

NADEEM AKHTAR

Women's Trade Union- Changing the World of Work

**Labour & Human Resource Department
Government of Punjab Lahore, Pakistan**

While unions are beneficial for all workers, union membership is especially important for women workers. According to latest statistics, 22.2 % of women are part of labour force in the province of Punjab, Pakistan. It is regrettable that even after the 75 years of independence and with significant increase in women workers, there was not a single women's trade union registered in the same province.

As the Registrar Trade Union Labour Welfare Lahore (South), I had the honour to register the first ever women's trade union by the name & style of "Women Workers Unity" on 07/06/2022.

OBJECTIVES

This union comprises 52 female members. Its objectives include welfare of working women and protection of their rights, improved working conditions/environment, gender equality and harassment at workplace. It also provides alternative dispute resolution mechanism for female workers with regards to employment disputes/domestic issues & keeps a close liaison with different provincial departments for legal help.

In pursuance of these objectives, the union organizes campaigns, orientation sessions at different workplaces i.e brick-kilns, schools, factories etc, uses social media and has its own Facebook page.

ACHIEVEMENTS

This union has achieved immense significance despite meagre resources like displaying of harassment policy at various factories & public offices. Establishment of separate washroom for women in the factories, brick-kilns & public offices, implementation of minimum & equal wage for women workers.

WAY FORWARD

The national and international organisations other than government organisations must take great interest to encourage such unions through provision of resources for capacity building.