



Joint Action Plan for Promoting Workplace Safety and Health in Sindh

A collaborative Plan of Action of Labour Department - Government of Sindh, Employers

Federation of Pakistan and Pakistan Workers Federation, in collaboration with ILO

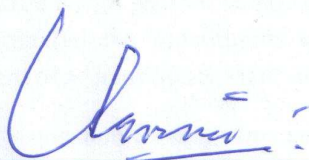
2013 – 2016

List of Abbreviations

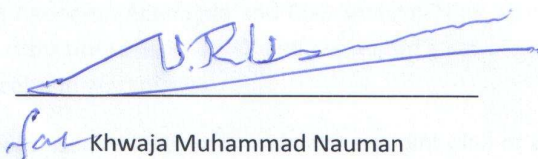
APTUC	All Pakistan Trade Unions Confederation
DOL	Department of Labour
EFP	Employers' Federation of Pakistan
ILO	International Labour Organization
ILS	International Labour Standards
JAP	Joint Action Plan
JAP-TF	Joint Action Plan – Task Force
JAP-WG	Joint Action Plan – Working Groups
LI	Labour Inspection
NILAT	National Institute of Labour Administration & Training
OSH	Occupational Safety & Health
PILER	Pakistan Institute of Labour Education and Research
PWF	Pakistan Workers' Federation
RBM	Results Based Matrices
SP	Social Protection
WEBCOP	Workers & Employers Bilateral Council of Pakistan

Signatures Page

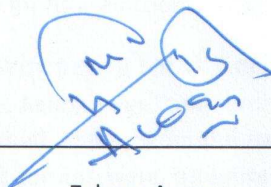
The Government of Sindh represented by Labour Department is committed to support and initiate the efforts for the 'Promotion of Workplace Safety & Health in Sindh' in close collaboration with the Employers Federation of Pakistan (EFP) being representative of all Employers in the country and the Pakistan Workers' Federation (PWF) being representative of all Workers in the country. We shall work closely with all stakeholders for the achievement of the Joint Action Plan prepared and presented hereunder and the realization of the key results as outlined in Tripartite-plus Consultation of 6th December 2012 in Karachi (Pakistan). In pursuing this 'Joint Action Plan', we will ensure the transparent and accountable use of the resources made available to us for this purpose. Our collective endeavor is to assist all people related to the 'world of work' to have a decent and productive work environment. We also recognize the support provided by International Labour Organization (ILO) in preparing this Joint Action Plan and look forward to work closely with ILO and other partners in implementation of this plan.



Wasim Ahmed Ursani
Secretary, Department of Labour
Government of Sindh



Khwaja Muhammad Nauman
President
Employers' Federation of Pakistan



Zahoor Awan
General Secretary
Pakistan Workers Federation

Joint Action Plan

Promoting Workplace Safety and Health in Sindh

On 11 September 2012 a factory fire in Karachi trapped and killed more than 250 workers and rendered more than 1200 workers as injured and jobless. Due to inadequate safety measures and fire exits and inappropriate response from rescue operators the largest 'Industrial Disaster' in the history of Pakistan took place.

The Department of Labour, Government of Sindh moved swiftly in collaboration with ILO, Employers Federation of Pakistan (EFP), and Pakistan Workers Federation (PWF), and responded quickly to implement short to medium term actions.

For preparing a medium to long-term response, the Department of Labour Sindh, EFP and PWF started efforts to develop a coordinated action plan for workplace safety and health and requested ILO's support. In response, ILO facilitated the constituents to help them articulate their joint commitments, and in the development of a "Joint Action Plan" on safety and health".

As a first step towards developing a medium-to-long term strategy, a high level Tri-partite-plus Consultation on "**Promoting Workplace Safety & Health in Sindh**" was organized on 6 December 2012 in Karachi. The purpose was to discuss and learn from the accident with the view to developing a Joint Action Plan for Promoting Safety and Health at Workplace in Sindh, in consultation with all the three major stakeholders; Labor Department Sindh (DOL), Employers Federation of Pakistan (EFP) and Pakistan Workers Federation (PWF).

The consultation was a success in terms of wholehearted participation of major stakeholders, including Buyers, Certifying Agencies, Academia and Civil Society. They agreed to a Joint Statement of Commitment (signed by tripartite constituents), and presented a set of specific recommendations for promoting safety and health in workplaces.

These recommendations were used as a basis for developing a joint plan of action to reduce chances of re-occurrence of factory fires and other workplace safety and health related incidents. At the same time, a Joint Statement of Commitment from the tripartite constituents helped in keeping the interest of all the stakeholders intact for future actions.

Institutional Structure for preparing Joint Action Plan

To develop this action plan, a "Joint Action Plan Task Force" (JAPTF) and three "Joint Action Plan Working Groups" (JAPWG) were formed, mainly from the participants of each of the consultation's three thematic sessions. Both these forums were tripartite in nature – where representatives of Workers, Employers and Government Officials were adequately represented. The Task Force was chaired by Secretary Labour, Government of Sindh (List attached at Annex-I). Each Working Group was co-chaired by one representative from each of the Social partner (Workers, Employers and Government) (List attached at Annex-2).

Preparation of the Joint Action Plan

The first meeting of the Task force was held on 15th February, 2013 at the Sindh Labour Department, under the chairmanship of the Secretary Labour Department Sindh. The Country Director ILO, Mr Francesco d'Ovidio presented the background of the consultation and Joint action plan, as well as the future plans to complete the process. Proposed ToRs of the JAPTF and JAPWGs were presented by ILO representatives. Time lines and proposed methodology, including the Results Based Matrices (RBMs) were also introduced and discussed in the meeting.

Three working groups (JAPWG) were formed to develop implementation frameworks for the following three key interventions:

- a) An enhanced occupational safety and health (OSH) management system in Sindh
- b) An efficient and effective Labour Inspection System in Sindh
- c) A work-related injuries/accidents compensation system (social protection) in Sindh

Key functions of the Working Group were to review recommendations of 'Tripartite Consultation' and categorise them into 3-4 functional areas, identify key stakeholders for their area of focus, develop a Joint Action Plan highlighting an outline of key services to be delivered by Government and other stakeholders, budgeting for all the activities proposed to be performed, etc.

The second JAPTF meeting was held on 20th February, 2013 at the Sindh Labour Department where the ToRs for the JAPTF and JAPWG were finalized by the JAPTF. The Results based matrices were explained to the JAPTF members in detail by representatives of the ILO appointed consultants SBS. This helped the members to prepare for the next day's JAPWG meeting.

The first JAPWG meeting was held on 21st February, 2013. These were 3 parallel sessions where each working group worked on their own set of recommendations from the tripartite consultation.

The last JAPWG meeting was held on 12th March 2013 to review the recommendations and milestones in light of the feedback from ILO incorporated in the RBMs. The JAPWGs made some changes in the draft RBMs and finalized their recommendations. Mr. Amin Al-Wreidat, Technical Specialist on OSH from ILO-Delhi office (India) also attended this meeting as a technical expert to help the Work Groups in finalizing these matrices.

Based on the feedback from the JAPTF, JAPWGs and the technical expert, the final draft of RBMs were sent to the ILO office and technical expert for technical review and inputs.

The last JAP Task Force meeting was held on 11th September 2013 to review the final draft of the Joint Action Plan and the Task Force accorded approval of the Action Plan and it was decided to validate and launch the Joint Action Plan on 4th October 2013.

For details of all the activities within each of these outputs can be seen in the matrices below.

Promoting Workplace Safety and Health in Sindh

JOINT ACTION PLAN (JAP)

S.#	EXPECTED RESULTS	PROPOSED ACTION	KEY DELIVERABLES	LEADING AGENCY	PARTNER	COMP. DATE
1. OCCUPATIONAL SAFETY & HEALTH						
1.1	- To provide an oversight during implementation of OSH, Labour Inspection and Social Protection activities in 'Joint Action Plan (JAP)' - To ensure resource allocation for the implementation of JAP - To effectively engage all relevant stakeholders in implementation of JAP	Joint Action Plan – Steering Committee For the seamless implementation and monitoring of the 'Joint Action Plan (JAP)', a Steering Committee (SC) would be notified. The SC will be Chaired by the Secretary Labour Sindh with representatives from Employers and Workers Organizations as members.	Joint Action Plan Steering Committee formed and clear TORs of its function developed	Provincial Labour Department Sindh	Employers Federation of Pakistan (EFP); Pakistan Workers Federation (PWF); Civil Society Organizations	Nov 2013

S.#	EXPECTED RESULTS	PROPOSED ACTION	KEY DELIVERABLES	LEADING AGENCY	PARTNER	COMP. DATE
1.2	- To define parameters of a 'Safe & Healthy' workplace - To ensure a clear course of action on OSH in which roles are clearly distributed and responsibilities are shared. - To create an enabling environment for promotion of OSH at all workplaces	Develop Provincial Policy on OSH The Sindh Labour Department will develop an OSH Policy to clearly define parameters of safe and healthy workplaces.	OSH Policy document for Sindh Province developed	Provincial Labour Department Sindh	Parliamentarians, EFP, PWF, civil society organizations	Jun 2014
1.3	- To update OSH laws and regulations in line with the ILS and broaden their scope for their application to formal and informal economies. - To prevent, replace (through gradual process) and advocate against establishing and operating factories in unsafe buildings and residential areas	Amend OSH Laws There is no stand-alone law on OSH in Pakistan. OSH is currently part of 'Factories Act' which covers only Factories and Shops. Other workplaces are out of the ambit of this law. After 18th amendment to the Constitution, the provincial Government has got the mandate to establish laws and policies relating to the subject of Labour. An updated law that covers all workplaces and meets modern day requirements and technologies will be developed in line with the ILS	Provincial OSH Law in accordance with the ILS	Provincial Labour Department Sindh	Parliamentarians, EFP, PWF, Civil Society Organizations	Dec 2014

S.#	EXPECTED RESULTS	PROPOSED ACTION	KEY DELIVERABLES	LEADING AGENCY	PARTNER	COMP. DATE
	- To clearly define roles and responsibilities of different stakeholders involved in OSH and minimize chances of misuse of authority and `effective fulfilment of responsibilities					
1.4.	- To better coordinate OSH-related activities and a close partnership among relevant departments. - To review and update emergency response and rescue operations - To advise Provincial Government on implementation of OSH Policy and Law - To speed up ratification of ILO OSH Conventions by	OSH Council Sindh Labour Department will establish a tripartite OSH Council in Sindh – as an autonomous and apex body to promote coordination among key stakeholders for improving working conditions and elimination of safety and health hazards at workplaces. The OSH Council will recommend for improvement and upgrading response mechanism to the Provincial Government through Labour Department and will also advise relevant Government Departments in line with OSH Policy and will recommend for ratification of ILO Conventions on OSH.	A Coordination Platform established for all OSH stakeholders to participate in the province	Provincial Labour Dept.	Employers, Workers, Health Dept., Environment Department, Building Control Authority, Fire Authority, Rescue Operators and Social Protection Agencies and others	Jun 2014

S.#	EXPECTED RESULTS	PROPOSED ACTION	KEY DELIVERABLES	LEADING AGENCY	PARTNER	COMP. DATE
	Government of Pakistan - To Review existing 'Building Codes' and update the process for building permits only after ensuring safety of inhabitants and neighbourhood - To advocate for inclusion of OSH in schools and educational institutes curricula					
1.5.	- To build capacity of concerned line departments including Fire Brigade, Civil Defence, Building Control Authority, and other departments on OSH to strengthen their role as 'regulatory bodies' - To encourage employers and workers to strengthen	OSH Training for Tripartite Partners Sindh Labour Department will develop information and training material for stakeholders on OSH. The material will be in line with the OSH Policy and Law and also elaborate the national and international obligations under different Conventions. The training material will be customized according to specific needs of different stakeholders including Government Officials (Labour Inspectorate), Employers, Workers and others and will be used for developing their capacities on relevant issues.	Updated training material available for all stakeholders	Provincial Labour Department, OSH Council	Employers, Workers, OSH Centre and OSH Training institutes	Dec 2014

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	and improve OSH systems at workplaces - To reach out to all stakeholders through appropriate media - to develop OSH culture, mindset and compliance - To develop capacity of Labour Officials to provide guidance & advice and adopt a more proactive approach.	Media tools for employers and workers education will also be developed.				
1.6.	- To ensure strict compliance to a system of registration of all 'factories & workplaces' with Government - To ensure registration of all private sector 'Workers' with relevant authorities - well in time - without any exclusion or discrimination	Unified Information System Sindh Labour Department will develop a comprehensive centralized electronic Database of Factories, workplaces and workers in the private sector. At present, every Department has a different database with different sets of information. This does not allow to see a bigger picture of the total number of factories & workplaces and their status of compliance with OSH practices. The new electronic database will facilitate knowledge sharing and better planning of OSH and LI activities.	A unified database of Factories, Workplaces and Workers engaged in Private Sector jobs	Provincial Labour Department, provincial OSH council	Employers, Workers, EOBI, ESSI, WWB, Directorate of Labour Inspection, IT service providers	March 2015

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	To provide easy and quick access to information.					
1.7.	To ensure quick response in case of large-scale accidents	Establish quick-response Teams The Sindh Government will announce to establish a quick-response team to promote a sense of safety among citizens in general and among workers in particular, similar to the 'Rescue 1122' department established by the Government of Punjab which is trained and equipped to provide a quick-response during any untoward accident.	A quick-response team available for rescue and preventive measures in case of accidents	Provincial Labour Department, provincial OSH council	Employers, Workers, Civil Society	Dec 2014
1.8.	- To provide hands-on training to Labour and other departments on how to transform a non-compliant workplace into a Safe and Healthy Workplace - To develop a knowledge instrument for Labour Inspectorate to be used as a training tool	Establish a Model OSH Workplace In order to provide hands-on experience to Labour Inspectorate and other responsible Departments, and to create a good example for employers, a pilot exercise will be carried out. After necessary training, the Labour-inspectorate will identify a less-compliant workplace and jointly with other departments, identify the gaps. The team will then provide technical assistance to the Employer in improving the workplace and finally transform the same into a model OSH workplace. The partial cost of OSH-compliance will be cost-shared by Sindh Labour Department and the Employers. The	A workplace is transformed into an OSH model one to provide a relevant practical exposure for Labour and other Departments and to stand as a good example for other workplaces.	Provincial Labour Department, Provincial OSH Council	Employers, Workers, OSH Agencies	Dec 2014

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		process will be documented for future learning.				
1.9.	- To develop a one-stop facility, in Sindh Province, for training, technical support, research and advisory services on OSH. - To upgrade technical knowledge on OSH in Sindh Labour Department	Strengthening the capacities of Sindh OSH Centre In 1992, the Government of Sindh had established an OSH-Centre with a view to educate key stakeholders (workers, employers and Government Officials) on OSH practices and provide technical support to the interested Employers in setting up OSH Systems within their workplaces. However, due to various administrative reasons, the OSH Centre could not be fully operationalized and is currently providing partial services. It has been recommended by the tripartite constituents to reactivate and upgrade the Sindh OSH Centre.	Sindh OSH Centre strengthened and fully operationalized	Provincial Labour Department, Provincial OSH Council		Dec 2014
1.10	To utilize existing capacity and facilities of NILAT for developing the capacities of stakeholders on different labour issues,	Support NILAT for OSH Training NILAT¹ is a Training Institute which was handed over to the Provincial Labour Department after the devolution of power in 2011. NILAT is currently offering different courses relating to Labour-Administration, but, their	A regular training institute on OSH in Sindh established	Provincial Labour Department Sindh	Employers, Workers, Civil Society Organization	Dec 2014

¹ National Institute of Labour Administration and Training (NILAT)

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	including labour relations, LI and OSH To design and deliver orientation and trainings modules to fresh (new) hired staff/ inspectors at Sindh DoL	capacity is quite limited. After factory fire accident in Sept 2012, ILO supported a 'Training of Trainers' at NILAT – which included some staff of NILAT. The Sindh Labour Department will upgrade faculty and equipment at NILAT to become more effective.in developing the capacities of all stakeholders including Government, Employers, Workers and Civil Society				
1.11.	Employers sensitized on their responsibilities to ensure OSH practices at their workplaces	Code of Conduct and Capacity Development for Employers In order to realize a moral obligation of Employers to implement OSH practices at their workplaces, the Employers Federation of Pakistan (EFP) will develop a 'Code of Conduct for Employers and will disseminate the same to maximum number of employers in the province. The EFP will also take the responsibility to enforce and monitor the adherence to Code of Conduct and subsequent capacity development in collaboration with relevant Industrial Associations.	Employers Code of Conduct document produced	Employers Federation of Pakistan	Industrial Associations, WEBCOP	Dec 2014
1.12.	- To encourage a culture of research on OSH by Academia & Research institutes - To enhance	Provincial OSH Award Sindh Labour Department will initiate an annual 'OSH Research & Innovation Award' to recognize best practices. and encourage Provincial Academic and Research institutes to carry out OSH	OSH Award initiated	Provincial Labour Department, Provincial OSH Council	Academia, research institute, Workers, Employers	Dec 2014

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	knowledge-base on OSH in Pakistan to understand local situation from different dimensions	Research and innovation studies on regular basis.				
1.13.	To To have a better understanding of OSH standards and resources at the national/provincial level and develop benchmark on OSH awareness and compliance	Develop OSH Profile Sindh Labour Department will carry out an OSH Profile in Pakistan with a focus on Province of Sindh to ascertain the current situation legislation, systems in place and inspection and monitoring mechanisms in the country. The study will be used as a benchmark for future development work in OSH.	A national/provincial OSH profile developed	Provincial Labour Department, Provincial OSH Council	Employers, Workers, research institute	Mar 2014
2. LABOUR INSPECTION						
2.1.	- To develop parameters of a comprehensive Labour Inspection system - To promote Fundamental Principles and Rights at Work. - To advocate and promote application of ILO Conventions on	Upgrade Labour Inspection legal provisions Labour Inspection in Sindh partly restricted and has completely resumed after the deadly factory fire in Baldia Town. This indicates to a need of upgrading the entire Labour Inspection system which is based on century-old practices. The passage of 18 th Amendment to the constitution and devolution of Labour legislation to provinces has provided an opportunity to re-look at the LI- System and update it in line with modern requirements as well as aligning it with International Labour	The existing legislation on Labour Inspection aligned with ILS and adhering to modern LI practices	Provincial Labour Department, Government of Sindh	Parliamentarians, EFP, PWF, Civil Society Organizations	June 2014

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	Labour Inspection	Standards. The Sindh Labour Department will review and update the relevant laws including 'The Factories Act' through tripartite dialogue to be aligned with International Standards				
2.2	- To identify role of Employers and 'Workers & Trade Unions' in Labour Inspection to reduce malpractices and enhance transparency. - To promote collaboration on labour inspection among partners and concerned institutions (Labour Department, Electrical Authority, Fire Authority, Building Authority ...etc.)	Labour Inspection Policy There has been no policy on Labour Inspection so far. In view of the ever-changing industrial situations and emerging needs, there is a need to adopt, and periodically review, a 'Labour Inspection Policy, which highlights the priorities of the Government to strengthen LI in the province, . The Sindh Labour Department will prepare its first 'Labour Inspection Policy' through tripartite consultation and will implement and monitor the same policy for achieving its desired results.	Provincial Labour Inspection policy developed in consultation with tripartite partners	The Provincial Labour Department, Government of Sindh	Employers, Workers, Civil Society	June 2014
2.3	To build the capacities of labour inspectors	Building the capacity of Labour Inspectors	All Labour Inspectors trained on modern	Provincial Labour	ILO, Training Institutes	Dec 2014

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	and improve their knowledge and practices and to review and update current labour inspection training programmes in line with international standards. To share LI knowledge and experience with the other national/regional institutions.	Due to an extended ban on Labour Inspection in Sindh Province, an entire generation of Labour Inspectors is unaware of the effective Labour Inspection practices. In the context of recent devolution, changes in labour legislation and to effectively check different malpractices, the Labour Inspectors' capacity need to be rebuilt and they need to be trained on modern LI practices and procedures and relevant issues. The Sindh Labour Department will organize, in collaboration with the other concerned institutions and organizations, thematic training courses for all Labour Inspectors which will help them properly understand their role in 'Effective Labour Administration' and will enable them to carry out Labour Inspection in an effective and efficient manner.	Labour Inspection practices , ILS and relevant issues.	Department, Government of Sindh		
2.4	To fill out the existing vacant positions in Labour Dept. with competent and qualified candidates, including women inspectors.	Increase number of Labour Inspectors Sindh Labour Department will develop and adopt recruitment system in Labour Department Sindh that ensures staff attraction, staff retention and career growth of OSH staff and will fill in vacant positions of Labour Inspectors ASAP.	New recruitment system in Labour Department Sindh developed and LI vacant positions filled in. Increased number of Labour Inspectors	Provincial Department of Labour, Government of Sindh	Nil	June 2014

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	- To create new positions based on the need and requirements of the industry and department. - To increase frequency of Labour Inspection and ensure each and every workplace is inspected (minimum once in a year) - To enhance outreach of Labour Inspection to 'informal workers' including home-based workers and domestic w.	The Sindh Labour Department will also carry out an assessment of the existing number of Labour Inspectors and their respective work-load in terms of number of factories/workplaces/workers they cover. The number of labour inspectors will be increased accordingly for an extended outreach and adequate coverage. In view of recent developments where 'informal workers (home-based workers and domestic workers)' are also being recognized and formalized, there would be a need to consider gender issues during the inspectors' recruitment process. Labour Inspectors' would also be recruited and they would be provided decent work environment for discharging their duties.	(including women Labour Inspectors) in line with the number of registered Factors & workplaces for adequate coverage			
3. Social Protection and Workplace Injuries Compensation						
3.1.	To better understand the impact of devolution on social protection and develop a way forward to protect interests of workers	Impact of Devolution on Social Protection of Workers The Sindh Labour Department will carry out a detailed study to analyse the effects and impact of 'devolution' on social protection of workers. The study will be a pre-requisite for any future	Study adequately explaining the existing situation with recommendations for affirmative action at policy and programme levels.	Labour Department, Government of Sindh	ILO, Employers, Workers, Research Institute	Jun 2014

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		activities to promote social protection of workers.				
3.2	- To quantify the existing demand and supply of social protection coverage and provide a foundation for future social protection programmes - To assess capacity of Social Protection Agencies and their present coverage - To review performance of each Agency	Assessing Social Protection Coverage The Sindh Labour Department will conduct a survey to assess how many workers have access to social protection – on sample basis. The study would identify major gaps in the coverage of social protection agencies and will recommend measures to rapidly enhance coverage of social protection to formal and informal sector workers and to eliminate any discrimination taking place in this regard.	Study elaborating the existing level of coverage for social protection and the recommendations for enhanced coverage – particularly informal sector workers	Labour Department, Government of Sindh	ILO, Employers, Workers, Research Institutes	March 2015
3.3	- To ensure preserving 'human dignity' while distributing social security benefits and compensations - To reform all 'Steering Committees/ Governing Bodies' and reduce management role of Government in SC/GBs. Proposed	Provincial Policy on Social Protection and Work Injury compensation The Sindh Labour Department will prepare a provincial policy for Social Protection and Work Injury Compensation through tripartite consultation and will announce it through the appropriate forum. The policy will be based on the studies mentioned in 3.1 and 3.2 and will also look at good practices in other regional countries – in terms of coverage of	Provincial policy on social protection and workplace injury compensation	Labour Department, Government of Sindh	Employers, Workers, Civil Society Organizations	June 2015

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	representation in SC/GBs will be Government 20%; Employers 40%; and Workers 40% - To make it mandatory in policy to 'register' all workers, including those employed by the contractors, for social protection - To expand the definition of 'Occupational Injuries' in line with ILO's international standards and enhance awareness of Workers, Employers and Government on these definitions	maximum number of workers as well as coverage in terms of a range of 'occupational diseases'.				
3.4	To review existing system of social protection and work injuries compensation and develop recommendations for harmonization and simplification	Coordination Platform for Social Protection At present, a number of schemes and funds are established by the Government to provide maximum social protection to workers. However, there is no common platform where all these social protection agencies could sit	A sustainable Coordination platform for all Social Protection agencies with regular meetings	Labour Department, Government of Sindh	Employers, Workers, Civil Society Organization	Dec 2015

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	- To design an integrated & simplified social protection system for provision of timely and adequate benefits to workers in case of work injuries and accidents. - To develop a harmonized database of workers for all social protection agencies (EOBI has started developing a database of Workers and has registered 4 million workers so far - this could be taken as a prototype) - To develop a strong system to verify beneficiaries and ensure that benefits reach to the actual workers - To design a 'One-	together with representatives of Workers and Employers to discuss the opportunities available with them and challenges faced by them. The Provincial Labour Department will establish a provincial coordination platform for all agencies responsible for social protection and work injury compensation – to identify areas of collaboration to enhance coverage and minimize duplication. Modern technologies (unified database) would be adopted to ensure maximum coverage. Organizations would also discuss the 'packages' they offer to different segments of workers and will update the list in line with modern requirements.				

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	Window' system for Employers to provide all forms of 'contributions' through a simple procedure. Similarly, One-Window system for workers to receive benefits from all Social Protection agencies - as much as possible					
3.5	- To effectively implement the newly designed simplified and harmonized social protection system - To implement an integrated training programme for all Social Protection Agencies together	Capacity Development of Social Protection Agencies The Sindh Labour Department will organize a series of capacity development activities for Social Protection Agencies for improving their efficiency and effectively implementing reforms in the social protection mechanisms. The training programmes for Social protection agencies would be integrated in NILAT calendar. Capacity development activities would target all staff members of Social Protection agencies including senior management, mid-management and lower-management.	Regular training programme for Social Protection Agencies established	Labour Department, Government of Sindh	ILO	Jun 2016

Way forward

The Task force will now finalize the Joint Action Plan and will seek its validation before formally launching it for further action, in collaboration with ILO. The Joint Action Plan will now be formally approved by the tripartite stakeholders and launched in a media ceremony. Funds required for completing the different activities will be arranged and earmarked by the Government of Sindh as well as other partners including ILO, and the activities will start as per the timelines planned and approved.

Annexes

Annex 1 – List of Joint Action Plan Task Force members

S.#	Name	Designation	Organisation
1.	Chairman Secretary Labour Sindh	Secretary	Labour Department Sindh
2.	Mr Ashraf Ali Naqvi Co-convenor JAP-WG on OSH	Joint Director	Labour Department Sindh
3.	Mr U R Usmani Co-convenor JAP-WG on OSH	Representative	Employers Federation of Pak
4.	Mr Gulfam Nabi Memon Co-convenor JAP-WG on LI	Joint Director	Labour Department Sindh
5.	Mr Karamat Ali Co-convenor JAP-WG on LI	Executive Director	PILER
6.	Ms Nishat Zaidi Co-convenor JAP-WG on Social Prot.	Director	SESSI, Labour Department
7.	Mr Shouket Ali Co-convenor JAP-WG on Social Prot.	President	APTUC
8.	Mr Saad Gilani	Technical Support / Project Manager	ILO

Annex 2 – Joint Action Plan Workgroup Participants

S#	Name	Designation	Organization	Organization Type	City	Cell	Email
1	Zulfiqar Shah	Joint Director	PILER	Academia/ Research	Karachi	0300-2119637	zulfiqarshah@yahoo.com
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8	Dr Iftekhar	Dy. Director Medical	DOL-Sindh	Government	Karachi	0300-3210612	Phone Off
9	Waseem Ahmed	General Secretary	Hinopak Motors Employees Union	Workers Federations/ Unions	Karachi	0300-7040413	union_cba@hinopak.com
10	Ejaz Ahmed	IGS	Searle Pak	Industrial/ Private Sector	Karachi	0300-2043576	sms waiting
11	Mir Zulfiqar Ali	Director Programmes	National Organization for Working Communities	Workers Federations/ Unions	Karachi	0321-9230379	nowcommunities@gmail.com
12	Awais Ahmed Sheikh	Dy. Director Technical	DOL-Sindh	Government	Karachi	0300-2152928	shaikhawais@hotmail.com
13	Kashif Iqbal Butt	Manager HSE	Thal Engineering	Industrial/ Private Sector	Karachi	0334-3076339	kashif.butt@thalengg.com
14	Afshan Naz	Assistant Manager Research	Shirkat Gah	NGO	Karachi	021-35824320	afshan@khi.sga.h.org.pk
15	Muhammad Shafiq Ghauri	Sr. Vice President	National Trade Union Federation	Employers Federations/ Unions	Karachi	0333-2198211	msg-ntuf@hotmail.com
16	Dr. Ilyas Rehman	Joint director	DOL-Sindh	Government	Hyderabad	022-9240129-0300-8375228	calling in 1 hr driving
17	Zahir Shah	General Secretary	BNS Medical	Academia/ Research	Karachi	0300-3970120	salman@bsnmedical-pk.com
18	Syed Ali Ashraf Naqvi	Joint Director	DOL-Sindh	Government	Karachi	0300-2478339	ashrafamrohvi@hotmail.com

S#	Name	Designation	Organization	Organization Type	City	Cell	Email
19	Mrs Nazma Parveen	Deputy Director	DOL-Sindh	Government	Karachi	021-99244553	Not Responding
20	Sarfraz Ahmed	Joint Director	DOL-Sindh	Government	Karachi	0321-8296536	Phone Off
21	Muhammad Ehtisham	Chief Engineer	Singer Pvt Ltd	Industrial/ Private Sector	Karachi	0321-2923643	ehtesham.hasnain@singer.com.pk
22	Muhammad Ahtehsaam uddin	Chief Fire Officer	KMC	Government	Karachi	0345-2800116	ahtesham1955@gmail.com
23	Aslam Rayaz	President	SITE Association	Employers Federations/ Unions	Karachi	0321-2200505	sshati@hotmail.com
24	Madiha Sahfiq	HSE Officer Corporate	Descon Engineering Ltd	Industrial/ Private Sector	Lahore	042-5990034	madiha.shafiq@descon.com
25	Khalil Ur Rehman	Chairman	PNWF	Workers Federations/ Unions	Karachi		Number not Available
26	Hamad Khan	Director CRC	Matrix Sourcing	International Buyers/ Agents	Lahore	0300-8285827	hammad.khan@apparelco.com
27	Altaf Hussain	Assistant Director Labour	DOL-Sindh	Government	Karachi	021-99266283	Incorrect Number
28	Farhat	ED	NOW Communities	NGO	Karachi	0300-8231855	farhat@nowcommunities.org
29	Jahanzeb Razvi	Live Producer	Hum Tv	Media	Karachi	0333-2586466	jahanzeb.razvi@hum.tv
30	Ambreen Waheed	Executive Director	SAFORB	NGO	Karachi	0301-8461451	ambreen@rbipk.org
31	Shoukat Ali Malik	Vice Chairman	Landhi Association of Trade and Industry	Employers Federations/ Unions	Karachi	0300-2175495	lati@landhi.org
32	Waqar Ahmed Memon	Organising Secretary	PWF	Workers Federations/ Unions	Karachi	0333-2227448	wagarmemompwf@yahoo.com
33	Tanveer Ahmed	General Secretary	PWF Karachi	Workers Federations /Unions	Karachi	0333-2423230	gazitanveer@hotmail.com
34	Nagina Junejo	Deputy Director	DOL-Sindh	Government	Karachi	0333-2177230	email will be sent when reach home
35	Abdul Sattar Niazi	General Secretary	Muslim Labour Federation	Workers Federations/ Unions	Karachi	0331-2861415, 08301-3387762	Email Address Not Available
36	M. Ibrahim Baloch	General Secretary	Rice Mills Workers Federation	Workers Federations/ Unions	Karachi	0300-2660547	Phone Off
37	Syed Abdul	Labour	DOL-Sindh	Government	Karachi	0333-3530314	Phone Off

S#	Name	Designation	Organization	Organization Type	City	Cell	Email
	Wahab Shah	Inspector					
38	Ali Ahmed Panhwar	Joint Director	DOL-Sindh	Government	karachi	0300-2521138	Email Address Not Available
39	Qazi Siraj	Incharge Labour Page	Daily Jasarat	Media	Karachi	0331-2726182	labour.jasarat@gmail.com
40	Abdul Latif Nizamani	General Secretary	Pakistan Workers Federation	Workers Federations/ Unions	Hyderabad	0320-4214615	Not Responding
41	Khawaja Nauman	Vice President	EFP	Employers Federations/ Unions	Karachi	0300-8584525	khawaja.nauman@hotmail.com
42	Ejaz-ul-Haq Siddiqui	Finance Secretary	PWF	Workers Federations/ Unions	Rawalpindi	0321-2673948	pwfrwp@gmail.com
43	Amjabullah Khan	Member	Korangi Association KATI	Employers Federations/ Unions	Karachi	0321-2372006	ceo@aainfotech.com
44	Shazia Hasan	Reporter	Dawn News	Media	Karachi	0321-2334624	shazia.hasan@dawn.com
45	Gulfam Nabi Memon	Joint Director	Labour Department Sindh	Government	Karachi	0321-2058790	Gulfam5@hotmail.com
46	Shaukat Ali	President	APTUC	Employers Federations/ Unions	Karachi	0300-9233602	shouket@yahoo.com
47	Muhammad Asim Siddiqui	Assistant Programme Manager	Shirkat Gah	NGO	Karachi	0321-2181029	asim@khi.sgah.org.pk
48	Nishat Zaidi	Director	SESSI	Government	Karachi	021-99243892	nishat_zaidi@hotmail.com
49	A.H Haideri		EFP	Employers Federations/ Unions	Karachi	0301-8224891	ahhaidri@yahoo.com
50	Zainab Ihsan	Supply Chain	EuroCentra	International Buyers/Agents	Karachi	0345-9473341	zainabihsan017@gmail.com
51	Raja Altaf	Director	SESSI	Government	Karachi	0302-5551177	rajaaltaf33@gmail.com
52	Muhammad Ali	Chief Strategy Officer	EFU	Industrial/ Private Sector	Karachi	021-34386716	mohammadali@efulife.com
53	Farid Awan		Pakistan Trade Union Federation		Karachi	3332050626	no email inform shoukat Ali
54	C.L Nankani	General Secretary	EFP		Karachi	3212202069	
55	Anwar Siddiqui				Karachi	3332242714	anwarhsiddiqui@gmail.com