



► Supporting Human Rights Due Diligence and Labour Rights Implementation in Pakistan

May 2026

► At a glance



Partners

Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD), Ministry of Human Rights (MoHR), provincial Labour Departments, Employers' and Workers' Organizations, National Human Rights Institutions, National Commission for Human Rights (NCHR), UNDP, business associations, academia, and civil society organizations.



Donors

European Union, implemented in partnership with UNDP



Duration

01 July 2025-30 Nov 2026



Target Beneficiaries

Human rights institutions, ILO tripartite constituents including workers' organizations and employers' organizations, federal and provincial labour, human rights and law departments, civil society organizations, private sector and business associations, labour inspectors, and labour administration officials.



Geographical Focus

Pakistan

► Background

Pakistan has ratified 38 ILO Conventions and one Protocol, including all ten Fundamental Conventions, reaffirming its commitment towards promoting labour rights, decent work and human rights protections. Pakistan also continues to benefit from the European Union's GSP+ status, which is linked with the implementation of 27 international conventions relating to labour rights, human rights, governance and environmental sustainability.

While these commitments provide an important framework for advancing labour rights and responsible business conduct, significant implementation and enforcement gaps continue to exist, particularly in relation to labour governance, institutional coordination, labour inspection systems, legislative harmonization and implementation of labour rights protections at provincial level following the 18th Constitutional Amendment.

Under the broader Huqooq-e-Pakistan II (HeP-II) Programme, the ILO Country Office for Pakistan, in collaboration with UNDP and in coordination with federal and provincial stakeholders, is supporting implementation of labour-related commitments under Pakistan's National Action Plan on Business and Human Rights (NAP-BHR) project. The project also contributes towards strengthening compliance with International Labour Standards (ILS), Fundamental Principles and Rights at Work (FPRW), Committee of Experts on the Application of Conventions and Recommendations (CEACR) observations and GSP+ related commitments.

The project builds upon previous initiatives such as the International Labour and Environmental Standards (ILES) Project and seeks to strengthen labour governance systems through legislative reform, institutional capacity-building, social dialogue, awareness raising and stakeholder engagement.

► Objective

To support ILO constituents and Business and Human Rights stakeholders in strengthening Pakistan's legal, institutional and regulatory frameworks for implementing labour-related commitments under the National Action Plan on Business and Human Rights. The project also promotes responsible business conduct, compliance with International Labour Standards and protection of labour rights.

► Main activities

The project supports the following key interventions:

- Legislative and policy reforms: Finalizing and revising labour codes to align with ILO Conventions and GSP+ requirements.
- Capacity building and training: Supporting government officials, employer associations, and workers' organisations on CEACR compliance, human rights due diligence, and social dialogue frameworks
- Multi-stakeholder dialogue: Strengthening platforms like WEBCOP (Workers-Employers Bilateral Cooperation) to improve policy engagement, dispute resolution, and private sector accountability
- Legal harmonization across provinces: Addressing provincial disparities to promote alignment with international human rights and labour standards.

► Key Achievements

Key achievements under the project include:

- Labour Law Reform and Legal Harmonization: Supported ongoing support for drafting and compilation of the Balochistan Labour Code and ICT labour reform processes. Facilitated legal review and harmonization discussions linked with International Labour Standards (ILS), CEACR observations and labour rights commitments.

- Capacity building and training: Conducted regional workshops in Quetta, Karachi and Lahore on International Labour Standards (ILS), Business and Human Rights (BHR), CEACR compliance and labour rights protections. Facilitated awareness sessions, stakeholder trainings and exposure visits for labour officials from Balochistan to Punjab and Sindh. Supported participation of experts in ITC-ILO Turin programmes.
- Multi-stakeholder dialogue: Organized WEBCOP-led dialogue initiatives to strengthen engagement among employers' and workers' organizations and promote responsible business conduct. Continued engagement with MoHR, provincial labour departments and development partners on NAP-BHR implementation.
- Legal harmonization across provinces: Supported integration of labour rights and Business and Human Rights considerations within labour governance and reform processes, including discussions on labour inspection, occupational safety and health, social dialogue and labour rights protections.

► Project Outcomes

Outcome 1: Legislative and regulatory frameworks aligned with international labour and human rights standards.

Outcome 2: Improved stakeholder capacities to implement labour-related actions under the NAP-BHR.

Outcome 3: Enhanced advocacy and social dialogue by workers', employers', and civil society organizations promoting responsible business conduct

Outcome 4: Strengthened compliance with ILO Conventions, CEACR recommendations, and GSP+ requirements.

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