











Pakistan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
42.5	31.7	20.0

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Pakistan, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Karachi). The scores for Pakistan are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	50.0	75.0	50.0	50.0	50.0	25.0	0.0	50.0	25.0	50.0
WBL 2.0 Supportive frameworks score	50.0	33.3	0.0	50.0	66.7	33.3	0.0	33.3	0.0	50.0
WBL 2.0 Expert opinions score	0.0	25.0	37.5	25.0	25.0	12.5	0.0	25.0	0.0	50.0

In summary, the **WBL 2.0 legal frameworks score** for Pakistan (42.5 out of 100.0) is lower than the global average (64.2) and lower than the South Asia regional average (45.9). Pakistan does not attain a perfect score on any of the WBL 2.0 legal frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Pakistan is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Pakistan may wish to consider legally establishing provision of childcare services in center-based settings, introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Pakistan (31.7 out of 100.0) is lower than the global average (39.5) and higher than the South Asia regional average (31.1). Pakistan does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Pakistan is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve

on the Workplace indicator, Pakistan may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Pakistan (20.0 out of 100.0) is lower than the global average (65.7) and lower than the South Asia regional average (43.5). Pakistan does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Pakistan is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Protection Against Harassment of Women at the Workplace Act, 2010, Secs. 2(l), 4(4)(ii)(e) and (8); Protection against Harassment of Women at the Workplace (Amendment) Act, 2022; Penal Code, Secs. 294 and 509; Prevention of Electronic Crimes Act, 2016, Secs. 20(1), 21, 24 and 45
Does the law address domestic violence?	Yes	Domestic Violence (Prevention and Protection) Act, 2013, Secs. 5(f),(j),(l),(o), 6 and 11; Penal Code, Sec. 375
Does the law address femicide?	No	No applicable provisions could be located
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 internationally in the same way as a man?	Yes	No restrictions could be located
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	The Pakistan Citizenship Act, Arts. 5 and 10
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	The Sindh Terms of Employment (Standing Orders) Act 2015, Secs. 2, 4 and 11; Protection Against Harassment of Women at the Workplace Act, 2010, Art. 11; The Protection against Harassment of Women at the Workplace (Amendment) Act, 2022, Art. 2
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Mines Act, Sec. 23C
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	No	Muslim Family Law Ordinance, Arts. 7 and 8; Dissolution of Muslim Marriages Act, Art. 2
Does a woman have the same rights to remarry as a man?	No	Muslim Family Law 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, 5 and 7
Are leave benefits for mothers paid solely by the government?	No	The Sindh Maternity Benefits Act, Sec. 7; Sindh Employees' Social Security Act, 2016, Sec. 37
Is paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Childcare		
Does the law establish the provision of center-based childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Act No XXXVII of 2021, amending the Companies Act of 2017, Arts. 7 and 8
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	Yes	Listed Companies Code of Corporate Governance Regulations of 2019, Art. 7
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Married Women's Property Act of 1874, Art. 2; Muslim Family Law Ordinance
Do sons and daughters have equal rights to inherit assets?	No	Muslim Personal Law (Sharia), Art. 2
Do male and female surviving spouses have equal rights to inherit assets?	No	Muslim Personal Law (Sharia), Art. 2
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Sindh Employees Old Age Benefits Act 2014, Secs. 26 and 55
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Sindh Employees Old Age Benefits Act 2014, Sec. 27 and 55
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Sindh Employees Old Age Benefits Act 2014, Sec. 30

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	Yes	Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAAH); National Response Centre for Cyber Crime (NR3C)
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	National Commission on the Status of Women (NCSW)



Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs? No Insufficient evidence located

Mobility

Are passport application processes the same for a woman and a man? No Passport application form

Are the application processes for official identity documents the same for a woman and a man? Yes ID application form

Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation? No Insufficient evidence located

Workplace

Does a specialized body receive complaints about gender discrimination in employment? No Insufficient evidence located

Has the government published guidelines on nondiscrimination based on gender in recruitment? No Insufficient evidence located

Has the government published guidelines on flexible work arrangements? No Insufficient evidence located

Pay

Are pay transparency measures or enforcement mechanisms in place to address the pay gap? No Insufficient evidence located

Have sex-disaggregated data on employment in different industries or sectors been published? Yes Pakistan Bureau of Statistics: Pakistan Labor Force Survey, 2020-2021

Marriage

Is there a fast-track process or procedure for family law disputes? Yes Family Courts Act of 1964, as amended by the Family Courts Ordinance of 2002, Art. 12

Are there specialized family courts? Yes Family Courts Act of 1964, as amended by the Family Courts Ordinance of 2002, Art. 3

Is legal aid available for family law disputes? No Insufficient evidence located

Parenthood

Is it possible to apply for maternity benefits through a single government application process? Yes Sindh Maternity Benefits Act, Art. 6

Are incentives in place to encourage fathers to take paternity leave on the birth of a child? No Insufficient evidence located

Have sex-disaggregated data on unpaid care work been published? No Insufficient evidence located

Childcare

Is there a publicly available registry or database of childcare providers? No Insufficient evidence located

Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents? No Insufficient evidence located

Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers? No Insufficient evidence located

Has the government published any reports on the quality of childcare services? No Insufficient evidence located

Entrepreneurship

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published? No Insufficient evidence located

Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development? No Insufficient evidence located

Does a current national government plan or strategy focus on women's access to financial services? Yes Pakistan's National Financial Inclusion Strategy

Assets

Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)? No Insufficient evidence located

Are awareness measures in place to improve women's access to information about marital and inheritance rights? No Insufficient evidence located



Have anonymized sex-disaggregated data on property ownership been published?

No

Insufficient evidence located

Pension

Are incentives in place to increase women's retirement benefits?

No

Insufficient evidence located

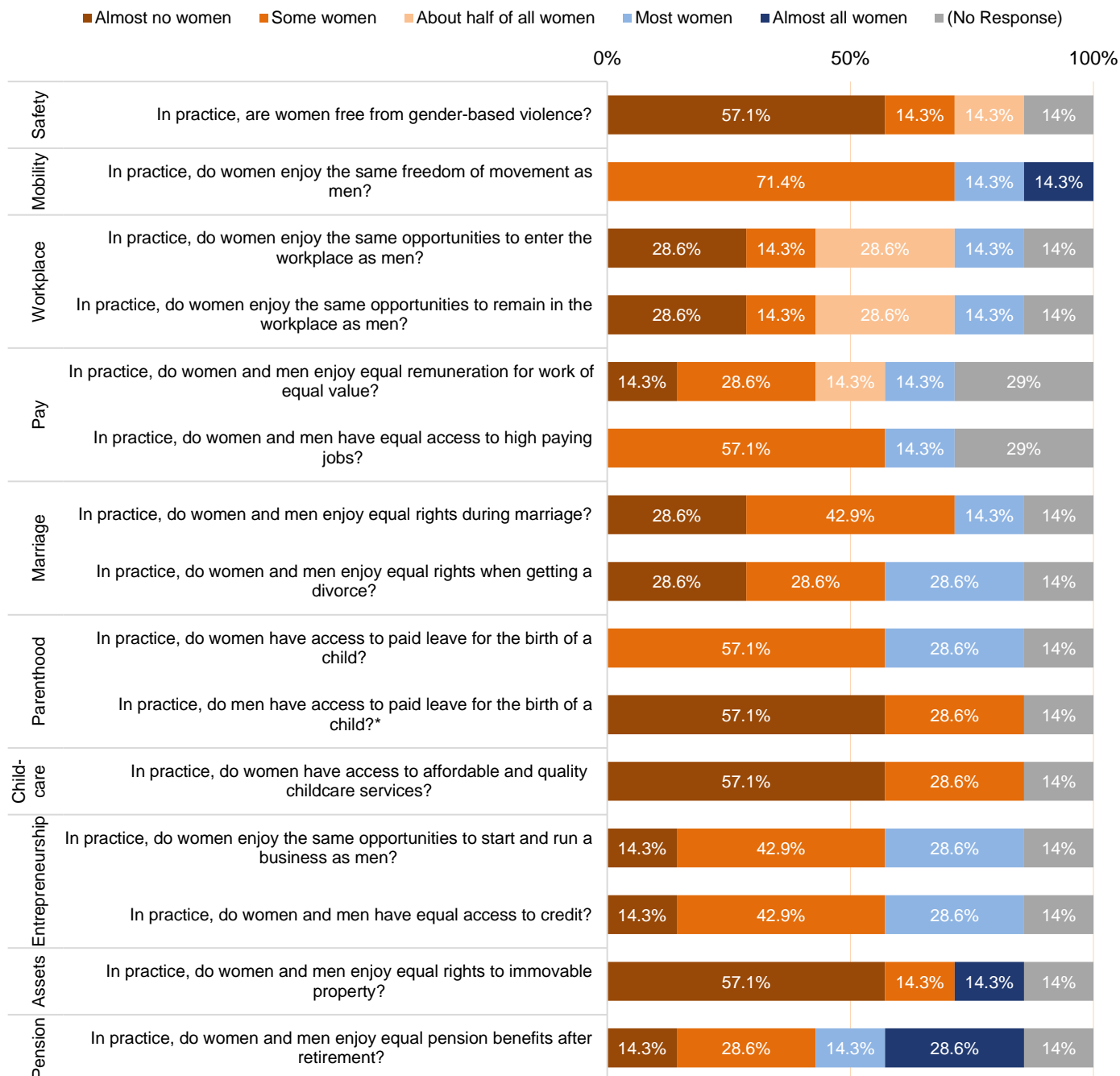
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

Yes

Sindh Employees' Old-Age Benefits Act 2014, Sec. 39



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.