

Dr. Arif Alvi,
President of Pakistan,
Aiwan-e-Sadar, Constitution Avenue,
Islamabad. Ph: 051 9204801

October 1, 2018

Dear President Arif Alvi,

Respects and warm greetings,

About a month back, I had taken the liberty of appealing to you to kindly address an issue of modern-day slavery and exploitation, inflicted by the state on its own citizens.

This matter relates to hundreds of janitorial staff who on behalf of the Cantonment Board Clifton (CBC) Karachi clean the streets of DHA and Clifton every day. **The CBC has contracted out its sweeping task to contractors, who in turn employ these workers and pay them Rs.10400 per month. The minimum legal wage in Pakistan is Rs.15,000.** These workers are also not entitled to any leave, medical, social security or EOB.

Mr. President, you will appreciate that your legal monthly salary is perhaps more than 40 times the illegal low wage being paid to these individuals. One understands that the President has no executive authority to make direct interventions in the running of the state. But one also understands that you have the moral and ethical authority to refuse taking any salary from the government, as a mark of your personal compassion and empathy towards this tortured class - till they are provided their salaries, medical facilities, leave and EOB benefits as laid down by the laws in Pakistan.

Mr. President, may I request that the issue of delivering the minimum legal humanity and equality to every citizen be considered by you as your first and immediate task. After all you would not like to occupy the highest and most respected office of a state that mistreats, exploits and enslaves its own citizens through an unaccountable and unconstrained system of private contractors.

Sincerely,

Naeem Sadiq
A citizen of Pakistan

Dr. Arif Alvi,
President of Pakistan,
Aiwan-e-Sadar, Constitution Avenue,
Islamabad. Ph: 051 9204801

September 10, 2018

Dear President Alvi,

Warm greetings and respects,

1. Please accept my heartiest felicitations on assuming the office of the 13th President of the Islamic Republic of Pakistan. In this new assignment, you have with you the good wishes, support and prayers of every citizen, for any endeavours that you may undertake for peace, reforms and betterment of Pakistan.
2. I have had the opportunity of sharing my thoughts and suggestion with you, on many social and development issues for over 2 decades. I would, if you allow, continue to do so, in my humble capacity, specially considering your desire to be an active, informed and effective President.
3. I write this letter to draw your kind attention to a grave, illegal and inhuman practice that is prevalent in Clifton and DHA areas of Karachi – areas that also happen to fall under your own ex constituency of NA-247. This relates to the modern-day slavery and exploitation of hundreds of janitorial staff who on behalf of the Cantonment Board Clifton (CBC) Karachi clean the streets of DHA and Clifton every day. **The CBC has contracted out its sweeping task to contractors, who in turn employ these workers and pay them Rs.10400 per month. The minimum legal wage in Pakistan is Rs.15,000.** These workers are also not entitled to any leave, medical, social security or EOB.
4. Some of us who have seen these sweepers working in miserable conditions every day for past many years, approached the CBC, and the Director Military Lands and Cantonment to demand that their 'contractors' pay at least the minimum wages to the janitorial staff. Our requests were completely ignored.
5. I therefore appeal to you for a direct and personal intervention to ask the Clifton Cantonment Board Karachi to ensure that:

- a. All janitorial staff, working for CBC as employees of contractors, are paid the minimum daily wages defined by Pakistan's minimum wage law.
 - b. The CBC contractors must provide basic facilities such as sick leave, medical facilities, social security and EOB to the janitorial staff.
 - c. The basic health and safety equipment is provided to all janitorial staff as their work is burdened with severe health and safety consequences and risks.
6. May I appeal to you to please consider this issue as a matter of great importance and priority, as it involves the government of Pakistan itself becoming a lawless and delinquent entity. By employing (through contractors) helpless workers on most degrading tasks at appallingly low wages, the state is not just in violation of the minimum wage law but also Article 25 of the Constitution that guarantees equal treatment for all citizens.

With warm regards

Sincerely,

Naeem Sadiq
A citizen of Pakistan

Abolish the cruelest form of modern slavery and exploitation being practiced at Cantonment Board Clifton (CBC), Karachi.

1. I would like to bring to your notice a blatant violation of the workers' right to receive the minimum monthly wages and other facilities defined by the laws in Pakistan. This refers to hundreds of janitorial staff who clean the streets of DHA and Clifton Karachi on behalf of the Cantonment Board Clifton (CBC), Karachi. The CBC has contracted out the sweeping task to contractors who pay these workers Rs.10400 per month. The minimum legal wage in Pakistan is Rs.15,000. These workers are not authorized for any leave and even a day's sickness results in a pay cut for that day.
2. Some of us, concerned citizens, who see these sweepers working in miserable conditions every day for Rs.10400 for month, have approached the CBC, and the Director Military Lands and Cantonment to ensure that all their contractors give minimum wages to the janitorial staff. Our requests have been completely ignored.
3. We therefore appeal to you for a direct and personal intervention to order (no new law is needed):
 - a. That all janitorial staff (and any other staff), working for CBC as direct employees or as employees of contractors, are paid the minimum daily wages defined by the law in Pakistan.
 - b. That they may be given other facilities such as sick leave, medical facilities, social security and old age benefits.
 - c. That they may be provided the basic health and safety equipment for performing a task that has severe health and safety consequences and risks.
 - d. That they may be compensated for at least last 3 years differences in legal wages and the pittance that was paid to them.
4. Kindly appreciate that this matter is of utmost importance and urgency as it is not just illegal, unethical and immoral to exploit and mistreat the helpless and needy but it is also a blatant violation of the minimum wage law and Article 25 of the Constitution that guarantees equal treatment before law for all citizens of Pakistan.

5. We hope that you would take this issue as your highest priority- constantly reminding yourself that the government of Pakistan itself becomes a lawless and delinquent entity when it itself or through its contractors exploits thousands of helpless workers on most degrading tasks at appallingly low wages.

Sincerely,

Naeem Sadiq
A citizen of Pakistan

Mr. Imran Khan
Prime Minister of Pakistan

October 18, 2018

Dear sir,

**Abolish the cruelest form of modern slavery being practiced at
Cantonment Board Clifton (CBC), Karachi.**

This matter relates to hundreds of janitorial staff who on behalf of the Cantonment Board Clifton (CBC) Karachi clean the streets of DHA and Clifton every day. The CBC has contracted out its sweeping task to contractors, who in turn employ these workers and pay them Rs.11100 per month, while the minimum legal wage in Punjab, KPK and Balochistan is Rs. 15000 while in Sindh it is Rs.16200. The workers also do not receive any leave, medical, social security or EOB.

Mr. Prime Minister, you understand that it is impossible for even a small family to live, eat food, pay house rent and utility bills and send their children to school in Rs. 11000 per month. This action of CBC to contract out its cleaning task to contractors, knowing fully well that the cleaners are paid Rs.11100 per month is illegal, unethical, inhumane and exploitative.

Mr. Prime Minister, you have the moral and legal responsibility to ensure that your government does not engage in unlawful activities by violating its own minimum wage law. Perhaps you ought to refuse taking any salary from the government, as a mark of your personal compassion and empathy towards this tortured class - till they are provided their salaries, medical facilities, leave and EOB benefits as laid down by the laws in Pakistan. Afterall you would not like to occupy the highest and most respected office of a state that mistreats, exploits and enslaves its own citizens through an unaccountable and unconstrained system of private contractors.

Sincerely,
Naeem Sadiq
A citizen of Pakistan

Dr. Shireen Mazari
Minister for Human Rights
Ministry of Human Rights
State Life Building No 5, First Floor, Blue Area,
Jinnah Avenue, China Chowk, Islamabad.
Ph. 051 9210563

October 18, 2018

Dear Minister Shireen Mazari,

**Abolish the cruelest form of modern slavery being practiced at
Cantonment Board Clifton (CBC), Karachi.**

Warm Greetings and respects

This matter relates to our earlier letter about hundreds of janitorial staff who on behalf of the Cantonment Board Clifton (CBC) Karachi clean the streets of DHA and Clifton every day. The CBC has contracted out its sweeping task to contractors, who in turn employ these workers and pay them Rs.11100 per month, while the minimum legal wage in Punjab, KPK and Balochistan is Rs. 15000 while in Sindh it is Rs.16200. The workers also do not receive any leave, medical, social security or EOB.

You will appreciate that it is impossible for even a small family to live, eat food, pay house rent and utility bills and send their children to school in Rs. 11000 per month. This action of CBC to contract out its cleaning task to contractors, knowing fully well that the cleaners are paid Rs.11100 per month is illegal, unethical, inhumane and exploitative.

As Minister for Human Rights, you have the moral and legal responsibility to ensure that your government does not engage in unlawful activities by violating its own minimum wage law. Perhaps you ought to refuse taking any salary from the government, as a mark of your personal compassion and empathy towards this tortured class - till they are provided their salaries, medical facilities, leave and EOB benefits as laid down by the laws in Pakistan. Afterall you would not like to be the

Minister of Human Rights of a state that mistreats, exploits and enslaves its own citizens through an unaccountable and unconstrained system of private contractors.

Sincerely,

Naeem Sadiq

A citizen of Pakistan