



WOMEN UNIVERSITY

OF AZAD JAMMU & KASHMIR, BAGH. Website: www.wuajk.edu.pk

Policy – Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor

1. Introduction

There is a worldwide prohibition of forced labor, child labor, human trafficking, and modern slavery, which is being taken very seriously by the World Human Rights Violation agencies. The Pakistani government has used several high-profile forums to initiate discussions. In this regard, the Women University of Azad Jammu and Kashmir (WUAJ&K) Bagh has also taken steps and developed a policy to address the issue domestically while aligning with international standards.

2. Scope

The development of good practices based on Pakistani legislation and law at the university level is intended to reduce the incidence of child labor, forced labor, slavery, and human trafficking.

3. Policy Guidelines

The following guidelines are issued for all the relevant departments:

- a. The WUAJ&K Bagh does not allow child labor on the university premises.
- b. There is a restriction on the employment of employees under 18 by contractors, vendors, and canteen/ café handlers.
- c. Every security officer ensures that laborers working within the university are not subject to forced labor.
- d. All adult employees must present their identification cards at the point of entry to verify their employment for labor.
- e. When a contractor hires labor from a subcontractor, willingness certificates are checked once.
- f. It is ensured that all safety parameters are met to prevent untoward incidents.

- g. Staff is adequately counseled to avoid child labor at the domestic level and ensure minimum education corresponding to age and then employed for jobs/ work.

4. Acts related to Forced and Child Labor

To better understand such human rights violations, all stakeholders are urged to read the following Acts related to child labor, human trafficking, and the Pakistan Penal Code.

- a. Children (Pledging of Labor) Act, 1933
- b. Bonded Labor System (Abolition) Act, 1992 (applicable to ICT and Baluchistan)
- c. Punjab Prohibition of Child Labor at Brick Kilns Act, 2016
- d. Prevention and Control of Human Trafficking Ordinance, 2002
- e. Pakistan Penal Code 1860

5. Report on Violation

Every WUAJ&K community member has an implicit duty to report any incident that suggests a possible violation of WUAJ&K policy to the appropriate authorities in good faith and without fear.

6. Revision of Policy

Revisions to these policies will be made as and when necessary.