



International
Labour
Organization

► The ILO in Pakistan

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► At a glance

Pakistan joined the ILO in 1947

Key areas of collaboration

- Jobs, skills and social protection
- Promoting international labour standards
- Safe and inclusive workplaces

Constituents

- Government of Pakistan, including: Ministry of Overseas Pakistanis and Human Resource Development
- Provincial Departments of Labour
- Ministry of Climate Change and Environmental Coordination
- Ministry of Maritime Affairs
- Ministry of Industries and Production
- Ministry of Commerce
- Employers' Federation of Pakistan & other employers' organizations
- Pakistan United Workers' Federation & other workers' organizations

Conventions ratified

Pakistan has ratified 36 ILO conventions, including 8 of the 10 fundamental conventions.

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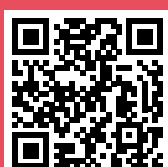
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► Towards decent work for all in Pakistan

Pakistan, an ILO member since 1947, partners with the organization to address evolving labour challenges. The COVID-19 pandemic hit Pakistan's economic growth hard, particularly informal sector workers, worsening pre-existing socio-economic challenges for marginalized people and amplifying the effects of climate change on work.

The ILO collaborates with Pakistan to increase access to decent and productive work. Government, employers, and workers have collectively set out priorities which include improving working conditions, particularly in supply chains, promoting labour rights, preventing unacceptable forms of work, formalizing the informal economy, enhancing skills, and ensuring occupational safety and health in high-risk sectors like mining, construction, sanitation, healthcare, and ship recycling.

In partnership with federal and provincial governments, the ILO supports these goals through policies and programmes, capacity building, and institutional strengthening. It also aids Pakistan's commitment to international labour standards, including ratifying and implementing ILO conventions, fostering a fairer, more inclusive workforce.

Labour market indicators

- Labour force: 71.76 million
- Formal workforce: 23%
- Female labour force participation rate: 21.4%
- Women in leadership roles: 4.2%
- Unemployment rate: 4.2%
- Youth not in employment, education or training (15–29-year-olds): 32.5%

Source: Labour Force Survey 2020-21

► How do we work together?

The ILO and its government, employer and worker constituents in Pakistan are working together in a number of key areas:

- **Skills development:** Strengthening human capital through skill enhancement, offering upskilling opportunities, and providing skills assessment and certification for migrant workers and refugees.
- **Social protection:** Expanding coverage, enhancing benefits and integrating digital solutions.
- **Labour standards:** Supporting ratification, application and reporting on international labour standards while driving labour law reforms.
- **Workplace safety:** Strengthening occupational safety and health, particularly in high-risk sectors.
- **Gender equality:** Addressing wage gaps, promoting women in leadership roles and strengthening their representation in trade unions and workers' organizations.
- **Child labour and forced labour:** Addressing child labour, forced labour, and trafficking through various initiatives.
- **Business growth and market inclusivity:** Strengthening compliance to improve business competitiveness and leverage trade preferential schemes. Enhancing access to inclusive market systems and formalizing Small and Medium Enterprises (SMEs).
- **Crisis response:** Promoting green jobs, just transitions, and labour-intensive investment programmes.
- **Social dialogue:** Fostering collaboration at national, provincial, sectoral and unit level.



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► What have ILO and Pakistan achieved together?

- **Ratification of international labour standards:** In November 2024, Pakistan committed to ratifying three key labour conventions after an 18-year gap, including the 2014 Protocol to the Forced Labour Convention (1930), the Maritime Labour Convention (2006), and the Labour Statistics Convention (1985).
- **Inclusive growth and social protection:** In June 2024, Pakistan became a pathfinder country in the UN's Global Accelerator on Jobs and Social Protection for Just Transitions. 'Just Transitions' have been incorporated into new jobs and social protection-related programmes. Additionally, social protection policies were developed in Azad Jammu and Kashmir (AJK) and Khyber Pakhtunkhwa, moving towards interoperable social protection systems.
- **Tripartite partnership in Global Coalition for Social Justice:** Pakistan became the first country with a tripartite partnership in the Global Coalition for Social Justice, subsequently forming a national coalition to reflect its global commitment.
- **Development of the World of Work Crises Response Strategy:** ILO provided extensive technical support to the country during the 2022 floods, leading to the development of the World of Work Crises Response Strategy.
- **National Tripartite Labour Conference:** In 2024, Pakistan hosted its first National Tripartite Labour Conference in 15 years, launching the National OSH profile and committing to ratify OSH conventions and the OSH in Mines Convention.
- **National Emigration Policy:** Pakistan finalized its National Emigration Policy and developed the Workers' Welfare Portal to enhance services and rights for migrant workers and their families.
- **Strengthened labour inspection:** The ILO facilitated the adoption of strategic compliance plans by provinces, enabling the effective use of limited labour inspection resources.

What is the International Labour Organization?

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.