



Labor Policy 2010 and Protection of Rights: Shari'ah Analysis

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Abstract

The religion of Islam emphasizes on establish of justice in the economic system and demands of justice should be kept in track in all institutions whether they are social and economic. According to Islamic teaching, the main purpose of economic system is to give equal opportunities to all people with economic struggle. In Islamic religion, hard work and struggle are compulsory for the sustainability of life. Labor has key position in socio-economic stability of a society. Islam ensures labor welfare and protection of rights. Islamic law advices special rights for labor community. Islam gives a respectful status to employees and labors in the society. Hazrat Muhammad ﷺ declared hard worker as a friend of Allah Almighty and asked to pay their wages before being released. Pakistan is a developing and industrial country and due to the Islamic Republic, the importance of the employees and workers goes on. Numerous labor policies in Islamic republic of Pakistan have been made to reveal rights and enhance the social status of labors and employees. Pakistan reviewed its labor policy in 2010 to improve welfare of the labor and employees. The article in hand will analysis the labor policy 2010 minutely. It will denote the pivotal role of workers in social and economic development. This article will examine this policy in light of Islamic injunctions. It will present recommendations to improve labor welfare policy in Pakistan.

Keywords: Labor policy; Islamic injunctions; Rights; Social status

1. Literature Review

A few researches have been done in Punjab University related to my research; like principles of wages, modern issues and Islamic studies, similarly M.A. thesis in Lahore campus of Punjab University have been written on downfall of communism and responsibility of Ummat-e-Muslima. While there is no clear Islamic point of view related to labors from Pakistan government in last issued labor policy 2010. So, it was compulsory to analyze the Pakistan labor policy 2010 with respect to Islamic point of view. In this research, a comparative study of Pakistan labor policy 2010 has been done with the teachings of Quran & Sunnah and some recommendation is given for the improvements and amendments of Pakistan labor policy 2010.

1.1. Number of Labors and workers in Pakistan

A complete record of labors and workers is elaborated in

Table 1. A separate record of male and female workers from urban and rural areas has been described. Similarly, percentage wise details of labors in different provinces of Pakistan are

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discussed. There are 50.69 % females and 49.31% civil labor force from total population of Pakistan that is 220 Million. There are 45.22% male workers and 34.36% female workers from total civil labor force. It is evident from the table that there are only 10.86% professional job holders in Pakistan in which 42.56% are males and 32.65% are females. Unemployment in Pakistan has been found almost 9.89% of overall population including 2.69% males and 1.71% females. Let's take the example of Punjab province having 49.66% population with 50.34% females of 220 Million peoples of Pakistan. There are 48.62% peoples of Punjab are labors and workers including 34.54% males and 14.08% females. In Punjab, 45.59% peoples are job holder including 32.60% males and 12.99% females. If we analyze the unemployment ratio of Punjab, it is 3.03% of overall population of Punjab in which 1.95% peoples are males and 1.09% peoples are females. Punjab has more percentage of job holders than other provinces and Baluchistan has minimum percentage of job holders than other provinces of Pakistan. The main reason of highest percentage of job holders in Punjab may be due to having more population as compared to other provinces, similarly second reason is due to more number of peoples having interest towards education compared to peoples of other provinces of Pakistan. There are some educational issues in other provinces than Punjab. Another reason of less number of job holders and educated persons is lack of peace in other provinces compared to Punjab; therefore investors like to invest in Punjab instead of other provinces and more opportunities of jobs are available than other provinces of Pakistan.

Table 1. Number of Labors and workers in Pakistan

	Population (%)			Civilian Labor Force								
				Total Civilian Labor Force (%)			Employed (%)			Unemployed(%)		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Pakistan	100	50.69	49.31	45.22	34.36	10.86	42.54	32.65	9.89	2.69	1.71	0.97
Rural	100	50.30	49.70	49.01	34.70	14.31	46.55	33.20	31.35	2.46	1.49	0.96
Urban	100	51.38	48.62	38.66	33.78	4.88	35.57	31.69	3.88	3.08	2.09	1.00
Punjab	100	49.66	50.34	48.62	34.45	14.08	45.59	32.60	12.99	3.03	1.95	1.09
Rural	100	49.14	50.86	53.03	34.86	18.16	50.16	33.09	17.07	2.87	1.77	1.09
Urban	100	50.65	49.35	40.27	33.94	6.33	36.92	31.66	5.26	3.35	2.28	1.07
Sindh	100	52.89	47.11	42.96	36.59	6.36	40.96	35.29	5.67	2.00	1.31	0.69
Rural	100	53.63	46.37	48.90	38.85	10.05	47.70	38.18	9.52	1.20	0.67	0.53
Urban	100	52.20	47.80	37.46	34.51	2.96	34.73	32.62	2.11	2.74	1.89	0.85 ⁽¹⁾

1.2. Daily Earnings of Labors and Workers in Pakistan

There are many daily wages workers in Pakistan who come out every day in the early of morning in big cities to find some money for their children and foods for family. We can see these workers on different points of big cities before sunrise in the search of their work. **Table 2** depicts the wages and income of daily workers and labors working in different industries and construction in big cities of Pakistan like Islamabad, Karachi, Lahore, Peshawar and Quetta. Let's take the example of Islamabad, there was 400 rupees daily earning of mason in 2005 and after 10 years it grown up to 1200 rupees /day. Average daily earning or wages of labors was 375 rupees in 2005 and increased up to 861 rupees/day. More increments in wages of daily workers can be seen in Islamabad compared to Karachi. It looks very strange to see more construction development in Quetta compared to Islamabad in the mentioned table, it is due to setting improper record. Similarly less development can be seen in Karachi instead of having 20 Million populations as compared to Islamabad. The main reason of this

strange trend is unskilled labors. There are less numbers of unskilled workers in developed countries compared to developing countries.

Table 2. Daily Earnings of Labors and Workers in Pakistan

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Carpenter											
Karachi	369.23	402.00	450.00	575.00	600.00	600.00	632.92	700.00	700.00	792.31	861.54
Lahore	325.00	361.00	388.00	527.00	527.00	582.00	611.17	682.14	682.14	780.36	830.36
Peshawar	275.00	308.00	375.00	488.00	500.00	500.00	508.33	608.33	666.67	741.67	800.00
Quetta	275.00	400.00	500.00	600.00	600.00	650.00	691.67	750.00	900.00	900.00	900.00
Mason(Raj)											
Islamabad	400.00	450.00	525.00	600.00	625.00	650.00	685.42	775.00	900.00	1,000.00	1,200.00
Karachi	350.23	402.00	450.00	625.00	650.00	650.00	662.50	800.00	800.00	861.54	1,061.54
Lahore	380.00	418.75	491.00	557.00	557.00	589.00	618.17	689.29	689.29	826.79	926.79
Peshawar	325.00	325.00	450.00	500.00	508.00	575.00	579.17	733.33	850.00	900.00	900.00
Quetta	275.00	400.00	450.00	600.00	600.00	750.00	816.67	900.00	1,100.00	1,100.00	1,100.00
Labor (Unskilled)											
Islamabad	200.00	250.00	275.00	300.00	325.00	350.00	387.50	450.00	525.00	600.00	700.00
Karachi	230.00	275.00	300.00	350.00	375.00	375.00	410.42	500.00	500.00	530.00	630.77
Lahore	200.00	237.50	250.00	300.00	300.00	375.00	389.58	475.00	475.00	600.00	600.00
Peshawar	150.00	175.00	200.00	233.00	275.00	300.00	308.33	400.00	466.67	483.33	500.00
Quetta	185.00	250.00	300.00	300.00	300.00	350.00	397.92	425.00	550.00	550.00	550.00 ⁽²⁾

2. Key Points of Pakistan Labor Policy 2010

Key points of Pakistan labor policy 2010 are explained below.

2.1. Four Fundamental principles of Government Labor Policy

New labor policy of government had following four major key points.

- a) According to international laws, it was unclear that serious problems in developing countries should be attributed to the economic sustainability.
- b) The foreign investment is considered to be the basis of establishing your new system on new basis.
- c) It was also clear that new technology should be involved in the labor policy. This policy has been pointed out that scope of professional abilities is required for this technology. According to new required changes, workforce should be brought under new developing programs with the passage of time.
- d) The purpose of new policy was that the structure of training activities should be made according to new technology.

3. Improvements in the laws for labors and workers

The labor policy of 1972 and every past approach have been improved and another structure for the administration was named like welfare reserve of works, empowerment fundamental benefit, empowerment overseas benefit act, has been changed by the law of industrialized law implementation, lawful welfare and excellent labors. These standards have been created to include interest in laborers' business matters and increment in invulnerability. Furthermore, bounce to the developing challenges of the general population; give matters a chance to be finished by the committee to instruct the offspring of workers and speak to the general population in an administering body and reward or insurance scheme should also be given. The Government is the way to correspondence and equity of equity to the labors of the

laborers. As indicated by the Constitution of the Islamic Republic of Pakistan, the peace of the labors ought to be set up for this constitution.

3.1. Rules of Industrial Relation

- 1- The laws which identity with the principles of business.
- 2- The laws which identity with wellbeing and work.
- 3- The laws that are identified with the welfare of the general population.
- 4- Those laws identified with laborers' welfare insurance.

3.2. Wages

Under the administration, the lowest pay permitted by law ought to be improved the situation the support of work rules, with the goal that the lowest pay permitted by law ought to be done to have any kind of effect and make a free pay commission to make proposals for this commission and make specialist authority set up of commonplace wages.⁽³⁾

3.3. The Principle of Protection and Equality of Women's Right

All organizations will cooperate with diligent work and labor and give employment to ladies in rustic and urban territories to solid their monetary development. With this venture, numerous imaginative projects were finished and approaches were made openly and private parts to furnish ladies with working climate.⁽⁴⁾

3.4. Women as Employees

Female representatives ought to get the advantage with ILO Convention fairness wage 1951 No. 100, which has been executed in Pakistan since 2001. Least or more, wages will be given based on uniformity which ought to accord condition 100 and 111 of ILO tradition that identifies with balance and non-separating conduct. The administration guarantees that ladies will land break even with position openings and they will audit the current laws. What's more, it is trusted that there is no disavowal of ladies' access to appropriate occupations. These employments are created because of progress in the market.

3.5. Young Manpower

The approach said that the work of 14 to 18year age or under 18, they won't be used for any diligent work or other work that influence their physical and moral development. They will be given more access to training (according to the necessities of claim to fame and showcasing prerequisites), kids will be avoided difficult occupations; for example, mining, calfskin making, butchering, development, and shutting bangles and so forth. Unique projects will be set, the lowest pay permitted by law for the general population who work in private homes will likewise be determined.

3.6. Mining Workforce

The dominant parts of workers in Pakistan, who are related with the mining business, are selected on contract premise. In such a manner, structure framework is exceptionally convoluted and it is extremely intricate and does not support a proprietor. Individuals from mining confined to explicit laws that are not quite the same as other work laws. Work-related

with mining; it is possible that they are perpetual or on an agreement premise, they will be given assurance like others and they additionally get advantage from the lowest pay permitted by law. They will give government-managed savings and wellbeing administrations. The administration will eradicate constrained work, in whatever frame it is, so the law ought to be executed and work advantages ought to be secured.

3.7. Constructive Workforce

The approach has been focused on that the development business is a spinal rope for advancement exercises, and in excess of 20 million individuals work here because this segment is quickly developing.

Subsequently, security and social issues are more in this industry, this outcome in obstacles. To shield these troubles and to make a ton of work, there ought to be a ton of enactment with the goal that the labors get both wellbeing and assurance, and they are likewise part of the advantages. They ought to be repaid with government managed savings pay law. The Government has just begun an activity that the agreement labors ought to be elevated to the changeless position. Control all agreement representatives who are in general society segment (in a base range of time).

3.8. Child Labor

The administration will make a lawful move and take measures to control tyke work in various callings which is destructive to their wellbeing. Occupations for underage kids should boycott and work of age bunch 14 to 18 years ought to be controlled. A solid enactment ought to be made in such manner.

3.9. Agricultural Labor

The horticultural segment is quickly entering in the specialized period and it requires specialized aptitudes. While, non-specialized persons are getting jobs and similarly, no principles and directions are forced on this area that is the reason agribusiness work couldn't get the advantage of guidelines that are embraced in the mechanical part. The Government suggests the pre-class recommendation that the laborers' pay demonstration of 1923 ought to be re-administered with the goal that they could get more advantage if there should arise an occurrence of damage that prompts their demise.

3.10. Non-Economic Workforce

For the wide insurance of work, the huge casual economy of the nation is a major test. It covers a huge number and substantial land zone where the work rate is excessively low and occupation procuring isn't helpful on a huge scale. What's more, there are all the harder conditions for work and individuals experience the ill effects of various medical problems. Though governs are additionally not actualized but administration intends to give a superior framework to the workforce and give them warning administration.

3.11. Health Care

The accompanying advances were reported to be taken in Labor Policy:

- 1- Colonies for labors will be made and one million individuals will be shielded.

- 2- The Private Sector will be urged to give a safe house to the labors. The development of these houses will be financed.
- 3- They will likewise give mosques, schools, therapeutic dispensary and stops in settlements of those labors.
- 4- Dow therapeutic school in Karachi and Lahore will be held for workers. 60 percent of the affirmations will be for craftsman's youngsters and 40 percent for the general population of the nation.
- 5- All workers will be enlisted by EOBI and will be profited with WWF.

4. Review of Existing Policy in The Light Of Quran & Sunnah

4.1. Workers Wage Appointment

In the light of Islam, it is obligatory that on the off chance that the rate of work isn't settled with the craftsman, he will be remunerated with the value that is settled in that specific territory. Presently, a day the lowest pay permitted by law can be assessed according to regular or can be settled by zone. So, it may be very well settled by the specialization or expertise by the individual. In spite of the fact that wage constraining is one of the troublesome assignments to do and as per me it is lawful for the clergyman to do as such. He should converse with the workforce agents and settled the lowest pay permitted by law. The motivation behind this isn't just that it will be sufficient for the economy of work yet there is likewise a reason he will feel shielded from his rights infringement. In addition, it will be valuable for the individuals who work low maintenance or whatever other individuals who labor for a couple of hours and will be paid by the time he worked.⁽⁵⁾

As per Islamic encouraging worker and block ought to cooperatively excite the sentiment of common solidarity and collaboration and keeping in mind that creating an agreement both ought not to keep their interests in front but they should keep such disposition that the two gatherings ought to turn out to be considerate and accommodating for one another. Along these lines, Islam presents the impartial wage framework in such a manner. Under this framework, work wages ought to be resolved with the goal that they can give fundamental needs of life. Today, we can respect the expansiveness of both living in our natural surroundings. The fundamental needs of the worker's life (sustenance, dress, convenience) are to be given by its arrangement. It dislikes that speculators ought to limit their wages and gain wealthier lives and keep their lives on the outside of restricted sanding. This circumstance will end up being the executioner for the economy, the economy, the financial improvement, the serene condition, and the quiet environment.⁽⁶⁾

4.2. Provision of Social and Economic Protection

On the off chance that we audit it in the light of Islamic viewpoint then we will find the position which Islam provides for the diligent employees and craftsmen are not given by some other hypothesis. For instance, in the event that we investigate the shared joint effort than the principle purpose behind its disappointment is that it didn't offer significance to uniqueness. One will just have bread, garments, and smooth beverages, as whatever is left of the beneficial assets are under the control of the administration. In any case, Islam urges the person to buckle down by offering significance to singular working. Being the best animal on earth, made him answerable that he ought to revive the place where is Allah and keep looking

for this arrangement which Allah has covered up in the residue. Accordingly, as the Prophets resulted in these present circumstances world, they embraced different occupations for the living and guide through the best approach to life on the planet. Islam advances this custom and takes a gander at the diligent employees and the craftsman consciously, and thinks about them significant. At the end of the day, it is demonstrated that each need is viewed as fundamental needs of the person on which his reality depends and in its nonattendance, it ought to be unsafe to one's life.⁽⁷⁾

4.3. End of Discrimination in Optimum Wage

In the light of Islamic statute, at that point, Islam obviously makes this unmistakable that lady ought not to be treated with woman's rights in such manner and Islam has not made any limitation on ladies working or gaining.

4.4. End of Forced Labor from Children

In labor strategy 2010 it has been clarified that requesting work diligent work from kids and power danger are required. Pakistan has acknowledged the development of the worldwide work gathering tradition and requested to build age limit of kids to 18 years in the work advertise. Whenever found in the Islamic setting, Islam chooses that guardians give careful consideration to their children's raising and jobs.⁸ In hadith nabi, the best present for the youngsters has been great preparing for the kids. On the off chance that the rights set out in the light of Islamic law and the kids are given their lawful rights then the youngster work will end. Islam, where guardians have made headed for instruction and preparing, there it puts their duty on state after their folks, family and network individuals, to keep the privileges of youngsters. About Hazrat Umar it is said:

روي نافع عن ابن عمر أن كان لا يفرض للمولود حتى يطعم، ثم أمر مناديا فنادي: لاتعجلوا أولادكم عن الفطام، فإننا نفرض لكل مولود في الإسلام.⁽⁹⁾

Interpretation: Hazrat Umar has not issued the remittance of the newly conceived infant until the point that he left bosom sustaining. A short time later, he declared that don't make a rush in making your kids free from bosom encouraging, we will issue the stipend of a newly conceived child after his introduction to the world. The same request was given to all governors and that is the reason recompense was begun to be given soon after birth. We can say that the principal restriction on youngster work and destruction of its fundamental roots was finished by Hazrat Umar.

5. Negative Points of Labor Policy According to Islamic Jurisprudence

There are some points in labor policy which were not right according to Islamic Jurisprudence. Following are examples of such points;

5.1. Fewer Wages

In policy there was no concept of increment in wages. In the time of inflation, minimum wage of person is at least the prize comparable of 10 grams of gold but it was not fulfilled. So for survey of wages we have made decision to make commission. If the law is to be paid for the purpose of education in the light of Islamic teachings that should be paid for labor wages, which can meet their needs and necessities including not only food, clothing, but also treatment and good education.⁽¹⁰⁾ By the Islamic point of view, the wage of workers is not the

nominal wage but the real wage that should mean which they should get their basic needs.⁽¹¹⁾ Jurisprudence of Islam Workers' wages arranged in the matter of paying salary for austerity that they should not leave it without any payment, because there is a severe promise in the Hadith Shareef:

عن النبي ﷺ قال: ثلاثة أنا خصم يوم القيامة رجل أعطى بي ثم غدر، ورجل باع حرافاً كل غمته ورجل استأجر أجنبياً فاستوفى منه ولم يعط أجره.⁽¹²⁾

“Allah says that there are three kinds of people to whom I will be accuser by myself on the Day of Judgment. One will be the person to whom I gave but still he deceived me and other one will be a person who used the money of other person by deceiving them and third one who hired a labor made him work but did not give the wages”

This Hadith shows that no payment to the labors to work and not protecting the rights of worker is biggest sin.

In this law of laborers as well as safety facilities, medical aid, insurance etc., but despite all these laws, religious privileges do not impose laborers one reason for this law to be imposed is that instead of the center; it has become more difficult in the state of labor.⁽¹³⁾ Better governance is bound to enforce laws as the head of industrial units headed by the provincial government, those laborers who do not practice their interests because they are dearer than the government, due to responsibility for importing laboratory products.

5.2. Deprivation from the Legal Rights of Trade Union

According to labor policy, international committee will be made to protect the rights of workers in the agriculture field but the reality is that workers were deprived from the legal rights of trade union nevertheless the basic purpose of trade union is that the labors were do struggle to get their rights and the purpose of trade union is not sabotage, but its purpose is to make their labor successful and increase the country's production.⁽¹⁴⁾

In the light Islamic Fiqh, any work that is done within the limits there is no issue. Islam lays stress helping the poor and also stands for their right just like Quran said:

وما لكم لا تنفون في سبيل الله والمستضعفين من الرجال والنساء والولدان.⁽¹⁵⁾

“What is the basic reason that you must not fight for these poor man, women and children who have been suppressed as they were weak”

According to Islam, people must be disunited but they must be united whose example can be seen in 5 prayers and also in Namaz-e- Juma, where people laid their head in front of Allah .There must be some purpose that the Islamic brothers should acknowledged each other and they must acknowledge each other's problems and try to solve these problems if we should looked upon the trade union. It becomes clear that the purpose of creation of that union is that we should lessen the deprivation feeling of poor people. If we study the pages of labor union then, we see 2 basic duties. The first one is to change the economic and social conditions and second is to lessen the controls of management and to increase the controls of ourselves. Islam just not encourages the unionization of labors but also lays stress on the unity of Muslims. As stated in the hadith shareef.⁽¹⁶⁾

“A momin is like a strong wall for other momin that empowers him”⁽¹⁷⁾

5.3. Difference in Wages on the Basis of Gender

No matter stress has been applied on this fact in the labor policy that there should be no

difference in between the wages of both genders. This law was really appreciable but there was no policy, no practical measure and no monitoring to act upon this law.

“The competent national authorities shall promote broader public understanding of the principle of equality of opportunity and treatment for men and women workers and of the problems of workers with family responsibilities broader public understanding of the principle of equality of opportunity and treatment for men and women workers and of the problems of workers with family responsibilities.”⁽¹⁸⁾

5.4. Negligence of Childs law in labor reform:

In labor reforms the age for 18 years was mandatory for the working child in order to vanish the issue of child labor. While the realities open to this as in each factory of Pakistan under age children are working.¹⁹ That shows this policy is still not acted upon in many areas and government also didn't do any practical measure for the monitoring of this policy. Before the labor policy in 1991, the act was selected by national assembly of Pakistan. According to this minimum age must be 15 years and more than 7 working hours were considered as crime. There are many things about which our leaders talk about but they don't give it a practical shape by performing a practical measures as our children are still a victim of child labor in industries Pakistan and the industry owner are well aware about the needs of these poor children and parents so they took full advantages of this.⁽²⁰⁾

So children should be given full rights according to Islamic teachings and parents should bring up their children by proper guidance.

5.5. Eradication of Strikes

The purpose of labor strikes is to get their rights as it is the last option for them that they may get their rights by this act. In this labor policy this right of labor was also neglected and set the criminal to those who will go against this law. Islam says that a labor should be given enough rights that he may fulfill his basic needs and he must not feel to do strikes to get his rights and this thing is also said in a hadith shareef:

It is obligatory for every Muslim that whenever he sees any crime, the must stop the crime by his physical power. If he can't do this then must stop this by his verbal power. But he must struggle against this and if he can't stop this by his verbal power then he must considered it bad in his heart and this is the lowest stage of Islam.⁽²¹⁾

It is the Islamic problem about strikes that if a person does appeal for someone that people must shut their doors of shops and stopped their businesses in order to either show their emotions or to get some right than after a person closes his shop for this purpose this is right and if someone don't do this than don't interrupt him and also don't force him to close his shop. There is no harm in the strike under this limit but this never happen in the democratic system till now and also there is no imagination about such kind of strike.⁽²²⁾

5.6. Workers Health Problems

Islamic culture depends on such a welfare framework which gives the answer for issues and essential needs of everyone. Wellbeing is uncommonly engaged in Islamic culture. Being healthy is viewed as a valuable gift of Allah which is considered as obligation resource. Representative wellbeing and obligation and care are completely forced on the proprietor.

Particularly those specialists who work in a chemical factory experience the ill effects of different ailments. Somebody is malignant growth patient and somebody is patient of hepatitis. Subsequently, there are numerous industries that influenced its laborers.²³

In Islamic culture, it is the essential obligation of the administration to give employment to each one or to create such implies that it produces employment opportunities for individuals. Presently it is the longing of the general population to do what they like for themselves. Thus, it is the duty of government to abandon all methods for haram salary and enlarges the best approach to halal income and subsequent to teach them and give them better opportunities of employment. From the Islamic point of view, the administration that cannot pull back its subject from destitution and gloom and hardship isn't qualified to be known as a legislature formally.

5.7. Residence facilities for people

Another imperative issue for laborers is no facility of their residence. In past, neither industry nor the idea of these things existed. Tomorrows man did not think about a period when a large number of individuals will have a place with a similar industry and by venturing to every part of the miles' individuals will achieve their work environment.

As indicated by Islam, as talked about previously, it is the duty of the proprietor to give better nourishment and attire to workers. So reward ought to be given so they can be organized their need separated from their eating regimens, for example, dress and treatment.

6. Reforms for Pakistan labor policy:

- Strike monitoring policy for government
- Basic rights
- Basic wages
- Selection of accountable
- Providing salaries on time
- Take work according to your power
- Right of collective interests
- Part of labor in profits
- Providing justice to labor
- Avoiding the feudal system
- Appointing the leader from labor
- Economic development of women
- Vanishing of contract system
- Pension system for labor
- Application on industrial and commercial institutes

7. Conclusions

Since Islam does not like the fact that money should not be in one hand despite it prefers that it should circulate everywhere. So that employment rises. That's why feudal system is disliked by Islam because in this system even fishes of river also become their slaves and rich

people get control over them. While this is the blessing of Allah upon us whatever we are getting. Now it happens that feudal misuse blessings for example a common person can't take advantage of this blessing but misuse this blessing according to the government who forces him even to buy that fish according to their rate prize and he will become the victim of deprivation. The basic thing is that if you can't pay a labor than you must do the work by yourself. Any other ideology didn't have any law about this issue because Islam vanished the difference between owner and slave, but gave them equal right. If on one side Islam says to owners to give the rights of their workers but on the other side it also advises the worker that he must do the work according to his power and says him no to work so much that he becomes tired but also takes care about his health and joy. Nevertheless, I accept that our scholars tried to explain the labor rights according to Kitab-ul -Jehra. But those issues are almost one 1000 years old and the problems that labor are facing in these days, there is no law discussed about them in the previous books.

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