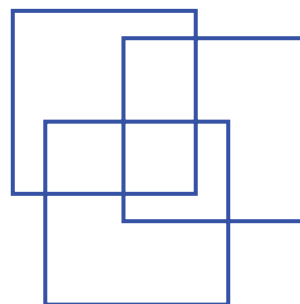




International  
Labour  
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**GARMENT SECTOR  
STAKEHOLDER FORUM:  
A ROUND-UP**



# GARMENT SECTOR STAKEHOLDER FORUM: A ROUND-UP

In 2015 the ILO's Labour Standards in Global Supply Chains project conducted a large-scale research on minimum wage processes and mechanisms in Pakistan. A multi-stakeholder consultation was held in Islamabad in July 2015, to test and validate the findings. The ILO's tripartite constituents, the Ministry of Overseas' Pakistanis and Human Resource Development, Pakistan Workers' Federation and Employers' Federation of Pakistan were joined by a range of stakeholders. Those at the meeting indicated that a broad, multi-stakeholder group was useful for information sharing and consultations. The ILO and GIZ agreed to support a Garment Sector Stakeholder Forum, made up of a broad range of those working in or on labour standards in the textile and garment sector.

Since then the forum has met three times and its members have also been involved in consultations around a range of researches relevant to the textile and garment sector. Over time the membership of the forum has expanded, and now includes the provincial labour departments, trade associations, educational and training institutes and think tanks, as well as a number of international buyers and development partners working in the area of labour standards.

The forum aims to build linkages between stakeholders, provide opportunities for information sharing and best practice and to provide stakeholder guidance on the work and planning of the ILO and GIZ programming in the sector.



## JULY 2015, ISLAMABAD

The group heard a presentation from Dr. Mi Zhou, who conducted the ILO's research on minimum wage setting and processes in Pakistan on the main findings and draft recommendations. The stakeholders formed subgroups to discuss the main themes and worked together to produce a roadmap for future work on reform of minimum wages in Pakistan.

## NOVEMBER 2015, ISLAMABAD

The forum met together in Islamabad to discuss its membership and scope, concluding that it would be a loose, informal group, supported by both the ILO and GIZ, and focusing on issues relevant to labour standards and the textile and garment sector. Members also heard from GIZ on its Advisory Service in the textile sector, looking at labour and environmental standards, water efficiency and social dialogue at factory level. The Government of Sindh also provided an overview of its approach to formalization of sections of the informal economy, including the work of the Sindh Minimum Wage Board, alongside unions and employers' associations, on wage setting for glass bangle workers in Hyderabad.

## FEBRUARY 2016, LAHORE

The ILO presented its draft work plan for 2016-17 to the group. The stakeholders were asked to validate the ILO's main activities and to contribute to the design of technical assistance and research work. Members formed specialist subgroups to explore and report back on proposed research methodologies and areas of technical support. GIZ's Labour Standards in the Textile and Garment Sector in Asia programme presented an overview of its regional strategy on textiles and garments and its proposed approaches to its work in Pakistan.

## MAY 2016, ISLAMABAD

The forum met in Islamabad to hear the Ministry Of Overseas' Pakistanis and Human Resource Development's review of the first year of Pakistan's GSP+ status. The provincial labour departments also contributed to the discussion, outlining progress on legislative reform around the country. Stakeholders from civil society, trade unions, employers' and trade associations and industry highlighted the need for more detailed analysis of Pakistan's performance in terms of both exports and labour standards compliance. The ILO agreed to prepare a paper on trade and compliance impacts for presentation to the group.



The members also heard from GIZ and one of its partner factories, on its work at enterprise level, to improve efficiency, productivity and labour standards. The group heard in detail on the methodology of GIZ's Implementation of Social Standards Support programme, initial assessments of impact and plans for the development of business cases demonstrating returns on prevention and investment.



## AUGUST 2016, KARACHI

A subgroup of the forum, with a focus on Sindh and the informal sector, met in Karachi to discuss the ILO's research on supply chains in the informal sector in two areas of Karachi, Orangi and Godhra Town. Dr. Mi Zhou presented the work undertaken with the ILO and Zehra Bano Khan, of the Home-Based Women Workers' Federation, on wage levels amongst home-based workers in the textile and garment sector, as well as an initial mapping of the supply chain linking home based work to national and international retail.

The group also heard from Conor Cradden, INWORK, ILO Geneva on the outcomes of the recent International Labour Conference, particularly those relating to global supply chains. Stakeholders who had attended the ILC in Geneva, from the provincial governments, trade unions and Employers' Federation of Pakistan shared information with the group and discussed its relevance to Pakistan.







## NOVEMBER 2016, LAHORE

A larger group, made up of Forum members, legal experts, gender experts, vocational training institutes and the Pakistan Bureau of Statistics, along with a number of international buyers and retailers, met together to discuss Pakistan's gender pay gap. Dr. Laurie Reijnders, Ms. Frida Khan and Mr. Sajjad Akbar presented their initial findings on pay discrimination and gender, particularly within Pakistan's textile and garment sector. A panel of experts contributed their views on the initial findings, the drivers of discrimination and strategies to combat pay inequality. The group then broke into smaller specialist working groups on various themes, to discuss strategies and recommendations.

## JANUARY 2017, ISLAMABAD

The ILO will hold a consultation on the initial findings of research conducted by Iftikhar Ahmad on Pakistan's various trade agreements and their impacts on both exports and labour standards in Pakistan.

The ILO would like to thank the members of the Garment Sector Stakeholder Forum, other contributors and our colleagues in GIZ's Implementation of Social Standards Support and Social and Labour Standards in the Textile and Garment Sector in Asia programmes, for their continued inputs and support.

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