

Field Representative – Pakistan

The Worker Rights Consortium (WRC), a nonprofit organization working to end labor rights violations in the global apparel industry, is seeking a field representative in Pakistan.

There is a preference for this position to be based in Karachi, but other locations in Pakistan will be considered; the position will require some travel primarily within Pakistan and South Asia.

The WRC's global field program involves:

- In-depth investigations of labor practices in factories around the world;
- Public reporting of labor rights abuses where they are identified;
- Hands-on efforts to develop and implement corrective action plans to improve working conditions, including efforts to convince international customers to require the factories to cease abusive practices;
- Building and maintaining relationships with unions and worker rights advocates and working to inform workers and worker organizations about how the labor rights codes of conduct governing the behavior of apparel brands can be used as a tool to defend workplace rights; and
- Conducting and publishing research on critical labor rights issues.

All WRC investigations are conducted in close coordination with local worker rights organizations. The WRC's commitment in all cases is to remain involved long-term to ensure that violations are eliminated and that improved conditions are maintained. The WRC's primary focus is on the production of apparel that bears the names and logos of our 150 college and university affiliates in the US and Canada, but the organization also focuses on the broader apparel industry and on other products.

Field Representatives receive complaints from workers and worker organizations, coordinate factory investigations in their respective regions, and represent the WRC in communications with workers, unions, and nongovernmental organizations.

Responsibilities

The responsibilities of the Field Representative for Pakistan include:

- Responding to complaints filed by workers and worker organizations by conducting detailed worker interviews, collecting documents, and researching legal standards that regulate labor law;
- Carrying out factory investigations, which includes interviewing workers, visiting factories in order to interview factory management, conducting a site inspection of the factory, and reviewing factory documents;

- Preparing detailed reports to be shared with other members of the WRC staff about the information documented during worker interviews and factory visits;
- Serving as an observer at meetings and other events related to WRC investigations, taking notes at these activities, and, when required, documenting them with video and photographs; and
- Serving as a WRC liaison to nongovernmental organizations, unions, government agencies, and factory managers.

The Field Representative for Pakistan will report to the Field Director for South Asia.

Qualifications

The representative must have:

- At least three years' professional experience working on human or labor rights issues in Pakistan;
- Experience conducting field interviews to document violations of workers' rights or other human rights;
- Substantial knowledge of labor rights issues in Pakistan and globally;
- A proven commitment to the cause of social justice;
- Proven ability to establish and maintain relationships among organizations;
- Proven ability to manage complex projects;
- Attention to detail;
- Ability to provide written summaries in English of interview findings and worker rights violations;
- Fluency in Urdu; and
- Proficiency in English.

Compensation

The minimum compensation for this position is 240,000 Pakistani rupees per month. This amount is subject to adjustment based on experience; applicants with more experience will be considered for higher compensation.

Equal Opportunity

The WRC is committed to equity in hiring and contracting, to building a diverse staff and leadership team, and to treating our staff and partners according to principles of equity and non-discrimination.

Applicants shall not be discriminated against because of caste, race, religion, sex, national origin, ethnicity, age, disability, sexual orientation, gender identity, color, marital status, social background, or medical condition. The WRC strongly encourages and seeks applications from women, members of the LGBTQIA+ community, and members of disadvantaged communities. Reasonable accommodation will be made so that qualified applicants with disabilities may participate in the application process.

To Indicate Your Interest

Through our [application portal](#), please upload the following:

- Cover letter (1–2 pages) explaining your interest in the position and relevant background;
- A résumé or CV (1–2 pages); and
- Three references (please indicate if you wish to be notified prior to any references being contacted).

Applications that do not include all of the required materials will not be reviewed.

Applications will be reviewed on a rolling basis beginning on June 12.