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PART I

Acts, Ordinances, President's Orders and Regulations

GOVERNMENT OF GILGIT-BALTISTAN
LAW & PROSECUTION DEPARTMENT
(Gilgit-Baltistan Secretariat)

Gilgit, the 24th November, 2025

THE GILGIT-BALTISTAN DOMESTIC WORKERS ACT, 2025

(ACT NO. XXV OF 2025)

AN

ACT

to provide for the regulation of employment of domestic workers in Gilgit-Baltistan.

No.ALA-1(1)/2025-GBA.—Preamble: Whereas it is expedient to provide protection to the domestic workers through regulating their terms of employment, working conditions, measures for social recognition, welfare, and for matters ancillary thereto in Gilgit-Baltistan.

Price : Rs. 20.00

[2791(2025)/Ex. Gaz.]

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It is hereby enacted as follows:

1. **Short title, extent and commencement.**– (1) This Act may be called as the Gilgit-Baltistan Domestic workers Act, 2025.

(2) It extends to the whole of Gilgit-Baltistan.

(3) It shall come into force at once.

2. **Definitions.**– In this Act, unless there is anything repugnant in the subject or context:

(a) **"Act"** means the Gilgit-Baltistan Domestic Workers Act 2025;

(b) **"Appellate Authority"** means an authority appointed under the Act;

(c) **"Beneficiary"** means a domestic worker or heirs of a deceased domestic worker eligible to receive benefits under the Domestic Workers Welfare Fund;

(d) **"Board"** means the Minimum Wages Board established under Section 3 of the Gilgit-Baltistan Minimum Wages Act, 2019;

(e) **"Committee"** means the Dispute Resolution Committee constituted under the Act;

(f) **"Child"** means a person who has not completed his fourteen years of age;

(g) **"Department"** means Industries, Labour and Commerce Department, Government of Gilgit-Baltistan.

(h) **"Dispute"** means any dispute or conflict between employer and domestic workers which is connected with the employment, the terms of employment and the conditions of work of domestic workers;

(i) **"Domestic work"** means any work which takes place within or for the house hold(s) and includes child care, old age care, sick care or natal/post-natal care and matter ancillary thereto;

(j) **"Domestic worker"** is a person who performs domestic work;

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(k) **"Employer"** means a person who engages domestic worker(s);

(l) **"Family"** of a domestic worker means the spouse, children below the age of 18 years and includes disabled children above the age of 18 years with disability of fifty percent or more;

(m) **"Government"** means Government of Gilgit-Baltistan;

(n) **"Household"** means individuals who comprise a family unit and who live together under the same roof;

(o) **"Inspector"** means an official appointed under this Act;

(p) **"Labour Magistrate"** means a Labour Magistrate notified under the Gilgit-Baltistan Minimum Wages Act, 2019;

(q) **"Light work"** means a domestic work which is part-time in nature and is not likely to harm health, safety and education of domestic worker.

(r) **"Prescribed"** means prescribed by rules; and

(s) **"Wages"** means all remuneration capable of being expressed in terms of money, which would, if the terms and conditions of employment, express or implied, were fulfilled, be payable to a person employed in respect of his/ her employment or of work done in such employment, but does not include—

(a) any contribution paid by the employer in respect of such person under any scheme of social insurance or to a pension fund or provident fund;

(b) gift or anything given in kind.

3. **Dignity of Domestic workers.**— Workers engaged in household doing domestic work shall be called "domestic worker", not a "servant".

4. **Prohibition of employment.**— (1)No child shall be allowed to work in a household as a domestic worker:

Provided that no domestic worker under the age of 18 years shall be engaged in a domestic work except involving light work.

(2) No domestic worker shall be forced to work without his consent.

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(3) No domestic worker shall be engaged under the bonded labour system or forced or partly forced labor system.

5. **Non-discrimination.**— (1) No domestic worker shall be discriminated in recruitment, continuance of employment, deciding wages, benefits and other rights on grounds of religion, race, caste, creed, sex/gender, ethnic background, and place of birth/residence/domicile/ migrant or any other reason.

6. **Employment on work.**— (1) Every employment or appointment of a domestic worker shall be subject to issuance of letter of employment in the prescribed Form showing the terms and conditions of his/ her employment including, nature of work, amount of wages and allied benefits.

(2) An employer shall, within sixty days of the commencement of this Act, arrange for the issuance of letter of employment under sub-section (1) to each of the domestic workers employed on work in a household.

(3) The employer shall send a copy of the letter of employment issued under sub-section 1&2 to the Inspector concerned.

7. **Termination of employment.**— The termination of employment of a domestic worker shall be subject to one month's prior notice in writing either by the domestic worker or by the employer and in lieu of the notice, one month's wages shall be paid calculated on the basis of average of wages earned during the preceding three months.

8. **Extra work.**— A domestic worker will not be assigned any extra work until he/she is willing to do that and for which he/she is paid an extra remuneration.

9. **Restrictions on working hours.**— (1) No domestic worker shall be required to work for more than eight hours in a day and forty-eight hours in a week, however, a domestic worker at his/ her free will may work overtime for such time duration and for such remuneration as may be prescribed.

(2) Any hours worked in excess of 48 hours in a week will incur over time and weekly working hours shall not be higher than 56 hours.

10. **Leave and holidays.**— (1) Every domestic worker employed in the household is entitled to one holiday of one whole day in a week.

(2) Every domestic worker is entitled to sick leave with full wages for a total period of eight days in every year. Such leave, if not availed of by a domestic worker during a calendar year, may be carried forward, but the total accumulation of such leave shall not exceed sixteen days at any one time.

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(3) Every domestic worker engaged in domestic work is entitled to ten days festival holidays with full wages in a year:

Provided that the days and dates for such festival holidays shall be notified to the domestic worker by the employer in the beginning of the calendar year.

11. Payment of wages.— (1) Every domestic worker shall be paid such wages within such time as may be prescribed in the letter of employment, but such wages must in no case be less than the wages specified by the Government.

(2) The remuneration of male, female and transgender domestic workers shall be the same if they perform the work of equal value.

12. **Wages during leave or holiday period.**— For each day of the leave or holidays allowed to a domestic worker under sub-sections 1, 2 and 3 of section 10, he/ she must be paid at the rate equivalent to the daily average amount, which, during the three months preceding the leave or holidays, was being earned by the domestic worker.

13. **Working Conditions.**— Every employer shall provide dignified working conditions and occupational safety and health measures to the domestic worker.

14. **Maternity benefit.**— A female domestic worker engaged in domestic work shall be entitled to maternity leave of at least 12weeks in a prescribed manner.

15. **Accommodation.**— Every employer, under express terms and conditions of employment, will provide for the accommodation with decent living conditions, for live-in domestic worker, who at his/ her free will stays at place of work.

16. **Medical examination, vaccination and inoculation.**— Every employer, on yearly basis, shall ensure medical examination of a domestic worker by a registered medical practitioner and such domestic worker shall also be vaccinated and inoculated against such diseases at such intervals as may be prescribed, and the expenses, if any, of such medical examination, vaccination and inoculation shall be borne by the employer.

17. **Notice of certain accident.**— Where in any household, an accident occurs which causes death or bodily injury whereby any domestic worker injured is prevented from resuming his work during the forty-eight hours after the accident occurred, or which is of any nature which may be prescribed in this behalf, the employer of the domestic worker shall send a notice thereof to such authorities, in such form and within such time, as may be prescribed.

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18. **Restoration of possession of property to domestic worker.**— (1) Upon termination of employment, personal belongings and identification documents of a domestic worker or his family shall not be retained, and if any belonging or property of a domestic worker is not returned to him/ her, the aggrieved domestic worker may apply to the Dispute Resolution Committee for restoration of the possession of such property and the Dispute Resolution Committee may, after giving the employer a reasonable opportunity of being heard, direct the employer to restore to the applicant the possession of the said property within such time period as may be specified in the award.

(2) Whoever, being required by the Act to restore any property to the domestic worker or his family, omits or fails to do so, within time specified in sub-section (1), shall be liable, on conviction before a Labour Magistrate, to a fine amounting to ten thousand rupees and restoration to the applicant the possession of the said property.

19. **Recommendation of minimum wages for domestic workers.**— (1) The Board shall, upon a reference made to it by the Government, recommend to it, after such enquiry as the Board thinks fit, the minimum rates of wages for domestic workers employed in households.

(2) In its recommendations under sub-section (1), the Board shall indicate, whether the minimum rates of wages should be adopted uniformly throughout the Province or with such local variations for such localities as are specified therein.

(3) In pursuance of a direction under sub-section (1), the Board may recommend minimum rates of wages for all classes of domestic workers in any category or capacity and, in such recommendation, may specify —

(a) the minimum rates of wages for —

(i) time work;

(ii) piece work;

(iii) on call work;

(iv) over time work; and

(v) work on the weekly day of rest and for paid holidays; and

(b) the minimum time rates for domestic workers employed on piece work so as to guarantee minimum wages on a time basis for such domestic workers.

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(4) The time rates recommended by the Board may be on hourly, daily, weekly or monthly basis.

(5) The rates recommended under this section for overtime work and work on paid holidays shall not be less than the minimum rates fixed for such work under any other law for the time being in force.

20. **Power to declare minimum rates of wages.**— Upon receipt of a recommendation of the Board under section 19 of the Act, the Government may proceed as per the procedure laid down under section 6 of the Gilgit-Baltistan Minimum Wages Act, 2019.

21. **Time and conditions of payment of wages.**— (1) The wages of every domestic worker shall be paid before the expiry of the fifth day, after the last day of the wage-period in respect of which the wages are payable.

(2) No wage period, so fixed, shall exceed one month.

(3) Where the employment of any domestic worker is terminated by employer, the wages earned by him/her shall be paid before the expiry of the second working day from the day on which his employment is terminated.

(4) All payments of wages shall be made on a working day.

(5) All wages shall be paid in currency notes or transfer through mobile app and the record of payment shall be maintained by the employer in a manner prescribed in rules.

22. **Prohibition to pay below the minimum rate of wages.**— (1) No employer shall pay any domestic worker wages at a rate lower than the rate declared under this Act to be the minimum rate of wages for such domestic worker.

(2) Any employer who contravenes the provisions of this section shall be liable, on conviction before a Labour Magistrate, to a fine amounting to ten thousand rupees, and if the court trying such contravention by order so directs, shall also pay to the domestic worker concerned such sum as may be specified in the order to represent the difference between the amount actually paid to such domestic worker and the amount which would have been paid to him had there been no such contravention.

(3) All claims of a domestic worker relating to wages or claims arising out of deductions from wages against the employer, as the case may be, shall be settled and recovered in the same manner as is provided in the Gilgit-Baltistan Minimum Wages Act, 2019.

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23. **Resolution of disputes.**— (1) The Government may, by notification in the official Gazette, constitute a Committee at tehsil level to be called the Dispute Resolution Committee for the effective enforcement of the Act.

(2) The Dispute Resolution Committee, having such number of members, composition with chairperson as may be prescribed and notified by the Government.

(3) All disputes or complaints arising out of and in connection with enforcement under the Act shall be heard and resolved through an award by Dispute Resolution Committee:

Provided that every such dispute shall be presented within 30 days from the date on which the dispute arises.

(4) Any party aggrieved of the award made under sub-section (3), may, within 30 days of the date on which the award was made, prefer an appeal before the Appellate Authority.

24. **Appellate Authority.**— (1) The Government shall appoint an Appellate Authority in each District to hear and decide the appeals preferred against the award of a Dispute Resolution Committee.

(2) The Appellate Authority may confirm, modify or reverse the award of a Dispute Resolution Committee.

(3) Appeal against the decision of the Appellate Authority shall lie with the Director Industries, Labour and Commerce, Government of Gilgit-Baltistan whose decision shall be final.

25. **Powers of the Dispute Resolution Committees and Appellate Authorities.**— Every Dispute Resolution Committee and Appellate Authority shall, while holding an enquiry regarding a dispute or complaint under this Act or the rules made thereunder, have same powers as are vested in a Civil Court under the Code of Civil Procedure, 1908 (Act V of 1908), in respect of the following matters, namely:

(a) enforcing the attendance of any person and examining him on oath;

(b) compelling the production of documents and material objects;

(c) issuing commissions for the examination of witnesses; and

(d) such other matters as may be prescribed.

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26. **Power to issue directions.**— The Department may, from time to time, issue such directions to employers as may be necessary for the effective enforcement of the provisions of the Act.

27. **Power to remove difficulties.**— If any difficulty arises in giving effect to the provisions of the Act, the Government may, by order published in the official Gazette, make such provisions, not inconsistent with the provisions of the Act, as appear to it to be necessary or expedient for removal of the difficulty.

28. **Penalties.**— (1) An employer who fails to comply with or contravenes any provisions of the Act other than section 4, shall, on conviction, be punishable with fine which for the first offence may extend to five thousand rupees, and for a second or subsequent offence with fine which may extend to ten thousand rupees.

(2) Whoever knowingly contravenes the provisions of section 4, shall be liable to punishment with imprisonment for a term which may extend to one month and by fine which may extend to rupees fifty thousand but which shall not be less than ten thousand rupees.

29. **Presumption.**— A child present in a household along with one or both of his parents who are employed therein shall not be presumed to be in employment within the meaning of the Act unless proved.

30. **Prosecution.**— No prosecution under the Act or any rules made thereunder shall be instituted except by or with the previous sanction of the Dispute Resolution Committee.

31. **Trial of offence.**— No Court, inferior to that of a Labour Magistrate, shall try any offence under the Act or the rules made thereunder.

32. **Inspector.**— (1) The Government may notify Labour Inspector of the respective areas of jurisdiction for the purposes of ensuring compliance with the provisions of the Act.

(2) An Inspector notified under sub-section (1) shall be deemed to be a public servant within the meaning of the Pakistan Penal Code, 1860 (XLV of 1860).

33. **Functions and powers of the Inspector.**— (1) No household shall be subjected to inspection except on receipt of a complaint and on direction of a Dispute Resolution Committee.

(2) An Inspector, on the direction of Dispute Resolution Committee may, for the discharge of any functions under the Act or the rules made thereunder—

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(a) file a case in the Court of competent jurisdiction; and

(b) exercise such other powers conferred upon him as may be necessary for carrying out the purposes of the Act.

34. **Welfare of the domestic workers and their families.**— (1) A Fund called "Domestic Workers' Welfare Fund" shall be established for the welfare of the domestic workers and their families.

(2) The composition of the Fund shall be tripartite in nature and shall be notified by the Department in a prescribed manner.

(3) On its establishment, the Fund may formulate its regulations and rules of procedure.

(4) Every employer of domestic worker shall register his/ her workers with the Fund.

(5) Contribution to the Fund shall be made after consultation of the representation of employers and domestic workers and in a prescribed manner.

(6) The Fund shall determine the types of benefits available for the registered domestic workers and their families.

(7) The registered domestic workers and their families will be entitled to benefit out of the schemes of the "Fund" as may be prescribed.

(8) The payment in respect of benefits to the domestic workers and their families shall be made in such manner, and at such time and place as may be provided in the regulations of the Fund.

35. **Violence and sexual harassment.**— In case of violence and sexual harassment with domestic workers, the matter shall be treated in accordance with the provisions of relevant laws enforced in the province.

36. **Rules.**— The Government may make rules for carrying out the purposes of the Act.

37. **Duties of other Government Departments and Functionaries.** — Government Departments and Functionaries of Government of Gilgit-Baltistan including Police, Administration & Revenue, Excise Department, Social Welfare and any other department dealing with domestic workers shall assist the Labour Department in implementation and enforcement of this Act or rules made thereunder.

38. **Obligation of other Government Department and Functionaries.**— (1) It is the obligation of all Government Departments and Functionaries of Government of Gilgit-Baltistan as mentioned in Section 37 to

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provide any assistance when asked for by the Labour Department. They are also bound to abide by and comply with the orders of Labour Magistrate in the proceedings and disposal of matter under this Act.

(2) In case of non-compliance or non-cooperation, on the report of Inspector or Labour Magistrate, the Director Industries, Labour and Commerce shall report the matter to the high-ups of the concerned departments for initiation of disciplinary proceedings against such defaulting officials.

39. **Protection of actions taken under the Act.**— No suit, prosecution or other proceedings shall lie against any person for anything which is in good faith done or intended to be done in pursuance of the Act or rules made thereunder.

NAZIR AHMAD,
Speaker.
Gilgit-Baltistan Assembly

SYED MEHDI SHAH,
Governor
Gilgit-Baltistan.

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