

ILO PAKISTAN



International
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Organization

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Message from ILO Country Director



Compliance to International Labour Standards has recently gained prominence in boosting economic growth through increased productivity and competitiveness. This is particularly true in countries that have shifted their focus and capacities from

commodity producers to finished products.

Pakistan ranks among those countries that have enhanced its productive capacities in the Garment and Textile sector and, in this edition of our Newsletter, we highlight ILO's technical support and its collaboration with the Government of Pakistan, Workers and Employers Organizations to improve compliance and reporting on the 34 International Labour Standards that Pakistan has ratified. Pakistan is one of the 13 countries that are currently benefiting of the EU Generalized Systems Preference-GSP Plus (GSP+) status which provides advantageous tariff preferences to those vulnerable developing countries that commit to ratify and effectively implement 27 international conventions, including the 8 fundamental ILO Conventions. The strong interest of the Government of Pakistan and the business community to maintain the GSP+ status, has increased an opportunity to further promote ILO standards: a business case for their implementation is now emerging and the ILO Pakistan intends to seize this opportunity.

Another important development in this area and of prominence in this edition, is the Round Table Discussion convened in May 2014 graced by H.E. Lilliane Ploumen, Minister for Trade and Development, Kingdom of Netherlands who identified a number of avenues where the Textile Industries in Pakistan, in collaboration with ILO, can bring improvements in the work practices thus enabling more



exports to Europe. The has further developed the collaboration with the Netherlands Embassy in the fields of Occupational Safety and Health and Labour Inspections and on the establishment of the First Buyers Forum in Pakistan.

This edition also highlights Child Labour Day which is commemorated on the 12th of June every year and serves to remind us that child labour still prevails in Pakistan and a multi sectoral approach is required for its progressive elimination. The ILO commends the Government of Pakistan for mainstreaming child labour interventions in its agenda as the government of Punjab announced an allocation of US\$51 million towards an integrated project on Child and Bonded Labour for which the ILO will be the main technical partner. This edition also provides a snap shot insight into ILO's new technical corporation projects that will contribute towards the realization of the country's Decent Work Country Program (2010-2015). These include the UN Joint Program on Livelihood Restoration and Protection and Sustainable Empowerment of Vulnerable Peasant Communities in Sindh, the Project on Support to the Government on improved ILS application and Constituents to develop responsible workplace practices in the Garment and Textile sector and the Promoting the Effective Governance of Labour Migration from South Asia.

Lastly, I would like to congratulate Brother Zahoor Awan, General Secretary of the Pakistan Workers Federation who was elected to the Governing Body during International Labour Conference in June 2014. This is a notable achievement and is significant in influencing the dialogue on global employment and labour issues. His interview is captured in our re-curent constituent's corner. We wish Brother Zahoor well in this position. ■

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The Pakistani Textile Sector in the International Arena

ILO Auditorium, Islamabad, 24 May 2014

International Labour Standards (ILS) Compliance in the Garments and Textile Sector in Pakistan

The International Labour Organization (ILO) and the Embassy of Netherlands in Islamabad jointly organized a 'Roundtable on Pakistani Textile Sector in International Arena' on 24th May 2014 in Islamabad. The roundtable witnessed high level participation from the Netherlands Government, the Government of Pakistan and other important stakeholders from the Textile sector. The Kingdom of Netherlands was represented by H.E. Lilianne Ploumen, Minister for Trade and Development, while the Pakistani Federal Minister for Textile Industries, Mr Abbas Khan Afridi, Provincial Minister for Labour & Human Resource Punjab, Raja Ashfaq Sarwar, the Chairman APTMA, Mr Yasin Siddik and more than 50 senior Government Officers, diplomats, heads of the Textile and Garments Associations, representatives from Workers and Employers organizations, academia and civil society organizations were present at the roundtable.

H.E. Lilianne Ploumen identified a number of avenues where the Textile Industries in Pakistan in collaboration with ILO, can bring improvements in the work practices thus enabling more exports to Europe. She informed the gathering that the Netherlands Government was going to announce a facility for SMEs in developing countries to improve their work practices

and enhance compliance with global and EU standards. This facility will either be in the form of loans or equity. She emphasized on the need for the Pakistani textile and garment sector and business community to provide better working conditions to the workers in the factories and in return, she would strongly advocate more trade for Pakistan in EU. She said 'Free Trade' is not free for all rather it has a lot of attached responsibilities for industries – as the international buyers are increasingly getting sensitive about ethical sourcing and international compliances.

The Federal Minister for Textile Industries, Mr Abbas Khan Afridi highlighted salient features of Pakistani textiles in domestic and international markets. He also highlighted that the Government of Pakistan was moving towards 'high-value addition' in the textile sector and would be keen to collaborate with ILO and other development partners to enable Pakistani Textiles to find new international markets.

The Provincial Minister for Labour & Human Resource Punjab, Raja Ashfaq Sarwar welcomed the visiting Minister from Netherlands and appreciated the willingness of European Governments for agreeing to the commitment of Pakistani



H.E. Lilianne Ploumen, Minister for Trade and Development, Government of Netherlands



Marcel de Vink, Netherlands Ambassador



Francesco d'Ovidio, Country Director ILO



Yasin Siddik, Chairman APTMA



Lars Gunner Wigemark, EU Ambassador to Pakistan



Abbas Khan Afridi, Federal Minister for Textile Industries

Government on 'enhancing Trade not Aid'. He enumerated a number of initiatives that the Punjab Government has started to provide better working conditions and appreciated the technical support received from ILO. He also mentioned that the Government of Punjab and Pakistan in general was moving beyond its boundaries to forge partnerships with South-Asian countries for promoting Decent Work and highlighted during the 'South-Asia Labour conference' in Lahore held in April 2014.

The Chairman All Pakistan Textile Mills-owners Association (APTMA), Mr Yasin Siddik commended the joint initiative between the ILO and Netherlands and pledged full cooperation by the Textile Industries to implement Labour Laws and Standards. He requested technical support from ILO and Netherlands in compliance with ILS, water conservation technologies, generating wind-power, enhancing cotton crops yield and providing skilled workforce for Textile and Garment industries.

The Country Director ILO, Mr Francesco d'Ovidio, emphasized the importance of ratifying and implementing ILS for the business community and highlighted the current scenario of application of International Labour Standards (ILS) in Pakistan and the situation of working conditions in terms of employment, child labour, informality of work and wages. He also elaborated various ILO Conventions which are ratified by the Government and whose application is required by international buyers. He also highlighted the recent interventions carried out by Federal and Provincial Governments to improve working conditions in the country.

The EU Ambassador to Pakistan, Mr Lars Gunner Wigemark stated that in terms of trade volume with EU, Pakistan ranks at 50th position – however, among all countries with GSP-plus status, Pakistan is the largest among them. Around 70 per cent of Pakistani exports to EU consists of textile and garment products. He said 'Branding' is one major area emerging in the European markets and along with this, the European buyers are now increasingly conscious of labelling and the stories behind each label. He said the incidents like Rana Plaza in Bangladesh raises a number of concerns which are common in this region, however, the initiative of 'South-Asian Labour Conference' was the right step to improving the situation and enhance regional cooperation. He said that the regional

countries should now seriously look into the issues of child labour, exclusion of women from productive work, occupational safety & health and better environment for Trade Unions. He appreciated the efforts of the Government of Punjab for a complete elimination of Child Labour from the province.

During an interactive session, participants identified a number of areas including compliance with ILS as a matter of 'right of people' instead of only a business case; importance of improving the country's statistics and databases; increasing informality of workers; extra time required for Pakistani industries to fully comply with labour standards; higher wages being paid by Pakistan as compared to India and Bangladesh and technical support from ILO and Netherlands to improve compliances.

The roundtable concluded with a commitment from all stakeholders to work together to improve the working conditions in Pakistani exporting industries thus enhance trade opportunities for the country.

The roundtable proved to be the first and most strategic intervention between ILO Islamabad and the Netherlands Embassy in Islamabad. This event paved way for a partnership whereby the Dutch Embassy provided Euro 25,000 to ILO to support Department of Labour Sindh in rolling out the 'Joint Action Plan for Promoting Workplace Safety and Health in Sindh'. The Embassy is further planning to support the Government of Pakistan – through a funding to ILO – for strengthening Labour Inspection System and establishing a buyers' forum in Pakistan. ■



Raja Ashfaq Sarwar, Provincial Minister for Labour & Human Resource Punjab



Celebration of Talent

The project Promoting Gender Equality for Decent Employment GE4DE hosted a talent show, titled 'GE4DE- A Celebration of Talent' in Karachi .The event featured works from artisans from eight different areas of Pakistan, including four indigenously created fashion collections

Local artisans who dared to dream of a better world graced the ramp for the very first time with their collections materialising the efforts of the GE4DE project

It takes a lot of nerve and mettle to leave the comfort of your four walls, step into the bland world of ignorance, where talent is an undiscovered territory and alter not only conservative mind-sets but also give hope that difference can be made with sheer hard work. This is what the fashion event GE4DE, A Celebration of Talent held in Karachi dared to do where the underprivileged with no prior experience and no designer degree showcased their talent and creativity.

Usually, the root of a fashion show is the beautiful spectacle created by collections in all their perfected glory. However, this fashion show highlighted the diligent hands that transform the vision of designers into reality. While tributes to local artisanship aren't a novel concept, with many premier designers devoting their collections to lofty causes such as women's empowerment and poverty alleviation - at the GE4DE event the artisans took to the ramp themselves, taking a bow after their respective collections, making their stitching and handiwork the focus of the event.

The show consisted of four segments, each of which aimed to highlight the creative work coming out from the rural landscape of Pakistan Moving on to the collections, each of them was viewed after a two-minute documentary on its creation, which again served to direct the attention of the audience towards the handiwork. The title of each segment was taken from the acronym GE4DE, detailing the process of creating the work shown on the ramp.

The first collection titled 'Empowerment' displayed a mix of ethnicity and modernity with a bright and bold colour palette. The ensemble included a series of silk, velvet and chiffon gowns designed by the students of Fashion and Apparel Design and Training Institute FADIN. The collection also used khaddar cloth hand-woven by students of the Sarhad Rural Support Programme. Models carried accessories/instruments of various occupational groups that were obvious symbols of women empowerment to drive the point home.

The Elements collection paid homage to our different regional cultures with fabric prints ranging from Urdu text, rickshaw and truck art to other imagery such as the Markhor. The emphasis of the collection was on the different outfits, ranging from saris to men's kurtas, which were created by the Pakistan Knitwear Training Institute. The outfits had Urdu inscription on them that was a twist in an otherwise steady concept. The models carried beautifully designed clutches and handbags created by the women at SUGHAR

The most unique and strongest collection was the Glamour

collection that offered a variety of jamawar and denim dresses embellished with gota, brocade and floral embroidery that looked quite striking, created by the Pakistan Readymade Garments Technical Training Institute graduates who effortlessly fused East and West through their contemporary designs. This blend was inspired by the mixed origins of the Hazara and Mongol tribes, showing an improvement on previous theme interpretations. An aura of femininity was woven into every thread. Hand woven shawls provided by the students of Baltistan Cultural Development Foundation were elegantly incorporated with the outfits. Marble and Mosaic accessories from SOHB were used as necklaces and belts, a perfect blend of beauty and robustness.

“Women have broken social barriers and have realized their potential, this has only been made possible because of the endless efforts of the ILO and its partners along with training programmes of GE4DE”
Frida Khan NPC ,
GE4DE”

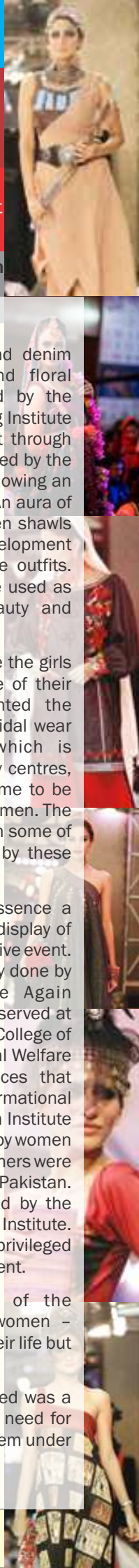
The final and most impressive were the girls from Dera Jattan who in guidance of their mentor Shaiyenne Malik presented the "Dreams" collection showcasing bridal wear created with female hands, which is surprisingly a rarity even in the city centres, where the opportunity to leave home to be apprenticed is not afforded to all women. The bridal wear swept the audience with some of the best ensembles put together by these young talented girls.

The programme, which was in essence a fashion show, also tied together a display of myriad skills and arts into one cohesive event. The makeup of the models was ably done by trainees of the Depilex Smile Again

Foundation. The spread of appetizers and drinks served at the red carpet were prepared by graduates of the College of Tourism and Hotel Management. Sohb Educational Welfare Society provided beautiful marble mosaic pieces that decorated the ramp. The event's invites and informational packs were designed by graduates of the Pakistan Institute of Human Rights. Walnut souvenirs were prepared by women from Naran and Kaghan and many of the event's ushers were trained at the Sustainable Tourism Foundation Pakistan. Event coordination and management by handled by the Buffer Zone division of the Vocational Training Institute. Thus, our real hosts of the evening were the underprivileged whose efforts resulted in an admirably pulled off event.

Many heart wrenching stories were part of the documentaries. The participants were mostly women – daughters and mothers – who not only changed their life but also proved that fortune favours the brave.

The high quality of products and services delivered was a reminder of the potential of our masses and the need for more industry giants to reach out to them to pull them under fashion's rewarding umbrella. ■





Constituents Corner

Interview with Zahoor Awan,
General Secretary, Pakistan Workers Federation (PWF)



Q. How did you enter the trade union movement and how did you think of devoting your life to the cause of the workers:

A. In 1977, I was studying in Islamia College where I joined the first Transport Union of. This is the time when I started researching how the private transport sector works. Soon, in 1979, I was elected by the affiliated unions as the Regional General Secretary of All Pakistan Federation of Labour (APFOL), the Federation was then led by my mentor Mr. Durrani. In 2005 after the merger of APFOL into Pakistan Workers Federation (PWF), I was elected as the Deputy General Secretary later becoming the General Secretary in 2011.

Q. What are the 3 biggest challenges that the TU movement is facing in Pakistan:

A. Unemployment worsened by lack of decent work opportunities and concentration of precarious work because of privatization, casual jobs, and contractual arrangements. Increasing poverty has markedly affected quality of life which is further aggravated by inflation and incompatible wages. Growing informal sector and lack of workers' rights to organize and collectively negotiate.

Q. As a Secretary General of the PWF, what do you foresee are the core issues that the PWF is facing?

A. We are struggling to sensitise those who do not realise the potential of workers in informal economy and the grave exploitation these workers face every day. Addressing difficulties and conflicts that arise during registration of workers; the long litigation process, forced dismissals and other sorts of penalties. Then there are other sensitive issues like forced labour and child labour; curtailing rights to social safety nets and accessibility to benefits. These problems are enormous and have multiple facets.

Q. Being elected as the member of the ILO governing Body has it added to your current responsibilities. How do you think you will be able to play an important role in this capacity?

A. It is indeed an achievement for Pakistan and the workers segment that out of 8 seats in the Asia Pacific, to represent in the Governing Body. With this position comes great responsibility. It requires detailed preparation, seeking inputs from members across trade unions, engaging with Government and Employers at the national level and ensuring a nationwide concurrence on a collective stance for the welfare of workers and positive image building of Pakistan.

Q. What are the major challenges in organizing the women in trade unions in Pakistan and do you think potential of future leadership exists within the female members of the PWF?

A. Women are a significant part of our productive economy, be it women who work in the formal or informal economy. PWF has reached out to 30,000 women in sectors that are considered conventional trades for men these are automobile sector, steel mills, construction sector, mines. Being in scarce numbers is another

challenge for women to organize. With the support from ILO, we are training and giving orientation to women workers on leadership and gender issues at workplace. Women are now becoming more aware of their rights and are starting to voice their concerns.

Q. What is the role of the ILO in strengthening the PWF?

A. With support from the ILO in Pakistan, PWF has been able to establish a pool of master trainers and knowledge resource on issues like Child Labour, OSH, Leadership Development, Paralegal services, collective bargaining. Other technical areas like review of labour legislation in the context of devolution has been a very good learning experience for the Union. PWF is trying to expand its manifesto to address issues of workers in the informal economy and its membership to sectors that are neglected. We can benefit from ILO's technical assistance at national and international levels in strengthening the development of second line leadership particularly women, research, training and education capacity of the PWF.

Q. How can a healthy tripartism be ensured in Pakistan?

A. A tripartite committee on ILS has been constituted by the Ministry of Overseas Pakistani and Human Resource Development. The committee for the first time through a participatory approach has been able to submit pending reports to the CEACR in time. This resonated with the ILO Convention 144 on Tripartism that Pakistan ratified in 2004. What needs to be ensured is the fair representation of the workers and employers in these tripartite bodies.

Q. Which ILO Convention should be priority for the Government to ratify?

A. The ILO convention for 'Paid Educational Leave' for the development of workers and career growth is important not just for the benefit of workers but also for employers because a motivated worker is a productive and competitive worker, which is a vital business imperative. The Domestic Workers and Home Based Workers Conventions should also be ratified.

Q. How can workers be effective in defending their rights at workplace?

A. Only when they are unionized and have the right to bargain collectively.

Q. How can PWF promote and is promoting the goal of Decent Work in Pakistan and what constraints are you facing in this regard?

A. Decent Work is achieved through the provision of decent wages and working conditions in order to promote human dignity. Pakistan aims to realize decent work for all through the implementation of its second Decent Work Country Program. If more and more workers are unionized they get their right of properly serving the charter of demand and to secure benefits for their workers. So this is the only way in which they can enhance further. PWF is trying to unionize more and more workers because it secures decent work for them in reality. ■



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New Projects

The International Labour Organization in Pakistan under the framework of the Decent Work Country program (2010-2015) continues to implement technical corporation projects aimed at addressing the challenges of decent work in Pakistan. In this edition, four relatively new projects are highlighted, reflecting ILO's collaboration with its tripartite constituents i.e. Workers, Employers and the Government of Pakistan.

1. Livelihood Restoration, Protection and Empowerment of Peasant Communities in Sindh

Duration: 2013-2016
Donor: UN Security Trust Fund



In 2013, the ILO in collaboration with Food and Agriculture Organization (FAO) and UN-WOMEN of the United Nations launched a three year project entitled “Livelihood Restoration, Protection and Sustainable Empowerment of Vulnerable Peasant Communities in Sindh Province” in selected areas within Dadu and Mirpurkhas Districts, Pakistan. The project is funded by the United Nations Trust Fund for Human Security (UNTFHS). The project implementation is guided through the use of Training for Rural Economic Empowerment (TREE) methodology with an overall objective to establish a skilled labour force able to productively participate in sectors such as agriculture, non-formal industry and services sector. This systematic methodology ensures that training is linked to economic and employment opportunities, and that disadvantaged target groups, including poor women and people with disabilities can realize these opportunities and thereby be economically empowered.

The TREE methodology tries to address the following prime concerns of the poor rural society:

- Economic: by providing rural workers with skills needed to increase incomes and productivity to improve living conditions.
- Political: by providing the community population with opportunities to contribute to and benefit from collective action and through helping develop their own communities.
- Social: by providing individuals with help to increase his/her ability to effectively deal with social problems in the environment where they live and work

The methodology has been applied to national poverty reduction programmes as well as to post-conflict and post-disaster situations. In Pakistan the project has launched the development of “TREE” villages in Mirpurkhas and Dadu districts. ■

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2. Effective Governance of Labour Migration from South Asia

Duration: 2014-2016
Donor: European Union



Among the new technical cooperation projects to be implemented by the ILO, includes the Project on “Promoting the Effective Governance of Labour Migration from South Asia”. The project will be implemented through actions on Labour Market Information, Protection during Recruitment and Employment, Skills, and Development Impact. The project seeks to develop mechanisms to promote the management of labour migration from India, Nepal and Pakistan to the countries of the Gulf Cooperation Council (GCC), ensure effective protection of the rights of vulnerable migrant workers, enhance the development impact of labour migration and reduce unregulated migration. This is a three years project funded by the European Union (EU) and will run until May 2016.

Migration in south Asia is largely South-South and is characterized by low and semi-skilled workers migrating with fixed-term contracts. The primary destination for South Asian migrant workers is the Arab Gulf States, which rely on foreign labour to fill more than 90 per cent of private sector jobs. The latest figures show an annual demand from the Gulf region for more than two million workers from the major countries of origin in South Asia.

While labour migration generates substantial benefits for countries of origin and destination it also creates a range of problems. Abuse of migrant workers during recruitment and employment is a common, well documented issue. Women face barriers in finding overseas employment, and female migrant domestic workers are among the most vulnerable to abuses.

The International Labour Organization (ILO) is the United Nations' international organization responsible for drawing

“ The International Labour Organization (ILO) is the United Nations' international organization responsible for drawing up and overseeing international labour standards. The ILO is the only United Nations agency with a constitutional mandate to protect migrant workers, and this mandate has been re-affirmed by the 1944 Declaration of Philadelphia and the 1998 ILO Declaration on Fundamental Principles and Rights at Work. The ILO has been addressing labour migration issues and the protection of migrant workers since its inception. ILO adopts a rights-based approach to labour migration and promotes tripartite participation in migration policy.”



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The project has a migrant-centred approach. More than 20,000 migrant workers from project countries are expected to receive direct assistance and support, covering information dissemination on safe migration, recruitment, employment and post-employment services. The project aims to provide migrant workers with more accurate and reliable employment information in the GCC countries by creating the South Asia-GCC Employment Information Portal and organizing pre-departure orientation sessions through establishing first Migrant Resource Centre in Pakistan, and workshops on the portability of skills. By engaging with governments, trade unions, employers, NGOs and private and public overseas employment recruitment agencies, the project also intends to improve recruitment services, including lowering recruitment costs and strengthening the protection of migrant workers during their employment. The project will produce a number of knowledge products at national and regional levels to better understand the dynamics of labour migration and provide basis for labour migration policy, laws and programmes.

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3. Promoting International Labour Standards (ILS) in Pakistan- Flagship Programme 2014

The ILS programme in Pakistan was launched in July 2014 by the ILO. The programme is anchored in the Ministry of Overseas Pakistani & Human Resource Development and jointly implemented with the collaboration of Employers Federation of Pakistan and Pakistan Workers Federation. The programme aims to achieve increased productivity and competitiveness by ensuring compliance with International Labour Standards initially in the Garments and Textile sector. The programme is divided into eight interlinked but mutually complimenting components as follows:

- I. Coherence of Labour Legislation alignment with ILS
- II. Occupational Safety and Health Management Systems
- III. Tripartite Supervisory Bodies on ILS constituted at Federal and Provincial Levels
- IV. Timely reporting on ILS
- V. Effective Labour Inspection and
- VI. Responsible Workplace Practices promoted by Industrial Associations across different sectors of economy
- VII. Social Dialogue at Enterprise Level between workers and management and
- VIII. Communication Strategy on Labour Law Compliance for Industries.

On one hand the programme is being piloted with focused capacity building interventions at the federal level by strengthening effective compliance and ILS reporting, and on the other hand it has successfully built inroads to the private sector and mobilised resources for a sustainable Textiles Sector. Other stakeholders include Ministry of Textile, Ministry of Trade and Commerce and the Pakistan Textiles Exporters Association.

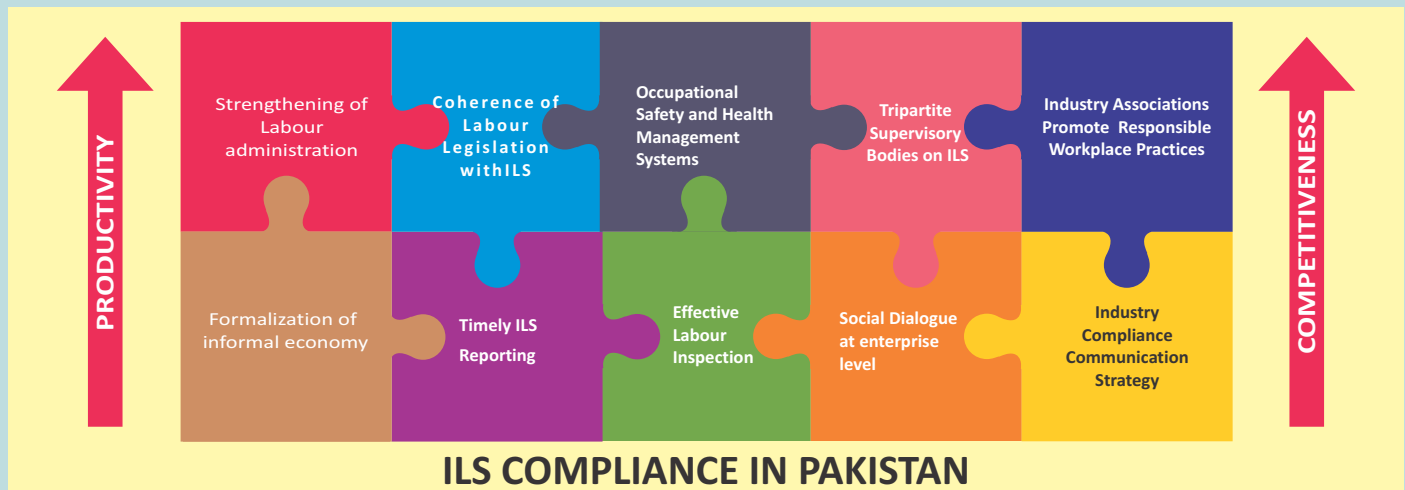
In order for Pakistan to retain its GSP+ status, and improve its ranking on various Development and Human Rights Indices, the ILS programme provides an opportunity for the stakeholders to come together and ensure concerted efforts in achieving an ILS compliant Status for Pakistan.

International buyers and donor countries have an increasing interest in the ILS compliance programme, as evidence shows that the importance of complying with ILS results into achieving Decent Work, Fair and Stable Globalisation, better Productivity and Competitiveness, Reducing Poverty, Safety net in times of Economic Crisis and a level playing field. ■

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ILO Staff



Ms Belinda Chanda
Programme Analyst

Technical Adviser for a Social Protection Project in Accra, Ghana. Prior to that she worked as Program Officer covering Zambia, Malawi and Mozambique.

1. The International Labour Organization in Pakistan welcomes on board Ms. Belinda Chanda, Program Analyst who joined the office in June 2014. Ms. Chanda is a Zambian national, an Economist/Development Practitioner with over 12 years of progressive work experience in the UN system. Until her appointment to the ILO Country Office Islamabad, Ms. Chanda served as Chief

2. The ILO bids farewell to Mr. Wahid Ali who retired on 31st October 2014. He joined the ILO in April 1978 and rose to the trusted level of Senior Driver for the ILO in Islamabad in 1986. Mr. Wahid has served under ten Directors and he will be remembered for his commitment to the ILO and above all, his professionalism and unmatched competence as an excellent Driver. The ILO wishes Mr. Wahid, the very best as he embarks on the next course of his life.



Mr. Wahid Ali
Senior Driver (retired)

World Day Against Child Labour

12th June

Millions of girls and boys throughout the world are engaged in work that deprives them of adequate education, health, leisure and basic freedoms, violating their rights. The International Labour Organization (ILO) launched the first World Day against Child Labour in 2002 as a way to highlight the plight of these children. The day, which is observed on June 12th, is intended to serve as a catalyst for the growing worldwide movement against child labour, reflected in the huge number of ratifications of ILO Convention No. 182 on the Worst Forms of Child Labour and ILO Convention No. 138 on the Minimum Age for Employment.

In Pakistan, 12th June is observed by all segments of the society with the determination to continue efforts to end child labour in the country. Employers' Federation of Pakistan in collaboration with ILO and with the support of Department of Labour and Human Resource Development, Government of Punjab, Lahore Chamber of Commerce and Industry and in Association with Association of Network for Community Empowerment (ANCE) jointly organized a strategic event on 16th June, 2014 to commemorate the World Day Against Child Labour at Lahore Chamber of Commerce & Industry. The event was well attended by stake holders, senior Government representatives, employers, labour leaders, media personnel, community member's i.e. men and women and talented children.

Haji Ilyas Ansari, Parliamentary Secretary, Social Welfare Committee (Punjab), Ms. Kiran Imran Dar, Member Punjab



Provincial Assembly and Chairperson, Punjab Social Services Board, Mr. Tariq Misbah, Acting Chairman, LCCI, Mr. K.M. Nauman President, Employers' Federation of Pakistan, Mr. Zaki Ahmad Khan Vice President EFP, Mr. Kashif Anwar Vice President LCCI, Brother Chaudhary Yaqoob, Chairman, Mutahida Labour Federation, Syed Hasnaat Shah Director DoL&HRD, Raja Abbas Ali President, Association of Network for Company Empowerment (ANCE), Mr. Saghir Bukhari, Programme Officer ILO, and more than 150 guests including subject experts, media personals, and more importantly children participated in the discussion during this programme.

Various experts and inspiring supporters shared their views on the issues and need to have data and analysis to support the government in its efforts to address the issue of child and bonded Labour in particular its abusive forms. Such an analysis is required to further strengthen collective efforts and to take practical action in our reliant capacities.

At the end a puppet show was organized by EFP in collaboration with ANCE for Network Community Empowerment and M/s. Rafipeer Theatre Workshop with an objective to continue the dialogue and raise awareness. ■

International Labour Standards Resources

Information Resources and Publications on International Labour Standards
<http://ilo.org/global/standards/information-resources-and-publications/lang-en/index.htm>

Guide to International Labour Standards (2014)
http://www.ilo.org/global/standards/information-resources-and-publications/publications/WCMS_246944/lang-en/index.htm

Key Publications on International Labour Standards
<http://ilo.org/global/standards/information-resources-and-publications/publications/lang-en/index.htm>

International Labour Standards (Pakistan)
<http://www.ilo.org/islamabad/areasofwork/international-labour-standards/lang-en/index.htm>

Key Facts on Migration

Pakistan:

- Since 1971 to 2013, more than 7 million Pakistanis have officially proceeded abroad for employment
- Out of the total manpower export, about 96% have proceeded to the Gulf Cooperative Council (GCC) Countries.
- During the 2008-13 period, more than 50% of total emigrants from Pakistan originated from the Province of Punjab, followed by Khyber Pakhtunkhwa (28%), and Sindh (8%).
- In terms of professions, during 2008-13, of all emigrants from Pakistan 1.9% were highly qualified, 0.8% highly skilled, 42.3 % skilled, 16.5% semi-skilled and 38.5% un-skilled.
- During 2008-2013, about 6,444 women proceeded abroad, out of this 5,013 proceeded to only UAE and Saudi Arabia
- Close to 1,576 OEPs are currently registered with the MoOP&HRD, though not all are active in the field.
- Pakistan was the 8th largest remittance receiving country in the world in 2013, when the total remittance equalled US\$ 15 billion

Sources:

1. Bureau of Emigration and Overseas Employment
2. World Bank



Orientation on Provincial Survey, Monitoring and Reporting System on Child and Bonded Labour



From 25-26 August 2014, the Department of Labour and Human Resource, Government of the Punjab organized a two day orientation session on Provincial Survey on Child and Bonded Labour and Child and Bonded Labour Monitoring and Reporting System with the technical support of ILO Country Office, Pakistan. The orientation session was held as part of the initial activities for implementing the Integrated project on Child and Bonded Labour by the Government of Punjab.

Secretary P&D, Mr. Waseem Ajmal Chudhary Secretary Labour and Human Resource Department, Mr. Farhan Aziz Khawaja, Senior Joint Secretary MoOPH&RD, Government of Pakistan, Sheikh Muhammad Asif, Country Director ILO, Mr. Francesco d'Ovidio, DG Labour Welfare, Mr. Muhammad Saleem Hussain, DG Punjab Bureau of Statistics, Ch. Muhammad Shahim, Director HQ Labour Welfare, Syed Hasnat Javaid, Project Director Integrated Project Dr. Javaid Iqbal Gill, along with District Officer Labour (DoL)s, officials from the field offices of Labour Department, Health Department, Social Welfare and participants from the other relevant departments attended the two day orientation session. The orientation workshop was facilitated by Ms. Sherin Khan-Child Labour Socialist (ILO Decent Work Team South Asia) and Mr. Bijoy Raychaudhuri-Senior Survey

Specialist (Fundamental Principles and Rights at Work, ILO HQ).

The Session was formally opened by Mr. Waseem Ajmal, Secretary, P & D. He highlighted the importance of labour statistics in policy formulation and planning and stressed upon the participants to take interest in the presentation of the experts from the ILO and the national experts. Mr. Francesco d'Ovidio, Country Director ILO appreciated the Punjab Government to initiate a mega project to eliminate child and bonded labour and reconfirmed ILO's commitment to support the efforts of the Government of Punjab. Presentations on Elimination of Child and Bonded Labour (Integrated Project) was made by the Project Director and the ILO component was elaborated by Mr. Saghir Bukhari from ILO. Ms. Sherin Khan, a senior Child Labour Specialist from ILO Decent Work Team South Asia, Mr. Nasir Dogar, Executive Director IMAC, Mr. Akram Jan from the Literacy Department and Mr. Mateen Janjua were among the important speakers.

The orientation session provided an opportunity to the relevant provincial and district level official's engaged/or to be engaged in the implementation of the integrated project for Promotion of 'Decent Work for Vulnerable Workers' in

Punjab Province. The orientation provided an opportunity to enhance knowledge and understanding on the application of Bonded and Child Labour Survey and Bonded and Child Labour Monitoring and Systems. Expert from ILO Geneva and ILO Decent Work Team South Asia provided detailed presentations on the subject followed by discussions in the plenary. The Director General Provincial Bureau of Statistics gave presentation on the Multiple Indicator Cluster Survey (MICS) and explained that how the existing potential of the Bureau can be utilized for conducting of Provincial Child Labour Survey and establishment of Child Labour Monitoring and Reporting & System (CLM&RS). Detailed insights was

also shared with respect to the national examples from Shaiwal and Sialkot.

The participants provided detailed feedback on the local and provincial structures required to conduct child and bonded labour surveys and establish monitoring system to be anchored within the integrated project.

The Session was closed by Mr. Farhan Aziz Khawaja. He thanked the participants for their active participation and making the recommendations and suggestions as a way forward. He also appreciated the ILO for technical support in the fields of child labour and bonded labour statistics. ■

ILO Crisis Response



Facilitating Livelihood Opportunities for North Waziristan's Temporarily Dislocated Persons (TDPs)



Following the influx of Internally Displaced Persons (IDPs) from North Waziristan in June 2014, the ILO, under the umbrella of Humanitarian Country Team (HCT), and in consultation with the Government of Pakistan, designed and funded a gender sensitive intervention to facilitate short-term employment for the temporarily dislocated families of North Waziristan and engage them in productive activities. The intervention falls within the planned activities of the Community Restoration (CoRe) Cluster, co-chaired by the Government and the UN. The two-pronged strategy has helped create the foundation for short-term employment and livelihoods by (i) providing immediate quick impact support to the affected communities to generate jobs and incomes and (ii) putting in place the building blocks for long-term recovery.

The objectives of the project are to reduce vulnerabilities of displaced families, facilitate hosting communities and reduce the burden on Government resources while improving the dignity of Temporarily Dislocated Persons (TDPs) from North-Waziristan Agency and their living conditions in the host communities.

Since the start of the project, the ILO has set up an Emergency Employment Information Centre (EEIC) and registered 2139 TDPs (including 492 women) for the provision of employment under different work modalities including job-referrals, career counselling, asset-replenishment, cash-for-work, vocational training, and apprenticeship support.. A database of skilled workers has been developed to be shared with prospective employers in the local areas.

As a result of this support, by end of December 2014, 320 TDPs were referred to different jobs within Bannu District out of which 97 women and men have been able to get jobs in the Bannu mostly in different NGOs and local trading institutions; 219 TDPs (97 women) have been engaged in cash-for-work creating 2,350 workdays; 20 women were imparted vocational training in tailoring; and 50 skilled persons (25 women) were facilitated through asset creation to start their own business. The ILO will continue to support both crisis and humanitarian interventions in Pakistan in order to ensure the dignity, freedom and equity prevail for all. ■





Coming Up

Dissemination of Occupational Safety and Health initiatives
November 2014

Buyers Forum (ILO/IFC/Netherlands Embassy
Collaboration)
December 2014

Launch of Decent Work Country Profile 2014
December 2014

International Migration Day
December 2014

Second Tripartite Consultative Meeting
January 2015

International Labour standards Training
January 2015

Orientation & Capacity Building Workshop on Social
Protection "Concepts to Actions"
January 2015

Signing ceremony of 'ILO-PTEA Collaboration for ILS
Compliance.'
February 2015

Launching Ceremony of "Social Protection Mapping Study"
February 2015

Journalism Awards for Gender Responsive Reporting
March 2015

Latest Publications

- Rules of the Game – A brief introduction to International Labour Standard (Revised Edition 2014)
- International Journal of Labour Research The Challenge of Inequality (2014)
- Achieving Equal Employment Opportunities for People with Disabilities through Legislation (Second Edition 2014)
- The Situation of workers of the occupied Arab territories (2014)
- World Social Protection Report (2014-15) – Building economic recovery, inclusive development and social justice (2014)
- Maternity and Paternity at Work – Law and practice across the world (2014)
- Maternity protection in SMEs – An international review (2014)
- Surfing the labour market: Job search skills for young people (Facilitators' Guide and Toolkit) – (2013)
- Workplace Solutions for Childcare (2010)

Not so funny



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

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DECENT WORK

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