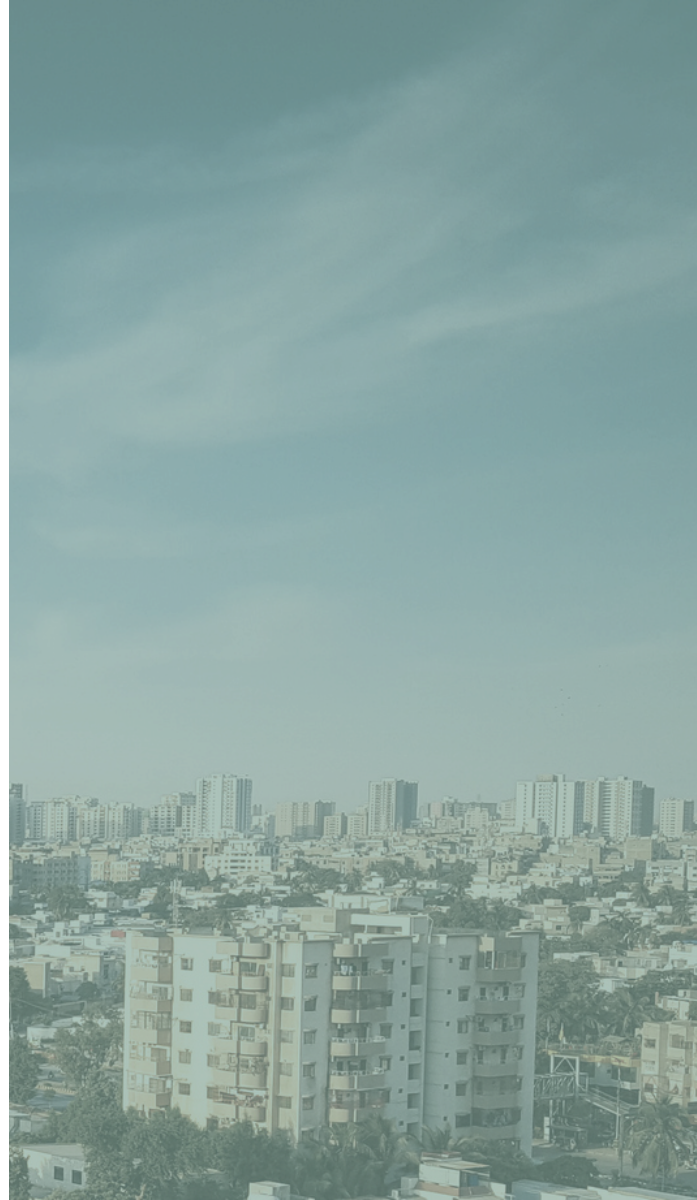


Pakistan

Country & Industry Overview

Including labour laws and
regulations



Quick overview

Pakistan's garment, textiles and footwear (GTF) exports are worth approximately **USD 18.66 billion(2022)**.

Key export markets:

United States 26.42%
United Kingdom 10.42%
Germany 8%
Netherlands 6.71%
China 5.55%



Industry



10,000 (2023)

Number of factories in the garment industry.



Specialises in:

- Cotton and cotton-based textiles
- Denim production
- Jerseywear
- Sportswear and activewear
- Leather footwear and athletics/sports shoes

Workforce



15 million (2023)

Number of workers in the garment sector.



6-8% (2023)

Percentage of women workers employed in the garment/textile industry.



Minimum wage is set at regional level

For example, the minimum wage in Sindh and Punjab provinces was PKR 25000 in 2023.

Labour laws and regulations

Employment Contracts		Written contracts are required by law, but many workers lack formal contracts, leading to job insecurity.
Wages		Minimum wage laws exist, but violations are common. Many workers are paid on a piece-rate basis. The minimum wage falls short of a living wage by 51%.
Leave & Holidays		Legal leave provisions exist, but many workers, especially informal ones, may not receive these benefits.

Labour laws and regulations

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Occupational Safety & Health	Safety concerns are high. The 2012 Ali Enterprises fire led to initiatives like the Pakistan Accord, but enforcement remains weak.
Unionisation & Dispute Resolution	Legal right to unionize, but unionization rates remain low. Organizations like the Home-Based Women Workers' Federation (HBWWF) advocate for workers' rights.
Working Hours & Overtime	Regulations exist, but enforcement is inconsistent. Workers often face excessive working hours without proper overtime pay.

Sources

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8. **Minimum Wage:** Hanging on by a Thread: Garment Worker Rights Amidst Rising Costs and Wage Violations in Pakistan, Labour Behind the Label. September 2023.
9. **Living Wage vs Minimum Wage:** Wages Industry Score, The Industry We Want. 2025

About Asia Garment Hub

The Asia Garment Hub is a digital one-stop shop tailored to the garment and textiles sector in Asia, viewed through a lens of Decent Work and Sustainability.

Join the AGH Circle

The AGH Circle is a dedicated discussion forum - where you can network and engage with industry professionals in discussions on decent work and environmental sustainability for free.

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