**Support for Job Market**

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| **Employment, Paid leaves, Wages and Labor Laws** |  |  |  |  |
|  | Government of Khyber PakhtunkhwaRelief Rehabilitation & SettlementDepartment | Notification of Public Holidays in Khyber Pakhtunkhwa till 15th May 2020 (Notification No. SO (Admin)/RR&SD/2-49/2020) | Lockdown extended by the Secretary of the KPK Relief Rehabilitation & Settlement Department declaring public holidays for all till 15th May 2020.The orders shall not apply to essential services mentioned in notification No. SO(Estt)RR&SD/3-5/2019 Dated 23-04-2020Cattle markets and their supply chains to remain open subject to SOPs. | 30-04-2020 |
|  | Government of Sindh Home Department | Export Oriented Industries are allowed to operate subject to the conditions of SOPs(Order / Decision of Import and Export CommitteeNo. SO(J-I)HD/8-1(04)/2020-Corona; 6 sheets) | In pursuance of Government of Sindh Notification bearing No.SO(CTC)/SGA&CD/COVID-19/Committee/2020 dated 24-03-2020 and 08-04-2020, the Government allows 65 listed export-oriented factories / manufacturing units to start operations adhering to the SOPs described in Home Department Order of even number dated 14-04-2020 and SOPs bearing No.SO(J-1)/HD/8-1(04)/2020-Corona/SOPs dated 14-04-2020 | 28-04-2020 |
|  | Government of Sindh Home Department | Export Oriented Industries are allowed to operate subject to the conditions of SOPs(Order / Decision of Import and Export CommitteeNo. SO(J-I)HD/8-1(04)/2020-Corona; 11 sheets) | In pursuance of Government of Sindh Notification bearing No.SO(CTC)/SGA&CD/COVID-19/Committee/2020 dated 24.03.2020 and 08.04.2020, the Government allows 153 listed export-oriented factories / manufacturing units to start operations adhering to the SOPs.  | 27-04-2020 |
|  | Government of Sindh, Home Department | Government of Sindh’s Order regardig SOPs for Online Business / E-Commerce(Order No.SO(Jud-I)/HD/8-1(04)/2020-Corona/SOPs | Fresh SOPs to ensure online / e-commerce operations and deliveries of purchase orders during Covid-19 including specifying protocols for staff workers and employees | 25-04-2020 |
|  | Government of Khyber PakhtunkhwaRelief Rehabilitation & SettlementDepartment | Notification by the Province of Khyber Pakhtunkhwa to modify the opening hours of certain businesses.(Notification No. SO (Admin)/RR&SD/2-49/2020) | Lockdown modified directing, shops and businesses to close by 4;00pm while exempting pharmacies to continue operations 24/.Notification in continuation of even No. dated 15-04-2020 | 24-04-2020 |
|  | State Bank of Pakistan(Federal Government) | Refinance (Islamic) Scheme for Payment of Wages and Salaries to the Workers and Employees of Business Concerns(Circular No. IH&SMEFD Circular Letter No. 07) | State Bank of Pakistan (Central Bank) amends the the Refinance Scheme for Payment of Wages and Salaries to the Workers and Employees of Business Concerns which includes amending markup to 3%, qualifying guarantees / securities criteria, etc. | 23-04-2020 |
|  | Directorate General Labour Welfare Government of The Punjab | Plan of Payment Of Wages For The Month Of April 2020 To The Worker By The Industrialists During The Lockdown Due To Covid-19(Letter No.DGLW/DIRE(HQ)/026/2020) | Pursuant to the Orders of the Lahore High Court in Writ Petition No.18973/2020, the Director Labour Directs the Divisional Directors Labour in Punjab to inquire about the payment of wages to industrial workers and to contact the Management of all the industrial units of the area that may be closed due to Covid-19 lockdown regarding their plan for payment of salaries to their workers for the month of April 2020 and to submit a Report to the Directorate on or before 27-04-2020 | 23-04-2020  |
|  | Directorate General Labour Welfare Government of The Punjab | Plan of Payment Of Wages For The Month Of March 2020 To The Worker By The Industrialists During The Lockdown Due To Covid-19(Letter No.DGLW/DIRE(HQ)/025/2020) | Pursuant to the Orders of the Lahore High Court in Writ Petition No.18973/2020, the Director Labour seeks a “Certificate” from the Divisional Directors Labour in Punjab confirming that the wages of the industrial workers has been paid for the month of March 2020 along with industrial wise detail of payment of wages to the workers and the legal action taken against the delinquents.Information to be submitted on or before 27-04-2020 | 23-04-2020  |
|  | Press | Lahore High Court hears Writ Petition against the termination of employees in private factories and other businesses | Hon’ble Lahore High Court issues notice(Reported in the Express Tribune on 23-04-2020)  | 22-04-2020 |
|  | Government of Khyber PakhtunkhwaIndustries, Commerce and Technical EducationDepartment | Government of Khyber-Pakhtunkhwa grants exemptions to certain industries from the public holidays (lockdown) enforced vide a Notification of even No. dated 14-04-2020.(Notification No. SO (ADMN)2-6/COVID-19/2020/VOL-XVIII) | Three (3) categories of industrial units are granted exemption from the lockdown by the Government of Khyber-Pukhtunkhwa, namely:1. Steel Re-Rolling Mills
2. Steel Foundries
3. Pipe and related accessories manufacturing industry comprising of certain specified types
 | 22-04-2020 |
|  | Government of Sindh Home Department | Export Oriented Industries are allowed to operate subject to the conditions of SOPs(Order / Decision of Import and Export CommitteeNo. SO(Jud-I)HD/8-1(04)/2020-Corona; 7 sheets) | In pursuance of Government of Sindh Notification bearing No.SO(CTC)/SGA&CD/COVID-19/Committee/2020 dated 24.03.2020 and 08.04.2020, the Government allows 82 export-oriented factories / manufacturing units to start operations adhering to the SOPs described in Home Department Order of even number dated 14-04-2020 and SOPs bearing No.SO(J-1)/HD/8-1(04)/2020-Corona/SOPs dated 14-04-2020 | 20-04-2020 |
|  | Office of the Commissioner,Karachi Division, Karachi | Commissioner Karachi’s Administrative Order waiving the requirement obtaining NOC / Permission(Administrative Order No. CK/GNS/Corona/2020-387)  | Commissioner Karachi clarifying that no NOC/ Permissions required to be obtained from Deputy Commissioner / Assistant Commissioners which have been permitted to do business vide the SO(Jud-1)HD/8-1(04)/2020-Corona/ notifications of 14-04-2020 and that they should simply follow the SOPs laid down as per Order No. SO(Jud-1)HD/8-1(04)/2020-Corona/SOPs; | 19-04-2020 |
|  | Government of Sindh Home Department | Export Oriented Industries are allowed to operate subject to the conditions of SOPs(Order / Decision of Import and Export CommitteeNo. SO(Jud-I)HD/8-1(04)/2020-Corona; 5 sheets) | In pursuance of Government of Sindh Notification bearing No.SO(CTC)/SGA&CD/COVID-19/Committee/2020 dated 24.03.2020 and 08.04.2020, the Government allows 52 listed export-oriented factories / manufacturing units to start operations adhering to the SOPs described in Home Department Order of even number dated 14-04-2020 and SOPs bearing No.SO(J-1)/HD/8-1(04)/2020-Corona/SOPs dated 14-04-2020.  | 18-04-2020 |
|  | Commissioner Karachi Division | Activities allowed in Lockdown Shall Strictly Observe Guidelines(Administrative Order No. CK/GNS/Corona/2020-383) | Commissioner issues additional guidelines for allowed activities during lockdown. | 17-04-2020 |
|  | Government of Sindh Home Department | Amendments in Section E, Serial No. 4 & 5 pertains to Export oriented Industries and Industries with Labour within premises (remarks) respectively(Order (Corrigendum) No. SO(Jud-I)HD/8-1(04)/2020-Corona) | In continuation and partial modification to the Government of Sindh, Home Department notifications of even number dated 14-04-2020, this notification amended the Undertaking to be submitted by businesses allowed to do business in specified sectors with regards to labour being used in the premises. | 16-04-2020 |
|  | Government of Sindh Home Department | Re-opening of listed courier and delivery companies during the during the Covid-19 Pandemic following the detailed direct(Order No. SO(J-1)HD/8-1(04)/2020-Corona/; 2 sheets) | List of permitted courier and delivery companies allowed to conduct business as per the detailed directions with refence to order No.F.P/Corona-2019/Misc/2020 dated 2nd April 2020 allowing postal / courier services.  | 14-04-2020 |
|  | Government of Sindh Home Department | Orders regarding Continuing Ban on Travel and List of permitted sections including, inter alia, medicine/health, food/agriculture and such other related activities declared as essential for day to day life during the during the Covid-19 PandemicContinuation of earlier Orders of even No. dated 02-04-2020(Order No. SO(J-1)HD/8-1(04)/2020-Corona/; 7 sheets) | List of permitted sector for individuals, business / workplaces, etc, (including offices, shops, sale point, manufacturing/processing units, factories, mills, stores / warehouses or any place of business and work etc.) | 14-04-2020 |
|  | Government of Sindh Home Department | Standard Operating Procedure during the Covid-19 Pandemic related to food/agriculture, medicine/health and such other related activities declared as essential for day to day life during the pandemic that have been specifically allowed.Continuation of earlier Orders of even No. dated 02-04-2020(Order No. SO(Jud-1)HD/8-1(04)/2020-Corona/SOPs; 6 sheets) | SOPS in permitted sector for individuals, business / workplaces, etc, (including offices, shops, sale point, manufacturing/processing units, factories, mills, stores / warehouses or any place of business and work etc.) | 14-04-2020 |
|  | Deputy Inspector General Office, Police Operations Lahore,Government of Punjab | Ban on Movement under Section 144 Criminal Procedure Code with certain essential services allowed to continue during the pandemic Covid-19(No.3037-DIB; 4 sheets (urdu language)) | Lockdown in the city of Lahore with conditions and certain exceptions stated therein  | 13-04-2020 |
|  | Deputy Inspector General Office, Police Operations Lahore,Government of Punjab | Ban on Movement under Section 144 Criminal Procedure Code with certain essential services allowed to continue during the pandemic Covid-19(No.S.O(S-III))1-1-/2004 dated 10-04-2020) | Lockdown in the Province of Punjab with conditions and certain exceptions stated therein  | 10-04-2020 |
|  | State Bank of Pakistan(Federal Government) | Refinance Scheme for Payment of Wages & Salaries to the Workers and Employees of Business Concerns (7 sheets)+ + +Finance Application Form To Be Submitted By The Approved Bank / Dfi Under Refinance Scheme For Payment Of Wages And Salaries To The Workers And Employees Of Business Concerns(Circular No.IH&SMEFD Cir No 6 of 2020)+ + +Documents of Islamic Refinance Scheme for Payment of Wages & Salaries to the Workers and Employees of Business Concerns(IH&SMEFD Cir No 7 of 2020) | State Bank of Pakistan (Central Bank) issues Refinance Scheme for Payment of Wages and Salaries to the Workers and Employees of Business Concerns which includes loans for businesses to be returned to the banks at 5% mark-up, deferred repayment schedules, et. al. | 10-04-2020 |
|  | Employers Federation of Pakistan | Notice Under Section 3 Of Sindh Epidemic Diseases Act 2014 Sindh Payment Of Wages Act 2015 addressed to Mr. Abdul Rasheed Solangi, Secretary, Government of Sindh, Labour and Human Resource Department, Karachi(3 sheets) | Employers Federation of Pakistan letter to Government of Sindh advising its members that the actions on the part of Labour Department, Government of Sindh are unconstitutional and the Notifications should be withdrawn immediately. | 08-04-2020 |
|  | Government of Sindh Labour and Human Resource Department | Government of Sindh Letter to Employers’ Federation of Pakistan regarding complaints being received in connection with Lay-Off Workers From Factories and Commercial Establishment(Letter No.SO(Lab-II)Corona/20202-P; 2 sheets) | Labour Department, Government of Sindh letter to Employer’s Federation of Pakistan sharing Emergency Cells contact information and requesting for convening of meeting with the Employer’s Federation | 08-04-2020 |
|  | Employers Federation of Pakistan | Constitutional Petition Challenging Govt Notification Restricting Termination and Requiring Full Payment Of Wages During Lockdown | Circular by the Employers Federation of Pakistan plus reported widely in the Press | 06-04-2020 |
|  | Government of the Punjab, Home Department | The Government of Punjab’s Order granting exemptions to certain industries during lockdown(Order No.SO(S-II)I-1/2004 dated 04-04-2020) | Government of Punjab grants exemptions to following industries/companies/factories:1. Textile industries
2. Leathers and leather garments
3. Auto Parts
 | 04-04-2020 |
|  | Government of Khyber Pakhtunkhwa LabourDepartment | Labour Department of KP declares the period from 06th April, 2020 (Sunday) till 11th April, 2020 (Sunday) as Public Holidays.(Notification No. DL/KP/CIF/2020/2708-32) | Lockdown Order shall not apply to already exempted industries | 04-04-2020 |
|  | Employers Federation Of Pakistan | Employers Federation of Pakistan letter to r. Ansar Majeed Khan Niazi Minister for Labour And Human Resource Department, Government of Pinjab on matter relating to combating the after effects of Covid-19 | Employers Federation of Pakistan to Government of Punjab to re-consider its notifications and allow layoff of wokers and reduction of 50% salary.  | 03-04-2020 |
|  | Government of Khyber PakhtunkhwaRelief Rehabilitation & SettlementDepartment | Notification of Public Holidays in Khyber Pakhtunkhwa from 6th to 11th April 2020 (Notification No. SO (Admin)/RR&SD/2-49/2020) | Lockdown extended by the Secretary of the KPK Relief Rehabilitation & Settlement Department declared public holidays from 24th to 28th March 2020 for all but not essential services listed in notification No. SO(Estt)RR&SD/3-5/2019 dated 23-04-2020 | 03-04-2020 |
|  | Government of Sindh Labour and Human Resource Department | Public Notice published in Newspapers by the Secretary to Government of Sindh addressed to workers and employers regarding establishment of an “Emergency Cell” and direction to pay wages and salary to employers (Public Notice No.L/11/21-3/2020/Corona)(Available as published on 03-04-2020 on the website of the Employers’ Federation of Pakistan) | Secretary to Government of Sindh publish Public Notice listing the names and telephone numbers of members of the “Emergency Cell” who may be contacted by workers and employers and instructions to Workers / Employees if they have not disbursed their salaries they can approach the said Cell Officers and to Employees if they have any issues or are being harassed by any one they can contact the Cell Officers for their redressal / clarification. | 03-04-2020 |
|  | Office of the Commissioner Multan Division, Multan | Order to allow certain export oriented companies / mills to continue processing of their ongoing export orders up to 14.04.2020 (Order No.AB-Misc-19/2020) | Notification enables listed export-oriented companies/mills to continue operations while adhering to the safety measures and SOPs issued by the Government of Punjab in view of threat of coronavirus spread. | 02-04-2020 |
|  | Government of Sindh Home Department | Ban on the movement and gathering of people in order to contain the spread of Covid-19 under section 3(1) of the Sindh Epidemic Disease Act, 2014 and in supercessation of all previous Orders (Order No. SO(J-1)HD/8-1(04)/2020-Corona/SOPs)(Order No. SO(J-1)HD/8-1(04)/2020-Corona) | Lockdown extended up to 14-04-2020 | 02-04-2020 |
|  | Employers Federation Of Pakistan | Employers Federation of Pakistan letter to Mr. Saeed Ghani Minister of Education, Labour and Human Resource Department, Government of Sindh on matter relating to combating the after effects of Covid-19 | Employers Federation of Pakistan to Government of Sindh to re-consider its notifications and allow layoff of wokers and reduction of 50% salary  | 01-04-2020 |
|  | Government of Pakistan, Office of the Chief CommissionerIslamabad Capital Territory | Period of Closure and its impact on Labour and Employees(Order No. ADLW/ICT/2020) | No worker to be laid offAll kinds of workers shall be paid salaries / remunerations / wages in full by their respective employers Period of closure to be treated as paid leaveDirector Industries & Labour, ICT is empowered to take legal action under Section 3of the Epidemic Diseases Act, 1958 | 30-03-2020 |
|  | Government of Sindh Labour & Human Resource Department | Order for Payment of Salaries to All Kind of Workers(Order NO. L-II/21-3/2020) | Order to all Employees/Owners/Occupiers of the establishments and responsible persons under section 3 of the Sindh Payment of Wages Act, 2015 to disburse the salaries to all kinds of workers, i.e. permanent, contract, daily wages, probationary, temporary and piece-rated workers on 31st March 2020 positively. | 29-03-2020 |
|  | Government of Sindh Labour and Human Resource Department | Public Notice published in Newspapers by the Secretary to Government of Sindh addressed to workers and employers regarding establishment of an “Emergency Cell” and direction to pay wages and salary to employers (Public Notice No.L/11/21-3/2020/Corona)(Available on the website of the Employers’ Federation of Pakistan) | Secretary to Government of Sindh publish Public Notice listing the names and telephone numbers of members of the “Emergency Cell” who may be contacted by workers and employers and instructions to Workers / Employees if they have not disbursed their salaries they can approach the said Cell Officers and to Employees if they have any issues or are being harassed by any one they can contact the Cell Officers for their redressal / clarification. | 29-03-2020 |
|  | Government of Khyber PakhtunkhwaRelief Rehabilitation & SettlementDepartment | Notification of Public Holidays in Khyber Pakhtunkhwa from 29th March to 5th April 2020(Notification No. SO (Admin)/RR&SD/2-49/2020) | Lockdown extended by the Secretary of the KPK Relief Rehabilitation & Settlement Department declared public holidays from 24th to 28th March 2020 for all but not essential services. | 27-03-2020 |
|  | Government of Sindh Home Department | Ban on the movement and gathering of people in order to contain the spread of Covid-19 in continuation of Order of even No. dated 17-03-2020, 22-03-2020, 24-03-2020(Order No. SO(Jud-1)HD/8-1(04)/2020-Corona; 2 sheets) |  | 27-03-2020 |
|  | Director of Labour Government of KPK | Notification of Public Holidays in Khyber Pakhtunkhwa from 24th to 28th March 2020(Notification No. DL/KP/CIF/2020) | Lockdown Notice by the Secretary of the KPK Labour Department under the Section 79(1) of the Khyber-Pakhtunkhwa Factories Act, 2013 declared public holidays from 24th to 28th March 2020 for ALL FACTORIES but not:1. Oil and Ghee Mills
2. Floor Mills
3. Bottled Water and Beverages units
4. Other Food items producers and packagers
5. Pharmaceutical and other allied industrial units

subject to (1) to (5) implementing fool-proof Covid-19 measures. | 24-03-2020 |
|  | Government of Sindh Home Department | Ban in the Province of Sindh on the movement and gathering of people in order to contain the spread of Covid-19 in continuation of Order of even No. dated 17-03-2020 and 22-03-2020(Order No. SO(Jud-1)HD/8-1(04)/2020-Corona) | The order shall come into force w.e.f. 25.03.2020 and shall remain in force for a period of thirteen days. | 24-03-2020 |
|  | Government of Punjab Home Department | Ban in the Province of Punjab on the movement of people in order to contain the spread of Covid-19Order (NO.SO(IS-II)1-1/2004 dated 23-03-2020) | Lockdown in the Province of Punjab under under Section 144(6) of the Code of Criminal Procedure by the Additional Chief Secretary (Home) Government of Punjab.Complete ban on city movement of people, on gatherings of all kinds, all offices with some exceptions in the specific areas w.e.f. 24-03-2020 till 07-04-2020. | 23-03-2020 |
|  | Government of Sindh Labour & Human Resource Department | Public Notices on Corona Virus published in ALL Newspapers by the Labour Dept, Government of Sindh(Public Notice No.So(Jud-1) HD/8-1(04)/2020/Corona) | The Additional Chief Secretary (Home) publishes the Government of Sindh, Home Department Order regarding:No worker to be laid offAll kinds of workers shall be paid salaries / remunerations / wages in full by their respective employers Period of closure to be treated as paid leaveDirector and Joint Director of Labour and HR empowered to take legal action under Section 3(1) of Sindh Epidemics Disease Act, 2014 | 23-03-2020 |
|  | Government of Sindh Home Department | Period of Closure and its impact on Labour and Employees(Order No. SO(Jud-1)HD/8-1(04)/2020-Corona) | No worker to be laid offAll kinds of workers shall be paid salaries / remunerations / wages in full by their respective employers Period of closure to be treated as paid leaveDirector and Joint Director of Labour and HR empowered to take legal action under Section 3(1) of Sindh Epidemics Disease Act, 2014 | 23-03-2020 |
|  | Government of Sindh Home Department | Ban on the movement (lockdown) and gathering of people in order to contain the spread of Covid-19(Order No. SO(Jud-1)HD/8-1(04)/2020-Corona; 3 sheets) | Lockdown for a period of 15 days w.e.f. 23-03-2020 staring at 12:00 on the same date. | 22-03-2020 |
|  | Government of Sindh Home Department | Ban on the movement and gathering of people in order to contain the spread of Covid-19(Order No. SO(Jud-1)HD/8-1(04)/2020-Corona) | Not available. | 17-03-2020 |