Asia Floor Wage Alliance - India

AFWA-India Stands in Solidarity with the Violence Out of Shahi Campaign

25 November 2026

Today, on the International Day for the Elimination of Violence against Women, Asia Floor Wage Alliance (AFWA) India stands in solidarity with the Alliance of Shahi Garment Workers' Unions and the launch of the **Violence Out of Shahi** campaign.

Shahi Exports is one of India's major garment manufacturers and exporters, and its workforce is overwhelmingly women. These are the women who stitch the garments sold across the world, and they are telling us loudly and clearly that their workplaces are not safe.

More than 60 workers from over 10 Shahi production units have had the courage to come forward. Their testimonies expose what AFWA-India has long known: recurring patterns of harassment, intimidation, and retaliation against workers who dare to speak are not isolated incidents – they are the daily reality of Shahi's production lines, sustained by management's failure to act and a grievance system that exists only on paper.

Where over 60 women across ten factories tell the same story, the problem is systemic - and accountability lies with Shahi's management at the highest level. AFWA-India stands with the Alliance in demanding that Shahi Exports engage with the Alliance of Shahi Workers' Unions in implementing the following measures:

- Take concrete action to address gender-based violence and harassment.
- End retaliation against workers who raise concerns, assert their rights or engage in collective action.
- Establish effective grievance mechanisms with meaningful worker participation and access to remedy.
- Addressing these concerns requires a sustained commitment from Shahi Exports and a comprehensive, binding agreement with the Alliance that ensures workers' rights, meaningful participation and lasting accountability.

During 16 Days of Activism, AFWA-India calls on allies across the labour movement, in civil society, and among brands sourcing from Shahi: stand with these workers. Their fight for safe, dignified and violence-free workplaces is our fight.