



Global
Rights
Compliance



Promoting and Advancing International Labor Rights in Pakistan

MyVox Snapshot Report
Jan-Mar 2026

Project Overview

Since 2022, GRC has partnered with the Labour Education Foundation (LEF), the Pakistan Institute of Labour Education and Research (PILER), the National Trade Union Federation Pakistan (NTUF), Labour Behind the Label (LBL) and the Home-based Women Workers Federation (HBWWF) to promote and advance labour rights in Pakistan’s garment sector.

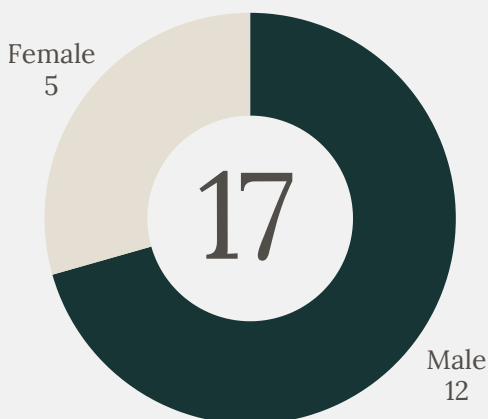
At the core of this effort are the project’s trained, local paralegals, working in legal aid centres across Karachi, Lahore, and Faisalabad. Paralegals play a vital role in providing support to garment workers, identifying cases, documenting violations, and facilitating access to justice.

What is MyVox?

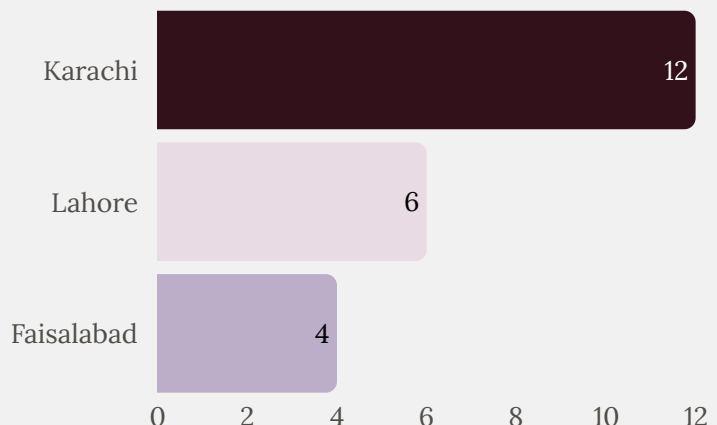
MyVox is a monitoring and documentation system available as both a mobile and web application. It serves as a centralised repository for labour rights complaints in Pakistan, enabling systematic, coordinated and real-time documentation. By allowing paralegals attached to multiple civil society organisations (CSOs) and trade unions (TUs) to input workers’ statements directly into the same system, MyVox enhances cohesive evidence collection, case follow-up, and advocacy efforts by providing an evidence-based overview of the status of labour conditions in Pakistan’s garment sector.

Across Pakistan’s major industrial hubs, a dedicated network of 17 paralegals, both men and women, form the backbone of MyVox’s documentation efforts. Paralegals are situated across 22 centres: Karachi, the country’s largest industrial hub, hosts 12 centres, 6 centres in Lahore and 4 centres in Faisalabad.

Number of Paralegals

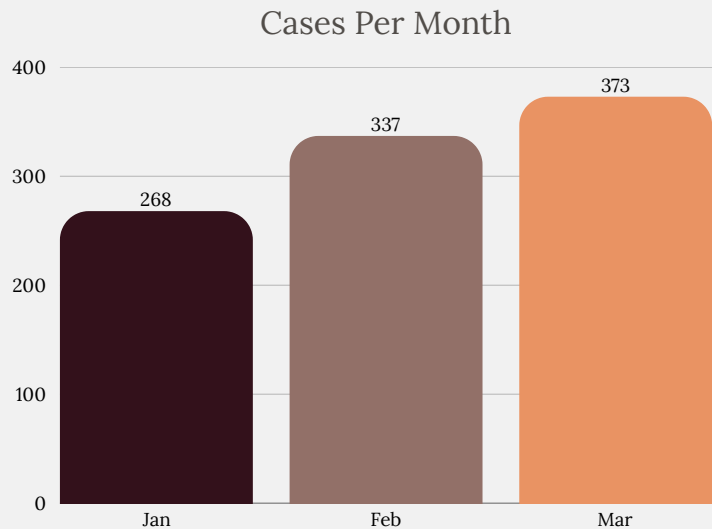


Number of Centres per City



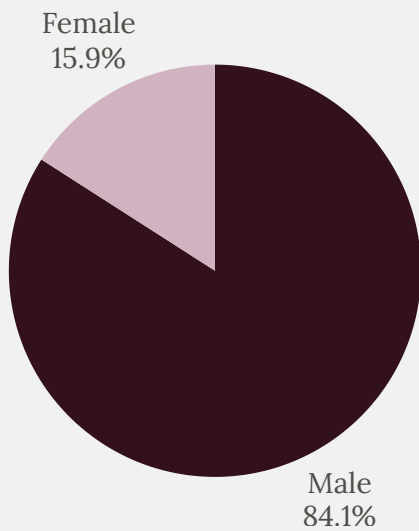
Programme Impact in Jan-Mar 2026

From January to March 2026, paralegals recorded **978 cases** during the first three months of the year, capturing **1,715 individual violations**. Each case often recorded more than one form of workplace violation, underscoring the layered nature of the workplace conditions workers continue to face.



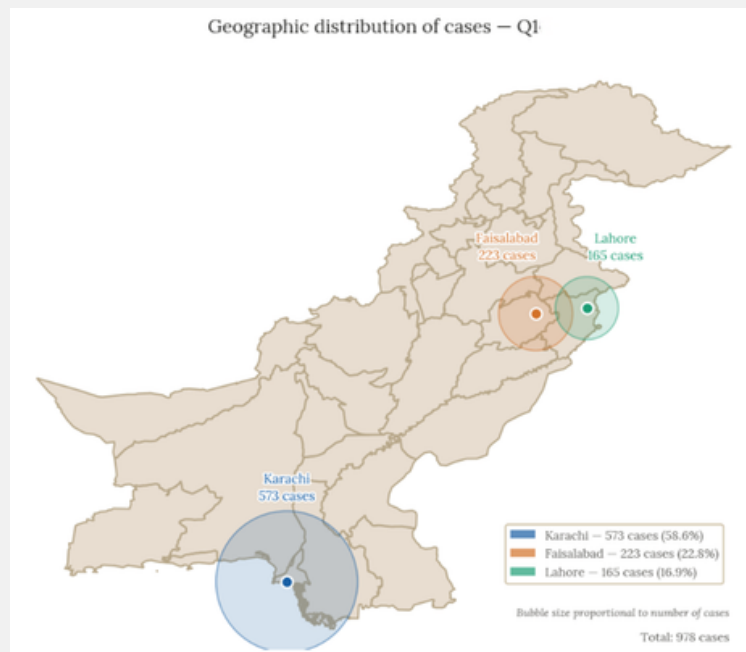
Taken together with previous quarters, the programme has now documented 6,535 cases since its launch in 2022, linked to a cumulative total of 13,387 labour rights violations. Jan-Mar 2026 represents a further step in building the evidence base needed to drive systemic change.

Gender Disaggregation



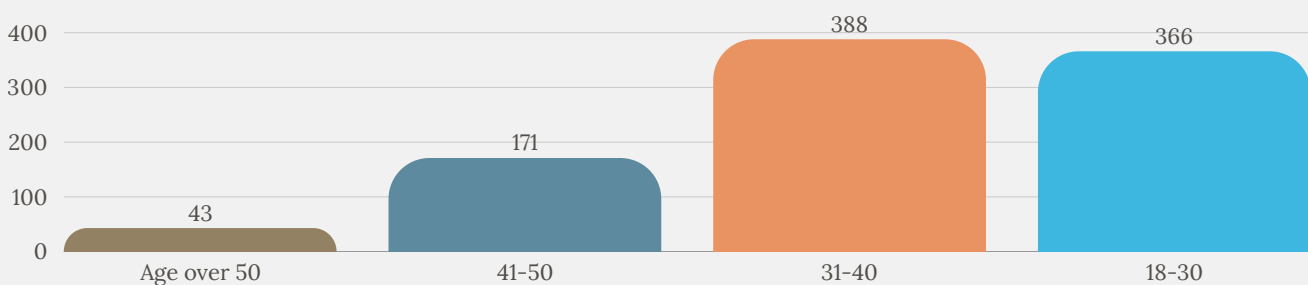
* 5 Cases were recorded without gender identification

Geographic distribution of cases – Q1



* 17 Cases were recorded without geographic identification

Age Disaggregation

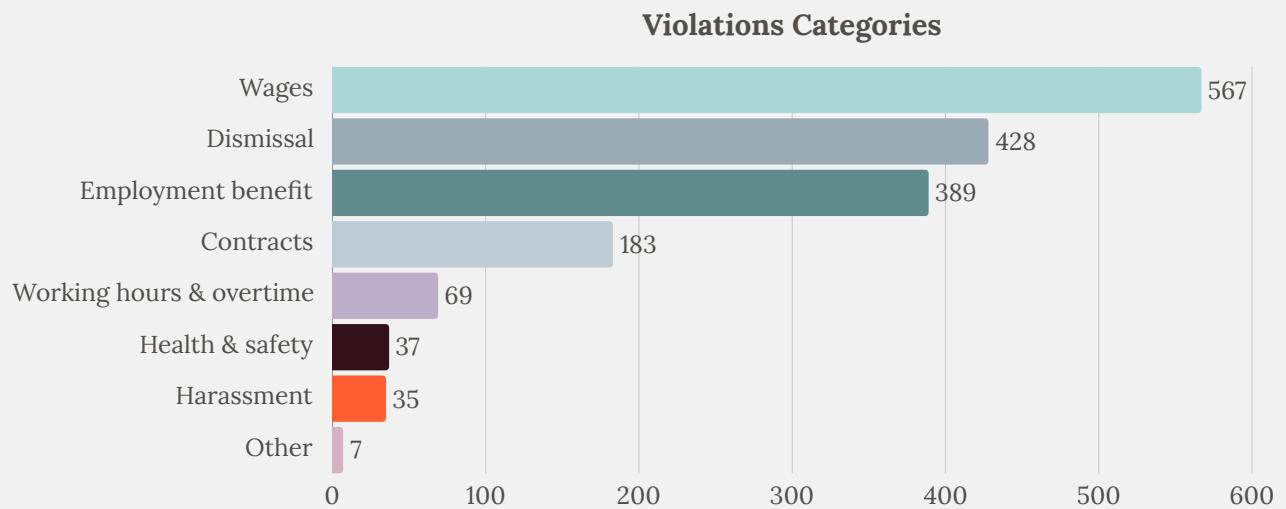


* 10 Cases were recorded without age identification

Nature of Reported Violations

Wage-related violations were the most frequently recorded category in Q1 2026, covering non-payment, delayed payment, and underpayment of wages. Dismissal and employment benefit violations followed as the second and third most common categories, with the latter rising substantially compared to Q4 2025.

Contracts and working hour violations were also documented across all three cities. Harassment and health and safety cases were recorded in smaller numbers. Gender differences were evident in reporting patterns: women reported proportionally higher shares of harassment and working hours violations, while dismissal and employment benefit cases were more prevalent among men.



Access to Remedy

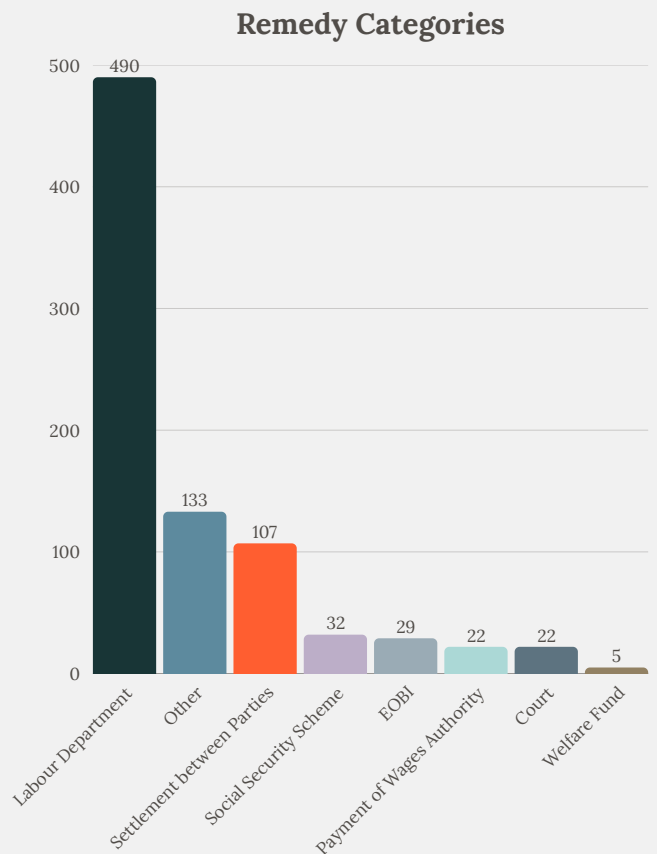
840 Cases

proceeded with an active remedy pathway, representing **85.9%** of all Q1 2026 documented cases.

138 Cases

(14.1%) remain without a recorded remedy pathway and are subject to ongoing follow-up by paralegals.

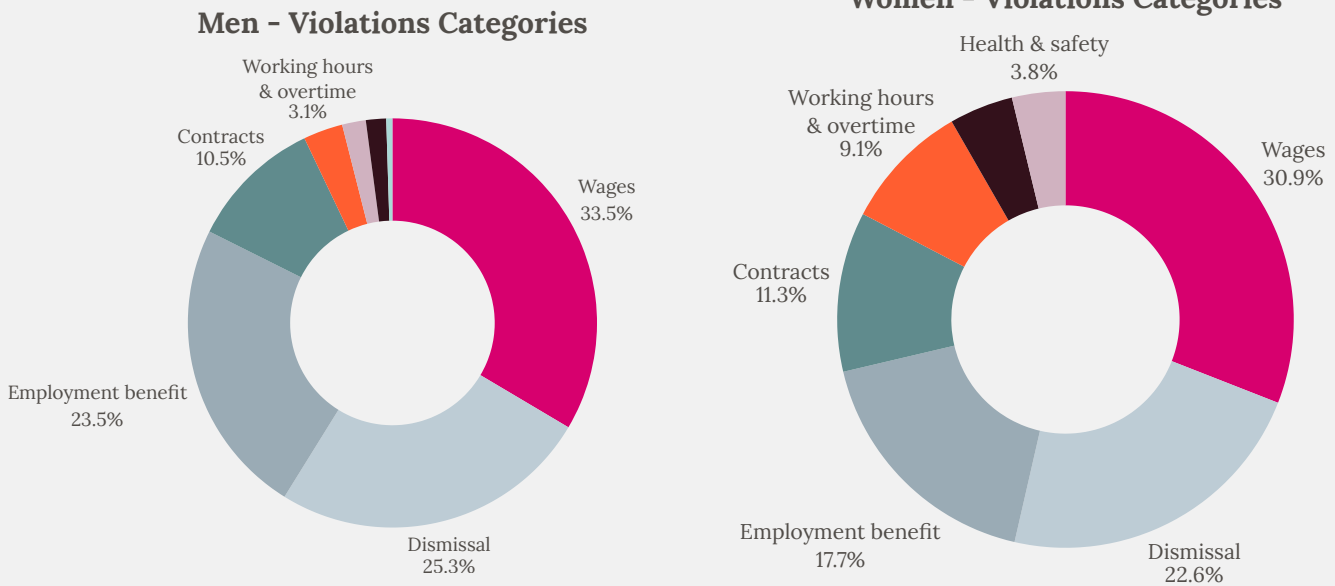
A striking feature of Q1 2026 is the high proportion of documented cases that moved into an active remedy process. Of the 978 cases recorded, 840 (85.9%) were taken forward through at least one formal or informal pathway. This reflects both the quality of paralegal support and the growing willingness of workers to pursue their rights beyond the initial complaint stage.



Analysis of Key Intersections

The 978 cases recorded in Q1 2026 produced 1,715 individual violations: that is an average of 1.75 violations reported per case. Examining violations through the lens of gender, geography, and case complexity reveals patterns that a single aggregate count cannot show.

A. Gender



4.5% vs 1.6%
Harassment
(women vs men)

9.1% vs 3.1%
Working hours & overtime
(women vs men)

22.6% vs 25.3%
Dismissal – gender gap
narrows this quarter

Women continue to report a disproportionately higher share of harassment and working hours violations, a pattern consistent with data from prior quarters. The dismissal gap between genders narrowed considerably in Q1 2026, while employment benefit violations registered a higher share among men (23.5%) than women (17.7%), driven by informal contracting at Karachi centres.

B. Location

Karachi
938 violations

Wages, dismissal, and employment benefits account for 87% of all violations. Working hours and harassment are near-absent, distinguishing Karachi sharply from the other two cities.

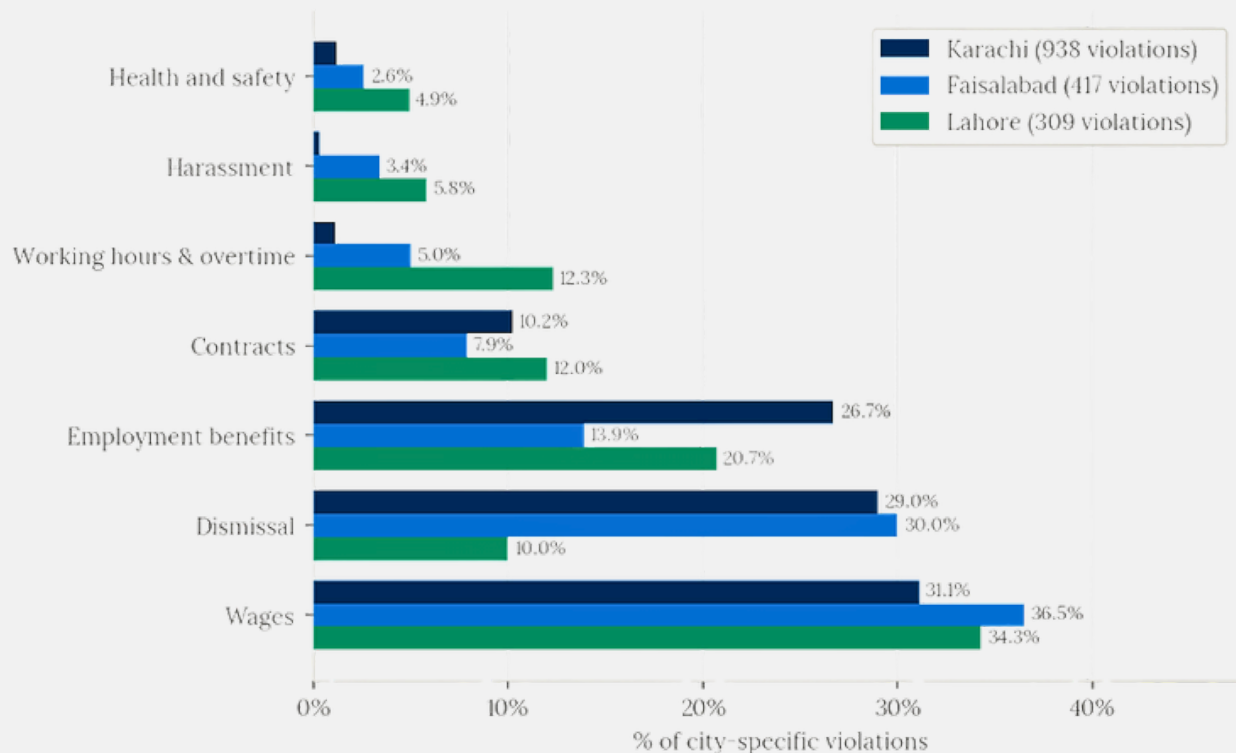
Faisalabad
417 violations

Concentrated in wages (36.5%) and dismissal (30%). Harassment (3.4%) and working hours (5%) appear more often than in Karachi, reflecting a broader range of concerns.

Lahore
309 violations

The most diverse profile. Dismissal accounts for just 10% - far below the other cities. Working hours (12.3%), harassment (5.8%), and health and safety (4.9%) all register meaningfully.

Violation distribution by city



C. Case Complexity

54.1% of worker cases involved two or more overlapping violations; 18.2% (178 cases) were complex, presenting three or more violation types simultaneously. The four most common pairings are shown below.

Dismissal	+	Wages	=	30.3%	296 cases – the most prevalent pairing. Termination and wage withholding occur together at the point of dismissal.
Employment Benefits	+	Wages	=	13.5%	132 cases – systematic failure in both pay and benefit provision, common among informally employed workers.
Contracts	+	Employment Benefits	=	12%	117 cases – workers without written agreements who simultaneously lack formal benefit enrolment.
Contracts	+	Wages	=	10.7%	105 cases – absence of formal contracts correlates consistently with wage irregularities.

Where cases involved three categories of violations, lack of contracts was in 3/4 of cases. This identifies employment informality as a structural risk factor: workers without formal agreements are consistently more likely to face concurrent violations across wages, benefits, and working conditions.

Success Stories

Widow receives PKR 500,000 (US\$1,798) following workplace death

When a factory worker died from an electric shock at work, his family was left without income and without any acknowledgment from the employer. His widow turned to NTUF for support. A formal complaint was submitted to the Labour Department, which responded by issuing a legal notice to the factory. What followed was a sustained process of legal proceedings and close follow-up, during which NTUF continued to press the case. The factory ultimately accepted liability, and the widow received PKR 500,000 in compensation. For a family that had received nothing in the aftermath of a preventable death, the settlement provided both financial relief and a measure of recognition.

Nine long-serving workers win PKR 8.3 million (US\$29,856) after mass dismissal

Nine workers, who had given between ten and fifteen years of service to a textile factory in Faisalabad, found themselves abruptly out of work when the factory downsized and terminated their employment without paying gratuity or any other dues. The suddenness of the dismissal left the workers both financially exposed and uncertain about where to turn. They approached the LEF Legal Aid Centre, which filed cases on their behalf before the Authority under the Payment of Wages Act the next day.



After two months of consistent follow-up, in March 2026 the Authority ruled in the workers' favour, awarding a combined total of PKR 8,327,951 in compensation. The ruling confirmed that years of service carry legal weight, and that workers without individual leverage can still achieve accountability when they have access to organised legal support.

Workers dismissed for requesting a pay rise win settlement and unionise

Two foreman mechanics at a fabric factory in Faisalabad asked their employer for a salary increment and were dismissed in retaliation. The factory also refused to pay the wages and benefits they were owed. Within two days of their first visit to the LEF Legal Aid Clinic, cases had been filed under the Payment of Wages Act.



The matter moved quickly: at the second hearing, the employer appeared and paid PKR 200,000 (US\$719) in settlement of all dues. What makes this case particularly significant is what the workers did next. Following the resolution, both joined the Textile Power-loom Garment Workers Union and committed to participating actively in union activities, choosing to channel their experience into longer-term collective action.

Worker reinstated with full back benefits after two years

A worker employed at a large knitwear and hosiery manufacturer in Karachi was dismissed without due process in February 2024. He came to the HBWWF Centre with one clear goal: he wanted his job back. The team took on the case and filed with Sindh Labour Court No. 3, appearing consistently at hearings over the months that followed. In February 2026, the court issued a ruling fully in the worker's favour. He was reinstated to his position with all back benefits restored, and the factory was directed to clear all outstanding arrears owed to EOBI and Social Security on his behalf. The case had a visible effect beyond the individual outcome: a workplace that had previously dismissed workers with little concern for procedure has since begun to apply greater care before acting against employees.

Programme Partners



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