

2025 Report by Citizens' Commission For Equality And Human Rights (CCEHR)



Citizens' Commission for Equality and Human Rights (CCEHR) Report for the Year 2025

Summary:

The 2025 Annual Report of the 'Citizens Commission for Equality and Human Rights' (CCEHR) examines the state of equality and human rights among the most marginalized, oppressed, and discriminated segments of Pakistan's workforce. The report is based on research, surveys, interviews, information obtained under Article 19A (Right to Information) and officially released documents and notifications.

2025 unfolded as a year of discontent and disillusionment for the poor, even as it became a year of considerable indulgence and pampering for the rich - further stretching the unhealthy divide between the two. The state showed remarkable urgency and compulsion in enhancing the pay, perks, vehicles and even aeroplanes for parliamentarians, judges, and senior government officials, while displaying gross indifference and neglect toward improving the wages or working conditions of Pakistan's enormously underpaid and exploited workforce.

Almost 100 sanitation workers lost their lives across Pakistan. They were made to enter and perform manual scavenging with their bare hands in raw sewage gutters. Approximately 12000 sanitation workers working through Chinese and Turkish companies in Karachi, continued to receive cruel and illegal wages of Rs18000 - Rs20,000, although the minimum wage in Sindh had been officially raised to Rs40,000 since 1 July 2025. About one million private security guards received no respite in working hours or salaries, as they continue to be exploited to work for 12 hours every day for wages that range between Rs25,000 and Rs40,000 per month. About one hundred miners lost their lives in the deathly coal mines. The state continued to deprive over 95 percent workers, their right to be registered with EOBI or social security.

We are grateful for the feedback, suggestions and inspiration received from numerous individuals who even in extreme adversity, manage to bravely cope with the disparity, atrocity and exploitation thrust upon them. We

believe that improving social, economic and emotional lives of the downtrodden is vital to building a progressive, tolerant and progressive Pakistan. We appeal to all government departments, regulatory bodies and members of civil society to take practical steps to ensure provision of the minimum legal wage, EOBI, social security, overtime, and other legal rights to every worker of Pakistan.

Sincerely,

Sara Malkani
For
CCEHR

Naeem Sadiq
For
CCEHR

Dr. Kartar Dawani
For
CCEHR

Tahera Hasan
For
CCEHR

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1. Fundamental labour rights

- a. Effective July 1, 2025, Sindh, Punjab, and Khyber Pakhtunkhwa raised the minimum wage to Rs40,000 per month – a reluctant increase of Rs3000. Regretfully the Federal and the Balochistan governments did not revise the minimum wage which in these two jurisdictions continues to be the same as 2024, i.e. Rs37,000 per month.
- b. The minimum wage is based on 8-hour work per day for 26 days in a month. Every worker must receive at least one weekly holiday besides being entitled to notified gazetted holidays.
- c. Despite repeated reminders, provinces continue to issue minimum wage notifications with a delay of 3 to 5 months every year, depriving millions of workers the benefit of raised salary for the unnotified period.
- d. Every worker must be registered to EOBI by the employer, who must regularly deposit monthly EOBI contribution - against the specific CNIC of the worker.
- e. The employer must also register every worker with the Social Security department of the respective province and make regular monthly contribution.
- f. Workers performing work beyond 8 hours on a day are entitled to over-time. Overtime hours must be paid at twice the normal hourly rate.
- g. The minimum wage for security guards (being semi-skilled) was notified as Rs41380 per month, based on 8-hour duty, in Sindh and Rs43108 in Punjab. Overtime is required to be paid at twice the rate. Thus, a security guard performing 12-hour duty is entitled to Rs82760 in Sindh and Rs86216 per month in Punjab. (Besides 4 holidays/month, EOBI and social security.)
- h. In February 2026, the Sindh High Court clarified and upheld that those performing permanent duties in an establishment, even when under a contractor arrangement (3rd party), cannot be deprived of their rights i.e. minimum wage, EOBI, 8-hour duty, 26 days work in a month, overtime and the right not to be terminated. This landmark judgment dismantles the long-standing excuse used by employers to justify exploitation under the guise of “third-party employment.”

2. Wage-theft and Human Rights violations of sanitation workers

Sanitation workers belong to one of the most exploited and discriminated segments of our society. Numerous government departments, Municipalities, Cantonments and Boards (such as the Sindh Solid Waste Management Board, SSWMB) have subcontracted the waste management task to 3rd party contractors. While their contracts invariably mention the contractors' obligation to comply with all labour laws, both the government and the private organisations, (working as principal employers), fail to ensure the compliance of minimum wage, EOBI, Social Security, over-time and other labour laws. Our survey revealed that not a single government or private organisation ensured full compliance of labour laws for their contracted sanitation workers. The incidents cited below represent only a small fraction of the widespread wage theft and human rights violations faced by sanitation workers.

- a. Sindh Solid Waste Management Board (SSWMB) has sublet its entire solid waste management task to Chinese and Turkish companies in Karachi and to a Turkish company in Hyderabad. In turn, these companies have sublet the waste collection task to multiple Pakistani sub-contractors. As of December 2025, thousands of SSWMB sanitation workers working through Chinese companies were still receiving an illegal daily wage of Rs20,000 per month, while those employed through Turkish company were receiving a paltry sum of Rs18,000 per month. They are registered neither to EOBI nor to Social Security. They have no medical leave and must lose their salary for any day of absence or sickness. Placed below are a few samples of this evidence.

[SSWMB 6 Nov 2025 Turkish company](#)

[SSWMB 22 Sept 2025](#)

The above incidents were reported several times to the Sindh Government and SSWMB. However, they failed to take any action, thus suggesting their active connivance in this unholy practice.

- b. Regrettably, the cantonments across Pakistan failed to raise the wages of contracted and daily-wage sanitation workers beyond Rs 37,000 per

month (the rate for July 2024 to June 2025) - citing the flawed justification that the Federal Government had not revised the minimum wage. This false argument overlooks the basic fact that these the sanitation workers are not Federal Government employees, but locally contracted workers and their wages are governed by provincial government minimum wage notifications. The sanitation workers of cantonment boards are not registered to EOBI and also not compensated with overtime payment, when made to work beyond 8 hours.

- c. The three major government hospitals of Sindh, JPMC, Civil Hospital and Abbasi Shaheed Hospital continue to pay less than minimum legal wage to their contracted sanitation staff. They are also not registered to EOBI or Social Security.
- d. Pakistan Post Office sanitation workers, working through 3rd part contractors receive illegal and inhuman wage of Rs 20,000- 30,000 per month, instead of the legal salary of Rs40,000. Their salary is deducted at the rate of Rs500 per day, for any day of absence or sickness. They are also not registered to EOBI or Social Security. The delinquent Pakistan Postal Department, despite numerous reminders has failed to comply with the minimum wage law.
- e. In no municipality of Sindh, the contracted sanitation workers receive the minimum legal wage nor are they registered to EOBI or Social Security.
- f. No sanitation workers in the province of Sindh receive their salary through banking channels, as required by the law.
- g. Our survey of 29th December 2025 reveals that the sanitation workers of Pakistan Airports Authority (PAA) at Jinnah International (and other airports) continue to receive Rs37,000 per month for performing 12-hour duty every day. This is a gross violation of the minimum wage law in Punjab, Sindh and other provinces that calls for a minimum wage of Rs40,000 for 8 hours and Rs 80,000 for those who perform 12-hour duty every day. Despite repeated reminders from concerned citizens, the Pakistan Airports Authority has persisted in this grave violation of human rights.

- h. A citizens' petition for illegal wages being paid to contracted sanitation workers of SSWMB and the Sindh Municipalities is pending with the honorable Sindh High Court since January 2022. So far, the court has failed to hold these departments accountable, despite overwhelming evidence of the illegal wages being paid to the sanitation workers.

3. Child labour

- a. Thousands of children between the ages of 14 and 16 years continue to work as daily wagers / contracted workers for organisations such as petrol pumps, SSWMB Karachi, Cantonment Boards and many other departments across the country. They exist at the bottom of the cruelty chain – from major 3rd party contractors to sub-contractors and finally to child workers. Those engaged in sanitation work are routinely exposed to hazardous biological and corrosive substances - tasks that must never be performed by children.
- b. These children are also deprived of their childhood, education and dignity. We estimate that SSWMB alone employs between 500 and 1,000 child sanitation workers in Karachi, while thousands of children are engaged by contractors at petrol pumps, mechanic shops, domestic help and construction sites.

<https://youtu.be/6BITV1nFFAk>

[15 Yer Old Ali at Kheaban Jabal Karachi](#)

[July 4, 2025, SSWMB @ Rs500 per day](#)

Shown below is a newspaper report dated December 2024 of Commissioner Karachi taking notice of a "viral" social media report that exposed underage children being used as sanitation workers by SSWMB. Regrettably, responsible government officials lack both the mechanisms and the will to address these violations, responding only

superficially when cases surface on social media.

ہفتہ/ 07 دسمبر 2024ء
روزنامہ امت کراچی

بچوں جھاڑو لگوانے والے ٹھیکیداروں کی بخلا کارروائی

کمشنر کی ہدایت - سندھ سولڈ ویسٹ مینجمنٹ بورڈ کے دفاتر پر چھاپے ویڈیو پورائزل ہونے پر نوٹس لیا گیا تھا کراچی (اسٹاف رپورٹر) کم عمر بچوں اور بچیوں سے کام کروانے پر کمشنر کراچی نے نوٹس لے لیا، سندھ سولڈ ویسٹ مینجمنٹ بورڈ کے ٹھیکیداروں اور ذمہ داروں کے خلاف کارروائیاں شروع کر دی گئی ہیں۔ تفصیلات کے مطابق کمشنر کراچی حسن نقوی نے سندھ سولڈ ویسٹ مینجمنٹ بورڈ سمیت دیگر اداروں میں کم عمر بچوں اور بچیوں سے کام کروانے پر سخت نوٹس لیتے ہوئے ڈپٹی کمشنر زکوہدایت جاری کر دی ہیں۔ گزشتہ دنوں سندھ سولڈ ویسٹ مینجمنٹ بورڈ کے حوالے سے سوشل میڈیا پر کم عمر بچوں اور بچیوں سے کام کروانے کی ویڈیو وائرل ہوئی تھی۔ ویڈیو کو رنگی کے علاقے کی بنائی گئی تھی جہاں کم عمر بچوں اور بچیوں سے جھاڑو لگوانی جاری تھی، مذکورہ معاملہ میڈیا پر بھی نشر ہوا جس پر کمشنر کراچی نے نوٹس لیتے ہوئے متعلقہ افسران کو کارروائی کی ہدایت جاری کیں۔ سندھ سولڈ ویسٹ مینجمنٹ بورڈ کے اضلاع میں بنے دفاتر پر چھاپے بھی مارے گئے۔ شاہ فیصل ٹاؤن، ضلع وسطی اور کورنگی کے علاقوں میں چھاپے مارے گئے ہیں جہاں کم عمر بچوں اور بچیوں سے جھاڑو لگوانے اور کچرا اٹھانے کا کام کروایا جا رہا تھا۔

- c. An under-age child worker filling fuel in cars at a TOTAL petrol pump in Karachi.



- d. A 15-year-old child engaged in road construction in Cantt Borad, Clifton, Karachi.



4. Exploitation of Private Security Guards

- a. There are an estimated one million private security guards in Pakistan, whose services are utilised (through 3rd party security companies) by banks, petrol stations, embassies, malls, courier services, Post Offices, National Savings, PIA, government departments, hospitals, industrial organisations and private individuals. Regrettably, the government organisations, are themselves the biggest violators of labour laws relating to the private security guards.
- b. Security guards are classified as semi-skilled labour, and their minimum legal wage has been notified in Sindh as Rs41380 and Rs43108 in Punjab. These salaries are based on 8-hour duty per day for 26 days in a month. Overtime is required to be paid at twice the rate. Thus, a security guard performing 12-hour duty is entitled to Rs82760 in Sindh and Rs86216 per month in Punjab. (Besides 4 holidays/month plus EOBI and social security.)

- c. Surveys and data collected from hundreds of security guards, working both for the government as well as private organisations suggest strikingly identical exploitation and cruelty. 98 percent of the security guards work for 12 hours, are paid between Rs25,000 to Rs45,000 per month. They are not registered with EOBI or Social Security and often not given the weekly holiday.
- d. All private security companies are licensed by federal or provincial authorities, subject to strict compliance with all applicable labour laws. This condition is however only meant to look good on papers. The fact remains that no action has ever been taken by the Federal or the Provincial governments to ensure compliance of their own licensed agreements with the security companies. Placed below are some samples of the brutal treatment meted out to the private security guards.
- e. A security guard employed by a Courier company.
[TCS Guard 25 Feb 2026](#)
- f. A security guard at a Travel agency
[Security Guard @ Bokhari Travels 9 Jan 26](#)
- g. A security guard employed on the streets of residential areas.
[June 30, 2025 security guard at 5th Gizri Street, Karachi](#)
- h. A security guard at a bank.
[23 May 2025 Bank Islami](#)
- i. **Pakistan Post, National Savings, Petrol Stations and Commercial Banks** continue to remain some of the largest employers as well as violators of the rights of the security guards, employed through 3rd party security companies. Typically paid a salary between Rs30,000 and Rs40,000, these security guards are made to work for 12 hours a day and not registered to EOBI. Numerous attempts to demand legal wages have been met with deafening silence. Following are some of the largest violating organisations, engaged in wage theft of security guards, as observed in our surveys :
 - Pakistan Post

- National Savings
- All commercial banks – including those claiming to be Sharia compliant.
- Guards employed on streets in the most affluent localities of Pakistan
- Guards employed by Courier services
- Guards employed by industries, Malls, shopping centres, supermarkets and private homes.
- Guards employed by Cantonment Boards
- Guards employed by all public and private hospitals across Pakistan
- Guards employed by hotels and wedding halls.
- Guards employed at more than 1300 petrol pumps of Pakistan.

5. Illegal wages and human rights violations of Railway Coolies

- a. Pakistan Railway persists in its century-old practice of exploiting railway coolies - who quite literally carry its burden.
- b. Coolies perform a core function for Pakistan Railway. They are not regular employees of the Railway but work through a 3rd party contractor, who operates under a contract with Pakistan Railway. Every day, every coolie is bound to surrender 30 percent of his total daily earning to the contractor. Coolies are also not registered to EOBI or to Social Security.
- c. Pakistani law requires the principal employer (Pakistan Railways in this case) to ensure compliance to minimum wage and other labour laws for all persons performing on-going services at its premises – may they be its own employees or contacted through a third party. Pakistan Railway is thus guilty of not complying with this law and indulging in grave legal violations, wage-theft and human rights violations of coolies.

6. Human rights violations of workers in Sugar Mills

Numerous complaints and letters to government officials have highlighted extreme cruelty, exploitation, illegal wages, EOBI avoidance and human rights violations of workers **in the sugar mills of Pakistan**. These violations relate to:

- a. Workers are being paid illegal salary between Rs20,000 and 30,000 per month.
- b. Workers not registered to EOBI or Social Security. In some cases, the EOBI contribution is deducted from workers but not deposited with EOBI.
- c. Workers are not paid through banks and kept on daily wage status for years.

7. Denial of EOBI and Social Security

Of Pakistan's 80 million workforce, employers deposit monthly EOBI contribution for only 3.28 million workers. This means barely 4% of workers are likely to receive pensions upon retirement, while an overwhelming 96% will be left without support - placing a heavy burden on their families and society. Alarming, only around 0.7 million workers, equivalent to a negligible 0.87% of the workforce, are presently on the rolls of those receiving monthly pensions from the EOBI. This is perhaps one of the biggest crimes in modern history committed by the Islamic Republic of Pakistan and its rich elite on their own helpless and voiceless citizens. The crime is compounded by the incompetence and corruption of EOBI and Social Security departments and aided and abetted by equally compromised government labour ministries.

8. OGRA's negligence leads to exploitation at petrol pumps.

- a. OGRA (Oil and Gas Regulatory Authority) issues licenses to Oil Marketing Companies (OMCs) to operate fuel pumps. Compliance to all national laws is a fundamental requirement built in these licenses. Regrettably, OGRA has failed to ensure compliance of its own licensed conditions. In criminal connivance with OMCs, **OGRA overlooks** the wage theft and human rights violations of workers and private security guards deployed at petrol stations.
- b. The petrol station workers put in 15 days of work every month, working on a 24 hour shift each day. This amounts to 120 hours of normal duty and 240 hours of overtime every month. Based on overtime at twice the normal rate, this translates into a salary package of Rs112,000 per month.
- c. Regrettably, a typical petrol station worker receives salary just between Rs25,000 to Rs37,000 per month, with no registration to EOBI. It is fair to conclude that virtually no petrol pump worker in Pakistan receives even half of the legally mandated wage.
- d. Likewise, the security guards at petrol pumps work for 12 hours a day and typically receive illegal salaries between Rs25,000 and Rs35,000 per month.

9. The State Bank looks the other way

- a. The State Bank of Pakistan regulates 44 scheduled commercial and microfinance banks in Pakistan. They have a combined network of 16685 branches spread all over Pakistan. Together they employ approximately 60,000 security guards through 3rd party security companies.
- b. Except for two banks, whose security guards receive Rs55,000 per month, the security guards of all other 42 banks receive salaries between Rs25,000 and Rs45,000 per month. Considering that the banks

pay astronomical salaries to their senior management, it is unfortunate and criminal for them to deprive their security guards of even the minimum legal wage for 12 hours duty.

- c. The State Bank has fallen far short of its mandate to regulate the banking sector and ensure compliance with the country's laws. To look the other way is a disappointing option chosen by the highest regulating body of the country.

10. The deadly Coal Mines

- a. Pakistan is home to approximately 5000 coal mines, of which only about half are registered in government records. The coal mines are ancient, highly unregulated and absolutely hazardous. Mine blasts, landslides, fires, electrocutions, and exposure to poisonous gases in coal mines of Pakistan cause over 100 mine accidents every year.
- b. The **Pakistan Central Mines Labour Federation (PCMLF)**, along with other IndustriALL affiliates, reported at least **118 coal miners (29** in Khyber Pakhtunkhwa and **89** in Balochistan) were killed in coal mine accidents in 2025. The existing safety mechanisms and management in coal mines are archaic, inadequate and incapable of stopping these fatal accidents.
- c. The coal mines largely operate without gas detectors, wireless communication, ventilation systems, smart helmets, air blowers, oxygen supplies, alternative egress routes, rescue services, and personal protective equipment (PPE). The equipment used in mines such as motors, fans, plugs, sockets, lights, junction boxes and cables are mostly inflammable and often a source of ignition/explosion. Over half the miners perform the hazardous task of digging without masks and shoes.

- d. 300,000 is widely cited by the ILO and labor unions as the total number of individuals physically working in the mining sector of Pakistan, of which approximately **100,000** miners are considered part of the "formal" sector (working on documented leases), while roughly **200,000** operate as seasonal or casual, labourers in unregistered pits. While registration with the Employees' Old-Age Benefits Institution (EOBI) is a legal requirement, it is rarely enforced in the mining industry.
- e. In a landmark report submitted to the Peshawar High Court in early 2026, it was revealed that in certain regions of Khyber Pakhtunkhwa, only 300 mine workers were registered with EOBI out of an estimated 150,000 associated with the mining sector. Nationally, while some large-scale mechanized mines (like those in Thar, Sindh) register 100% of their staff, the thousands of smaller private mines in Balochistan, KP and Punjab often have **zero** EOBI-registered employees.
- f. The **Peshawar High Court (PHC)** issued a strict order in February 2026 stating that no mining lease shall be granted or renewed by the government unless the individual or firm is **duly registered with EOBI**. It is submitted that the Court should have required not just the registration of mines but expressly demanded mandatory EOBI registration of all mine workers.
- g. The non-registration of over 99 percent of coal miners is a criminal and unforgiveable failure of the EOBI institution.
- h. Mine management and workers are not provided any training regarding safety measures, equipment or procedures for safe mine operations. Headlamps frequently malfunction and mining sites lack warning systems to alert workers to potential dangers like gas leaks or flooding. In the event of a mine roof collapse, there is no system in place to warn or retrieve the workers. The law requires one doctor and one ambulance to be stationed in mining areas, but in reality, no such facilities are available.



Newspapers of 31 March 2026 report death of 10 mineworkers as a result of landslide triggered by a mining blast in Nangabad Darang area of Rustom, Mardan, Khyber Pakhtunkhwa.

11. **Manual scavenging and hazardous working conditions.**



- a. Ninety five percent work of gutter cleaning in Pakistan continues to be performed by sanitation workers entering the raw sewage gutters and undertaking manual scavenging. The work is

performed with bare hands using zero safety equipment or precautions. This exposes them to indescribable deaths, diseases, wounds, cuts, and long-term illnesses.



- b. It is estimated that about 100 workers die in sewage gutters every year in Pakistan. In just the first six months of 2025, at least twenty-four sanitation workers lost their lives after inhaling toxic gases inside the raw sewage gutters in Pakistan. The toll continued to rise in September, with two workers killed in Port Qasim (11 September 2025), three in Faisalabad (19 September 2025), and three more in Karachi (22 September 2025).
- c. They did not die a natural death. They were killed by absolute poverty, helplessness, exploitation and slavery imposed upon them, by the state and the citizens of Pakistan. They received neither the minimum wage, nor were they registered to EOBI or social security. They were inhumanely discriminated, demeaned, and deprived of their right to life.

[Faisal KWSB workers](#)

- d. Almost 90 percent of those who are made to enter the sewage gutters are non-Muslims, highlighting extreme religious discrimination practiced in Pakistan.

- e. Sewage workers use no safety equipment or safety protocols while entering the sewage gutters. They continue to perform this task as it was done 100 years ago - wearing brief shorts, working with bare hands and using zero protective equipment or tools. At best, in some cases, their lowering and raising is helped by 2 persons standing outside the gutter, as shown below.



- f. The Islamabad High Court (IHC) ruling (WP 4234/2022) on November 11, 2025, is a landmark judicial intervention authored by Justice Raja Inaam Ameen Minhas. It addressed two joint petitions filed by the Center for Rule of Law Islamabad (CROLI) and the Pakistan United Christian Movement (PUCM). The judgment transformed sanitation work from a neglected labour issue into a fundamental matter of constitutional accountability.
- g. The Court declared manual scavenging (the manual handling of human waste in sewers and drains) to be a **hazardous and entirely avoidable threat to human life**. It directed the respondent No.4/Ministry of Law & Justice to initiate the process of framing new legislation or amending existing law to safeguard and strengthen the rights, safety and dignity of sewerage workers in accordance with the Constitution. The legislation should involve provision of facilities regarding safety, compensation and insurance coverage.
- h. The machine shown below, locally produced by volunteer citizens is a sample of what could be done, at a very low cost, to clean the gutters by mechanical means and thus prevent human beings from entering the raw sewage gutters.



- i. A petition against manual scavenging and entry into sewage gutters was also filed by nine concerned citizens in the Sindh High Court in October 2025, praying that entry into raw sewage gutters was a demeaning and derogatory act and a violation of basic human rights. The petition seeks complete prohibition of manual scavenging and entry into raw sewage gutters. Three hearings in this case have already taken place, and it is hoped that the Honourable Court will accord this grave matter the seriousness it warrants and deliver a judgment that finally brings an end to the centuries-old practice of manual scavenging.

12. Deepening inequality — the painful divide between Pakistan’s rich and the poor.

- a. The Household Integrated Economic Survey (HIES) 2024–25 released by the Pakistan Bureau of Statistics (PBS) in February 2026 defines the National Poverty Rate at 28.9% (up from 21.9% in 2018–19) which translates into 69.4 million people currently living below the national poverty line. Clearly, Pakistan’s current growth and development model is no longer fit to sustain reduction in poverty and inequality.
- b. ARTICLE 38(e) of the Constitution requires the state to promote social and economic well-being of the people by “reducing disparity in the income and earnings of individuals, including persons in the various classes of the service of Pakistan”. There is substantial evidence to suggest that Pakistan continues to adopt measures that, on the contrary, further aggravate this imbalance.
- c. The policy of giving across-the-board, same percentage increase in salary to all government officials is highly deceptive and discriminatory. Consider the 2025 pay rise of government employees. A 20% pay rise would give extra Rs40,000 to someone receiving a salary of Rs200,000, while it would only give an additional Rs8,000 to someone receiving a salary of Rs40,000.

Thus, the already wide income gap between the two individuals gets further widened by another Rs32,000.

- d. The state's neurotic bias in widening income inequality is starkly reflected in its disproportionate generosity toward the elite and neglect of the poor. The 2023 salaries of the Chairman Senate and Speaker National Assembly rose from Rs255,000 per month to Rs1,950,000 in 2025 - an extraordinary increase of 665%. In contrast, the minimum wage crept up from Rs32,000 to Rs40,000 during the same period, a paltry rise of just 25%. The Federal government exhibited yet more sadistic behaviour and kept the minimum wage frozen at Rs37,000.
- e. Exposing a stark and troubling disparity, the Supreme Court judges on the average receive a pension of Rs1.5 million per month, while the workers receive a meagre pension (EOBI) of Rs11500 per month. Thus, the ratio between the lowest and the highest pension in Pakistan is 1:130. This ratio suggests an obscene level of disparity as well as insanity, when compared with other countries i.e. Turkey 1:5, Iran 1:7, Uzbekistan 1:15, UK 1:7 and India 1:46.
- f. A sanitation worker who works for a government Department (SSWMB) in Karachi under a contractual arrangement (through sub-contractors), receives a salary of Rs18000 -20,000 per month, while the Chief Justice of Pakistan receives Rs 2,800,000 per month, suggesting a ratio of 1:140 between the two salaries. Likewise, the salary and perks of The Governor State Bank are approximately Rs5 million per month. Thus, a Sanitary worker and the Governor State Bank receive salaries in the ratio of 1:250. This is insane and obscene disparity of income.
- g. The purchase of a Rs 11 billion Gulfstream aircraft by the Chief Minister of Punjab and the allocation of a Rs 90 million car to the Senate Chairman are stark and indefensible evidence of how the elite have entitled obscene luxuries for themselves - at the expense of the poor.
- h. Pakistan is perhaps the only country in the world which has issued over 110,0000 government cars to its officials, ostensibly for official use. The truth is that these government cars are largely

misused to pick and drop the officials, take their children to schools and their spouses for shopping. In sharp contrast, the UK government uses only 86 official cars, kept in a central carpool which are made available only against a written requisition for a specific errand only.

- i. The state has shown no interest in ensuring decent, dignified, or safe working conditions for workers. While, its pampered officials enjoy sanitised air-conditioned offices and luxury vehicles (at the taxpayers' expense), the poor are left to scavenge discarded food in filthy, disease-ridden environments.



13. Recommendations.

The working conditions, wages, and treatment endured by sanitation workers, coolies, security guards, coal miners, domestic staff, and petrol station employees reflect extreme cruelty, illegality, and inhumanity. CCEHR presents the following recommendations aimed at ending this modern-day slavery and fostering a fairer, more equitable society in Pakistan.

- a. Salaries of all workers (private, public, regular, contractual, third party or daily wage) throughout Pakistan be paid ONLY through banking channels.
- b. Each worker must receive an electronic or paper pay slip that states the amount paid and the reason for any deduction.
- c. No salary payment should be permitted unless the employer has electronically deposited 10% of the employee's basic salary (6% for pension and 4% for social security) into the designated bank account.
- d. All payments by employers to employees and the employers' 10% contribution in the bank, must directly be linked with NADRA, FBR, EOBI and Social Security departments. Thus, there ought to be no need for sending any papers or information to any department. This transparency should make it impossible for an employer to pay less than minimum wage, skip essential contribution to EOBI and Social Security or to fudge salary figures. This should also eliminate the need for thousands of corrupt and wasteful labour inspectors, who are largely responsible for maintaining the archaic inspection processes.
- e. There should be no requirement for separate EOBI or Social Security numbers; all tracking of salaries, taxes, and employer contributions should be seamlessly integrated through CNIC numbers alone.
- f. A nationwide Helpline be introduced exclusively for handling and responding to complaints of "Wage theft and EOBI violations". The website must be widely advertised, and all workers be encouraged to complain if they receive less than minimum wage or are not registered to EOBI.
- g. The yearly minimum wage notifications are published by the government at least 2 months before 1st July of every year, to give a timely notice and enable employers to start giving the revised wages from 1st July onwards. The federal government must ensure the implementation of a uniform minimum wage across all provinces in any calendar year.

- h. The salary and the pension ratios between the minimum wage of a worker and the highest paid government official (including a judge) ought not to be more than 1:15
- i. The government must establish a comprehensive mechanism to collect and maintain a database of all workplace accidents, deaths, injuries, and occupational diseases, across sectors including mining, industry, construction, sewage work, and all other labour activities. In the absence of a credible system, discussions on workers' deaths and injuries remain fragmented, anecdotal, and often dismissed.
- j. In most civilized nations, wage theft and failure to pay pension or social security contributions are treated as serious criminal offences. In contrast, Pakistan remains lenient toward affluent violators, while the poor bear the consequences of this neglect. The complicity between corrupt EOBI, Social Security, and Labour officials and exploitative employers has created intolerable and inhumane conditions for workers across Pakistan. It is proposed to shut down all three (EOBI, Social Security and Labour) departments and replace them by a single, lean and highly digital paper-less organization, directly linked with NADRA, FBR and banks, to ensure correct wages and faultless collection of EOBI and Social Security contributions.
- k. A **Duty to Report** law be introduced that makes it mandatory for every citizen and organization of Pakistan to report child labour or child abuse.
- l. **EOBI** must be declared a compulsory requirement, applicable to every citizen of Pakistan above the age of 18 years, regardless of the nature of employment or employer. Notwithstanding the nature of job - regular, contracted, daily wage, commercial, industrial, domestic or agriculture, every citizen must be eligible for registration to EOBI and Social Security. Employers must electronically transfer EOBI and Social Security (10 percent of minimum wage per month) for all employees, including the daily wagers. The same should be paid on a pro rata basis, for shorter durations of less than a month.

- m. The requirement restricting EOBI registration to organisations employing more than five workers should be abolished. An employer employing even one employee must deposit 10% of basic salary every month as pension and social security contribution. EOBI contribution must be the same across Pakistan, to facilitate seamless continuity of EOBI for workers moving from one province to another. Self-employed and out-of-job individuals should be able to make self-contributions. It is the responsibility of the state to ensure a robust mechanism that would provide post-retirement support to every citizen. On reaching the age of 60 years, pension must automatically be sent to the employee's bank, without the need for fresh paperwork or applications.
- n. Solid Waste management contracts to foreign companies be cancelled and given to professional Pakistani companies who must not be allowed to further subcontract the task. These companies must employ full-time sanitation workers as regular employees – ensuring full compliance of labour laws.
- o. Legislation be carried out for complete prohibition of manual scavenging and entry into sewage gutters. It must be a crime to send a worker into a sewage gutter and the Heads of the Departments ought to be held directly accountable for any violation.
- p. Locally manufactured suction, jetting and grabbing machines be acquired and used instead of manual cleaning of sewage gutters. While some of the existing workers could shift to mechanical operations, many others must be trained in new skills and rehabilitated in new jobs.
- q. All government officials, including judiciary, must receive just one flat salary (and one flat pension), with no additional perks, allowances, or entitlements. Perks like free electricity, free fuel, free phones, free security, free club memberships etc. must be eliminated for all politicians and government officials. The ratio of the lowest and highest salary or pension must not exceed 1:15.
- r. Over 110,000 government vehicles allotted to government officials including those allotted to politicians be withdrawn, sold in market and funds deposited in state exchequer. A limited number of

vehicles may be retained in centralized pools within each province, to be allocated strictly on a requisition basis for official use only.

- s. Working hours for private security guards and petrol pump employees must be reduced to regular 8-hourly shifts and all salaries must be paid through banks only.
- t. All coal mines be registered, modernized and operated strictly in compliance with the requirements of the 187-page ILO code for safety and health of workers in coal mines. Inspectors be trained. Mine inspections be modernized and digitised. The wages of coal miners be linked to the workers receiving one third of the total amount at which the coal is sold in the market.
- u. Mine departments ought to conduct physical surveys of all mines in Pakistan. The updated data of each mine's GPS location, output, workers, EOBI, safety equipment, inspections, registration, facilities, accidents, injuries, and deaths be placed on government websites and made publicly accessible. This is also a requirement under Pakistan's right to information laws.
- v. Considering Pakistan Railway's abysmal financial condition, we propose the following immediate actions to alleviate the misery of Railway Coolies.
 - I. All 3rd party coolie contractors be removed, and all coolies be directly contracted by the Pakistan Railway. They should be managed and regulated directly by the Railway staff at each railway station.
 - II. Coolies are not paid any salary by the Railway, and the coolies also pay no amount from their earnings to railway or any other individual.
 - III. Pakistan Railway ensures that all coolies working at its premises are registered to EOBI and the Railway itself pays the monthly EOBI contribution on behalf of the Coolies.
 - IV. Coolies be forbidden to carry luggage on their heads. Instead, Railway ought to provide sufficient trolleys/ ramps / escalators / lifts at each station to facilitate weight carriage in a safe, ergonomic and civilized manner.