



Two Day National Industrial Relations and Provincial Tripartite Labour Convention on

Post Devolution Labour Law Reforms & their Impact on Business Sustainability

CONVENTION THEME

“MAKING INDUSTRIAL RELATIONS SYSTEM WORK FOR PRODUCTIVITY”

Dates: *Thursday, the 19th May, 2016*
&

Friday, the 20th May, 2016

Time: *9:00 a.m. to 5:00 p.m.*

Venue: *Marriott Hotel (Crystal Ball Room), Karachi*

Organized by:

EMPLOYERS' FEDERATION OF PAKISTAN

In Collaboration with

INTERNATIONAL LABOUR ORGANIZATION

INTRODUCTION

The Employers' Federation of Pakistan was established in February 1950 to promote and safeguard the interests of employers of Pakistan. For over 66 years, it has served the members with the objective of promoting industrial peace and harmony, developing professionalism and improving skills in IR / HRM / OSH and disseminating information and knowledge to keep its members abreast of the latest development in the policies, regulations and trends in the concerned areas.

For the last many years, changes in the industrial relations trends have been observed. After the 18th Constitutional Amendment and the devolution of labour to the provinces, the industrial relations have entered into a new era with its corresponding challenges. The Employers' Federation of Pakistan recently undertook an IR study to review the pattern of changes emerging in the post devolution era and has identified the gaps and anomalies resulting from provincial legislation which must be seriously reviewed to ensure unhindered industrial growth supported by a harmonious industrial relations climate. This can be ensured by a conducive industrial and employment oriented labour policy which can contribute to productivity, efficiency, gender mainstreaming and sustainability.

It is in this context that the Employers' Federation of Pakistan in collaboration with the International Labour Organization (ILO) takes the opportunity to announce the holding of the "First National Industrial Relations & Provincial Tripartite Labour Convention on Post Devolution Labour Law Reforms and their Impact on Business Sustainability" on Thursday and Friday, the 19th & 20th May, 2016 at Marriott Hotel, Karachi.

The Convention will comprise of the following events:-

- Bringing the Tripartite Partners i.e., Government, Employers and Workers from the Federal Government and all the Provincial Governments, under one roof to generate and inspire a cohesive thinking, mindset and mechanism for future institutional growth through a consensus approach in the post devolution era.
- Bringing the stakeholders together to benefit from the MNEs' Declaration on business sustainability in the wake of the fast changing global, social and economic context.
- Show casing the best practices in industrial relations by business organizations by inviting them to join in the competition whereafter, the entries will be evaluated by an independent Jury and the EFP will confer on the winning companies an "EFP Award of Excellence in Industrial Relations Practices 2015".

The event will comprise of the following:-

✓ Inaugural Session:

- **Business Session 1** on the Theme of "The results of the Research identifying the differences between Provincial Labour Laws".
- **Business Session 2** on the Theme of "Essentials of Labour Laws which should be common to all Provinces and Trans-Provincial Enterprises".
- **Business Session 3** on the Theme of "Identifying gaps between Labour Legislation in Pakistan and the International Labour Conventions, particularly the core International Labour Standards ratified by Pakistan".
- **Business Session 4** on the Theme of "Employment, Production, Productivity and Decent Work oriented Labour Laws and Policies compatible with the Demands of Socio-Economic and Environmental Sustainability".
- **Business Session 5** on the Theme of "Gender Mainstreaming & Women Empowerment".
- **Business Session 6** on the Theme of "Importance of MNEs' Declaration in the Context of Business Sustainability".
- **Closing Session.**

✓ Special Invitees and Key note Speakers:-

1. Mr. Ravindra Peiris, Senior Specialist, Employers' Activities, ILO DWT for South Asia, New Delhi, India.
2. Ms. Eva Majurin, ILO New Delhi, India.
3. Ms. Ingrid Christensen, ILO Director, Country Office, Islamabad.
4. Federal Minister / Federal Secretary, Ministry of Overseas Pakistanis & Human Resource Development.
5. Provincial Ministers / Secretaries / Directors, Governments of Sindh, Punjab, KPK, Balochistan and AJK.
6. Pakistan Workers Federation and National Labour Leaders.
7. Prominent Key note Speakers from International and National Fora.

EFP Award Ceremony

Advocating good practices by enterprises in industrial relations is one of the strong areas of Employers' Federation of Pakistan. In order to encourage our members and to provide show-case examples of good IR practices. Employers' Federation of Pakistan initiated the "EFP's Excellence Award in Industrial Relations Practices" on the eve of the first National Industrial Relations Conference in 2009. On the Eve of this year's National Industrial Relations and Provincial Tripartite Labour Convention, the EFP is pleased to announce the second contest for EFP Excellence Award in Industrial Relation Practices 2015. Invitation to companies to participate in this award contest has already been sent. A panel of independent Jury will decide on conferring this award to top winning companies of Pakistan with outstanding track record of demonstrating sustainable IR Practices in their organizations.

The best practices of few of the award winning companies will be picked up for developing case studies with the consent of the concerned organizations. These case studies will be used as knowledge sharing tool in industrial relations training.

Nomination, Registration and Information

- The nomination form for the participation in the awards competition have already been sent to all EFP Members. The last date for submission of nomination is Friday, the 6th May, 2016. Those organizations interested to compete must avail this opportunity to participate in this most important and prestigious event of National recognition.
- Nomination for participation in the IR Convention may be sent to EFP as early as possible, so as to finalize the registration process in advance. The nomination of company representatives for participation in the IR Convention may be sent to EFP as early as possible, so as to finalize the registration process in advance. The nominations may be sent on the registration form available with this brochure.
- Those member organizations who have not received the nomination form for participation in the award or the registration form for participation in the event, may also collect the same from EFP Secretariat.

Individual Participation Fee

- Rs. 5,000/- per participant from member organizations.
- Rs. 6,000/- per participant from non-member organizations.

Special discounts will be available as under:-

- 20% discount on group nominations of 3 persons.
- 25% discount on group nominations of 5 or more persons.

✓ Sponsorship Opportunity:-

Since the event is expected to draw good number of a leads from business, high government officials and civil society, the companies may avail this opportunity for marketing themselves and their products by availing the following sponsorship opportunities:-

S. No.	DESCRIPTION	CONTRIBUTION
01	Event support Sponsorship:- a. Will cover display of two company's promotional banners on left and right of the backdrop on the day of the event. b. Upto 10 standees for display in the hall. c. Company promotion on EFP website for 1 year. d. Table reservation for 10 VIP Guests.	800,000/-
02	Co- Sponsorship:- a. One company promotional banner on right of the backdrop. b. Upto 5 standees display in the hall. c. Company promotion on EFP website for 1 year. d. Table reservation for 05 VIP Guests.	500,000/-
03	Side Panels	350,000/-
04	Standees Sponsorship	100,000/-

Convener:-

NATIONAL INDUSTRIAL RELATIONS AND PROVINCIAL TRIPARTITE LABOUR CONVENTION

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Employers' Federation of Pakistan
Programme Schedule
NATIONAL INDUSTRIAL RELATIONS & PROVINCIAL TRIPARTITE LABOUR CONVENTION
ON
POST DEVOLUTION LABOUR LAW REFORMS AND THEIR IMPACT
ON BUSINESS SUSTAINABILITY
Thursday & Friday, 19th & 20th May, 2016, Venue: Marriott Hotel, Karachi

DAY-1

8:30~9:00	Registration
9:00~10:30AM	Inaugural Session
9:00	Recitation from Holy Quran
9:05	Welcome Address by Khawaja Muhammad Nauman, President, EFP
9:10	Address by Ms. Ingrid Christensen, ILO Director, Country Office, Islamabad
9:15	Address by Mr. Zahoor Awan, Secretary General, PWF
9:20	Key note address: "Importance of Industrial Relations for Sustainable Growth - Global Best Practices" by Mr. Ravindra Peiris, Senior Specialist, Employers' Activities, ILO DWT for South Asia, New Delhi, India
9:30	"Importance of MNEs in the context of Decent Work and Business Sustainability" by Ms. EVA Majurin, ILO New Delhi, India
9:35	Brief on IR Awards and Announcement by Chairman Award Committee
9:45	Short Presentations by top 3 Winners of IR Awards
9:55	Address by the Guests of Honour
10:15	Address by the Chief Guest
10:25	Vote of Thanks by Mr. Zaki Ahmed Khan, Vice President, EFP
10:30~11:00	Tea Break
11:00~12:00	Business Session 1
	Theme 1: The results of the Research identifying the differences between provincial labour laws
	● Chairperson: Minister/Secretary Labour, Government of Sindh
	● Co-chairperson: Prof. Dr. Mustaghis-ur-Rahman, Head of Department, Management Sciences, Bahria University
	● Key note speaker: Mr. Fasihul Karim Siddiqi, Secretary General - EFP
	● Co-speaker: PWF Representative from Sindh
	● Discussion/Q/A Session moderated by ILO Specialist
12:00~13:00	Business Session 2
	Theme 2: Essentials of Labour Laws which should be common to all provinces and trans-Provincial enterprises
	● Chairperson: Minister/Secretary Labour, Government of Punjab
	● Co-chairperson: Dr. Bashir Ahmed, Associate Professor, Bahria University
	● Key note speaker: Mr. U. R. Usmani, EFP Board Member
	● Co-speaker: PWF Representative from Punjab
	● Discussion/Q/A Session moderated by ILO Specialist
13:00~14:00	Lunch & Prayer Break
14:00~15:00	Business Session 3
	Theme 3: Identifying gaps between Labour legislation in Pakistan and the International Labour Conventions, particularly the Core ILS ratified by Pakistan.
	● Chairperson: Minister/Secretary Labour, Government of KPK
	● Co-chairperson: Mr. Naveed M. Khan, Associate Professor, Bahria University
	● Key note speaker: Justice (R) Shahid Bajwa, Former Judge, High Court of Sindh
	● Co-speaker: PWF Representative from KPK
	● Discussion/Q/A Session moderated by ILO Specialist
15:00~15:30	Tea Break
15:30~17:00	Business Session 4
	Theme 4: Employment, production, productivity and decent work oriented Labour laws & Policies compatible with the demands of socio - economic and environmental Sustainability
	● Chairperson: Minister/Secretary Labour, Government of Balochistan
	● Co-chairperson: Prof. Dr. Dilshad Zafar, Dean, Business Administration, Commerce & Economics, Jinnah University for Women
	● Key note speaker: Mr. Parvez Rahim, Consultant Employee Relations, Aga Khan University & Hospital, Karachi
	● Co-speaker: PWF Representative from Balochistan
	● Discussion/Q/A Session moderated by ILO Specialist

DAY-2

8:30~9:30	Business Session 5
	Theme 5: Gender Mainstreaming & Women Empowerment
	● Chairperson: Minister/Secretary Labour, AJK
	● Co-chairperson: Dr. Shahida Sajjad, Dean, Faculty of Social Science, Greenwich University & EFP Board Member
	● Key note speaker: Dr. Asima Faisal, Head - Department of Health Care, CBM
	● Co-speaker: Ms. Zara, Pakistan Workers Federation - Sindh
	● Discussion/Q/A Session moderated by ILO Specialist
9:30~10:00	Tea Break
10:00~11:30	Business Session 6
	Theme 6: Importance of MNEs' Declaration in the context of business sustainability
	● Chairperson: President, Overseas Chamber of Commerce & Industry
	● Co-chairperson: Federal Secretary/Joint Secretary, MOPHRD
	● Key note speaker: Ms. Eva Majurin, ILO New Delhi, India
	● Discussion/Q/A Session moderated by ILO Specialist
11:30~12:30	Closing Session
	● Chairperson: Federal Secretary/Joint Secretary, MOP & HRD
	● Report by Co-Chairpersons
	● Adoption of recommendations
	● Remarks by Mr. Ravindra Peiris, Senior Specialist, Employers' Activities, ILO DWT for South Asia, New Delhi, India
	● Remarks by the Chairperson
12:30	Conference Concludes