Dignity & Voice



Workers are central to the systems that keep Pakistan's agriculture and industries running. They should also have a meaningful say in the conditions in which they work and live.

Rehbar's work under Dignity & Voice focuses on workers' rights, agency, and access to meaningful pathways when those rights are not upheld. We work with workers, supervisors, factories, trade unions, brands, and communities to prevent harm, strengthen understanding of rights, and support appropriate responses when concerns are raised.

How It Works

1. Recognise and prevent harm

We build practical knowledge among workers, supervisors, and community members to recognise risks and understand how harm can be prevented. This includes gender based violence, harassment, discrimination, forced and child labour, wage violations, and restrictions on freedom of association.

2. Create pathways to raise concerns

We support clearer and safer ways for workers to raise concerns and access support. Where a grievance is raised, we help establish what has happened, what support is needed, and what steps should follow.

3. Support resolution and remediation

Our work can include case intake, investigation, dialogue, corrective action, referrals, and case tracking. We work alongside relevant stakeholders to move cases towards meaningful, worker-centred resolution.

4. Strengthen participation and agency

We also work to address the barriers that limit workers' ability to participate and make decisions about their work. This includes attention to gender equity, fair treatment, and women's participation in workplaces and decision making.

Who it's for

Workers across Pakistan's agricultural and industrial settings, including women and men working in fields, factories, and other parts of supply chains. We also work with supervisors, employers, trade unions, brands, and community members where their role is important to preventing harm and improving worker voice.

Why it matters

Knowing your rights is only one part of being able to exercise them. Workers also need safe ways to speak, people who will listen, and systems that take concerns seriously.

Dignity & Voice is about helping build those pathways so workers can be recognised as rights holders and active participants in the systems around them.

