

**Many contract workers at Unilever Khanewal do receive benefits and wages higher than the minimum wage ...
... as long as they are not active in the action committee and demanding their rights**

Between October 2008 and June 2009, those contract workers who did **not** join the action committee demanding permanent jobs and trade union rights are paid minimum wages according to the skill classifications of the Punjab Minimum Wage Board.

Contract workers who **did** join the action committee demanding permanent jobs and trade union rights are paid minimum wages for **unskilled** workers and/or have been demoted.



“I’m a fitter. I’ve worked at the Unilever Khanewal factory for 13 years. Before I joined the action committee I was paid Rs.326 per day. After I joined the committee and filed a legal case my wage was lowered to Rs.232, which is the minimum wage for an unskilled worker. Other fitters who didn’t join the action committee are still getting Rs.326.”

Shahid Mahmood



“I’ve worked at the Unilever Khanewal factory for 17 years. I’m a fitter and in the past was paid the minimum wage for a skilled worker. After I joined the struggle for the right to permanent jobs at Unilever my wage was cut. I’m getting Rs.232 per day which is the minimum wage for an unskilled worker. I protested to Unilever management and after hard struggle it was raised a bit to Rs.243. But another fitter, also a contract worker like me, but with only 6 years on the job gets Rs.299 per day. Why? Because he’s not a member of the action committee like me.”

Muhammad Zahid



“I was a data entry operator paid a daily rate of Rs.250 per day. But after I helped organize the action committee and started talking about our rights I was demoted to the job of machine operator. But I’m paid the minimum wage for an unskilled worker – just Rs.232. I’m a data entry operator working with computers. But Unilever says I’m unskilled just because I spoke out about our rights.” **Nadeem Shakeel**



There are 12 contract workers in QA (Quality Assurance). I have a diploma in computing I've worked in QA for 2 years. But I'm "unskilled" and the minimum wage for an unskilled worker (Rs.232) and no other benefits. That's it."

Muhammad Usman



"When we started this struggle for the right to permanent jobs and formed the action committee of contract workers, I was a "Safety Champion" –a safety officer under the KAIZEN productivity programme. I was trained in 2003 and my job was to prevent accidents and find hazards in the factory as part of KAIZEN. I was paid a daily wage rate of Rs.240 plus additional 4 hours' pay like overtime, but not like the permanent workers. I was earning Rs.8,000 to Rs.8,500 each month. But the Unilever Khanewal factory Works Manager and Human Resources manager were angry about our action committee and our demand for permanent jobs. They told me to withdraw my legal case. I refused. So they demoted me. I'm a machine operator now on Rs.232, which is the minimum wage of an unskilled worker. "

Irfan Hayat



"I started at the Unilever Khanewal factory in 1985. I've been on the job for 24 years and I'm just getting Rs.260. Recently younger workers are getting promoted and higher pay as a reward for not joining the action committee. A junior with just 4 years on the job is getting Rs.280 for doing the same work as me."

Muhammad Siddiq