

ILO PAKISTAN



Bi-Annual Newsletter
June 2015
Issue No. VII



Message from ILO Country Director



In this edition, we highlight ILO's engagement with the private sector. This is in line with the renewed recognition and appreciation of the role that International Labour Standards (ILS) play in ensuring good business practices. Pakistan is

now under the radar of the multilateral trade system following the country's Generalized System of Preferences (GSP) Plus Status awarded in January 2014, and the stakes are high in terms of maintaining the country's share of the export market in the garments and textile sector in particular.

As ILS takes center stage in the work in Pakistan, the ILO will continue to broaden its partnerships by entering into dialogue with other Government entities such as the Ministry of Textiles and Industry and the Ministry of Commerce to enhance the country's capacity to comply with and report on the application of ILS under the country's Treaty Implementation Cell (TIC), which was established under the directives of the Prime Minister of Pakistan. Other key partnerships which we will be seeking to foster include the collaboration with the Embassy of the Kingdom of Netherlands in Pakistan and the International Finance Cooperation (IFC) in establishing the country's first Buyers Forum in Pakistan. This follows a high level meeting in Washington DC in September 2014, and a follow-up meeting held in December 2014, where 30 Brands convened in Pakistan to discuss social compliance at enterprise level, from a sourcing perspective, under a range of broad areas including labor and environmental standards. The dialogue continues and positive actions are underway.

In January 2015, the ILO signed a Public Private Partnership Agreement (PPP) with the Pakistan Textiles and Exporters

Association (PTEA) in order to promote bi-partite dialogue at enterprise level aimed at improving working conditions in that sector. This is a demonstration project that will be rolled out over a three-year period in 210 enterprises in the textile sector. Going forward, the ILO in Pakistan will continue to engage with the private sector on issues that promote the country's adherence to ILS at sectoral level.

In this edition, our constituent's corner comes to life again and this time we hear from Mr. Khawaja Muhammad Nouman – President of the Employers Federation of Pakistan (EFP) representing one of ILO's main Social Partners. On the gender front, the 2nd Journalist Awards "Rewarding Excellence in Gender Responsive Reporting" take center stage as the ILO, through its project on "Promoting Gender Equality for Decent Employment" (GE4DE), strives to enhance the capacity of journalist to objectively report on gender related issues. To date, the project has reached out to over 700 journalists in print and electronic media on gender sensitive reporting. In the same vein, the newsletter highlights two important trade unions that have been established to bring the women workers' rights issue up-front.

Other interesting features in this edition include ILO's work on Occupational Safety and Health (OSH), International Migration Day commemorated on 18th December 2015, and we also showcase some of our recent analytical work – one of which included the Decent Work Country Profile for Pakistan launched in December 2014. ■

Francesco d'Ovidio, Director

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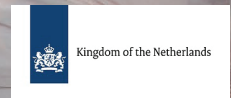
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International
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Promoting Decent Work for a Sustainable Garment and Textile Industry in Pakistan



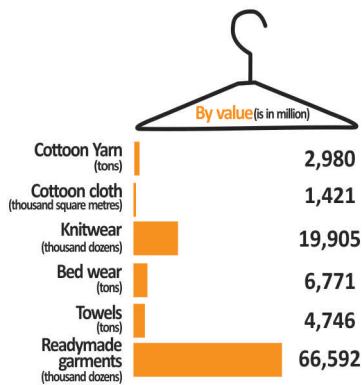
PROMOTING DECENT WORK

for a Sustainable Textile and Garment Industry in Pakistan

The ILO, the Government of the Netherlands and the International Finance Corporation (IFC), in collaboration with the Government of Pakistan, are working together to improve the application of and compliance to international

Promoting Decent Work for a Sustainable Garment and Textile Industry in Pakistan

Textile Sector's Export Performance



standards and promote best practices in Pakistan's textile and garment sector.

To this end, the Buyers' Forum is a progressive initiative facilitated by the Government of Pakistan, and is aligned with the wider objective of maintaining the country's GSP Plus status.

The first gathering of buyers was proposed and agreed to at a meeting in Washington DC in September 2014, with the idea of bringing together buyers, brands, manufacturers, Government, and workers and employers' organizations to create a platform for dialogue for improved cooperation towards a sustainable textile sector in Pakistan. The underlining conviction

is that this would best be achieved by improving productivity and competitiveness through compliance with international standards.

This milestone aspiration was realized a few months later, when a number of buyers and big-name brands, including **GAP, Wal-Mart, Target, H&M, Adidas, Levi Strauss, Inditex, Primark, Li & Fung, El Corte Ingles, PVH, Hema, and C&A**, gathered in Islamabad in December that same year. All of these major, globally influential brands expressed their commitment to sustainable practices, improving compliance and reporting on environmental, labour and health and safety standards and their implementation in the textile and garment sector in Pakistan. This type of collaborate and proactive engagement between buyers, brands and all relevant stakeholders is paramount to building a stronger path towards improved workers' safety and better compliance with labour standards, thus also ensuring that the sector remains attractive to international buyers – a win-win situation for everyone involved.

"We recognize the significance of Pakistan's garment and textile industry to the country's economic growth, and the jobs it provides its people," said Mr Pir Syed Sadaruddin Shah Rashidi, Federal Minister Overseas Pakistani and Human Resource Development representing the Government in his key note address. He added that, while there are many challenges in Pakistan, **"the step towards establishing a Buyer's Forum will help in making significant progress towards ensuring decent working conditions in the sector."**

At the same occasion, Ambassador De Vink, representing the Embassy of the Kingdom of Netherlands in Pakistan said: **"The Netherlands is a free trade nation. But free trade is not free. It needs to be in compliance with labour standards,**

human rights and environmental standards. Labour conditions are very important to consumers and companies in Europe". He continued to stress that "the labour inspectorate has a key role to play in the implementation of the labour standards. The Netherlands is in discussion with ILO regarding financial support to a major project to improve labour conditions in Pakistan. Strengthening the capacity of the inspectorate, the role of employers and workers in the factories, and the role of global buyers is very important in this respect."

Mr Stefano Gatto, Chargé d'Affaires, for the Delegation of the European Union to Pakistan, said "Decent work and adherence to international labour rights and standards are of key importance in a modern economy and it is a high priority area for the European Union... [The] establishment of a Buyers Forum in Pakistan can foster a strong partnership between the Government, the private sector and the international community, which can help create tangible improvements in this area."

Mr Francesco d'Ovidio, Country Director for the ILO Office for Pakistan, added that "The process of dialogue between the private and public sector is framed around the principles of CSR in which labour standards and social dialogue are key aspects... The ILO and its constituents seek to promote advocacy on the nexus between trade and employment and in particular compliance to ILS, and this is what the effort leading to the full benefit of GSP Plus status is all about."

DID YOU KNOW?

Pakistan is the 4th largest producer of cotton with the third largest spinning capacity in Asia after China and India, and contributes 5% to the global spinning capacity. After agriculture, the garment and textile industry continues to be the second largest employment generating sector for both skilled and unskilled labour in Pakistan, allowing the country to be the 8th largest exporter of textile products in Asia. With the European Union's (EU) approval of preferential access for Pakistani products to the EU market, under the GSP, (since January 2014), there is a great opportunity for Pakistan to further increase its exports to the EU and meet the quality, environmental, labour and health and safety standards required.

Finally, Mr Nadeem Siddiqui, Sr Country Manager IFC Pakistan, also concluded that "Employment in the textile and garment industry has reduced poverty for millions of workers, specifically women across the region. IFC strongly supports a model where buyers and suppliers engage to improve working conditions strengthening the country's ability to attract new markets and generate economic growth."



Promoting Decent Work for a Sustainable Garment and Textile Industry in Pakistan

**Made in Pakistan
Pakistan a Hotbed of Opportunities for investors**

Key Facts

- 63 percent of Pakistan's exports
- Employs 30% of 49 mn workforce

Opportunities Galore

- Potential to create 5mn new jobs for youth and women
- Vision 2015 Exports can be enhanced to US \$ 150 billion



BUYERS FORUM A FIRST FOR PAKISTAN



December 2014 saw the establishment of the first Buyers Forum in Pakistan. This was facilitated under a joint initiative of the Government of Netherlands, International Finance Corporation and the International Labour Organisation to Promote Decent Work for the Sustainability of Textile and Garment Sector in Pakistan. **With an initial membership of 17 brands, the Forum is expected to be extended to other major international brands.** This initiative will support enhanced access to global markets and increased market share. Furthermore, it aims to promote advocacy on the nexus between trade and employment, and in particular compliance to ILS, thus leading to the realisation of the full benefits of the GSP Plus status.

In February 2015, the second Buyers Forum meeting was convened where it was agreed to commence work on knowledge management and sharing of best practices, and public private partnerships, while key thematic areas like Labour Inspection, Occupational Safety and Health were identified as three major objectives to work on in the future. The Forum also began discussions on how to formalize its establishment by drawing from the practice in other countries, such as Bangladesh. ■



Pakistan's first Buyers Forum in pictures

WORKING TOGETHER PUBLIC PRIVATE PARTNERSHIPS EMBRACE INTERNATIONAL LABOUR STANDARDS

In January 2015, the ILO and PTEA signed a partnership agreement to promote Decent Work in the textile industry in Faisalabad, which was witnessed by dignitaries from the Government of Pakistan, representatives of employers' and workers' organisations, representatives of diplomatic missions in Pakistan including the EU Delegation, United States Embassy, German Embassy and the Embassy of the Kingdom of Netherlands in Pakistan.

The Public Private Partnership Agreement includes a comprehensive framework on improving productivity through training and compliance with ILS, including occupational safety and health, wages, contracts of employment, discrimination and other forms of mal labour practices, as well as strengthening employers' and workers' bilateral arrangements in the textile industry.

The intervention will be implemented over a three-year period and will cover more than 200 industrial units (small, medium and large) that are engaged in textile exports. After its successful piloting, this intervention will be replicated in other Industrial Associations across the country.



Francesco d'Ovidio - Director ILO Pakistan and Mr Sohail Pasha - Chairman of PTEA

Mr Sikandar Ismail Khan, Secretary, Federal Ministry of Overseas Pakistani and Human Resource Development (OPHRD), commented that **"GSP Plus is an opportunity for Pakistani industries and this collaboration between ILO and PTEA will help improve the image of Pakistan textile industries as responsible workplaces that are compliant with national laws, including those based on International Labour Standards."**

Mr Francesco d' Ovidio, ILO Country Director, also remarked that **"Issues in the garment industry are systemic and require action that helps develop effective industrial relations and promote respect of international labour standards. There is therefore an urgent need to establish strategic and comprehensive public private collaborations and the signing of today's agreement is a positive step in this direction. I hope that other institutions, inspired by PTEA, will soon join this initiative. ILO's honoured to provide its technical support."** ■

Constituents Corner



Interview with Mr. Khawaja Nauman
President of the Employers Federation of
Pakistan (EFP)

In this issue, the ILO editorial team had the honour of speaking to Mr. Khawaja Nauman about his role as the President of EFP and his thoughts on the journey to Decent Work for all.

Q- Tell us about yourself?

A- Professionally, I am a technocrat specializing in the areas of Human Resource Management, Industrial Relations Management, Administration and General Management. I remained associated with an oil refinery for over 37 years and presently looking after, as Chief Operating Officer, [...] a Management Consultancy Organization which is mainly responsible for consultancy/advice on matters relating to HR, IR, Administration, Contract Management and Security advisor to the Group.

Q- When did you join the employers' organization and why?

A- I joined the Employers' Federation of Pakistan after having been elected as a member of the Managing Committee of the Federation in 1993. Prior to this, I had been involved in social activities and had the desire to serve the communities as their elected representative. In my desire to be involved in social activities, I was guided and encouraged by one of my senior peers to play my role in the service of the employers and thus, I landed in EFP.

Q- What are the three main challenges faced by employers' organizations today in ensuring positive labour market outcomes?

A- These can be identified as follows:

- Mismatch of industry needs and supply of skilled manpower from technical/training institutes. This contributes to massive unemployment and industry is not able to get the necessary skills in the labor market. This also contributes to under employment and frustration among educated youth, which shows its impact on the increase in crimes and delinquencies.
- The low level of productivity attributable to human and technical factors such as long load shedding due to energy crises and low workers' productivity due to [an] unsafe security environment.
- An unreliable labour market database for measuring organizational productivity and efficiency.

Q- Please share three major achievements by EFP in fostering harmonious industrial relations.

A- These may be identified as follows:

- An extensive health and safety program has been developed and the EFP has now been consistently observing Health and Safety Day for the last ten consecutive years and also giving away safety awards to employers demonstrating best safety practices. [The] EFP Occupational Safety training programme has also contributed in building up the EFP brand image. In addition, EFP has been successful in projecting and amplifying the employers' voice in various fora, particularly in the areas of HR and IR, and greatly contributing in [the] formulation and improvement of labour laws and man power policies.
- Efforts have been made to bring all the stakeholders together on socio-economic issues for an integrated growth strategy. In this respect, [the] EFP has succeeded in developing a joint business agenda of actions and at the eve of [the] formulation of [the] national political government, the EFP has successfully submitted a working agenda of action after consultations with stakeholders, which has been prepared and submitted to the Government for appropriate action in order to achieve social-economic development.
- The establishment of WEBCOP (Workers, Employers Bilateral Council of Pakistan) as a strong institution whereby the employers' and workers' representatives interact at the national, regional and enterprise levels for sorting out issues which may grow into

industrial disputes. Through the WEBCOP platform, employers and workers have been successful in promoting continuous dialogue on social and work related issues which contributes to promoting long-term harmony among stakeholders. The EFP was also responsible for the creation of Skills Development Councils (SDC) for pioneering and promoting skill development through [the] private sector

Q- In the light of devolution, how is EFP strategizing to ensure its voice and visibility across Pakistan? What are the opportunities and challenges in this regard?

A- There is no denying the fact that after the 18th Constitutional Amendment, whereby the labour subject has been devolved to provinces, there is a definite need for EFP's continued visibility and presence in the form of opening regional offices in the four provincial capitals. Although we do have representation in the form of elected directors from all the four provinces, [...] we do need to also have offices for direct and immediate coordination and response with the provincial labour departments and member organizations. Being the only representative body of employers in Pakistan and having the required expertise, knowledge and membership base, we do have opportunities to enlarge our membership base and play our effective role by way of improved services to member organizations and representing them both nationally and internationally. However, financial resource constraint is one of the leading challenges.

Q- How is the EFP working towards helping the Government maintain the country's GSP Plus Status?

A- The EFP is helping the government in this regard by perusing the Decent Work agenda for which purpose it is also strongly collaborating with the ILO. The EFP is also working to improve the capability of its member organizations in embracing the ten principles of the UN Global Compact for which purpose its CSR Committee is closely working with the Global Compact Network Pakistan, also established at EFP's initiative.

Q- Which ILO Convention, according to the EFP, should be a priority for the Government of Pakistan to ratify?

A- The EFP is of the opinion that instead of ratifying anymore labor conventions, it must first aim at complying with around 36 International Labor Conventions already ratified by Pakistan, most of which have still not been incorporated in the national legislation. The EFP feels that instead of showing hurry in ratifying the ILCs, it should first prepare itself for any specific convention which it wants to ratify before jumping to ratify them, because the past experience has shown that the country has to badly suffer for its non-readiness in implementing the conventions.

Q- How can healthy tripartism be fostered in Pakistan? What is your experience and what worked the most?

A- Healthy tripartism can be fostered in Pakistan only when tripartite institutions are established and are allowed to independently function and play their role in socio-economic development. Tripartite institutions such as Standing Committees on Labour, National and Provincial Wage Councils, National and Provincial Productivity Councils, National and Provincial Safety, Health and Environment Councils, Tripartite Council for Good Governance etc., could be positively used [to benefit] from the collective synergy of business and workers in Pakistan through public private partnership.

Q- What areas of improvement do you think the EFP requires in order to be an effective actor on employment and labour issues?

A- In order to be an effective actor on employment and labor issues, the EFP needs to enhance its capacity in terms of financial and human resources so that a number of innovative services and products can be introduced. The innovative services which the EFP can provide to its members may include the development of an excellent training centre containing state of the art training facilities, social compliance and CSR audits, expert advice on CSR activities and improving good governance. ■

EQUAL RIGHTS FOR ALL

FORMALIZATION THROUGH UNIONIZATION



In 2014, extensive and on-going efforts to bring all of Pakistan's workers into the mainstream of formal employment were materialized through the establishment of two unions in the Sindh District – an achievement that is considered an important milestone for the country.

AGRICULTURE AND FISHERY WORKERS UNION

Sindh became the first province in Pakistan to recognise women and men in the agriculture and fishery sector as workers under law, and has thus registered the first ever trade union for this sector. The Sindh Agriculture and Fishing Workers Union (SAFWU) was registered with the office of the Registrar Trade Unions in Karachi under the provisions of Sindh Industrial Relations Act, 2013. At the time of its registration, the Union had 400 members of which 180 were women, all belonging to various districts of Sindh.

The agriculture sector – a major source of revenue and employment for Pakistan, employing approximately 60% of its workforce – has always been outside the purview of the country's labour laws. After devolution in 2010, however, the Government of Sindh made the landmark move to amend the Industrial Relations Act, thus extending the benefits provided by labour laws to agriculture and fishery sector workers as well, including their right to organize and form unions.

The amendment to the law and the establishment of the Agriculture and Fishing Workers' Trade Union was supported by the ILO project, Promoting Gender Equality for Decent Employment (GE4DE), which is funded by the Canadian Government. Several of the Union's current office bearers, who led the effort to form the Union, were trained by GE4DE on leadership, gender equality and paralegal skills and were supported in formally registering the organization. The GE4DE project, which aims to improve women's skills and employment by working with the government, employers,

workers and media, identified agriculture as a sector where many women were employed in the most vulnerable, unprotected conditions. However, despite these Decent Work deficits, the agriculture and fishing sector is an important source of employment for women in particular, many of whom do not have the skills or education to find alternative employment in the rural economy, so the establishment of the Union was a life-changing development for thousands of women workers who now live and work under the protection offered by the labour laws.

According to the ILO, while an increasing number of women work in the agriculture and fishery sector, often at the lower, more vulnerable parts of the value chain, their productive contribution often goes uncounted and remains invisible. Being part of a union gives them the opportunity to come together, make their voice heard, make their demands and negotiate better recognition and rewards for their work.

Mr Gulfam Memon, Joint Director Labour and Gender Focal Person, Department of Labour, Sindh, stressed that the registration of the Union was an important step in turning the law into action. **“This will help agriculture and fishery sector workers negotiate better working conditions and enhance social safety nets and occupational safety and health coverage.”**

Addressing the convention of the Sindh Agriculture and Fishing Workers Union (SAFWU), Mr Zahoor Awan, General Secretary, Pakistan Workers Federation and member of the ILO Governing Body, said that the government of Sindh had done remarkable work in giving the workers of the agriculture

and fishing sectors the right to unionize. **“Though Pakistan has ratified the ILO convention C-11, (Right of Association, Agriculture Convention) and also ILO core conventions including C-89 and 98 on the right to form unions and collectively bargain for their rights, Sindh is the only province to turn this commitment into law, and this should be an example for other provinces.”**

DOMESTIC WORKERS UNION

In December 2014, with the support of ILO's project on Gender Equality for Decent Employment (GE4DE), the Pakistan Workers Federation (PWF) formed the Domestic Workers' Trade Union – the very first union of its kind in Pakistan. The 'Domestic Workers' Union' was registered with the Office of the Registrar of Trade Unions in Lahore, under the provisions of the Punjab Industrial Relations Act, 2010. At the time of its registration, the Union had 235 members, out of which 225 were female domestic workers. The Union will also be registered with the global 'International Domestic Workers' Federation'.

Domestic work is a sector where many women were employed in the most vulnerable, unprotected conditions, completely outside the purview of labour laws. Millions of workers, including women, girls and boys, are engaged in domestic work in Pakistan and are contributing to the informal economy significantly. However, they are not recognized as 'workers' under the national labour laws whose definition only covers workers in the formal sector; those working in factories, shops and formal establishments. Without any legal protection, domestic workers often work in exploitative conditions, without any regulation of working hours, terms of employment or wages. Despite these Decent Work deficits, domestic work is also an important source of employment for women in particular, many of whom do not have the skills or education to find alternative employment.

It is important to remember that, through their efforts, domestic workers not only provide valuable domestic services but they help to free up their employers' time to engage in work and leisure. By recognising the importance of this previously under-valued domestic work, the ILO Domestic Workers Convention, 2011 (No. 189), provides guidance and benchmarks to ensure Decent Work in this sector. To date, a total of 21 countries have ratified the Convention. Although Pakistan has not ratified the Convention, making domestic work safe, secure and properly paid is a priority for the government, with all the provincial Departments of Labour identifying domestic work as a policy priority.



Mr Tahir Manzoor, Director, Department of Labour and Gender Focal Person, Punjab, said the registration of the Union was an important step in recognising domestic workers and workers under law. **“Now steps should be taken to establish minimum wages and expanding access to social security schemes.”**

“We take care of some of the most important things in our employers' lives; their homes, their children, their food, but our work is not considered important,” said Ms Shamsad Murree, a domestic worker in Lahore and Vice President of the Domestic Workers' Union. **“Now that I have the skills and I am part of a trade union, I feel confident in negotiating better wages and terms and conditions for work”.**

The ILO in Pakistan is also working with the Women's Development Department Punjab, All Pakistan Women's Association, College of Tourism and Hotel Management and Pakistan Workers' Federation, to train women on globally benchmarked skills for domestic workers and workers' rights, as well as to organise them into trade unions, with the purpose of improving their skills and knowledge and in turn, their employment prospects, wages and conditions. The ILO initiative also includes the piloting of a model contract between employer and employee and a grievance redressal system. **Let's keep the momentum going!**

DID YOU KNOW?

Very few of the estimated 53 million domestic workers worldwide are covered by labour laws. In 2011, the ILO's Member States adopted the Domestic Workers' Convention (N° 189) to protect their rights, promote equality of opportunity and treatment, and improve working and living conditions. So far, 21 countries have ratified this convention.



Almost a 100 entries were received in both print and electronic categories, many of them were on ILO themes and some of them focused on GE4DE initiatives. Some of the people who inspired the stories were invited to a panel discussion to explore the themes further.

Four journalists, from both print and electronic media from across Pakistan, were rewarded for their excellence in reporting on issues relating to labour and gender at the **Second Journalism Awards** organized by the ILO GE4DE project, with funding from the Canadian Department of Foreign Affairs, Trade and Development (DFATD), on March 16, 2015.

The awards for excellence in gender responsive labour journalism recognize professional reporting of outstanding merit that contributes to the public’s understanding of labour, employment and gender issues in the world of work. The purpose of the awards is to acknowledge media professionals who demonstrate a passionate commitment to reporting that makes a difference in the lives of people around the world and to promoting “Decent Work”.

“Changing attitudes is a significant part of the efforts to ensure Decent Work conditions for women workers in Pakistan and media plays an important part in this regard. The ILO project has trained hundreds of journalists to improve [the] portrayal of women in media and to educate all stakeholders about empowerment of women in the world of work in Pakistan,” said Ms Frida Khan, the National Project Coordinator for GE4DE during the awards ceremony.

Print Media Category

- Gender and Labour Reporter of the Year was won by **Mr Shahzad Irfan of The News on Sunday**. This award was given on the basis of the portfolio of reporting during the period of a year.
- **Ms. Iram Noor of the You Magazine** won the award for the Best Female Gender and Labour Reporter of the year, also awarded for excellence in reporting for her work printed during the last year.
- Best Story was won by **Mr Aoun Sahi of The News on Sunday**. His article ‘Work until Tehminas Die’ focuses on the plight of domestic workers, the lack of legal safeguards for them and the efforts by domestic workers and human rights activists to have their labour rights recognized by the State.

Electronic Media Category

- **Mr Mohmmad Kamran Butt of Geo** won first prize for her short documentary “Aisay Waisay Log” – the Insignificant People. This documentary also focuses on the issues of domestic workers and their efforts at organizing themselves in order to have their rights recognized.

Some of the people about whom these stories had been written were also present at the event. Speaking about a story on workplace harassment, Asma Shaheen, a trainee from the Pakistan Workers’ Federation leadership development programme, explained how she had used her skills and her own training to in turn train more than 500 women and men in different schools and hospitals in Haripur and how she had managed to get several organisations to improve their implementation of the law against workplace harassment.

Several impactful stories on domestic workers were featured. The Vice President of the Domestic Workers Union – the first such trade union registered in Punjab late last year – was also present at the event. She explained how difficult it had been to mobilise women especially, but that the Union now had more than 500 members.

“The Union is now part of the consultations held by the government on developing a policy for domestic workers, so we are sure we will eventually get the recognition domestic workers deserve”.

Ms Heather Cruden-, Canadian High Commissioner to Pakistan, reaffirmed her country's commitment to promoting gender equality in Pakistan, in order **“to improve gender equality and to unlock the power and potential of women.”** She talked about the importance of a free and strong media and the power it had to communicate and lead change. **“We would not have heard these inspirational stories of women today if you hadn't reported them,”** she told the award winning journalists.

Ms Sherry Rehman, former Minister of Information and currently President of The Jinnah Institute and Chief Guest at the event, appreciated the journalists' efforts to show that gender sensitive reporting was not something to do simply because a project requires it or because someone asks them to do it, but because it is the right thing to do. She also acknowledged the women behind the journalists' stories saying that **“When you empower women, you create circles of empowerment. And those circles are growing.”**

In his opening remarks, Mr. Francesco d'Ovidio, Country Director ILO Pakistan, said that good, gendered labour reporting can help raise awareness about the issues of the 60 million workers in Pakistan. Although women's labour force participation is very low (at only 23%), they work in conditions of vulnerability and need the media's spotlight to address their issues and highlight their successes. **“Media is the shaper of society – it can vulgarize it, brutalize it or help lift it onto a higher level,”** he said, as he stressed the important role of the media.

The media training provided by the GE4DE project builds on a national declaration signed by more than 150 senior media personnel in 2012, where they committed to promoting gender responsive reporting through the training of journalists. Through its 34 training programmes to date, the GE4DE project has been able to train 800 journalists, including women and men from both print and electronic media from 50 districts of Pakistan, to orient them on the themes of gender equality and decent employment. The training programmes sought to equip reporters with professional techniques and resources to improve their coverage and portrayal of working women in the media. In addition, the project also oriented 320 students at five leading universities across Pakistan on the issue of Decent Work for women. ■

DID YOU KNOW?

While women are still under-represented in top management, the number of women in senior and middle management positions has increased over the last 20 years, a new study by the ILO Bureau for Employers' Activities finds. However, Pakistan ranks 107th in the world, second lowest, just above Yemen – Women in Business and Management: Gaining Momentum



Ms Heather Cruden presenting Mr Kamran Butt with the award for Gender and Labour Story of the Year (Electronic)



Mr Aoun Sahi receives the award for Gender and Labour Story of the Year (Print)



Ms Sherry Rehman presents Ms Erum Noor Muzaffar the award for Gender & Labour Reporter of the Year (Female)



Mr Shahzada Irfan Ahmed receiving the award for Gender and Labour Reporter of the Year (Male)



TACKLING POVERTY THROUGH DECENT WORK: THE FIRST DECENT WORK COUNTRY PROFILE FOR PAKISTAN IS LAUNCHED



On 15th December 2014, the Ministry of Overseas Pakistanis and Human Resource Development (OPHRD), in collaboration with the Employers Federation of Pakistan (EFP), the Pakistan Workers Federation (PWFF) and the ILO, launched the country's first Decent Work Country Profile which provides a comprehensive analysis on the status of Decent Work in Pakistan and the gaps to be addressed. The Profile covers the data period 2002-2013.

The Decent Work Country Profile covers 11 substantive elements corresponding to the four strategic pillars of the Decent Work Agenda in Pakistan, which include full and productive employment, rights at work, social protection and the promotion of social dialogue.

The Decent Work Country Profile for Pakistan reveals that the share of informal employment in non-agricultural employment has increased persistently from 63.8% in 2002-3 to 73.3% in 2013, reducing further the already narrow coverage of social security and minimum wages laws. This has prompted the government to prioritise actions aimed at formalising the informal economy to promote "Decent Work". This includes the development of Provincial Home Based Workers Policies which mainstream the provisions of Convention 177 concerning "Home Work", which constitutes the majority of women workers in Pakistan.

The Decent Work Country Profile for Pakistan also shows a clear trend of declining numbers of 'out of school children' (from around 42% to 31%) and increased adult literacy rates (from around 47% to 57%). In this scenario, integrated interventions are required to retain children in school in order to meet the Millennium Development Goal on universal primary education (MDG-2).

The Decent Work Country Profile for Pakistan also shows an increasing trend of women in employment (from around 22% to 39%); a reduction in the child labour rate (from around 14% to around 10%) and a reduction in the hazardous child labour rate (from above 4% to less than 3%).

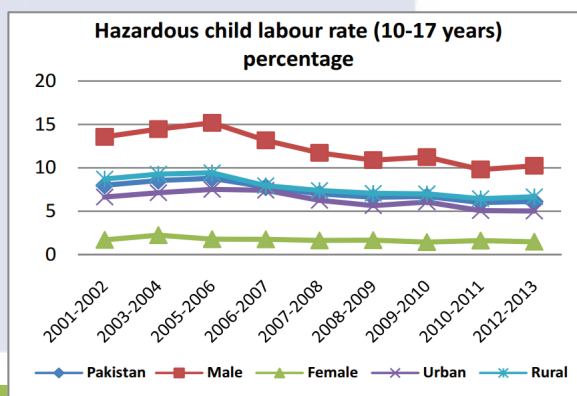
On the other hand, the rate of unemployment has increased since 2007-2008 (from less than around 5% to above 6%); informal employment has increased (from less than 65% to around 73%); gender disparities in employment remained stagnant as measured under the 'Gender Wage Gap' (at above 30%); the Profile also shows an increase in the rate of 'Occupational Injury - non-fatal' (from close to 2% to above 4.1%), prompted mainly by the inadequate number of Labour Inspectors.

During the launch, ILO Country Director for Pakistan, Mr. Francesco d'Ovidio, emphasised the importance of such a baseline that highlights the state of Decent Work in Pakistan, the progress made towards its attainment and the gaps that still remain to be addressed. Mr. D'Ovidio pointed out the fact that the Profile presented a mixed picture of a situation in Pakistan where in some of the areas, there had been some progress while in other areas, there had been a declining trend.

Mr. Zahoor Awan, General Secretary of the PWF, highlighted the gaps and the contradictions between the claims and on-the-ground realities of DWCP. He said that if the gains of productivity were not used to reduce poverty, uphold workplace rights, facilitate accessibility to safe working conditions and provide social protection coverage, Pakistan will not be able to achieve the results as outlined in the MDG targets.

"If the gains of productivity were not used to reduce poverty, uphold workplace rights, facilitate accessibility to safe working conditions and provide social protection coverage, Pakistan will not be able to achieve the results as outlined in the MDG targets."

Mr. U. R. Usmani, a Board Member of the Employers Federation Pakistan congratulated the ILO and its partners for having produced a comprehensive Decent Work Country Profile and emphasised the sincere need for the follow-up required by all the stakeholders. ■



Source: Labour Force Survey (ILO Pakistan Snapshot Summary)



PROGRESS: LABOUR LAW REFORM AND LABOUR POLICIES IN PAKISTAN



ENDING BONDED LABOUR – KYBER PAKHTUNKHWA PROVINCE MAKES MILESTONE STRIDES

The 6th of April 2015 was another momentous day for Pakistan and a big stride forward in the battle to end bonded labour. The Kyber Pakhtunkhwa (KP) Bonded Labour System (Abolition) Act, 2015, was passed unanimously by the KP provincial assembly, following the ongoing labour law reform in the country. This far-reaching event is a result of the 2010 18th Amendment to the Pakistani Constitution, under which social subjects, including labour, were devolved to the provinces.

The government of KP has already promulgated eight labour laws and this new Act is yet another milestone. The Department of Labour of KP, with the support of the ILO, is now organizing awareness raising seminars and trainings on the existing legislation with the aim of engaging workers, employers and government officials responsible for the implementation of enacted laws across all districts, so that the new protection offered by this legislation can be effectively turned into a reality for those vulnerable members of society who need it the most.

This new Act has 28 Articles which provide for the prohibition of slavery and debt bondage and regulates matters leading to the debt bondage of workers. Once assented to by the Governor of KP, the Act will be applicable throughout the province.

Some of the salient features of the Act are as follows.

- The bonded labour system shall stand abolished and every bonded labourer shall be free and discharged from any obligation to render any bonded labour.
- No person shall make any advance under, or in pursuance of, the bonded labour system or compel any person to render bonded or forced labour; any custom or tradition, practice or contract and agreement making a person or his family member bound to work or render service as a bonded labourer shall be void and inoperative.
- The liability to repay bonded debt to stand extinguished; no advance shall be extended or taken for extracting or rendering any labour under the bonded labour system; Interest Free Advance (Qarza Hasna) is allowed in a prescribed manner and will not exceed three times of the minimum rates of wages; property of bonded labour to be freed from mortgage; and creditor not to accept payment against extinguished debt.
- The authorities to be specified for implementing the provisions of the Act; duty of the authorised officers, inspectors, maintenance and production of records, punishment for enforcement of bonded labour, punishment for extracting bonded labour, punishment for omission or failure to restore possession of property to bonded labourer, punishment for obstructing inspector and abetment to be an officer.
- Vigilance committees shall be set up at the district level in a prescribed manner and a 1st class magistrate shall try an

offence under this Act. Provisions with regard to protection against all sorts of discrimination including on the basis of gender have also been made.

LABOUR LEGISLATION AND POLICY COMPLIANCE IN BALUCHISTAN - AN UPDATE

From 18th to 20th March 2015, Karachi, the capital city of Sindh Province and the largest and most populous metropolitan city of Pakistan, was the location of a three-day tripartite consultation on provincial labour legislation and labour policy, where the Government of Baluchistan made steps to re-affirm its commitment towards its full compliance of the International Labour Standards ratified by Pakistan. The event was hosted by the Department of Labour, Government of Baluchistan, in collaboration with ILO Country Office for Pakistan, and was attended by a wide range of stakeholders, including workers' and employers' representatives from Baluchistan.

The three-day meeting provided an important opportunity for all the stakeholders to thoroughly review draft laws, to build a consensus on the proposed text and to come up with an agreed draft of labour laws to be tabled at the provincial assembly in the coming months. The structure of the labour policy for the province was also agreed by all the stakeholders present during this consultation.

This collaborative process follows the devolution of social subjects in 2010, following which all the four provinces of Pakistan have embarked on a process of labour law reform as well as the development of improved labour policies. In this regard, the Department of Labour, Government of Baluchistan, presented the following 14 draft laws to the meeting participants for their inputs and comments before they are tabled at the provincial assembly for legislation:

1. Baluchistan Industrial Relations Act, 2010
2. Employees Cost of living (Relief), 2015
3. Employment (Record of Service) Bill, 2015
4. Prohibition of Employment of Children Bill, 2015
5. Essential Personnel Bill, 2015
6. Factories Bill, 2015
7. Minimum Wages Bill, 2015
8. Standard Order Bill, 2015
9. Industrial & Commercial Bill, 2015
10. Industrial Statistics Bill, 2015
11. Payment of Wages Bill, 2015
12. Workmen Compensation Bill, 2015
13. Workers Children Education Bill, 2015
14. Shops & Commercial Establishment Bill, 2015

Amongst those during the consultation meeting were members of the Provincial Assembly, representatives from the Departments of Labour, Mines, and Fisheries, EFP, Mines Owners Association, Fisher Folk Forum, Ship Breaking Workers, Pakistan Workers Federation Baluchistan, Baluchistan Labour Federation, All Pakistan Labour Federation, National Trade Union Federation, and PILER.



AGRI WORKERS SENSITIZED ON SINDH INDUSTRIAL RELATIONS ACT-2013 (SIRA-2013)

Pakistan has inched forward towards the realization of International Labour Organization (ILO) Convention 11 of 1921. Although Convention 11 was ratified by the British regime in 1923, the same was inherited by the Government of Pakistan in 1947. The Government of Sindh, after the 18th Constitutional Amendment, has taken the lead to enact the Sindh Industrial Relations Act-2013 (SIRA-2013), which for the first time has recognized Agriculture and Fishery workers as industrial workers. **These workers have thus earned the freedom and the right to associate, form trade unions and collectively bargain with their employers;** who are the small, medium and big landlords within the Sindh Province. Pakistan's first ever trade union for this sector – the Sindh Agriculture and Fishing Workers Union (SAFWU) – was registered in Karachi in December 2014, and had 400 members at the time, closely followed by the formation of the first ever Domestic Workers Union (DWU) that was registered in Lahore, and had 235 members at the time.

An awareness raising seminar on SIRA 2013 was organized jointly by the Sindh Department of Labour, International Labour Organization (ILO), Food and Agriculture Organization (FAO), and UN-Women in Hyderabad, on Tuesday 26th March, 2015, where its salient features were explained for the peasants and harris who had come to attend the seminar from the Mirpurkhas and Dadu Districts. Others present were district administrations, representatives of the judiciary, police and the agriculture, fisheries, livestock and poultry departments, civil society, academia, and media persons.

Representatives from the worker and employer federations welcomed the legislation and offered their support in creating further awareness about the enacted law and the promotion of unionization and association in the pursuit of social justice. Mr Syed Adil Hussain Shah, while speaking on behalf of the Employers Federation of Pakistan (EFP), informed the gathering that the EFP has already started the process of assessing the needs of the employers/landlords regarding the formation of employer associations under the SIRA and would thereafter commence with forming the employer/landlord associations in Mirpurkhas and Dadu Districts.

Mr. Asim Jaleel, National Project Coordinator at UN-Women, recommended that home-based workers should also be recognized as formal labourers, so that they could also be brought under the social security and worker welfare schemes. **He called upon the Sindh Government to listen to the demands of more than 2 million female home-based workers who are being exploited by commission agents and forced to work in hazardous conditions, simply because of the absence of laws.**

As a follow-up to the SIRA seminar, similar events will be arranged at a district level and the Agriculture Workers Union will be strengthened, along with the formation of Employer Association(s), so that social dialogue among the workers and employers can be promoted further, and the enforcement machinery sensitized simultaneously. ■

LABOUR MIGRATION



International Migrants Day -2014 Meeting with the media

“Realization of Fair Migration is Key to Protect Migrants from Exploitation and Abuse”



In 2014, South Asia's migrant workers had good reason to celebrate International Migrants Day on 18th December. In a landmark commitment, the South Asian Association for Regional Cooperation (SAARC) countries agreed to work together to improve conditions for their migrant workers.

The latest government data places the total annual outflow from five countries in South Asia at close to 2.5 million migrant workers per year. India is the largest migrant sending country (with 747,000 workers), followed by Pakistan (623,000 workers) and Nepal (454,000 workers). While migrant workers from South Asia can be found in almost every region of the world, the main flow is into the six Gulf Cooperation Council (GCC) member states. 96% of all migrant workers from India and 94% from Pakistan take jobs in a GCC country. Nepal sends 62% of its migrant workers to the GCC.

The GCC countries emerged as the primary destination for South Asian workers in the 1970s, and ever since, their economies have relied heavily on foreign labour for their development. There are now around 25 million migrant workers in the GCC and other Middle Eastern countries, most from South and Southeast Asia. This number is likely to increase, because of the extensive infrastructure investments planned for in Saudi Arabia, for the 2020 UAE World Expo and the Qatar World Cup in 2022.

Temporary labour migration is often touted as a triple-win; a win for destination countries who can support a level of economic activity that would be impossible without foreign workers; a win for countries of origin because it lowers unemployment and brings in remittances and skills; and a win for the migrants who can earn higher incomes and escape poverty. It is, however, generally acknowledged that governments have not yet developed a system that ensures that this triple-win actually delivers benefits equally to all three parties - and it is the migrants who are being short-changed. There is an urgent need to create a fairer system.

In Asia and the Middle East, admission and employment systems generally offer relatively liberal entry procedures, restricted rights and limited duration of contracts and visas. This model is increasingly being criticized for inflicting poor living and working conditions on many migrants.

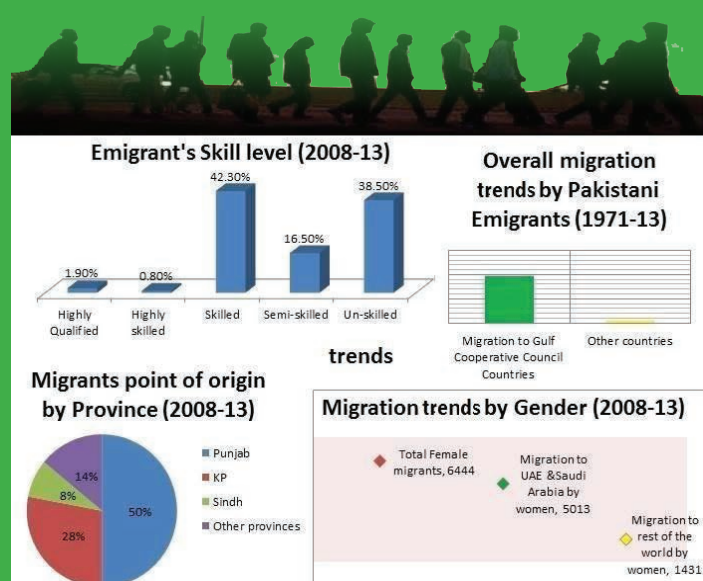
Under the Kafala or sponsorship system in the Middle East, the employer assumes full economic and legal responsibility for the employee and thereby exercises considerable power over the worker. Even in those countries where it is illegal for employers to withhold a worker's passport or visa, this is a common practice. The system also limits the ability of migrant workers to change jobs, which restricts labour market flexibility. Renegotiating and adjusting the control that employers exercise over migrants under the Kafala system will bring benefits for the workers, employers and the economy as a whole.

Domestic work, mainly involving women, is perhaps the area with the highest incidence of labour abuses in the Middle East. In many countries, domestic work is not currently covered by national labour laws. Construction is another sector dominated by migrant workers, and one where occupational safety and health is a serious concern.

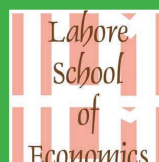
In South East Asia, the adoption of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers in 2007 was a milestone, even though more still needs to be done on implementation. ASEAN has also created a tripartite stakeholders' forum (which the ILO supports) to discuss implementation and share good practices. The SAARC countries share many of the same challenges and opportunities related to the recruitment and employment of their out-bound migrant workers, as the ASEAN countries and SAARC might want to look at whether there is anything to learn from the ASEAN approach.

The ILO believes that SAARC can play a key role in dealing with these issues, helping to develop a common position, sharing expertise and information, and providing mutual assistance. The fact that SAARC have now agreed to collaborate on migration brings hope for the future. Decisive action by these states will ensure that millions of migrant workers, and their families and societies, get the fair deal they deserve. ■

Written by Yoshiteru Uramoto, Rtd. Assistant Director-General and Regional Director for Asia and the Pacific of the ILO and Francesco d'Ovidio, Director, ILO Country Office for Pakistan



Measuring Migration Costs



In March 2015, the ILO embarked on an exciting collaboration with the Lahore School of Economics (LSE) by commissioning a survey on "Measuring Migration Costs for Low-Skilled Migrant Workers from Pakistan to Saudi Arabia and the UAE" under the South

Asia Labour Migration Governance (SALM) project funded by the EU.

The Migration Cost Survey will generate recommendations on how to reduce migration costs within the selected migration corridors; reduce the vulnerability of migrants; and increase the benefits from international labour migration.

Migration costs refer to the costs associated with workers' national border crossings, and include recruitment fees (i.e. job-matching fees), document costs and transportation costs. Despite ILO Convention 143 concerning Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers, and national regulations that prohibit or limit worker-paid migration costs, migrant workers pay far more than the regulated amounts in migration costs. Existing literature shows migration costs are regressive i.e. costs fall as worker skills and wages increase. ■

TRAINING OF TRAINERS FOR TRADE UNIONS: ENSURING DECENT WORK FOR MIGRANT WORKERS

On 3rd and 4th of March 2015, the International Organization (ILO), under its EU funded South Asia Labour Migration Governance project and in collaboration with the Pakistan Workers Federation (PWF), organized its first ever two-day training of trainers (ToT) course on "Decent Work for Migrant Workers" in Pakistan. The training programme successfully enhanced the skills and capacity of 30 participants from major trade unions representing all four provinces.

Mr. Zahoor Awan, General Secretary – Pakistan Workers Federation, in his opening speech, emphasised the importance of trade unions in the protection of migrant workers. **"Protection starts from home,"** he said, **"so we should strongly advocate for ratification of ILO conventions on labour migration, strengthening of South Asian trade unions networks to collectively bargain for minimum wages and other labour rights for migrant workers, and deepen networks with relevant institutions in countries of destination."** He also stressed that the, **"establishment [of] a centre where migrant workers can seek required information is a dire need of today".**

During the opening of the training, ILO Programme Analyst, Ms Belinda Chanda explained that **"Labour migration is often presented as a triple-win – a win for destination countries that can enjoy a level of economic activity that would be impossible without foreign labour; a win for countries of origin because it reduces unemployment and**

brings in remittances and skills; and a win for migrants who can increase their income and escape poverty. Unfortunately, this triple-win does not deliver benefits equally to all three parties. Migrant workers typically are short-changed”.

“In the past,” Ms. Chanda told the participants of the training **“migrant workers were not seen as traditional trade union constituency. As a collective bargaining agent, unions have focused on the local workers. In the current international labour market scenario, the trade unions’ role in the protection of migrant workers at the country of origin and destination is very strongly desired. From 1971 till 2014, 7.96 million Pakistani contractual workers proceeded abroad and brought various benefits to Pakistan in terms of advance skills, knowledge, social contacts and remittances.”**

As an additional outcome of the course, the participants of the ToT came up with an action plan for trade unions on ensuring Decent Work for migrant workers under four strategic pillars: (1) Promoting a rights-based migration policy (2) Creating alliances with trade unions (3) Educating and informing union members and (4) Reaching out to migrant workers.

For this training, the ILO has developed a specific training

manual for Pakistani trade unionists on Decent Work for Migrant Workers, which is a country adoption of the ILO global manual, In Search of Decent Work – Migrant Workers’ Rights: A Manual for Trade Unionists, developed in 2006. The training manual explains how to establish a trade union platform for action around migrant workers’ issues in Pakistan. The structure is based on four intended goals for trade unionists in the country:

- Understand that migration and the rights of migrant workers are important issues for trade unions;
- Develop a gender-sensitive trade union perspective and approach to the issue of migrant workers, and understand the difficulties and differences women and men face in the labour market;
- Organize migrant workers, regardless of their legal status or work in the formal or informal segment of the economy; and
- Defend migrant workers’ rights, including through international and national laws.

A variety of individuals can use this manual, including trade union office bearers and national committee members, trade union activists, educators and education committee members, trade union lawyers and other legal staff, and any other users interested in defending migrant workers’ rights. ■



LEAVING NO ONE BEHIND: BUILDING A SOCIAL PROTECTION FLOOR IN PAKISTAN

Pakistan’s social protection system is made up of numerous social protection programmes and schemes, such as the Benazir Income Support Programme, Bait-ul-Mal and Zakat. However, many of these programmes operate without any structured coordination and very often result in duplication. In addition, existing interventions have limited coverage, and their implementation and monitoring and evaluation capacity is very low. There is therefore an urgent need to increase coverage under existing schemes, improve the adequacy of benefits and improve the coherence and coordination across schemes and institutions.

The Khyber Pakhtunkhwa (KP) Province has a population of 27 million, of which 39% are below the poverty line and in need of basic social transfers and services (health, education, food distribution, shelters, etc.). Nearly 10% (2.2 million) of the population are refugees and temporarily displaced people (TDPs). The combination of natural disasters (floods and earthquakes), decades of turmoil and security issues as well as an influx of refugees from neighbouring Afghanistan, threatens the social and economic development of the region, and makes the establishment of a nationally defined social protection floor a priority.

With financial support from the Government of Japan, the ILO has been actively supporting the provincial government of KP in establishing a comprehensive social protection system based on the concept of national floors of social protection. Working in close partnership with various social protection actors (Provincial and District Government, workers’ and employers’ organizations, NGOs, UNICEF, WFP and UN Women, as well as GIZ), ILO’s intervention has resulted not only in the capacity building of stakeholders but also in the development of a social protection policy calling for the building of a social protection floor and the outlining of a District Implementation Model. ■

National social protection floors: At least four nationally-defined guarantees

The social protection floors should comprise at least the following basic social security guarantees: (* para. 5)



Guarantees should be provided to at least all residents and children, as defined in national laws and regulations, subject to Members’ existing international obligations. (* para. 6)

* Recommendation 202 - Recommendation concerning National Floors of Social Protection

GOOD PRACTICES

Through its technical corporation projects that ILO has supported the Government of Pakistan in realising results for replication and scale



THE CHANGE-MAKER

Asma Ahmad Sheikh has helped people in rural Pakistan receive training and set up their own businesses, for which she won a global skills competition.

Asma was 17 years old when she dropped out of school. Doing housework and looking after cattle were what her parents wanted from her. However, Asma wanted something more.

Two years later, she heard about a business and technical training course and begged her parents to let her take part. Empowerment through Creative Integration (ECI), the non-governmental organization that organized the training, helped her persuade her family to allow her to attend. ECI is technically and financially supported by International Labour Organization's project, GE4DE (Gender Equality for Decent Employment), which collaborates with the Department of Foreign Affairs, Trade and Development of the Government of Canada.

"My family wasn't keen. They didn't think women should be running businesses; that was a man's job," she said.

Asma lives in Thatta, one of the most underdeveloped districts in Pakistan, and within Thatta, her village is one of the poorest, with little education opportunities and few basic amenities such as safe drinking water and sewerage. Most of the villagers, including her own family, depend on raising cattle and farm labour for their living. Faced with her unwavering determination, her parents caved in. Asma got herself registered for the course.

The programme was called *Change Makers: Business Solutions to Social Problems*. Change Makers identify demands for a product or service and mobilise people, especially women, to get the right vocational and enterprise development training in order to meet that demand. Asma was trained in stitching and enterprise development, including social mobilisation and value-chain analysis. She has used these skills to set up her own stitching business centre, which acts as a hub through which villagers get orders from business people for tailoring and handicrafts. This has eliminated the role of middlemen and helped them get orders for tailoring and embroidery crafts directly from the markets in Karachi and other major cities.

Asma not only runs her own stitching business centre, but also a community business centre where she has helped more than 30 other women and men get training and set up their own businesses in stitching, cosmetics, electrical work, livestock management and waste recycling. She has also mentored others who want to set up their own businesses, showing them what opportunities exist and teaching them business skills such as costing, pricing and marketing.

"People have seen my success and they have seen that working doesn't bring any harm to women, it instead gives them money and respect and confidence, they have trusted me to guide their daughters too," she said.

Asma's inspirational work led to her winning second prize in the global "Skills in Action Awards 2014", which are organized by the United Nations Educational, Scientific and Cultural Organization (UNESCO) and International Centre for Technical and Vocational Education and Training (UNEVOC).

"I've been trained as a Change-Maker: I don't wait for change to happen. I make it happen," she said. ■

SUCCESS STORY

Addressing the Challenges of Poor Farm Labourers in Sindh

The ILO, which specializes in promoting decent employment opportunities, has been supporting the poorest farm labourers in Sindh Province, as well as the unemployed youth, both men and women, in learning and utilising new vocational skills in order to increase their incomes and generate sustainable self-employment opportunities.

To achieve this, the first step was to assess the depth and breadth of the challenges, both immediate and longer-term among the farm laborers in Sindh. Baseline surveys revealed that community members had no social protection, their already meagre means of livelihood were totally destroyed, and they remained dependent on the feudal landholders.

Sanjhar Khaskheli village was one of several villages identified for support by the ILO team. Male and female beneficiaries were identified, and their income-generating needs and capacities assessed. They were then trained in skills such as repairing motorbikes and bicycles and repairing "peter engines". Both women and men opted for training in tailoring and machine embroidery. Many women chose dress designing. Some men learned 'green' skills required to construct 'eco-friendly' toilets and houses. The graduates were all provided with adequate toolkits so they could immediately start putting their skills to work. The ILO teams also provided post-training support, in the form of support visits and forward and backward linkages.

As a result, many local families have started earning an additional income, which they believe will enable them to earn and save, thereby increasing their resilience to setbacks and disasters in the future. The male beneficiaries are either employed in workshops or have started their own shops in nearby areas. The female beneficiaries are now able to produce goods in their own homes and to sell those goods at the local markets.

GENI'S STORY

Geni Bibi was trained to do machine embroidery and she now earns 1,000 Rupees a month. She carefully saved some of her money and with it established a small shop where she stocks toffees, chewing gum, biscuits, juices and chocolates. Geni Bibi is proud of this enterprise and feels it meets a need in her community.

"When we used to work in the fields, it was very difficult for us to maintain everything. Obviously it's the responsibility of mothers to take care of their children so we used to take our children with us. Most of the time they used to get sick often.. But thanks to God that now it's all over. Now we have space in the shade to do our work. We are grateful to the ILO, which has given us embroidery machines. I am working from home and I deliver my work to nearby villages. In the near future, I will prepare things to sell in nearby cities as well. I am very happy. Now my children are going to school as I am earning more money". ■



Coming Up

Occupational Safety and Health Day

April 2015

DWCP Country Program Review

April 2015

Public Partnership Agreement between ILO and Stora Enso

May 2015

Launch of First Migrant Resource Centre in Pakistan

May 2015

Decent Work for Temporarily Displaced Persons from North Waziristan Agency

June 2015

World Day Against Child Labour

June 2015

Consultations on National Human Development Report for Pakistan on Youth (Education, Employment and Engagement)

June 2015

Third Buyers Forum Meeting

June 2015

Strengthening Labour Inspection in Pakistan

June 2015

Domestic Workers Day

June 2015

Legislative Review Updates

Ongoing

Roll Out of Start and Improve Your Business (SIYB) in Pakistan

Ongoing

New arrivals in the ILO Library

- ILO Action Plan for Gender Equality 2010 - 2105: Phase III: Aligned with Programme and Budget 2014-15
- Independent valuation of the ILO's strategies on Fundamental Principles and Rights at Work
- Report V(1): Employment and Decent Work for peace and resilience
- Report VI: Labour Protection in a transforming world of work
- World Employment Social Outlook: The Changing Nature of Jobs
- Giving a voice to Rural Workers
- Beyond Macro Economic Stability: Structural Transformation and Inclusive Development
- International Journal of Labour Research: A just transition for all: Can the past inform the future?

Partnering for Decent Work

In order to facilitate the implementation of Pakistan's Decent Work Country Program (DWCP, 2010-2015), the ILO is working with the following development partners:



Delivering Results Together Framework (DRT-F)



Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH



PAKISTAN TEXTILE EXPORTERS ASSOCIATION



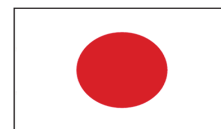
Kingdom of Denmark



Government of Sweden



Kingdom of the Netherlands



Japan Fund for Building Social Safety Nets

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

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DECENT WORK

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2015

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