Twitter Thread by Centre For Labour Research

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In light of the recent events involving the owners of #Cannoli and their manager, we at the Centre for Labour Research (CLR), in the interest of protecting the fundamental human #right to #dignity, condemn any and all forms of #harassment.



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The viral video in which the owners of Cannoli are seen singling out and humiliating their manager due to his inability to speak the colonisers language for their entertainment depicts a form of #workplaceharassment. Such behaviour is unacceptable.

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It is the responsibility of the employer to ensure that each and every employee, regardless of their #employment status, the sector of employment, or their occupation feel safe, respected and included at the workplace.

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As entrusted in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and article 14 of the Constitution of Pakistan with regard to the inviolability of the dignity of a person,

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#CLR recommends all #labour legislation explicitly prohibit harassment to ensure promotion of decent work in relation to education, language, socio-economic status, race, gender, sex, age, colour, caste, domicile, religion, creed, political opinion and disability.

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As outlined: “The employer shall not engage in harassment against a worker. Provided that for the purposes of this section, the term worker shall mean all workers, irrespective of their contractual status, including interns and apprentices, workers whose employment has been

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terminated, volunteers, job seekers & job applicants. Harassment means unwanted conduct that is not of a sexual nature but which is related to the education, language abilities, colour, caste, domicile, religion, creed, political opinion, age, gender, sex, race,

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socio-economic status or disability of a worker with the purpose or effect of violating the dignity of such worker or of creating an intimidating, hostile, degrading, humiliating or uncomfortable environment for such a worker.”

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The following legislation must incorporate a definition of harassment and prohibit such action at workplace.
1. Factories Act 1934 (and its provincial variants)
2. Shops and Establishments Ordinance 1969 (and its provincial variants)

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3. Industrial and Commercial Employment (Standing Orders) Ordinance 1968 (and its provincial variants)
4. Industrial Relations Act, 2012 (and its provincial variants)
5. Mines Act, 1923

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6. Road Transport Workers Ordinance, 1961(and its provincial variants)
7.Newspaper Employees (Conditions of Service) Act, 1973
In addition to the moral responsibility to protect a worker’s fundamental rights

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it is in the interest of the employers to ensure that their workers feel

comfortable, for a happy workplace is a #productive workplace.
#decentwork #respect #humanrights

