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## Suppression of the rights of female garment workers

Your Excellency Prime Minister Shebaz Sharif

I would like to draw attention to human rights violations in the Pakistani garment industry, which particularly affect women. In many factories, female workers are disadvantaged by restrictions on their right to freedom of association imposed by the state and employers. If they try to unionize to defend their rights, they face harassment, intimidation, sexual violence, and dismissal by factory owners.

The government should ensure access to minimum wages and employment contracts. Underpayment of wages due to a lack of proper contracts and the widespread absence of pay slips and clear salary calculations should no longer be tolerated.

Employment relationships that require extensive overtime in circumvention of labor laws and permit gender-based violence should be abolished.

The government must commit to combating violations of workers' rights in factories, including by ensuring adequate oversight and consistently enforcing existing laws to protect female workers from unfair labor practices. Measures must be taken to bring vulnerable workers, such as temporary workers, informal workers, and home-based workers, within the scope of labor laws. This includes ensuring equality in the workplace and protecting women from discrimination.

I would like to ask you to support the following demands for the protection of women in the garment industry:

**Fully implement the Protection against Harassment of Women at the Workplace Act (with the 2022 amendments)**

**Adopt a non-discriminatory minimum monthly wage that complies with international standards and ensures that workers can adequately support themselves and their dependents to enjoy a decent standard of living.**

Sincerely