

Pakistan

Fixed Term Contracts

Fixed-term contracts are permitted in Pakistan. There is no minimum or maximum duration. There is also no limit on how many times they can be renewed. The termination procedures for fixed-term contracts are the same as indefinite contracts.

Probationary Periods

Employers can decide if they want to include a probationary period. It is customary to include 3 to 12 months. During the probationary period, one month's notice or pay in lieu is required to terminate an employee.

Holidays

Workers in Pakistan recognize 14 paid public holidays.

Vacation

After one year of service, Workers are entitled to 14 days of annual leave. Employers can decide whether unused annual leave may be carried over from year to year. Accrued but unused leave does have to be paid at the end of employment.

Sick Leave

There are no federal laws that require employers to provide sick days to employees. However, in recent years, an increasing number of states and cities have passed paid sick leave laws to protect employees. Therefore, whether paid sick leave is due will depend on where the work is performed. In all cases, a medical certificate is required.

Working Hours

A standard workday is 9 hours including a one-hour break for lunch and prayer time.

Overtime

Overtime regulations apply to laborers such as those in manufacturing industries. In all cases, working hours should not exceed 48 hours per week (or 56 with overtime).

Mandatory Bonuses

There are no mandatory bonuses in Pakistan.

Termination

Workers may be terminated with one month's notice or salary in lieu of notice.