

ILO PAKISTAN



International
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Message from the Country Director



Decent work remains a precursor for poverty alleviation and social progress the world over. The indelible mark of rights-based interventions continually show progress and results towards a more equitable and just society in which human dignity is upheld.

This newsletter offers a glimpse into the results and achievements of three important interventions that actively contributed to the realization of Pakistan's Decent Work Country Programme priorities. The three projects which ended in December 2013 were Combating Abusive Child Labour (CALC II, 2008-2013-EU Funded), Combating Forced Labour and Human Trafficking (G/TIP, 2010-13-USDoL Funded), and The 'Empowerment of Vulnerable Groups through Education, Employment & Training (EET, 2010-2013-One UN). The interventions realised notable results that have been integrated into the working of the Federal Government of Pakistan at provincial level through domestic funding and the development of institutional mechanisms to carry the processes forward. This is a reflection of the Pakistani Government's commitment to realising decent work for all. The ILO Pakistan Country Office continues to embrace collaboration with partners and other stakeholders in the execution of the responsibilities given to it through the ILO statutes.

This edition also highlights the outcomes of the **South Asia Labour Conference**, held under the theme "Fostering Regional Cooperation for Decent Work" hosted by the Punjab Federal Government in Lahore in April 2014. The

ILO congratulates the Government of Punjab for organising this successful event, attended by more than 300 delegates from Afghanistan, Bangladesh, India, Maldives, Nepal, Pakistan and Sri Lanka. The outcomes of the conference demonstrate South Asia's commitment to adhering to principles enshrined in international labour standards. This will be achieved through the development of a regional cooperation strategy that aims to expand coverage of labour laws, improve working conditions, enhance productivity and competitiveness of the working communities in South-Asia, address labour migration concerns and facilitate access to appropriate social protection mechanisms among others.

Of note, is the high level visit of the ILO **Regional Director for Asia and Pacific, Mr. Yoshiteru Uramoto** from 12th to 14th November 2013. The visit of the Regional Director raised the profile of ILO's work in Pakistan and in particular, the implementation of the country's Decent Work Country Program.

Finally, we would like to bid farewell to the Federal Secretary **Mr. Munir Qureshi, Ministry of OP&HRD** who retired in March 2014. The Federal Secretary has been a powerful and committed ally in implementing labour standards and promoting social justice in Pakistan. We wish him a well-deserved retirement ■

Francesco d'Ovidio
Country Director

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SOUTH ASIA LABOUR CONFERENCE



“Fostering Regional Cooperation through Decent-Work”

In April 2014 the first Regional South Asia Conference on Labour was convened in Lahore, Pakistan which led to a declaration on the need for a regional strategy for cooperation to expand the coverage of international labour standards. Hosted by the Chief Minister of Punjab, Mr. Shahbaz Sharif, the conference brought together more than 300 delegates from Afghanistan, Bangladesh, India, Maldives, Nepal, Pakistan and Sri Lanka. The meeting was also graced by H.E. President Mamnoon Hussain, Snr. Government officials from the participating countries as well as senior officials from the ILO and the European Union.

The declaration from the conference spelt out a set of specific recommendations, including the integration of employment and labour-related issues into the SAARC Secretariat's mandate.

In his opening remarks, the Chief Minister of Lahore laid emphasis on the need to develop a joint regional strategy for capacity building of workers, enhancing productivity and creating job opportunities for South Asian labourers in the global labour market. He also stated the importance of eliminating child labour (particularly in its worst forms), forced labour and the exploitation of women workers. The Chief Minister also urged SAARC countries to work together to fight poverty, ignorance, social injustice and intolerance. He proposed that South Asia Labour Conference be held annually to enable member states benefit from shared experiences for the promotion of decent work in their respective societies.

**“SAARC countries need to work together to guarantee Labour Rights for all its workers..”
Shahbaz Sharif,
Chief Minister
Punjab**

Ms Tine Staermose, Director, ILO Decent Work Team for South Asia, told delegates that, “the ILO promotes ratification and application of Labour Standards, especially the Core Labour Standards on addressing discrimination, ending child and bonded labour and promoting collective bargaining and freedom of association.” She said that evidence-based research had shown that if countries

increased their compliance with core labour standards, opportunities for employment generation, social protection, improved productivity and competitiveness would be greater.

The five key recommendations from the conference were presented by Mr. Francesco d'Ovidio, Director of the ILO Office in Pakistan. These included regional level research to fill knowledge gaps, knowledge sharing and capacity building on key labour issues, continued dialogue on the relationship between working conditions, productivity and competitiveness, and holding periodic thematic consultations in South Asia to review challenges and progress. Mr. D'Ovidio said these measures were necessary for the realization of decent work for all.

On the way forward, the Secretary, Department of Labour, Punjab, Mr Muhammad Yousaf proposed the establishment of a tripartite SAARC labour forum i.e. a regional body to coordinate and promote dialogue, research, policy development and sharing of good practices complimented by the establishment of working groups for follow-up and implementation of the conference recommendations. He also recommended the generation of evidence-based advocacy on good labour practices in South-Asia and called on bilateral and multilateral partners to support regional efforts for harmonization of labour issues and the exploration of strategic collaborations with key regional bodies to move forward on conference recommendations.

In the Conference Declaration, the delegates from the eight South Asian states vowed to coordinate closely and develop a regional cooperation strategy with the aim of expanding coverage of labour laws in line with

**“Increased compliance with core labour standards, opportunities for employment generation, social protection and improved productivity lead to greater competitiveness..”
Ms Tine Staermose,
Director, ILO Decent
Work Team for
South Asia**

International Labour Standards [ILS]. This was with the aim of improving working conditions and enhancing productivity and competitiveness. In addition, they proposed to institute robust and comprehensive Labour Market Information [LMI] Systems, to support evidence-based policy making; establish a common and collective platform to promote better working conditions for 'South-Asian Migrant Workers' within the South Asian Countries; improve Occupational Safety and Health systems; enhance

the relevance, quality and outreach of social protection systems; to eliminate exploitative labour practices and to protect and support vulnerable workers (including women, workers with disabilities, migrant workers, and informal economy workers). They also proposed to constitute a South Asia Labour Forum to facilitate regional cooperation on labour issues with the consent of South Asian countries. The South Asian countries agreed to meet regularly to follow-up on the joint statement. ■

South Asia Labour Conference in pictures....



Ms Tine Staermose, Director -
ILO Decent Work Team for South Asia



Mr Shahbaz Sharif - Chief
Minister of Punjab



H.E. President Mamnoon Hussain &
Mr Francesco d'Ovidio



Mr Lars-Gunnar Wigemark -
EU Ambassador



High table- SALC



Employers Workers Government
Representatives & ILO Officials



Employers Workers Government
Representatives & ILO Officials



Mr Francesco d'Ovidio - Country
Director ILO Pakistan



SALC Delegates



SALC Delegates



Performance of live labour song



Conference organizers



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Visit of ILO Regional Director

Mr. Yoshiteru Uramoto - Assistant Director General and Regional Director for Asia Pacific, made his first visit to Pakistan from 12th to 14th November 2013. During his visit he met Government, Employers and Workers Representatives, ILO Country Office Islamabad staff and development partners to highlight ILO's work in Pakistan and the Asia Pacific Region.

The highlights of Mr. Uramoto's visit to Pakistan included his meeting with the Tripartite Constituents to discuss the country's Decent Work Country Program and agree on its effective implementation. As part of his interaction with the youth, the Regional Director addressed over 100 young women and men at a seminar on the 'Significance of Decent Work for Economic Development of Pakistan' at Quaid-e-Azam University (QAU) organized by the 'Quaidian Economics Society', a group of active students of School of Economics at the University.

Mr. Uramoto also witnessed the inauguration of the Complaint Management Information System (CMIS) against workplace harassment. This was launched by the Federal Ombudsman Secretariat (FOS) for Protection against Harassment at Workplace and has been supported by the GE4DE Project of the ILO. This is the first system of its kind in Pakistan. ■



Tree planting at the ILO office



Tripartite meeting



Launch of the Complaint Management Information System



Dinner hosted by the ILO Office Islamabad



Meeting with ILO Pakistan Staff



At Quaid-e-Azam University addressing youth group



Meeting with Mr. Khawaja Nauman - President EFP



Meeting with Mr. Zahoor Awan General Secretary PWF



Labour and Human Resource Punjab team

Constituents Corner



Interview with Mr. Munir Qureshi Retired Federal Secretary, Ministry of Overseas Pakistanis and Human Resource Development

Expecting views from an orthodox bureaucrat, the editorial team was amazed to indulge in the profundity of thoughts by Mr. Qureshi, who retired on March 4, 2014 after a career spread over 30 years.

Here is what he had to say to our readers:

Q- How do you see the ministry's role in post devolution scenario?

A- The Ministry of OP-HRD's role has been restricted after the devolution, as the provinces have more role to play towards the formulation, implementation and monitoring of labour policies. The role of the ministry now has become more of co-ordination and reporting amongst the provinces, federal agencies and the international bodies like ILO.

Q- How is the government mainstreaming its reporting obligations on International Labour Standards? What results do you foresee on the labour market after the recently strengthened ILS reporting?

A- The reporting mechanism towards the ILS was not fully operational, we had requested the ILO office in Islamabad to support us in developing the infrastructure as well as to support the man power for regularly meeting the reporting obligation, which they committed and are doing. I foresee a positive development towards the labour market once the ILS reporting is fully in place and duly strengthened.

Q- In your long association with the civil services specially during your tenure as Federal Secretary for OP-HRD, How did you find UN's assistance for our country in general and especially I would request you to reflect on ILO's assistance for Pakistan in particular, since 1970s.

A- UN assistance has been forth coming for our country whenever and wherever required. ILO's assistance has also been very encouraging. During my meeting with the Director General of the ILO in Geneva-Mr. Guy Ryder; he was very supportive of our country's initiative towards improving the working conditions of the employees within the country. The present country Director of ILO has also been very supportive, whenever approached, be it the tripartite seminars being conducted or the ILS reporting mechanism to be put in place, his support is forth coming.

Q- Though there have been advancements for the women work force in Pakistan, what major measures in future

do you see your department and ministry to be taking to ensure decent work for the women work force and what results do you foresee from these actions, once in place?

A- These days the govt. of Pakistan is encouraging the women participation in all spheres. Actions shall ensure the women to become more involved in the state's economy and also get due recognition. Lots of women have been working in Brick Kiln Manufacturing and most of the workers from this sector were not registered with the provincial labour departments or the Federal Govt. organisation EOBI. Both these departments have been advised to register these workers so that these women get benefits once they have passed their working age.

Q- As you know ILO has a unique tripartite structure working with government, employers and workers. In your opinion, what has remained the most fruitful strategy for a more productive labour market in Pakistan?

A- The configuration of the tripartite system is unique and is very useful, it takes care of all the three segments and at the same time the employees are very forth coming with their issues and participate fully. This helps in removing grievances and channelizes them towards productive usage.

Q- What are your future plans now that you finally have some time to relax from your hectic life as a top most part of Pakistan's civil service?

A- I would like to work in the private sector and would also like to advise the international bodies which may have interest in the sectors in which I have passed my thirty four years of government service.

Q- What message would you like to give our readers including the workers and employers?

A- The employers need to fully implement the ILO conventions concerning employees. The workers and employers need to follow the best international practices and I firmly believe if the workers are happy and are taken care of by the employers, in turn the employees will become happier and shall ensure that they give their best to the employers. It would not only be in the employer's interest but it may also take care of the economic security of the country. In all units where I have found the employees happy, those units have progressed as a result. ■



International
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ILO Projects

2013 saw the end of three notable projects implemented by the ILO in collaboration with the Workers, Employers Organization and Government of Pakistan. This edition highlights the achievements of these projects.

1. Achieving Decent Work by Combating Abusive Child Labour



“Providing alternative opportunities for education and vocational training to working children, especially those who were withdrawn from the worst forms of labour, linking their families to social safety nets, credit providers and training to start their own small businesses or income-generating activities have created a greater impact among deprived people in the local communities.” **Francesco d'Ovidio, Country Director ILO**

Combating Abusive Child Labour (CACL-II) Project funded by the European Union (2008 to 2013)

The project improved the lives of up to 10,000 children and contributed towards changes in attitudes and practices towards child labour guided by ILO Conventions-182 on Combating Worst Forms of Child Labour and Convention-138 on the Minimum Age for Employment.

At a Glance

Project Components

- ▶ A holistic model of district level activities - Working with children, particularly those engaged in the worst forms of labour identified and providing them with alternative opportunities for education and vocational training. Families were linked up with social safety nets, credit providers and health services.
- ▶ Institutional and technical capacity building - Building government capacity at district, provincial and federal levels and prioritising child labour as a key agenda for government and disseminating lessons learned and good practices from the Project to other districts through increased planning and leadership capacities at all levels of government.
- ▶ Creation of a comprehensive knowledge base - Development of a dynamic knowledge base to inform policy and increased awareness to ensure a favourable climate to support efforts directed at addressing child labour.

Project Sites

- ▶ The Punjab Province (Sahiwal District) and Sindh Province (Sukkur District)

Key Results

- ▶ Approximately 6,800 children were withdrawn from worst forms of child labour from a target of 7,500 and Over 1,700 were prevented from hazardous labour
- ▶ Over 4,600 ex-child labourers were integrated into the formal education system.
- ▶ The Federal Child Labour Unit was formed in the Ministry of Human Resource Development to provide advice to the provincial governments
- ▶ Provincial Child Labour Units (PCLU) were established in all four provinces (Balochistan, KPK, Punjab and Sindh) of Pakistan to monitor the implementation of provincial level child labour elimination programmes
- ▶ Steering committee was constituted at the federal level to coordinate the programme activities in the country
- ▶ Child labour coordination committees in all in four provinces
- ▶ District Coordination Committees on Child Labour (DCC-CL) were constituted in Sukkur and Sahiwal
- ▶ The institutional and technical capacities of the various e-units were enhanced through equipment and material support
- ▶ Provincial labour departments were assisted to review laws related to the employment of children and bring these laws in conformity with the international conventions/standards.

- ▶ Employers' Federation of Pakistan (EFP) was assisted to create awareness on child labour among its members and to mobilize employers at the district level to follow a code of conduct for the employment of children as a means to restrict children in hazardous occupations.
- ▶ Pakistan Workers Federation (PWF) was supported to create awareness on child labour among its members and to organize them in informal sector workplaces to stop children from being involved in hazardous occupations.
- ▶ Occupational safety and health studies were conducted in 10 hazardous sectors (i.e. stone crushing, road-side workshops, restaurants, rag picking, cotton farming, date farming) in the two pilot districts of Sukkur and Sahiwal to identify main physical and psycho-social hazards faced by the young workers
- ▶ The capacity of the Centre for Improvement in Working Conditions and Environment (CIWCE) was enhanced to address the occupational safety and health hazards faced by young workers (aged 15-17 years) and to create model workplaces in various sectors that provide a safe environment
- ▶ Baseline surveys on worst forms of child labour were conducted in Sukkur and Sahiwal
- ▶ The capacities of two NGOs i.e. National Rural Support Programme and Punjab Rural Support Programme was developed through specially designed action programmes to address worst forms of child labour on pilot basis at Sukkur and Sahiwal districts.
- ▶ The capacity of the two District Governments (Sukkur & Sahiwal) was strengthened to combat the worst forms of child labour by mainstreaming child labour concerns in their District Education and Health Plans and Programmes
- ▶ The media has enhanced its reporting abilities on child labour and continues to raise awareness on the issue. ■

As a demonstration of its commitment to address child labour in Pakistan, the Punjab Government has launched a 5-year project (2014-2018) to replicate ILO's interventions in 4 districts (Jhang, Jhelum, Layyah and Chakwal). A total of Rs. 180 million (51 million US\$) has been committed from the Government's budget for this project and ILO will continue to provide technical assistance particularly for the establishment of a Child Labour Monitoring System as well as the implementation of an internationally comparable Child Labour Survey.



A dream comes true in a motorbike repair shop

Changing perceptions is sometimes the biggest challenge when it comes to fighting child labour, But dialogue and cooperation is always a good start.



Muhammad Baksh Maiser lives in a small village some 30 kilometres from Pannu Aqil, a rural town about 35 km away from the main city in Sukkur District, southeast Pakistan. He is a 50-year-old father of five and a strong believer that only through education will his children have decent lives and make a difference in a region where going to school is a luxury for many.

"I would have sent them to school, but there is no public school in the vicinity," he says. Sending them to a private school is out of the question since the family income is 200 rupees (US\$ 1.9) a day, hardly enough to survive.

Gada, his eldest son, is 17 and has never gone to school. He was eight when he started working full time in the fields to help his parents. Gada has spent many long and exhausting working days picking vegetables, making it impossible for him to receive a basic education. Like his siblings, he had no option but to contribute to the family income.

One day, an ILO team visited the area and decided to open a vocational training centre for young people like Gada. The ILO saw an opportunity in one of the most challenging problems of the community: its isolation. They realized that people mainly used motorbikes to travel the long distance to Pannu Aqil, yet there was not a single motorbike repair shop in the area.

With this in mind, the ILO started a six-month motorbike mechanics course that included extensive hands-on training for 24 boys. Gada was one of them.

Once the course was over, trainees received a starter tool-kit for motorbike repair. Gada saw the opportunity and opened a small shop right away.

“I feel really good now, I am independent and I can earn a good amount of money for my people,” he says. He makes around 400 rupees (3.8 US\$) a day, doubling the previous total family income and offering his younger siblings the opportunity to spend less time in the fields and more at school.

He is even saving money to open a new shop, where he expects to hire and train other young people like him.

Cultural change

There are thousands of families like the Maisers in Pakistan. Very often, the biggest challenge is changing peoples' perceptions towards child labour.

“Even workers involved in unions have to start thinking differently”, says Zahid Hussain Shah, representative of the Pakistan Workers' Federation in Sukkur.

“I myself used to think that children ought to support their parents, lending a hand while learning skills,” he says. For Shah, the eye-opener was realizing how dangerous certain jobs can be for children, such as carrying and piling up bricks in factories, picking cotton and potatoes or hand-harvesting wheat and sugarcane.

“One fine day, an ILO team talked to me about the dangers associated with child labour,” he recalls. “I wonder why I had never been able to see this. It changed my mind and attitude towards child labour and I realized that our children were being deprived of their innocence very early in their lives”.

Since then, Shah has been trying to convince people to take their children out of work and into school. It was not an easy task. For many of these families, some with up to ten children, it meant losing an additional income, and few thought working could actually be dangerous for children. Others even saw it as valuable training for the future.

“They first turned a deaf ear on me. But with the help of the ILO, I displayed a number of posters in my office showing child labour hazards. Visual depiction was very effective and questions started to arise. Many of them came to realize that their children were being mistreated at work, getting paid just a few rupees. They saw that by investing in their education they would benefit financially in the future through better jobs”.

Slowly but gradually, parents started to change their perceptions towards child labour. Many of them enrolled their children in Non-Formal Education centres (NFEs), where they receive training on a range of skills, such as tailoring, motor-cycle repairing, motor-winding and to work as beauticians.

“I can see a change in my community,” Shah says. “I hope many of our children will be living better lives than us and will fulfil their dreams and those of their parents”.

These social and cultural changes are the result of the Combating Abusive Child Labour (CACL-II) Project, which was funded by the European Union and operated from 2008 to 2013 under the ILO's International Programme on the Elimination of Child Labour (IPEC). ■

2. Achieving Decent Work through the eradication of bonded labour in Pakistan



Forced labour in Pakistan, in the form of debt bondage (or bonded labour), is commonly found amongst minorities and migrant workers who suffer from social exclusion. Bonded labour persists primarily in the agriculture and brick kilns sectors, respectively. ILO implemented the Bonded Labour project in Pakistan from 2010 to 2013 funded by the US whose objective was to contribute to the elimination of bonded labour and address the needs of bonded laborers and their families in Pakistan. This was achieved through the provision of technical assistance to federal and provincial governments to strengthen coordination and commitment in developing and implementing policies and programs to combat bonded labor, and to protect laborers and their families.

At a Glance:

Project Objectives

1. Federal and Provincial Budgetary Allocation and Coordination: Increased commitment and coordination of federal and provincial governments to prevent and reduce bonded labour, and to protect labourers and their families through the revitalization of District Vigilance Committees (DVCs);
2. Capacity to Respond to Labourers' Legal & Social Needs : Improved capacity of state functionaries, judiciary, labour inspectors, employers and workers organizations and civil society to prevent and prosecute bonded labour, and to address legal needs of bonded labourers;
3. Coordinated Rehabilitation Program : Develop collaborative efforts between government and civil society for the sustainable rehabilitation of freed labourers and family members;
4. Knowledge base as a programme management tool Develop a sound knowledge base for stakeholders to plan, design and carryout interventions targeting bonded labour

Muhammad Ali, aged 55, was born in Hyderabad in the southern Sindh province of Pakistan and now works in Lahore at a brick kiln close to the new Bahria housing estate, where many of the bricks much have been made by his hands. He grew up helping his father and mother work in the brick kilns helping pay off a debt older than even his parents' memory. The workers in brick-kilns live and work in crowded conditions, with little or no access to basic nutrition, clean water and general hygiene, exposed to pollutants, dust and disease. So, it was hardly surprising that Mohammad Ali contracted tuberculosis when he was just 20. But it wasn't until he reached the age of 55, when he received a social security card under the ILO and Government of Punjab programme for bonded labourers, that he was able to get proper receive medical treatment at a hospital for workers. "Medicines are expensive", he said. "But I now have a (social security) card against which I can get free medicine. If it weren't for this, I wouldn't be able to afford healthcare".

Key Results

- ▶ Contribution of Pak Rupees 197 million (US\$1.97 million) from the Punjab Government's development fund to the 'Elimination of Bonded Labour in Brick Kilns' Project (EBLIK), enabling its sustainability, expansion and upscale;
- ▶ A total of 6,106 brick kiln workers were registered with social security schemes translating into approximately 36,000 family members receiving benefits. The Government made a legal provision for the registration of Brick Kiln Workers under a directive to the Supreme Court.
- ▶ Provincial Plan of Action on Bonded Labour in Punjab and Sindh province was developed;
- ▶ The Bonded Labour System (Abolition) Act of 1992 was reviewed in the wake of 18th Constitutional Amendment;
- ▶ District Vigilance Committees (DVCs) in all 36 districts of Punjab Province were re-notified and activated;
- ▶ Targets over achieved under the self-initiated project to address bonded labour in brick kilns sector by the Office of the Department of Labour (DoL) in Nankana Sahib District;
- ▶ Partnership were developed between the Literacy & Non-Formal Basic Education [NFBE] Department, Government of Punjab and Brick Kiln Owners Association of Pakistan [BKOAP] to establish NFBE Centres and Literacy School on brick kilns all over the province of Punjab;
- ▶ All Labour Inspection Staff in Sindh Province were sensitized on bonded labour law and practices
- ▶ The National Coalition Against Bonded Labour (NCABL) was activated
- ▶ Non-Formal Basic Education Centres were established under the project sustained

Many brick kiln workers do not have legal documents such as identity cards and birth certificates. Without birth certificates children can't go to school because they can't complete the admission documents, and, when they grow up, they can't get identity cards because, to get one, they need a birth certificate. One of the main efforts of the Project was to help brick kiln workers obtain basic citizenship documents and this was done through the use of finger print identification.

"Working with bricks erases the finger prints of Brick Kiln Workers. This is what we discovered when we tried to help them get their computerized national identity [citizenship] cards from NADRA (National Database and Registration Authority)", said Raja Abbas, President of Association of Network for Community Empowerment. "You have to either sign or fingerprint the application form, and these brick kiln workers could do neither! We talked to doctors who advised us to make the workers use special gloves and apply medicine on their hands and follow a 15-day course after which the fingerprint will emerge from their calloused skin. This is what we did and this is how they got their fingerprints back and only then, their identity cards".

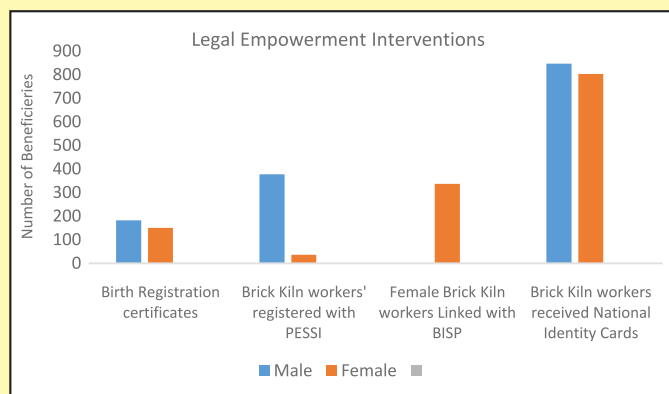
Obtaining an identity card paved the way for the workers to get social security cards. After a sustained advocacy campaign the Government also made an amendment to the labour laws, so that brick kilns were recognized as workplaces, their owners as employers, and bonded labourers working at the kilns, as workers. Once they were legally recognized as citizens and workers, they were registered by the Punjab Employees Social Security Institution (PESSI), opening the way for them to receive state social protection for health and education.

There is a large gap to fill, but it is encouraging to see that the Government of Punjab is working to expand social security to more and more categories of workers. ■



3. Achieving Decent Work through Education Training and Employment

The 'Empowerment of Vulnerable Groups through Education, Employment & Training (EET, 2010-2013)' Project funded through the Expanded Funding Window (EFW) of the UN was part of the United Nations Support to the Pakistani development agenda.



KAB has proven to be one of the lowest-cost, highest-return investments that is being used to improve the employment prospects of young men and women by instilling entrepreneurial skills and corporate citizenship values in students while they are still in school. KAB also supplements the standard curriculum with practical classes that focus specifically on entrepreneurship and social innovation.

At a Glance

Project Components

- ▶ Mainstreaming entrepreneurship and Business Start-up Education Programme for Pakistani Youth in secondary schools and training institutes
- ▶ Enhancing the national capacity of key Government Departments to promote decent work, implement employable skills programs and labour market information and analysis
- ▶ Legally empowering poor and vulnerable groups focusing on Forced and Bonded Labour and Child Labour

Key Results

- ▶ ILO's methodology on Entrepreneurship education called Know About Business (KAB) was institutionalized in 23 institutes in Sindh as an elective course.
- ▶ In Punjab and Sindh a total of 83 teachers were trained in delivering KAB and subsequently 1120 TEVT students in both provinces benefitted from the training.
- ▶ The EET project designed material for Adult Literacy (AL) learners and Non-Formal Education (NFE) school which includes decent work principles and child rights. This was officially endorsed by the literacy department and has been included in the Literacy Department's 10 year plan.
- ▶ A total of 100 staff of the literacy department were trained in the material developed and this was further cascaded to this training of 400 teachers of the department.
- ▶ Decent Work deficits analysis was undertaken in the Wool Value Chain in the district Pishin-Baluchistan Province targeting spinners. The gaps identified through this analysis included: Limited employment opportunities, poor social security, low earnings and unproductive work, long working hours, limited security of work, poor working conditions and the absence of social dialogue and workers representation to address these gaps.
- ▶ A total of 100 spinners and their households were affiliated to the All Pakistan Labour Federation and through this their collective bargaining power has been strengthened.
- ▶ A skills and employment survey was undertaken in Islamabad Capital Territory (ICT) to identify opportunities for persons with disabilities using the classification of a disability as defined by WHO. Pakistan has ratified ILO Convention 159 on Vocational Rehabilitation and Employment (Disabled Persons). The survey will enable relevant authorities including the Directorate of Special Education to design programmes and redirect their budget in line with the findings of the





survey and the provisions relating to vocational rehabilitation to people with disabilities as provided for in the convention.

- ▶ Assessment of the institutional capacity of the Centre for Vocational Rehabilitation and Employment of Persons with disability was conducted, including those affected by polio, which lead to the development of a capacity development plan for DGSE.
- ▶ Implementation of the first Provincial Employment Trends Report was done through the Labour Market Information units in Sindh and Punjab.
- ▶ Sectoral studies on Occupational Safety and health and industry skill requirements were carried out. The generation of labour market information will be used to develop skills and employment programmes and link industry demand to service providers.
- ▶ The Principals in the TEVT system i.e. PTEVTA, STEVTA, BTEVTA and PVTC were trained in effective management of institutes as a result of which Key Performance Indicators for results-based management and performance appraisal were developed.
- ▶ A Skills Strategy for Sindh provincial was developed and linked to the national skills strategy that focuses on youth employment. This has guided the Sindh Government in directing their resources in areas that demand action in 2013-14. ■

Project Publications:

- Punjab Employment Trend Report 2013
- Sindh Employment Trend Report 2013
- Occupational Safety & Health Punjab
- Decent Work Deficit in Wool Value Chain
- Survey to Quantify People with Disabilities and Their Needs for Vocational Rehabilitation in Islamabad Capital Territory
- Rapid Capacity Assessment of the Special Education & Vocational Rehabilitation Centers under Directorate of Special Education Islamabad
- Survey and Assessment of Formal and Informal Apprenticeship Operations in Punjab Pakistan
- Trainer Manual for Non-Formal Teachers on Educational Needs of Child Labourers
- Adult Literacy Learners Book on Basic Labour Rights and Duties
- Teacher and Student Book on Basic Health and Hygiene & Prevention from Disease

It is a known fact that illiteracy and ignorance of rights are major hindrances to the achievement of decent work and claiming of basic human rights.

World Day for Safety and Health at Work

28 April 2014

The ILO marks the World Day for Safety and Health at Work on the 28th of April every year to promote the prevention of occupational accidents and diseases globally. It is an awareness-raising campaign intended to focus international attention on emerging trends in the field of occupational safety and health and on the magnitude of work-related injuries, diseases and fatalities worldwide. The theme for 2014 was **“Safety and Health in the use of chemicals at work”**.

In Pakistan, relentless efforts have been made to foster better working conditions. These efforts were enhanced after the tragic incident at Baldia in 2012 Plaza where a factory fire killed more than 250 garment and textile factory workers and 1, 200 workers were injured and rendered jobless. In response to this unfortunate incident, an official tripartite Joint Action Plan (JAP) to promote workplace safety and health (through legislative action and awareness raising) in Pakistan's biggest city-Karachi, was developed and endorsed in October 2013 by the Department of Labour, Government of Sindh, Employers Federation of Pakistan (EFP) and Pakistan Workers Federation (PWF). Other stakeholders in the implementation of the JAP include buyers, donors, civil society and media

Expected actions for the implementation of the JAP include the development of an OSH Policy by the Sindh Labour Department - clearly defining parameters of safe and healthy workplaces and the Employers Federation of Pakistan (EFP) will develop a 'Code of Conduct for Employers which will be disseminated among employers in the province. The EFP will also take the responsibility of enforcing and monitoring adherence to the Code of Conduct together with relevant Industrial Associations.

Other OSH initiatives in Pakistan include the establishment of a tripartite OSH steering committee in Sindh under the chairmanship of Secretary of Labor and Human Resource Department and representatives from employers and workers organization aimed at promoting coordination among key stakeholders for improving working conditions and elimination of safety and health hazards at workplaces.



Coming Up

ILO roundtable with Netherlands on Pakistani Textile Sector in International Arena

May 2014

Towards ILS Compliance in the Garment and Textile Industry

May 2014

Labour Migration National Seminar

May 2014

World Day against Child Labour

June 2014

Punjab Day Care Fund Distribution Ceremony

June 2014

GE4DE- A celebration of Talent

June 2014

World Cooperatives Day

July 2014

Technical Workshop Green Jobs Entrepreneurship

September 2014

New arrivals in the ILO Library

- ▶ Global Employment Trends Report 2014
- ▶ International Labour Review 2014
- ▶ Development Statistics of Khyber Pakhtunkhwa 2014
- ▶ Quarterly Economy Watch by PIDE January March 2014
- ▶ Information Concerning the Programme and Budget and Other questions
- ▶ Monthly Bulletin of Statistics 2013 (Sep. Oct.) Transitioning from the informal to the formal economy
- ▶ Trade Unions and worker cooperatives: Where are we at?
- ▶ The Challenge of Inequality
- ▶ Strengthening Child Protection through Ethical Production and Procurement of Bricks
- ▶ Minimum Wage Systems
- ▶ Fair Migration Setting an ILO agenda

Not so funny



Innovocom for GE4DE

Readers are encouraged to share their suggestions and feedback about the newsletter at this address:

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