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ISLAMABAD, THURSDAY, MARCH 11, 2010

**[THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE
WORKPLACE ACT 2010]**

PART 1

Acts, Ordinance, President's Orders and Regulations

SENATE SECRETARIAT

Islamabad, the 11th March, 2010

No. F. 9 (5)/2009- Legis.__ The following Acts of Majlis-e-Shoora
(Parliament) received the assent of the President on 9th March, 2010, are hereby
published for general information:__

Act No. IV OF 2010

*An Act to make provisions for the protection against harassment of women at the
workplace*

WHEREAS the constitution of the Islamic Republic of Pakistan recognizes the
fundamental rights of citizens to dignity of person;

AND WHEREAS it is expedient to make this provision for the protection of
women from harassment at the workplace;

17. Freedom of association:

- (1) Every citizen shall have the right to form associations or unions, subject to any reasonable restrictions imposed by law in the interest of sovereignty or integrity of Pakistan, public order or morality.
- (2) Every citizen, not being in the service of Pakistan, shall have the right to form or be a member of a political party, subject to any reasonable restrictions imposed by law in the interest of the sovereignty or integrity of Pakistan and such law shall provide that where the Federal Government declares that any political party has been formed or is operating in a manner prejudicial to the sovereignty or integrity of Pakistan, the Federal Government shall, within fifteen days of such declaration, refer the matter to the Supreme Court whose decision on such reference shall be final.
- (3) Every political party shall account for the source of its funds in accordance with law.

18 Freedom of trade, business or profession.

Subject to such qualifications, if any, as may be prescribed by law, every citizen shall have the right to enter upon any lawful profession or occupation, and to conduct any lawful trade or business:

Provided that nothing in this Article shall prevent:-

- (a) the regulation of any trade or profession by a licensing system; or
- (b) the regulation of trade, commerce or industry in the interest of free competition therein; or
- (c) the carrying on, by the Federal Government or a Provincial Government, or by a corporation controlled by any such Government, of any trade, business, industry or service, to the exclusion, complete or partial, of other persons.

19 Freedom of speech, etc.

Every citizen shall have the right to freedom of speech and expression, and there shall be freedom of the press, subject to any reasonable restrictions imposed by law in the interest of the glory of Islam or the integrity, security or defence of Pakistan or any part thereof, friendly relations with foreign States, public order, decency or morality, or in relation to contempt of court, ³³[commission of] ³³ or incitement to an offence.

19A. Right to information:

Every citizen shall have the right to have access to information in all matters of public importance subject to regulation and reasonable restrictions imposed by law.

20 Freedom to profess religion and to manage religious institutions.

Subject to law, public order and morality:-

- (a) every citizen shall have the right to