

**A baseline survey on the possibility of the grass-root
organisation for the export-oriented textile workers in
Pakistan**

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Acknowledgement

First of all, I would like to thank the PILER for providing me with this opportunity. Global Rights Compliance's vision to explore possibility of a grass-root labour organisation has contributed immensely into this baseline survey.

It would not have been possible, however, if textile workers had not provided us with their time and insight.

The whole survey team in Karachi, Lahore, and Faisalabad have tried to put their best effort without which this baseline survey would not have been possible. My research associate, Iqra Gulzar, has played an important role during the survey and in the data analysis; her relentless efforts are appreciated.

Karamat Ali sahib has been very patient and supportive during the course of work; without his complete faith and support this project would not have been possible.

I am indebted to the Global Rights Compliance team who has been extremely patient and understanding; without their trust and cooperation this effort would not have been possible.

And last but not the least, I am indebted to the support of my family for being patient and emotionally available. They have brought a fresh perspective in issues such as the child labour and subordination of women in Pakistan.

Preface

Understanding the need of organisation amongst the stakeholders was needed and has been encouraging.

In this baseline survey, I have benefitted from my earlier work. The data gathered in the survey has been analysed in a descriptive manner, while socio economic conditions relevant to the workers organisation have also been analysed and possible agenda for the labour organisation has been suggested.

We have analysed all variables of data collected for the survey. We have also tried to understand if unionised workers are better off than their non-unionised counterparts. We tried to understand difference between the home-based and factory workers, geographical dimension of the survey, as well as the plight of recently unemployed workers due to the current economic downturn. It pushed us to understand the need for the universalization of social security in Pakistan. The National Labour Council needs to help the unorganised workers throughout Pakistan to form their grass-root organisation.

We have gathered a great deal of living conditions' data which is essential to understand the urgency of a viable grass-root labour organisation as workers are hit very hard not only due to the current economic crisis but also because of the longstanding economic policies, which have resulted into distress and insecurity for workers. This situation demands a comprehensive response from the labour so that they could have a decent life, and social security provision could be a first step in the right direction.

Home-based work has little to do with the export-oriented industry but we have analysed the data gathered for home-based work as well as the relevant legislation formulated for the home-based workers.

This whole exercise to understand the need for grass-root organisations is a testament that the present structure of labour organisation does not have strength to represent the majority of the workers, therefore, we need to find ways to encourage workers to try new ways of organisation. Partner organisations along with other labour organisations and stakeholders need to play their due role in the promotion of workers organisation so that they could claim their rights in Pakistan.

Executive Summary

This report aims to see how grass-root organization is possible for textile workers who work in the export-oriented textile factories that are largely working for the international brands.

The baseline survey is part of a project that aims at supporting grassroots organisations in the export-oriented textile sector. Pakistan Institute of Labour Education and Research-PILER, National Trade Union Federation (NTUF), Labour Education Foundation (LEF), and Home-Based Women Workers Federation (HBWWF) are conducting the project in Karachi, Lahore, and Faisalabad. This is a two-year project and has many activities including a baseline survey, which is the responsibility of PILER.

PILER has hired a consultant who designed the survey in consultation with PILER and the Global Rights Compliance-GRC.

PILER has collected primary data from Karachi, Lahore, and Faisalabad, the three hubs of textile production in Pakistan. PILER has conducted the field research while field researchers of PILER, LEF, NTUF, and HBWWF conducted the in-depth interviews with workers.

A weeklong orientation workshop was conducted with the field researchers belonging to PILER, NTUF, LEF, and HBWWF. Collecting data from the textile workers is not an easy task, due to lack of access to the textile workers and lack of understanding by the mainstream enumerators of the sector. It was, therefore, decided that the field staff of the participating organisations should be trained in field research. PILER and LEF have field staffs that have prior experience in the field research while NTUF and HBWWF did not have the required experience.

During the weeklong workshop held in PILER Centre Karachi, significance of the textile sector in Pakistan, labour laws, and issues in the formation of trade unions and labour organization were discussed. Survey techniques, listing of the required sample prior to the in-depth interviews, code of ethics of field research, and deadlines were discussed and finalised with the consent of the participating organisations. Representatives of PILER, NTUF and HBWWF delivered lectures in the workshop. They also participated in decision making of the survey protocols and deadlines.

Sample:

We have covered the textile units that are exporting.

The universe of the export-oriented textile and garments is unknown; we, however, do know that the total textile workers are approximately 15 million. The available data on the export share in the three cities—Karachi, Lahore and Faisalabad—guided us in selecting a proportional size of exports from each city. Given that 44% of production is in Karachi and 28% in Faisalabad, while the size of production from Lahore remains unknown, the sample was divided in following manner: proportionally guided by the percentages of contribution in national market that is 44% for Karachi, 28% for Faisalabad and 28% for Lahore. It was, however, also observed that the home-based workers were also linked with export-oriented textile factories. Out of the total sample i.e., 270, a 20% was fixed for home-based workers. Despite the best efforts of the survey team, we could not find the required number of home-based workers who are working for the export-oriented textile sector. It is, however, important to mention here that local brands do hire women home-based workers for some particular manual stitching tasks that include hand embroidery and finishing. The tabular presentation of the same is given below.

During the survey, we have observed that a large number of textile workers are losing their jobs; hence we have tried to add their situation as well in the survey.

Below is the table of total sample:

Total Sample 270					
Factory Workers (80%) = 216			Home-based Workers (20%) = 54		
Karachi (44%) = 96	Lahore (28%) = 60	Faisalabad (28%) = 60	Karachi (33.33%) = 18	Lahore (33.33%) = 18	Faisalabad (33.33%) = 18

Following is the sector and city-wise subdivision of the sample:

Karachi							
Factory Workers = 96						Home-Based Workers = 18	
Males (50%) = 48			Females (50%) = 48				
Composite Textile (45.8%) = 44		Textile and Garment (45.8%) = 44		Yarn (8.4%) = 8			
Mal es (50 %) = 22	Fem ales (50 %) = 22	Mal es (50 %) = 22	Fem ales (50 %) = 22	Ma les (50 %) = 4	Fem ales (50 %) = 4		

Lahore							
Factory Workers = 60						Home-Based Workers = 18	
Males (50%) = 30			Females (50%) = 30				
Composite Textile (46.6%) = 28		Textile and Garment (46.6%) = 28		Yarn (8.4%) = 4			
Mal es (50 %) = 14	Fem ales (50 %) = 14	Mal es (50 %) = 14	Fem ales (50 %) = 14	Ma les (50 %) = 2	Fem ales (50 %) = 2		

Faisalabad							
Factory Workers = 60						Home-Based Workers = 18	
Males (50%) = 30			Females (50%) = 30				
Composite Textile (46.6%) = 28		Textile and Garment (46.6%) = 28		Yarn (8.4%) = 4			
Mal es (50 %) = 14	Fem ales (50 %) = 14	Mal es (50 %) = 14	Fem ales (50 %) = 14	Ma les (50 %) = 2	Fem ales (50 %) = 2		

Following is the summary of the actual coverage of the proposed sample.

	Composite		Garment and Textile		Yarn		Unemployed Workers		Home-based Workers		Total
	M	F	M	F	M	F	M	F	M	F	
Kara	2	2	2	2	4	4	1	1	1	5	1

chi	0	0	0	0			0	0			1
											4
Lahore	11	11	11	11	2	2	6	6	6	12	78
Faisalabad	16	15	15	16	2	2	6	6	0	0	78
	47	46	46	47	8	8	22	22	7	17	270

Methodology

Sampling Method:

We used a mix of sampling methods. We used random, cluster, and snowball techniques to select our respondents. A sampling calculator was used. A margin of maximum five per cent error was tolerated. A 10 per cent of the total sample was carried out as pilot of the survey.

Listing of samples:

A list of probable respondents was prepared at the end of the training workshop. The field researchers were consulted in the finalisation of the listing of respondents.

Composite, textile, garments, and spinning sectors were focused. A larger share was given to the formal textile workers while home-based workers were given their due share after determining their share in the export-oriented textiles and garments sector.

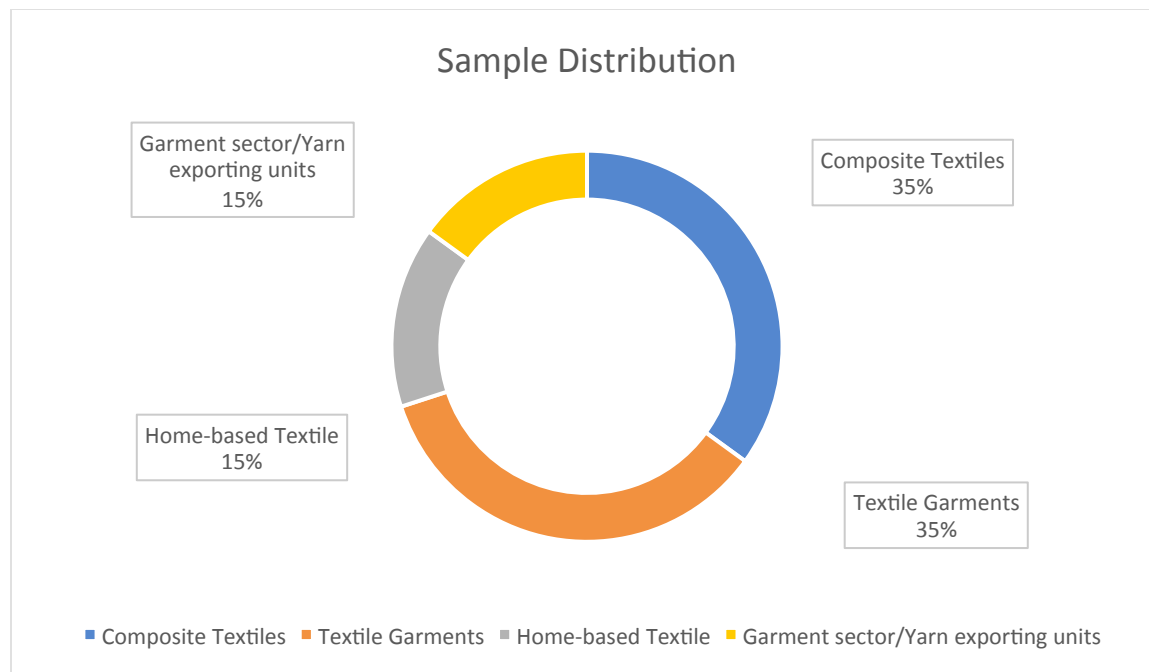
Data analysis was done with the help of a suitable programme for the qualitative research. Quantitative and qualitative data is being presented in the report.

To see if workers could form their unions/labour organization both working in the factories or at the grassroots level we needed to see what their working conditions were so that they could make amends if needed in the working conditions. It was equally important for us to see their living conditions to see how much time do they have to dedicate for the cause of organization. Living conditions also show the level of poverty they are facing, considering the impact of inflation they have to endure. We also collected the data of income and family profile to see how many people have to survive on the incomes that workers earn. We have also collected data on the family income and how many people are working in each of the household. We collected information on the gender, persons with disability, and child labour in the family to see the level of economic pressure on the workers and their families. We have collected data on the health, education, and level of information on the rights of workers to see what kind of measures need to be taken for an effective organization.

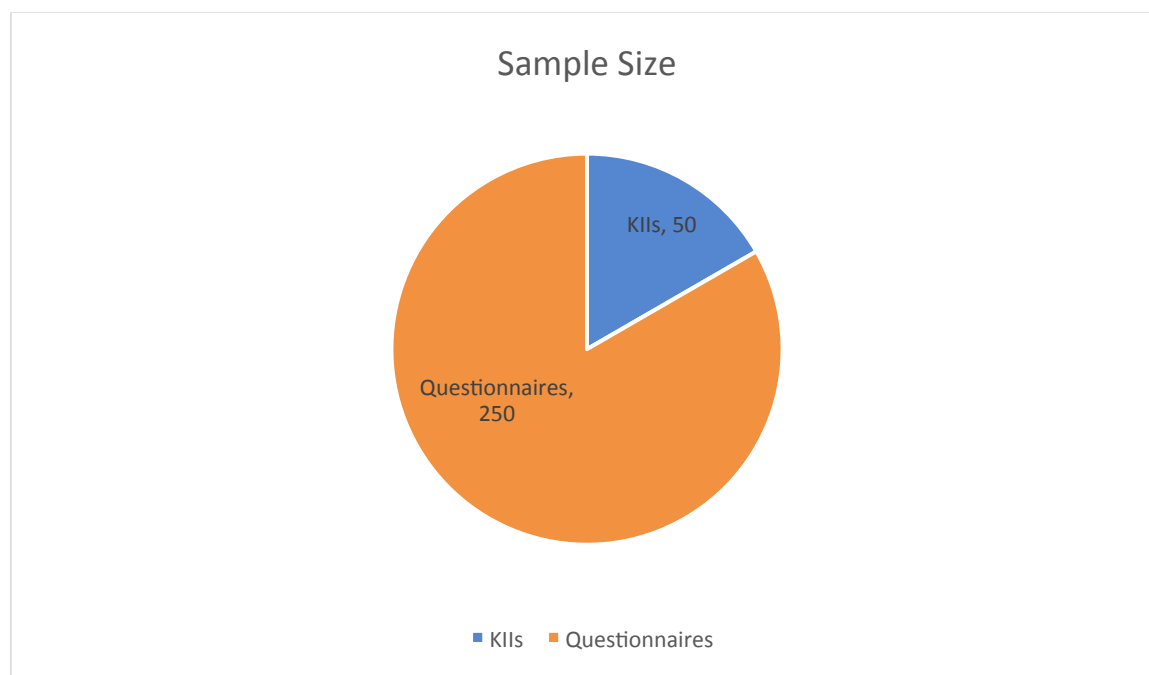
Sample Size:

The total universe of workers in the export-oriented textile and garment sectors is unknown; we, however, do know that the total textile workers are approximately 15 million. The available data on the export share in the three cities namely Karachi, Lahore, and Faisalabad guided us in selecting a proportional size of exports from each city. Given that, 44% of production is in Karachi and 28% in Faisalabad, and an unknown size of production from Lahore, the sample was divided in following manner: proportionally guided by the percentages of contribution in national market that is 44% for Karachi, 28% for Faisalabad and 28% for Lahore.

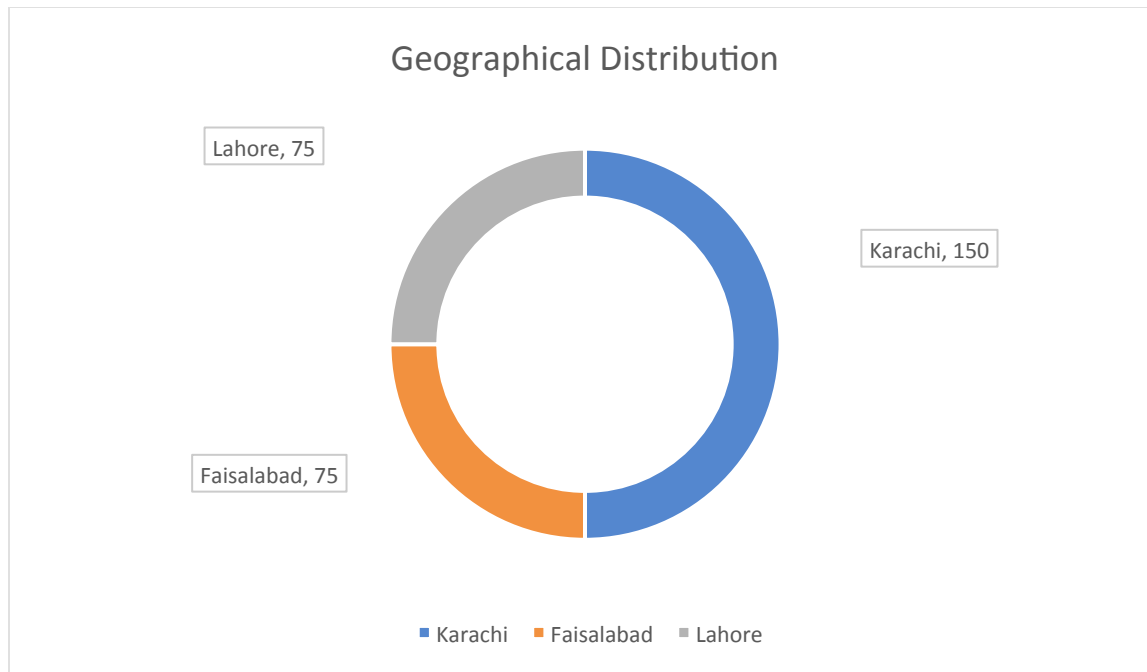
The sector-wise divide of sample was then further divided in the following manner:



Total Sample Size was as follows:



Geographical Bifurcation is given as under:



Tools

In-depth interviews with workers

Considering the low number of respondents, we opted for the in-depth interviews so that maximum information could be gathered from the respondents.

Key informants' interviews

We tried to interview the employers' community as well. Their response, however, was not as good as expected hence we had only one interview with Mr. Majyd Aziz who is a business leader with huge experience. We also tried to get interviews with the government representatives but that too could not be done adequately because of the poor response from them. We, however, had been able to get the interview of Sindh government's secretary for labour Mr. Laiq Ahmed. Relevant organisations such as GIZ and ACCORD have been really helpful to give their valuable input for the baseline. A very important stakeholder is research institutions on the textile sector so we interviewed Dr. Muzammil Hussain of KnowTex, Faisalabad. We also interviewed Mr. Arshid Mirza, who is a seasoned expert of the auditing process in Pakistan.

Limitations and challenges

Since there wasn't much data available on the export-oriented factories working for the brands, hence it was difficult for the workers to identify the relevant workers. Although majority of the field researchers have been working on the relevant projects, they found it extremely difficult to interview the relevant workers because workers have been fearful of losing their jobs. Economic crisis and layoffs made it even more difficult to speak to the workers. It is, however, commendable that some of our field researchers have not only fulfilled all the requirements of the sample but also finished their task in time.

The team faced challenges as some of the field researches were not able to complete their tasks on time and a few weren't able to do it at all. Their work was re-distributed among fellow researchers because of which the data collection took more time than planned.

Originally it was decided that we would try to interview equal number of males and females. The target, however, wasn't achieved for multiple reasons including a smaller number of female workers in textile industry, unwillingness of women workers to participate in the research, and the

number of male researchers being greater than female field researchers. Therefore, the number of female respondents is less than that of male respondents.

Home-based workers were hard to track down; therefore, the number of home-based workers is also less than planned. Moreover, the field researchers were able to find home-based workers in Karachi and Lahore only.

Due to late data collection, data entry, coding, and processing took more time than planned.

All partners did not have experience of collecting field research, although we had provided them with a reasonable orientation of the survey techniques. It has, however, been a challenge for us to accommodate their shortcomings in the survey.

The partner organisations deputed their busy human resource for the survey, who were responsible for other tasks too; therefore, PILER had to bear the burnt in terms of the delays and poor response from the partner organisations.

Delays in data analysis: The data analyst appointed by the PILER fell ill which caused at least two to three weeks' delay in the completion of the data analysis.

During the survey, we came to know that workers have been experiencing layoffs and retrenchments due to the deteriorating economic situation in the country; therefore, some of the workers interviewed had been retrenched or laid off from their work, even though they came with the relevant experience and profile.

Finding home-based workers had been a challenge for us, although some of the partner organisations have been working with the home-based workers for a long period of time. They, however, could not find the home-based workers who are working for the brands. LEF and PILER, however, did find some workers who have been working for the brands. Among 21 workers only one is a man.

Main Findings

Demography and living conditions

The majority, 57.8 per cent of the population, speaks Punjabi as their mother tongue. At least, 27.7 per cent of the population speaks Urdu as their mother tongue, while Sindhi is the mother tongue of 4.8 per cent of the population. Balochi is spoken as the mother tongue by 1.6 per cent of the population, and Pashto is the mother tongue of 1.2 per cent of the population. A small percentage of the population was found to be speaking Saraiki (1.6 per cent) and Hindko (1.2 per cent) as their mother tongue. Other languages account for 4.0 per cent of the population's mother tongues.

The distribution of birth cities among the population is as follows:

Some 24.3 per cent of the population was born in Faisalabad, while Sargodha is the birth city of 1.6 per cent of the population. Gujranwala accounts for 1.2 per cent of the population's birth cities. Karachi is the birth city for 27.1 per cent of the population, while Shaikhupura, Lahore, Shahdadpur, and Nawabshah each contribute 0.8 per cent to the birth cities. Sukkur and Nankana are the birth cities for 1.2 per cent and 1.6 per cent of the population, respectively, and Hyderabad is the birth city of 2.4 per cent of the population. Jaranwala account for 1.6 per cent of the population's birth cities, respectively, while Khoshab and Qasoor are the birth cities for 1.2 per cent and 1.6 per cent of the population, respectively. Okara and Bahawalpur each account for 1.2 per cent and 0.8 per cent of the population's birth cities, while Sajawal, Umerkot, Burewala, Khairpur, Jacobabad, Chinnot, Larkana, Thatta, Shikarpur, Pakpatan, Thar, Mianwali, Tando Allah Yar, Sailkot, and Toba Tek Singh each contribute 0.4 per cent to the birth cities. Birth places of 0.4 per cent of the population was also found to be in KPK, while another similar figure was the response of those who said they were born in India.

At least 65.9 per cent of the population is male, while 34.1 per cent of the population is female.

Some 10.4 per cent of the population is less than 18 years old, 20.5 per cent in the age group 18-25 years, 12.4 per cent in 26-30 years age group, 18.9 per cent were between 31-35 years, 11.2 per cent in the age group 36-40 years, 13.7 per cent in the age group 41-45 years, 8.8 per cent in the age group 46-50 years, 3.2 per cent in the age group 51-55 years, while 0.8 per cent of the population is in the age group of 56-60 years.

At least 7.6 per cent of the population is illiterate. Another 1.6 per cent of the population is only literate without formal education, while 20.9 per cent of the population has completed primary education, 25.3 per cent of the population has completed middle school education.

At least 22.5 per cent of the population has passed the matriculation exam (secondary education), 13.7 per cent of the population has completed intermediate education, and 7.6 per cent of the population holds a graduate degree, while 0.8 per cent of the population holds a postgraduate degree.

Some 27.7 per cent of the population is unmarried, while 67.9 per cent of the population is married. Another 0.8 per cent of the population is separated, while 1.2 per cent of the population is divorced. At least 2.4 per cent of the population is widowed (including widows and widowers).

As far as the occupation/designation among the population is concerned, two per cent of the population are inter checkers, 3.6 per cent are super checkers, 53.8 per cent machine operators, 6.8 per cent helpers, 3.6 per cent packaging staff, 0.4 per cent coding persons, 3.2 per cent supervisors, 2.4 per cent computer operators, 2.8 per cent engaged in office work, 7.6 per cent QC (quality checkers), 0.4 per cent of the population involved in cutting audit, 1.2 per cent involved in colouring, 0.4 per cent of the population are line checker, 0.8 per cent building man or laymen, 0.8 per cent of the population are engaged in seeding & induction, 1.2 per cent pressmen, 0.8 per cent of the population are foremen, 4.8 per cent involved in clipping, 0.8 per cent loaders, 1.2 per cent engaged in grading, while 1.2 per cent of the population are in charge of go-downs.

The nature/description of work among the population is as follows: some 4.8 per cent of the population are engaged in finishing work, 1.6 per cent are involved in the measurement of piece,

49.8 per cent work as stitching or machine operator, 8.4 per cent as helper, 20.9 per cent are QC (quality control) personnel, two per cent operate the over lock machine, two per cent are involved in packing, 0.8 per cent in coding, and 2.8 per cent look after certain other tasks. Similarly, 2.4 per cent of the population are involved in data entry, two per cent of the population are engaged in filing work, 0.8 per cent in cutting QC, and 1.6 per cent of the population cut extra thread.

The minimum number of total family members in the household is one, while the maximum is 25, with an average of 6.32 members. Similarly, the minimum number of male family members in the household is one, while the maximum is 11, with an average of 3.18 male members. The minimum number of female family members in the household is one, while the maximum is 14, with an average of 3.06 female members. The minimum number of transgender family members in the household is one, while the maximum is six, with an average of 2.92 transgender members.

The data also shows the number of children younger than 18 years in the household. Total number of children younger than 18 years ranges from a minimum of one to a maximum of 10, with a mean of 2.48. Girls younger than 18 years range from a minimum of one to a maximum of six, with a mean of 1.64, while boys younger than 18 years range from a minimum of one to a maximum of five, with a mean of 1.60.

The data then shows the number of child earners (people under 18 years of age who work) in the household. The total number of child earners ranges from a minimum of one to a maximum of three, with a mean of 1.36, while the number of girl child earners ranges from a minimum of one to a maximum of two, with a mean of 1.27. Similarly, number of boy child earners ranges from a minimum of one to a maximum of three, with a mean of two. Number of trans person child earners is two.

The total number of disabled persons ranges from a minimum of 1 to a maximum of 3, with a mean of 1.14. Maximum number of disabled girls in any household is one. Total number of disabled boys ranges from a minimum of 1 to a maximum of 2, with a mean of 1.17.

At least 30.1 per cent of households have no income contributors, while 43.4 per cent of households have one or two income contributors. Similarly, 25.7 per cent of households have three to four income contributors, and 0.8 per cent have four or more income contributors.

The data indicates that 24.5 per cent of workers are working in the same field, 74.7 per cent not working in the same field, while 0.8 per cent of workers fall under the "Other" category, which is not specified in the data.

About Residence

As many as 36.5 per cent of workers live in rented accommodations, while 57 per cent of workers own their residences, six per cent of workers live in inherited properties, and 0.4 per cent of workers fall under the "Other" category, which is not specified in the data.

Some 16.1 per cent of workers have a lease for their accommodation, while 73.1 per cent of workers do not have a lease for their accommodation. Another 10.8 per cent of workers fall under the "Other" category, which is not specified in the data.

At least 2.4 per cent of workers live in mud houses, 17.3 per cent in houses made with blocks and cement or iron sheets as roof, 41.4 per cent in houses with blocks walls and precast roof, while 29.7 per cent of workers live in houses made with reinforced concrete cement (RCC). Again, 9.2 per cent of workers fall under the "Other" category, which is not specified in the data.

Of the total population of the survey, 7.6 per cent of workers live in ground floor residences. Another 61.0 per cent said they lived in houses with one floor, while 28.5 per cent of workers live in houses with two floors, two per cent of workers in houses with three floors, 0.4 per cent in houses with four floors, and 0.4 per cent of workers live in houses with five floors. It's important to note that the percentages represent the distribution of workers based on the number of floors in their houses.

Some 13.3 per cent of workers live in houses with one room. Another 34.1 per cent of workers live in houses with two rooms, 26.5 per cent three rooms, 17.7 per cent four rooms, 5.2 per cent

five rooms, two per cent six rooms, 0.4 per cent seven rooms, 0.4 per cent eight rooms, while 0.4 per cent of workers live in houses with 10 rooms.

In those houses, 1.2 per cent of households have one resident, 5.6 per cent two residents, 7.6 per cent three residents, 10 per cent four residents, 18.5 per cent five residents, 18.9 per cent six residents, 14.1 per cent of households have seven residents, 10 per cent eight residents, four per cent nine residents, 2.8 per cent 10 residents, 1.2 per cent 11 residents, two per cent 12 residents, 0.8 per cent 13 residents, 0.8 per cent 14 residents, 0.8 per cent 15 residents, 0.4 per cent 16 residents, and 0.8 per cent have 20 residents, while 0.4 per cent of households have 25 residents.

Educational Services

According to the data, 58.4 per cent of households have children who are currently attending school. 40.8 per cent of households do not have children in school, and there is a small percentage (0.8 per cent) of households that fall under the "Other" category.

From the data, it can be seen that 25.7 per cent of households have their education provided by public institutions, while 30.1 per cent of households rely on private education providers. Additionally, a small percentage of households (0.8 per cent) have their education provided by SESSI, PESSI, or WWB, and the same percentage (0.8 per cent) uses other education providers not specified in the categories.

The data indicates that 94.4 per cent of respondents find ease in the admission process, while only 4.2 per cent reported facing difficulties in admissions. Another 1.4 per cent mentioned other or unspecified responses in regards to the ease of admissions.

The data shows that 14 per cent of respondents have no children, while 37 per cent mentioned that their children's ages are either greater or smaller than the school-going age. Additionally, 47 per cent reported being unable to admit their children due to inflation, and two per cent mentioned other reasons, such as attending Madrasa or other forms of education.

According to the data, 26.5 per cent of respondents indicated that they have a choice of school for their children. On the other hand, 72.3 per cent mentioned not having a choice, and 1.2 per cent gave other responses.

Among those who do not have a choice of school for their children, 93.3 per cent mentioned that the reason is an increase in fees. Additionally, 1.1 per cent cited schools being far away, 0.6 per cent mentioned a conveyance problem, and five per cent gave other reasons.

Health Care Services

Regarding access to healthcare facilities, 69.9 per cent of the respondents indicated that they have access to healthcare facilities, while 29.7 per cent said they do not have access. Additionally, 0.4 per cent provided other responses.

Regarding challenges in accessing healthcare services, 37.3 per cent of the respondents said they face challenges, while 61 per cent stated that they do not face challenges in accessing healthcare services. Additionally, 1.6 per cent provided other responses.

At least 34.4 per cent have access to nearby private clinics, 17.7 per cent to nearby public dispensaries, 7.2 per cent to nearby private hospitals, 35.2 per cent to nearby public hospitals, while 4.4 per cent have access to hospitals and dispensaries provided by SESSI or PESSI. Another 1.1 per cent have access to other healthcare services.

In seeking healthcare services, 16.9 per cent of the respondents have faced discrimination, while 83.1 per cent have not experienced any discrimination.

Of those who faced discrimination, 7.1 per cent mentioned discrimination based on religion or caste, 11.9 per cent on language, 50 per cent on economic factors, while 31 per cent mentioned other reasons for discrimination.

When asked about their choice of healthcare service, 10.8 per cent of the respondents answered, "Yes" to having a preference for a particular healthcare service. However, the majority, 87.1 per cent, answered "No," indicating that they do not have a specific preference. Additionally, two per cent responded with "Other" for their choice of healthcare service.

Among the respondents who do not have a specific preference for healthcare services (87.1 per cent), the reasons provided are non-availability of hospital (0.5 per cent), conveyance problem (0.5 per cent), and cost (94.9 per cent). Another 4.1 per cent gave other responses.

The majority, 94.9 per cent, cited cost as the main reason for not having a preference, while a small percentage mentioned other reasons such as non-availability of hospitals and convenience issues.

Utilities

In the residential areas, tap water was found available to only 9.4 per cent, while 8.9 per cent could get drinking water, 15.9 per cent electricity, 13.7 per cent sui gas (natural gas supply), 12.7 per cent were served by a sewerage system, nine per cent had telephone connections, 15.7 per cent mobile phone services, and 14.7 per cent had access to cable TV.

At least 34.4 per cent said they got water from the water supply line, 10.8 per cent buy a tanker, 11.5 per cent use water from boring, 28.7 per cent get filtered water, while 12.9 per cent said they used bottled water. There were another 1.8 per cent who responded as “Others”.

Some 40.4 per cent respondents said they use gas supply from Sui Southern Gas Company, 30.6 per cent from Sui Northern Gas Pipelines Limited, 0.3 per cent from borrowed connections, while 14.5 per cent said they were using liquid petroleum gas supplied in cylinders. Some 13.8 per cent said they used coal or wood as fuel, while another 0.3 per cent gave their answers as “Others”.

Similarly, 56.4 per cent were getting their electric supply from Water and Power Development Authority, 41.2 per cent from K Electric, 0.8 per cent from solar panels, while 1.6 per cent said they were using illegal electricity connections, commonly known as kunda.

The respondents said their house rent remained from zero to 20,000 rupees per month with an average of 3,843.37 rupees. Their spending on tap water was between zero to 4,000 rupees, with an average of 101.37 rupees, while for drinking water, the expenses remained between zero and 9,000 rupees, with 873.09 rupees as average expense. Similarly, electricity bills were said to be between zero and 300,000 rupees, with an average of 5,568.27 rupees. Gas billing remains between zero and 25,000 rupees; the average bill was 1,371.49 rupees. Spending on sewerage system is from zero to 2,000 rupees, with an average of 79.46 rupees. Landline telephone service cost a minimum of zero and a maximum of 1,500 rupees, with a mean of 42.97 rupees. Expenses on mobile phone service is between zero and 12,500 rupees, with an average spending being 1,008.27 rupees. Cable TV service charges between zero to 6,000 rupees, with an average of 304.94 rupees. Maximum for Internet was 3,000 rupees, with 290.32 rupees as mean spending, zero again being the minimum. Garbage disposal utility took away from zero to 3,000 rupees, with an average of 116.40 rupees. These households also paid between zero to 27,600 rupees (Mean: 165.85 rupees) for guards or chowkidars. When asked if there were any other utility bills that were being paid, the answer was between zero and 11,000 rupees would go in to that account, with an average being 242.91 rupees.

Workplace and Working Conditions

At least, 54.2 per cent of workers said that their workplace was registered under the Factories Act, of 2015, while 43 per cent said that they did not know if their workplace was registered or not.

The majority of the workplaces (86.3 per cent) have a nameplate or board outside the workplace while 12.4 per cent do not have any identification at their workplace.

Some 66 per cent workers said that they had experience of working in some other workplace while 33.7 per cent have not worked at any other workplace. Almost 80 per cent of workers get monthly wages, while 16.1 per cent of workers get fortnightly and four per cent get wages every week.

At least 63.5 workers said that they were working on a monthly basis, which shows that they have a steady income as compared to their counterparts who work at piece rate. Almost three per cent of workers are working at daily wage rate. It shows that the perception of piece rate and daily wage does not prevail in the export-oriented textile and garments sector.

When we asked the piece-rate workers if they knew about the end product, more than half (52.4 per cent) said that they did not know about the end product while 36.6 per cent of workers said they knew

about the end product. The reason behind this question was to know if the workers are aware of the whole process of work or only know about the piece that they are producing. It helps workers in bargaining if they know about the full product and its possible price in the market.

The next question asked was about the satisfaction with the compensation that workers receive from their workplace. A huge majority, 91.2 per cent, said they were not satisfied with their salaries while only almost seven per cent said they were satisfied with the compensation paid for their work.

A small majority of the workers (almost 51 per cent) work for garments, 23.9 per cent for cloth making, 14.2 per cent for yarn, and 5.4 per cent each work for composite and knitwear in the textiles.

When we asked workers how long have they been working at the same workplace, 43.4 per cent of workers said they had been working at the same workplace for three months to six years while 19.2 per cent have been working at the same workplace for 10-12 years. While 8.8 per cent of workers are working for 13 to 26 years in the same workplace and only 0.4 per cent of workers in our sample have been working for the same workplace for more than 26 years. It shows that the trend of working for more than five to ten years exists. Perhaps, it is because of better working conditions in the export-oriented factories as many workers are working on monthly wages and are registered under some social security schemes. The registration incident in the social security schemes in our sample is better in the overall registration of workers in the social security schemes.

When we talked about the documentation received from employers, workers revealed that only 22.7 per cent have received an appointment letter, which is quite high than what people perceive. A large majority, almost 73 per cent, however, said they had a duty card, 2.4 per cent received a contract letter while one per cent workers said they got no documentation from their management.

It is worrisome because all of the factories that we have covered in our sample are working for export-oriented textiles that are exporting to the EU and the US. Most of these factories are supposed to go through some audit process so it is alarming that only 22.7 per cent workers have received appointment letter while a large majority does not have a proper proof of work, which is necessary to claim salaries and other rights at the workplace. It also reflects on the quality of audits that are undertaken at the workplace. There is a need for improvement in the audit process, which can be ensured by including workers' representatives in the process from the workplace or their organisations.

Almost 80 per cent workers said they worked for eight hours a day, 13 per cent said their work day was of nine hours, 2.5 per cent workers said they worked for 10 hours, while 4.6 per cent workers said they worked for 11-12 hours a day. So the minimum work hours are 8 and 11-12 hours are the maximum work hours that workers of our sample are giving.

At least 84 per cent of workers said they worked six days a week, while 6.8 per cent of workers said they worked for five days a week, and 5.2 per cent said they had to work seven days a week.

More than eight per cent of workers said they did not work in shifts while more than 19 per cent of workers they did work in shifts. While responding to the hours of overtime work, 11.3 per cent workers said they did less than two hours overtime, 53.6 per cent said they did two hours and 35.1 said they worked more than two hours overtime. Among workers who worked overtime, 12.9 per cent said they were provided with transportation while 47 per cent said they did not get transportation. While responding to the payment of the overtime almost 30 per cent said they were paid for their overtime at single rate, 7.6 per cent workers reported one and a half while 20.5 said that they got double overtime.

Some 32.1 per cent workers reported that their work income was less than 25,000 rupees, while 41.8 per cent workers said their income was between 25,000 and 30,000 rupees, 10.4 per cent workers said it was between 30,001 and 35,000 rupees while only 8.4 per cent said their income ranged from 35,001 to 40,000 rupees. Only two per cent said their income ranged between 40,001 and 45,000 rupees, while 4.4 per cent workers reported that they made from 45,001 to 50,000 rupees a month.

The findings revealed that more than 32 per cent worker were making less and 25,000 rupees a month. This amount—25,000 rupees—have been set as the minimum wage in Sindh and the Punjab, so the baseline survey reveals that more than 32 per cent workers in the export-oriented factories in Lahore, Karachi, and Faisalabad are receiving less than the minimum wages.

It is, however, encouraging to observe that 57 per cent workers are receiving wages through bank transfers while 42.6 per cent are receiving salaries in cash. It means that more than 42 per cent worker do not have a proof of receiving salaries from their work place. This should also be cause of concern for the auditing process.

Almost 99 per cent workers said they had been hit hard by the inflation in Pakistan. Seventy per cent workers said due to inflation, their household expenses had increased, 1.3 per cent said their children could not go to school, while 12.8 per cent said the food prices had affected their household expenditure. Injury over insult is that housing rent of more than 14 per cent workers has increase due to inflation in Pakistan.

Due to this economic hardship, 59 per cent expect that their salaries should range between 35,000 and 50,000 rupees a month. While only eight per cent believe they can survive on up to 35,000 rupees salaries, only nine per cent believe their salaries should be 55-60 thousand a month.

It is worrying that almost 11 per cent of the worker household income is less than 25,000 rupees a month, while 25.3 per cent have 25,000-35,000 rupees household income range, while 13.6 per cent have 35,001-45,000 rupees household income range, 13.6 per cent have 45,001-55,000 rupees household income range. Only 10.8 per cent household make 60,001-70,000 rupees a month.

As compared to the income, the household budget of the six per cent workers is less or 25,000 rupees a month, 18.8 per cent workers household budget is 25,001-35,000 rupees a month, while only 26.5 per cent workers household budget is 35,000-45,000 rupees a month.

Some 21.7 per cent workers expect 45,000 to 55,000 rupees household income to survive while 21.7 believe their household income should range between 55,001 and 75,000 rupees a month to live a decent life.

At least 53.4 per cent workers are permanent employees, while 1.6 per cent are on probation, 14.9 per cent are working on contractual basis while another 28.5 per cent are working on temporary contractual basis.

Home-based Work

A huge majority, 97 per cent workers said they had never worked as home-based workers while 1.2 said they had home-based work experience. Some 91 per cent workers said that they did not know anyone working at home-based level, more than 93 per cent said that they did not know if their factory provided work to home-based workers. It shows that the export-oriented industries still prefer to work with the workers in a formal set up.

When we asked what were the wages of workers five years back, 94.8 per cent said they were making less or 25,000 a month.

Registration with Social Security Institutions

Some 28.2 per cent workers are registered in EOBI, 25.5 per cent in SESSI or PESSI while 13.3 per cent are registered beneficiaries from Workers Welfare Board. Another 8.8 per cent are registered under Workers Welfare Fund, while 24.5 per cent workers are not registered in any of the above-mentioned institutions.

When asked if other workers were registered in the social security institutions, 34.6 per cent said other workers were registered under EOBI, 33.1 per cent reported that their fellow workers were registered under SESSI or PESSI, 11 per cent said other workers were registered in Workers Welfare Board and seven per cent in the Workers Welfare Fund, while 6.1 per cent workers said they did not know if other workers were not registered in any of the above institutions.

Only 19.7 per cent workers said they had received some benefit from the social security institutions while almost 80 per cent said although they were registered in the social security schemes but they had never received any benefit from them.

Satisfaction with social security payments

Only 22.5 per cent workers are satisfied with the social security scheme while 40.6 per cent workers find it insufficient and 35.7 per cent workers say they do not know anything about the social security

schemes hence they are not in a position to comment on if the facilities provided in the social security schemes are adequate or not.

Facilities at the workplace

As explained earlier, workers are getting low wages and overtimes are mainly charged at single rate which means overtime is just an extended day. Inflation and price hike has made their already miserable lives more difficult. Their incomes and monthly budgets are quite far apart. This situation leads workers to seek for loans to make the both ends meet.

When asked do they seek loan to support their livelihood, and who provides them with those loans, 40 per cent of the workers said they had loan option available at their workplace while 60 per cent do not have this option at their workplace. Of the workers who can avail loan option, almost 72 per cent said that they could get loans up to 50,000 rupees while 16.2 per cent said they availed loans worth more than 50,000 rupees from their workplace.

Almost 71 per cent workers said they had to pay back the loan in one year while seven per cent said they could pay back in two years, six per cent said they could pay back in three years, while 10.1 per cent said they could return the loan in five years' time.

Other than loan, 24 per cent workers said they had a fair price shop at their workplace, 25.2 have transport facility while 24.4 per cent have subsidized food facility or canteen at their workplace. 51 per cent workers have first aid, 15.8 per cent have a dispensary and 13 per cent have medical check-up facility at their workplace, while 20.2 per cent workers do not have any of these facilities.

Leaves and holidays

Some 61 per cent workers said they could take unpaid leaves, 32.5 per cent said they could take paid leaves, while 5.6 per cent said they could not take leaves at all. While 57 per cent said they knew about the number and types of leaves, 42.6 per cent said they were aware of their leave entitlements and how to avail them.

At least 75.5 per cent said they could take sick leaves, while 23.7 per cent cannot take sick leaves. Some 74 per cent said they could take casual leaves while 24.9 per cent said they could not take casual leaves. Forty-two per cent said they could take religious leaves while 54.6 per cent cannot take religious leaves. While 3.6 per cent can take paid educational leave, 15.7 per cent said they took unpaid educational leave and 77.5 per cent cannot take educational leaves at all. At least 67.1 per cent cannot take on-the-job training while 33 per cent can take on-the-job training.

Some 23.3 per cent can take unpaid maternity and paternity leaves, while eight per cent can take paid leaves. Sixty-five per cent of the workers cannot take maternity and paternity leaves at all.

Some 85.5 per cent workers do not have medical allowance or insurance while only 15.3 per cent have medical allowance and insurance facilities. Thirty-nine per cent workers have medical allowance and insurance for their spouses, 22.5 per cent for parents, and 39 per cent have such allowance and insurance for their children.

Child labour

Child labour is evident generally at Pakistani workplaces hence we asked the workers if they have child labour at their workplace. A big majority, 97.6 per cent said they did not have child labour at their workplace while only 2.4 per revealed the incident of child labour at their workplace. Similarly, 2.4 per cent said they had children under 14 years of age working at their workplace while 97.6 per cent said they did not have children under 14 at their workplace. Also, 2.4 per cent said children were doing hazardous jobs; they also revealed that children were working as helpers and stackers. Two per cent said children were working in the night shifts.

Occupational Safety and Health

Only 20 per cent workers said they had heard about the Occupational Safety and Health Council, while more than 79 per cent said they did not. Ninety-eight per cent workers said they had separate toilets for men and women, while two per cent said they did not. Almost 99.2 per cent workers said they had clean drinking water at their workplace, while 0.8 per cent said they did not have any such facility.

Some 95.2 per cent workers said their workplace was cleaned everyday while 4.8 per cent said their workplace did not have daily cleaning practice. At least 88 per cent said they did not have unprotected machinery while almost eight per cent said they had unprotect machines at their workplace. At least 82 per cent said they had earthed machines at the workplace while four per cent said they did not have earthed machines at their workplaces. Seventy-two per cent workers said that the noise level at their workplace was bearable while almost 25 per cent said their workplace had unbearable noise. Two per cent said the noise at their workplace was very loud. When asked was noise effecting their health, 76.3 per cent said they did not find any effect of noise on their health, while 22.1 per cent said that noise had negative effects on their health. Thirty-eight per cent workers said they got headache because of noise, 24.3 said they got anxiety, while 27 per cent said they found it hard to hear due to the noise.

At least 54.7 per cent workers said they had air coolers to control temperature at the workplaces, 32.3 per cent said fans had been installed to control temperature while only 9.6 per cent said they had air conditioning facility at their workplace to control temperature.

Pollution control at the work place is part of occupational health and safety. Almost 40 per cent said that there were arrangements of cleaning, while 51.1 per cent said machines were cleaned, 5.6 per cent said their workplace were sprayed with cleaning material to maintain hygiene.

When asked about the adequate light provision at the workplace 100 per cent workers said they had adequate light facility. Similarly, 54.6 per cent workers said they got training for operating machines while 42.2 per cent said they did not get any training before operating machines at their workplace. Eighty-eight per cent workers said they did not use chemicals in their work, and 11.6 per cent said they needed chemicals to work at their workplace. Of those who work with chemicals, 24.1 said they developed skin problems, 55.2 said they were suffering from asthma and 20.7 from common health issues after working in the textiles in general and working with chemicals in particular.

At least 53.4 per cent workers are using OSH gears, while 42.6 said they were not provided with any protective gears at the workplace.

Some 13.7 per cent workers said work could become risk for their health while 85.1 said their work was not a risk for their health. Similarly, 24.5 per cent said they feared for accidents at the workplace, 37.7 per cent complained their health had deteriorated after working, while 13.2 per cent said they have developed work related illnesses.

Only 31 per cent said, in case of accidents, the employers compensated them while 62.7 per cent said they had never been compensated in case of accidents.

When asked if workers have fire-fighting arrangements at the workplace, 70.7 per cent said they had a fire fighting system installed in their workplaces, while 29.3 said they did not have the fire fighting system at their workplaces. Ninety per cent said they had a marked assembly point in case of emergency, while almost seven per cent said their workplaces lacked an assembly point in case of emergency. Some 90.6 per cent workers said they had an emergency exit, and that the exits were marked. At least 84.3 per cent said their workplace had fire extinguishers. Almost 72.7 per cent said their fire fighting system was regularly inspected while 13.7 said there was no system of checking if fire fighting tools and equipment at their workplace were in working order. Almost 56 per cent workers know how to use the fire fighting equipment while 44.2 do not know how to use the fire fighting equipment.

While responding to question about inspections from labour department, only 30.5 workers said they knew their factories were being inspected by the labour department, 34.9 per cent workers said inspections did not happen at their workplace, while 34.5 per cent workers said they did not know if inspections were conducted or not.

Only 7.2 per cent workers said they were satisfied with the inspection process, 65.1 per cent said inspection was not carried out satisfactorily while 27.7 per cent workers said they did not know much about the inspection process hence did not have an opinion in this regard. Only 21.7 per cent workers said they were aware of the inspection process conducted by the labour department while almost 77 per cent workers said they did not know about the provisions of inspection conducted by the labour department at their workplaces. While responding to the question if the labour inspectors talked to the

workers during inspection, only 15.7 per cent said labour inspectors talked to them while 72.3 per cent workers said labour inspectors did not talk to them.

Only almost 23 per cent workers believe their factories are following labour laws while 59 per cent believe factories do not abide by the laws, while 18.1 per cent said they did not have any opinion about this issue. Only 20.9 per cent workers know about the OSH audit being conducted by the brands while 49.4 per cent workers do not know about the provision of OSH audit. Some 23.3 reported that they had witnessed OSH accidents at their workplace while 75.1 per cent said they did not experience or witness any OSH accident at their workplaces. While responding to the question regarding closure of the workplace due to the OSH accidents, only 4.4 per cent workers said their workplace was closed due to an OSH accident while 94.8 per cent said their workplace never got closed due to industrial accidents.

Covid-19

Although Covid-19 pandemic has now subsided, it has, however, implications on the labour and especially on the labour working in the textiles sector in Pakistan. Hence we asked questions if the Covid-19 has had any impacts on workers in the textiles.

Forty-nine per cent continued working during Covid-19 while 50 per cent had to leave their jobs due to the pandemic. Now, 81.1 per cent workers are working at the same place where they were working before the pandemic while 18.9 per cent workers are working at other places. Some 95.1 per cent workers said SOPs had been followed at their workplace during the pandemic. Almost 65 per cent said they received salaries while almost 22 per cent said they did not receive any salaries during the pandemic. At least 73.8 per cent workers said they received salaries but did not work during the pandemic while 25.4 percent said they did not get salaries during the pandemic. Some 94.4 per cent workers said they had been vaccinated while 5.6 per cent said they had not been vaccinated. Besides Covid-19, workers have been vaccinated for other diseases as well. Almost 35 per cent workers have been vaccinated for hepatitis, and 35.7 workers have been vaccinated for typhoid.

Unionisation

Unionisation is a prime right of workers. Almost 80 per cent workplaces have no unions while almost 13 per cent have one and 7.2 per cent had two unions. Two per cent workplace workers revealed they had more than three unions at their workplace. While 12.4 per cent unions have Collective Bargaining Agent status, only eight per cent workers are members of unions and 92 per cent workers do not have membership of any union. It is important to point out that at 80 per cent of the workplaces, we found presence of a union. Interestingly, six per cent workers revealed that they have membership of a union outside their workplace while 94 per cent workers said they did not have membership of any union outside their factory. Among the unionised, only 3.2 per cent workers said they were paying a membership fee. At least 12.4 per cent workers unions have been recognised by the employers, while at 81.1 per cent workplaces' union are not being recognised by the employers. Some 71.1 per cent workers said they faced resistance from employer to form a union while 22.1 per cent workers said they did not face any resistance from their employers to form a union.

Some 30.2 per cent workers said unions did not do anything for their rights, while 17.5 per cent said union took up their demands with the management, 11.1 per cent said unions negotiated their demands, and 19 per cent workers said union solved their problems. Some 61.8 per cent workers are not satisfied with the performance of their unions while 36.8 per cent expressed their satisfaction on the performance of their unions. At least 74.1 per cent unionised workers said their unions needed to perform well, 18.5 said unions should use the funds correctly while 7.4 per cent workers suggested their unions to work for abolition of the contract system.

Knowledge of rights and laws

This project is about providing support to the workers hence we asked workers if they knew about their constitutional and other rights. To this question, 16.5 per cent said they knew about the constitutional rights, while 85.5 said they did not know about their constitutional rights.

Almost 79 per cent workers said they had never heard about ILO, while 21.3 per cent workers said they had heard about the organisation. Only 6.8 per cent have heard of Accord Pakistan while 93.2 per

cent had not. Some 5.6 workers said they had heard of the Clean Cloth Campaign, 9.2 per cent workers have heard about the GSP+, and 8.8 per cent workers have heard the term 'business and human rights'.

Knowledge about labour laws

Almost 32 per cent workers said they were aware of their rights, 46 per cent said they did not know about their labour rights while 21 per cent workers revealed they had no idea about labour rights.

Knowledge of GSP+

Only 4.4 per cent workers said they knew about the GSP+ status, while 91 per cent believed it was beneficial for Pakistan.

Gender at work

Some 79.1 per cent workers believed there was equality in terms of gender at their workplace while 18.9 per cent workers said there was no gender equality at their workplace. At least 75.1 workers said there was no gender discrimination in terms of provision of work while 23 per cent believed discrimination existed. Some 72.7 per cent workers believed there was no discrimination on the basis of age while 25.3 per cent workers believed ageism existed. When we asked which gender is discriminated against almost 38 per cent said men are discriminated against while 62.3 believed women faced the brunt of discrimination. When asked who discriminated, 16.5 said men and 4.4 said co-workers discriminated against women.

Harassment

At least 13.3 workers reported that they had been harassed at the workplace while almost 87 per cent said no such incident had happened with them. Some 13.3 per cent workers said they had seen a co-worker being harassed, 28 per cent said the harasser was a co-worker, 67 per cent said it was an supervisor or administrator while 5.6 said it was the owner of the factory who was harassing. Almost 11 per cent workers said they lodged a complaint while almost 87 per cent workers said they did not lodge a complaint. Some 18.5 per cent said they lodged the complaint with the Gender Monitoring Committee, 18.5 to HR department, 11.1 to the floor supervisor, while 26 per cent lodged the complaint to the administration.

When asked why the harassed workers did not lodge a complaint, 40 per cent said they were scared of losing their jobs, 41.7 per cent were restricted by their families while 44.4 per cent workers who lodged the complaint said there was no response, and 18.5 said they were getting threatened by the perpetrator. Only 33.3 per cent reported that there was action taken in response to their complaint.

Gender monitoring committee at the workplace

Some 21 per cent workers reported that there was a gender monitoring committee at their workplace while almost 79 per cent among them said they had a female member on the committee. At least 13.7 per cent workers said they had heard about the law against harassment at the workplace, 7.2 per cent have been trained in the working of monitoring committees, and 5.2 per cent workers have heard of the ombudsperson on the sexual harassment at the workplace. Only 3.6 per cent workers have heard about the section 509 of the Pakistan Penal Code (PPC), the clause that protects women against words, gestures or acts intended to insult their modesty by making such words, gestures, and acts punishable by jail sentences and fines.

Complaint mechanism

When asked about complaint mechanisms for issues other than harassment at the workplace, 12 per cent workers said there was no complaint mechanism, 29 per cent said they complained verbally, 19 per cent said they complained in writing while 27 per cent said there was a complain box at their workplace through which they could communicate their complaints to the relevant authorities. Almost 70 per cent workers said there were no committees formulated to redress their complaints, while 20.5 per cent workers said they had a committee which is responsible to address their complaints.

Workers-management board

	Per cent
Yes	12.4
No	79.9

Other	7.6
Total	100.0

While 12.4 per cent workers said they had workers-management board, and it raised their demands, almost 21 per cent workers said the workers management board negotiated the employment terms and conditions with the employers, and almost 48 per cent workers said the board had resolved their problems. Similarly 16.1 per cent workers said they had a works council at their workplace, 10 per cent said their demands had been communicated to the employers, 55 per cent said their council had raised and negotiated for them, and 35 per cent said their councils had been successful in resolving their issues. Only 5.2 per cent workers said they had shop stewards at the floor level while 77 per cent are satisfied with their performance.

Background: Pakistan's socioeconomic situation

Pakistan's framework of labour rights

The 1973 Constitution of Pakistan

Pakistan has based its labour rights framework on the Universal Declaration of Human Rights and the ILO conventions. The country's 1973 constitution contains provisions on labour rights in Part II ("Fundamental Rights and Principles of Policy"):ⁱ

- Article 11 of the Constitution prohibits all forms of slavery, forced labor, and child labor.
- Article 17 provides for a fundamental right to exercise the freedom of association and the right to form trade unions.
- Article 18 sets out the right of citizens to enter upon any lawful profession or occupation and to conduct any lawful trade or business.
- Article 25 lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone.
- Article 37(e) makes provision for securing just and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex, and for maternity benefits for women in employment.ⁱⁱ

The Constitution also talks about equality among citizens. Article 38 (Promotion of social and economic well-being of the people) describes the state's obligations to secure the wellbeing of the people irrespective of sex, caste, creed or race by raising their standard of living, by preventing the concentration of wealth and means of production and distribution in the hands of a few to the detriment of the general interest, and by ensuring equitable adjustment of rights between employers and employees, and landlords and tenants. All citizens are entitled, within the available resources of the country, to facilities for work and an adequate livelihood with reasonable rest and leisure and the basic necessities of life. All citizens permanently or temporarily unable to earn their livelihood because of infirmity, sickness, or unemployment are entitled to food, clothing, housing, education, and medical relief.

Labour laws in Pakistan, however, are not in conformity with these guarantees laid down in the Constitution. Modern-day slavery persists in agriculture and in domestic as well as in home-based work. The right of association faces many hurdles, such as compulsory registration of trade unions with provincial labour ministries and recognition by employers. This latter has resulted in the country having little more than 1 per cent of workforce unionisation.

Social security is mentioned in article 38 (c) of the Constitution but the country's social security legislation is contradictory and inadequate. Most of the population are excluded from current social security provision. Only a very tiny minority of government and state employees enjoy social security benefits, while the majority of the private sector and unemployed workforce must fend for themselves.

Demands for comprehensive social security provision for all Pakistan's citizens should be a priority for the country's labour rights and human rights organisations.

This section presents the international framework of labour standards, codes, and business and human rights initiatives. The next chapter considers their implementation in Pakistan and the country's domestic legal framework of labour-related rights.

International labour standards

The International Labour Organization's international labour standards are legal instruments drawn up by the ILO's constituents (governments, employers, and workers) that set out basic principles and rights at work. In the United Nations terms, these instruments are either "conventions" or "protocols", which are legally binding international treaties that the UN asks its member states to ratify (give formal consent to) or "recommendations", which are non-binding guidelines.ⁱⁱⁱ

The ILO's 11 fundamental labour standards instruments (10 conventions and one protocol) are:

- Freedom of Association and Protection of the Right to Organize Convention 1948 (No.

87)

- Right to Organize and Collective Bargaining Convention 1949 (No. 98)
- Forced Labor Convention 1930 (No. 29)
- Protocol of 2014 to the Forced Labor Convention 1930
- Abolition of Forced Labor Convention 1957 (No. 105)
- Minimum Age Convention 1973 (No. 138)
- Worst Forms of Child Labor Convention 1999 (No. 182)
- Equal Remuneration Convention 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention 1958 (No. 111)
- Occupational Safety and Health Convention 1981 (No. 155)
- Promotional Framework for Occupational Safety and Health Convention 2006 (No. 187)

ILO code of practice

In 2022, the ILO published a code of practice on *Safety and health in textiles, clothing, leather and footwear*.^{iv} The code's purpose is to guide public- and private-sector actors regarding their obligations, responsibilities, duties, and rights, and to contribute to improved workplace safety and health in the leather, garment, and footwear sectors by promoting a preventive culture; to protect all workers from workplace hazards and promote their welfare; to prevent or reduce accidents, diseases, and dangers; to support formulation and implementation of appropriate national policies and programmes; to promote consultation and cooperation between stakeholders; to help clarify roles, obligations, responsibilities, duties, and rights; and to help improve workplace risk management.

Pakistan's ratification of ILO labour standards

Pakistan has ratified 36 ILO conventions (including 8 of the 10 fundamental labour rights conventions), of which 30 are in force.^v The ILO reports that Pakistan has yet to ratify 58 conventions and protocols, including three fundamental instruments: the Occupational Safety and Health Convention 1981 (No. 155), the Promotional Framework for Occupational Safety and Health Convention 2006 (No. 187), and the Protocol of 2014 to the Forced Labour Convention 1930.^{vi}

Domestic implementation

Despite its ratification of important ILO conventions and its constitutional guarantees, Pakistan's legal framework is still far from complete with regard to labour-related rights. The domestic legal framework is not yet fully harmonised with ILO standards.

We now look at the domestic legal framework for labour rights and workplace protection in Pakistan in general.

Domestic labour laws

Implementation on the labour laws is a joint responsibility of the federal and provincial governments of Pakistan. Federal government oversees the international compliance mechanism on the human rights including the labour rights.

With the 18th constitutional amendment of 2010, however, formulation and implementation of labour laws became a provincial matter under the Constitution.^{vii} (Pakistan's federal government is now responsible only for labour issues in Islamabad Capital Territory and where industrial and commercial establishments operate in more than one province.)

Minimum wages

As previously mentioned, since the 18th constitutional amendment of 2010, labour regulation is a provincial matter (with the exceptions noted above).^{viii} This means that provincial governments are required to pass and implement their own labour-related legislation.

The purpose of Pakistan's minimum wages laws is to regulate minimum wage rates and allowances for different categories of skills and trades in industrial and commercial workplaces, including for unskilled labourers. All provinces have minimum wage boards under their provincial labour directorates. Provincial minimum wage boards are statutory bodies consisting of

representatives of labour, employers, and the government. Provincial governments and the Islamabad Capital Territory are required to fix minimum wages after consultation with these representatives

So far, no provincial and ICT Minimum Wage Board has announced the minimum wage for the current financial year. Provincial and federal governments however, have announced proposed rates of increase in the salaries of their respective employees.

The board recommends minimum wage rates for the various classes of workers (skilled and unskilled) and industry grades. It is required to consider changes in economic conditions and the cost of living, the needs of workers and their families, general wage levels in the country, relative living standards of other social groups, levels of productivity and of work skills, the capacity of employers to pay wages, the state of the national economy, and variations in the Consumer Price Index.

In practice, however, when it comes to unskilled workers, minimum wage boards are not consulted. Instead, the federal and provincial governments set wages for unskilled workers while setting their annual budgets, overriding the provincial boards.

Wages are one of the most important aspects of work arrangements, however, the Minimum Wage law is often considered the only law relevant to wages in Pakistan. There are many laws that govern wages in the public and private sectors. Following is a very preliminary write-up on the wages in Pakistan for private sector employees in Pakistan.

Definition of wages

Wages are construed as the total remuneration payable to an employed person on the fulfilment of his or her contract of employment. It includes bonuses and any sum payable for want of a proper notice of discharge, but excludes the value of accommodations i.e., supply of light, water, medical attendance or other amenities excluded by the Provincial Government, the employer's contribution to a pension or provident fund, travelling allowance or concession or other special expenses entailed by the nature of his or her employment, and any gratuity payable on discharge.

The Payment of Wages Act 1936 regulates the payment of wages to certain classes of industrial workers. It applies to those workers whose monthly wages do not exceed 3,000 rupees (10.52 US dollars as per the 30 July 2023 exchange rate) and are employed in factories, railways, plantations, workshops and establishments of contractors. The main objective is to regulate the payment of wages to certain classes of persons employed in the industry. The provisions of the Act can, however, be extended to other classes of workers by the provincial governments after giving three months' notice to the employers of their intention to do so. The Act stipulates that wages to workers employed in factories and on railways are to be paid within seven days of completion of the wages period if the number of workers employed therein is less than 1,000. In other cases, the time limit for payment of wages to the workers is 10 days. No deduction can be made from the wages of the workers except as specified in the Act, such as for fines, breach of contract and the cost of damage or loss incurred to the factory in any way other than an accident.

The employer is responsible for the payment of all wages required to be paid to persons employed by him, her or it. Similarly, any contractor employing persons in an industry is responsible for the payment of wages to the persons he or she employs. The persons responsible for the payment of wages must fix wage periods not exceeding one month. Wages should be paid on a working day within seven days of the end of the wage period, or within ten days if 1,000 or more persons are employed. The wages of a person discharged should be paid not later than the second working day after his or her discharge.

The minimum wage in Pakistan is set by the following acts:

- The Minimum Wages Ordinance, 1961 (applicable in ICT and Balochistan)
- Pakistan Minimum Wages for Unskilled Workers Ordinance, 1969 (no longer in use after the 18th Amendment)
- The Minimum Wages Ordinance, 1961 (adapted in Punjab by 2012 Amendment Act)

- The Khyber Pakhtunkhwa Minimum Wages Act, 2013
- Sindh Minimum Wages Act, 2015

Minimum Wages

All provinces in Pakistan have Minimum Wage Boards that are working under the provincial labour directorates. The directorates are supposed to set wages for all categories including the minimum wage for unskilled labour.

The purpose of minimum wages is to protect workers against unduly low pay. They help ensure a just and equitable share of the fruits of progress to all, and a minimum living wage to all who are employed and in need of such protection. Minimum wages can also be one element of a policy to overcome poverty and reduce inequality, including those between men and women, by promoting the right to equal remuneration for work of equal value.

Minimum wage systems should not be seen or used in isolation but should be designed in a way to supplement and reinforce other social and employment policies.

Several types of measures can be used to tackle income and labour market inequality, including pro-employment policies, social transfers, and creating an enabling environment for sustainable enterprises.

The purpose of a minimum wage, which sets a floor, should also be distinguished from collective bargaining, which can be used to set wages above an existing floor.

Pakistan has provincial laws regarding the regulation of the minimum wage. The main purpose of such laws is to regulate the rate of minimum wages and allowances for various categories of skills and trades of workers employed in industrial and commercial undertakings and establishments.

It is, however, an ineffective system as wages for unskilled workers are announced by the federal and provincial governments along with the annual budget of the concerned government. Determination of wages for unskilled workers is a responsibility of the provincial boards but the concerned boards are dormant bodies. Minimum wage boards have been established in each province, and workers, employers, and government officials are represented in each of the boards. Still, they are not being consulted while fixing the wages.

Workers on the other hand are not aware of the laws on the minimum wages and the provincial boards. Workers do not get minimum wages either. The home-based workers' minimum wages have not been regulated in any of the provinces.

Child labour and bonded labour

A person under the age of 14 is a child according to Pakistan's Employment of Children Act 1991, which the Sindh government has adopted as the Sindh Prohibition of Employment of Children Act 2017.^{ix} The ILO uses a different definition, defining a child as any person under 18 and child labour as work that deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical and/or mental development or morally dangerous and/or interferes with their schooling.^x

Under Pakistani law, a child may not undertake hazardous forms of work or, since 2020, domestic labour.^{xi} Children under 14 are, however, allowed to do some work according to the law, which also allows 14-year-olds and older children (under the ILO definition) to work in non-hazardous jobs, provided employers allow frequent rest breaks and arrange for the children's education.

The Constitution of Pakistan prohibits bonded (or forced) labour. Pakistan has ratified the ILO conventions against forced labour and on the elimination of child labour.

Home-based Work

According to an estimate of international network Women in Informal Employment: Globalizing and Organizing (WIEGO), the number of home-based workers has increased from approximately 3.59 to 4.37 million, while the share of home-based workers in total employment remained constant at 7 per cent. The increase was due to the growth in the number of women in home-

based work—from 2.67 million in 2013/14 to 3.59 million in 2017/18 and from 22 per cent to 28 per cent of women's total employment. By contrast the number of men in home-based work declined from 925,000 to 786,000 and from slightly above to slightly below two per cent of men's total employment.[4]

Home-based work has many similarities with the family labour as it is being done in the family environment. With no or minimal interaction with the outside the household realm, there is a possibility that many home-based workers are still not being estimated.

Home-based workers come from the poorest of the poor strata of the society. Poverty was on the rise even before the Covid-19 but multidimensional poverty has risen significantly, according to a recent report of the World Bank. Poverty in Pakistan has increased from 4.4 per cent to 5.4 per cent in 2020, as over two million people have fallen below the poverty line. Using the lower-middle-income poverty rate, the WB estimated that the poverty ratio in Pakistan stood at 39.3 per cent in 2020-21 and is projected to remain at 39.2 per cent in 2021-22 and might come down to 37.9 per cent by 2022-23.[5]

It is important to recognise that we need to understand the social security system in Pakistan so that to see how far it has gone to benefit workers. Facts and figures are not available on the social security coverage in Pakistan because we do not have a computerised system of registration as yet. Employees Old Age Benefits Institution has a better record keeping system than its other counterparts. According to the EOBI website, the total number of registered workers in the EOBI is 9,091,017, which is negligible compared to the total number of eligible workers, it shows that there is a lot to be done to improve the coverage of social security system in Pakistan.

Before, Covid19, only blue collar industrial and commercial sector production workers working from home were considered home-based workers but now a number of services sector jobs namely, teaching, medical consultation, media, NGOs, and government sector jobs are being performed from homes, technology playing an important role to keep economy going during the Covid19 times. This process has also enabled the abovementioned sectors to understand the pros and cons of home-based work.

Since majority of the home-based workers consist of women, therefore, it's important to discuss other social protection issues which women face in Pakistani society. The scope of this paper, however, does not allow one to deliberate on the general issues of social protection which women face in Pakistan, that mainly stem from their unequal status in the citizenship, family, inheritance, access to resource, marriage, and at the workplace. In fact, the home-based work flourishes on the subordinated status of women, which allows family to take benefit of women's labour at the household and unpaid labour in the family business. This system renders women disposed in the society at large, having no access to resources such as income and control over income, land and other means of production.

The struggle for achieving the rights of workers is spanned over many decades. Self Employed Women Association- SEWA has been the pioneer in this endeavour. In Pakistan, economist Sabeeha Hafiz initiated the research to understand the nature of home-based work in Pakistan in 1983. During the 1990s, Pakistan Institution of Labour Education and Research-PILER took the lead to understand the issues of home-based workers and to see how home-based work is different from the formal manufacturing work. Committee for the Asian Women-CAW, and WIEGO have played a significant role in the formulation of the ILO Convention 177 along with the SEWA, PILER, and many other organisations.

The ILO Convention 177 has tried to demand equal rights for the home-based workers as other manufacturing and services sector workers working in the formal settings. Social security rights are amongst the important rights, which the convention has spoken about.

Pakistan has not yet ratified the ILO Convention 177, which is relevant to the home-based workers' rights. A significant amount of work has, however, been done by the provincial and federal governments to initiate a discussion on the rights of home-based work. Policies and bills

have been formulated for securing the rights of home-based workers in Pakistan. Sindh has taken a lead to pass a law on home-based work.

Pakistan is leading in terms of the legislation for the home-based workers, and all provinces have formulated bills for the home-based workers. Sindh, however, has been the first province to pass a law for the home-based workers.

Definition of employer, employee, and the workplace are important in establishing the relationship of employer and employee, which is essential in the deduction of the contribution of social security for the home-based workers.

The Sindh Act on the Home-Based Workers 2018

The Sindh Act on the Home-Based Workers 2018, talks about the provision of social security to the workers but it lacks on the details and relevant infrastructure, which would make social security provision possible for the workers. The law does talk about the registration of workers but does not provide exact information on the system and infrastructure to register the home-based workers. At the moment, the provincial labour department does not have any infrastructure to register the home-based workers. Registration is a prerequisite for social security entitlement. This situation has further complications for the home-based workers, as their employers are not registered who would be paying for the contribution of the social security institutions.

The main problem in this regard is that the system of social security for the workers is not being ensured by the state and the respective provincial governments. The level of registration of workers in the past 54 years is negligible. Majority of the registered labour force in the industrial, commercial, and services sectors is already out of the social security coverage, therefore, it is unlikely that a sector that needs to go through a tedious and unclear process of registration would ever be able to get social security rights in Pakistan.

The Sindh Home-Based Workers Act 2018 defines the home based workers as anyone indulging in production and manufacturing of goods and rendering of services in relation ancillary thereto in the home premises or nearby premises, garage or any other place near the home while working in connection with the work of any Industry, establishment, undertaking or commercial establishment or any place of his choice for hire or reward or remuneration either directly or through a contractor or sub-contractor or intermediary.

3. In this Act, unless there is anything repugnant in the subject or context-

- (i) “arbitration committee” means an Arbitration Committee constituted by the Department for settlement of disputes;
- (ii) “award” means the determination by the Arbitration Committee of any dispute or any other matter relating thereto and includes an interim award;
- (iii) “contractor” means a person natural or legal who agrees to carry out for an economic profit or assignment or for the benefit of hirer of the primary contractor regardless of the form of contract, agency, sale agreement, sale or purchase or otherwise;
- (iv) “contribution” means the sum of money payable to the Social Security Institution as determined and prescribe by the council in respect of a home-based worker as envisaged in the Sindh Social Security Institution Act, 2015;
- (v) “child” means a person who is 14 years or below;
- (vi) “commercial establishment” means a commercial establishment as defined in Sindh Terms of Employment (Standing Orders) Act, 2015;
- (vii) “dependents” means the wife or wives or a needy disabled husband, dependent parents and any unmarried children under the age of 18 years in case of sons and 21 years in case of daughter dependent upon the protected person;
- (viii) “department” means the Labour Department, Government of Sindh;

4. The Council shall monitor and oversee the:-

- (i) Identification and mapping of HBW in different sectors;
- (ii) Registration of home based workers in the manner prescribed by rules;

- (iii) Registration of employers engaging home based workers on remuneration, contract, hire or reward in the manner prescribed by rules;
- (iv) Maintenance of record of registration of home based workers for the purpose in the manner prescribed by rules;
- (v) Establishment of Regional or Divisional, District Committees assigned functions as prescribed by the government through notification in the official gazette. Functions of Provincial Council for the Home-Based Workers.

5. Every registered home-based worker shall be entitled to all those social, medical and maternity benefits, compensations and marriages and death grants available to a person falling within the ambit of worker and workman envisaged in all labour laws including Sindh Industrial Relation Act, 2013 and Sindh Terms of Employment (Standing Orders) Act, 2016, and Sindh Workers Welfare Board shall survey the place of work of home-based workers:

- (i) For identifying and removing the hazardous conditions;
- (ii) To discourage child labour in home based working;
- (iii) To establish health counter at each district; and
- (iv) To arrange mobile health counters providing health facilities to home based workers at the doorsteps repeatedly visiting the work place.

The law does not cover the unpaid family labour.

Contribution of the social security has been determined on the basis of the minimum wage in Pakistan; home-based workers would not be able to pay that contribution which is basically a responsibility of their employers. Since there is no clarity on the registration of employer of the worker therefore, it would be very difficult to collect the social security contribution from the employer.

Gender discrimination

Non-discrimination clause has not been added in the law that defines the list of dependent on workers. The law includes wife, or wives, while it does not include the able-bodied husband. It defines the covered husband as “needy or disabled” which is against the non-discrimination.

Process of registration of the home-based workers and employers is not clear, as to who would be responsible for the registration. At the moment a federation of home-based workers have signed an MoU with Sindh labour department to register the home-based workers with the department.

The law has a provision of a registration council and a governing body to maintain the fund for the home-based workers. It, however, does not elaborate as to how the funds would be collected

The law prescribes the process for the attainment of the social security benefits, and it elaborates that every registered home-based worker shall be entitled to all those social, medical and maternity benefits, compensations and marriages and death grants available to a person falling within the ambit of worker and workman envisaged in all Labour Laws including Sindh Industrial Relation Act, 2013 and Sindh Terms of Employment (Standing Orders) Act, 2016. It also wants the Sindh Workers Welfare Board to (1) survey the place of work of home based workers for identifying and removing the hazardous conditions; (2) to discourage child labour in home-based working, and (3) to establish health counters at each district and arrange mobile health counters providing health facilities to home based workers at the door steps repeatedly visiting the workplaces. The law also elaborates on the provision of a fund for the home-based workers

The Fund shall consist of: (a) such moneys as may, from time to time be paid by the employers at the rate and manner as prescribed by Government; (b) voluntary contributions in the shape of money or building, Land or other property made to it from time to time by Government or by any person or by any organization; (c) grants, donation and gifts from any Government, donor or a multilateral organization, a local authority or any other person and general public; and (d) proceeds of loan raised by the Governing body of the Fund. Note: Notwithstanding anything to the contrary contained in the Stamp Act, 1899 (Act II of 1899), stamp duty shall not be chargeable upon draft or order or receipt in respect of any benefit payable under this Act.

Establishment of Fund

7. Moneys in the Fund shall be applied to

- a. the financing of projects connected with the welfare of the home based workers;
- b. the meeting of expenditure in respect of the cost of management and administration of the Fund;
- c. the repayment of loans raised by the Governing body; and
- d. investment in securities approved for the purposes by Government. Purposes to which moneys in the Fund may be applied

The governing body would be deciding as to what should be the proposed and scope of the fund.

In 2020, a Memorandum of Understanding was signed by the labour department with the Home-based Women Workers Federation, Sindh, according to which the latter is to help the labour department to register the home-based workers. Councils for the registration of the home-based workers have, however, yet to be notified. UNWomen have helped the labour department to have a server for the registration of the home-based workers. The equipment has been installed but the dedicated staffs need to be appointed for the same.

The governing body for the establishment and administering the proposed fund is also to be notified. The funds are to be provided by the provincial government of Sindh.

The general history of implementing labour laws has been very turbulent due to the lack of will and lack of capacity of the concerned ministries and departments. Only about two per cent of the labour force is organised in Pakistan, therefore, there are no effective movements working in Pakistan to secure workers' rights.

Poverty and minimum wages

According to World Bank figures, poverty in Pakistan increased from 4.4 per cent to 5.4 per cent in 2020, with more than two million people falling below the poverty line and facing food insecurity due to rising food prices and low wages. Using the lower-middle-income poverty rate, poverty in Pakistan stood at 39.3 per cent in 2020-21. Regulation of minimum wages for home-based workers has not been achieved in any of Pakistan's provinces.

Education

Pakistan is among those countries still struggling to provide primary education for all their children.⁴ Pakistan has signed the UN Convention on the Rights of the Child, which affirms every child's right to primary education.⁵ However, according to UNICEF, Pakistan has the world's second-highest number of out-of-school children, with an estimated 22.8 million children aged 5-16 (44 per cent of this age group) not attending school. In Sindh, 52 per cent of the poorest children and 58 per cent of girls are out of school.

Labour force

The total number of people in the labour force in Pakistan was an estimated 73.8 million in 2021, according to the World Bank.

Position of women

Pakistani women suffer from unequal status in many respects and on many levels: from citizenship to family, from inheritance to access to resources, in marriage and at the workplace.

According to the Asian Development Bank, women comprise fewer than 30 per cent of Pakistan's total labour force.⁸ The reason for women's low labour force participation according to official statistics is mainly age-old occupational patterns, assumptions, and lack of counting, whereby most of women's work is as unpaid family care providers, unpaid family labourers, and informal sector workers, none of which work is formally recorded.⁹ The female participation rate in the manufacturing sector in Pakistan appears to be stagnant or declining, as seen in the leather garments sector where women used to work in significant numbers.

Discrimination against women in employment in terms of remuneration and occupation in Pakistan is evident. Studies suggest that women in Pakistan receive significantly lower wages than men and are not free to choose an occupation of their choice.

Women are restricted to specific occupations. One does not find women driving commercial vehicles or working in the construction industry, or in mechanical or electrical jobs. Although

women work in Pakistan's public sector, it is rare to find them in senior decision-making positions.

Our survey has indicated that there are few Pakistani tanneries and manufacturers that hire women workers. The general opinion seems to be that tannery work can only be done by male workers and that women need to focus on their family responsibilities. Women may take on home-work rather than take on work outdoors. Much home-based work in the leatherware industry is indeed done by women.

Home-based work flourishes on women's subordinated status. Home-based work raises a range of social protection issues that women face in Pakistani society.

On top of this, women in Pakistan are confronted with an increasingly sexist image that requires them be young and "presentable". As a result, women workers are disproportionately affected by age discrimination.

Child labour

According to UNICEF, about 3.3 million Pakistani children are trapped in child labour. Child labour exists in many forms in Pakistan including bonded labour (in which a person has to work for a moneylender or a landlord to repay a debt or loan). Many children are bound by their families to work as unpaid family labourers in the rural economy, as bonded domestic workers, or as home-based workers in both urban and rural settings. Poverty, gender discrimination, and class discrimination are some of the reasons for this, and children belonging to minorities have a higher risk of being child workers. Female children are often discriminated against, since they both work as family labourers and have to share the gendered burden of household responsibilities from a very young age.

Apathy persists both at government level and across society in Pakistan, and the government takes little meaningful action to free the country from child labour.

Besides child labour, children face other forms of mistreatment, such as verbal, physical, and sexual violence. Severe forms of violence are often inflicted on child labourers in Pakistan.

Social security

International Labour Organization (ILO) Convention 102 of 1952 establishes minimum standards for social security that governments should provide for their citizens as a matter of public policy.¹¹ These include offsetting contingencies arising out of income deprivation; provision of health care; and benefits for families with children.

Although the Constitution of Pakistan, adopted in 1973, mentions social security measures, it does not list social security as a fundamental right.

The social security system in Pakistan comprises various official measures such as the Provincial Employees' Social Security Scheme and the Workers' Children (Education) Ordinance, and bodies such as the Workers' Welfare Fund, employees' social security institutions, and the federal Employees' Old-Age Benefits Institution. Registered private-sector workers may benefit from medical care, maternity care, housing provision, marriage grants, death grants, and old age pensions. But the system lacks effectiveness and coverage. Millions of workers, and in particular informal workers and homeworkers, are excluded.

For example, only about 10 million workers out of the country's estimated labour force of close to 74 million are registered with the Employees' Old-Age Benefits Institution. Reliable data relating to the country's other social security schemes are not easily available, as registration systems are not yet properly digitised.

These schemes are mostly financed by employer contributions, which are deducted from workers' salaries.

Because of cumbersome social security scheme registration procedures, the vast majority of even formal workers are left out. Informal workers are totally excluded due to their lack of recognition by employers, which make it impossible for them to register. Despite announcements of arrangements for workers to self-register, there is no infrastructure available for this, and informal workers' low wages prevent them from paying the contribution. Home-based workers

occupy the lowest level of informal sector work, have no visibility or recognition, and, despite official announcements of laws and policies, still cannot register with the authorities for social security protection.

Occupational health and safety

Pakistan has a weak occupational health and safety system.¹² There are two main health and safety laws applicable in Sindh: the federal Factories Act 1934 and the Sindh Occupational Health and Safety Law 2018. The infrastructure to implement these laws is unclear and non-responsive. This has led to multiple workplace accidents, including in the leather industry.

Health and safety risks affecting leather and garment workers from working in a polluted environment, often with dangerous chemicals and machinery, include exposure to asthma, infections, tuberculosis, scabies, physical injury, cancer, and death.¹³

According to a Sindh Labour and Human Resources Department representative, the frequency of workplace health and safety inspections in the province has improved, but the quality of inspections is still wanting. Consolidation of both the Factories Act and the Sindh Occupational Health and Safety Law is required to provide clarity to employers, inspectors, and workers.

Factory fires and workplace accidents are frequent in Pakistan's leather and garment industries. Employers are required to register factory-level accidents with the appropriate governmental body, but this often does not happen. Due to this weak reporting, fire and building safety issues, as well as other workplace accidents, easily disappear from the government's radar. The Pakistani media, however, and international labour rights groups such as Clean Clothes Campaign and SOMO, have reported such accidents.

The Pakistan Factories Act obliges employers to facilitate necessary vaccinations in the event of a pandemic.

Labour movement and unionisation

With independence in 1947, Pakistan inherited the 1926 Trade Union Act and 1926 Industrial Disputes Act from Britain.¹⁸ Under these acts all workers were allowed to form a factory-level union without compulsory registration or compulsory recognition by employers. Under martial law imposed by General Ayub Khan in 1958, both laws were replaced by the Industrial Disputes Ordinance, which led to more enterprises being classified as "public utilities", strikes eventually being banned, and a compulsory adjudication system forcing workers from one court to another in their quest for justice.¹⁹ Between 1969 and 1971, during the dictatorial reign of general Yahya Khan, labour legislation was further rewritten to undermine workers' rights.²⁰ Linked to these retrogressive labour laws was a system of repression that still continues.

So, workers can form plant-level unions, but in practice, for the historic reasons mentioned above, unionisation levels remain very low. In recent years the Sindh government has agreed to extend the right of association to employees in the public sector and to allow public-sector associations to convert themselves into unions. Public-sector employees in Sindh can now bargain collectively.

Business and human rights standards for European companies

The European Union endorsed the *UNGPs* in 2011 and is working on business and human rights due diligence rules for companies based or operating in EU member states.^{xii} Many businesses are calling for similar legislation in the UK.^{xiii}

Other business and human rights initiatives

There are many business and human rights initiatives, both corporate and initiated by and/or with the involvement of labour rights and civil society organisations and labour unions. An important civil society role in Asia and in Europe is to act as a watchdog, monitoring the implementation of government policies and industry adherence to standards in a way that benefits vulnerable workers.

Among the many initiatives is the *International Accord for Health and Safety in the Textile and Garment Industry*, which evolved from the *Accord on Fire and Building Safety in Bangladesh*.^{xiv}

By September 2022 the International Accord had 179 signatories and was expanding to other Asian garment production countries, beyond Bangladesh.^{xv} A representative group of international textile retailers and the global trade union signatories to the former Bangladesh accord have agreed on continuing with legally binding commitments to workplace safety in Bangladesh and on expanding the programme to other countries.

Work towards a UN binding treaty on business and human rights

Many civil society and labour organisations, human and environmental rights defenders, and some investors, businesses, and governments are united behind the idea of a legally binding UN business and human rights treaty. The purpose of the international treaty would be to make companies face legal consequences when they infringe human rights.^{xvi} Under the treaty negotiating process, which began in 2014, UN member states, civil society, and other stakeholders meet regularly at the Intergovernmental Working Group on transnational corporations and other business enterprises with respect to human rights to discuss possibilities for, and the outlines of, such a treaty. Some governments, such as those of Ecuador and South Africa, are strongly behind the idea of a UN binding treaty. Global labour unions are calling on the EU, the US, and business associations to play a more constructive role in negotiations.^{xvii}

UN Guiding Principles on Business and Human Rights

Within the UN system, the Office of the High Commissioner for Human Rights (OHCHR) works to secure promotion and protection of the full range of human rights and freedoms set out in the Universal Declaration of Human Rights.^{xviii}

As part of this work, the OHCHR leads the UN's business and human rights agenda and is responsible for dissemination and implementation of, and guidance and training relating to, the *UN Guiding Principles on Business and Human Rights* for states, business, civil society, and other stakeholders.^{xix}

Under the *UN Guiding Principles (UNGPs)*, first, states have a duty to act against human rights abuses within their territory and/or jurisdiction by business enterprises; second, regardless of whether states fulfil their obligations, all business enterprises have a responsibility to respect human rights – that is, they should avoid infringing the human rights of others and should address negative human rights impacts with which they are involved; and third, if abuse occurs, victims must have access to effective remedies through judicial and non-judicial grievance mechanisms.

The *UNGPs* are the global standard for preventing and addressing the risk of harm to human rights linked to business activity, and provide the internationally accepted framework for improving business and human rights standards and practices. The UN Human Rights Council endorsed the *UNGPs* 2011.^{xx}

OECD Guidelines and garment and footwear sector guidance

The Organisation for Economic Co-operation and Development (OECD), an intergovernmental organisation of 38 industrialised countries, has made business and human rights one of its key agenda points. The *OECD Guidelines for Multinational Enterprises* are recommendations for responsible business conduct made to multinational enterprises operating in or from OECD countries. The *OECD Guidelines* are non-binding principles and standards – that is, they do not have the force of law – for multinational businesses to follow to ensure they act consistently with applicable laws and internationally recognised standards, and governments have committed to promoting them.^{xxi}

Recognising the importance of the garment and footwear industries among the world's consumer goods sectors, in 2017 the OECD published *Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector*.^{xxii} This garment and footwear sector guidance is intended to help all companies – large and small – operating in global garment and footwear supply chains to meet expectations regarding due diligence (that is, expectations that business will take all reasonable steps to prevent harm to other people) laid out in the *OECD Guidelines for Multinational Enterprises*.

The information presented here is based on desk research and interviews with key informants.

Business and Human Rights in Pakistan

The concept of ‘business and human rights’ is comparatively new to Pakistan. In 2021 Pakistan was the first South Asian country to launch a National Action Plan on Business and Human Rights, under the Ministry of Human Rights in collaboration with the UN Development Programme (UNDP).^{xxiii}

Pakistan is a beneficiary of the EU’s Generalised Scheme of Preferences Plus (GSP+), which requires countries to implement 27 international conventions on human rights, labour rights, the environment, and good governance in return for reduced EU import duties on many goods.^{xxiv} Pakistan, however, has struggled to meet the requirements of GSP+. ^{xxv} The EU has included new standards for the country to meet, including those on child labour and environmental safety, as well as the current requirements, if it is to continue to benefit beyond 2023.^{xxvi} (See further discussion of GSP+ below.)

Implementation of GSP+

The EU’s Generalised Scheme of Preferences Plus (GSP+) provides wide-ranging tariff preferences for imports from vulnerable developing countries to support poverty eradication, sustainable development, and participation in the global economy, as well as to reinforce good governance. Eligible countries like Pakistan can avoid paying import duties on a wide range of exports to the EU market. This preferential status is conditional on GSP+ countries demonstrating progress in implementing 27 international conventions on human and labour rights, environmental protection, climate change, and good governance.^{xxvii}

In 2021, the EU added five further conventions to the GSP+ scheme, including those covering children and armed conflict, rights of people with disabilities, labour inspection, tripartite consultation, and transnational organised crime.^{xxviii}

Pakistan was included in the GSP+ programme in 2014, and its GSP+ status is valid until the end of 2023. Major competitors in the garment industry such as India and China are not beneficiaries of GSP+. Pakistan’s status is under review. According to the EU, GSP+ has been “very beneficial for Pakistani business,” increasing their exports to the EU market by 65% since the country joined GSP+ in 2014. The European Single Market, with over 440 million consumers, is Pakistan’s most important destination. Pakistan exports garments, bed linen, terry towels, hosiery, leather, sports and surgical goods worth 5.4 billion euros (approx. 1.7 trillion rupees as per the currency market rates of 30 July 2023).^{xxix}

While GSP+ provides countries with an opportunity to overhaul their human rights commitments, and the scheme has benefitted Pakistani industry, there is little evidence of benefits for the country’s working people.^{xxx}

Textile Industry in Pakistan

*In a recent article Amir Jahangir, a global competitiveness, risk, and development expert, has analysed the present situation of the textile sector in Pakistan. He not only spoke about the government's failures but has also commented on the lack of vision of the textile sector leaders in Pakistan. We are benefitting from his insights in this paper as he has shed light on all the aspects of the growth, issues, and future prospects of this very important sector of the Pakistani economy.*¹

Pakistan, known as the fifth largest cotton producer worldwide and a major textile exporter, seems to be entrapped in a paradox of both potential and neglect.

While the sector contributes a staggering 57 per cent to the country's exports and provides employment to a vast portion of the population, its steady decline over the past five years has been marked by a tangible lack of government and private sector interest.

Despite the textile sector's fundamental role in the economy, its position within the economic strategy of the country seems to be wavering. The Ministry of Textiles, the government body responsible for its administration and curating the industry, appears to have been in a virtual dormant state for the last half-decade.

This can be glaringly noticed in the out-dated and obsolete data on their website, which has not been updated for years.

The ministry still prides itself on having Razzaq Dawood as its adviser, someone who has long gone from the policy arena. The last tender dates back to 2019, and the events and expos mentioned are relics of 2018-2019, casting a shadow on the department's lack of initiative.

This lethargy is not just limited to the government. The All-Pakistan Textile Mills Association (Aptma), the body representing textile manufacturers in Pakistan, too, seems to be drifting, lacking vision and momentum to seize opportunities in the regional and global market space.

A visit to their website reveals that the latest industry insights are from 2021, suggesting a detachment from current global textile trends and developments.

Given the current scenario, the announcement made by Finance Minister Ishaq Dar, in his budget speech, about promoting the textile industry by abolishing the five per cent regulatory duty on synthetic filament yarn, which is not produced locally, feels like a drop in the ocean.

The increase in GST on Tier-1 retailers of textiles and leather products from 12 per cent to 15 per cent appears more of a move to gain revenues, rather than a strategic plan to bolster the textile industry, influencing the competitiveness of the high-end textile products being produced at home as compared to the similar products available to the consumer from the grey channels.

The Textiles and Apparel Policy 2020-25, launched by the Ministry of Commerce, promises to boost value-added exports and make Pakistan a major player in the global textile supply chain. The document, however, is brimming with ambitious targets, but without a concrete action plan on how to achieve them, telling the nation "What to do", while being muted about "how" to do it.

The statistics tell a worrying tale—the exports of textile products posted a growth of 12.8 per cent year-on-year to 4.4 billion US dollars in 2017-18, while the 2022-23 figures by the Economic Survey of Pakistan show a negative growth of 16.03 per cent. This trend is a stern warning that without immediate and strategic action, the industry is at risk of further decline.

To make matters worse, the global shift from natural to man-made fibres in both consumption and production patterns is an undeniable reality that the Pakistani textile industry is yet to acknowledge and adapt to. This signals an urgent need for an instrument of research and development that can guide the industry toward an innovation-centric sustainable textile model.

It is evident that the textile industry, one of the champions of Pakistan's economy, is sadly enmeshed in neglect and apathy from the authorities that ought to be its strongest allies. Without a doubt, a rejuvenated and focused approach toward this sector is the need of the hour. The

¹ <https://www.geo.tv/latest/498041-textiles-a-dormant-giant>

potential is immense, but the will and vision must meet the understanding of the global shift in market dynamics and the innovation that can enable the possibilities.

In the face of the increasingly fluctuating global cotton market, the Pakistani cotton industry has showcased a relatively resilient performance.

The data for 2022/23 indicates that cotton was grown in an area of 2.065 million hectares. This represents a slight decline from the 2.110 million hectares of the previous year. Despite the decrease in cultivation area, the yield per hectare stood at 404.61 kilograms, reflecting an improved yield compared to previous seasons.

Cotton production for 2022/23 was recorded at 0.836 million tonnes. This figure shows a decline compared to the 1.265 million tonnes produced in the 2021/22 season. The shift in production can be attributed to a variety of factors, including climate change effects, agricultural practices, and policy regulations.

Beginning stocks for the 2022/23 season were 0.5 million tonnes, which when coupled with imports of 1 million tonnes, provided the cotton industry with a substantial volume for consumption and export. The total cotton consumption in Pakistan for the 2022/23 season was high, reaching 1.9 million tonnes.

Despite the considerable consumption, Pakistan managed to export 0.009 million tonnes of cotton in the 2022/23 season, slightly above the previous year's export volume. By the end of the 2022/23 season, ending stocks were at 0.427 million tonnes. The stocks-to-use ratio, a key indicator of market tightness, was recorded at 0.22 for the 2022/23 season, suggesting a balance in the supply and demand scenario for the Pakistani cotton industry.

Despite the fluctuating figures and the challenges faced by the cotton industry, Pakistan is a major player in the global cotton market. The global shift in standards and production techniques, however, is changing the global landscape of textiles.

Pakistan needs to focus more on exploring new markets, increasing yield per hectare, and innovation to improve its share to be part of the global value and supply chain.

The statistics provide a comprehensive overview of the industry, but it is important to remember that the sector's performance is influenced by numerous variables, both domestic and global. The resilience and potential of Pakistan's cotton industry offer a promising future, given the right realisations, interventions, and policy support.

The establishment of a Sustainable Textile Innovation Council (STIC) in Pakistan could be the catalyst needed to drive the industry toward a more sustainable and competitive future.

Not only would this align Pakistan's textile industry with global trends, but it would also unlock economic benefits, enhance social wellbeing, and safeguard the environment.

The mandate of the STIC will be different from the Aptma, the value proposition and policy focus would also differ in objectives and outcomes.

In the fast-paced world of industry moving ahead with artificial intelligence and automation, the line between success and failure can be drawn by a simple choice: to embrace innovation and change or remain stagnant in comfort zones, leading to a slow and gradual demise.

Nowhere is this decision more critical than in the dynamic textile industry, where the winds of change constantly blow. To survive and thrive, textile businesses must wholeheartedly embrace innovation, break free from their traditional boundaries, and venture into uncharted territories.

To avoid a slow and gradual demise, textile businesses must foster a culture of innovation. Encouraging creativity, empowering employees, and seeking collaborations with start-ups and research institutions can inject fresh perspectives and ideas. Embracing a mind-set of continuous improvement, where even the smallest of changes are seen as stepping-stones towards progress, can fuel the industry's journey towards a brighter future.

Employment, share of GDP, and exports

Textile Sector Profile

Pakistan's textile exports have experienced a significant decline of approximately 14 per cent during the 10-month period of fiscal year 2023, dropping to 13.7 billion US dollars, as against the previous year's figures of 15.9 billion US dollars, according to data released by the Pakistan Bureau of Statistics (PBS).²

Current data on the export-oriented textiles in Pakistan

In April 2023, textile exports witnessed a year-on-year decrease of 29 per cent, amounting to 1.23 billion US dollars. Press reports quote analysts saying that this marks the seventh consecutive year-on-year decline in monthly textile exports. They further say that compared to April 2022, Pakistan's textile exports were down by 29 per cent year-on-year in dollar terms, and nine per cent year-on-year in Pakistan rupee terms.

This decline is primarily attributed to a 29 per cent and 32 per cent drop in the value-added and basic segments respectively. In the value-added segment, bed ware, knitwear, readymade garments, and towels witnessed declines of 22 per cent, 34 per cent, 29 per cent, and 26 per cent respectively.

In a month-on-month comparison, Pakistan's textile exports for April 2023 stood at 1.23 billion US dollars, experiencing only a two per cent decrease. Similarly, in Pakistan rupee terms, exports remained flat month-on-month, amounting to R351 billion rupees. The value-added textile exports reportedly reached 867 million US dollars, maintaining a month-on-month stability. Bed ware export showed an increase of 11 per cent and knitwear of three per cent, compared to the previous month. Readymade garments, however, witnessed a 10 per cent decline, balancing out the overall export performance. Basic textiles' export decreased by seven per cent on month-on-month basis, with cotton cloth and cotton yarn experiencing almost the same decline. In terms of volume, bed ware and knitwear witnessed a positive trend, increasing by nine and three per cent respectively month-on-month. On the other hand, towels reportedly decreased by three per cent, and readymade garments remained flat compared to the previous month.

Newspaper stories quote industry analysts as saying that the textile manufacturers in Pakistan have observed improved orders from Europe and the United States for the value-added segment, as indicated by the resilience in volumes. Among basic textiles, cotton yarn, however, decreased by eight per cent, and cotton cloth declined by six per cent month-on-month. Textile exports have reportedly remained sluggish due to various challenges in the domestic environment and weakening global demand... Textile exports is expected to increase in volumetric terms as the inventory pileup gradually declines and demand resurges in export destinations.

The decline in product prices is, however, likely to offset the impact, the Pakistani press reported. Additionally, headwinds in the domestic economy, such as unavailability of locally produced cotton, delays in clearance of imported cotton and other essential inputs, elevated gas and electricity tariffs, and increased finance costs, will continue to hinder textile players.

Pakistan is the fourth largest producer of cotton with the third largest spinning capacity in Asia after China and India, and contributes five per cent to the global spinning capacity, says a study by the Punjab Bureau of Investment & Trade (PBIT).³ The spinning sector (output yarn) is the backbone of Pakistan's textile industry. At present, as per the record of the Textile Commissioner's Organization (TCO), it comprises 523 textile units (40 composite and 483 spinning units) with 13.269 million spindles and 185 thousand rotors installed, and 11.083 million spindles and 140,000 rotors in operation with capacity utilization of 84 per cent and 76 per cent respectively, during Jul-Mar 2017, says the PBIT study. More than 65 per cent of textile

² <https://tribune.com.pk/story/2418100/textile-exports-plummet-by-14-to-137-billion>

³ <http://pbit.gop.pk/system/files/Textile%20Industry.pdf>

units are in the Punjab followed by 25 per cent in Sindh, approximately five per cent in the KPK and remaining in Baluchistan and Azad Kashmir. The PBIT study says that problems in the power looms sector (output raw and complete fabric/cotton) evolve mainly due to poor technology and scarcity of quality yarn. Reportedly, looms installed in cotton textile mills are 9,084 and looms worked were 6,384.

The PBIT study further states that Pakistan has the third largest capacity to produce cotton and hence value-added goods but due to a lack of adequate policy measures, Pakistan is lacking behind in producing value-added goods. It also impacts negatively the opportunities for work. Pakistan has a large population, which could benefit from the raw materials produced in the country. This situation deprives Pakistan to earn foreign exchange by increasing the value-added goods exports, says the PBIT study.

Survey Findings: Family and Income Profile of Worker (Non-Unionised and Unionised Workers)

A total of 62 workplaces have been identified and covered in this survey. The listing of the factories has been done carefully so that the criteria of the sample can be fulfilled. The list of factories is attached here as annexure one. The criteria for selection of the factories were that it should be a textile-related factory which exports to Europe or America, the aim behind these criteria being that after the survey those factories should be contacted—if not already contacted—and to see how they could become more compliant to the audit requirements.

The project aims to promote grass-root labour organisation, which is why we have analysed almost all our data between organised and unorganized workers. Although the number of unionised workers is very low, it, however, gives a sense that in many ways organised workers are better off.

The discussion of grassroots organisations should not only be limited to the formal unions but should also be opened to explore new forms of labour such as grass-root, community-based unions which could work as representatives of workers both on formal and informal levels. The process of the organisation should not stop just because of the fact that workers would face issues in registering their organisations. There are many successful examples of such organisations such as the Pakistan Fisherfolk Forum, the Anjuman Mazarin Punjab, and associations and unions of the Lady Health Workers in Pakistan.

The whole data set is organized in the following manner, unionised and non-unionised workers. Total number of workers interviewed in the factories was 249, while 24 interviews have been conducted with home-based workers, of which 23 were women and one was a male.

Respondent's Profile

Mother Tongue

Mother Tongue	Non-Unionised Workers	Unionised Workers
Urdu	30.90%	16.40%
Sindhi	5.70%	1.80%
Balochi	1.50%	1.80%
Punjabi	53.60%	72.70%
Pashto	1.00%	1.80%
Seraiki	1.50%	1.80%
Hindko	1.50%	0.00%
Other:	4.30%	3.70%
	100.00%	100.00%

Almost 31 per cent non-unionised workers are Urdu speakers while 53.6 per cent are Punjabis while 5.7 per cent are Sindhis. Among the unionised workers, 72.7 per cent are Punjabis while 16.4 per cent are Urdu speakers.

Since a large chunk of the survey was conducted in Punjab therefore, 53.60 per cent non-unionised compared to 72.70 per cent of the unionised workers are Punjabi speaking. 30.90 per cent non-unionised and 16.40 per cent of the unionised workers are Urdu speakers as Karachi has been the other geographical area of the survey where a large number of Urdu speakers reside. Share of Pashto speaking workers is as low as 1.50 per cent; amongst the unionised workers we found that 1.80 per cent each are Pashto and Seraiki speaking.

City

City	Non-Unionised Workers	Unionised Workers
Karachi	48.50%	25.50%
Lahore	28.90%	7.20%
Faisalabad	22.60%	67.30%
	100.00%	100.00%

Of the non-unionised workers, 48.5 per cent live in Karachi, 28.9 per cent in Lahore and 22.6 per cent live in Faisalabad. In our survey Faisalabad stood out as the largest city of unionised workers while Karachi comes second with 25.50 per cent of the unionised workers Lahore's share of the unionised workers as low as 7.20 per cent. It shows that there is a great scope for organizing workers in all the three cities. The reason behind this could be that the field researcher for Faisalabad is a leading trade unionist and has good experience of collecting data as well.

Gender

Gender	Non-Unionised Workers	Unionised Workers
Male	63.40%	74.50%
Female	36.60%	25.50%
	100.00%	100.00%

It was found that the 63.40 men compared to 36.60 women are non-unionised while 74 men and 25.50 per cent women are organised in unions. It shows that we need to bridge the gender gap among the unionised workers by providing more opportunities to women workers to become organised. The programmes of the project should reflect the need for more women workers centric programmes so that they could be organized. We also need to see more ways to organize than the usual plant level unions. Although, sector wise unions are not encouraged in the law but it does not stop workers to think out of box. Since we have a good knowledge of the living and working conditions of 270 workers, we must engage with them and discuss various forms of organisation, which could resolve their work and community level issues.

Age

The percentage of non-unionised workers in the age group less than 18 years is 10.30%, while the

Age group	Non-Unionised Workers	Unionised Workers
Less than 18 years	10.30%	10.90%
18-25	23.70%	9.10%
26-30	11.90%	14.50%
31-35	19.10%	18.20%
36-40	9.80%	16.40%
41-45	14.40%	10.90%
46-50	8.80%	9.10%
51-55	1.50%	9.10%
56-60	0.50%	1.80%
	100.00%	100.00%

percentage of unionised workers in the same age group is 10.90%. In the age group of 18-25, 23.70% of workers are non-unionised, whereas 9.10% are unionised. For workers aged 26-30, 11.90% are non-unionised, while 14.50% are unionised. In the age group of 31-35, 19.10% of workers are non-unionised, and 18.20% are unionised. Among workers aged 36-40, 9.80% are non-unionised, while 16.40% are unionised. For the age group 41-45, 14.40% of workers are non-unionised, whereas 10.90% are unionised. Among workers aged 46-50, 8.80% are non-unionised, while 9.10% are unionised. In the age group of 51-55, only 1.50% of workers are non-unionised, whereas 9.10% are unionised. Among workers aged 56-60, only 0.50% is non-unionised, while 1.80% are unionised.

Education

Education	Non-Unionised Workers	Unionised Workers
Illiterate	7.70%	7.30%
Literate	2.10%	0.00%
Primary	22.20%	16.40%
Middle	26.30%	21.80%
Matric	21.10%	27.30%
Intermediate	12.40%	18.20%

Graduate	7.20%	9.00%
Postgraduate	1.00%	0.00%
	100.00%	100.00%

There is not any significant difference between the educational attainments of unionised and non-unionised workers. More than 48.5 per cent non-unionised workers come under the 5-8 years of schooling as compared to 49 per cent of the unionised workers. As many as 40.4 non-unionised workers have 10-14 years of schooling as compared to 54.5 per cent unionised workers. The educational levels of workers show that group of workers could be given awareness workshops and other educational inputs.

Marital Status

Marital status	Non-Unionised Workers	Unionised Workers
Unmarried	27.40%	29.10%
Married	67.00%	70.90%
Separated	1.00%	0.00%
Divorced	1.50%	0.00%
Widow or widower	3.10%	0.00%
	100.00%	100.00%

Among non-unionised workers, 27.40% are unmarried, while 67.00% are married. There is also a small percentage of 1.00% who are separated, 1.50% who are divorced, and 3.10% who are widowed. In the case of unionised workers, 29.10% are unmarried, while a higher percentage of 70.90% are married. Notably, there are no workers who are categorized as separated, divorced, or widowed among the unionised workers. It seems that the relationship status of unionised workers is a bit better than the non-unionised workers.

Family Members

Family Members		Total number of family members in the household Total	Total number of family members in the household Male	Total number of family members in the household Female	Total number of family members in the household Transpers on
Non-Unionised Workers	Minimum	1	1	1	1
	Mean	6.34	3.22	3.04	3.00
	Maximum	25	11	14	6
Unionised Workers	Minimum	2	1	1	1
	Mean	6.25	3.04	3.13	2.50
	Maximum	13	7	7	4
Total	Minimum	1	1	1	1
	Mean	6.32	3.18	3.06	2.92
	Maximum	25	11	14	6

On an average, the non-unionised workers have 6.34 family members. This number includes 3.22 males, 3.04 females and 3 transperson per family. The largest family is 25 members, whereas the

largest number of male members in a family is 11. Most number of females in a household has been 14. The minimum number is one for all categories.

On an average, the unionised workers have 6.25 family members. This figure includes 3.04 males, 3.13 females and 2.5 transpersons per family. The largest family is 13 members, whereas the largest number of male members in a family is seven. Most number of females in a household has been seven. The minimum number is one for all categories, except total family members.

Children

Children		Children younger than 18yrs Total	Children younger than 18yrs Girls	Children younger than 18yrs Boys
Non-Unionised Workers	Minimum	1	1	1
	Mean	2.52	1.64	1.63
	Maximum	10	6	5
Unionised Workers	Minimum	1	1	1
	Mean	2.36	1.63	1.52
	Maximum	6	5	4
Total	Minimum	1	1	1
	Mean	2.48	1.64	1.60
	Maximum	10	6	5

On an average, the non-unionised workers have 2.52 children. This figure includes 1.64 boys and 1.63 girls. Most number of children in a family is 10, the greatest number of boys in a family is 6 and the greatest number of girls in a family is 5. The minimum number is one for all categories.

On an average the unionised workers have 2.36 children per family. This number includes 1.63 boys and 1.52 girls per family. Most number of children in a family is 6, the greatest number of boys in a family is 6 and the greatest number of girls in a family is 5. The minimum number is one for all categories.

The number of family members is fairly large as compared to the earning of the workers. This situation leaves them unable to look after themselves well as they have health related issues, and children too mostly are out of school. The project must add information relevant to the family issues such as how to have a maintainable number of families. It would increase the level of female empowerment. Wellbeing of family especially children and women could be ensured if the family size is within the resources of the household.

PWDs

PWDs		Number of the disabled persona Total	Number of the disabled persons Girls	Number of the disabled persons Boys
Non-Unionised Workers	Minimum	1	1	1
	Mean	1.00	1.00	1.00
	Maximum	1	1	1
Unionised Workers	Minimum	1	1	1
	Mean	2.00	1.00	1.50
	Maximum	3	1	2
Total	Minimum	1	1	1
	Mean	1.14	1.00	1.17
	Maximum	3	1	2

On an average, the non-unionised workers have one person with disability (PWD) per family. It includes one female and one male per family. The least and the greatest number of PWDs in a family remains one in all categories.

On an average, the unionised workers have two PWDs per family. It includes one female and 1.5 male per family. The least number of PWDs in a family remains one in all categories, whilst the upper range touches three, one, and two, for total number of PWDs, female PWDs, and male PWDs, respectively.

Government and other stakeholders need to look into this situation, as workers often do not have means to support their PWD family members. The project should add relevant information of the situation of rights of PWDs and what government is doing practically to streamline PWDs in society.

Income Contributors

Of the unionised workers, 40 per cent have one, 36.4 per cent have two to three, and 26.3 per cent have three to four earning family members, while 27.3 per cent non-unionised workers have one, 45.4 per cent have two to three and 26.3 non-unionised workers have three to four earning family members.

Female earning members in the family

Both non-unionised and unionised workers have female earning members. Among the non-unionised, 60.8 per cent, while 60 per cent unionised workers have one female earning members in their families. Similarly, 25.3 per cent non-unionised workers have two to three female earning members and 13.4 have three to four per cent female earning members in their families. Among the unionised workers, 25.5 per cent have two to three, and 14.5 per cent have three to four female earning members in their respective families.

In the non-unionised worker category, 94.80 per cent while 98.20 per cent among the unionised workers have one male earning family member. Similarly, 4.7 per cent non-unionised have two to three, and 0.5 have three to four male earning family members while 1.8 per cent unionised workers have two to three earning members in their families.

Only 0.5 per cent non-unionised workers have one transperson earning family member.

Working in the same field

Almost a third (33.3 per cent) family members of the non-unionised and 36.4 per cent of the unionised family members said that they work for the textile sector while more than 65 per cent family members of the non-unionised and 62.6 per cent family members of the unionised workers do not belong to textile sector employment.

Total household income per month

There is a clear difference between the unionised and non-unionised workers when it comes to their total household incomes. More than 47.3 per cent unionised workers' household income is between 25,000-40,000 a month as compared to 30.4 per cent among non-unionised workers. A total of 19.6 non-unionised and 12.7 per cent unionised workers earn in the range of 40,000-55,000 rupees a month. As many as 19.1 per cent non-unionised and 16.3 per cent unionised workers have a household earning between 55,000 and 70,000 rupees per month.

Total household budget

Total monthly household budget of 19.5 per cent people is between 30,001-40,000 rupees, 29 per cent workers' total household budget ranges between 40,001 to 60,000 rupees while only 18.2 per cent workers' household income ranges between 60,001-80,000 rupees per month. While 14.4 per cent workers household income is between less than 25,000 to 30,000 rupees, while 18.1 per cent workers have a monthly household budget between 80,001-100,000 rupees.

Survey Findings: Living Conditions (Non-Unionised and Unionised Workers)

Residence

What is status of your residence	Non-Unionised Workers	Unionised Workers
Rented	41.20%	20.00%
Owned	53.60%	69.10%
Inherited	5.20%	9.10%
Other	0.00%	1.80%
	100.00%	100.00%

Of the non-unionised workers, 41 per cent non-unionised workers have rented while 20 per cent unionised workers have rented residences while 53 per cent non-unionised workers own and 5.2 per cent non-unionised worker inherited their residential places. Sixty-nine per cent unionised workers own their residences while 9.1 live in inherited residences.

Status of lease

Is your house leased?	Non-Unionised Workers	Unionised Workers
Yes	19.60%	3.60%
No	68.60%	89.10%
Other	11.80%	7.30%
	100.00%	100.00%

Some 89.10 per cent unionised and 68.60 per cent non-unionised workers live in non-leased houses, while 19.6 per cent unionised and 3.6 per cent unionised workers live in the leased houses.

Construction Type

How is your house built?	Non-Unionised Workers	Unionised Workers
Mud house	2.10%	3.60%
Blocks and cement or iron sheets as roof	18.60%	12.70%
Blocks walls and precast roof	44.80%	29.10%
RCC	26.80%	40.00%
Other	7.70%	14.60%
	100.00%	100.00%

Almost 45 per cent non-unionised and 29.10 per cent unionised workers live in the houses built with blocks, cement and iron sheet roofs, while 40 per cent unionised and 27 per cent non-unionised workers live in houses made with blocks and precast roof while 14.6 per cent unionised and 7.7 per cent non-unionised workers live in the houses made with RCC.

Total Floors

How many floors does your house have?	Non-Unionised Workers	Unionised Workers
0	8.20%	5.50%
1	59.80%	65.50%
2	29.40%	25.50%
3	1.50%	3.50%
4	0.50%	0.00%
5	0.60%	0.00%
	100.00%	100.00%

Almost 60 per cent non-unionised and 65.50 per cent unionised workers live in one floor houses, while 29.40 per cent non-unionised and 25.50 per cent unionised workers live in houses build on two floors.

Total Rooms

How many rooms are there in your house?	Non-Unionised Workers	Unionised Workers
1	13.40%	12.70%
2	35.10%	30.90%
3	24.20%	34.50%
4	18.00%	16.50%
5	6.30%	1.80%
6	1.50%	3.60%
7	0.50%	0.00%
8	0.50%	0.00%
10	0.50%	0.00%
	100.00%	100.00%

As many as 48.5 per cent non-unionised workers live in one or two roomed houses, while 30.5 per cent live in three to four roomed houses, only 7.8 per cent live in five or six roomed houses, while 43.6 per cent unionised workers live in one or two roomed houses while 51 per cent workers live in three to four roomed houses. Only 5.4 per cent workers live in five or six roomed houses.

Total Residents

How many people live in your house?	Non-Unionised Workers	Unionised Workers
1	1.50%	0.00%
2	6.20%	3.60%
3	8.20%	5.50%
4	10.30%	9.20%
5	18.60%	18.20%
6	17.00%	25.50%
7	13.90%	14.50%
8	9.30%	12.70%
9	4.60%	1.80%
10	2.60%	3.60%
11	1.00%	1.80%
12	2.60%	0.00%
13	0.00%	3.60%
14	1.00%	0.00%
15	1.00%	0.00%
16	0.50%	0.00%
20	1.20%	0.00%
25	0.50%	0.00%
	100.00%	100.00%

Almost 60 per cent non-unionised workers live with four to seven family members in the household, while 20.6 per cent workers live with 8-12 family members in the household while more than 58.4 per cent unionised workers share the roof with four to seven family members, while 34.4 per cent live in a household consist of 8-12 people. This large family size requires a pondering not only by the workers but also by the government. Population has become a serious issue in Pakistan and government has to make concerted effort to address it. Unions and projects on labour must address this issue, most of the projects are only focused on women as to how they can control the population without considering the fact that women have very little control over their reproductive rights and bodies. Large family sizes are considered social protection in our

society. The State needs to play its role so that children and women should not become victim of this failed strategy. The labour centres created by the partner organisations should provide basic information about the population welfare and birth spacing not only to women workers but also to men who basically are the decision makers in this matter. Unfortunately, most of them do not get enough information about this very important aspect of their lives.

Educational Services

Children in school

Do your children go to school?	Non-Unionised Workers	Unionised Workers
Yes	57.80%	60.40%
No	41.70%	37.70%
Other	0.50%	1.90%
	100.00%	100.00%

As many as 57.8 per cent non-unionised workers and 60.4 per cent unionised workers send their children to schools while 41 per cent non-unionised and 37.7 per cent unionised workers cannot send their children to schools.

Education Provider

If yes, where do they go to school?	Non-Unionised Workers	Unionised Workers
Public	38.70%	65.60%
Private	58.60%	31.30%
SESSI or PESSI or WWB	0.90%	3.10%
Any others	1.80%	0.00%
	100.00%	100.00%

A total of 65.6 per cent unionised workers and 38.7 per cent non-unionised workers send their children to public sector schools while 58.6 per cent non-unionised and 31.3 per cent unionised workers send their children to private schools, only 0.90 per cent non-unionised workers and 3.1 per cent workers send their children to schools run by the social security institutions. It shows that unionised workers send their children to available schools in the public sector instead of keeping them at home; the findings also show that the social security institutions reach to very negligible number of workers. This situation needs looking for a more detailed account so that more workers could access the benefits of social protection.

Ease in admissions

If yes, then did they get admission to school easily?	Non-Unionised Workers	Unionised Workers
Yes	94.60%	93.80%
No	3.60%	6.20%
Other	1.80%	0.00%
	100.00%	100.00%

It's really encouraging that 94.60 per cent non-unionised and 93.80 per cent unionised workers reported ease in admitting their children to schools.

Reason for children being out of school

If they do not go to school, please explain the reason	Non-Unionised Workers	Unionised Workers
No children	12.50%	20.00%
Children ages are greater or Smaller than school going age	35.00%	45.00%
Can't admit due to inflation	50.00%	35.00%
Other education e.g., Madrasah	2.50%	0.00%
	100.00%	100.00%

A hefty 50 per cent of the non-unionised workers said that they could not send their children to school due to inflation while 35 per cent unionised workers reported the same. Another 45 per

cent of the unionised workers said that the age of their children was either over or under the schooling age. Only 2.50 per cent non-unionised workers said that they send their children to Madrasahs.

Choice of school

Do you think you have a choice to select a school for your children?	Non-Unionised Workers	Unionised Workers
Yes	26.30%	27.30%
No	72.20%	72.70%
Other	1.50%	0.00%
	100.00%	100.00%

When we asked if workers could send their children to the schools of their liking, 27.3 per cent unionised and 26.3 per cent non-unionised workers said they could do so while a majority of over 72 per cent unionised and non-unionised workers said they could not send their children of their liking.

Health Care Services

Access to healthcare

Do you have access to healthcare services?	Non-Unionised Workers	Unionised Workers
Yes	67.50%	78.20%
No	32.00%	21.80%
Others	0.50%	0.00%
	100.00%	100.00%

Some 67.5 per cent non-unionised and 78.2 per cent workers said that they have access to healthcare facilities, while 32 per cent non-unionised and 21 per cent unionised workers said that they do not have access to the healthcare facilities.

Problems in accessing healthcare providers

Do you face any problems in accessing health services provided by public/private health care providers?	Non-Unionised Workers	Unionised Workers
Yes	39.20%	30.90%
No	59.80%	65.50%
Other	1.00%	3.60%
	100.00%	100.00%

Almost 40 per cent non-unionised and 31 per cent unionised workers said that they faced discrimination while accessing healthcare facilities. Almost 60 percent non-unionised and 65.5 per cent unionised workers said that they did not face any discrimination in accessing healthcare facilities.

Type of Service

Where do you go to avail of health care services?	Non-Unionised Workers	Unionised Workers
Nearby clinic private	35.53	29.79
Nearby dispensary public	18.16	15.96
Nearby hospital private	8.16	3.19
Nearby hospital public	33.95	40.43
SESSI or PESSI hospitals and dispensaries	3.16	9.57
Other	1.05	1.06
	100.00	100.00

Almost 35.53 per cent non-unionised and almost 30 per cent unionised workers reported that they access the nearby private clinics, 52.11 per cent non-unionised workers said that they go to public sector facilities while 56 per cent unionised workers choose to go to public sector health facilities. Some 3.16 per cent non-unionised and almost 10 per cent unionised workers go to social security institutions.

Faced discrimination

Have you ever faced any discrimination while trying to avail of health care services?	Non-Unionised Workers	Unionised Workers
Yes	15.50%	21.80%
No	84.50%	78.20%
	100.00%	100.00%

As many as 78.5 unionised and 84.5 non-unionised workers said that they did not face any discrimination in accessing the health facilities, while 21.8 per cent unionised and 15.5 per cent unionised works said that they faced discrimination while accessing the health facilities.

Reason for Discriminations

If yes, please elaborate	Non-Unionised Workers	Unionised Workers
Religion or Caste	10.00%	0.00%
Language	13.30%	8.30%
Economic	46.70%	58.30%
Others	30.00%	33.40%
	100.00%	100.00%

Ten per cent non-unionised workers said that they faced discrimination on caste and religious grounds, 13.3 non-unionised and 8.3 per cent unionised workers cited language and 46.7 per cent non-unionised and 58.7 per cent unionised workers said that they faced discrimination because they belonged to the working class.

Choice of healthcare service

Can you go to the hospital of your choice?	Non-Unionised Workers	Unionised Workers
Yes	12.40%	5.50%
No	86.10%	90.90%
Other	1.50%	3.60%
	100.00%	100.00%

Reason, if not

If not, why?	Non-Unionised Workers	Unionised Workers
Non-Availability of Hospital	0.60%	0.00%
Conveyance Problem	0.60%	0.00%
Cost	95.20%	94.00%
Others	3.60%	6.00%
	100.00%	100.00%

As many as 86.1 per cent non-unionised and 91 per cent unionised workers said that they could not go the hospital of their choice and 95 per cent non-unionised and 94 per cent unionised workers give the high cost of healthcare facilities as the root cause as not being able to go a hospital of their choice.

Utilities

Facilities in the residential area

What utility services do you have in your residential area?	Non-Unionised Workers	Unionised Workers
Tap water	7.76	10.53

Drinking water	8.35	6.58
Electricity	14.19	14.47
Sui Gas	11.90	13.16
Sewerage system	11.60	10.53
Telephone connections	8.43	6.84
Mobile phone services	13.97	14.21
Cable	12.93	13.68
Internet	10.86	10.00
	100.00	100.00

Workers residential areas often lack basic amenities and it adds to their stresses in their already stressful life. Only 7.76 per cent non -unionised a 10.53 per cent unionised workers reported that they could access tap water, 8.35 per cent non-unionised workers reported that they have tap water, 14.19 per cent have electricity, 11.9 per cent natural gas, 11.6 have a sewerage system, 8.43 per cent have telephone connection while 13.97 per cent workers have mobile phone services, 12.93 per cent have access to cable, and 10.86 per cent have internet facilities.

Unionised respondents said that 6.58 per cent had drinking water, 14.47 per cent electricity, 13.16 natural gas, 10.53 per cent sewerage system, 6.84 per cent telephone services, 14.21 per cent mobile services, 13.68 per cent cable, and 10 per cent can avail internet facilities.

Water

How do you get water for drinking and other uses?	Non-Unionised Workers	Unionised Workers
From the water supply line	36.11	28.57
Buy a tanker	11.57	7.94
Boring	13.89	3.17
Filtered water	25.93	38.10
Bottled water	11.11	19.05
Any other	1.39	3.17
	100.00	100.00

Some 36.11 per cent non-unionised workers and 28.57 per cent unionised workers could access water from government's supply line while 11.57 non-unionised workers and 7.9 per cent unionised workers have to purchase water from tankers, 13.89 non-unionised and three per cent unionised workers get boring water, 25.93 per cent non-unionised and 38.10 per cent get filtered water while 11.11 per cent non-unionised and 19.5 per cent unionised workers get bottled water.

How much do you spend on tap water	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	96.90%	100.00%
1001 - 2000	1.50%	0.00%
2001- 3000	1.00%	0.00%
3001 - 4000	0.60%	0.00%
	100.00%	100.00%

How much do you spend on drinking water	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	70.10%	78.20%
1001 – 2000	14.90%	12.70%

2001- 3000	6.20%	7.30%
3001 – 4000	3.60%	0.00%
4001 – 5000	2.10%	1.80%
5001 – 6000	2.10%	0.00%
6001 -7000	0.00%	0.00%
7001+	1.00%	0.00%
	100.00%	100.00%

People in Pakistan are supposed to get water from water lines in taps. It is, however, becoming increasingly scarcer. In big cities like Karachi, the number of people getting line water is decreasing to an insignificant number. People have to purchase common-purpose as well as drinking water at prices one could not imagine was possible a decade or so ago. There is no scarcity of water as everybody gets water but at a price much higher than what the government-built infrastructure should charge. It is believed that the situation is not as bad as it looks in Karachi. It is an added and very high price basic amenity at least for the citizens of the mega city. It impacts negatively on the wellbeing of the families of workers as some times they cannot take bath regularly, nor can clean their living spaces due to the scarcity of water. There is a need for a dialogue with the government that it should provide basic amenities at affordable prices for all citizens in Pakistan. When we asked workers how much they spend on water 70.1 per cent non-unionised and 78.2 per cent unionised workers said that they 1000 rupees spent or less on drinking water, while almost 15 per cent non-unionised and 12.70 per cent unionised workers said that they had to spend 100-2000 rupees on drinking water. As many as 11.2 per cent non-unionised workers say they spend 3000-5000 rupees a month on drinking water while another 7.3 per cent workers said that spent 2001-3000 rupees on drinking water per month.

Gas

Please select relevant option for gas supply	Non-Unionised Workers	Unionised Workers
SSGC	43.10	30.77
SNGPL	26.72	44.62
Borrowed connection	0.43	0.00
LPG or Cylinder	15.52	10.77
Coal or Wood	13.79	13.85
Any other	0.43	0.00
	100.00	100.00

SSGC provides gas to 43.10 per cent non-unionised and 30.77 per cent unionised workers while 44.6 per cent unionised and 26.72 workers get SNGPL connections, 0.43 per cent non-unionised workers have to borrow connections while 15.52 per cent non-unionised and 10.77 per cent unionised works get LPG or cylinders. Some 0.43 non-unionised worker get coal or wood for cooking purposes.

How much do you spend on Sui Gas	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	69.60%	74.50%
1001 - 2000	11.90%	16.50%
2001- 3000	9.20%	3.60%
3001 - 4000	3.10%	1.80%
4001 - 5000	1.50%	0.00%
5001 - 6000	2.10%	0.00%
6001 -7000	0.00%	1.80%
7001+	2.60%	1.80%

	100.00%	100.00%
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An overwhelming majority of almost 70 per cent non-unionised and 75.5 per cent unionised workers are spending as much as 100 rupees on gas. Another 11.9 per cent non-unionised and 16.5 per cent unionised workers are spending 1001-2000 rupees a month on gas while 9.2 per cent non-unionised and 3.6 per cent unionised workers are spending 2001-3000 rupees a month on gas supply per month.

Electricity

Electricity	Non-Unionised Workers	Unionised Workers
WAPDA	35.53	82.90
KE	61.04	15.96
Kunda (unauthorised connection)	2.74	0.00
Solar	0.69	1.14

Electricity connection and charges are huge cost on the budget of every household in Pakistan with 61.04 per cent non-unionised workers and 15.96 workers getting KE connection, 35.53 per cent non-unionised and almost 83 per cent unionised workers getting WAPDA connections while 2.74 per cent non-unionised workers availing unauthorised Kunda connections. Only 0.69 non-unionised and 1.14 per cent unionised workers receive solar power.

How much do you spend on electricity	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	8.30%	5.40%
1001 - 2000	15.50%	9.10%
2001- 3000	14.90%	18.20%
3001 - 4000	19.10%	20.00%
4001 - 5000	14.90%	27.30%
5001 - 6000	13.90%	3.60%
6001 -7000	3.10%	7.30%
7001+	10.30%	9.10%
	100.00%	100.00%

As many as 30.4 per cent non-unionised and 27.3 per cent unionised workers are spending 1001-3000 rupees on electricity a month, while 34 per cent non-unionised and 47.3 per cent unionised workers are spending 3001-5000 rupees a month on electricity. Seventeen per cent non-unionised and 10.9 per cent unionised workers are spending 5001-7000 rupees a month on electricity while 10.3 per cent non-unionised and 9.1 per cent unionised workers are spending 7000 plus on electricity expenses a month.

House Rent

Housing rent	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	59.80%	80.00%
1001 - 2000	1.00%	0.00%
3001 - 4000	0.50%	0.00%
4001 - 5000	1.00%	0.00%
5001 - 6000	2.60%	1.80%
6001 -7000	2.60%	5.50%
7001+	32.50%	12.70%
	100.00%	100.00%

Almost 60 per cent non-unionised and 80 per cent unionised workers spend 1000 rupees or less on utilities, while 32.50 non-unionised and 12.7 per cent unionised workers spend more than 7000 rupees under this head. Only 2.6 non-unionised and 5.5 per cent unionised workers spend 5000-6000 rupees on utilities.

Sewerage System

How much do you spend on Sewerage system	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	100.00%	98.20%
1001 - 2000	0.00%	1.80%
	100.00%	100.00%

Almost 100 per cent unionised and non-unionised workers are spending 1000 rupees or less on sewerage system.

Telecommunications

How much do you spend on telephone billing	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	98.50%	98.20%
1001 - 2000	1.50%	1.80%
	100.00%	100.00%

Almost 100 per cent unionised and non-unionised workers are 1000 rupees a month or less on landline telephone.

How much do you spend on mobile phone services	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	74.70%	72.70%
1001 – 2000	18.00%	20.00%
2001- 3000	4.60%	5.50%
3001 – 4000	2.10%	0.00%
4001 – 5000	0.00%	1.80%
	100.00%	100.00%

Almost 75 per cent non-unionised and 73 per cent unionised workers spend 1000 rupees or less on their mobile phones while 18 per cent non-unionised and 20 per cent unionised workers spend between 1000 and 2000 rupees on mobile phones.

How much do you spend on Cable	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	98.50%	98.20%
1001 – 2000	1.00%	0.00%
2001- 3000	0.00%	0.00%
3001 – 4000	0.00%	0.00%
4001 – 5000	0.00%	1.80%
5001 – 6000	0.50%	0.00%
	100.00%	100.00%

Almost 100 per cent unionised and non-unionised workers spend less than 1000 rupees on cable. Mostly cable connection means a connection for television viewing.

How much do you spend on Internet	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	92.70%	90.90%
1001 - 2000	5.20%	9.10%
2001- 3000	2.10%	0.00%
	100.00%	100.00%

Internet connection has become a new age expense as there are millions of users of Internet in Pakistan. Almost 93 per cent of the non-unionised and 91 per cent unionised workers spend 1000 rupees or less on Internet connection every month.

Garbage disposal

How much do you spend on garbage disposal	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	99.50%	98.10%
1001 – 2000	0.00%	1.90%
2001- 3000	0.50%	0.00%
	100.00%	100.00%

Garbage disposal has become a responsibility and an added expenditure for the citizens. Almost 100 per cent unionised and non-unionised workers are spending 1000 rupees a month or less on garbage disposal.

Security and safety

How much do you spend on Guards or chowkidars	Non-Unionised Workers	Unionised Workers
0-1000 Rupees	99.00%	100.00%
6001 -7000	0.50%	0.00%
7001+	0.50%	0.00%
	100.00%	100.00%

Security is another added expenditure that almost all the citizens have to make. Almost 100 per cent non-unionised and unionised workers are spending 1000 rupees or less on security in their residential areas.

Survey Findings: Working Conditions (Non-Unionised and Unionised Workers)

Workplace

Number of Workers

The workplaces on an average have 3152.1 workers while Karachi, Lahore, and Faisalabad have an average of 2942.08, 529.57, and 3631.98 workers respectively. This figure includes 2124.75 total average male workers, and for the three cities respectively, 1485.2, 2554.17, and 2600.66 male workers on an average. The number of child workers is 81 on an average. The child workers, however, are only reported in Karachi and Faisalabad.

Number of Workers'	City		What is the total number of workers in your workplace Total?	What is the total number of workers in your workplace Male?	What is the total number of workers in your workplace Female?	What is the total number of workers in your workplace Children?
Non-Unionised Workers	Karachi	Minimum	3	1	1	1
		Mean	2942.08	1485.20	855.60	1.00
		Maximum	25000	7500	7500	1
	Lahore	Minimum	700	500	30	
		Mean	3113.66	2554.17	630.94	
		Maximum	8553	7200	2200	
	Faisalabad	Minimum	275	275	100	20
		Mean	3631.98	2600.66	1166.67	94.33
		Maximum	8000	6000	8000	200
	Total	Minimum	3	1	1	1
		Mean	3152.10	2124.75	862.75	81.00
		Maximum	25000	7500	8000	200
Unionised Work	Karachi	Minimum	50	270	30	
		Mean	1422.	1141.	424.0	

ers			73	00	0	
		Maxi mum	5000	3800	2000	
	Lahor e	Mini mum	3000	2800	200	
		Mean	3000. 00	2800. 00	200.0 0	
		Maxi mum	3000	2800	200	
	Faisal abad	Mini mum	275	275	10	30
		Mean	3448. 65	2879. 17	601.5 2	30.00
		Maxi mum	30000	25000	5000	30
	Total	Mini mum	50	270	10	30
		Mean	2985. 58	2525. 20	529.5 7	30.00
		Maxi mum	30000	25000	5000	30
Total	Karac hi	Mini mum	3	1	1	1
		Mean	2773. 26	1441. 63	799.5 5	1.00
		Maxi mum	25000	7500	7500	1
	Lahor e	Mini mum	700	500	30	
		Mean	3106. 08	2571. 12	600.7 0	
		Maxi mum	8553	7200	2200	
	Faisal abad	Mini mum	275	275	10	20
		Mean	3547. 19	2725. 99	918.0 0	85.14
		Maxi mum	30000	25000	8000	200
	Total	Mini mum	3	1	1	1
		Mean	3115. 87	2217. 02	787.8 2	74.63
		Maxi mum	30000	25000	8000	200

Registration under the Factories Act 1934

Is your factory registered under the Factories Act 1934?	Non-Unionised Workers	Unionised Workers
Yes	44.30%	89.10%

No	2.60%	1.80%
Don't know	52.60%	9.10%
Other	0.50%	0.00%
	100.00%	100.00%

As many as 89.10 per cent unionised and 44 per cent non-unionised workers said that they were working in a registered factory under the Factories Act, while 52.6 per cent of the non-unionised workers compared to 9.10 unionised workers said that they did not know if their factory was registered under the Factories Act or not. It shows that the knowledge level of the unionised workers is far better than that of the non-unionised workers.

Worked somewhere else?

Have you ever worked somewhere else, if yes name?	Non-Unionised Workers	Unionised Workers
Yes	69.60%	52.70%
No	29.90%	47.30%
Other	0.50%	0.00%
	100.00%	100.00%

Lack of security of employment is an important issue in the textile work. Almost 70 per cent of the non-unionised workers said that they had worked in other factories before their current job, as compared to the 52.7 per cent unionised workers. Some 47.3 unionised workers said that they had worked in other factories prior to their current employment. Almost 30 per cent of the non-unionised workers said that they had not worked in other places than their current workplace.

Frequency of receiving payments

How often do you get your wages?	Non-Unionised Workers	Unionised Workers
Weekly	4.10%	3.60%
Fortnightly	18.00%	9.10%
Monthly	77.80%	87.30%
Other	0.10%	0.00%
	100.00%	100.00%

Almost 78 per cent non-unionised workers receive their wages on monthly basis while 18 per cent receive their wages on a fortnightly basis. Similarly, 87.3 unionised workers receive their wages on monthly while nine per cent on fortnightly and 3.6 per cent receive their wages on weekly basis.

Payment basis

Do you work on	Non-Unionised Workers	Unionised Workers
Piece rate	37.60%	16.40%
Daily wages	2.10%	5.50%
Monthly salary	59.30%	78.10%
Other	1.00%	0.00%
	100.00%	100.00%

Among the non-unionised workers, 37.6 per cent receive their wage on piece rate basis while 59.3 work on monthly basis. A little more than two per cent work on daily wages. Similarly, 78 per cent unionised workers work on monthly salary, 16.4 per cent on piece rate and 5.5 per cent work on daily wages.

Do piece rate workers know about the price of the end product?

If you are a piece-rate worker, do you know the end product and its price?	Non-Unionised Workers	Unionised Workers
Yes	35.60%	44.40%
No	52.10%	55.60%

Other	12.30%	0.00%
	100.00%	100.00%

As many as 44.40 per cent unionised piece rate workers know about the end product price as compared to 35 per cent non-unionised workers, while 52 per cent piece rate non-unionised and 55 per cent of unionised workers do not know about the end products' prices.

Satisfaction from the compensation received

What do you think about the remuneration of your work? Is it enough or not?	Non-Unionised Workers	Unionised Workers
Yes	7.70%	3.60%
No	89.70%	96.40%
Other	2.60%	0.00%
	100.00%	100.00%

Almost 90 per cent of non-unionised and 96.4 unionised workers are not satisfied with the compensation they receive for their work. Only almost 8 per cent non-unionised compared to 3.60 per cent unionised workers are satisfied with the compensation that they receive for their work.

Production

What does your factory produce?	Non-Unionised Workers	Unionised Workers
Yarn	11.35	23.71
Cloth	20.55	35.05
Garments	56.13	32.99
Knitwear	5.83	4.12
Composite Textiles	5.83	4.12
Other	0.31	0.00
	100.00	100.00

A total of 11.35 non-unionised and 23.71 per cent unionised workers work in the factories that produce yarn, 20.55 per cent non-unionised and 35.05 per cent work in the cloth making factories, while 56.13 per cent non-unionised and almost 33 per cent unionised workers work in the garment factories, 5.83 per cent non-unionised and 4.12 per cent work in the knitwear factories, while 5.83 per cent non-unionised workers work in the composite textile as compared to 4.12 per cent unionised workers.

Nameplate

Is there a nameplate/name board at or near the entry gate?	Non-Unionised Workers	Unionised Workers
Yes	83.50%	96.40%
No	14.90%	3.60%
Do not know	1.60%	0.00%
	100.00%	100.00%

As many as 83.5 per cent non-unionised and 96.4 per cent unionised workers said that their factories have nameplates at the gate of their workplaces. Only 15 per cent of non-unionised compared to 3.6 unionised workers said that their workplaces do not have a nameplate or signboard.

Registration with social security institutions

If yes, then to which institution?	Non-Unionised Workers	Unionised Workers
EOBI	27.32	30.00
PESSI/SESSI	27.32	21.00
WWB	8.25	23.00
WWF	4.12	18.00
None of the above	32.99	8.00
	100	100

Both unionised and non-unionised workers were found registered in the social security institutions although their number is not very encouraging. As far as the non-unionised workers are concerned 27.32 are registered with EOBI, another 27.32 with PESSI or SESSI, 8.25 with the Workers Welfare Board and 4.12 with Workers Welfare Fund schemes while almost 33 per cent are not registered with any of the social security institutions.

Among the unionised workers, 30 per cent are registered with EOBI, 21 percent with PESSI/SESSI, 23 per cent with Workers Welfare Board, and 18 per cent with Workers Welfare Fund schemes. Eight per cent of the unionised workers are not registered with any of the social security institutions. It shows that unionised workers are better off than their non-unionised counterparts.

Benefits received (if registered)

If yes, have been benefited from these?	Non-Unionised Workers	Unionised Workers
Yes	12.90%	43.60%
No	86.60%	56.40%
Other	0.50%	0.00%
	100.00%	100.00%

Only 13 per cent non-unionised workers said that they had received any benefit from the social security schemes while more than 86 per cent said that they never received any benefits from the social security institutions. As many as 43.6 unionised workers said that they had received benefits from the social security institutions while 56.4 among the unionised workers said that they had never received any benefits from the social security institutions.

Other workers' registration in social security institutions

Are workers of this factory registered in any of the following?	Non-Unionised Workers	Unionised Workers
EOBI	33.62	36.70
SESSI	37.45	23.85
WWB	5.96	22.02
WWF	3.40	14.68
None of the above	8.94	0.00
Other	10.64	2.75
	100.00	100.00

When asked about the knowledge of other workers being registered under the social security schemes, according to the non-unionised workers, 33.60 per cent are registered in EOBI, 37.45 per cent in PESSI or SESSI, 5.96 per cent in WWB and 3.94 in WWF and 10.64 per cent workers have not been registered in any of the social security institutions.

Length of service with the current factory

Since when have you been working in this factory?	Non-Unionised Workers	Unionised Workers
Less than 3 months	1.55	0.00
3 months to 1 year	15.98	10.91
1-3 years	28.87	21.82
4-6 years	29.38	23.64
7-9	11.34	9.09
10-12	7.73	10.91
13-15	2.06	5.45
16-18	1.03	7.27
19-21	1.03	7.27
22-23	0.00	0.00

24-26	1.03	1.82
26+	0.00	1.82
	100.00	100.00

For non-unionised workers, 1.55% have been working for less than three months, 15.98% have been working between three months and a year, 28.87% have been working for one to three years, 29.38% have been working for four to six years, 11.34% have been working for seven to nine years, 7.73% have been working for 10-12 years, 2.06% have been working for 13-15 years, 1.03% have been working for 16-18 years, 1.03% have been working for 19-21 years, and 1.03% have been working for 24-26 years.

For unionised workers, 10.91% have been working between three months and a year, 21.82% have been working for one to three years, 23.64% have been working for four to six years, 9.09% have been working for seven to nine years, 10.91% have been working for 10-12 years, 5.45% have been working for 13-15 years, 7.27% have been working for 16-18 years, 7.27% have been working for 19-21 years, 1.82% have been working for 24-26 years, and 1.82% have been working for 26 years or more.

Duration of working in the textile sector

For how long have you been working in this field?	Non-Unionised Workers	Unionised Workers
Less than 3 months	3.20%	0.00%
3 months to 1 year	5.70%	0.00%
1-3 years	18.00%	10.80%
4-6 years	26.80%	16.40%
7-9	11.30%	25.50%
10-12	10.80%	16.40%
13-15	6.70%	9.10%
16-18	8.80%	9.10%
19-21	3.10%	7.30%
22-23	3.10%	1.80%
24-26	1.50%	0.00%
26+	1.00%	3.60%
	100.00%	100.00%

For non-unionised workers, 3.20% have been working in the field for less than three months, 5.70% for three months to a year, 18.00% for one to three years, 26.80% for four to six years, 11.30% for seven to nine years, 10.80% for 10-12 years, 6.70% for 13-15 years, 8.80% for 16-18 years, 3.10% for 19-21 years, 3.10% for 22-23 years, 1.50% for 24-26 years, and 1.00% for 26+ years. As for unionised workers, 10.80% have been working in the textile field for one to three years, 16.40% for four to six years, 25.50% for seven to nine years, 16.40% for 10-12 years, 9.10% for 13-15 years, 9.10% for 16-18 years, 7.30% for 19-21 years, 1.80% for 22-23 years, and 3.60% for 26+ years.

Documents of employment received

Are workers of this factory registered in any of the following ways?	Non-Unionised Workers	Unionised Workers
Appointment letter	18.89	33.77
Contract letter	1.38	5.19
Duty card	77.42	59.74
Nothing	1.38	0.00
Other	0.92	1.30
	100.00	100.00

Among non-unionised workers, 18.89% are registered through an appointment letter, 1.38% through a contract letter, 77.42% through a duty card, 1.38% are not registered in any way, and

0.92% are registered through other means. For unionised workers, 33.77% are registered through an appointment letter, 5.19% through a contract letter, 59.74% through a duty card, and 1.30% are registered through other means.

Duration of work

Please tell us the daily duration of your work in hours	Non-Unionised Workers	Unionised Workers
8	78.10%	86.30%
9	15.00%	5.90%
10	3.20%	0.00%
11	1.00%	3.90%
12	2.70%	3.90%
	100.00%	100.00%

The daily duration of work in hours for workers in this factory is as follows: Among non-unionised workers, 78.10% work for 8 hours a day, 15.00% work for 9 hours, 3.20% work for 10 hours, 1.00% work for 11 hours, and 2.70% work for 12 hours. For unionised workers, 86.30% work for 8 hours a day, 5.90% work for 9 hours, and 3.90% work for either 11 or 12 hours. There are no unionised workers reported to work for 10 hours.

Days of work in a week

How many days do you work per week?	Non-Unionised Workers	Unionised Workers
Less than 5 days	0.00%	0.00%
5 days	7.20%	5.50%
6 days	82.50%	89.10%
7 days	5.70%	3.60%

Among non-unionised workers, 7.20% work for 5 days a week, 82.50% work for 6 days, and 5.70% work for 7 days. There are no non-unionised workers reported to work for less than 5 days per week. For unionised workers, 5.50% work for 5 days a week, 89.10% work for 6 days, and 3.60% work for 7 days. There are no unionised workers reported to work for less than 5 days per week.

Working in shifts

Do you work in shifts?	Non-Unionised Workers	Unionised Workers
Yes	12.90%	41.80%
No	86.60%	58.20%
Other	0.50%	0.00%
	100.00%	100.00%

In the non-unionised workers category, 12.90% of workers indicated that they worked in shifts, while the majority of workers, 86.60%, does not work in shifts. A small percentage of 0.50% chose the "Other" option. In the unionised workers category, a higher percentage of workers, 41.80%, reported working in shifts, while 58.20% stated that they do not work in shifts.

Overtime

Do you work overtime?	Non-Unionised Workers	Unionised Workers
Yes	59.30%	65.50%
No	40.20%	34.50%
Other	0.50%	0.00%
	100.00%	100.00%

In the non-unionized workers category, 59.30% of workers reported working overtime, while 40.20% stated that they do not work overtime. A small percentage of 0.50% selected the "Other" option. Among unionized workers, a higher percentage, 65.50%, indicated that they work overtime, while 34.50% stated that they do not.

Duration of Overtime

If yes, Approximate hours of overtime?	Non-Unionised Workers	Unionised Workers
Less than 2 hours	7.80%	22.20%
2 hours	55.70%	47.20%
More than 2 hours	36.50%	30.60%
	100.00%	100.00%

If workers reported working overtime, the distribution of approximate hours of overtime is as follows: Among non-unionized workers, 7.80% reported working less than two hours of overtime, 55.70% reported working exactly two hours, and 36.50% reported working more than two hours. For unionized workers, 22.20% reported working less than two hours of overtime, 47.20% reported working exactly two hours, and 30.60% reported working more than two hours.

Transportation with overtime

If yes, do you get a transport facility when you work overtime?	Non-Unionised Workers	Unionised Workers
Yes	20.90%	22.20%
No	78.30%	75.00%
Other	0.80%	2.80%
	100.00%	100.00%

Among non-unionized workers, 20.90% reported receiving a transport facility when working overtime, while 78.30% stated they do not receive such a facility. A small percentage of 0.80% mentioned other arrangements. For unionized workers, 22.20% reported receiving a transport facility when working overtime, while 75.00% stated they do not receive such a facility. A percentage slightly higher than that of the non-unionized workers, 2.80%, mentioned other arrangements.

Rate of overtime

If yes, what is the rate of overtime?	Non-Unionised Workers	Unionised Workers
Single	48.70%	50.00%
One and a half	10.40%	19.40%
Double	36.50%	25.00%
Other	4.40%	5.60%
	100.00%	100.00%

Among non-unionized workers who receive overtime, 48.70% reported a single rate, 10.40% reported a rate of one and a half times their regular pay, 36.50% reported a double rate, and 4.40% mentioned other rates. Among unionized workers who receive overtime, 50.00% reported a single rate, 19.40% reported a rate of one and a half times their regular pay, 25.00% reported a double rate, and 5.60% mentioned other rates.

Total monthly income

Total monthly income in rupees	Non-Unionised Workers	Unionised Workers
Less than 25000	34.00%	25.50%
25001-30000	41.80%	41.80%
30001-35000	7.70%	20.00%
35001-40000	8.30%	9.10%
40001-45000	1.50%	3.60%
45001-50000	5.70%	0.00%
50001-55000	0.50%	0.00%
55001-60000	0.50%	0.00%
	100.00%	100.00%

In terms of the total monthly income in rupees, among non-unionized workers, 34.00% earn less than 25000 rupees, 41.80% earn between 25001 and 30000 rupees, 7.70% earn between 30001

and 35000 rupees, 8.30% earn between 35001 and 40000 rupees, 1.50% earn between 40001 and 45000 rupees, 5.70% earn between 45001 and 50000 rupees, and 0.50% earn between 50001 and 55000 rupees. There are no non-unionized workers in the income range of 55001-60000 rupees. Among unionized workers, 25.50% earn less than 25000 rupees, 41.80% earn between 25001 and 30000 rupees, 20.00% earn between 30001 and 35000 rupees, 9.10% earn between 35001 and 40000 rupees, 3.60% earn between 40001 and 45000 rupees, and there are no unionized workers in the income ranges of 45001-50000 rupees and 55001-60000 rupees.

Mode of payment

How do you receive your wages	Non-Unionised Workers	Unionised Workers
Bank transfer	58.20%	52.70%
Cash	41.80%	45.50%
Other	0.00%	1.80%
	100.00%	100.00%

Inflation impact in the last five years

Has inflation affected your expenses in the past five years?	Non-Unionised Workers	Unionised Workers
Yes	98.50%	100.00%
No	0.50%	0.00%
Other	1.00%	0.00%
	100.00%	100.00%

The impacts

Have workers of this factory suffered in any of the following ways?	Non-Unionised Workers	Unionised Workers
Increased household total expenses	68.94	73.02
Children had to leave schooling	1.28	1.59
Increased expense on food	12.34	14.29
Increase in rent	2.55	0.00
Other	14.89	11.11
	100.00	100.00

Workers of this factory have reported experiencing certain difficulties. Among non-unionized workers, 68.94% have suffered from increased household total expenses, 1.28% have had their children leave schooling, 12.34% have faced an increased expense on food, 2.55% have experienced an increase in rent, and 14.89% have encountered other challenges. Among unionized workers, 73.02% have experienced increased household total expenses, 1.59% have had their children leave schooling, 14.29% have faced an increased expense on food, and 11.11% have encountered other challenges. There are no unionized workers who reported an increase in rent.

Type/nature of employment

What is the nature of your employment?	Non-Unionised Workers	Unionised Workers
Permanently employed	47.40%	74.50%
Probation	1.50%	1.80%
Temporarily employed	32.50%	14.50%
Contract worker	17.50%	5.50%
Other	1.10%	3.70%
	100.00%	100.00%

Among non-unionized workers, 47.40% are permanently employed, 1.50% are on probation, 32.50% are temporarily employed, 17.50% are contract workers, and 1.10% fall into other categories. Among unionized workers, 74.50% are permanently employed, 1.80% are on

probation, 14.50% are temporarily employed, 5.50% are contract workers, and 3.70% fall into other categories.

Work at home

Does your factory give you work at home?	Non-Unionised Workers	Unionised Workers
Yes	1.00%	1.80%
No	96.40%	98.20%
Don't Know	2.60%	0.00%
	100.00%	100.00%

Most of the workers—over 96 per cent non-unionized and 98 per cent unionized—said they did not get work for home by their employers.

Facilities at the workplace

Facilities provided

Are workers of this factory entitled to any of the following facility?	Non-Unionised Workers	Unionised Workers
None	25.50	15.63
Fair price shop	19.13	33.33
Transport	29.87	17.71
Subsidized food or canteen	25.17	33.33
Other	0.34	0.00
	100.00	100.00

Among non-unionized workers, 25.50% do not have any facility entitlement, 19.13% have access to a fair price shop, 29.87% have transport facilities, 25.17% have access to subsidized food or a canteen, and 0.34% have other entitlements. Among unionized workers, 15.63% do not have any facility entitlement, 33.33% have access to a fair price shop, 17.71% have transport facilities, and 33.33% have access to subsidized food or a canteen.

Do workers of this factory receive in any of the following benefits?	Non-Unionised Workers	Unionised Workers
None	19.43	11.65
First aid	54.06	46.60
Dispensary	14.84	22.33
Medical check-up	11.66	19.42
	100.00	100.00

In terms of the benefits received by workers in this factory, among non-unionized workers, 19.43% do not receive any benefits, 54.06% receive first aid, 14.84% have access to a dispensary, and 11.66% undergo medical check-ups. Among unionized workers, 11.65% do not receive any benefits, 46.60% receive first aid, 22.33% have access to a dispensary, and 19.42% undergo medical check-ups.

Loan benefit

Does your employer/workplace offer/facilitate a loan?	Non-Unionised Workers	Unionised Workers
Yes	32.00%	67.30%
No	67.00%	32.70%
Other	1.00%	0.00%
	100.00%	100.00%

Loan amount

If yes, then how much?"	Non-Unionised Workers	Unionised Workers
Less than 50,000	67.70%	78.40%
More than 50,000, less than 1 lakh	12.90%	21.60%

Between 1 to 2 lakhs	8.10%	0.00%
Between 2 to 3 lakhs	4.80%	0.00%
Between 4 to 5 lakhs	1.60%	0.00%
Other:	4.90%	0.00%
	100.00%	100.00%

For non-unionized workers, 32.00% of them have access to loans facilitated by their employer or workplace, while 67.00% do not have this facility. For unionized workers, a higher percentage, 67.30%, have access to loans offered by their employer or workplace, while 32.70% do not have this facility.

For non-unionized workers who have access to loans, 67.70% of them said they can get a loan amount of less than 50,000 rupees, 12.90% said the loan amount would be between more than 50,000 and less than 100,000 rupees, 8.10% between 100,000 to 200,000 rupees, 4.80% between 200,000 to 300,000 rupees, 1.60% between 400,000 to 500,000 rupees, while 4.90% gave other loan amounts. Of the unionized workers who said they have access to loans, 78.40% said they had received a loan amount less than 50,000, while 21.60% have a loan amount between more than 50,000 and less than 100,000 rupees.

Terms of repayment

What is the procedure for returning the loan?	Non-Unionised Workers	Unionised Workers
Monthly, up to 1 year	71.00%	70.30%
Monthly, up to 2 years	4.80%	10.80%
Monthly, up to 3 years	8.10%	2.70%
Monthly, up to 5 years	6.50%	16.20%
Other	9.60%	0.00%
	100.00%	100.00%

Most of the workers, around 71 per cent in both categories, who had access to loan facility said they had to pay back in monthly instalments within a year.

Satisfaction with social security payments

Do you think that wages, social protection and OSH compensation are adequate or need to be increased?	Non-Unionised Workers	Unionised Workers
Yes, it's enough	25.80%	10.90%
No, should be increase	36.10%	56.40%
Don't Know	37.10%	30.90%
Other	1.00%	1.80%
	100.00%	100.00%

Regarding wages, social protection, and OSH compensation, 25.80% of non-unionized workers believe that the current wages, social protection, and OSH compensation are sufficient, while 36.10% feel that wages, social protection, and OSH compensation should be increased, and 37.10% are unsure or don't have a clear opinion on the question. For unionized workers, 10.90% believe that the current wages, social protection, and OSH compensation are adequate, 56.40% of unionized workers think that these should be increased, while 30.90% of unionized workers are unsure or don't have a clear opinion on whether wages, social protection, and OSH compensation need to be increased.

Leaves

Can take leaves

Can you avail leaves?	Non-Unionised Workers	Unionised Workers
Yes, Unpaid	59.30%	67.30%
Yes, Paid	33.50%	29.10%

No	6.20%	3.60%
Others	1.00%	0.00%
	100.00%	100.00%

Regarding the availability of leaves, 59.30% of non-unionized workers said they could avail unpaid leaves, while 33.50% have the option to take paid leaves, and 6.20% of non-unionized workers do not have the option to take leaves. For unionized workers, 67.30% can avail unpaid leaves, 29.10% paid leaves, while only 3.60% of unionized workers do not have the option to take leaves.

Know about the types of leave in a year

Do you know the number and types of leave you can avail of in a year?	Non-Unionised Workers	Unionised Workers
Yes	53.10%	70.90%
No	46.90%	27.30%
Other	0.00%	1.80%
	100.00%	100.00%

Get sick leave

In case of illness, do you get sick leave?	Non-Unionised Workers	Unionised Workers
Yes	72.70%	85.50%
No	26.30%	14.50%
Other	1.00%	0.00%
	100.00%	100.00%

Get casual leave

Do you get casual leaves?	Non-Unionised Workers	Unionised Workers
Yes	70.60%	85.50%
No	27.80%	14.50%
Other	1.60%	0.00%
	100.00%	100.00%

Get leaves for religious purposes

Do you get leaves for religious festivals or pilgrimage?	Non-Unionised Workers	Unionised Workers
Yes, paid	44.30%	32.70%
Yes, but not paid	52.10%	63.60%
No	3.60%	1.80%
Other	0.00%	1.90%
	100.00%	100.00%

Educational leave

Do you get examination and/or academic leave?	Non-Unionised Workers	Unionised Workers
Yes, paid	3.60%	3.60%
Yes, but not paid	18.60%	5.50%
No	76.30%	81.80%
Other	1.50%	9.10%
	100.00%	100.00%

Maternity and paternity leaves

Do you get maternity /paternity leave?	Non-Unionised Workers	Unionised Workers
Yes, paid	6.70%	12.70%

Yes, but not paid	24.70%	18.20%
No	64.90%	63.60%
Other	3.70%	5.50%
	100.00%	100.00%

For non-unionised workers, 53.10% of them know the number and types of leave they can avail of in a year, while 46.90% do not have this information. For unionised workers, 70.90% of them know the number and types of leave they can avail of in a year, while 27.30% do not have this information.

For sick leave, the percentages indicate that 72.7% of non-unionised workers and 85.5% of unionised workers receive sick leave, while 26.3% of non-unionised workers and 14.5% of unionised workers do not receive sick leave.

In terms of casual leaves, 70.6% of non-unionised workers and 85.5% of unionised workers have the provision to avail casual leaves, while 27.8% of non-unionised workers and 14.5% of unionised workers do not have the option for casual leaves.

Regarding leaves for religious festivals or pilgrimage, 44.3% of non-unionised workers receive paid leaves for such occasions, while 52.1% receive leaves but without pay. In comparison, 32.7% of unionised workers receive paid leaves, while 63.6% receive leaves without pay for religious festivals or pilgrimage.

In terms of examination and/or academic leave, 3.6% of non-unionised workers receive paid leave for such purposes, while 18.6% receive leave without pay. On the other hand, 76.3% of non-unionised workers do not receive examination or academic leave. Among unionised workers, 3.6% receive paid leave for examinations or academic purposes, while 5.5% receive leave without pay. The majority, 81.8% of unionised workers, do not have access to examination or academic leave.

Regarding maternity/paternity leave, 6.7% of non-unionised workers receive paid leave for this purpose, while 24.7% receive leave without pay. However, the majority, 64.9% of non-unionised workers, do not have access to maternity or paternity leave. Among unionised workers, 12.7% receive paid leave, and 18.2% receive leave without pay for maternity or paternity reasons. Similarly, 63.6% of unionised workers do not have access to maternity or paternity leave.

Medical allowance and its coverage

Do you get health insurance?	Non-Unionised Workers	Unionised Workers
Yes	6.70%	45.50%
No	91.80%	54.50%
Other	1.50%	0.00%
	100.00%	100.00%

Can any of the following relative of the workers of this factory avail medical allowance or insurance?	Non-Unionised Workers	Unionised Workers
Spouse	34.62	39.62
Parents	23.08	22.64
Children	42.31	37.74
	100.00	100.00

In terms of health insurance, only 6.7% of non-unionised workers have health insurance, while the majority, 91.8%, do not have it. In contrast, a significant percentage of unionised workers, 45.5%, have health insurance, while 54.5% do not.

Among non-unionised workers, 34.62% of spouses, 23.08% of parents, and 42.31% of children can avail medical allowance or insurance. For unionised workers, 39.62% of spouses, 22.64% of parents, and 37.74% of children have the opportunity to avail these benefits.

Survey Findings: Home-based work by Export Oriented Factories (Non-Unionised and Unionised Workers)

Home-based work

Does your factory give work to home-based workers?	Non-Unionised Workers	Unionised Workers
Yes	2.10%	0.00%
No	78.90%	89.10%
Don't Know	19.00%	10.90%
	100.00%	100.00%

Know any home-based worker

Do you any home-based workers in export-oriented industries?	Non-Unionised Workers	Unionised Workers
Yes	4.10%	3.60%
No	91.80%	87.30%
Other	4.10%	9.10%
	100.00%	100.00%

Worked as home-based workers

Have you ever worked as home-based workers?	Non-Unionised Workers	Unionised Workers
Yes	6.20%	5.50%
No	93.30%	94.50%
Other	0.50%	0.00%
	100.00%	100.00%

Only 2.1 per cent non-unionised workers reported that their factories give work to home-based workers. But a significant number—19 per cent non-unionised and almost 11 per cent unionised workers said they did not know if something like that was happening or not. A huge majority—almost 79 per cent non-unionised and nearly 90 per cent unionised workers—said their factories did not give work to home-based workers.

These workers mostly also did not know any home-based worker, nor have they themselves experienced such a situation.

Survey Findings: Child Labour (Non-Unionised and Unionised Workers)

Among non-unionised workers, only 2.6% have children less than 14 years of age working in their respective factories, while the vast majority, 97.4%, do not. Similarly, among unionised workers, only 1.8% have children under 14 who work alongside them, while 98.2% do not. Similarly, children above 14 also were mostly not found working in factories. Among non-unionised workers, only 3.1% have children above 14 who work, while the majority, 96.9%, do not. In the case of unionised workers, none of them have children above 14 who work.

Among non-unionised workers, the estimated number of under 14 boys working ranges from a minimum of two to a maximum of 100, with a mean of 39.40. Similarly, the estimated number of under 14 girls working ranges from a minimum of two to a maximum of 30, with a mean of 17.

In total, considering both non-unionised and unionised workers, the estimated number of under 14 boys working ranges from a minimum of two to a maximum of 100, with a mean of 33.17. The estimated number of under 14 girls working ranges from a minimum of two to a maximum of 30, with a mean of 17.

Among non-unionised workers, the estimated number of under 18 boys working ranges from a minimum of 10 to a maximum of 60, with a mean of 32. Similarly, the estimated number of under 18 girls working ranges from a minimum of two to a maximum of 50, with a mean of 15.6.

Children were not found to be doing any hazardous job, nor were they or any women workers found in night duties. Most of the children were hired as helpers (100 per cent as reported by unionised workers and 80 per cent by non-unionised ones) while 20 per cent of the non-unionised workers said the children also worked in stacking.

Survey Findings: Occupational Safety and Health (Non-Unionised and Unionised Workers)

Heard of OSH Council

In the case of non-unionized workers, 12.40% of them have heard of an Occupational Safety and Health Council, while the remaining 87.10% have not heard of it. Among unionized workers, a higher percentage, 49.10%, have heard of an Occupational Safety and Health Council, while 50.90% have not heard of it.

The general maintenance of the factory environment in terms of OHS has been praised by both non-unionised as well as unionised workers as they almost unanimously point out that there are separate washrooms for males and females, clean drinking water facility is available, and the factories are daily cleaned. They also said unanimously that their workplaces were properly lit.

For non-unionised workers, the level of noise at their workplace is bearable for 71.60 per cent of them. Additionally, 26.30 per cent of non-unionised workers perceive the noise level as loud, while a smaller percentage of 1.5 per cent find it very loud. Similarly, among unionised workers, the majority, 72.7 per cent, consider the level of noise at their workplace to be bearable. A slightly lower percentage, 23.6 per cent, describe it as loud, and 3.6 per cent perceive it as very loud.

Eighteen per cent of non-unionised workers believe that the noise pollution generated by the machines in their workplace affects their health. In contrast, the majority, 79.9 per cent, of non-unionised workers do not perceive any health impact from the noise pollution.

Among unionized workers, a higher percentage, 36.4 per cent, believe that the noise pollution from machines affects their health. However, a significant portion of unionized workers, 63.6 per cent, do not perceive any adverse health effects from the noise pollution.

Among non-unionized workers, 22 per cent of them perceive anxiety as an impact of noise pollution, while 42 per cent associate noise pollution with experiencing headaches. Additionally, 26 per cent of non-unionized workers believe that noise pollution contributes to hearing difficulties. Among unionized workers, 22.73 per cent associate anxiety with noise pollution, while 31.82 per cent believe it causes headaches. Similarly, 31.82 per cent of unionized workers perceive noise pollution as a factor that may contribute to hearing impairment.

Temperature Control System

Among non-unionized workers, 47.49% of them have air coolers as the temperature control systems at their factories, while 41.55% rely on fans. A smaller percentage, 3.65%, use heat control special lights, and 7.31% have air conditioning (AC).

Among unionized workers, 50.85% have air coolers, 18.64% use fans, 5.08% have heat control special lights, and a larger percentage, 25.42%, have air conditioning (AC), as the temperature control system at their factories.

Training of operating machines

The survey shows 47.90% of non-unionized workers received training for handling machines and hazardous tasks, while 49.50% said they did not receive such training. On the other hand, a larger percentage of unionized workers, 78.20%, received training for handling machines and hazardous tasks, while only 16.40% did not.

The study shows that a majority of both non-unionised (almost 90 per cent) and unionised workers (roughly 82 per cent) said that they did not work with chemicals. But those who did were quick to point out the hazards of working with chemicals. The non-unionised workers said asthma (63.2 per cent) and skin problems (21.1 per cent) were big problems while unionised workers too agreed with these issues (asthma 40 per cent, and skin problems 30 per cent). Common health problems were also cited by the unionised workers as being a hazard (30 per cent).

Of non-unionized workers, 49 per cent said they were given protective gear at the workplace, while 47.90% are not given such gear. For unionized workers, a larger percentage, 69.10%, are given protective gear, while only 23.60% are not given any.

Most of the workers, both non-unionised (87.2 per cent) and unionised (78.2 per cent), said that working in their workplaces had not affected their health in any way.

They still could see that bad health was the biggest risk they were taking working in such environments. Of non-unionised workers, 35.48 per cent and almost 53 per cent of the unionised workers said bad health was a risk bigger than risk of accidents or work-related illnesses. They also realised that the employers did not usually compensate workers affected by these conditions. Almost 70 per cent non-unionised workers and 40 per cent unionised workers said so, though 55 per cent unionised workers did not agree.

Fire fighting

Regarding fire-fighting preparations, 66 per cent of the non-unionised and 87.3 per cent of the unionised workers said they were given training at their factories. Most of them, 88.1 per cent non-unionised and 96.4 per cent unionised workers also said that there existed assembly points in their respective workplaces. They also acknowledged presence of emergency exits in their factories, and that these exits were properly marked. On the state of preparedness about fire fighting, almost 80 per cent non-unionised and 100 per cent unionised workers said there were fire extinguishers installed at the workplaces and were inspected regularly. Some 49 per cent non-unionised and 80 per cent unionised workers admitted that they knew how to use fire-fighting tools, while another 49 per cent non-unionised workers said they did not know.

Inspection by the labour department

Labour inspectors' visits are an important tool to ensure that factories respect workers' rights to a safe and friendly working environment. The workers, however, were not very satisfied with the performance of labour inspectors. When asked whether the provincial labour department inspect the factory, 38.7 per cent non-unionised and 21.8 unionised workers said they did not. About the efficiency of such visits, the response was even poorer as 62.9 per cent non-unionised workers and 72.7 per cent unionised workers said the government institutions did not inspect their workplaces efficiently. Almost half of the unionised workers, and 84.5 per cent of non-unionised workers also said that they were not aware of the labour department's practice of inspection. Almost 77 per cent of the non-unionised workers and 56.4 per cent of the unionised workers said that the labour inspectors did not speak to the labour. Nearly 63 per cent of non-unionised workers and 45.5 per cent of the unionised workers believe that their respective factories did not abide by labour laws.

Know about OSH audit

When asked about whether they knew about the OSH audit at their respective factories, almost 58 per cent of the non-unionised workers said they did not know, while 52.7 per cent of the unionised workers said they did know about this audit. The non-unionised workers were also not aware of any OSH incident happening at their workplace while 41.8 per cent unionised workers were aware of such incidents. Still 56.4 per cent unionised workers said no OSH related incident had happened at their workplace. One reason for this situation might be the fact that almost 95 per cent of both groups said that their factories had never closed down because of any OSH incident.

Unionisation, membership and CBA status of union

Seventy-eight per cent workers do not have a union at their workplace while, 13 per cent have one, 7.2 per cent have two and two per cent have three unions at their workplace, 12.4 per cent said they have a CBA union, six per cent said they did not have a CBA. Only eight per cent workers are members of the union, and 92 per cent are not.

Survey Findings: City and Gender-wise Data of Factory Workers

Housing

In Karachi almost 41 per cent of the female workers live in rented houses while almost 33 per cent men live in rented houses. Almost 61 per cent men own their houses as compared to 50 per cent women; only 6.3 per cent men live in inherited houses while 9.1 per cent women are living in inherited residences. Situation in Lahore is a bit difficult for the textile workers where 45 per cent male workers and 60 per cent female workers live in rented houses, while 55 per cent men and 40 per cent women own their residences. Situation in Faisalabad is quite different where almost 17 per cent men and 57.10 per cent women are renting, and 73.30 per cent men and 33.30 per cent women own their residences. There, 8.30 per cent men and 9.50 per cent women live in their inherited residences. It's not astonishing that women workers own less than their male counterpart in all the three cities.

Schooling

Women tend to send their children to schools more than men; 66.10 per cent men and almost 64 per cent women in Karachi send their children to school while in Lahore 40 per cent men and 55 per cent women send their children to school. Situation is different in Faisalabad where almost 64 per cent men and 48 per cent women send their children to school.

Maternity leaves

In Karachi 4.7 per cent men get paternity leave, 23.40 per cent get paid, and almost 61 per cent do not get paid paternity leaves. Of women in Karachi, 23 per cent reported getting maternity leaves, of which 50 per cent get paid while 22.7 per cent do not get paid maternity leaves. In Lahore, both men and women reported that they did not get paternity and maternity leaves, while 93 per cent men and 80 per cent women said that they get unpaid maternity and paternity leaves. In Faisalabad only 3.3 per cent men and 24 per cent women reported that they get such leaves. Almost 17 per cent men and 24 per cent women said that they get paid paternity and maternity leaves respectively. 80 per cent men and 52 per cent women said that they did not get paternity and maternity leaves respectively.

Unionization

Only 1.6 per cent men and 2.3 per cent women said that they were members of their respective unions in Karachi, while 98.4 men and almost 97.4 women said that they were not members of any union. Situation in Lahore is much worse where none of the respondents are members of any union, while in Faisalabad 30 per cent men and 0 per cent women are members of the unions.

Gender Equality

When we spoke about the gender equality at the workplace 98.4 per cent men and 95.5 per cent women said that there was no discrimination in terms of wages at their workplace in Karachi, while 50 per cent men and 60 per cent women in Lahore said they experienced discrimination in terms of wages at their workplace, and 76.70 men and 66.70 per cent women said they have been treated equally in terms of wages. While 1.6 per cent men and 4.5 per cent women in Karachi said that they believed there was discrimination amongst genders in terms of wages, 50 per cent men and 40 per cent women in Lahore said there was discrimination, in terms of wage equality and 15 per cent men and 33.3 per cent women in Faisalabad said that there was discrimination in terms of wages.

Our study shows that 98.4 per cent men and 97.7 per cent women in Karachi said that men and women at their workplace were treated equally while 1.6 per cent men and 2.3 per cent women said that they had experienced discrimination.

Discrimination

The reason we asked question of age discrimination on the basis of gender was that we basically wanted to know if women are being discriminated against on the basis of gender. In many previous surveys and awareness workshops, we came to know that women over 35-40 were being discriminated at workplace and had been asked to leave the work because of various reasons,

which include age shaming, humiliation on the basis of age, family responsibilities, and lack of accommodation of family responsibilities at workplace.

When we further discussed various forms of discrimination at work, we came to know that 87.5 per cent men and 79.5 women said in Karachi that there was no discrimination on the basis of age with men and women at work while in Lahore 50 per cent men and 60 per cent women said there was no discrimination on the basis of age while in Faisalabad 78.3 per cent men and 61.9 per cent women reported no discrimination on the basis of age.

On the other hand, 12.5 per cent men and 20.5 per cent women in Karachi said there was discrimination on the basis of age while in Lahore 50 per cent men and 40 per cent women believe there is discrimination on the basis of gender. Some 13.3 per cent men and 38.1 per cent women reported the incidents of discrimination on the basis of age.

When we further explored who faces the discrimination, 66.7 per cent men in Karachi said that the discrimination happened with men while 33.3 per cent said that it happened with women, 11.10 per cent men and no women in Lahore said that men face discrimination while 100 per cent females and 88.90 men believe that discrimination happens with women.

When explored who discriminates 100 per cent men and 62.50 per cent women said that owners of their factories discriminated while 55.60 men and 90 per cent female respondents in Lahore said that owners were discriminating against women. In Faisalabad, 60 per cent men and 50 per cent women reported that owners at their workplaces discriminated with women on the basis of their gender.

None of the men and 37.50 per cent of the women in Karachi said co-workers discriminated against each other on the basis of gender while 27.80 men and none of the women in Lahore, and 13.30 per cent men and 25 per cent women respondents in Faisalabad reported that their co-workers discriminated against them.

Harassment at workplace

In Karachi, 3.1 per cent men and no woman said that they had experienced harassment at the workplace, while 5 per cent men and 25 per cent female in Lahore, and 26.70 men and 38.1 per cent women in Faisalabad said that they had experienced harassment at the workplace.

A total of 96 per cent men and 97.7 women in Karachi, 92.5 per cent men and 75 per cent women in Lahore and 60 per cent men and 52.4 women in Faisalabad said that they never experienced harassment at the workplace.

Nightshift

Nightshift to women has been protracted in the Factories Act, in the survey only 1.7 per cent men and 14.3 per cent women in Faisalabad said that women were working in the nightshift at their workplaces.

Survey Findings: Recently Laid-Off Factory Workers in the Textile Sector

The decisions of adding recently unemployed workers in the survey was made when we came to know that a large number of workers have lost their jobs due to the closure of factories and consequent layoffs. We added workers who have lost their jobs three months ago due to current economic crisis in Pakistan.

Personal and Family profile of recently unemployed workers

Education

A total of 11.1 per cent of unemployed workers are illiterate. A small percentage of workers, 4.8 per cent, are mere literate. Altogether, there are 52.5 workers are either mere literate, have done primary or completed their education till middle school. At least 33.4% have finished matric and intermediate levels. Whereas, 3.2 workers made it to the higher education i.e., have an undergrad degree.

Marital status

Majority of unemployed workers, 57.1% are married and only 36.5% workers are unmarried, whereas 6.4 per cent workers are either separated or their spouses have passed away.

Total family members

The workers tend to have large families. Some 44.4% workers have a family of four to seven people in total, which is the largest group. Only 17.5 per cent workers have a family of one to three people. At least 38.15 per cent workers have more than eight members in their families.

Under 18 earners in the family

In the families of 1.6 per cent of the unemployed workers, children (age group of under 18 years) are working to support their families financially. It is notable that all these children are girls.

Total household income

Some 14.3% of households have a total income less than 25,000 while 9.5% of households have a total income in the range of 25,001-30,000. Another 6.3% of households have a total income in the range of 30,001-35,000 while 14.3% of households have a total income in the range of 35,001-40,000, 4.8% in the range of 40,001-45,000, 9.5% in the range of 45,001-50,000, 4.8% in the range of 50,001-55,000, 7.9% in the range of 55,001-60,000, 6.3% in the range of 60,001-65,000, 4.8% in the range of 65,001-70,000, 3.2% in the range of 75,001-80,000, 3.2% in the range of 85,001-90,000, 3.2% in the range of 95,001-100,000, and 7.9% of households have a total income greater than 100,000.

Living conditions of recently laid-off workers

Housing

At least 34.9% of workers live in rented housing while 57.1% of workers own their housing, and 7.9% of workers have inherited housing. It is understandable that during the unemployment period it would have been very difficult for the workers to meet the two ends. Paying monthly rent would have been much difficult for them. Low rate of access to electricity and other essential also indicate the hardship they are going through. According to the survey findings more than 41 per cent of children are out of school because of the inflation, as parents do not have much to feed their children besides sending them to school. This indicates that Pakistan does not provide any social protection to its working class, which is essential to live a decent and dignified life.

Majority of the workers have their houses built with blocks and have a precast roof. This makes 50.8 per cent of the total unemployed workers. It is notable that 14.3 per cent workers have iron sheets as the roof and 1.6 per cent a Katcha house. Remaining workers—30.2 per cent of the total—have their houses built with RCC.

Education

At least 56.5 per cent workers said their children were going to school. Of these 41.9 per cent, 48.6 per cent said their children were going to public schools, 42.9 per cent said their kids were

going to private schools whereas a small per centage 2.9 are going to the schools of social security institutions such as PESSI/SESSI or WWB.

A total of 41.9 per cent workers said their children were not going to school. Out of these 41.9 per cent workers, 12 per cent have no children while the children of 40 per cent of workers are not in school-going age. On the other hand, 40 per cent workers said their children are of school age but not going to school because of inflation. Some 4% are sending their children for religious education only.

Utilities

The access to utilities is low, as out of the total workers, only 9.1 per cent mentioned receiving tap water, 10.60 per cent said they got drinking water, 15.9 per cent electricity, and 12.8 per cent each said they benefitted from natural gas supply and sewerage system. Similarly, 9.1, 15.4, and 14.4 per cent said they had telephone connection, mobile phone service, and cable respectively.

Expenses

Average expenses of the unemployed workers are low. Overall, electricity is the biggest expense on utilities.

Working condition of recently laid-off workers

Number of workers

Average number of workers at a workplace is 3214.12 whereas average number of male workers is 2314.43 and for female workers, this average is 828.22, which is considerably lower than male workers.

Registration of workplace

Registration of factories is important, and knowledge of workers regarding the registration is just as essential. The data of unemployed workers revealed that almost 59 per cent of the workers did not know whether their workplaces are registered or not, while only 41.3 per cent of the workers said their workplaces were registered. This is a cause of concern, and labour departments need to look into this matter. Worker's representatives also need to take up this issue as it connects with workers registration in social security institutions. Besides, OHS issues of unregistered factories would not be resolved and would never be reported as inspection happens only in registered factories, if at all.

Duration of employment

Under this cycle of inflation and unemployment, the workers who have lost their jobs had been working at their last workplaces from the three months to 6 years. This group has a percentage of 79.3 per cent in total.

Wages

As many as 39.7 per cent workers earn a wage of less than 25,000 rupees while 46 per cent of workers earn a wage in the range of 25,001-30,000, 6.3 per cent in the range of 30,001-35,000, 4.8 per cent in the range of 35,001-40,000, 1.6 per cent in the range of 40,001-45,000, and 1.6 per cent of workers earn a wage in the range of 45,001-50,000.

Documents received

It has been noticed that workers are registered in social security and have received some kind of documentation from the employers be it the appointment letter (22.4 per cent) or duty card (75 per cent). It has, however, been observed that the duty card is only issued to mark attendance of the employee digitally. More than one field researches, during the primary research have made observations more than one time, that the duty card did not include the name of the workplace. It just shows the name and picture of the workers. It does not show the name of workplace, address, or the department, or any employment ID.

Union

As many as 81 per cent workers have said there was no union at their workplaces. Matching this information with the data of social security and documentation it can be concluded that the documentation only or registration of workers in the social security institution doesn't necessarily guarantee job security.

When we compare the information on the social security registration, we observe that along with access to its facilities such as the PESSI/SESSI and WWB schools, the number of registered workers in these facilities was much less than the total number of workers.

CBA

Out of total, 19 per cent workers have said their workplaces have from one to three unions. Out of these 19 per cent workers, only 12.7 per cent said their union was a CBA.

Union membership

Out of total respondents, only 9.5 per cent workers are registered in unions. Considering the percentage of factories with a union, this number is very low.

Knowledge and rights

Overall, the knowledge of workers on rights and especially labour rights is very low. As many as 88.9 per cent workers are unaware of their constitutional rights, 84.1 per cent have never heard of ILO, 95.2 per cent have never heard of Accord, 98.4 per cent do not know about CCC, 87.3 per cent do not know about IndustriAll, and 68.3 per cent have never heard of business and Human Rights. A staggering 100 per cent of workers do not know about the GSP Plus.

Survey Findings: Home-based Workers

Comparison of home-based female workers and female factory workers

Age

Among the factory workers, 4.7% are below 18 years of age and none of them are home based. For the age group of 18-25 years, 23.5% work in factories, while 13.6% of them are home based. In the age range of 26-30 years, 12.9% work in factories, and 18.2% of them are home based. Among workers aged 31-35 years, 14.1% work in factories, but none of them are home based. For the age group of 36-40 years, 11.8% work in factories, and 27.3% of them are home based. In the age range of 41-45 years, 15.3% work in factories, while 13.6% of them are home based. Among workers aged 46-50 years, 11.8% work in factories, and 18.2% of them are home based. For the age group of 51-55 years, 3.5% work in factories, and 9.1% of them are home based. Among workers aged 56-60 years, 2.4% work in factories, but none of them are home based.

Education

In terms of education, 12.9% of the factory workers are illiterate, while 36.4% of home-based workers are illiterate. Among the factory workers, 2.4% are literate, whereas 31.8% of the home-based workers are literate. The percentage of factory workers with a primary education is 21.2%, whereas it is 13.6% for home-based workers. For factory workers, 17.6% have a middle school education, while 4.5% of home-based workers have the same level of education. Matriculation level education is held by 23.5% of factory workers and 13.6% of home-based workers. Intermediate education is reported by 14.1% of factory workers. Among factory workers, 5.9% are graduates. 2.4% of factory workers have a postgraduate degree.

Marital status

Among factory workers, 28.2% are unmarried, while 18.2% of home-based workers are unmarried. The majority of factory workers, 58.8%, are married, whereas 81.8% of home-based workers are married. Only 2.4% of factory workers are separated, and there are no separated individuals among home-based workers. Similarly, 3.5% of factory workers are divorced, but there are no divorced persons among home-based workers. Among factory workers, 7.1% are widows or widowers.

Housing

Among factory workers, 49.4% live in rented housing, while 72.7% of home-based workers live in similar conditions. On the other hand, 43.5% of factory workers own their homes, compared to 27.3% of home-based workers who own their homes. A small percentage of factory workers, 7.1%, live in inherited housing, while there are no individuals among home-based workers who live in inherited housing.

Family income

Among factory workers, 12.9% have a family income less than 25000, while there are no percentages specified for home-based workers in this income range. For the income range of 25001-30000, 14.1% of factory workers fall into this category, while 9.1% of home-based workers have a similar income range. In the income range of 30001-35000, 8.2% of factory workers fall into this category, but there is no percentage specified for home-based workers in this range. For the income range of 35001-40000, 12.9% of factory workers fall into this category, while 36.4% of home-based workers have a similar income range. In the income range of 40001-45000, 3.5% of factory workers fall into this category, while 4.5% of home-based workers have a similar income range. For the income range of 45001-50000, 10.6% of factory workers fall into this category, while 13.6% of home-based workers have a similar income range. In the income range of 50001-55000, 4.7% of factory workers fall into this category, but there is no percentage specified for home-based workers in this range. For the income range of 55001-60000, 4.7% of factory workers fall into this category, while 9.1% of home-based workers have a similar income range. In the income range of 60001-65000, 1.2% of factory workers fall into this category, but there is no percentage specified for home-based workers in this range. For the income range of

65001-70000, 4.7% of factory workers fall into this category, while 9.1% of home-based workers have a similar income range. In the income range of 70001-75000, 4.7% of factory workers fall into this category, but there is no percentage specified for home-based workers in this range. For the income range of 75001-80000, 5.9% of factory workers fall into this category, while 13.6% of home-based workers have a similar income range. In the income range of 85001-90000, 3.5% of factory workers fall into this category, but there is no percentage specified for home-based workers in this range. For the income range of 95001-100000, 3.5% of factory workers fall into this category, while 4.1% of home-based workers have a similar income range. Finally, for the income range of 100000 and above, 4.7% of factory workers fall into this category, but there is no percentage specified for home-based workers in this range.

Personal income

Among factory workers, 51.8% have a personal income less than 25000, while 90.5% of home-based workers have a similar income range. For the income range of 25001-30000, 32.9% of factory workers fall into this category, while 9.5% of home-based workers have a similar income range. In the income range of 30001-35000, 4.7% of factory workers fall into this category, for the income range of 35001-40000, 3.5%, for the income range of 40001-45000, 2.4%, and for the income range of 45001-50000, 4.7% of factory workers fall into this category.

Working hours

Among factory workers, 83.3% work for 8 hours, while only 5.9% of home-based workers have an eight-hour workday. For factory workers, 10.7% have a nine-hour workday. Among factory workers, 3.6% work for 10 hours, while 29.4% of home-based workers have a 10-hour workday. Among factory workers, 2.4% work for 12 hours, while a majority of 64.7% of home-based workers have a 12-hour workday.

Summary of Findings: Key Informant's Interviews – KIIs

Scope of Pakistan's Textile Sector: All the key informants were of the view that Pakistan is not working on its full potential and needs to produce more value-added products. Lack of political will, short-sightedness of suppliers, low productivity, and high production cost have been mentioned as reasons for the low performance of the textile sector in Pakistan. The key informants have emphasized that instead of exporting raw cotton and yarn Pakistan should consume the maximum amount of cotton in Pakistan.

The researchers are confident that Pakistan can achieve higher levels of value-added export targets by introducing innovation and policy changes to support the industry by the government.

The auditors and international initiatives such as Accords Pakistan are happy with the expansion of the auditing process and policy initiatives of the buying companies such as the initiatives of due diligence laws formulated by the European governments. They are concerned about the local infrastructure, which would be responsible to coordinate with the auditing process of the brands.

The violation of labour rights has been mentioned by all the key informants; such violations include low wages, occupational safety and health violations, child labour, and violation of women workers' rights as guaranteed in the fundamental labour rights such as the equal wage for equal work, age discrimination, sexual harassment and lack of career path for women who are working in the textile sector in Pakistan.

The role of buyers has been criticized, as they are mainly concerned with their production and at best of occupational health and safety but are not concerned with the wellbeing of the workers. Most of the buyers focus only on the provision of the minimum wage but they ignore the need for having a living wage, which is essential for the dignity of workers.

Social protection has also been discussed and it was observed that employers and other stakeholders are not happy with the current arrangement of the social security provisions for workers in Pakistan. An out-of-the-box solution, which includes a general social protection tax based on the amount of exports, was proposed. It was also proposed that the government should contribute to the social protection schemes for the workers.

Improvement in the research and development sector pertaining to cotton, textile, and environment was proposed.

Key informants said that the duplication and mushrooming of the auditing system should be avoided. It was suggested that the due diligence and auditing systems should be streamlined.

The key informants expressed their concern over the underperforming textile sector in Pakistan as the production of value-added goods does not match the potential of raw materials and labour available in Pakistan. They suggested making policy changes to take full advantage of the cotton crop and labour which is available in abundance in Pakistan.

The experts also suggested that Pakistan needs to broaden the geographical horizon of the exports, and should search for new markets. The employer's organizations have been suggested to explore new markets by investing in business development activities such as participating in international exhibitions and coordinating with international players other than the EU, North America, and the UAE. China, Africa, Central Asia, East Europe, and South have been suggested as the new destinations for Pakistani textile exports. Regional cooperation for the textile sector was suggested to be utilized for the betterment of the sector as well as the workers.

Commerce, labour, and economic affairs ministries should work together to provide economic opportunities to the people of Pakistan, which will decrease the unemployment and poverty in Pakistan. The key informants suggested utilization of the available youth and women.

Way Forward

Definition of Social Security

The contemporary operational definition of social security derives its inspiration from the preparatory work to the Social Security (minimum standards) Convention 1952 (102) of the ILO, which lays out three basic forms of security that society is to provide for its citizens as a matter of public policy:

- To offset contingencies arising out of income deprivations, either complete cessation of income earning opportunities or reduction in incomes. The first category would include contingencies such as unemployment, invalidity, old age and the death of a breadwinner. The latter will include categories such as sickness, maternity (or paternity), employment injury, etc
- Provision of health care
- Benefits for families with children; these will include provision for education as well as child support or other child related benefits

This basic concept of social security thus addresses three essential features, i.e. those of income protection, health provision, and child related benefits. The other important feature of the concept of social security is that it is administered or monitored by the state as part of statutory schemes or programs. The two main components of social security are social insurance and tax financed social benefits. Tax-financed benefits are usually targeted on the needy and are generally awarded on the basis of a means test. Social insurance, on the other hand, is financed by contributions (usually statutory) by the employers and in many countries by the employees as well, and benefits are awarded in the case of a contingency.^[6]

The extension of public-funded social protection to citizens has been one of the key achievements of the developed world in the mid- to late-20th century. The concept that the state should provide some form of social insurance first took root in the late 19th century in Bismarck's Germany. It came to be a feature of European democracies in the post-war era. The emergence of the 'welfare state' in the wake of the Second World War in the United Kingdom, based on the Beveridge Report on social insurance, made a case for the state to assume a central role in guaranteeing people's welfare. This included service provision and the establishment of the National Health Services (NHS). In essence, the difference between the Bismarck model and the Beveridge model is that the former is more contributory, while the latter is a non-contributory, tax-financed system. The Bismarck approach is premised on risk, whereas the Beveridge report-based system is based on the principle of solidarity and rights of citizenship. Countries that have successfully established universal systems often rely on a combination of contributory and non-contributory schemes.^[7]

The constitution of Pakistan passed in 1973 talks about the social security measures in the chapter of policy of principles; social security, however, has not been listed as a fundamental right in the constitution.

The International Labour Organisation outlines the standards for labour. It has formulated many conventions and recommendations on social security.

There are 17 social security conventions formulated by the ILO, and Pakistan had Pakistan has ratified Equality of Treatment (Social Security) Convention, 1962 (No.118).

Historically, a social insurance model—akin to the Bismarck approach outlined above—has dominated Pakistan's social protection system. Workers in the formal sector receive pensions as part of contributory and tax-financed schemes. Public sector workers are provided with civil service pensions. The primary public sector scheme—the Government Servants' Pension-cum-Gratuity Scheme—was initiated in 1954. Most private sector contributory schemes came about in the latter half of the 1960s and the early 1970s, following what may be considered a period of industrialization for Pakistan. [9]

Expenditure on pensions is fairly high in Pakistan's public sector budget documents, indicating that the federal government spent 245 billion rupees on pensions (about two per cent of GDP) in 2016-17. Military pensions account for 72 per cent of this expenditure, while pensions for civil government employees account for the remaining 28 per cent. Expenditure on pensions constitutes 7.2 per cent of total current expenditure in the federal budget. It is not significantly lower than expenditure on running the civil government, which was estimated at 398 billion rupees for the same year (11 per cent of current expenditure). Provincial expenditure on pensions for civil servants similarly constitutes a significant share of current expenditure in each province.[10]

Social security for the private sector employees

There are several laws governing the social security system instead of one. Most of the funds available in the social security institutions are spent on the salaries and administration of these institutions. There are not any action plans to enhance the membership and procedure of performance appraisals of the social security institutions in Pakistan. It is ironic that the officers and employees of social security institutions are getting much higher benefits and pensions than the registered workers in those schemes.

Present social security system is based on the contributions from the employer. Government is not contributing to workers' social security schemes in Pakistan.

A cumbersome procedure has been adopted for the registration in the social security schemes. A vast majority of the formal sector workers are, therefore, left out.

Informal sector work is built in the lack of recognition of workers by their employers therefore, there is no opportunity for the informal sector workers to get any benefit from the existing social security system where, without the recognition of employers, workers would not be able to get registered in the social security institutions. Announcements have been made for the self-registration for employees but there is no infrastructure available to support the willing workers to register themselves on the one hand and on the other due to the low wages in the informal sector work, workers are not able to pay the contribution, so the concept of self- registration did not go beyond newspaper headlines.

It is understandable that a country that has not been able to provide social security to its formal sector workers would not do much for the informal sector workers.

Benazir Card was announced in the province of Sindh as one such effort where workers are urged to have them registered under the SESSI by paying six per cent of their minimum wages. No results have, however, been seen in this regard as there is no infrastructure available for the registration of the workers.

Social security system for the private sector employees

Social security for the private sector employees and workers is being governed under various laws, and by the institutions made under those laws.

These laws cover minimum wages, medical insurance, housing, training and education, maternity rights, gratuity, and pension. Minimum Wage, medical care, maternity, provision of housing, marriage grants, death grants, and old age pension are some of the important aspects of the existing social security system in Pakistan. Pakistan has various social security laws for private sector employees.

Since labour has been declared a provincial matter, therefore, minimum wages' legislations have been formulated on the provincial basis. The following is the list of minimum wages acts:

Minimum Wage in Pakistan is set by the following acts:

- The Minimum Wages Ordinance, 1961 (applicable in ICT and Balochistan)
- Pakistan Minimum Wages for Unskilled Workers Ordinance, 1969 (no longer in use after the 18th Amendment)
- The Minimum Wages Ordinance, 1961 (adapted in Punjab by 2012 Amendment Act)
- The Khyber Pakhtunkhwa Minimum Wages Act, 2013

- Sindh Minimum Wages Act, 2015

Minimum Wages

All provinces in Pakistan have Minimum Wage Boards that are working under the provincial labour directorates. The directorates are supposed to set wages for all categories including the minimum wage for the unskilled labour.

The purpose of minimum wages is to protect workers against unduly low pay. They help ensure a just and equitable share of the fruits of progress to all, and a minimum living wage to all who are employed and in need of such protection. Minimum wages can also be one element of a policy to overcome poverty and reduce inequality, including those between men and women, by promoting the right to equal remuneration for work of equal value.

Minimum wage systems should not be seen or used in isolation, but should be designed in a way to supplement and reinforce other social and employment policies. Several types of measures can be used to tackle income and labour market inequality, including pro-employment policies, social transfers, and creating an enabling environment for sustainable enterprises.

The purpose of a minimum wage, which sets a floor, should also be distinguished from collective bargaining, which can be used to set wages above an existing floor. ^[11]

Pakistan has provincial laws for the minimum wages' regulation. The main purpose of such laws is to regulate the rate of minimum wages and allowances of various categories of skills and trades of workers employed in industrial and commercial undertakings and establishments.

It is, however, an ineffective system as wages for the unskilled workers are announced by the federal and provincial governments along with the annual budget of the concerned government. Determination of wages for the unskilled workers is a responsibility of the provincial boards but the concerned boards are dormant bodies. Minimum Wage Boards have been established in each province, and workers, employers, and government officials are represented in each of the boards but they are not being consulted while fixing the wages.

Workers on the other hand are not aware of the laws on the minimum wages and the provincial boards. Workers do not get minimum wages either. Regulation of the home-based workers minimum wages has not been done in any of the provinces.

Provincial Employees' Social Security Scheme:

Introduced in 1967, the Provincial Employees' Social Security Scheme was the first social protection measure in Pakistan, created to provide cash allowances and medical services to private sector employees. This scheme preceded other major schemes introduced in the 1970s—such as the Workers' Children Education Ordinance and the Workers' Welfare Fund—and the 1980s and 1990s—such as the Zakat and Ushr Ordinance and Bait ul-Maal. Today, Employees' Social Security Institutions (ESSIs) function as separate entities in each of Pakistan's four provinces.

Employees' Social Security Institutions

Sind Employees Social Security Institution, Punjab Social Security Institution, Khyber-Pakhtunkhwa Social Security Institution, and Balochistan Social Security Institution

No data about the beneficiaries is shared on the websites of any of these Institutions. No budget is provided. The tab for galleries and cash benefits is not working.

Employees' Old Age Benefits Institution (EOBI)

The EOBI is a federal scheme, introduced in 1976, to provide monetary benefits to older workers. It does so through various programmes, such as the Old Age Pension, Invalidity Pension, Survivors' Pension, and Old Age Grants. The institution does not receive any financial assistance from the Government for carrying out its operations.¹⁶ Gratuity is one month of final salary for each year of qualifying service.

The status of current systems is in line with the UN Social Protection Floor concept. Employers of all industrial and commercial organizations must pay a contribution equal to five per cent of

minimum wage where the EOBI Act is applicable. In addition, the employees of these organizations make a contribution equal to one per cent of minimum wages.

According to the website of the EOBI, following is the coverage of EOBI in Pakistan:

Employers:

Registered	134,389
Active	87,969
Closed	42,385
De-registered	4,024

Insured Persons:

Registered	9,091,017
IPS (excluding pensioners)	8,434,099

Compared to the total number of workers, the percentage of insured persons is very low. Besides, there is not any plan of increasing the percentage of the insured persons in the EOBI. The implementation of the law has many flaws, as employers pay a sum of the contribution based on the number being recorded in the EOBI registration, without necessary details of the workers, while most of the record is not computerised. Workers often are not being informed about the status of their registration in the EOBI. No yearly data is available; no gender or provincial breakdown is shared.

Financial statement is available only till the year 2012, whereas, no investment information is available after 2014.

Workers' Welfare Fund (WWF)

The Workers' Welfare Fund was established by the Workers' Welfare Fund Ordinance (1971) to provide low-cost housing and other welfare facilities to industrial workers. The sources of income upon which the fund draws to finance projects include:

- Industrial establishments, each of which contributes two percent of their assessable income under the WWF Ordinance, only when this income exceeds 500,000 rupees in an accounting year; and
- Five per cent of profits are to be paid into a Worker's Participation Fund each year, under the Companies Profit (Workers' Participation) Act (1968).

Until now, with the help of Workers Welfare Funds, 114 completed housing schemes, 26 on-going housing schemes, and 31 schemes of plots of land have been developed, which have benefited 60,000 workers in total. Also, 117 schools are established and six were under construction in 2021. In these schools more than 66,000 children are receiving free education till matriculation. A total of 67,622 students are studying for their post-matriculation education. Furthermore, two technical institutes and 28 vocational institutes are established where more than 30,000 family members of the workers have been trained and 11,000 workers as well. Under Workers Welfare Fund, 85 health schemes have been completed and two are on going, while more than 1,252,000 workers have benefited from these schemes. The yearly breakdown of completed activities, and gender and location segregated data is not available on the website.

The Workers Welfare Fund-WWF 1971

The Ministry for Overseas Pakistanis and Human Resource Development is responsible for implementing the law in Pakistan. WWF Ordinance 1971 is a federal law and applies to the whole of Pakistan. The Fund is mainly constituted to provide industrial workers with the low-cost housing facilities and other amenities such as health and education. Federal government has made an initial contribution of 100,000,000 rupees to the fund.

The law applies to all establishments whose profit exceeds 500,000, rupees. Such an establishment is to pay two per cent of the assessable income, under the ordinance to the Fund. The assessment is made on the income tax returns filed under the Income Tax Ordinance 2001.

The Finance Act 2015 excludes mutual funds and Collective Investment Schemes including National Investment (Unit) Trust or a REIT Scheme from the definition of the term 'Industrial

Establishment' as defined in the Workers' Welfare Fund Ordinance, 1971. Thus, contribution to the Workers' Welfare Fund is no more payable by these entities.^[12]

The basic eligibility criteria to access the services of the WWF are outlined as follow:

An industrial worker as defined in the IRA 1969 could benefit from the WWF. Applicability varies for various benefits. For example workers who are registered under the EOBI and the provincial ESSIs could access the marriage grant for women workers and daughters of eligible daughters of workers. The workers must have more than three-year service to avail marriage grant. There is no limit on the number of daughters of workers to avail marriage grants. The limit of marriage grant is 100,000 rupees per grant.

Death Grant

It is for the family of a deceased worker, while the limit of death grant is 500,000 rupees. According to an amendment in the Workers Participation Ordinance, all private limited companies are required to distribute five per cent of the annual profit to the workers. Out of this amount, after the individual payments, the entire remaining amount will be bound to be deposited in the Private Limited Companies Workers Welfare Funds. This amount will be spent only for the welfare of the workers in the shape of residential colonies, schools, dispensaries, and various other facilities.^[13]

According to a judgement of Sindh High Court, the Sindh Companies Profits (Workers' Participation) Act of 2015 will apply to all trans-provincial companies employing a total of 100 or more workers at any time of the year, and operating across the country irrespective of the regional location of their registrations.^[14]

After the 18th Constitutional amendment, provincial workers welfare laws have been enacted, list of which is given below. According to the data available, various governments have formulated the following provincial acts:

- The Sindh Workers Welfare Fund Act, 2014
- The Punjab Workers Welfare Fund, 2019
- The Balochistan Workers Welfare Fund, 2019

In compliance with The Sindh Workers Welfare Fund Act, 2014, Sindh Revenue Board is deducting funds.

SWWF Wing has performed well in the first three quarters of fiscal year 2018-19 in comparison with the same quarters of the previous year. The collection has increased by 79 per cent over the last year during the same period. This is a reflection of the level of confidence and trust of Fund contributors in Sindh Revenue Board (SRB) and the government of Sindh. There is a significant growth in the collection of Sindh Workers Welfare Fund (SWWF) and Sindh Workers Participation Fund (SWPF) during the current year despite the fact that over 130 cases are pending before courts of law. Federal Board of Revenue (FBR) and the federal government also continue to demand and collect these funds under Workers Welfare Fund Ordinance 1971 and Workers Participation Act 1968 leading to confusion for industrial organisations. In cooperation with the Sindh government's Labour and Human Resource Department, SRB is, however, actively pursuing resolution of the matter with the FBR/federal government so that outstanding issues could be settled. SRB is also pursuing the pending cases in courts of law.^[15]

Workers Welfare Boards

Regional offices have been established at provincial capitals, to act as a liaison to enhance the coordination among Workers' Welfare Boards and Workers' Welfare Fund with the following objectives:

- Periodic Internal Performance Audit of the Provincial Workers' Welfare Boards and their Zone Offices
- Monitoring and evaluation of the completed/running and on-going development projects of the provincial Workers Welfare Boards.

- Reconciliation of WWF receipts with the Sub Offices of AGPR, Regional Tax Officers, and District Treasuries
- Coordination with Provincial Workers' Welfare Boards with regard to Development and other Welfare Schemes including monitoring and evaluation of these schemes for making assessment of the impact on account of social and economic uplift of the workers.
- Submission of periodic internal performance Audit and Monitoring Reports to the WWF Secretariat for consideration/ evaluation of WWF Secretariat Audit and Monitoring Committee.^[16]

Workers Welfare Fund and the Employees Old Age Institution are still to be devolved completely to the provincial institutions. The Sindh government has, however, promulgated its Provincial Employees Old Age Act, in 2018.

Social security is to be deducted on the basis of the minimum wage. Provincial social security institutions are deducting the social security contribution on the six per cent of the minimum wages.

While, EOBI did not have a uniform deduction ceiling in some areas, the deduction ceiling is six per cent of the 13,000 rupees while a majority of employers are paying the deduction on 8,000 rupees. Five per cent is being paid by the employer and the remaining one per cent is being deducted from workers salary.

Social security for women in Pakistan

The total number of the labour force is 72,334,842^[1]. According to a report of the IMF the rate of female participation in the labour force in Pakistan remains under 30 per cent of the total labour force^[2]. The same report also revealed that the female labour force participation in Pakistan is on the rise. According to another report female participation rate in the labour force is reported at 21.7^[3] per cent of the total labour force in Pakistan.

The reason for the low participation rate of women in the labour force is mainly age-old counting concepts and techniques where most of women's work could not be recorded which they do as unpaid family labourers and as informal sector workers.

Women face multidimensional poverty not only in connection with income opportunities but also because of their low status in the family, marriage, and entitlement of assets. Societal values and unpaid household labour restrict them to use their full potential to achieve higher goals in life. Many countries have fought out poverty through various affirmative actions to rationalise the division of resources amongst their population. Social security measures are one such provision that not only diminishes poverty in the short term but if applied consistently could end the circle of poverty.

Conclusions and recommendations

International Labour Organisation-ILO has initiated a five-year plan process for the occupational safety and health (OSH) in Pakistan. All partners need to become actively involved in this process to strengthen their work. The partners can write to the ILO jointly that they want to be actively involved not only in the implementation process but would want to contribute to the finalisation of the five-year plan on OSH.

ILO has a Better Work programme for the textile sector in Pakistan where it mainly focuses on the Punjab and Sindh. Partners should have some interaction with this programme to add the dimension of labour into it, which is lacking at the moment. German organisation GIZ is actively involved in the implementation process of this programme. Germany is pioneering the due diligence process in the supply chain hence; their role would be very crucial in the implementation of OSH and transparency-related provisions of the due-diligence law. Other European nations are also working to bring out similar legislation, hence coordination with the EU would be important to not only see the implementation but also to contribute to this process to ensure the realisation of labour rights.

GIZ has been one of the key informants and is willing to coordinate with partners on labour rights issues.

The UNDP has formulated a plan of action for Business and Human Rights in the Textile sector. Partners need to be engaged in this plan of action, which would help them to amplify the cause of labour.

Accord Pakistan is in the process of establishing its roots in Pakistan. This programme too is talking about the OSH but labour organisations can add labour rights issues into it. The senior leadership of Accord is willing to add labour rights issues such as representation of labour and discrimination and sexual harassment at the workplace on its agenda, hence, a regular interaction by partners will be helpful in securing workers' rights. The partners can write to Accords Pakistan jointly that they would want to become part of this labour rights monitoring task since its inception in Pakistan.

Labour Department in Sindh is planning to digitize its work with the help of ILO-Pakistan. It's a long-standing demand of labour organisations to the Ministry of Labour in Pakistan to improve its infrastructure. In Sindh, PILER, NTUF, and HBWWF are part of the Tripartite Labour Standing Committee and its subsequent committees, they could take a proactive role in the process of overhauling the labour department in Sindh. Partners in the Punjab could also participate in the tripartite process. Support could be also sought from like-minded former and serving officials.

Partner organisations need to have a database on the research and development initiatives in Pakistan similar to the KnowTex, Faisalabad. They need to become involved in such initiatives regularly to add labour perspective into the agenda of such endeavours.

Paralegal clinics and women's cafes

The baseline has not only described the work-related issues but also has extensively explored the living conditions of the workers. This would be helpful in the working of the labour rights clinics and women's cafes.

The labour rights clinics and women's cafes are important to spread awareness at the community level where not only workers but also their families and the community at large could participate in furthering the cause of labour.

This is a full-time task, conducted by the people who have knowledge and commitment to labour rights and have the right skills to provide moral and legal support to the workers in need.

The findings of the survey should be translated into Urdu and be shared not only with the staff of the clinics and cafes but also with the workers and communities at large.

Recommendations for organizing grassroots organisations

Grass-root Organisation

Participating organisations have area-based centres for workers where they are providing paralegal support to the workers of the areas. The workers who approach centres should be offered membership in the paralegal centres. The members should be given support not only on the issues relevant to their work but also on issues they are facing as workers.

Area-based meetings should be held to discuss the findings of the baseline survey. All the respondents of the survey should be invited to validate the findings. The groups of respondents in each area should be offered to become members of the proposed grass-root organisations.

The staff of the area-based centre must interact with the workers living in the area. Workers should be offered to become members of the area-based organization. All workers irrespective of their sector must become members.

Paralegal coordinators must work full time so that they gather data, analyse, and suggest issues faced by the workers. They must also have very clearly-defined job descriptions, which should include workers' organisation, and improving their knowledge of worker organization. There should be a good mix of men and women as a sizable number of women are working in the textile sector of Pakistan. Low wages have been identified and low registration in the social security institutions as one of the major issues highlighted through the survey; a decent wage is part of the social security and non-cash benefits such as health insurance and treatment of industrial accidents, therefore, a campaign for social security which includes living wages and a comprehensive social security could be run by the centres/clinics of the partner organisations. Small groups of workers could be organised around social security provision, the same groups should be provided with training and information about the social protection.

Youth and elderly are often being neglected in the community work. They can, however, play a significant role in organising the community organisations as they have more time in hand than their working family members. They should also be included in the organising activities so that they could support their working family and community members in raising the issues of social protection, which in the end would be beneficial for the whole community.

PILER should share the findings of the study with the relevant stakeholder including tri-partite stakeholders, the civil society, and the media.

ILO and international organisations should also be taken on board so that they could play their due role in resolving the issues of workers such as the number of organisations being scant, how to improve this situation, how to resolve the health and safety issues at the workplace, and how to incentivise workers and employers who are willing to improve the indicators concerning the betterment of terms and working conditions.

Pakistan needs to have a combined labour code that should be in consonance with international labour conventions.

The government needs to provide utilities at affordable cost.

Unionization needs to be done in light of ILO conventions.

Privatization of energy and basic food items production has increased the prices to many folds, which has led to decreased access to food and energy.

Food security, climate change and improvement in the living conditions should be discussed with workers through the labour rights clinics. Workers organisations must demand restoration of rationing of food, a revision of how to administer food rationing should be discussed with the social protection units of provincial and federal government in Pakistan.

Information about the grievance mechanism needs to be provided to the workers. A combined database on grievance mechanism needs to be prepared and discussed with the staff of the labour clinics.

Referral to education, health and skill development and legal aid facilities should be provided to the workers in labour clinics.

Vocational training centres have been working under the Ministry of labour but have now been run by the provincial and national training authorities. Their performance needs to be evaluated so that the skilled labour force is provided to the export and local industries.

There have been incidences where workers have been maltreated by their administration. The administration is mostly run by ex-military officials. Due to the difference in the organisational culture of civilian and military organisations, it is recommended that industries need to hire suitable civilians instead of retired military officials.

Although workers have little access to social media, social media awareness and using it responsibly has great potential for grass-root organisations. We recommend basic training in the responsible use of social media for workers.

Social Security Fund

At least 3 per cent of the total exports should be contributed to the social security fund, suppliers must negotiate an amount to be paid in the social security related funds while government must pay the matching amount in the fund so that the workers can access the social security. A cohesive system of disbursing the funds needs to be established. All provincial and federal governments must sit together to review and develop a viable social security system in Pakistan.

Recommendations for the improvement of the social security system in Pakistan

Universalization of Social Security

In modern nation-states, the legitimacy to govern comes with the fulfilment of the fundamental rights of the citizens. The nation-states derive this concept from the UDHR.

The Universal Declaration of Human Rights describes social security as a right in its article 22. It says everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international cooperation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality[i].

The first social security programmes based on compulsory insurance were established in Europe in the late 19th century. It was during the 20th century, however, that national social security programmes developed more widely around the globe, not least as a result of decolonisation and the institution of newly independent states after World War Two. Various international conventions and instruments have also supported the development of social security, and the recognition of social security as a basic human right was enshrined in the 1948 Universal Declaration of Human Rights. In a few countries, for example, Germany and Brazil, social security is a right guaranteed by the Constitution. Today, most countries have some type of social security system. Worldwide, the most common type of programme is for old age, disability, and survivors' pensions, followed by programmes for benefits for work injuries and occupational diseases, sickness and maternity, family allowances and unemployment. [ii]

The constitution of Pakistan enlists social security in its policy of principle chapter but not as a fundamental right. Article 38(c) of the Constitution of Pakistan calls upon the state to “provide for all persons employed in the service of Pakistan or otherwise social security by compulsory social insurance or other means”.

This is interesting to see that till this date the state has only focused its social security efforts on the persons employed in the services of Pakistan.

Social security in Pakistan has an exclusionary nature as it covers the ruling class of Pakistan. It would be unfair to say that Pakistan does not have a social security system in place; it is, however, important to recognise that the present system does not cover a large majority of the worker.

As far as the non-private social security measures are concerned, their pension costs are fairly high in Pakistan's public sector. Budget documents indicate that the federal government spent 245 billion rupees on pensions (about two per cent of GDP) in 2016-17. Military pensions account for 72 per cent of this expenditure, while pensions for civil government employees' account for the remaining 28 per cent. Expenditure on pensions constitutes 7.2 per cent of total current expenditure in the federal budget. It is not significantly lower than expenditure on running the civil government, which was estimated at 398 billion rupees for the same year (11 per cent of

current expenditure). Provincial expenditure on pensions for civil servants similarly constitutes a significant share of current expenditure in each province. The government's pension liabilities are likely to increase as the average life expectancy rises and the cost of living increases, obliging the state to raise pension rates. As such, pensions will continue to represent a significant proportion of government expenditure and a considerable proportion of total spending on social security. Pakistan's total pension bill remains high, even though whether the amounts disbursed to pensioners constitute adequate remuneration for the coverage of old age liabilities or not remains debatable.

Social safety nets/policy and care

Pakistan Bait ul-Maal runs a number of homes for the elderly in major cities[17] On the other hand, private sector employees and workers either get no or very negligible amounts as pensions. EOBI is paying 8,500 rupees, which is peanuts as compared to the pensions paid to the public sector retirees, as well as civil, judiciary, and military employees.

It is ironic that the majority of the taxpayers are not getting the fruits of their hard-earned money while those who are supposed to provide the services are snatching the resources from the toiling labourers.

In response to a question raised in Pakistan's Senate by the Senator Farhatullah Babar regarding the perks and benefits available to the parliamentarians, civil, military bureaucracy, and judiciary, he was informed by the government representative that the details of benefits and perks extended to the armed forces are being compiled, while benefits extended to other groups in the question are detailed as follow:

- Post-retirement facilities for parliamentarians included healthcare as admissible to sitting members, free access to secretariats, libraries and lounges of parliament, a permanent entry pass to observe proceedings, the use of VIP lounges at airports and an official grats passport.
- According to the information laid before the Senate, a retired chief justice of Pakistan could receive a pension between a minimum of Rs774,547 and a maximum of Rs896,636 per month, while a high court chief justice could get between Rs687,984 and Rs759,964 per month.
- Supreme Court judges received, on average, a pension of nearly Rs800,000 per month, while judges of high courts received Rs670,000 every month.
- Upon retirement, a Supreme Court judge or his widow is also entitled to a driver and an orderly, 300 litres of petrol, round-the-clock security, 3,000 free local telephone calls a month, 2,000 units of electricity, free water, and 2,500 cubic metres of natural gas (which usually costs over PKR 50,000).
- No income tax is payable on these benefits and perks and a judge availing these facilities shall also undertake arbitration assignments involving government interest, if assigned to him, without charging any fee.
- A retired judge of the Supreme Court, if subsequently appointed to a post under the government, is also entitled to receive – in addition to his pension – the full pay, allowances and privileges of the post on which he has been re-employed.
- The perks allowed to retired chief justice and judges of a high court are, however, suspended upon their re-employment with the federal or provincial government, the reply stated.
- Upon retirement, a high court judge is entitled to the option of a driver or an orderly, 800 free local calls, 150 litres of petrol, 800 units of electricity, free water supply and 2,500 cubic metres of gas every month [18].
- In case of re-employment of the government and state functionaries, they not only secure the hefty pension but also take full perks and benefits on their new appointments, Under the Financial Rules in vogue since British times, officials who were re-employed after

retirement were entitled to draw only a 'pay differential.' But during General Zia's dictatorship, these rules were changed to allow full pay in addition to a pension to the re-employed.

No wonder we see many ex-servicemen working on many key posts of the civil bureaucracy positions.

Proposed administration of social security in Pakistan and use of technology therein

The social security system does not have any basic rules laid out as to what should be the basic needs of a citizen, there is no concept of minimum benefits and more importantly, the present system does not have any limits on the maximum ceiling of the social security benefits. It is an uneven system, where the judiciary, military, and civil bureaucracy decide arbitrarily to take as much as they can. The majority of the private sector workers and employees are left at the mercy of their employers. A negligible number of workers in the private sector are getting insufficient social security provisions. A vast majority of the agriculture labour is out of the ambit of the social security system prevailing in Pakistan.

A constitutional amendment is needed to make social security a fundamental right. The amendment should also outline the social security responsibilities of the state towards its citizens. The social security provision should be based on the concept of citizenship, this will empower the state to take affirmative action for the universalization of social security in Pakistan.

To strengthen the weak structure of social security in Pakistan, Pakistan requires a progressive approach to implement the social security standards in Pakistan. Initially, Pakistan needs to ratify social security conventions that are of basic nature and could help resolve the issues of social security such as the Social Security (Minimum Standards) Conventions, 102, Maintenance of Social Security Rights Convention, 157 and List of Occupational Diseases Recommendations, 194. It will help Pakistani trade unions and labour organisations to create pressure on the government for suitable legislation for universalization of social security in general and social security for the working men, women, trans-people and children in particular.

Legislation on conventions 100 and 111 should be formulated so that discrimination against women in the workplace could be eliminated.

Women's work is always under-reported and under-valued. The contribution of women's labour at the household and as unpaid labour should also be valued and be compensated accordingly.

Social security for the citizens is a responsibility of the state. There should be special schemes and taxes to fund the social security components.

Instead of many laws and institutions, there should be one law that caters to all the social security aspects. A lot of resources are wasted in the administration of the said institutions. Most of the resources collected from contributions are spent on the administration of the various social security institutions. Consequently, the law should be implemented by one organisation instead of many.

Renowned economist Kaiser Bengali is working with the government of Sindh on a draft law on the universalization of social security.

In a recent seminar, he revealed the contours of the proposed law in which he has suggested having emergency health care for the working families with a focus on 10 chronic diseases. He suggested that the premium of the proposed health insurance should be covered by both employers and workers.

Concluding the seminar, the veteran labour rights advocate and trade unionist, Karamat Ali, however, said, "We need to go towards universal social security schemes, including joblessness allowances, as joblessness is a major post-Covid economic issue." He suggested that workable suggestions should be made and get implemented properly, and social security should ideally be tax-based. Kaiser Bengali said that more details on the said proposed law would be revealed later.

As the custodian of the constitution and the authority that can impose and collect taxes and generate revenue, the government is responsible to take measures to protect the citizens of

Pakistan from discrimination, poverty, hunger, illness, ignorance and lack of access to the resources available in the country.

The system of social security should be based on economic and social justice in society. Governments need to take measures where all citizens could enjoy the fruits of development and rely on the state in times of need and otherwise.

Some needs are basic and the provision of those should be a responsibility of the government. As mentioned earlier, the government is taking good care of the people employed by the state and government, the remaining citizens who compose a large majority of the population also need to be covered by the policies of the government.

We would suggest that the provincial and federal governments should impose one tax of social security instead of deductions from individual employers on the number of workers they disclose to the concerned institutions.

A mapping of the existing social security measures should be done and all resources should be pooled under one structure, which should be discussed with all the stakeholders. The finalised administrative structure of social security should include the representation of all the stakeholders.

A policy consensus then is required both at the federal and provincial levels to provide social security to the citizen. Pakistan could learn from the European democracies which are covering a large majority of the citizens in their respective countries.

De-privatisation of social security for workers

At the moment various autonomous social security initiatives are working in Pakistan. Employers are required to pay contributions. These institutions are affected by corruption and bad governance. A tiny minority of the workforce gets deficient social security provisions for example, registered workers in the EOBI only get 8500 rupees per month while their public sector counterparts are getting hefty amounts as monthly pensions. A tiny minority of the workers is registered under the above-mentioned institutions, the process of registration is cumbersome, it is estimated that the majority of the workers would not be registered in these institutions in the foreseeable future. This inefficient and corrupt process needs to come to an end. Hence, the government should take responsibility to provide social security to the workers who are working in the private sector as it does with public sector workers. It is horrendous to see that the state and government employees are working on lucrative terms and conditions; their perks and pensions are normally paid in six digits or more. Heavy pensions and perks to them need to be rationalised.

Use of technology for the improved social security access

The existing system does not cater to the majority, and the low number of workers' access to social security could be increased through improvement in its administration. The present archaic system needs to be put aside and a modern digitised administration of the social security system is needed. It will not only do away with the corruption and arbitrary nature of service provision of the present system but would decrease the cost of administration to a considerable amount.

In the recent past, Pakistan has taken benefit from the digitized database such as during the Corona virus pandemic. The government has reached out to the public through the database of NADRA and got it vaccinated. In the pre-vaccination stage, government has used the same database to provide the social safety net services to the public.

NADRA has also helped Benazir Income Support Programme to reach out to the targeted population. The same has been used by the banks and other financial institutions to digitize the economy, and the system has helped the economy to become paperless and more effective and beneficial for its users.

If the categories of work and income were added to the NADRA database, it would be easier to determine the needs of social security for the population. Pakistan could also learn from other countries in this regard, such as China, which is doing a massive study to use information technology for its social security needs. International Social Security Association (ISSA) would play a pivotal role in this regard.

Pakistan could also benefit from the Dynamic Social Security-DDS, which promotes the innovative use of integrated, proactive, and forward-looking social security policies with the near-term aim of building high-performing social security organizations. Throughout its history, social security has never stopped adapting. Today, however, after more than a century of existence, the challenge remains of making the right to 'social security for all' a reality.

Change required at work

When we asked workers about their suggestions to improve their work and living environment, 22.1 per cent said they should be provided with dignified and decent work, 9.5 per cent said timings should be improved, 18.5 per cent said they should be given permanent contracts, 3.8 per cent demanded transport, 35.4 per cent said their salaries should be increased considerably, almost eight per cent demanded health while 1.4 each demanded education and housing facilities.

A considerable number—almost 46 per cent—workers believe their demands should be fulfilled by the government, 28 per cent said brands should meet their demands while 6.2 said unions and 17 per cent said employers should fulfil their demands.

Change required in life

When talked about more general demands of workers necessary to improve their lives, 19 per cent demanded better housing, 16.3 per cent better health facilities, 18.3 per cent better education, 8.1 per cent opt for better environment while 20.2 per cent said they would like to see a decrease in the inflation so that they could afford the essentials in life at a reasonable price. Some 44.4 per cent said government was responsible for meeting their demands, 19.4 per cent thought it should be done by the brands, 4.5 per cent said their unions should have a role to play while 19 per cent workers said they themselves would have to work hard to fulfil their needs.

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- SRB is also pursuing the pending cases in courts of law.
- [16] <http://www.wwf.gov.pk/Detail/OGQ5MDVmMjQtZjA5Yy00ZWZmLWJiNGUtOTYxN2Y3YmEwNWmw>
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