



International  
Labour  
Office

**International Labour Office**  
**Decent Work Country Programme**  
**Pakistan**

DECENT  
WORK  
COUNTRY  
PROGRAMME



## PAKISTAN DECENT WORK COUNTRY PROGRAMME

(Web Version 2008)

*"The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity." Juan Somavia, ILO Director-General*

### **What is Decent Work**

Decent work represents the summation of the ILO's principles and work. It is an approach to development that acknowledges the central role of work in peoples' lives. It means that people not only have work, but work that gives them enough to live on and support their dependants, is safe, does not threaten their health or well-being, that allows for personal development, and offers some sort of social security framework.

There is recognition that a lack of decent work opportunities erodes the basic social contract underlying democratic societies - that all must share in progress. Experience also suggests that risks of disorder are higher and recovery from crises is slower when decent work principles are ignored. Decent work can therefore be seen as a component of the global peace-building agenda. In just a few years the strength of the decent work concept has achieved widespread recognition and it has become an established element of national and international policy debates and agendas, as well as a key component of development policies worldwide. It has received endorsement at the highest international policy-making levels, including 2005 UN World Summit and the 2006 high-level segment of the UN's Economic and Social Council (ECOSOC). Since the World Summit, decent work and the target of full and productive employment has also been recognized as integral to the Millennium Development Goals (MDGs).

### **The Asian Decent Work Decade**

At the 14<sup>th</sup> ILO Asian Regional Meeting in October 2006 member states designated 2006–2015 as the "Asian Decent Work Decade" (ADWD). In taking this step they committed themselves to implementing policies and programmes for the progressive realization of full, productive employment, and decent work for all within this timeframe.

To support the aims of the ADWD five regional priority areas have been selected; competitiveness, productivity and jobs; labour market governance; the youth employment challenge; managing labour migration; and local development for poverty reduction.

## **What are Decent Work Country Programmes?**

National Decent Work Country Programmes (DWCP), are drawn up at country level, with technical input from the ILO. They reflect each individual states' development concerns and priorities, often encompassing internationally-agreed goals such as the MDG's, and set short (two years) and medium term (four to six years) targets. The focus is on achieving defined results within specific time-frames. An additional benefit of DWCP's is that, since social dialogue and tripartite consultations play a crucial role in their formation, they help to build consensus on national programmes and policies between a country's government, workers and employers

From the ILO's perspective DWCPs are the operational framework for activities in member states and the channel for contributing to national development plans and programmes, including poverty reduction strategies. They serve to integrate different technical areas of work, funding, management and reporting procedures both with each country's own systems and with those of other international agencies.

Following extensive consultations between the Ministry of Labour, the employers' and workers organizations, various line ministries and the civil society organizations, the Ministry of Labour, Employers Federation of Pakistan, Pakistan Workers Federation and the ILO finalized and jointly launched the Pakistan Decent Work Country Programme on 7 September 2005. This document has been developed primarily on the basis of said DWCP.

### **Country background**

The Islamic Republic of Pakistan, with a population of 155 million (2006) is located in South Asia with a 1,046 kilometer coastline along the Arabian Sea in south and is bordered by Afghanistan and Iran in the west, India in the east and China in the far northeast. Pakistan is a federation of four provinces, a capital territory and federally administered tribal areas.

Pakistan is a rapidly developing country with an economic growth rate which was better than the global average during the four decades following its creation in 1947, but with a slowdown in the late 1990s. Recently, wide-ranging economic reforms have resulted in a stronger economic outlook and accelerated growth especially in the manufacturing and financial services sectors. There has been great improvement in the foreign exchange position and rapid growth in reserves in recent years.

Creating conditions conducive for decent employment generation, poverty reduction and human resource development of late is receiving increasing attention in Pakistan. The situation today is reflective of a sea-change. The current policy focus is on employment and poverty reduction outcomes of macro and sectoral policies, and budgetary allocations.

Pakistan's current Medium Term Development Framework 2005-10 (MTDF) and Poverty Reduction Strategy (PRSP-II) have been prepared in line with these developments. The MTDF stresses the creation of a just and sustainable economic system for reducing poverty and achievement of the Millennium Development Goals (MDGs) by the target year of 2015.

The Pakistan economy recorded a 6.6 per cent growth in GDP in 2005-06, despite recent negative exogenous shocks. These include the earthquake that hit parts of the country in October 2005, causing extensive human and physical damage, and a 35 percent rise in the average price of international crude oil. High growth despite such shocks demonstrates the resilience of the Pakistani economy. Indeed the economic upturn sustained is reflected in the GDP growth rate averaging 7 percent in the last four years. The economic growth attained in the first instance resulted from better capacity utilization of the existing capital stock but macro stability and economic growth have both now spurred both private and foreign investment. This phenomenon is reflected in a large increase in imports of capital goods for both the domestic and export sectors. Industrial sector growth remains strong, while services sector particularly banking and insurance sub-sectors continues to be high. In the agricultural sector, livestock supported by major crops is taking the lead.

This growth is also accompanying higher households' income and reduction in poverty. The per capita income rose to US\$ 847 in 2005-06; up from \$742 in the preceding year. The real per capita GDP has risen 5.6 per cent per annum on average in rupee terms in the last few years. This has resulted into a rise in average income as well as emergence of a middle class with purchasing power. Consequently, there is a sharp increase in consumer spending and as opposed to an average annual increase of 1.4 percent during 2000-2003 real private consumption expenditure grew by 13.1 percent in 2004-05 and by 8.1 percent in 2005-06. Higher consumer spending feeding back into economic activity is likely to support growth momentum. This economic growth has had a favorable impact on the labor market. Rising unemployment - reaching its peak of 8.3 percent in 2001-2 - has been arrested. The downturn in the unemployment rate is now being sustained for over four years. Faster economic growth and employment generation has also accompanied higher households' income and reduction in poverty. The poverty incidence during 2001-2005 declined by about 10 percentage points; the World Bank estimate of poverty incidence in 2001 was 34.5 percent declining to around 24 per cent in 2004-05.

These developments have led into credence that the turn around in the economy is sustainable and economic growth is robust.

There is a wider optimism in the second generation reforms sustaining both the growth trends as well as sliding unemployment. It is also seen in line with consistent, participative and predictable policies. Recent years witnessing macro-economic consolidation have now turned the policy focus on "growth consolidation" in the medium term, while the long term "Vision-2030" is envisaging Pakistan a "developed, industrialized, just and prosperous country through rapid and sustained development in a resource constrained economy by developing knowledge inputs". The MTFD stresses on a just and sustainable economic system for reducing poverty and achieving MDGs by the target year of 2015.

These important and encouraging developments notwithstanding, the policy makers are fully aware of the current labor market and human resource development challenges, and the need to effectively integrate "decent" employment within the macro-economic framework, setting sectoral priorities and allocation of resources. Economic growth in recent years has been able to absorb the increase in the labor force. However, a high labour force growth rate of about 3.5 percent - pushed up by increasing labor force participation rate (LFPR) of females - is an important consideration in creating conditions for decent employment generation. Policy makers are aware of the pressure on the labour market that is generated by the large inflow of labour market participants, and the need to make commensurate investments to ensure the creation of decent jobs.

Thus, the area receiving increasing attention is the need to put in place concrete policy measures and targeted programs for improving key labor market indicators with generating decent employment of the workforce being central to them. The areas that need to be addressed are: i) existence of underutilized labor as manifested in the form of an estimated three million unemployed, ii) less remunerative and low productive work affecting a sizeable proportion of the workforce, iii) a universal formal social security system, iv) poor working conditions, and v) low educational and vocational competence of the workforce. These are the different labor market areas that are now being increasingly looked into in terms of effecting improvements. A table showing details of the selected key indicators of the labour market is annexed.

The Constitution of the Islamic Republic of Pakistan lays the foundation for a rights and commitment based approach. The State is declared responsible for enabling the people to be engaged in employment, for ensuring just and humane conditions of work, for providing and facilitating employment as well as developing a social security system which covers infirmity, sickness and unemployment. It also prohibits gender based discrimination.

As regards international commitments relating to labour standards, Pakistan has ratified 36 ILO Conventions which include eight of the eight fundamental conventions encompassing freedom of association (C87 & C98), the abolition of forced labour (C29 & C105), equality at work (C100 & C111) and the elimination of child labour (C136 & C182). Pakistan has also ratified the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Anti-Slavery Convention of the UN. The national laws controlling for the incidence of child labour and bonded labour include the Employment of Children Act (1991) and the Bonded Labour System Abolition Act (1992).

Having ratified the above mentioned international instruments their effective enforcement remains a challenge.

In 2007 Pakistan came up with Poverty Reduction Strategy Paper Two (PRSP II). This is based on the lessons learnt from PRSP-I implementation and the changed situation in Pakistan.

PRSP II is titled 'Ensuring a Demographic Dividend: Unleashing Human Potential in a Globalized World'. It refers to the opportunities for growth and poverty reduction presented by developing countries going through a transition from high population growth rates to lower ones. The PRSP-II focuses on how Pakistan can unleash its demographic dividend. PRSP-II has a total of seven pillars:

1. Drivers of Economic Growth and Macro-economic Stability
2. Crafting a Competitive Advantage
3. Harnessing Potential of the People
4. Financial Deepening and Economic Development
5. World Class Infrastructure
6. Effective Governance and Management
7. Targeting the Poor and the Vulnerable

The PRSP II reiterates the Government's determined to harness the potential of Pakistan's people, and take advantage of the current 'demographic dividend'. It emphasizes on the importance of human resource development's major role in generating growth and poverty reduction. Strengthening education provision is a major step towards human resource development. The Government will continue initiatives to improve education, e.g. Education For All, incentive

packages for enrollment and to curb drop-outs. Governance of the education system will be improved through the National Education Assessment System (NEAS). Stress will also be put on higher education and promotion of a 'knowledge economy', as well as on skills development and vocational training. The Government has expressed its commitment to facilitating and enhancing the private sector to play a role in growth and development. Particular efforts will be made to combat child labour. Assisting the poor and vulnerable is the key objective of PRSP-II. The main strategy of the Government to achieve this is social protection and provision of micro-credit. The Government hopes to address this issue and better target the poor and vulnerable by implementation of the National Social Protection Strategy – to develop an integrated and comprehensive social protection system. This entails: wider use of cash transfers (conditional and unconditional), a new public works program based on low-wage employment, child labour programs, scaling up school feeding and social care services, scaling down/eliminating the wheat subsidy.

ILO is fully committed to UN reform and therefore actively contributes in the reform process at country, regional and global levels. In view of the Pakistan Government's determination to accelerate UN reform at country level, the UN Country Team (UNCT) aims to deliver 'as One' by overcoming systemic fragmentation in its efforts to support human development in Pakistan, especially the MDGs, as well as delivering humanitarian assistance where necessary. The UNCT will focus on one programme, formulated around five thematic areas: health & population [MDGs 4, 5 & 6]; education [MDG 2]; agriculture, rural development and poverty reduction [MDG 1], environment [MDG 7] and disaster management [country specific]. Four issues will cut across all Joint Programmes: Gender equality [MDG 3], Human rights, Civil Society Participation and Refugees. ILO is co-chair of the Agriculture, Rural Development & Poverty Reduction Thematic Working Group [TWG], and member of remaining four. The ILO's Pakistan DWCP is an integral component of UN assistance to the nation and thus contributes to United Nations Development Assistance Framework (UNDAF). UN Reform Support Team has been formed in ILO Pakistan that is ensuring the inclusion of Decent Work Agenda in the revised UNDAF [its implementation is extended up to 2010, therefore, ILO interventions will also be planned, accordingly]. ILO country office is promoting ILO mandate/DW agenda in the TWGs as per following details:

#### **Agriculture, Rural Development & Poverty Reduction**

Lead agency of the sub-theme titled "Employment"; Promotion of decent work and productive employment, through skills and capacity enhancement, identified as one of the goals; key areas for joint program intervention documented include: Decent Work, Skills development, Enhanced Productivity for Competitiveness, Re-integration of displaced workers, Social Protection and elimination of bonded and child labour

#### **Health & Population**

Lead Agency for Occupational Health and HIV & AIDS Program for Migrant Workers

#### **Environment**

Promoting Green Jobs Initiative, Decent Working Conditions & OSH

#### **Education**

Pursuing Child Labour through National Education Policy; Non-formal Education Adult Literacy / Technical & Vocational Education.

## **Disaster Risk Management**

Employment Friendly Policy for DRM; Policy Research and Advisory Services on Employment Losses and Response thereof; Community based Livelihoods Recovery Program

The Ministry of Labour in collaboration with the ILO, organized a two-day national tripartite forum on “employment and skills” on 25-26 April 2006. The then Prime Minister of Pakistan inaugurated the forum where he highlighted the importance of an employment and HRD led growth. He said poverty could be reduced through improving productive employment by enhancing technical and vocational competence.

The “forum”, identified five “key” areas as mutually supportive and needed for simultaneous action; they are as under:

1. Building and strengthening vocational and technical competence of the labor force;
2. Accelerating employment, income and productivity growth for decent work and poverty reduction;
3. Employment and labor market monitoring, analysis and feedback;
4. Active labor market policies; and
5. Setting up an efficient, equitable and rights based labor market regulatory framework ensuring “fair” minimum wages.

## **Long-term Country Programme Priorities**

The DWCP is to be a shared document for collective action and hence its formulation process was extensively consultative and included consultations with the Federal Ministry of Labour, the Planning Commission, the PRSP Secretariat in the Ministry of Finance, the Employers Federation of Pakistan, the trade unions and the ILO. The other relevant development partners in the country were also consulted. The following four broad priority areas were identified for inclusion in the DWCP through consensus of the Government, Employers and Workers :

- Labour Law Reform
- Employment Generation through Human Resource Development specifically by way of Skill Training
- Expansion of Social Protection including the Informal Economy
- Promoting Tripartism for Social Dialogue

In addition to the fact that the priority areas fall within the domain of ILO expertise, the following activities highlights ILO comparative advantage, explicitly:

- Active involvement , along with its tripartite constituents, in Labour Law Reform process in Pakistan;
- Technical assistance for preparation of all the Labour Welfare related Policies in particular National Employment Policy, Youth Employment Policy and Skilling Pakistan: A Vision for the National Skills Strategy, 2008 – 2012;
- Establishment of Labour Market Information and Analysis Unit at MOL; Capacity building of Planning Commission for carrying out poverty-employment nexus research;

Support to PM's Program on Skills development through ILO TREE methodologies; participation in advisory committee for the improvement of the Labour Force Survey (LFS) of Pakistan - working for the inclusion of the DW indicators in the LFS;

- Contribution to link Social Safety Net with poverty in National Plans and formulation of "National Coalition Against Bonded Labour"; Advocacy for incorporation of ILO's "Code of Practice on HIV/AIDS at Workplace" into National Policies; Preparation of National Profile on Skills, OSH, Social Security, Employment & poverty, Industrial Relations & trade union [in progress]; Forum on Social Security (Pension) for informal sector [planned];
- Ongoing training/awareness raising activities carried out to strengthen capacity of social partners; MOL, Employers and Trade Unions are major partners in all TC projects.

Where as the government and the social partners have taken many initiatives to address the issues confronting the world of work in Pakistan, there was consensus among them on the following decent work challenges:

- Inconsistencies between the provisions of ratified Conventions and national legislations.
- Pace of labour law reform
- Coverage and enforcement of labour legislation in the large and growing informal sector.
- Pace of implementation of the National Policy and Action Plan to Combat Child Labour
- Implementation of the National Policy and Plan of Action for the Abolition of Bonded Labour and Rehabilitation of Freed Bonded Labourers (2001).
  
- Weak delivery of Vocational/Technical Training & Skill Development services
- Absence of reliable and on-going labour market information system for relevant policy and programme formulation at the public and private sector levels.
  
- Extension and strengthening of the existing social safety nets as well as development of new mechanisms/ instruments for social security, especially in the yet uncovered agriculture sector and the large non-agriculture informal sector including home-based work.
- Inadequate monitoring of Occupational Safety and Health (OSH) standards in organized sector and the need to devise standards and monitoring mechanism for the informal sector.
- Establishment of National Tripartite OSH Council as announced in Labour Policy 2002.
- Building capacity of social partners for constructive engagement in social dialogue by supporting institutions.
- Follow-up on the social dialogue process for PRSP.
- Ministry of Labour to play a key role in raising awareness at the inter-ministerial level regarding the need and efficacy of social dialogue in the formulation of socio-economic and macroeconomic policies.

In identifying the above priority areas, the action plan of the Labour Policy 2002 of the Government of Pakistan was essentially taken into due consideration:

- Promotion of social dialogue, especially through the bilateral forum of Workers Employers Bilateral Council of Pakistan (WEBCOP).
- Consolidation, simplification and rationalization of labour laws into six categories (industrial relations, employment conditions, payment of wages, human resource development, occupational safety & health and labour welfare & social safety net).
- Human resource development through technical and vocational training with an emphasis on public-private partnerships like the Skill Development Councils.
- Provision of effective social safety net to workers.
- Combating child labour and bonded labour.
- Elimination of gender discrimination.
- Consultation with all stake-holders for progressive extension of labour welfare measures to agricultural workers, non-agricultural informal sector workers, seasonal workers and home-based workers.
- Review of labour arrangements for contractual workers.
- Establishment of a National Tripartite Occupational Safety and Health Council.
- Development of a Labour Market Information System (LMIS).
- Encouraging research on labour issues with the aim of informing policy decision-making.

Like wise, other policy documents which are directly relevant for implementing the decent work agenda and the DWCP such as the National Policy and Action Plan to Combat Child Labour (2000) and the National Policy and Plan of Action for Abolition of Bonded Labour and Rehabilitation of Freed Bonded Labourers (2001) too were essentially taken into consideration.

DWCP also build on the lessons learnt while working with development partners like UNDP [on Gender/social protection], UNFPA [on issues dealing with policy reviews for adolescents, population education, awareness raising and advocacy] UNHCR [on economic participation of Afghan Refugees and on training of Judiciary on Human Rights], UNICEF [on combating child labour], UNAIDS [on HIV & AIDS at Workplace], WHO [on OSH], ADB [on social protection], etc.

**Biennium Country Priorities, Outcomes, Outputs and Activities**

**2008-09**

<p><b>CP Priorities Outcomes</b></p>	<p><b>Outputs Activities</b></p>
<p><b>CP.1</b> Operationalize Pakistan Decent Work Country Programme &amp; Promote Productive Employment</p> <p><b>Outcome: 1</b></p> <ul style="list-style-type: none"> <li>▪ Promote International Labour Standards with focus on Elimination of Child Labour</li> </ul>	<p><b>Output 1.1 Draft Labour Laws reviewed and assessed in line with ILO Core Conventions</b>                      Activity 1.1.1 : Revision of Draft Labour Laws facilitated                      Activity 1.1.2: Implementation of Labour Inspection Policy and Labour Protection Policy supported</p> <p><b>Output 1.2 National TBP on Elimination of WFCL supported</b>                      Activity 1.2.1: Project of Support to TBP implemented.                      Activity 1.2.2: Combating WFCL in carpet industry - Phase II implemented.                      Activity 1.2.3: Combating WFCL in Surgical Manufacturing Industry implemented.                      Activity 1.2.4: "Football for Hope" for ex-child labourers in soccer ball stitching industry implemented.                      Activity 1.2.5: Combating WFCL through education &amp; skills training (SDC component) implemented.                      Activity 1.2.6: Combating WFCL through education &amp; skills training (DANIDA component) implemented.                      Activity 1.2.7: Combating WFCL in Earthquake areas implemented.                      Activity 1.2.8: Combating WFCL through mobilizing media implemented.                      Activity 1.2.9: Combating Abusive Child Labour in NWFP &amp; Sindh implemented.</p> <p><b>Output 1.3 Operationalizing NP&amp;PA against BL supported</b>                      Activity 1.3.1 Bonded Labour Project Implemented                      Activity 1.3.2 District Vigilance Committees formed &amp; operationalized</p> <p><b>Output 1.4 Gender related workplace issues reflected in national priorities</b>                      Activity 1.4.1 WEC - PK Project Implemented                      Activity 1.4.2 Gender based forums like INGAD, NCSW supported                      Activity 1.4.3 Joint UN Programme on Gender Parity Operationalized</p>

<p><b>Outcome: 2</b></p> <ul style="list-style-type: none"> <li>▪ Employment &amp; Skills Development for Vulnerable Groups</li> </ul>	<p><b>Output 2.1 Formulation of National Skills Strategy &amp; Implementation Plan supported</b></p> <p>Activity: 2.1.1: National Skills Strategy Finalized  Activity: 2.1.2: Donors Working Group on Skills operationalized  Activity: 2.1.3: National Skills Forum Organized  Activity: 2.1.4: Capacity Building of NAVTEC</p> <p><b>Output 2.2: Sectoral Competency Skills Standards Developed</b></p> <p>Activity: 2.2.1 Workshops for national experts on competency standards organized  Activity: 2.2.2 Draft sectoral model competency standards developed</p> <p><b>Output 2.3: Short cycle training curricula &amp; manuals on TREE methodology developed &amp; used by public sector training providers</b></p> <p>Activity: 2.3.1 Short Training curricula &amp; manuals developed, printed and disseminated to public sector training providers  Activity: 2.3.2 Sensitization workshops on TREE methodology held  Activity: 2.3.3 Joint UN Programme on skills development formulated</p> <p><b>Output 2.4: LMIA Unit within MOL issued periodical PET Reports</b></p> <p>Activity: 2.4.1 Implement LMIA Project  Activity: 2.4.2 Develop phase 2 project document &amp; secure funding</p> <p><b>Output 2.5: Formulation of Pakistan National Employment Policy supported</b></p> <p>Activity: 2.5.1 Pakistan National Employment Policy (NEP) finalized  Activity: 2.5.2 Implementation plan for NEP developed</p> <p><b>Output 2.6: Youth employment concerns reflected in national policies</b></p> <p>Activity: 2.6.1 ILO tools like TREE, KAB &amp; SIYB for youth employment introduced  Activity: 2.6.2 ILO tools reflected in NEP &amp; National Skills Strategy</p> <p><b>Output 2.7: Joint UN Programme on Livelihoods recovery operationalized in disaster affected areas</b></p> <p>Activity: 2.7.1 Community Based Livelihoods project implemented  Activity: 2.7.2 ILO participates in developing Joint UN Programme on Disaster Risk Management</p>
--	---

<p><b>Outcome: 3</b></p> <ul style="list-style-type: none"> <li>▪ Social Protection for women and men in the informal economy</li> </ul>	<p><b>Output 3.1: HIV &amp; AIDS Policies and Programmes at the workplace developed by Employers' Organizations</b></p> <p>Activity 3.1.1: Assistance provided in adopting ILO code of practice and formulation &amp; implementation of workplace HIV &amp; AIDS policy</p> <p>Activity 3.1.2: Assistance provided to MOL &amp; NACP in combating HIV &amp; AIDS in the workplace</p> <p><b>Output 3.2: Project on Migrant Workers Vulnerability to HIV &amp; AIDS operationalized</b></p> <p>Activity:3.2.1 Migrant workers project under PAF funds implemented</p> <p>Activity: 3.2.2: ILO participates in developing Joint UN Programme on HIV &amp; AIDS for Migrant Workers</p> <p><b>Output 3.3: Extension of Social Security Schemes to the informal economy supported</b></p> <p>Activity:3.3.1: National Social Security Profile developed</p> <p>Activity: 3.3.2: MOL initiative on promoting extension of social security coverage to the information supported</p> <p><b>Output 3.4: Raising awareness on improved OSH Practices for workers in selected sectors</b></p> <p>Activity:3.4.1: Support to MOL for finalizing draft OSH Law</p> <p>Activity: 3.4.2: OSH interventions on Child Labour implemented</p> <p>Activity: 3.4.2: Joint UN Programme on OSH developed</p>
--	---

<p><b>CP. 2</b> <b>Contribute to Pilot UN Reform Process</b></p> <p><b>Outcome: 4</b></p> <ul style="list-style-type: none"> <li>▪ Mainstream Decent Work Agenda into “One UN Programme”</li> </ul>	<p><b>Output 4.1: Involvement of ILO tripartite constituents ensured</b></p> <p>Activity:4.1.1: Constituents participate and get their views reflected in UN Joint Programmes development process</p> <p>Activity:4.1.2: UN recognize ILO constituents as partners</p> <p><b>Output 4.2: Decent work reflected in revised UNDAF outcomes &amp; Joint Programmes</b></p> <p>Activity:4.2.1: Revised UNDAF reflecting Decent Work finalized</p> <p>Activity:4.2.2: UN Joint Programme on Decent Work developed</p>
<p><b>CP. 3</b> <b>Strong and representative employers' &amp; Workers' Organizations influencing economic, social and governance policies</b></p> <p><b>Outcome: 5</b></p> <ul style="list-style-type: none"> <li>▪ Increased capacities of employers' and workers' Organizations to participate effectively in the development of social and labour policy</li> </ul>	<p><b>Output 5.1: Capacity of EFP on ILO Core Standards and Social Dialogue built</b></p> <p>Activity 5.1.1: Action Program on Bonded Labour implemented with EFP</p> <p>Activity 5.1.2: Promotion of Gender Mainstreaming</p> <p>Activity 5.1.3: International Day on Safety &amp; Health-OSH Seminar</p> <p>Activity 5.1.4: Project to Disseminate review results of Trends in the Workplace Survey</p> <p>Activity 5.1.5: Project to create awareness about "Productivity through Disabled Persons"</p> <p>Activity 5.1.6: OSH Certificate Programme</p> <p>Activity 5.1.7: Training Programme for SME Sector</p> <p>Activity 5.1.8: Training Programmes promoting enterprise based productivity and competitiveness</p> <p>Activity 5.1.9: Publication of Book on “ILO core Conventions and relevant National Legislation”</p>

	<p><b>Output 5.2: Capacity of PWF on ILO Core Standards and social Dialogue built</b></p> <p>Activity 5.2.1: Action Plan on Bonded Labour implemented with PWF</p> <p>Activity 5.2.2: The module on Women and Trade Union Leadership Developed and Implemented</p> <p>Activity 5.2.3: Project to built capacity of Trade Union Representatives on Tri-partite and Bi-partite Dialogue</p> <p>Activity 5.2.4: Project to build the Capacity of Pakistan Workers Federation to engage with Social Policy and Programmes</p> <p>Activity 5.2.5: Project to Promote Safety and Health at Work Places among Workers</p> <p><b>Output 5.3: Programmes on Corporate Social Responsibility including ‘Sialkot initiative’ supported</b></p> <p>Activity 5.3.1: Action Program on CSR and Forced &amp; Bonded Labour Developed and Implemented</p> <p>Activity 5.3.2: Create Awareness on Global Compact among representatives of trade</p> <p>Activity 5.3.3: Create Seminar on Corporate Social Responsibility</p>
--	---

## **Implementation and management**

Pakistan is a federation of four provinces, a capital territory and federally administered tribal areas. Implementation of the DWCP will require leveraging of resources of the government, donors employers, workers and that of the ILO. It should be operationalized at the national, provincial and local levels.

- Decent Work Task Force (DWTF) has been constituted not only to advice and support but also as a working group of a tripartite nature which will design projects under the DWCP framework and be responsible for their implementation and monitoring. It was agreed that the Task Force should be housed in the Federal Ministry of Labour. At present it is fully functional. Establishment of DWTF sub-committee for revival of Labour inspection system, Sialkot initiative and subsequent activities on ground are real testimonies for the operationalization of DWTF;
- ILO in close collaboration with the DWTF will also ensure implementation of the aims of “Asian Decent Work Decade” (ADWD).
- The ILO has provided initial seed funding to kick off the DWTF. It is envisioned that the TA may include the provision of an advisor/consultant to facilitate planning meetings for the DWTF to identify activities, to liaise with the national machinery concerned, the workers and employers at a broader level and with donors, the UN system and ILO projects. The advisor/consultant could also assist in drafting project documents and in identifying national, ILO and other resources. The TA could be designed for 12 months initially.
- A Memorandum of Intent would be signed between ILO, the Ministry of Labour, Workers representatives and Employers Organisations to carry forward the DWCP.
- ILO Technical Cooperation projects especially the National Steering committees of the IPEC programme; the Bonded Labour programme and the Skills Development programme would be used as entry points to carry forward of the DWCP. Other national committees such as the PRSP implementation Secretariat would be used as an entry points. The PRSP Secretariat has also pledged active support to the DWCP.
- Advocacy campaign for raising awareness on the DWCP will be carried out and other tripartite plus change agents will be identified for a more concerted, unified and holistic approach. ILO is viewed more as a catalyst and service provider for capacity development in the national process.

## **Performance monitoring and evaluation arrangements**

The decent work agenda brings together the four strategic objectives of the ILO: rights at work, employment, social protection and social dialogue in a consolidated and gender sensitive manner. The DWCP aims to advance the decent work agenda through establishing the decent work concept as a key component of development policies leading towards decent work becoming a national policy objective of the tripartite social partners as well as other national and international development partners.

However, in order to effectively promote the goal of decent work, it is imperative that all stakeholders should be able to measure decent work deficits/ gaps and monitor progress towards decent work using a set of decent work indicators. Since decent work is a broad concept, while

some dimensions of decent work are easily measurable through quantitative techniques using statistical databases, other are more qualitative in nature.

The work on the DW Indicators will build upon and utilize the information content of the National Labour Force Survey (LFS), The Pakistan Integrated Household Survey (PIHS) and the Household Income and Expenditure Survey (HIES) conducted on a regular basis by the Federal Bureau of Statistics of the Government of Pakistan.

The Labour Force Survey is a regular feature of the Federal Bureau of Statistics (FBS) of Pakistan and provides detailed labour force statistics for overall Pakistan as well as by provinces and rural/urban areas of residence. As mentioned in Chapter 4, ILO is a member of an advisory committee for the improvement of the Labour Force Survey (LFS) of Pakistan through which it is working for the inclusion of the DW indicators in the LFS.

The Federal Bureau of Statistics is also in the process of conducting the Core Welfare Indicator Questionnaire (CWIQ) Survey to monitor the progress of the PRSP. The CWIQ includes a section on employment which can provide useful input for the DW indicators.

*“The decent work agenda is an attempt to move towards an integrated development strategy which links rights at work and social dialogue with employment policies and social protection. It combines the traditional ILO agenda of human rights at work and social protection with a development agenda of growth, employment and jobs.”* Juan Somavia, ILO Director-General

## **How the ILO works**

The International Labour Organization (ILO) is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues. There are currently 180 member states.

It is also the global body responsible for drawing up and overseeing international labour standards, and for seeking to ensure that these labour standards are respected in practice as well as principle.

The ILO is the only tripartite UN agency, meaning that it brings together representatives of governments, employers and workers to jointly shape policies and programmes.

## **More information**

### **ILO country office contacts**

#### **ILO Office in Pakistan**

ILO building,  
Sector G -5/2, Islamabad  
Pakistan

**Tel : +92 51 2276456 – 8**

**Fax : +92 51 2279181 – 2**

**Email : [islamabad@ilo.org](mailto:islamabad@ilo.org)**

**Website : [www.ilo.org.pk](http://www.ilo.org.pk)**

### **National level contacts**

#### **Secretary**

Ministry of Labour Manpower and Overseas Pakistanis  
B Block  
Pak Secretariat  
Islamabad  
Tele# +92 51 9202919/9213686  
Fax # +92 51 203462

#### **President**

Employers' Federation of Pakistan (EFP)  
2nd Floor , State Life Building # 2 Wallace Road, Off I.I. Chundrigar Road Karachi  
Tele # +92 21 2439346/2412708  
Fax # +92 212439347  
Email: [efpak@cyber.net.pk](mailto:efpak@cyber.net.pk)

#### **General Secretary**

Pakistan Workers' Federation (PWF)  
28 Nisbet Road Bakhtiar Labour Hall  
Lahore  
Tele # +92 42 7222192 / 7229419  
Fax # +92 42 7239529  
Email: [pwf@brain.net.pk](mailto:pwf@brain.net.pk)

### **ILO Regional Office contacts**

ILO Regional Office for Asia and the Pacific,  
UN Building 11/f  
Rajdamnern Nok Avenue,  
Bangkok 10200,  
Thailand  
+66 (0) 2288 1234  
BANGKOK@ilo.org  
[www.ilo.org/public/english/decent.htm](http://www.ilo.org/public/english/decent.htm)

**Selected key indicators of the labour market (%)**

<b>10+</b>	<b>1999-2000</b>	<b>2001-2002</b>	<b>2003-2004</b>	<b>2005-2006</b>	<b>Change 1999-2000 to 2005-2006 (percentage point)</b>
Labour force participation rate					
Both sexes	42.8	43.3	43.7	46.0	+3.2
Males	70.4	70.3	70.6	72.0	+1.6
Females	13.7	14.4	15.9	18.9	+5.2
Employment-to-population rate					
Both sexes	39.5	39.8	40.4	43.1	+3.6
Males	66.1	65.6	66.0	68.0	+1.9
Females	11.3	12.1	13.9	17.2	+5.9
Unemployment rate					
Both sexes	7.8	8.3	7.7	6.2	-1.6
Males	6.1	6.7	6.6	5.4	-0.7
Females	17.3	16.5	12.7	9.3	-8.0
Share of industry in total employment					
Both sexes	18.0	20.8	20.3	20.7	+2.7
Males	19.5	21.7	21.4	22.1	+2.6
Females	9.0	15.6	15.0	14.9	+5.9
Share of agriculture in total employment					
Both sexes	48.4	42.1	43.0	43.4	-5.0
Males	44.4	38.2	38.1	37.2	-7.2
Females	72.9	64.6	67.3	68.9	-4.0
Share of trade in total employment					
Both sexes	13.5	14.9	14.8	14.7	+1.2
Males	2.6	1.9	1.7	2.1	-0.5
Females	15.3	17.1	17.5	17.7	+2.4
Share of wage and salaried employees in total employment					
Both sexes	35.6	39.9	37.9	37.3	+1.7
Males	36.0	40.3	39.2	40.0	+4.0
Females	33.1	37.1	31.2	25.7	-7.4
Share of the employed working 50 hours or more					
Both sexes	41.3	40.2	42.2	40.1	-1.2
Males	45.9	44.8	48.3	47.4	+1.5
Females	13.0	13.5	11.9	9.5	-3.5
Share of the employed in agriculture working 50 hours or more					
Both sexes	40.3	36.9	36.6	31.2	-9.1
Males	47.7	43.5	45.8	41.5	-6.2
Females	12.9	14.0	11.1	8.2	-4.7
Share of the employed in trade working 50 hours or more					
Both sexes	63.7	62.1	68.8	67.6	+3.9
Males	64.5	62.8	69.7	68.5	+4.0
Females	35.3	25.7	21.9	38.2	+2.9

Source: FBS, various years, *Pakistan Labour Force Survey*.

**Ongoing ILO & IPEC Projects in Pakistan**

	<b>PROJECTS</b>	<b>DONORS</b>	<b>District (s)</b>
1	Combating Child Labour in Carpet Industry	USDOL	10 Districts
2	Time-Bound Programme on Worst Forms of Child Labour	USDOL	6 Districts
3	Training for Rural Economic Empowerment	USDOL	3 Districts
4	Combating Child Labour in Soccer Ball Industry	USDOL	1 District
5	Bonded Labour Project	Netherlands	Nationwide
6	Earthquake Project (Child Labour)	USDOL	1 District
7	Combating Child Labour through Education & Training	SDC	3 Districts
8	Combating Hazardous Child Labour in Surgical Industry	ITALIAN	1 District
9	Media Project (Child Labour)	NORWAY	Nationwide
10	Combating Child Labour through Education & Training	DANIDA	3 Districts
11	Women Employment Concerns & Working Conditions in Pakistan	Canada	Nationwide
12	PoS to PM's Employment Program	UNDP + ILO	Nationwide
13	LMIAU Project	UNDP + ILO	Nationwide
14	Rapid Income Support through Employment	ILO	NWFP+AJK
15	Community Based Livelihood Recovery Project	EC	NWFP+AJK
16	Combating Abusive Child Labour –II [in pipeline with EC contribution Euro. 5 M]	EC	Nationwide