



Kingdom of the Netherlands



International  
Labour  
Organization



# PAKISTANI TEXTILE SECTOR IN INTERNATIONAL ARENA

## Brief Report on Roundtable

Jointly organized by  
The Royal Netherlands Embassy in Islamabad  
And  
International Labour Organization (ILO)

24th May 2014 – ILO Auditorium Islamabad

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### List of Abbreviations

|     |                                   |     |                                   |
|-----|-----------------------------------|-----|-----------------------------------|
| EU  | European Union                    | GDP | Gross Domestic Product            |
| GSP | Generalized System of Preferences | ILO | International Labour Organization |
| ILS | International Labour Standards    | NGO | Non-Government Organization       |
| TIC | Treaty Implementation Cell        | USD | United States Dollar              |

## BRIEF REPORT ON 'PAKISTAN TEXTILE SECTOR IN INTERNATIONAL ARENA'

### BACKGROUND

The Textile industry is the largest manufacturing industry in Pakistan. It has traditionally, after agriculture, been the only industry that has generated huge employment for both skilled and unskilled labor and continues to be the second largest employment generating sector in Pakistan. Pakistan is the 8<sup>th</sup> largest exporter of textile products in Asia. This sector contributes 9.5% to the GDP and provides employment to about 15 million people or roughly 30% of the 49 million workforce of the country. Pakistan is the 4<sup>th</sup> largest producer of cotton with the third largest spinning capacity in Asia after China and India, and contributes 5% to the global spinning capacity. At present, there are 1,221 ginning units, 442 spinning units, 124 large spinning units and 425 small units which produce textile products<sup>1</sup>.

The Textile Industry is largely concentrated in Punjab (mostly Faisalabad and Lahore) followed by Sindh (mostly Karachi). Textile exports managed to increase at a very decent growth of 16% in 2006. In the period July 2007 – June 2008, textile exports were US\$10.62 billion. Textile exports share in total export of Pakistan has declined from 67% in 1997 to 55% in 2008, as exports of other textile sectors grew. The major reason of decline of textile export of Pakistan is the Government policies and deprivation of energy, worsening security situation and lower compliance rate with labour laws and international labour standards.



The Government of Pakistan is seriously considering its competitiveness in global market and for this purpose, it has ratified a number of global and UN Conventions. As a result, the Government has recently been granted status of GSP-plus (Generalized System of Preferences) by the European Union (EU). However, the continuity of GSP-Plus status greatly depends on positive performance on 27 UN Conventions – which includes eight ILO fundamental conventions.

Netherlands is one of the major buyers of Pakistani Textile and Garment products. During 2013, the volume of Pakistani textile exports to Netherlands was around USD 300 million. The Government of the Kingdom of Netherlands intends to enhance this trade volume in line with the mutual understanding between Netherlands and Pakistan to enhance 'Trade not Aid'. However, in view of the increasing sensitivity of European buyers with social and environmental standards, it is imperative for Pakistani textile industries to understand and implement these standards in letter and spirit to become eligible for a long-term export to Europe.

In order to discuss these issues in detail and develop a way forward based on mutual cooperation and enhanced collaboration, the Royal Netherlands Embassy in Islamabad and ILO Office in Islamabad jointly organized a roundtable to discuss 'Pakistani Textiles Sector in International Arena' on 24<sup>th</sup> May 2014 in ILO Auditorium Islamabad.

### OBJECTIVES

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<sup>1</sup> Source: [http://en.wikipedia.org/wiki/Textile\\_industry\\_in\\_Pakistan](http://en.wikipedia.org/wiki/Textile_industry_in_Pakistan)

The roundtable was organized to achieve the following objectives:

- Develop an understanding on the current situation of Pakistani textile sector; and
- Identify areas where technical support would be required to make Pakistani Textile sector compliant with international standards

## PARTICIPANTS

The event was primarily organized in connection with the visit of Ms. Lilliane Ploumen, Minister for Trade and Development, Kingdom of Netherlands to Pakistan.

More than 50 delegates including senior diplomats, Government officials, representatives from Textile & Garment Producers' Associations, Workers and Employers federations, academia and civil society were among the participants.

The Federal Minister for Textile Industries in Pakistan, Mr Abbas Khan Afridi was the Chief Guest of the event. The main speakers included Mr Raja Ashfaq Sarwar, Provincial Minister for Labour & Human Resource Punjab; Mr Lars Gunner Wigemark, EU Ambassador in Pakistan; Mr Francesco d'Ovidio, Country Director ILO Islamabad and Mr Yasin Siddique, Chairman All Pakistan Textile Mill-owners Association (APTMA).



## WELCOME ADDRESS

The roundtable started with a 'Welcome Address' by **H.E. Mr Marcel de Vink, Ambassador of Royal Netherlands Embassy in Islamabad** who thanked all the participants for joining the event – especially the visiting Minister from Netherlands. He also thanked ILO for co-hosting the roundtable and providing all facilities for a successful event. He said the Ministerial visits are always crucial and the Embassy would like to make maximum use of such visits. He said it was a difficult choice to select the most crucial areas to be presented to the visiting Minister – however, textile industries was a very natural choice for the Netherlands Embassy keeping in view the variety of textile and garments products Netherlands imports from Pakistan. He appreciated the quality and diversity of textile products being produced in Pakistan and remarked that He also thanked the management of Kohinoor Textile Industries who organized a visit for the Netherlands Minister to their factory in Rawalpindi and appreciated the quality of products being made in the factory. He expressed the hope to flourish Pakistani textiles in Netherlands making very good usage of GSP-plus facility. Having said this, he highlighted the increasing sensitivity of European consumers towards social and environmental standards and said that with this roundtable the Embassy wanted to provide a platform to discuss things which needs to be done and what follow-up actions would be required.



**“Textile is woven  
into fabric of  
Pakistan itself”**

Marcel de Vink, Ambassador of Netherlands in  
Islamabad

## PRESENTATION BY ILO ISLAMABAD

**Mr Francesco d'Ovidio, Country Director ILO Islamabad** welcomed all the delegates to the ILO Auditorium and thanked the Royal Netherlands Embassy for partnering with ILO on such an important subject. He then made a presentation titled '*International Labour Standards in Pakistan: the Carrot, the stick and a Business Case*' and explained the importance of compliance with International Labour Standards (ILS) in view of recent developments, i.e., award of GSP-plus status of Pakistan – which is contingent on country's performance on ILS (the Carrot) as well as the recent withdrawal of US-based International buyer in Garment sector (Walt-Disney Corporation) – due to inadequate performance on World Governance Indicators (including Labour Standards) (the Stick). He elaborated various ILO Conventions including those on 'Child Labour, Forced Labour, Freedom of Association & Collective Bargaining, and Discrimination at workplace' which are mandatory for compliance. He also enumerated the Governance Conventions on Labour Inspection, Employment Policy and Tripartite Supervisory Mechanisms – which needs to be ratified and implemented in Pakistan. He said that the major trends of a few decent work indicators present a hopeful situation as the positive trends are there – but the progress is very slow. He also appreciated the recent cooperation and forthcoming attitude of the Government of Pakistan and the provincial Governments for promoting decent work and presented a number of programs jointly designed and implemented by the Governments with technical support of ILO. He concluded his presentation with emphasizing a joint working strategy between ILO, Government of Pakistan and the Textile Industries Associations and assured of ILO's full support in creating better working conditions and enhancing trade opportunities for the country.



## REMARKS BY EU DELEGATION IN ISLAMABAD

**Mr Lars Gunner Wigemark, EU Ambassador in Islamabad** elaborated that EU and Pakistan have a multi-billion dollar trade relations. In terms of trade volume with EU, Pakistan is ranked at 50<sup>th</sup> position – however, among all countries who got GSP-plus status, Pakistan is the largest among them. Around 70% of Pakistani exports to EU consists of Textile and Garments. He said that EU is fully supporting the trade and development initiatives in Pakistan to help the country achieve 7% growth in GDP – which is essential to create sufficient jobs for all unemployed.

Mr Wigemark further said that nowadays Branding is an emerging issue which is closely linked with Labour Standards as European buyers are more closely looking at the label of products and the background stories of the production chain. He said the incidents like Rana Plaza in Bangladesh raise a number of concerns which are common in this region, however, the initiative of 'South-Asian Labour Conference' organized jointly by the Punjab Labour Department, EU and ILO was one major right step to improve this situation and enhance regional cooperation. He said that the regional countries should now seriously look into the issues of child labour, exclusion of women from productive work, occupational safety & health and better environment for Trade Unions. The responsibility for compliance with labour standards lies jointly on Government as well as Industries. He gave the example of Bangladesh where women comprise 40% plus workforce in Textile Sector. He also emphasized for judicious use of water resources in the country which are fast depleting. He appreciated the



tripartite structure of Government, Workers and Employers successfully working in Pakistan and emphasized on providing better environment for Trade Unions to let them play their due role in improving working conditions. He appreciated the efforts made by the Government of Punjab for a complete elimination of Child Labour from the province and said that since most of the Textile Industries are in Punjab, they will get benefit from the initiatives of the Government. He concluded by saying that Pakistan is a very good country where investors would like to come if conditions are suitable.

#### REMARKS BY TEXTILE MILL-OWNERS ASSOCIATION

**Mr Yasin Siddique, Chairman All Pakistan Textile Mill-owners Association (APTMA)** appreciated the joint initiative of ILO and Netherlands in organizing the roundtable on 'Textile Sector' for a better understanding of challenges faced by textile industry in Pakistan and assured them of full cooperation by the Textile Industries to implement Labour Laws and Standards. He explained that the share of Textile in Pakistan's GDP is 23% and share of textile in total exports of Pakistan is 55%. The textile sector is employing around 40% of industry-employees and is consuming 36% of total bank loans in Pakistan. He appreciated the EU's GSP-plus facility and said that the Industry realizes its role in implementing labour standards for continuity of GSP-plus status. He said the Government of Punjab has enacted many labour laws and is in contact with industry for its implementation. The bigger industrial units have already implemented all laws while small industrialists are in the process of adoption. He appreciated the notion expressed by ILO to ensure decent working conditions all through the value chain, i.e., from 'cotton fields to factory-floors'. While enumerating key challenges faced by textile industry, he requested technical support from ILO and Netherlands in compliance with ILS, water conservation technologies, generating wind-power, enhancing cotton crops yield and providing skilled workforce for Textile and Garment industries. He also highlighted the past efforts of the Industries in collaboration with different NGOs to eliminate Child Labour and support Home-Based Workers. In conclusion, he assured that the business community of Pak is aware, alive and understand the requirements for international trade and will make the best use of GSP plus and make sure for all compliances.



#### QUESTIONS, ANSWERS AND DISCUSSION

The three presentations were followed by an interactive session where participants were requested to share their comments and relevant to the subjects of textile sector in international arena. The following discussion ensued:

**a. Compliance – as a matter of 'Right' not 'Business'**

A representative from the Ministry of Commerce said that the position of Government of Pakistan is to implement treaties and Conventions since it is good for people of Pakistan and not for GSP-plus or any other business concessions. He said that the relevant Ministries are now responsible for implementation of each of the international treaty and convention. A Treaty Implementation Cell (TIC) has been established in the Prime Minister's Office to review progress on each Treaty/Convention and advice for further improvement.

**b. Data Deficiency and Informal Workers**

A representative from Academia identified the gaps in data collection and statistics regarding analysis of labour inspection and working conditions. She also highlighted the importance of informal economy

(home-based workers) in the overall development of textile sector and suggested to improve their working conditions. ILO, while responding, agreed to her comments and said that the improvement of labour statistics is an ongoing process and Government is always open for such suggestions. The challenges in Labour Inspection and recognition of informal economy are high on the agenda of ILO and will be resolved in collaboration with the national counterparts.

**c. *Flexibilities and Competitive Wages***

A representative from Towel Manufacturers Association said that the foremost requirement for implementation of Labour Laws is that the company should be earning profits. If company is in a loss, the owner cannot afford to pay any benefits to workers. Unfortunately, due to various challenges, the textile and garment factories are hardly making any profits. While comparing minimum wages in different countries, he said that minimum wage in Pakistan is Rs: 10,000, while that in East Punjab (India) is Rs: 5,000, and in Bangladesh the Trade Unions are asking for Rs: 5,000. Even if an employer is paying 8,000 is violating law, but paying higher than competitors. He said that most of Pakistani laws are in consonance with ILO Conventions. There could be some industries which are violating on small things in conventions, but larger parts of Conventions and laws are being fully implemented. He suggested to have 2-3 years grace period for GSP-Plus status to be fully compliant. He also mentioned that towel manufacturing association has setup a training institute (SMART) in Karachi for Skills training with preference of existing workers in the textile sector. He informed that ILO is already supporting this institute by imparting training courses to the victims of Baldia Town factory fire.



**d. *Technical support for Pakistani Textile Industries***

A Member of Parliament (Pakistan) said that the human rights are equally important as the economic development. He asked the Netherlands Minister if Government of Netherlands would provide some technical support to Industries for sustainable enterprises and compliance with minimum standards. Minister Ploumen responded that from 1<sup>st</sup> July 2014, a Dutch 'Good Growth Fund' will be established to enable small and medium entrepreneurs to work with Pakistani business sector. It will not be subsidies, but loans, grants and equities. In all free trade agreements, always there are paragraphs on sustainability – which is a joint responsibility between the Governments and the industries to comply with. She emphasized to strive and raise things to the top, and avoid taking things to the bottom of standards. She assured that the Dutch Government will work with Pakistan to 'raise to the top'.

**e. *Tripartite Model in Netherlands***

A representative from Trade Union asked the Netherlands Minister about the model of tripartite system working in Netherlands. He also posed question about the appropriateness of ILO's support in the trade and economic development. Minister Ploumen responded that Netherlands is 6<sup>th</sup> largest economy in world where a

successful tripartite model is built on consensus of workers, producers and buyers, which ensures provision of minimum wages, social security and freedom of association. She said that the standards



**We should always strive to raise things to the top, and avoid taking things to the bottom of standards.**

**H.E. Lilliane Ploumen, Netherlands Minister for Trade and Development Cooperation**

always help you improve economically. There is a need for all stakeholders (buyers, producers, and workers, consumers) to work jointly. Conference like this always helps to clarify roles, responsibilities and situation to the relevant people. She said that she is a strong and true believer of ILO and she thinks ILO is very helpful in setting standards and helping countries in implementing these standards to ensure better working conditions and enhance welfare of workers.



**f. Devolution of Powers (from Federal to Provincial Governments)**

To a question the Federal Minister for Textile Industries responded that the devolution of powers in Pakistan has taken place in June 2011 and is a relatively new phenomena. He said it will take some time to get proper benefit from this devolution.

**g. Better Work in Pakistan**

A representative from Trade Development Authority of Pakistan asked ILO about the timeframe for starting Better-Work Programme in Pakistan and what would it include? ILO responded that starting the Better-Work Programme is a long procedure. It requires a lot of assessments and pre-feasibilities to see if the policy, legislation and institutional mechanism is in place. Pakistan made a request only in September 2013 – and there are very few chances to start BWP before 2016. However, in the meantime, ILO and Government of Pakistan are putting in place an ILS Compliance project in Pakistan to enable Pakistani industries start working on ILS and this project will help to prepare ground for Better Work Programme.

**h. More Compliance – More Buyers**

One participant remarked that the Industries should not consider compliances as a ‘Cost’ but with compliances, you can have more buyers. So, compliances create actually an opportunity.

## CONCLUDING SESSION

After a detailed discussion and comments, the event was concluded with following three concluding speeches:

**RAJA ASHFAQ SARWAR, MINISTER FOR LABOUR & HUMAN RESOURCE, GOVERNMENT OF PUNJAB**

The Provincial Minister, on behalf of the Chief Minister Punjab, welcomed the visiting Minister from Netherlands and appreciated the willingness of European Governments to their commitment on ‘enhancing Trade not Aid’ with Pakistan. He said that the Textile Industry is the oldest and more important export-oriented industry for Pakistan which employs around 40% of labour-force in industrial sector – which means around 9 million workers and their families are directly associated with this industry. The share of textiles is 55% in total exports of Pakistan and 8.5% of total country’s GDP. He lamented that the country could not progress well on the ‘value-addition’ and ensured that under the visionary leadership of the Chief Minister, the Government of Punjab is making serious efforts to promote this industry in all dimensions. He said that Pakistan has a strategic location and it wants friendly relations with all neighbouring countries to improve a climate for business in the region. Referring to the award of GSP-plus facility, the Minister informed that the Government is looking beyond 2017 to further enhance trade with European partners and a Cabinet Committee has been formed in Punjab to ensure compliance with all laws, conventions and treaties related to trade enhancement. He enumerated a number of initiatives that the Punjab Government has started to provide better working conditions and appreciated the

technical support received from ILO. He said the Government of Punjab has amended the laws to ensure timely and effective labour inspection to all workplaces and has also removed the restriction of '50 workers' to form a Trade Union. He also mentioned the successful pilot projects of ILO on Child and Bonded Labour and said that the Government of Punjab has recently developed a Rs: 5.5 billion Project to comprehensively eliminate Child and Bonded labour from all Districts of Punjab Province. He also mentioned that the Government of Punjab and Pakistan are now moving beyond the boundaries to forge partnerships with South-Asian countries for promoting Decent Work and mentioned a recent 'South-Asia Labour conference' in Lahore which was wholeheartedly attended by more than 300 delegates from all over Pakistan as well as around 70 delegates from South-Asia, Turkey, China and Europe. Commenting on the feedback of participants, he assured them that the Government of Punjab is seriously looking at the issue of 'informal economy' workers particularly home-based workers.



#### MR ABBAS KHAN AFRIDI, FEDERAL MINISTER FOR TEXTILE INDUSTRIES, GOVERNMENT OF PAKISTAN

The Federal Minister for Textile Industries, Mr Abbas Khan Afridi was the Chief Guest at the occasion and he highlighted salient features of Pakistani textiles in domestic and international markets. He also said that the textile sector provides a corporate edge to Pakistan as it has complete value-chain of textile industry. In cotton production, Pakistan is the 4<sup>th</sup> largest producer and 3<sup>rd</sup> largest consumer in the world. Around 2.7 million workers are engaged in textile industries while an addition 5.5 million workers in cotton farms. He mentioned lack of skilled workforce and water-usage as major challenges for the industry to flourish. He assured the audience that the Ministry is gearing up to take maximum benefits from GSP-plus status and is working on next 'Textile Policy' to give a positive outlook for future growth. He also assured that the Government is serious in ensuring decent work, safe working environment, wages and other facilities to workers for enhancing their productivity. He appreciated the technical support of ILO and requested to start the Better Work Programme on priority basis. He said that the Government of Pakistan is now moving towards 'high-value addition' in the textile sector for which around 100,000 persons would need to be trained and Ministry would be keen to collaborate with ILO and other development partners to enable Pakistani Textiles to find new international markets. He concluded by saying that the youth-unemployment has been one of the drivers of security situation in the country. The Government would like to engage youth in productive jobs and textile sector can provide the best platform to enhance youth employment and subsequently improve security situation in the country.



**H.E. MS LILLIANE PLOUMEN, MINISTER FOR TRADE AND DEVELOPMENT COOPERATION,  
KINGDOM OF NETHERLANDS**

In her concluding remarks, the visiting Minister from Netherlands, Ms Ploumen thanked the conference delegates and Government for the warm welcome and to have an opportunity to directly talk to such a diversified group of important stakeholders and to listen to their suggestions and concerns. She said that the Dutch Government would like to enhance trade with Pakistan to realize its commitment of 'Trade-not-Aid'. The Dutch Government believes in free trade and that is why it fully supported Pakistan's inclusion in GSP-plus facility. However, she said 'Free Trade' is not free for all rather it has a lot of attached responsibilities for industries – as the international buyers are increasingly getting sensitive about ethical sourcing and international compliances. She said that the decision of Walt-Disney Corporation to withdraw from Pakistan should be taken as a wake-up call and it indicates how the international buyers are getting more sensitive about compliances and standards. She emphasized on the Pakistani textile industries and business community to provide better working conditions to the workers in the factories and in return, she will strongly advocate more trade for Pakistan in EU. She said that the Netherlands is the biggest donor of ILO's Better Work Programme. While referring to the discussion and feedback of audience, the Minister said that the major challenge in Pakistan is not the inadequacy of the laws but the subsequent implementation of these laws. She also mentioned that the international buyers are now increasingly demanding to have their own enforcement mechanism and labour inspection and certification process. She appreciated the Joint Action Plan for Promoting Workplace Safety and Health in Sindh and the good interventions of Punjab Government – but still a lot needs to be done. She emphasized on creating good environment for Trade Unions and promote 'living wages' instead of only 'minimum wages' as a 'happy worker is always a productive worker'. She said that the industries should not look to the countries paying lesser wages rather should look at those paying higher wages as even with the existing minimum wage of Rs 10,000, workers are unable to save anything. She invited ILO to develop a follow-up plan after this roundtable to support any action in Punjab and Sindh for textile sector. She concluded by saying that the Dutch Government will stay in Pakistan and will help improve workers' conditions for which the support of relevant stakeholders in the roundtable would be required and will hopefully have a similar event in October 2014 to review the situation and way forward.



**CONCLUSION**

The roundtable concluded with a commitment from all stakeholders to work together to improve the working conditions in Pakistani exporting industries thus enhance trade opportunities for the country.

# ANNEXES

**AGENDA OF ROUNDTABLE**

- 10:30 Registration and seating of guests*
- 11:00 Welcome by Moderator*
- 11:05 Opening by Ambassador of the Netherlands*
- 11:10 Presentations by the ILO, the EU and Industry Representative*
- 11:45 Question and answer with panelists*
- 12:15 Remarks by the Punjab Labour & Human Resource Minister*
- 12:25 Remarks by the Chief Guest, Federal Minister for Textile Industry*
- 12:40 Closing Remarks by the Minister for Trade & Development  
Cooperation of the Netherlands*
- 13:00 Lunch*

### LIST OF PARTICIPANTS

| S.no.                                    | Name                     | Designation                                                       | Organization/Company                               |
|------------------------------------------|--------------------------|-------------------------------------------------------------------|----------------------------------------------------|
| <b>EMBASSY OF NETHERLANDS</b>            |                          |                                                                   |                                                    |
| 1.                                       | H.E. Lilianne Ploumen,   | Minister for Trade and Development Cooperation of the Netherlands | Embassy of Netherlands                             |
| 2.                                       | H.E. Marcel de Vink,     | Ambassador of the Netherlands to Pakistan                         | Embassy of Netherlands                             |
| 3.                                       | Ms. Pascale Grotenhuis,  | Netherlands Ministry of Foreign Affairs                           | Embassy of Netherlands                             |
| 4.                                       | Mr. Vincent Storimans,   | Netherlands Ministry of Foreign Affairs                           | Embassy of Netherlands                             |
| 5.                                       | Mr. Hans Akerboom,       | Netherlands Ministry of Foreign Affairs                           | Embassy of Netherlands                             |
| 6.                                       | Mr. Robert Dresen        | First Secretary                                                   | Embassy of Netherlands                             |
| 7.                                       | Mr. Zohaib Amin          |                                                                   | Embassy of Netherlands                             |
| 8.                                       | Ms. Nabeela Ahmad -      | Senior Press & Cultural officer                                   | Embassy of Netherlands HH-764 Blue Civic           |
| <b>INTERNATIONAL LABOUR ORGANIZATION</b> |                          |                                                                   |                                                    |
| 9.                                       | Mr. Francesco d'Ovidio   | Country Director                                                  | ILO                                                |
| 10                                       | Mr. Saad Gilani          | Senior Program Officer                                            | ILO                                                |
| <b>GOVERNMENT</b>                        |                          |                                                                   |                                                    |
| 11                                       | Raja Ashfaq Sarwar       | Minister                                                          | Ministry Labour & HRD (Govt of Punjab)             |
| 12                                       | Qamar Usman              | Director                                                          | Ministry of Textile                                |
| 13                                       | Mr. Ali Rasool           | Asst. Director – 0334-5599085                                     | TDAP                                               |
| 14                                       | Md Abbas Afridi          | Federal Minister for Textile Industry                             | Ministry of Textile Industry – UD009 – LANDCRUISER |
| 15                                       | Dr. Shakeel Khan         | Commissioner Food Security                                        | Ministry of National Food Security & Research      |
| 16                                       | Muhammad Ashraf          | Deputy Secretary                                                  | Ministry of Commerce                               |
| 17                                       | Saifullah Khan           | Assistant Director Europe 1                                       | Ministry of Foreign Affairs                        |
| 18                                       | Awais Ahmed Khan Leghari | Chairman, Standing Committee on Foreign Affairs                   | National Assembly of Pakistan                      |
| <b>ACADEMIA</b>                          |                          |                                                                   |                                                    |
| 19                                       | Dr Aliya H. Khan         | Dean, Faculty of Social Sciences                                  | Quaid-e-Azam University                            |
|                                          |                          |                                                                   |                                                    |
| <b>INDUSTRY</b>                          |                          |                                                                   |                                                    |
| 20                                       | Khalid Junejo            | Board Member                                                      | Employers' Federation of Pakistan (EFP)            |
| 21                                       | Ms. Zahida Parveen       | Chairperson Women Committee                                       | Pakistan Workers' Federation (PWF)                 |
| 22                                       | Mr. M. Yasin Siddik      | Chairman                                                          | All Pakistan Textile Mills Association (APTMA)     |
| 23                                       | Mr. Azizullah Goheer     | Chairman                                                          | Pakistan Textile Exporters Association (PTEA)      |

|                                    |                             |                                     |                                                                                                             |
|------------------------------------|-----------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------------------|
|                                    | Tahir Jahangir              | Chairman                            | Towel Manufacturers Association of Pakistan (TMAP)                                                          |
| 24                                 | Ch. Abdul Ghafoor Virk      | President                           | Pakistan National Textile Leather Garments & General Workers Federation (PNTLGGWF)                          |
| 25                                 | Taufique Saeed Saigol       | Managing Director                   | Kohinoor Textile Mills Ltd.                                                                                 |
| <b>TRADE UNIONS</b>                |                             |                                     |                                                                                                             |
| 26                                 | Babar Javed                 | Member Regional Executive Board     | Pakistan Workers' Federation (PWF)                                                                          |
| 27                                 | Shahbaz Ali                 | Member Regional Executive Board     | Pakistan Workers' Federation (PWF)                                                                          |
| 28                                 | Adbdul Ghafoor Virk         | Executive members                   | Garment Workers Union                                                                                       |
| <b>INTERNATIONAL ORGANISATIONS</b> |                             |                                     |                                                                                                             |
| 29                                 | Imrana Farooqui             | Programme Co-ordinator              | Oxfam Novib                                                                                                 |
| 30                                 | Nadeem Abbas                | Institutional Funds Officer         | Oxfam Novib                                                                                                 |
| 31                                 | Zaheer-ud-Din Dar           | CBI Consultant                      | Centre for Promotion of Imports of the Netherlands                                                          |
| 32                                 | Salman Hydrie               | Managing Director                   | Stork Prints Pakistan (Pvt.) Ltd. (SPG Prints)                                                              |
| 33                                 | Dr. Asif Sajjad             | Coordinator, Development            | WWF                                                                                                         |
| 34                                 | Jillur Rahman               | Supply Chain Sustainability Manager | H&M Hennes & Maurtiz NL, Communication & Press Dept, Kalverstraat 11211, 1012 PK Amsterdam, The Netherlands |
| 35                                 | Imran Yunus,                | Social Sustainability Auditor       | H&M Hennes & Maurtiz NL, Communication & Press Dept, Kalverstraat 11211, 1012 PK Amsterdam, The Netherlands |
| <b>DIPLOMATIC MISSIONS</b>         |                             |                                     |                                                                                                             |
| 36                                 | H.E . Eric Noitakis         | Counsellor                          | Embassy of France                                                                                           |
| 37                                 | H.E. Istvan Szabo           | Ambassador                          | Embassy of Hungary                                                                                          |
| 38                                 | H.E. Lars Gunnar Wigemark   | Ambassador                          | EU Delegation                                                                                               |
| 39                                 | H.E. Jesper Moller Sorensen | Ambassador                          | Embassy of Denmark                                                                                          |
| 40                                 | H.E. Roumen Pirontchey      | Ambassador                          | Embassy of Bulgaria                                                                                         |
| 41                                 | H.E. Peter Claes            | Ambassador                          | Embassy of Belgium                                                                                          |