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PART I

Acts, Ordinances, President's Orders and Regulations

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

Gilgit, the 24th November, 2025

THE GILGIT-BALTISTAN ROAD TRANSPORT WORKERS ACT, 2025

(ACT NO. XXVI OF 2025)

AN

ACT

(to regulate conditions of employment and welfare of the families of road transport workers in Gilgit-Baltistan.)

No. ALA-1(1)/2025-GBA.— Preamble: WHEREAS, it is expedient to regulate the conditions of employment and welfare of the families of road transport workers and matters ancillary thereto in Gilgit-Baltistan.

Price : Rs. 10.00

[2792(2025)/Ex. Gaz.]

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It is hereby enacted as follows:

1. **Short title, extent and commencement.**– (1) This Act may be cited as the Gilgit-Baltistan Road Transport 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 Road Transport Workers Act 2025;

(b) **"Day"** means a period of 24 hours beginning at midnight;

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

(d) **"Employer"** means the owner of any road transport service in which workers are employed, and where the business of such service, is not directly managed by the owner, means the Manager, Agent or Representative of such owner in the said service, and where the owner is a minor, the guardian of such minor, and in relation to any vehicle which is the subject of hire-purchase agreement, the person in possession of the vehicle under that agreement;

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

(f) **"Hours of work"** means the time during which the workers employed are at the disposal of the employer excluding any interval allowed for rest and meals;

(g) **"Labour Magistrate"** means a Labour Magistrate notified under the Gilgit-Baltistan Prohibition of Employment of Children Act, 2019;

(h) **"Prescribed"** means prescribed by rules made under this Act;

(i) **"Public place"** means a road, street, way or other place, whether a thoroughfare or not, to which the public have a right of access, and includes any place or stand at which passengers are packed up or set down by a vehicle;

(j) **"Road transport service"** means a service carrying passengers or goods or both by road in vehicles for hire or reward;

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(k) **"Vehicle"** means any mechanically propelled vehicle, used or capable of being used for the purpose of road transport and includes a car, wagon, tractor, trolley-vehicle, truck, bus, trailer, pick-up, etc.

(l) **"Week"** means a period of seven days;

(m) **"Worker"** means a person engaged on mobile duty, and includes drivers, cleaners, conductors, helper and checkers employed by or in a road transport service;

(n) **"Year"** means a period of twelve months starting from the date a worker is employed in a road transport service and ending on the date immediately preceding following calendar year.

3. **Age of employment.**— (1) No person, other than a driver, shall be employed in any road transport service unless he has attained the age of eighteen years.

(2) No person shall be employed in any road transport service for the purpose of driving a vehicle unless he has attained the age of twenty-one years.

4. **Prohibition of forced or bonded labour.**— No person in the road transport service shall be engaged in forced or bonded labour.

5. **Letter of appointment.**— (1) Every employer of road transport workers shall issue a letter of appointment in such form as may be prescribed specifying the terms and conditions of his employment, place of duty, leaves, holidays, remuneration or promotion, as the case may be.

(2) No worker shall be forced to work in a manner inconsistent with the contract of his employment.

6. **Working hours and period of rest.**— (1) No worker shall be employed on a vehicle–

(a) for more than five hours at a time before he has had an interval for rest of at least half an hour nor for more than seven hours before he has had at least two such intervals;

(b) for more than eight hours in a day; and

(c) for more than forty-eight hours in a week:

Provided that a worker who is required to wait for not less than 30 minutes to be employed on a vehicle shall be deemed to be employed on a vehicle during the time he is so required to wait.

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(2) Every worker shall be entitled to have at least twenty-four hours of consecutive rest in a week.

(3) The Government may, by rules made under Section 21 grant such exemptions from the provisions of sub-section (1) and sub-section (2) as it thinks fit, to meet cases of emergency or of delay by reason of circumstances which could not be foreseen:

Provided that—

(a) no worker shall be employed overtime in any year in excess of one hundred and fifty working hours; and

(b) the worker employed overtime shall be paid remuneration at twice the rate of his normal wages calculated by the hour.

(4) Where as a result of the making of a rule exempting any worker from the provisions of sub-section (2), a worker is deprived of any of the weekly hours of rest for which provision is made in the sub-section he shall be allowed, as soon as circumstances permit, compensating hours of rest of equal number so lost:

Provided that no worker shall be caused or allowed to work for more than ten consecutive days without a compensating rest for at least twenty-four hours at one time.

(5) The Government or, if authorized in this behalf by the Government by rules made under Section-21, the competent authority, may require an employer to fix beforehand the hours of work of the workers so as to conform with the provisions of sub-section (1) and may provide for the recording of the hours so fixed.

(6) No worker shall work or cause or allow any other worker to work outside the hours fixed or recorded for the work of the said worker in compliance with any rule under sub-section (5).

7. **Restriction on cumulative hours of work.**— No worker shall work or be allowed to work on a vehicle or two or more vehicles in excess of the period during which he may be lawfully employed under this Act.

8. **Leave.**— (1) In addition to the period of daily and weekly rest, every worker, who has been in continuous employment for a period of one year, shall be entitled to not less than 14 days leave with full pay or, if he has been continuously employed for a period of six months, he shall be entitled to not less than seven days leave with full pay.

(2) For the purpose of computing the period during which a worker has been in continuous employment within the meaning of sub-section (1), the period during which he was on leave under this section shall be included.

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9. **Festival holidays.**— (1) Every worker shall be entitled to festival holidays with full wages for twelve days in a year and the employer shall notify the days and dates for such holidays to workers in advance and in the start of every calendar year.

(2) A worker may be required to work on any festival holiday but a substitute holiday shall be allowed to him within ten days of the festival holiday, or, at his option, he shall be paid wages in respect of such work at double the ordinary rate of wages payable to him.

10. **Casual leave.**— Every worker shall be entitled in a year to ten days casual leave on full wages:

Provided that casual leave admissible under this section shall not be accumulated and carried forward to the succeeding year.

11. **Non-discrimination.**— (1) No worker shall be discriminated in recruitment, continuance of employment and determination of wages on the grounds of religion, race, caste, creed, gender (male, female, transgender), ethnic background or place of birth.

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

12. **Health and safety of road transport workers.**— (1) Every employer shall be responsible to ensure health and safety of workers:

(a) in the first instance, by eliminating workplace hazards through all possible means;

(b) ensuring provision of Personal Protective Equipment (PPEs) to all the workers in case hazards could not be removed despite best efforts.

(2) Every employer of road transport workers shall educate all the workers in his/ her employment regarding necessary health and safety precautions and measures while at work.

(3) It is the responsibility of every road transport worker to cooperate with his/ her employer in ensuring the safety of workplace and abiding by the health and safety measures including use of PPEs.

13. **Medical check-up.**— Every employer of road transport workers shall arrange free medical examination of his/her workers from a registered medical practitioner on quarterly basis in a prescribed manner.

14. **Maintenance of registers, etc.**— (1)Every employer shall, in the prescribed form and in the prescribed manner, keep in the office of the road transport service a record of the hours worked, record of leaves, and of the intervals allowed for rest and meals to every worker and particulars of all employment overtime shall be separately entered in the record.

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(2) Every employer shall, for the purposes of this Act, maintain such other records and registers and display such notices or other documents as may be prescribed.

15. **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).

16. **Functions and powers of the Inspector.**— (1) An Inspector shall be mandated to inspect the record of the road transport workers maintained by the employer and to inspect the offices and vehicles/ transport service to enforce the provisions of this Act.

(2) The Inspector shall prosecute the employers violating the provisions of this Act.

17. **Trial of offences.**— No court other than a Labour Magistrate shall try offences under this Act.

18. **Appeals.**— A convicted person or the Department aggrieved by order passed by the Labour Magistrate under this Act or the rules made thereunder, may, within fifteen days of communication of such order can file an appeal to the Secretary Industries, Labour and Commerce Gilgit-Baltistan, who will decide the appeal within one month from the date of submission/institution of the appeal,

(2) The appeal against the decision of the Secretary shall lie with the Chief Court of Gilgit-Baltistan having jurisdiction and final appeal shall be made before the Supreme Appellate Court of Gilgit-Baltistan.

19. **Penalties.**— Whoever contravenes any of the provisions of this Act, or any of the rules made thereunder, shall be punishable–

(1) for the first offence, with fine amounting to ten thousand rupees but not less than five thousand rupees; and

(2) for every subsequent offence, with imprisonment for a term which may extend to six months, and fine not exceeding twenty thousand rupees.

Provided that–

(a) in the case of any contravention of the provisions of Section 14, the employer shall be liable, on conviction, to a fine not exceeding five hundred rupees for every day on which the contravention occurs or continues, and

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(b) if any employer, with intent to deceive, makes or causes or allows to be made, in any record, register, notice or other document as provided under Section 14 an entry which is to his/ her knowledge false in any material particular, or willfully omits or causes or allows to be omitted from any such record, register, notice or document an entry required to be made therein, shall be liable on conviction to simple imprisonment for a term not exceeding six months or to a fine not exceeding 20 thousand rupees or both.

20. **Welfare of the families of deceased road transport workers.**— (1) A Fund called "Road Transport Workers' Welfare Fund" shall be established for the welfare of the families of deceased road transport workers.

(2) The composition of the Fund will 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) Any road transport worker can register himself / herself with the Fund on subscription of one percent of his/ her wages, an equal amount shall be made by the Government.

(5) The families of the registered road transport workers will be entitled to benefit out of the schemes of the "Fund".

21. **Power to make rules.**— The Government may make rules for the purpose of carrying into effect the provisions of this Act.

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

23. **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 22 to 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

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shall report the matter to the high-ups of the concerned departments for initiation of disciplinary proceedings against such defaulting officials.

24. **Protection of action 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 this Act or rules made thereunder.

NAZIR AHMAD,
Speaker.
Gilgit-Baltistan Assembly

SYED MEHDI SHAH,
Governor
Gilgit-Baltistan.

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