pakistan has ratified as well as Pakistani legislation.

For any society's labor force to operate efficiently, labor regulations are essential. These rules make sure that everything stays within the bounds of the law while simultaneously defending the rights of the working class.

A collection of rules and regulations pertaining to the treatment of workers is known as labour laws. All aspects of labor, such as employment, compensation, working conditions, trade unions, and industrial relations, are covered by labor laws.

# FINDINGS AND DISCUSSIONS:

Pakistan’s labour laws date back to the Indo-Pakistan partition times. Since then, the laws have been continuously evolved and improved. With trial & error and years of experience, the laws have been refined a lot.

Today, the labour law of Pakistan takes into account socio-economic conditions, industrial development, population, labour force explosion, growth of trade unions, level of literacy, and social welfare.

## **Labor Rights in the Constitution**:

The Constitution of Pakistan contains a range of provisions with regards to labour rights found in Part II: Fundamental Rights and Principles of Policy.

* **Article 11** of the Constitution prohibits all forms of slavery, forced labour and child labour.
* **Article 17** provides for a fundamental right to exercise the freedom of association and the right to form unions
* **Article 18** proscribes the right of its citizens to enter upon any lawful profession or occupation and to conduct any lawful trade or business
* **Article 25** lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone.
* **Article 37(e)** makes provision for securing just and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex, and for maternity benefits for women in employment.

Labor courts have the authority to investigate and take action to determine whether natural justice principles have been broken and whether any employer action was legitimate or unjust. These laws are essential to the efficient operation of any society's labor force because they protect individuals from the abuse of power, victimization, and unfair labor practices. These rules make sure that everything stays within the bounds of the law while simultaneously defending the rights of the working class.

## Problems faced by labors in Pakistan:

**Oversupply of Labor:**

The oversupply of labor is negatively impacting the labor market. Increased population growth results in an increase in the number of workers added to the already existing workforce, which causes a labor force surplus. Because there is a dearth of demand in both the public and commercial sectors, these labours are regarded as surplus.

**Inadequate Wages:**

The problem of inadequate wages is a major obstacle that Pakistani workers must overcome. Many workers, especially in low-skilled and unorganized sectors, struggle to make enough money to cover even their basic living expenses. This is especially concerning because, according to the Pakistan Bureau of Statistics' most recent data, a sizable portion of workers make less money than the legally required minimum wage. This not only keeps people in poverty but also makes it harder for workers to support their families and get necessary services.

**Job Insecurity:**

For many Pakistani workers, job insecurity is still a major problem. There is a high prevalence of contract and temporary work, which deprives employees of social benefits, job security, and stability. Employers frequently take advantage of this precarious employment situation, leaving the workforce vulnerable.

**Limited Access to Social Protection:**

A sizeable section of Pakistan's labor force does not have sufficient access to social protection programs. Workers are more susceptible to unanticipated events like health crises and economic shocks when there are no comprehensive social security systems in place.

**Total absence of responsibility for unfavorable working conditions:**

Smaller factories typically have poorer working conditions than larger ones. However, it was well-documented that labor rights were being violated even in large Pakistani factories, some of which supply clothing to international retailers and brands, through extended temporary employment without job security or benefits.

**Discrimination against Women:**

Gender discrimination is a problem since women are frequently subjected to unfair treatment, lower pay, and fewer career opportunities.

**Child Labor:**

In some industries, child labor persists despite efforts to prevent it. It is possible for children to work in dangerous environments, which could harm their health and education.

# CONCLUSION AND RECOMMENDATION:

### Conclusion:

In conclusion it is clear from assessing the condition of labor rights and working conditions in Pakistani industries that the workforce faces serious issues that need immediate attention. Comprehensive reforms are necessary because of the complex interactions between factors like low pay, hazardous working conditions, job insecurity, and little social protection. In addition to being morally required, worker well-being is also essential for developing sustainable economic growth and encouraging moral business practices.

### Recommendation:

**Safety Procedures and Conditions at Work:**

* To lower accidents and health risks, all industries should implement and improve safety procedures.
* Employers and employees should receive frequent training on safety procedures and best practices.

**Grievance Handling:**

* Employee complaints against their employers are the root of employee grievances, which arise from unfair treatment at work in any organization.
* In order to avoid conflict within an organization, grievances should be handled promptly and carefully.
* Therefore, it is imperative that appropriate action be taken in the direction of the organization's systematic grievance settlement process.

**Enhancement of Job Security:**

* Establish and implement regulations that give employees a secure workplace.
* Promote the regularization of contract work in order to offer benefits and stability.

**All-inclusive Social Security Arrangements:**

* Increase and enhance social security coverage to include more workers, including those in unorganized industries.
* Start educating employees about their rights and the benefits that are available to them for social protection.

**Advocacy for Unionization and Collective Bargaining:**

* Defend and advance employees' freedom to organize unions and participate in collective bargaining.
* Encourage positive communication between employers, employees, and the appropriate authorities so that issues can be resolved together.

**Initiatives for Skill Development and Technology Integration:**

* Invest in programs that develop skills to increase workforce capabilities.
* Encourage the incorporation of contemporary technology to boost output.

### Implementation strategy

Government agencies, businesses, labour unions, and civil society organizations must work together to successfully implement these recommendations. Employers must act proactively to guarantee safe and equitable working conditions, and regulatory agencies should aggressively enforce labour laws. Education programs should increase public knowledge of labor rights, and workers should be given the authority to use collective bargaining to defend their rights. Long-lasting positive change will also depend on cultivating an atmosphere of open communication and collaboration.

In conclusion, Pakistan can establish an atmosphere where labour rights are upheld, working conditions are enhanced, and the industrial sector grows sustainably by implementing these suggestions and promoting a culture of moral and socially conscious business practices.

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