

# Pakistan

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Karachi). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Pakistan scores 49.4 out of 100**. The overall score for Pakistan is lower than the regional average observed across South Asia (62.4).

## Pakistan - Scores for Women, Business and the Law 2020



### Relative Strengths

Pakistan does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

### Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Pakistan could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Pakistan is on the indicator related to laws affecting women's work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Pakistan may wish to consider making the government administer 100% of maternity leave benefits, making paid leave available to fathers, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

### Recent Reforms (2018-2019)

Parenthood: Pakistan increased the duration of paid maternity leave from 84 to 112 days.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	West Pakistan Family Court Rules 1965, Rule 6
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Passport application form ; The Passport Rules of 1974, Sec. 4
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	Yes	The Protection Against Harassment of Women at the Workplace Act 2010; Pakistan Penal Code, Sec.509(ii)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Pakistan Penal Code, Sec. 509(ii) <i>Civil:</i> The Protection Against Harassment of Women at Workplace Act 2010, Secs. 4(4)(ii)(e), 4(8) and 11(3)
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	No	The Sindh Shops and Commercial Establishment Act, Sec. 7(4)
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Mines Act, Sec. 23C Construction: No restrictions could be located Factories: Sindh Factories Act, Sec. 31 Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	The Domestic Violence (Prevention and Protection) Act, 2013
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Muslim Family Law Ordinance, Arts. 7 and 8
	Does a woman have the same rights to remarry as a man?	No	Muslim Family Laws Ordinance, Arts. 6 and 7
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	The Sindh Maternity Benefits Act, Sec. 3
	Does the government pay 100% of maternity leave benefits?	No	The Sindh Maternity Benefits Act, Sec. 7
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Entrepre.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	No	Companies Act of 2017, Arts. 31(c) and 37(c)
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Married Women's Property Act, Arts. 4 and 7
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Muslim Personal Law (Shariat), Art. 2
	Do female and male surviving spouses have equal rights to inherit assets?	No	Muslim Personal Law (Shariat), Art. 2
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Married Women's Property Act, Art. 4
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Employees Old Age Benefits Act, Sec. 22 Men: Employees Old Age Benefits Act, Sec. 22
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Employees Old Age Benefits Act, Sec. 22 Men: Employees Old Age Benefits Act, Sec. 22
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Employees Old Age Benefits Act, Sec. 24