



# Employee Data Privacy – Pakistan

## Employee Access Rights

### Do individuals have the right to access their personal information?

Data protective jurisdictions tend to guarantee the right of individuals to contact an organization directly and find out whether personal data is being tracked. Access procedures and acceptable exceptions (such as business secrecy) are determined by law and may be subject to the control of data protection authorities. In the context of HR, personal data access requests can include information tracked by the company as well as data tracked by third-party solutions, such as background check vendors.

There are currently no personal data protection rights for individuals relating to accessing their personal data in Pakistan. That said, if the

Personal Data Protection Bill 2021 passes in its current form, individuals will have the right to access their personal information after submitting a written request to a data controller and paying any associated processing fees. Note that this right would be limited in certain circumstances, such as when access to personal data is regulated by another law.



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