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PAKISTAN DECENT WORK COUNTRY PROGRAMME II

“Annual Progress Report”
DECEMBER 2013

DECENT WORK

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The List of Acronyms

CACL	Combatting Abusive Child Labour (ILO's Project)
CBTS	Competency Based Training System
CIWCE	Centre for Improving Working Conditions and Environment
CLL	Concurrent Legislative List
CLU	Child Labour Unit
CMIS	Complaint Management Information System
DCC	District Coordination Committee
DWCP	Decent Work Country Programme (Pakistan)
DWT	Decent Work Teams
DWTF	Decent Work Task Force
EFP	Employers' Federation of Pakistan
EET	Empowering Vulnerable through Education, Employment and Training
FOS	Federal Ombudsman Secretariat
FGD	Focus Group Discussion
GDP	Gross Domestic Product
GE4DE	Gender Equality for Decent Employment (ILO's Project)
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
IFC	International Finance Corporation
ILO	International Labour Organization
ILS	International Labour Standards
IMC	Institute Management Committee
ITC	International Training Centre (of ILO at Turin)
KAB	Know About Business
KP	Khyber Pakhtunkhwa
LMI&RC	Labour Market Information and Resource Centre
MDG	Millennium Development Goals
NFE	Non Formal Education
NPADW	National Plan of Action for Decent Work

MOP&HRD	Ministry of Overseas Pakistanis and Human Resource Development
OSH	Occupational Safety and Health
PC-I	Planning Commission I
PCC	Provincial Coordination Committee
PCLU	Provincial Child Labour Unit
PESSI	Punjab Employees Social Security Institution
PET	Punjab Employment Trends Report (2013)
PP&SPR	Public Policy and Social Protection Reforms
PRSP	Poverty Reduction Strategy Paper
PVTC	Punjab Vocational Training Council
PWF	Pakistan Workers Federation
SIRA	Sindh Industrial Relations Act
SCCII	Sialkot Chamber of Commerce and Industry
TEVTA	Technical Education and Vocation Training Authority
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees



PAKISTAN DECENT WORK COUNTRY PROGRAMME II

Background and Introduction



DECENT WORK: A SUSTAINABLE POVERTY REDUCTION STRATEGY

Introduction to Decent Work within the Contextual framework of Pakistan

Pakistan is fundamentally a semi-industrialized based economy in which both the public as well as private sectors play a key role. Since assuming office after the National Elections in June 2013, the Government of Pakistan has set an ambitious economic reforms agenda that hinges its weight on increasing opportunities of foreign direct investment, fostering the spirit of youth entrepreneurship and putting underperforming state owned institutions on track through structural reconfiguration.

While the Federal Government has prioritized peace building and energy generation as two of the key core issues, it is also in the process of implementing a "pro-growth, pro-poor, pro-employment" economic program to reduce unemployment and poverty significantly. This is also set in its Poverty Reduction Strategy Paper (PRSP) II, which has in detail reviewed the labour trends in Pakistan and made a reference to revision of labour laws as per the requirements of the International Labour Organization (ILO).

Against a set target of 4% growth rate, Pakistan's GDP has recorded 3.5%, with a

visible impact on the unemployment rate, which rose to an alarming high of 6.5% during the first half of 2013. In addition to unemployment, underemployment also remains a key challenge due to an enormous dependency of labour on the informal economy. Many Pakistanis seek better opportunities abroad, which is evident from the fact that a total of 2.7 million workers have proceeded abroad for employment in last five years.

The skills base and productivity of the labour force is insufficient and there is continued exploitation at work. Socioeconomic exclusion of the marginalized and vulnerable groups in society is a continuing concern, with women and young men and those living in conflict and crisis affected areas most at risk. The focus in Pakistan is not solely on unemployment, but also on the conditions of work of those who are employed and a responsive labour administration.

Decent and productive work fairly remunerated and in safe conditions is central to reducing poverty, and a means of achieving equitable, inclusive and sustainable development.

ILO Pakistan terms closer cooperation, coordination and collaboration among the tripartite constituents integral to its efforts. A range of measures including capacity building, technical assistance and dialogue exchanges among implementing partners are playing an important role in ensuring that economic growth is more employment intensive and benefits the poor and marginalized through income generating activities.

¹ World Bank Country Development Indicators for Pakistan

² In Pakistan, the unemployment rate measures the number of people actively looking for a job as a percentage of the labour force.

³ According to Ministry of Overseas Pakistanis and Human Resource Development

Overview of the Pakistan Decent Work Country Programme II

As a United Nations Specialized Agency, the ILO's mandate is to promote opportunities for all women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. The Decent Work Country Programme (DWCP) translates that mandate into the ILO's contribution at country-level in Pakistan towards the achievements of the Millennium Development Goals (MDGs), the United Nations Development Assistance Framework (UNDAF) and national development strategies.

Pakistan has been an ILO Member State since its formation in 1947 and is represented by the Federal Ministry of Overseas Pakistanis and Human Resource Development (MOP&HRD), the Provincial Labour Departments, the Employers' Federation of Pakistan (EFP) and the Pakistan Workers' Federation (PWF), constituting a tripartite cooperation framework. Pakistan has ratified 34 International Labour Standards, including all 8 fundamental conventions which form the basis of ILO long-term technical and financial assistance.

Pakistan's labour market continues to undergo structural changes and the outcome of which is evident in the shape of increasing services sector and decreasing industrial share in the overall employment and gross domestic product outlook of

Pakistan. According to available labour market indicators, there have been definite gains in terms of more employment opportunities. However, this progression is yet to benefit the majority of workers who lack decent and productive employment.

In supporting Pakistan's efforts to operationalize its ratified conventions to successfully deliver its decent work agenda, ILO has been working within the developed and endorsed frameworks. Decent Work Country Programmes are the main platform for delivery of ILO support to countries. ILO's actions in Pakistan are directed at the adoption of decent work as a national objective and assisting ILO constituents towards that objective.

The ILO and the tripartite constituents are active partners in the One UN Reform Programme. Resultantly, decent work issues and DWCP interventions are being mainstreamed into the One UN Programme in Pakistan. Evidence of this can be seen in the increasing number of interventions that now refer not only to employment, but to decent employment as a key objective in reducing poverty. Under the Pakistan National Plan of Action for Decent Work and Decent Work Country Programme II, the following 4 broad priority areas emerged after consultations and consensus for the first National Plan of Action for Decent Work (NPADW, 2010-2015):

1. Labour law reform
2. Employment generation through human resource development, with a focus on employable skills
3. Social protection expansion, including in the informal economy
4. Tripartism and social dialogue promotion

A number of interventions under the 4 broad priorities have been guiding the ILO's support within the DWCP II, including programs initiated during the implementation of DWCP I. Furthermore,

achieving the identified outcomes directs the allocation of human and financial resources of the ILO, and defines the priorities for resource mobilization and program development.

More specifically, the ILO's current areas of work in Pakistan primarily focus on:

- Support the application of the 34 ILO ratified conventions by Pakistan in line with the international labour standards.
- Improve the capacities of governments at different levels, employers' associations and workers' organizations to contribute towards decent work.
- Enable the labour market to offer increased and qualitative job opportunities in conformity with the National Employment Policy. Focus is also kept on fostering competency based skills.
- Assist to operationalize national level policies and plans to counter child labour and bonded labour practices in Pakistan.
- Facilitate the implementation of the National Labour Policy and other key policy frameworks which promote decent work.
- Enhance the working conditions of the more vulnerable and marginalized workforce, which make a big portion of the informal economy, such as, non-agriculture workers in Pakistan.
- Creating opportunities for decent work to Pakistani diaspora in accordance with the requisite protection laws and policies in other countries.

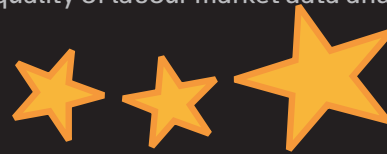


GRAPHIC ILLUSTRATION OF PAKISTAN DWCP II INTERMEDIATIONS

Facilitating the pace of labour law reform through technical and financial support for tripartite and bipartite consultations on harmonious industrial relations, improved occupational safety and health and enhanced employment conditions and services



Enhancing institutional mechanisms, especially of tripartite constituents, to improve the quality of labour market data and information



Increasing women's participation in, and reducing discrimination in the workplace, with the objective of increased equality for both men and women



Enhancing institutional mechanisms for labour inspection as means of ensuring and encouraging the application of labour laws and practices for decent and productive work



Increasing women and men's access to opportunities to increase marketable skills for waged and/or self-employment



Capacitating employers' and workers' representatives to constructively engage in social dialogue at all levels



Supporting institutional efforts in particular of the tripartite constituents, to prevent, withdraw and rehabilitate child labourers and put in place mechanisms that ensure elimination of child labour practices



Enhancing the representation and voice of workers through trade union membership



Supporting tripartite initiatives to check bonded labour practices and the incidence of internal and external human trafficking and strengthening law enforcement



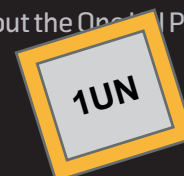
Expanding the coverage of social protection to the working poor through increased formalization of jobs and incomes



Enhancing institutional and programmatic mechanisms, in particular of the tripartite constituents, that support the withdrawal of youth and vulnerable men and women from employment that is hazardous to health and well-being, and improve access to more productive forms of work



Mainstreaming decent work issues and objectives throughout the Decent Work Programme





PAKISTAN DECENT WORK COUNTRY PROGRAMME II

Key achievements & results



"PRIORITY AREA 01"

LABOUR LAW REFORM AND APPLICATION OF INTERNATIONAL LABOUR STANDARDS (ILS)

a) Post-devolution support to the Provincial Governments in labour legislation

Pakistan experienced devolution during the year 2010, whereby, under the 18th Amendment to the Constitution of Islamic Republic of Pakistan, the "concurrent legislative list" was omitted. As a consequence, the subject of labour was

devolved to the provinces on 30th June, 2011. The following functions relating to labour which previously appeared on the CLL stand transferred to the provinces as of now:

26. Welfare of labour; conditions of labour, provident funds, employers' liability and workmen's compensation, health insurance including invalidity pension and old-age pensions.
27. Trade unions, industrial and labour disputes.
28. The setting up and carrying on of labour exchanges, employment information bureaux and training establishments.
30. Regulation of labour and safety in mines, factories and oil-fields.

After the 18th Constitutional Amendment, the provinces are independent to develop and design their policies and labour legislation according to specific requirements. The MOP&HRD, at the federal level, is responsible to keep a watch on labour related legislations from international perspective and coordination of labour legislation in Pakistan.

Due to the evolving situation, all the four Provincial Governments (represented by their Labour Departments) approached the ILO for technical support in labour legislation. ILO, while responding to these requests, arranged the services of "national technical expert on labour laws" to guide and support the Provincial Labour Departments of the 4 provinces to help them move forward on labour legislation.

By the end of year 2013, all the Provincial Governments are in the process of legislating labour laws within their respective provinces, as per following status:

Punjab: Has completed legislation on thirteen labour laws while three laws (child labour, bonded labour, shops and establishments) are in process.

Khyber Pakhtunkhwa: Has completed legislation on 9 laws, whereas, 4 laws are under process.

Sindh: Has so far enacted the Sindh Industrial Relations Act 2013.

Balochistan: Has Balochistan Industrial Relations Act 2010 in place after its enactment.

⁴ Administration of EOBI and Workers' Welfare Fund still remained with the Ministry of HRD as final decision will be made by the Council of Common Interests after taking into consideration the sufferings of the workers of smaller provinces and the view of the Provincial Governments.

b) Technical assistance of the Provincial Governments on ILS reporting in 2013

Pakistan has an extensive labour administration system in place to ensure the application of labour laws as well as ratified ILO conventions. However, with the advent of 18th Constitutional Amendment and subsequent devolution of the labour subject from the Federal to the Provincial Governments, the entire system of applying labour laws and reporting on ILO conventions was temporarily disrupted.

The newly established MOP&HRD lacked the institutional memory as well as the capacity to respond to ILO's Committee of Experts on Application of Conventions and Recommendations (CEACR) comments on ten ratified conventions.

Moreover, the labour administration in the provinces had weak coordination with their field offices (in districts) as the system itself is based on slow manual documentation mechanism with limited technical capacity of the labour inspectors on the application of national laws and international labour standards.

Within the framework of Pakistan DWCP Outcome PAK-826 and in response to the request from the MOP&HRD, the ILO extended technical assistance in the application of international labour standards and reporting mechanism for provincial and federal institutions during 2012-2013. To that effect, the following major activities were carried out:

- Tripartite consultation and support to key national stakeholders on the

development of ILS application and reporting mechanism.

- Technical advisory services from the ILO Headquarters helped the Provincial Governments to develop targeted "plans of action" for application and reporting of ILO's conventions on child and forced labour.
- Deployment of IT resources at the provinces and computer based software for information collection on the application and reporting of ILO's conventions across the 4 provinces.
- Capacity building of the labour inspection field staff on the application of ILO's fundamental conventions. Mapping studies of labour administration at the provincial level are currently in the pipeline.

As a result of ILO's support, the following results are achieved by the end of 2013:

1. Pakistan submitted 2013 report to CEACR well in time, with inputs from tripartite constituents and endorsement by the respective Provincial Governments.
2. Reporting mechanism is developed among the districts, provinces and federation.
3. Computer based labour inspection reporting system is now in place for swift and accurate reporting.



c) Review of gender related labour laws in the provinces

Under the Promoting Gender Equality for Decent Employment (GE4DE) Project, the ILO is working with all the stakeholders to assess the prevalent gender and other forms of disparities especially in laws and policies relating to employment (relevance: ILO Conventions No. 100 and No. 111). These assessments help in undertaking corrective measures at all levels by involving key labour market stakeholders. In 2013, the following major results were achieved for ensuring gender equality in workplace:

- Gender Units have been established and strengthened in all Provincial Labour Departments. Within these units, the nominated focal persons have been provided with trainings on diverse themes, including gender responsive labour inspection, gender responsive budgeting and gender mainstreaming in the project cycle.
- With the technical assistance of ILO, a review of labour laws relating to gender was undertaken for the first time in

more than four decades, which had not been done since 1971.

- In two provinces, Sindh and Punjab, legislation has been carried out in accordance with the National Home Based Workers Policy. The process of legislation in other provinces is also underway with task forces notified mandated to coordinate on regular basis. To assess the level of gender mainstreaming in organizational policies, processes, procedures and personnel, gender audits have been carried out in all the Provincial Labour Departments. These assessments have helped in highlighting critical areas for intervention, such as, initiation of gender responsive budgeting.
- Minimum wages notification has been issued by the Government of Khyber Pakhtunkhwa and the Gender Unit was the driving force behind this achievement, which was strengthened under the technical assistance of ILO.

These cumulative effects of these initiatives are ongoing as more positive results are expected in 2014 and beyond.

d) Measures to eliminate the practices of worst forms of child labour

In 2013, the Combating Abusive Child Labour (CACLI) Project, funded by European Union (EU) and implemented by the ILO, contributed towards the elimination of child labour with a focus on the elimination of the abusive and worst forms of child labour in Pakistan, through following interventions:

- Developing sustainable and holistic district models to reduce and gradually eliminate abusive child labour across sectors.

- Improving institutional and technical capacities of the Federal Child Labour Unit (CLU), four Provincial CLUs and target District Governments to combat child labour.

Under these initiatives, the following Pakistan DWCP II outcomes have been the focus:

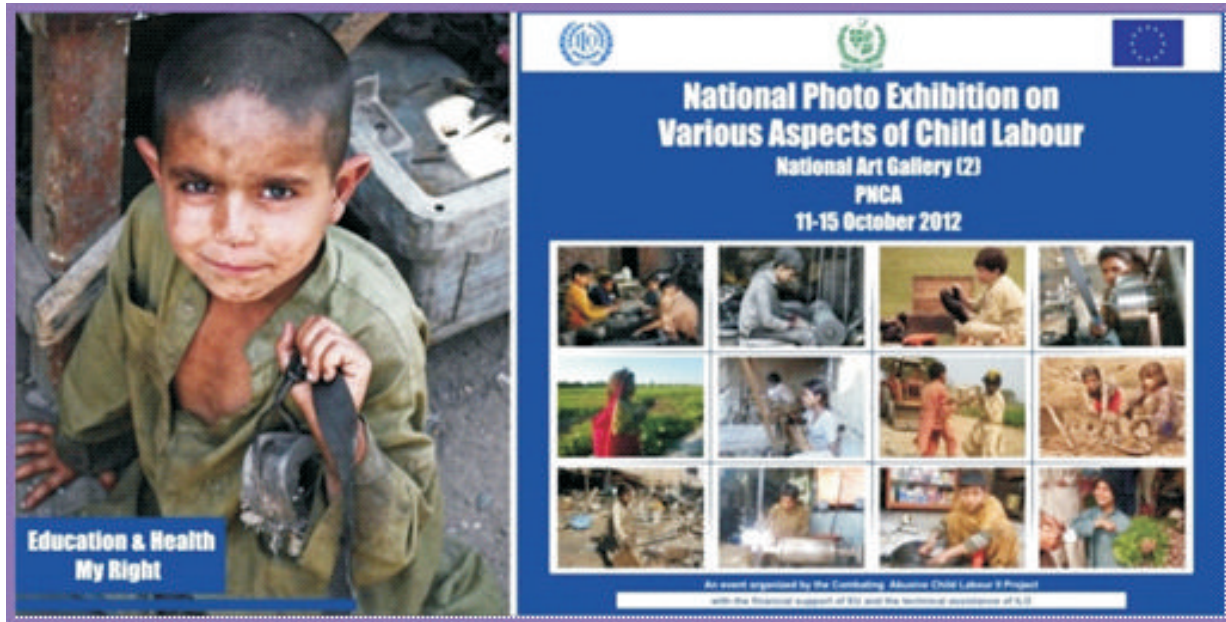
- Policy making to reduce incidences of child labour is encouraged through promotion and expansion of awareness.
 - Engagement to shore-up support and advance the elimination of child labour, especially in its worst forms.
 - Capacity of the Provincial Governments has been enhanced to effectively deal with the prevention and elimination of child labour.
- Strategically, the CACL II Project was designed to work at the national, provincial and district levels to strengthen institutional capacities, to enhance the knowledge base and develop a model on how child labour across economic sectors could be effectively addressed at the district level. The three components mutually strengthened and supported each other, while the institutional strengthening strategies reinforced and sustained the direct interventions. Key results achieved to combat worst forms of child labour include:
- 5296 children aged 5-17 years withdrawn from hazardous labour and 3828 children aged 5-14 years mainstreamed into formal education.
 - 1553 young siblings of working children prevented from entering into hazardous employment.
 - 16 local employer associations of nine sectors in Sukkur and Sahiwal Districts made commitment to follow Employers' Codes of Conduct with reference to child labour.
 - 252 government officials trained on child labour and related issues in Sindh, Punjab, Khyber Pakhtunkhwa and Balochistan, and 64 officials were trained on rapid assessment surveys methodology. Resultantly, rapid assessment surveys have been completed in 25 districts in Pakistan.
 - The Provincial Coordination Committees (PCCs) on Child Labour and Provincial Child Labour Units (PCLU) in Karachi, Lahore, Peshawar and Quetta have become functional.
 - District Coordination Committees (DCCs) in Sahiwal and Sukkur are holding meetings on regular basis.
 - Provincial Governments of Punjab and Khyber Pakhtunkhwa allocated 180 million rupees collectively for sustainability of the PCLUs.
 - Prohibition of Children Employment Act and Provincial Child Labour Policy drafted in all four provinces.



Reaching out through advocacy and awareness

ILO organized a national photography competition to encourage professionals, students and amateur photographers to offer their insights on child labour in Pakistan. The photo competition was planned to promote public participation in action for elimination of child labour in

Pakistan, raise public awareness on the issue of child labour and to campaign on behalf of child labourers towards eradicating the menace from Pakistan. All of these objectives may as well contribute towards the achievement of ending worst forms of child labour by 2016.



e) Support to law enforcement responses to combat forced and bonded labour

Pakistan still faces gaps in its efforts to prevent forced/bonded labour and to empower such labourers and their families. Although, there has not been any dearth of political will, lack of resources and capacities has been a stumbling block in policy and implementation level interventions. To ensure sustainability and complementarities between the ranges of stakeholders involved, the Strengthening Law Enforcement Responses and Action against Internal Trafficking and Bonded Labour Project is anchored in the National Plan of Action for Abolition of Bonded Labour and Rehabilitation of Freed Bonded Labourers, and funded under J/TIP of U.S. Department of State.

To contribute to the elimination of bonded labour and to address the needs of bonded labourers and their families in Pakistan, ILO

is providing technical assistance to Federal Government and Provincial Governments of Sindh and Punjab, to strengthen coordination and commitment to develop and implement policies and programs. The project also includes a comprehensive knowledge and awareness campaign for stakeholders including parliamentarians, religious leaders, media and labourers. The results generated by the project are remarkable, evident from its achievements summarized below:

- Provincial level “plans of action” against bonded labour in Punjab and Sindh developed in consultation with stakeholders.
- Revised draft of the Bonded Labour (Abolition) Act 1992 prepared after thorough consultation and review.

- Issue of social security faced by brick kiln workers highlighted to the extent that Supreme Court of Pakistan took notice and directed the Government of Punjab to ensure social security coverage of the brick kiln workers.
- Phase II of the Government of Punjab funded project against bonded labour in brick kiln sector extended to four districts.
- Sindh Police tailored a training module on elimination of bonded labour in addition to conducting training of trainers for instructional staff of police academies in Sindh. Sindh Police was also supported in development of standard operating procedures for anti-bonded labour cells.
- The Centre for Improvement of Working Conditions and Environment, Government of Punjab conducted assessment studies on micro-credit program for the brick kiln sector and to evaluate current financial model of brick kilns.
- The Department of Literacy Punjab established non-formal education center on brick kilns in Multan, Khanewal and Faisalabad. The Department also sustains NFE centers established under ILO support in Nankana Sahib.

f) Steps for recognition of domestic workers as “workers”

Domestic workers remain a segment of the labourforce which is large in size yet not fully recognized as 'workers' or given any impetus in labour legislation. This is a clear indication that Pakistan is not fulfilling the ILO Convention 189 concerning decent

work for domestic workers, even though it was ratified. In order to understand the working conditions and other aspects of domestic workers in Pakistan, ILO initiated a ground-breaking rapid assessment study in 2013 to analyze:

1) Existing national and provincial policies

2) Prevalent working conditions and challenges

The study was conducted through in-depth individual and focus group discussions with employers and women domestic workers across major cities of Pakistan. The study findings are considered very important to shape-up future policy making and advocacy interventions. Some of the findings from the study are listed below:

- Provincial level “plans of action” against bonded labour in Punjab and Sindh developed in consultation with stakeholders.
- Revised draft of the Bonded Labour (Abolition) Act 1992 prepared after thorough consultation and review.
- Issue of social security faced by brick kiln workers highlighted to the extent

that Supreme Court of Pakistan took notice and directed the Government of Punjab to ensure social security coverage of the brick kiln workers.

- Definition of domestic work does not have any clarity or uniformity.
- There is no written contract between the worker and employee, making certain areas of regulation murky, such as, no specific hours or breaks.
- Most of the domestic workers are allowed only one holiday per week or four accumulated in a month, however, there is no provision allowed for paid annual or sick leaves.
- The wages structure is not fixed on the basis of any specific task or nature of

the job.

- Many domestic workers are exposed to sexual, psychological and violent harassment due to the isolated and intimate nature of the workplace.
- The domestic workers are not protected by any union, networks or associations which means they do not have the requisite support structures.

To tackle these issues and improve working conditions of domestic workers, the study made the following recommendations:

- Establishing support structures for domestic workers on the lines of traders union.
- Raise the awareness levels of the stakeholders and society in the support of domestic workers on existing laws and workers' rights in Pakistan.

- Formalize the employer-employee relationship in domestic service, through written agreements stipulating the conditions of employment.
- Inclusion of domestic workers as a segment within the existing labour specific legislations so that they are given policy and legal cover.
- Ratification of ILO Convention 189 and Recommendation 201, which speak of empowering domestic workers.
- The government institutions and civil society organizations must develop projects which support domestic workers through skills enhancement and social security.
- Filipino, Bangladeshi and Sri Lankan domestic services should be considered by the relevant bodies as test cases and good examples.

Apart from facilitating a number of training and advocacy events, the project has also facilitated an exposure visit of Parliamentarians from Sindh Province to Sialkot District to showcase the 'model work for home based workers' being done there. Resultantly, policies for home based workers have been finalized in two provinces (Punjab and Sindh) and working groups of parliamentarians have been formed to establish legislative frameworks.





"PRIORITY AREA 02"

EMPLOYMENT PROMOTION THROUGH SKILL DEVELOPMENT

a) Preparation of first-ever Provincial Employment Policy of Khyber Pakhtunkhwa

Khyber Pakhtunkhwa (KP) is faced with a range of complex political, economic and social challenges. Most notably, the deterioration in the security situation (due to rise in militancy) and natural disasters have exacerbated existing, longer term structural issues, such as, low levels of education and poor infrastructure (especially in terms of energy). Highlighted in the first-ever Millennium Development Goals (MDGs) Report for the province (2011), poverty rates are higher in KP: In 2005/6, the head-count ratio stood at 28.2 per cent compared with the national average of 22.4 per cent. Poverty is higher in rural areas, particularly amongst households without assets (houses and land).

One of the fundamental issues faced by the people of KP is the availability of decent employment opportunities, especially for young people. 65.4 per cent of the population is aged less than 25. As witnessed in other countries (and in Pakistan in general), youth experience higher rates of unemployment than the adult population. The unemployment rate reached 8.06 per cent in 2010-11. However, the unemployment rate peaked at 28.5 per cent for young women aged 15 to 19 and reached almost 15 per cent for young men of similar age group. In summary, the employment problem in KP is multifaceted and reflects both demand-side (low levels

of investment translates into inadequate job creation) and supply-side (poor access to education, inappropriate skills) issues.

To tackle this complex situation, the Government of KP requested ILO for technical support to prepare the first ever 'Provincial Employment Policy' in order to provide a clear and an evidence-based direction for the Provincial Government. In response, the following interventions were carried out during 2013:

- A consultative meeting entitled, 'Dialogue for Prioritizing Employment and Decent Work in KP' was organized on 18th April, 2013 where the government and all other relevant stakeholders unanimously requested ILO to lead the process for policy development. It was agreed that the 'Planning and Development Department' will act as Focal Unit for the policy.
- Subsequently, a Steering Committee was notified which was assigned the role to oversee the policy preparation process.
- A study on "Employment Situation in Khyber Pakhtunkhwa: A background study 2013" has been completed and submitted to the Provincial Government for further deliberations.



The policy formulation and associated capacity development measures would be undertaken during 2014.

b) Pursuit of gender equality for decent employment in Pakistan

Under its Gender Equality for Decent Employment (GE4DE) Project, the ILO continues to work for promotion of gender equality for decent employment. Within the overall framework of the ILO Conventions No. 100 and No. 111, the ILO is working with all its stakeholders to assess the prevalent gender and other forms of disparities especially in employment. The GE4DE aims at accomplishing two strategic objectives.

- Pakistani women have greater access to equal employment opportunities and decent working conditions in selected economic sectors.
- Stakeholders have increased understanding of and favorable attitudes towards working on women's issues.

Through these strategic objectives, the following Pakistan DWCP II outcomes are being pursued directly as a result of the project interventions:

- Access to employment, including for vulnerable groups, has improved through the project's skills development component (PAK 103).
- Capacities of employers and workers to influence policies and for the government's reporting obligations have been strengthened by the project (PAK 801, 802 and 826).

2013 may well be considered as the result oriented year for the GE4DE Project, building up further on the momentum it had gained during the formative phase. Following are some of the major achievements which are contributing directly to the specified Pakistan DWCP II outcomes.

- Improving employability and access to employment for both women and men, 4000 individuals (both genders) have been successfully trained on

marketable skills training by the Project team.

- Increasing awareness and knowledge on gender related labour issues, sensitization of more than 700 journalists has been conducted. These journalists had been trained so as to promote gender sensitive reporting themes and techniques within the context of decent employment.
- Working with the Women Wing of Pakistan Workers Federation to support women trade unionists in their action plans. Existing unions are being gender sensitized, whereas, new women unions are emerging.
- Gilgit-Baltistan is bracing for the first ever gender based Labour Policy, which will be facilitated by the findings and recommendations entailed in the Gender Diagnostic Study supported by

- GE4DE Project. The study provides for authentic labour and gender related data which will guide the policy and decision making.
- Due to extensive public relations and media outreach initiatives by the Project, hundreds of reports have surfaced on thematic areas corresponding to gender equality. A documentary film, Women of Courage, was aired without any cost implications for the Project by one of the widely watched television channels.
- Due to the Project's persistent focus and support, the Sindh Industrial Relations Act (SIRA) is now covering provisions encompassing the agriculture sector labour.
- Advocating to the Project constituents has resulted in the inclusion of the PC-1 with reference to the establishment of child facilities for working women in Kot Lakhpat and Korangi industrial areas by the Provincial Governments of Punjab and Sindh respectively.

Eradicating workplace harassment through information technology

Victims of harassment at workplace can now lodge their complaints online at the website of the "Federal Ombudsman Secretariat (FOS) for Protection against Harassment of Women". The computer-supported and web-enabled Complaint Management Information System (CMIS)

provides the facility through four easy steps to lodge complaint against harassment at workplace. The information secure system consists of a webpage where complaints can be filed in English or Urdu and is backed with SMS tracking.

c) Promoting equality of opportunity and treatment for the disabled

Work of decent quality is the most effective means of escaping the vicious circle of marginalization, poverty and social exclusion. People with disabilities are frequently trapped in this vicious circle and positive actions are required to assist them in breaking those shackles. Barriers that the disabled people confront in finding jobs and making a mark on the society can be crossed through inclusive policies, regulations and services.

The ILO's Disability Programme promotes equality of opportunity and treatment for people with disabilities in vocational rehabilitation, training and employment, as reflected in Convention No. 159, concerning Vocational Rehabilitation of Employment of Disabled People 1983 and the ILO Code of Practice on Managing Disability in the Workplace, which was adopted in 2001.

Empowering Vulnerable Groups through Education, Employment and Training (EET) Project provided technical assistance to

Directorate General for Special Education in carrying out capacity assessment of the National Skills Training Center and the Vocational Rehabilitation, and Employment Development Centre to identify gaps in policy, governance, infrastructure, curricula, faculty, networking and involvement towards the development of training curricula and standards. The Project also facilitated Directorate General of Special Education to undertake survey in Islamabad to quantify people with disabilities to assess their vocational training needs. Findings show that:

- Out of a population sample of 86,029; 1.1% is the disabled population, of which, male and female proportion is 63.4% to 36.6% respectively.
- Only 119 males (out of a total of 441 persons with disability) were employed in some sort of occupation compared to just 5% of the females. Majority of

- the employed males (35%) were working in the public sector.
- Skilled labour was also reported as an occupation by a considerable number (19%) of male respondents, followed by business (10%) and employment in private institutes (6%).
- Furthermore, most of the female respondents, who were employed, were either daily wage labourers (50%) or were running small scale businesses (25%).

d) Enabling policy making through labour market information and analysis

For the government policies to strike relevance with the ground realities and promote decent work for all, a comprehensive labour market information and analysis is a pre-requisite. In this regard, the ILO has provided technical support in establishing and operationalizing the following two institutions:

- Punjab: Labour Market Information and Resource Center (LMI&RC) established in the Department of Labour and Human Resource Punjab.
- Sindh: Research and Development Unit has been created on the same lines of LMI&RC.

These two labour information units are established to inform policy makers, research professionals and other stakeholders about the recent trends in labour market and provide support in the policy formulation process. They are generating information and analysis on

skill and employment trends with the first series of Punjab Employment Trends (PET) Report 2013 and Sindh Employment Report published. The second issue of the report focusing on Occupational Safety and Health (OSH) situation in the labour market of Punjab is currently under progress.

Capacity building of Labour Departments' officials through comprehensive training in using labour management information system and tools has also been carried out both in country and at the International Turin Center of the ILO. As a result, a pool of experts has been created with more than 70 trained staff on data collection, analysis and compilation. The Government of Punjab has allocated 65.272 million PKR for the next 3 years to the LMI&RC. The project has also equipped both, the LMI&RCs in Punjab and LMI in Sindh to deliver as an information hub for career counseling, industry placements and networking.



An in-depth Labour Force Survey, to ascertain district level employment situation, are to be carried out as future interventions.

e) Improving the quality and outreach of skill based trainings in Punjab and Sindh

The responsiveness of vocational training institutions to market demand and their ability to operate flexibly and cost-efficiently are strongly determined by the degree of their management, financial and academic autonomy, as well as by the competence of their managerial, teaching and non-teaching staff. Under ILO's EET Project, a series of capacity development interventions were made to improve quality and relevance of skills trainings, initially in the province of Sindh (with Sindh Technical Education and Vocational Training Authority - TEVTA) and later expanding to Punjab (through Punjab TEVTA and Punjab Vocational Training Council - PVTC). These interventions include:

I. Exposure visits

The senior management of Sindh TEVTA was facilitated to visit regional and international models of skill development in Sri Lanka, Malaysia, Singapore and the United Kingdom for application of the newly acquired knowledge in Sindh TEVTA.

II. Competency-based training system

The senior management of Sindh TEVTA learnt about the importance of Competency-Based Training System (CBTS). Upon their return, the EET Project supported the learning of technical dimensions of CBTS and also linked this aspect with another Project (GE4DE) to provide hands-on training to Sindh TEVTA officials in developing the first-ever industry standards for four different trades. Taking it a step further, the Sindh TEVTA has asked the World Bank to support them in preparing CBT Standards for 52 trades, which indicates the relevance, sustainability and replication of EET

interventions.

III. Management of training institutes

Around 200 principals and administrators of TVET institutes (Sindh, Punjab and Balochistan) in Pakistan were trained using ILO's training module "Management of Training Institute". The objective of the training was to increase the capacity of the Provincial TEVTAs to address the issues of rapid increase in unemployed youth and shortage of skilled labour through:

- Enhancing the efficiency of TVET administration
- Improving training infrastructure facilities
- Developing the capacities of faculty and staff
- Introducing demand oriented academic programs
- Developing industrial linkages for better synergies
- Involving potential stakeholders

IV. Industry-institute linkages through Institute Management Committees

Sindh TEVTA has notified Institute Management Committees (IMCs) that are composed of training providers and industrial actors. Rules of Business have been framed for operationalization of these IMCs. With the assistance of ILO, Punjab TEVTA, Sindh TEVTA, Balochistan TEVTA and PVTC (industry led) have developed "key performance indicators" as part of their action plans for results based management and performance appraisal.

V. Establishment of a technical university in Sindh

The EET Project has also provided technical support in carrying out needs assessment as well as feasibility study for a technical university in Sindh. This was a ground-breaking intervention in Pakistan, with the potential of long-lasting implications.

VI. Strengthening informal apprenticeships

Informal apprenticeships are major source of skill development and hands-on knowledge for the youth. However, in most cases, skills learnt through informal apprenticeships are neither recognized nor encouraged by the government run technical institutions. With the support of EET Project, the Sindh TEVTA has initiated a process to recognize the informal training mechanism and has also prepared a detailed methodology on how to enhance the quality of such undertakings. Senior officials also visited informal apprenticeship work in Bangladesh being carried out by the ILO TEVT Reform Project.

VII. Career counseling and vocational guidance

One of the missing links of 'school-to-work transition' in Pakistan is the absence of proper and qualified career counsellors and vocational guides. In the absence of quality career counseling facility, both the trainees as well as employers are finding it difficult to bridge the skill-gap in the country. The EET Project has produced a quality 'training toolkit' for career counsellors and has imparted training courses to 60 officials of TEVTA Sindh, TEVTA Punjab and PVTC in career counseling and vocational guidance.

VIII. Rapid assessment of 'employability of TEVT students'

A national study to determine the elements which can foster the employment of TEVT students was initiated towards the end of 2013. The report of the study will be finalized during the first quarter of 2014.

f) Instilling entrepreneurial spirit among the youth

To provide young people in Pakistan with entrepreneurial awareness and encourage them to start their own businesses instead of lining up for wage-employment, ILO has partnered with TEVTA Sindh, TEVTA Punjab and PVTC to introduce the global enterprise development tool called "Know about Business (KAB)" in the curricula of technical vocational training institutes. A brief account of the process adopted and its present status is stated below:

I. Orientation sessions for TEVTA Sindh management:

The process began with the orientation sessions for senior management on salient features of entrepreneurial education in TEVT institutions.

II. Benefitting from international technical expertise:

ILO's global KAB coordination team in ITC Turin provided technical guidance and advice on piloting KAB in Pakistan.

III. Training of KAB facilitators in Pakistan:

In collaboration with the ITC, three courses of "KAB facilitators" were organized, two in Karachi and one in Lahore. A total of 90 national participants, mainly from TEVTAs, PVTC, SMEDA and IRM participated in these courses.

IV. Pilot phase adoption of KAB by TEVT institutes:

After completion of KAB facilitators training, more than 30 TEVT institutes

volunteered to adopt KAB on pilot basis. A balance was maintained by having equal representation of women institutes and between institutes situated in rural and urban areas.

V. Follow-up support to KAB facilitators:

After the formal training of KAB facilitators, the training module was converted into a course curriculum as per the standard template of TEVTA and course schedules were reviewed to integrate KAB within existing courses.

VI. Hands-on support to KAB facilitators on application of KAB training skills:

Once training on KAB was initiated, the training facilitators and instructors were provided with necessary tips to enhance efficacy of their trainings.

VII. Provision of basic equipment and learning material to teach KAB:

In order to ensure quality of learning, a package of basic equipment and learning material (such as, boards, markers, charts, cards, etc.) were provided to the piloting institutes. Each institute was provided with 100 workbooks for distribution among students so that they could come up with their initial business ideas.

VIII. Translation of KAB module in national language:

For a better understanding and comprehension of KAB related concepts and topics, the KAB module was translated into Urdu.

g) Helping Afghan Refugees get access to Decent Work opportunities

With a large number of Afghan refugees residing in Pakistan since more than two decades, it is imperative to look at the general employment opportunities available for them in the market and the corresponding conditions in which they have to work. Also, in view of the imminent evacuation of International Security Assistance Force from Afghanistan in 2014 and a possible repatriation of Afghan refugees, it is also important to prepare them for decent jobs in their country of origin.

With that context, the ILO partnered with the United Nations High Commissioner for Refugees (UNHCR) to organize a number of events in order to determine the 'Decent Work Deficits' for Afghan refugees in Pakistan. Following three interventions are worth mentioning:

- Tripartite consultations in Lahore to seek views of stakeholders to address decent work deficits of Afghan refugees and host communities in the Punjab province and to improve labour laws.

- Tripartite consultations in Karachi to seek views of stakeholders to address decent work deficits of Afghan refugees and host communities in the Sindh province and to improve labour laws.
- Policy research to document government approaches on Afghan refugees and opportunities for them to find employment and livelihood, and improve the research document with stakeholders' inputs from Punjab and Sindh provinces.

Useful inputs were received from most relevant stakeholders for designing a project to support decent work for Afghan refugees. Media also gave extensive coverage to the consultative workshops held in Karachi and Lahore on the 2nd and 7th of June, 2013 respectively. The study "Temporary Decent Employment Opportunities and Enabling Mechanisms for Voluntary Repatriations" thoroughly explored the issue of Decent Work for

Afghan refugees. It has also analyzed the history of repatriation and cooperation agreements aimed at Afghan refugees starting from 1979 till 2012. Furthermore, the study reviewed the Labour Policy of Pakistan 2010 with a focus on its key

features, including social security benefits and employment challenges. The report presents the history of ILO-UNHCR joint work on Afghan refugees and the present efforts to develop a joint proposal.

h) Protection of the livelihoods of landless peasants in Sindh

Widespread heavy rains from early August 2011 resulted in devastating floods in Sindh and Balochistan provinces, affecting over 5 million people. Houses and standing crops suffered the most with over 2 million acres of crops damaged and productive assets lost. Women faced considerable difficulties in finding employment and accessing education opportunities especially in the rural areas. As a result of these recurrent natural crises, there has been a sharp decline in employment levels, livelihood sources and food security.

To minimize this impact, the Government of Pakistan and the humanitarian organizations working in Pakistan sought the adoption of a comprehensively holistic approach to disaster risk reduction and restoration of livelihoods. In response to this unprecedented situation, ILO collaborated with the Food and Agriculture Organization (FAO), and UN Women to develop a 3-year project, 'Protection and Recovery of Livelihoods for Landless Peasants in Sindh'.

The project aims "to restore and protect the livelihoods and empower the poor and vulnerable peasants (men, women, boys and girls) dependent on feudal and tribal landholding and farming systems and affected by droughts, floods and insecurity". The project has following three key objectives:

- Improve the livelihoods and economic security of rural communities through in-kind support to restore and/or protect the farm production capacities and off-farm income generating activities of vulnerable peasant families and well-targeted progressive landlords - which, in turn, would have a positive impact on their disaster reliance.
- Enhance the skills and knowledge base of men and women peasant farmers, landless people and unemployed youth through technical support in GAPs, post-harvest management and vocational skills.
- Empower peasant organisations, farmers organisations, WUAs, farmers and women groups, etc. and their constituent members to enhance their natural resource base (land, water, vegetation, etc.) while strengthening their resilience to future shocks.

The project has been funded by UN Human Security Trust Fund for a period of 3-years and is being implemented in the two most vulnerable Districts of Sindh Province, Dadu and Mirpur Khas.

"PRIORITY AREA 03"

EXPANSION OF SOCIAL PROTECTION

a) Launching social protection initiatives in Khyber Pakhtunkhwa

The Planning and Development Department of Khyber Pakhtunkhwa has been working in collaboration with ILO in the implementation of a project entitled "Extending Social Protection in Khyber Pakhtunkhwa Province through building a Social Protection Floor within the framework of a Social Protection Policy". The project is funded by Japan Social Safety Net, for an initial period, from April 2013 until March 2015. The main objective of the project is to assist the government in establishing a comprehensive province-wide social protection scheme based on ILO's two-dimensional strategy for extension of social protection and a national social protection floor concept providing income security for all in need of social protection and basic healthcare. Major achievements of the project are as follows:

- A specific unit within the P&D Department has been established, referred to as Public Policy and Social Protection Reforms Unit with essential human and technical resources.
- A Steering Committee has been notified and it has held two meetings in 2013. Also, a study on "Mapping and Analysis of existing Social Security Schemes in Khyber Pakhtunkhwa" has been completed.
- A development partners forum, which meets every month, has been established at Peshawar with the participation of ILO, UNICEF, UNDP, GIZ, P&D Department and Planning Commission Islamabad.

- A draft "Social Protection Policy" has been developed after a thorough consultative process. The policy recommendations will be piloted in two districts leading to the finalization of the policy.
- Capacities of the PP&SPR Unit have been enhanced. The Project Director attended an international course 'Academy on Social Security' at the ITC Turin.
- More than 40 officials from partner Line Departments were imparted a 3-day extensive course on 'Concepts and Application of Social Protection Floor' in Peshawar.

The following measures have been prioritized jointly for implementation:

- Piloting the social protection model in two districts of KP.
- Reviewing the model and finalizing the Social Protection Policy.
- Establishing joint management information system as well as a monitoring and evaluation system for social protection floor initiative.
- Capacity development of the district level officers and officials for the implementation of social protection floor.

b) Facilitating Pakistani workers going abroad for employment

Under DWCP PAK-105, the tripartite constituents of ILO are working together to support Pakistani workers going abroad for employment. ILO standards on migration provide tools for both migrant sending and receiving countries to manage migration flows and ensure adequate protection for this valuable but vulnerable category of workers.

Over the years, Pakistan has seen an increasing number of its labour force moving to other countries. The total number of Pakistani overseas workers and their families are estimated to be around 4 million. In case of Pakistan, migrant workers contribute substantially to the local economy in the form of remittances they send home. Yet, at the same time, migrant workers often enjoy little social protection and are vulnerable to exploitation and trafficking. Skilled migrant workers are less vulnerable to exploitation, but their departure has deprived some developing countries (like Pakistan) of valuable labour needed for their own economies.

To address this issue, ILO supported the Government of Pakistan (Ministry of Overseas Pakistanis) to develop a National Policy for Overseas Pakistanis through a

consultative process – which was adopted in May 2013. The policy calls for proactive support from the Government of Pakistan for overseas Pakistanis in addition to making provisions for their right-to-vote and a number of other facilities in their home country. For the development of policy draft and its finalization, ILO provided technical support through the following interventions:

- Conducting FGDs with overseas Pakistani communities to identify major issues they confronted during their employment overseas.
- Facilitating the conduct of a national consultation to review draft National Policy for Overseas Pakistanis, which took place on 19th February, 2013. More than 100 delegates comprising of Federal Ministries, Provincial Departments, employers, workers and overseas Pakistanis participated.
- Reviewing the policy draft and suggesting improvements with a focus on ILO Multilateral Framework on Labour Migration.
- In May 2013, the interim Prime Minister of Pakistan accorded approval of the National Policy”.

c) Promoting the effective governance of labour migration from South Asia

Migration for employment and its linkages with development has now emerged as a global issue which affects most nations in the world. It is high on the international, regional and national policy agendas. Through their labour, migrant workers contribute to growth and development in their countries of employment. Countries of origin also greatly benefit from their remittances and the skills acquired during their migration experience. Yet, the migration process also poses serious challenges.

Many migrant workers, especially low skilled workers, experience serious abuse and exploitation. With the expansion and mounting complexity of labour migration,

the international community requires new tools to govern it, in addition to the international instruments developed over the last few decades. It was in this context that in June 2013, ILO initiated a project on Promoting the Effective Governance of Labour Migration from South Asia which strives for the following results:

- Promotion of safe migration
- Generation of labour market information
- Improvement of recruitment services
- Protection in employment
- Increasing quality of training and portability of skills

The project covers three labour sending countries (Pakistan, India and Nepal) and three labour receiving countries in Gulf

Cooperation Countries (GCC). The project, to be implemented by ILO is funded by the European Union for a period of 3 years.

Making a difference, in the life of vulnerable workers



The brick kiln workers are entitled to be registered with the Employees Social Security Institution (ESSI) to be able to have access to a range of medical and cash benefits. However, the brick kiln owners were reluctant to pay their required contribution to ESSI. As a result of consistent efforts of ILO, the issue took momentum and was brought to the notice of the Supreme Court of Pakistan during a petition filed by a brick kiln worker. In an interim order, which was passed on 17th

July, 2013 - the Supreme Court of Pakistan directed the Government of Punjab to ensure that all the labourers working on the brick kilns be registered as recipients of the social security and owners be bound to pay their contributions. According to the records compiled by September 2013, PESSI secured 6,106 brick kiln workers benefitting approximately 36,000 family members. It is a significant contribution of ILO owing to its persistence of efforts at different forums and levels.



"PRIORITY AREA 04"

SOCIAL DIALOGUE OF TRIPARTITE CONSTITUENTS

a) Facilitating implementation and review of DWCP among tripartite constituents

In Pakistan, ILO is actively supporting the tripartite constituents (governments, employers and workers) in implementing Decent Work Country Programme (2010-15) in letter and spirit. Particularly, after the devolution of the "labour" subject to the Provincial Governments, ILO has established a mechanism whereby DWCP review meetings take place with Federal Ministry of OP&HRD, all four Provincial Labour Departments, Employers Federation of Pakistan (EFP) and Pakistan Workers Federation (PWF) on a quarterly basis. All planned interventions are reviewed in detail and plans for next three months prepared, within the parameters of DWCP.

A detailed review of DWCP was done on 13th November, 2014 in ILO Auditorium, Islamabad, which was chaired by the ILO Director for Asia and Pacific Region, Mr. Yoshiteru Uramoto, along with Federal and Provincial Governments, Employers, Workers, Donors and Civil Society Organizations. All the tripartite constituents expressed satisfaction over the support they received from the ILO while identifying priority areas for the next biennium of 2014-15.

b) Promoting workplace safety and health in Sindh

Under DWCP PAK-826, ILO supports its tripartite constituents to ratify and apply international labour standards and fulfill their reporting obligations. In Pakistan, labour inspection and occupational safety/health are some of the major areas where the government requires technical guidance and support to bring it in line with internationally laid down standards. ILO has been working closely with its constituents to overcome these shortcomings.

In September 2012, Pakistan witnessed its worst factory fire accident in Baldia Town Karachi, which resulted in 257 workers' death and more than 1200 workers were rendered jobless. With the active support of ILO, the tripartite constituents signed and launched a 'Joint Action Plan on Promoting Workplace Safety and Health in Sindh' on 4th October, 2013. Apart from signing the joint action plan, following interventions were carried out to support constituents to avoid future occurrence of such nature:

- Support to victims (workers) of factory fire through employment placement and employable skills training in collaboration with the Labour Department Sindh.
- Sensitization of the employers on National and Sindh Labour Laws, Decent Work Policies and labour inspection requirements. This was achieved through orientation sessions as well as public service messaging to reach out to a wider audience.
- Capacity was developed of Labour Department Sindh officials on labour legislation and their responsibilities for prevention of such accidents.
- A tripartite-plus consultation was organised on 6th December, 2012 to jointly devise a mutually acceptable way forward towards a more robust system of labour administration and managing labour inspection systems in particular. The consultation was highly successful resulting in the tripartite

constituents signing a 'Joint Statement of Commitment' to counter similar occurrences in future.

- Lastly, technical assistance was provided to a task force and three working groups in developing a joint

action plan on 'Promoting Workplace Safety and Health in Sindh'. The same plan was further endorsed by a large gathering of workers, employers and government officials on 4th October, 2013 in the presence of national media representatives.

c) Providing technical assistance in celebrating major events

ILO has also been supporting the tripartite constituents in organizing different events, seminars and trainings on particular "International Days" as well as on urgent need basis. During 2013, the following major events were organized by the constituents:

1. Government

- Tripartite consultation to discuss Walt Disney Corporation's withdrawal: In March 2013, one of the US-based garment importing companies, M/s Walt Disney Corporation decided to stop its purchase orders from Pakistan based on its policy of ethical sourcing. The primary reason for this, as cited by Disney, was Pakistan's low score on World Governance Indicators and absence of ILO-IFC Better Work Program. In order to assess the situation in Pakistan and chalk out a work plan to address the issue, a one-day tripartite conference was organized by the Ministry of Commerce and Textile Industry in collaboration with ILO on 25th July, 2013 in Islamabad. It was revealed that the decision of Disney Corporation's withdrawal would directly affect 35 garment factories in Lahore, Faisalabad and Karachi. Data from 15 factories indicated that around 20,000 to 25,000 workers would be severely affected and Pakistan will lose export revenue of USD 150 million per year. It was also feared that other buying-houses may also follow suit further exacerbating the situation.
- OSH Seminar by Punjab Labour and Human Resource Department: On 30th April, 2013 the Centre for Improving Working Conditions and Environment (CIWCE), a subsidiary of Punjab Labour

and Human Resource Department, organized a seminar on OSH to mark the 'International OSH Day 2013'. The seminar was chaired by Capt. (Retd.) Muhammad Yousaf, Secretary Labour and Human Resource Department of Punjab. About 300 professionals from different sectors participated and made the day successful. The speakers were invited from the leading organizations of Pakistan to share their experiences and innovations in the field of safety, health and Environment.

2. Employers

- International Child Labour Day 2013: On 12th June, 2013 the Employers Federation of Pakistan (EFP) organized a seminar in Sialkot in collaboration with Sialkot Chambers of Commerce and Industry (SCCI) and ILO to commemorate 'International Child Labour Day'. Sialkot carries a unique distinction for elimination of child labour from soccer ball industry. The purpose of this seminar was to showcase credible and sustainable models of 'Independent Monitoring against Child Labour', which is managed autonomously with the support of international buyers.
- Occupational Safety and Health Day: On 28th April, 2013 the EFP organized a seminar on OSH in Karachi in collaboration with ILO. The event was attended by more than 100 delegates from different private sector corporations. Seminar was chaired by the Secretary Labour Sindh. Apart from delivering speeches on the selected theme of ILO, the EFP also gave 'OSH Corporate Awards' to different companies which qualified for the award through a rigorous process.

3. Workers

International Women's Day 2013: On 8th March, 2013 the Pakistan Workers' Federation (PWF) organized a seminar at ILO Auditorium, Islamabad to mark the 'International Women's Day'. The event was attended by more than 200 workers,

mostly women, representing public and private enterprises. Prominent trade union leaders expressed their commitment and reiterated the necessity for better working conditions for women and enhancing their participation in jobs as well as unions.

d) Facilitating constituents during One UN Programme Pakistan consultations

In 2013, the UN System remained engaged in developing and rolling out the second generation of 'One UN Programme' in Pakistan. For that purpose, a number of consultations were organized with key stakeholders at Federal as well as

Provincial and Regional levels. ILO facilitated the participation of tripartite constituents in all such consultations so that their views could be incorporated in the future development discourse of the UN System.

e) Ensuring participation of tripartite constituents in post-MDG dialogue

Also in 2013, the UN System initiated a process to develop a 'post-MDG development agenda' at the global level. Country-level consultations were initiated in around 70 countries, including Pakistan. The process was led by UNDP and all the relevant stakeholders were approached for their comments and inputs to feed into the post-MDG agenda. ILO facilitated a

tripartite consultation with the governments, employers and workers. After a detailed briefing by UNDP on this process, the employers, workers and governments provided their inputs in a written form, which were fully endorsed and incorporated in the 'Country Report for Pakistan'.

All these interventions were carried out with tripartite constituents to raise enhance their voice, visibility and representation on national development scenario and help them incorporate their feedback on major development plans.



PAKISTAN DECENT
WORK COUNTRY
PROGRAMME II
Challenges & Opportunities



"Challenges & Opportunities"

CHALLENGES FACED DURING THE IMPLEMENTATION PROCESS

Devolution of power to provinces following the 18th Constitutional Amendment brought the much demanded provincial autonomy. However, on the other hand, it posed a number of challenges, such as, the issue of institutional memory from the federation to provinces, interdepartmental coordination and prioritization of labour issues.

Capacity of stakeholders, Provincial Labour Departments, trade unions and public-private partnership remain the top challenges for creating an enabling environment for delivery of results.

Change of democratic government introduced high level administrative changes with the Department Secretaries being replaced in all the Provincial Labour Departments. This did have implications in terms of project related coordination and implementation process.

The brisk security environment posed challenges for the project implementation teams, particularly in Balochistan. Since ILO works through partnerships, the security challenges also hampered the strengthening of ongoing work relationships.

Consistent engagement of the project resulted in the allocation of 180 million PKR by the Government of Punjab in its Annual Development Plan for the expansion of Elimination of Bonded Labour in Brick Kilns Project in four districts. However, in January 2013, the Election Commission of Pakistan barred new recruitments and release of funds until the conclusion of General Elections 2013. This decision directly affected the launching of the project whereas it was considered key to sustainability of the ongoing interventions.

After the 18th Constitutional Amendment, the Bonded Labour Fund was to be

transferred to the Provinces under the devolution process. However, this could not be done in a timely and efficient manner, resultantly, affecting the project implementation.

In theory, the brick kiln owners were to provide social security assistance which could compensate for their workers' healthcare. However, the employers provided stiff resistance with regards to extension of social security in brick kiln sector.

Pakistani diaspora is spread across all the continents. Due to this fact alone, the challenges and issues faced by them also vary significantly. It was not less than a challenge in itself to identify responsive and responsible focal points in each of the host country to obtain required information pertaining to overseas Pakistanis within the given timeframe.

Due to unexpected delays in the project implementation (reasons stated above), some of the major activities could not be completed. There was a need for no-cost extension of the project so that the deliverables could be achieved.

After the approval of National Policy for Overseas Pakistanis, ILO had planned to provide technical assistance to the Ministry of Overseas Pakistanis in the implementation. However, in later half of the year 2013, the Ministry of Overseas Pakistanis was merged with Ministry of Human Resource Development and the follow-up plan could not be implemented in the initially planned manner.

During the preparation of the joint action plan, the Head of Provincial Labour Department Sindh was transferred several times, thereby, delaying the approval process of the action plan.

OPPORTUNITIES PRESENTED BY FUTURE POLICIES AND ACTIONS

Continuous democratization reform process in Pakistan (since 2008) is an opportunity for building and strengthening institutions, which will have positive impact on the overall labour environment within the country.

Presence of different governments in the provinces is an opportunity for improving competitiveness of services, diversity of actions and innovations in delivery.

Through continuous consultations and critical interventions with EFP, a commitment has been obtained towards gender sensitivity in organizational practices and policies. GE4DE Project can further build-up on this development through ongoing cooperation and follow-up.

Pakistan is a One UN Country, which is supported for introducing reforms in key areas of interventions including the overall labour environment of the country.

Labour laws reviewed by all the Provincial Labour Departments in the next step require implementation. GE4DE Project will continue working with these Departments to ensure all the men and women workers are provided with minimum wages, maternity benefits and a harassment-free workplace.

With reference to ILO Convention “C177” on home based workers, only 10 countries have so far ratified it, which also does not include Pakistan. This will be another area of attention and focus for ILO Office in Pakistan which requires more consultations and dialogue with the government and other constituents.

Endorsement and implementation of the recommendations prescribed in the

Children Employment Act for all four provinces will be another area of attention and support for ILO Office in Pakistan.

Child Labour Policy drafts need to be followed up immediately with the respective Provincial Governments so that it may be ensured that rules are framed in accordance with the draft laws.

Approvals have been granted on PC-I by the Provincial Governments of Sindh and Balochistan to replicate the District Model Approach as well as the sustainability plan of the PCLUs.

Continuation of persistent follow-up and close coordination with the Departments to overcome the lacunas created in the post 18th Amendment scenario.

Sensitization of brick kiln owners on the imperative issue of social security extension to the labour workforce rendering their services in brick kilns in Punjab.

To bring together diverse stakeholders at the planning phase, ILO plans to support the establishment and notification of a National Liaison and Implementation Committee to steer the National Policy for Overseas Pakistanis.

ILO Office in Pakistan plans to continue providing technical support services to the Ministry of Overseas Pakistanis and Human Resource Development in implementing the National Policy for Overseas Pakistanis.

Advocacy and lobbying for a Provincial Occupational Safety and Health Committee to start rolling out of the jointly formulated action plan.



PAKISTAN DECENT
WORK COUNTRY
PROGRAMME II
Annexures to the Report



OVERVIEW OF CONSTITUENT PRIORITIES

Social Partner	Priorities in 2013	Priorities in 2014-15
Federal Ministry of Overseas Pakistanis and Human Resource Development	Strengthen ILS application and reporting mechanism Support the improvement of governance and protection of labour migration Develop a 'Decent Work Country Profile' Draft the National Policy for Overseas Pakistanis	Continue support for ILS reporting Initiate a 'Better Work Programme' in Pakistan
Employers' Federation of Pakistan	Strengthening EFP capacity Review industrial relations and labour laws Organize business and job fairs Take action against child labour practices Prepare a "model contract" in brick kilns Expansion of NFEs and ADLs Run workplace safety awareness programmes Improve EFP website for better services and information to members Undertake training needs survey, perform the analysis and develop training calendar Observance of OSH¹ Day, World Day against Child Labour and International Women Day	Mainstream ILS and Gender in Business Schools Launch mid-management trainees' programme Lobby the idea of business and job fairs Promote dialogue programme Sialkot, Faisalabad and other cities Extend services and expertise to agriculture based employers Review industrial relations and labour laws Revamp EFP Training Cell Observe OSH Day, World Day against Child Labour, and International Women Day Launch OSH Certificate Training Programmes and Workplace Safety Awareness Programmes Develop OSH management systems
Pakistan Workers' Federation	Build capacity of provincial leadership and youth on ILS Sensitize Judicial Officers on ILS and on the observations of CEACR Mainstream gender workers' organizations Cultivate women leadership among PWF affiliates Develop paralegals among affiliate unions (women and men) Conduct paralegal trainings by Women Workers Union Promote social security services among brick kiln workers Awareness campaign for the workers' rights Promote education (non-formal) and skills training for working children Support Polio immunization and HIV/AIDS prevention in Khyber Pakhtunkhwa	Eliminate bonded labour and child labour Implement gender equality and ILS reporting Unification of trade unions into a larger Trade Union Federation Extend outreach of Trade Unions to 'informal economy workers' especially, home-based workers, domestic workers, agricultural workers Support to migrant workers Extend help to trade unions in Afghanistan on development of trainers and second line leadership Advocate for ratification of ILO Conventions 177 and 189

¹Occupational Safety and Health

Department of Labour, Balochistan	Labour legislation and policy Strengthen ILS application and reporting mechanisms Eliminate child labour Improve skills training Mainstream gender Strengthen Decent Work in wool value chain	Establish fund for child labour , form a provincial coordination committee on child labour; coordinate with stakeholders , enrol children freed from hazardous child labour collect data on child labour in Balochistan, establish zonal/district level units of PCL¹ and enact /implement Prohibition of Children Act Develop capacity for gender mainstreaming Formulate a policy for home-based workers Conduct study of labour demand in market and provide skilled workers as per market demand Offer scholarship programme for trainees of TTC/VTCs²
Department of Labour, Khyber Pakhtunkhwa	Labour legislation and policy Strengthen ILS application and reporting mechanisms Eliminate child labour Develop a policy for social protection Mainstream gender Create an employment policy in Khyber Pakhtunkhwa	Establish Resource Cell and a reporting system Create Child and Bonded Labour Unit Study bonded labour in Khyber Pakhtunkhwa Improve the skills for improved training programs Review labour related laws Highlight gender issues Make laws compatible with ILS and review frequently Strengthen labour inspection mechanism Launch soft loans for employment generation
Department of Labour and Human Resource, Punjab	Reform laws and policy Develop minimum wages standards Strengthen labour inspection system Automate labour inspection reporting system Strengthen ILS application and reporting mechanisms Mainstream gender Eliminate bonded labour and child labour Collect information on labour market Carry out measures for occupational safety and health Support the recognition of informal apprenticeships	Promote employment through credible labour market information system Social protection Continue existing programs especially on elimination of bonded labour and child labour Hold an international labour convention

¹ Provincial Child Labour Units

² Technical Training Centers and Vocational Training Centers

Department of Labour, Sindh	Reform labour law Strengthen ILS application and reporting mechanism Carry out measures for occupational safety and health Implement 'Joint Action Plan to Promote Workplace Safety and Health' Eliminate bonded labour and child labour Mainstream gender at the workplaces Promote and protect livelihoods for vulnerable landless peasants in Sindh	Frame rules for SIRA ¹ 2013 Consult provincial on labour laws review/update Register of HBW and access social protection through legislation Enlarge the scope of gender mainstreaming Establish ILS reporting system in Sindh Strengthen OSH centre in Sindh Conduct a comprehensive child labour survey
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¹Sindh Industrial Relations Act 2013

CONVENTIONS RATIFIED BY PAKISTAN

Convention	Ratification date	Status
C1 Hours of Work (Industry) Convention, 1919	14:07:1921	ratified
C4 Night Work (Women) Convention, 1919	14:07:1921	ratified
C6 Night Work of Young Persons (Industry) Convention, 1919	14:07:1921	ratified
C11 Right of Association (Agriculture) Convention, 1921	11:05:1923	ratified
C14 Weekly Rest (Industry) Convention, 1921	11:05:1923	ratified
C15 Minimum Age (Trimmers and Stokers) Convention, 1921	20:11:1922	denounced 06:07:2006
C16 Medical Examination of Young Persons (Sea) Convention, 1921	20:11:1922	ratified
C18 Workmen's Compensation (Occupational Diseases) Convention, 1925	30:09:1927	ratified
C19 Equality of Treatment (Accident Compensation) Convention, 1925	30:09:1927	ratified
C21 Inspection of Emigrants Convention, 1926	14:01:1928	ratified
C22 Seamen's Articles of Agreement Convention, 1926	31:10:1932	ratified
C27 Marking of Weight (Packages Transported by Vessels) Convention, 1929	07:09:1931	ratified
C29 Forced Labour Convention, 1930	23:12:1957	ratified
C32 Protection against Accidents (Dockers) Convention (Revised), 1932	10:02:1947	ratified
C41 Night Work (Women) Convention (Revised), 1934	22:11:1935	denounced 14:02:1951
C45 Underground Work (Women) Convention, 1935	25:03:1938	ratified
C59 Minimum Age (Industry) Convention (Revised), 1937	26:05:1955	ratified
C80 Final Articles Revision Convention, 1946	25:03:1948	ratified
C81 Labour Inspection Convention, 1947	10:10:1953	ratified
C87 Freedom of Association and Protection of the Right to Organize Convention, 1948	14:02:1951	ratified

C89 Night Work (Women) Convention (Revised), 1948	14:02:1951	ratified
C90 Night Work of Young Persons (Industry) Convention (Revised), 1948	14:02:1951	ratified
C96 Fee -Charging Employment Agencies Convention (Revised), 1949	26:05:1952	ratified
C98 Right to Organize and Collective Bargaining Convention, 1949	26:05:1952	ratified
C100 Equal Remuneration Convention, 1951	11:10:2001	ratified
C105 Abolition of Forced Labour Convention, 1957	15:02:1960	ratified
C106 Weekly Rest (Commerce and Offices) Convention, 1957	15:02:1960	ratified
C107 Indigenous and Tribal Populations Convention, 1957	15:02:1960	ratified
C111 Discrimination (Employment and Occupation) Convention, 1958	24:01:1961	ratified
C116 Final Articles Revision Convention, 1961	17:11:1967	ratified
C118 Equality of Treatment (Social Security) Convention, 1962	27:03:1969	ratified
C138 Minimum Age Convention, 1973	06:07:2006	ratified
C144 Tripartite Consultation (International Labour Standards) Convention, 1976	25:10:1994	ratified
C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	25:10:1994	ratified
C182 Worst Forms of Child Labour Convention, 1999	11:10:2001	ratified
C185 Seafarers' Identity Documents Convention (Revised), 2003	21:12:2006	ratified

Ratified: 34, Conditional ratification: 0, Declared applicable: 0, Denounced: 2

“Progress lies not in enhancing
what is, but in advancing
towards what will be!”

Khalil Gibran









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