



ILO PAKISTAN

DECENT WORK COUNTRY PROGRAMME II

ANNUAL REPORT

2014



ASIA-PACIFIC
DECENT WORK
DECADE
2006
2015

DECENT WORK

A better world starts here

**“ Decent
Work is a
right for
all**

ILO Country Office for Pakistan
ILO Building, Sector G-5/2,
Islamabad, Pakistan.
Tel: +92-51-2276456-8
Fax: +92-51-2279181-2

E-mail: islamabad@ilo.org
www.ilo.org/islamabad

Photo by: Khalil ur Rehman Waleed



Achieving Decent Work in Pakistan is a joint collaboration of the Government of Pakistan (Ministry of Overseas Pakistanis and Human Resources Development), the Employers' Federation of Pakistan (EFP) and the Pakistani Workers' Federation (PWF), with technical support from the ILO.

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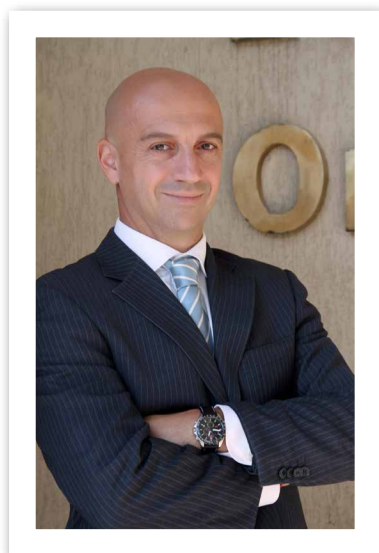
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List of Acronyms

ADB	Asian Development Bank	NGO	Non-Government Organization
AIDS	Acquired Immune Deficiency Syndrome	NWA	North Waziristan Agency
APLF	All Pakistan Labour Federation	OHCHR	Office of the High Commissioner for Human Rights
BISP	Benazir Income Support Programme	OPHRD	Overseas Pakistanis and Human Resource Development
CALC-II	Combating Abusive Child Labour-II	OSH	Occupational Safety and Health
CIDA	Canadian International Development Agency	PCMEA	Pakistan Carpet Manufacturers and Exporters Association
CEACR	Committee of Experts on the Application of Conventions and Recommendations	PCSW	Provincial Commission on Status of Women
CPR	Country Programme Review	PDMA	Provincial Disaster Management Authority
DOL	Department of Labour	PLHIV	People Living with HIV
DWCP	Decent Work Country Programme	PMG	Producer Marketing Group
DWT	Decent Work Team	PTCC	Provincial Tripartite Consultative Committees
EIC	Employment Information Centre	PTEA	Pakistan Textile Exporters Association
EFP	Employers Federation of Pakistan	PWF	Pakistan Workers' Federation
EOBI	Employees Old-age Benefits Institute	SAARC	South-Asia Association of Regional Cooperation
EU	European Union	SAFWU	Sindh Agriculture and Fisheries Workers Union
FATA	Federally Administered Tribal Areas	SALC	South-Asia Labour Conference
FOS	Federal Ombudsman's Secretariat	SALM	South-Asia Labour Migration Governance Project
FTCC	Federal Tripartite Consultative Committee	SIYB	Start & Improve Your Business
GAP	Good Agriculture Practice	SPA	Strategic Priority Area
GCC	Gulf Cooperation Council	SPF-I	Social Protection Floor Initiative
GDP	Gross Domestic Product	SPRU	Social Protection Reform Unit
GE4DE	Gender Equality for Decent Employment	TDP	Temporarily Displaced Persons
GIZ	Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	TEVTA	Technical Education and Vocational Training Authority
GSP	Generalized System of Preferences	TVET	Technical and Vocational Education and Training
HBW	Home-Based Workers	TREE	Training for Rural Economic Empowerment
HEC	Higher Education Commission	UAE	United Arab Emirates
HIV	Human Immunodeficiency Virus	UNDAF	United Nations Development Assistance Framework
HRBA	Human Rights-Based Activities	UNDP	United Nations Development Programme
HRC	Human Rights Coordinator	UNICEF	United Nations Children's Fund
HRD	Human Resource Development	UN-TFHS	UN Trust Fund for Human Security
HRTF	Human Rights Task Force	USD	United States Dollar
IFC	International Finance Corporation (The World Bank)	WB	World Bank
ILO	International Labour Organization	WDACL	World Day Against Child Labour
ILS	International Labour Standards	WDD	Women Development Department
JSSN	Japan Social Safety Net in Asia and the Pacific	WFP	World Food Programme
KP	Khybers Pukhtunkhwa	WGI	Worldwide Governance
MDG	Millennium Development Goals	WWF	Workers Welfare Fund
MFI	Micro-finance and Insurance		
MOPHRD	Ministry of Overseas Pakistanis and Human Resource Development		
MRC	Migrant Resource Centre		
	NAVTTTC National Vocational and Technical Training Commission		



Foreword



As a United Nations Specialized Agency, the mandate of the International Labour Organization (ILO) is to promote opportunities for all women and men to obtain

decent and productive work in conditions of freedom, equity, security and human dignity. Decent Work Country Programmes (DWCPs) translate that mandate into the Government of Pakistan's and the Employers' and Workers' Organizations' vision of realising "decent work", with the technical assistance of the ILO, as they aim to meet the Millennium Development Goals (MDGs), the United Nations-One Plan (2013-2017) as well as overarching national development policies, programs and strategies.

In supporting Pakistan's efforts to comply with its ratified Conventions to successfully deliver the global Decent Work Agenda, the Government of Pakistan and local Workers' and Employers' Organizations have developed and are implementing the second DWCP for Pakistan. The actions taken by the Government of Pakistan, the Pakistan Workers Federation (PWF) and the Employers Federation of Pakistan (EFP), with technical support from the ILO, are directed towards the application of "decent work" as a national development objective.

The Pakistan DWCP-II is aligned to key national development frameworks, including the 10th Five-Year Plan: Investing in People (2010-2015), and the Pakistan

Poverty Reduction Strategy Paper (PRSP II 2009-10). Guiding policy frameworks that support the realisation of "decent work" in Pakistan include the 2010 National Labour Policy, the Draft National Employment Policy 2006, the Labour Protection and Inspection Policies 2006, the National Skills Strategy 2009-2012, the National Youth and Education Policies and the National Policies and Plans of Action to Eliminate Child Labour and Abolish Bonded Labour.

During the course of implementing the current DWCP, there have been several opportunities as well as challenges in achieving the intended results. There have been positive signals from the current elected Government of Pakistan regarding trade and economic growth coupled with opportunities to facilitate, improve and streamline reporting on International Labour Standards (ILS) and labour inspection, and on legislating new labour laws in the provinces. There have also been key challenges, including the security situation in the country, weak labour machinery, inadequate implementation of labour laws, limited labour market data, frequency of turnover of public sector personnel, and the influence of natural disasters. Despite these challenges, however, the ILO remains committed to delivering its technical assistance.

This is the second annual DWCP report covering the key results achieved in 2014, the partnerships brokered, and the efforts expended to enhance the realisation of "decent work" in Pakistan. This report builds on the efforts of the Government of Pakistan, PWF and EFP in advocating for "decent work", as well as on their ongoing technical collaboration with the ILO.

**Francesco d'Ovidio, Director
ILO Pakistan Office**

Key Statistics

Population:	184.35 million	
Area:	796,906 Sq Km	
Number of Provinces:	4 (Punjab, Sindh, Khyber Pukhtunkhwa, Baluchistan)	
Key Indicators	2002-03	2012-13
GDP Growth Rate (%)	2	2.9
Inflation Rate (%)	5	14
Children aged 5-17 years not in school (%)	42	31
Adult literacy rate 15+ (%)	48	58
Population living below national poverty line (%)	34	12
Employment to population ratio, 15-64 years	49	51
Employment to population ratio, 15-64 years - Women	11	21
Unemployment Rate (%)	8	6
Unemployment Rate (%) – Women	16	9
Youth not in education, employment & training (15-24)	40	30
Youth not in education, employment & training (15-24) - Female	71	55
Informal Employment (%)	64	73
Informal Employment (%) - Women	61	71
Youth unemployment rate – 15-24 years	14	10
Low pay rate (%)	25	20
Low pay rate (%) – Female	29	31
Average hourly real earning in Rs. (1999-2001=1)	3,400	4,000
Average hourly real earning in Rs. (1999-2001=1) - Female	2,000	2,800
Excessive hours (working more than 48 hours per week) (%)	42	39
Child labour rate (10-14 years) (%)	10	10
Hazardous child labour rate (10-14 years) (%)	4	3
Precarious employments rate (%)	20	20
Precarious employments rate (%) – Female	23	15
Casual employments rate (%)	51	62
Casual employments rate (%) – Female	15	28
Female share of employment in senior/middle mgment (%)	4	8
Share of female wage employment in non-agricultural (%)	9	10
Gender wage gap	42	39
Occupational injury frequency rate, non-fatal (%)	3.8	4.1
Number of labour inspectors in Pakistan	292	337
Workers aged 60 and above getting social security (%)	1.1	3
Share of social security in public sector budget (% of GDP)	0.5	4.4
Number of Collective Bargaining Agreements	299	749

Summary of Key Results

The year 2014 saw many successful achievements in the area of Decent Work in Pakistan, in terms of facilitating the application of fundamental principles and rights at work as envisaged under the first strategic objective under the global decent work agenda. In the course of implementing the DWCP, new partnerships beyond the ILO tripartite constituents were brokered for institutional development, capacity building and resource mobilization.



In 2014, the European Union (EU) awarded the Government of Pakistan the GSP-Plus status which entails the duty-free export of goods to the EU market - an eminent opportunity under which significant economic gains are anticipated. This facility is contingent on the Government of Pakistan's ratification and application of twenty seven International Conventions, including eight ILO fundamental Conventions¹. This has increased the impetus on Pakistan to ratify new ILO Conventions (e.g., C-155 on Occupational Safety and Health) and to comply with ratified International Labour Standards (ILS).



Over the period of this annual report, the tripartite constituents in Pakistan (Government, Employers and Workers) worked with an unflinching commitment to promote the country's compliance with ILS at a national and provincial level. A comprehensive umbrella programme titled '*Strengthening National Capacities for ILS Compliance in Pakistan*' was developed by the constituents, with the technical support of the ILO, for a phased six-year implementation strategy covering Labour Administration, Labour Inspection, Occupational Safety and Health, the formalization of informal economy workers and the engagement of industrial sectors in promoting labour standards.



In September 2014, the Ministry of OPHRD also resuscitated the existing social dialogue

mechanisms through the notification of Tripartite Supervisory and Consultative Systems at federal and provincial levels, through Federal Tripartite Consultative Committees (FTCC) and Provincial Tripartite Consultative Committees (PTCC). The tripartite bodies regularly met and reviewed the ILS compliance situation in the country, discussed the prospects of ratifying new ILS and deliberated on matters relating to labour policy.



Over the reporting period, the Ministry of Overseas Pakistanis and Human Resource Development (OPHRD) established a fully operational Unit for Reporting on ILS. **The Unit effectively cleared the backlog, and successfully reported on all ratified Conventions whose reports were due in 2014.** In addition, the Government and social partners were also able to report on unratified Conventions relating to Rural Workers (C-141) and Migrant Workers (C-97 and C-143) under Article 19 of the ILO Constitution.



The year 2014 also saw the ILO strengthen its engagement with three private sector organizations to promote the different aspects of Decent Work. This included partnering with the Pakistan Textile Exporters Association (PTEA) for the enhancement of labour law compliance

¹ Out of 27 UN Conventions, 13 are Human Rights Conventions, 6 are Environmental Conventions and 8 are Labour Conventions. Labour Conventions include C-87 & C-98 on Freedom of Association and Collective Bargaining; C-100 & C-111 on Non-Discrimination at the Workplace; C-138 and C-182 on Elimination of Child Labour; and C-29 and C-105 on Elimination of Forced Labour

in textile industries in Faisalabad District, for a period of three years and covering 210 industries, with activities including the establishment of the ILS Compliance and Reporting Unit (ICAR), and training, counselling and advisory services for increasing productivity and improving working conditions in the textile sector.



The ILO re-engaged with the Pakistan Carpet Manufacturers and Exporters Association (PCMEA) for the preparation of an industry-led skills development programme to overcome a workforce deficiency for the industry. In addition, as a result of a roundtable on '*Pakistani Textile Industries in the International Trade Arena*', held in collaboration with the Netherlands Government in May 2014, where Dutch Minister for Trade and Development, Ms. Lilliane Ploumen also participated, a series of support interventions were initiated to strengthen Labour Inspection, Occupational Safety and Health (OSH), and the establishment of a Buyers' Forum. Ms Ploumen committed to advocating for more trade for Pakistan in the EU.



The roundtable participants also identified a number of areas that needed urgent attention, including compliance with ILS as a matter of 'right of workers' instead of only a business case; the importance of improving the country's statistics and databases; the increasing informality of workers; the extra time required for Pakistani industries to fully comply with labour standards; and more technical support required from the ILO and Netherlands in order to improve compliance with ILS. The roundtable concluded with a commitment from all stakeholders to work together to improve the working conditions in Pakistani exporting industries and thus enhance trade opportunities for the country.



As one of the steps taken to ensure that international buyers support their sourcing companies' compliance with ILS, the ILO collaborated with the International Finance Corporation (IFC) of the World Bank and the Government of Netherlands in facilitating the establishment of the first 'Buyers' Forum' in Pakistan, with representation from major international brands sourcing their production from Pakistan. This initiative was fully supported by the Government of Pakistan through its three Ministries, i.e. Ministry of Overseas Pakistanis and Human Resource Development, Ministry of Textile Industries and Ministry of Commerce².



As part of the Labour Laws Reform process, the ILO provided technical support to all four Provincial Governments in Pakistan during their legislative review processes (including gender mainstreaming) and for the enactment of more than 20 provincial labours laws. This was complemented by awareness rising activities undertaken to familiarize key stakeholders on the new clauses introduced.



Another highlight of the year 2014 was the organization of the first-ever '*South-Asia Labour Conference (SALC)*' held in March 2014, in collaboration with the Government of Punjab and with the financial support of the EU. The Conference brought together tripartite stakeholders from all the South-Asian countries to discuss common issues categorized in seven thematic areas. As a result of this Conference, a number of labour issues resonated positively during the 18th South-Asia Association of Regional Cooperation (SAARC) Summit held in Nepal in November 2014.³

² Source: http://www.ilo.org/wcmsp5/groups/public/—asia/—ro-bangkok/—ilo-islamabad/documents/publication/wcms_383959.pdf

³ Source: ILO-Islamabad Newsletter V: http://www.ilo.org/wcmsp5/groups/public/—asia/—ro-bangkok/—ilo-islamabad/documents/publication/wcms_250050.pdf



A notable commitment by the Government of Pakistan was to fund two projects on promoting Decent Work in 2014. These initiatives were funded by the Government of Punjab and the Government of Baluchistan. The first initiative, by the Punjab Government, was the initiation of a **USD 51 million** (equivalent in Pak rupees) '*Integrated Project on Elimination of Child and Bonded Labour*' in all 36 Districts of Punjab. This is a scaling up of the successful five-year ILO pilot project in District Sahiwal, under the EU-funded '*Combating Abusive Child Labour-II (CACL-II)*' Project. The second initiative was from the Government of Baluchistan, which approved **USD 0.4 million** for a project to undertake baseline studies on and develop a comprehensive programme for '*Child Labour Elimination*' from Baluchistan Province.



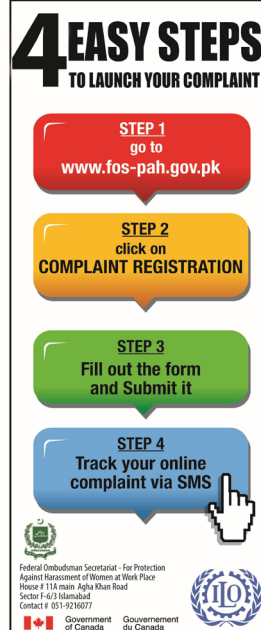
Another major development during 2014 was the formal recognition of 'agricultural', 'fisheries' and 'domestic' workers and the registration of the first-ever trade unions for such workers in Pakistan. The Agriculture and Fisheries Union was registered in Sindh Province under the Sindh Industrial Relations Act 2013, whereas the Domestic Workers' Union was registered in Punjab Province shortly after. As the total number of informal economy workers in Pakistan has reached the 73 per cent mark, among which the agriculture sector is the biggest job-provider in Pakistan (46 per cent of the total labour force), the formal recognition of agricultural workers' rights will pave the way for bringing a major part of the workforce under the protection of the labour laws, further helping to reduce the prevalence of informal work, in line with Recommendation 204 on the Transition from Informal to Formal Economy (2015).



Another achievement in 2014 was the introduction of the ILO global entrepreneurial tool 'Start & Improve Your Business (SIYB)' in nine public sector universities, which was achieved in collaboration with the Higher Education Commission (HEC).



The ILO also continued to support the Pakistani Government's efforts to eliminate harassment at the workplace by engaging with its social partners on the implementation of an effective mechanism, through the office of the Federal Ombudsman's Secretariat (FOS), to combat workplace harassment by developing an Online Complaint and Tracking System through mobile phones.



In terms of knowledge-management, apart from strengthening the Labour Market Information Units in the Federal Ministry of OPHRD and the Punjab Labour Department, the ILO carried out a comprehensive analysis on the status of Decent Work in Pakistan by developing a '*Pakistan Decent Work Country Profile, 2014*'. The Profile highlights a rapid growth of 'Informal Economy Workers' in Pakistan, rising from 64 per cent in 2002-2003 to 73 per cent of workers in non-agricultural sectors in 2012-2013, while on the other hand, Child Labour and unemployment were reduced during the reporting period. The findings of the assessment were disseminated through a national seminar – which also included a panel discussion on key Decent Work challenges in Pakistan.

"Start and Improve Your Business in Pakistan"



 The ILO continued to partner with both conventional and non-conventional partners.

Apart from the traditional tripartite partners (Ministry of OPHRD, Employers' Federation of Pakistan, and Pakistan Workers' Federation), the private sector organizations already mentioned were also engaged for activities focusing on the promotion of ILS. The ILO engaged the Ministries of Textile Industries and Commerce for assistance with reaching out to the private sector. In addition, effective partnerships were forged with the International Finance Corporation (IFC), the Government of Netherlands, the German Technical Cooperation Agency (GIZ) and other development partners and technical agencies for strengthening the labour administration system and engaging the private sector.

 Furthermore, the ILO continued to support tripartite constituents in promoting a Decent Work environment for 'Migrant Workers', particularly the ones moving out of Pakistan seeking jobs. The EU funded *South-Asia Labour Migration Project* (SALM) has initiated a number of studies to understand the dynamics of migration from Pakistan (e.g. skills portability, cost of migration etc.) as well as to develop a knowledge inventory. In addition, the establishment of a

Migrant Resource Centre (MRC) and the capacity development of the Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD) to develop a 'Quantitative Analysis of Job Markets in Gulf Cooperation Council Countries' were also been initiated.

 In collaboration with the UN Trust Fund for Human Security (UN-TFHS), the ILO has enabled more than 660 landless peasant workers (women and men) to establish an additional non-farm income generating activity – which they could use in case of floods or any other natural disaster – particularly when their primary source of income (farming-land) is no longer available. These peasants are from two districts of Sindh Province, including Mirpur Khas and Dadu, and were provided with vocational and entrepreneurial skills, as well as disaster risk management techniques.

 With the support of the Japan Social Safety Net in Asia and Pacific (JSSN), the ILO also provided technical support to the Planning and Development Department (P&DD) of the Government of Khyber Pukhtunkhwa (KP) for the development of a draft Social Protection Policy and the implementation of the same – on a pilot basis – in two districts.



In a nutshell, the year 2014 proved to be a pivotal year for Pakistan and the ILO, and has created a very strong foothold for the ILO to expand its normative work in Pakistan in the coming years.



Priority Area 1

LABOUR LAW REFORM, APPLICATION AND REPORTING ON ILS

Labour laws in Pakistan are characterized by a number of shortcomings, including a low scope and limited coverage, outdated provisions, complications and duplicity, and non-alignment with the updated International Labour Standards. These shortcomings affected the application of laws and subsequently the capacity of Government to report on International Labour Standards. After the 18th Constitutional Amendment in 2010-2011, an opportunity was created for all the four Provinces to come up with their own labour laws which were to be simplified, coherent and updated to meet the requirements of stakeholders. The ILO worked closely with the Federal and Provincial Governments to improve their labour legislation. The work in the different provinces moved at different paces, the details of which are shared in the following pages.

Relevant Country Programme Outcomes:

- PAK-107:** Capacity of Labour Administration System strengthened at federal and provincial levels to actively implement International Labour Standards and address effects of devolution
- PAK-826:** Strengthened capacity of member States to ratify and apply International Labour Standards and to fulfil their reporting obligations [TARGET]
- PAK-102:** Capacity of tripartite constituents enhanced for effective elimination of Child Labour particularly its worst forms
- PAK-106:** Capacity of tripartite constituents enhanced for effective elimination of Bonded Labour



Pakistan underwent devolution during the year 2010, whereby, under the 18th Amendment to the Constitution of the Islamic Republic of Pakistan, the subject of labour was devolved to the provinces. Subsequently, all four Provincial Governments embarked upon the process of provincializing labour laws according to their particular conditions and context. It is of utmost importance that all the labour legislation is aligned with International Labour Standards to ensure the application of these standards at the national level, and subsequently the reporting to the ILO supervisory

mechanism. Furthermore, in January 2014, the Government of Pakistan successfully lobbied with the EU to avail the country with a GSP-Plus facility⁴, wherein Pakistani exports now have duty-free access to European markets. However, the award of the GSP-plus scheme was contingent upon the successful application of and reporting on 27 UN Conventions, including eight ILO Conventions. The ILO provided comprehensive technical support to the Federal and Provincial Governments to meet the legislative requirements and reporting on the ILO Conventions.

“ It is of utmost importance that all the labour legislation is aligned with International Labour Standards



(1) Umbrella Programme on ILS Compliance in Pakistan (PAK-826)



Following the GSP-Plus award to Pakistan, the Ministry of Overseas Pakistanis and Human Resource Development (OPHRD), with the technical support of the ILO, developed a comprehensive umbrella programme titled '*Strengthening National Capacities for ILS Compliance in Pakistan*', to ensure compliance with and reporting on International Labour Standards (ILS) in Pakistan. The programme is anchored in the Ministry of OPHRD and jointly implemented with the collaboration of the Employers' Federation of Pakistan (EFP) and the Pakistan Workers' Federation (PWF). The programme is divided into nine interlinked but mutually supporting components as follows:

- Coherence of Labour Legislation and alignment with ILS;
- Occupational Safety and Health Management Systems;
- Tripartite Supervisory Bodies on ILS at Federal and Provincial Levels;
- Timely reporting on ILS;
- Effective Labour Inspection;
- Formalizing informal economy workers;
- Promoting responsible workplace practices by Industrial Associations across different sectors of economy;
- Promoting social dialogue at enterprise level between workers and management; and
- Implementing a communication strategy on labour law compliance in Pakistan.

⁴ The primary objective of the Generalized System of Preference, commonly called GSP is to contribute to the reduction of poverty and the promotion of sustainable development and good governance. Tariff preferences in the EU market enable Developing Countries to participate more fully in international trade and generate additional export revenue to support implementation of their own sustainable development and poverty reduction policy strategies.

(2) Reporting on International Labour Standards (PAK-826)



**Pakistan has
ratified
36 ILO**

**Conventions (3 are
denounced), including
eight Fundamental
Conventions, two
Governance Conventions
(on labour inspection and
tripartite consultations)
and 26 Technical
Conventions.**

As per the ratifying obligations, the Government of Pakistan is required to submit reports on these conventions to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) at regular intervals. Good reporting on these Conventions creates opportunities for the country in terms of realising Decent Work and the suitability for sustainable development, as well as attracting Foreign Direct Investment to spur economic growth. However, after the devolution in 2010, Pakistan was facing a backlog on the

submission of these reports due to a lack of capacity or a dedicated unit with reporting expertise within the government system.

To address this challenge, the ILO provided technical support to the Federal Ministry of OPHRD as well as four Provincial Labour Departments to establish ILS Reporting Units. These units were established and operationalized, with experts recruited for the collection and production of labour market information. This helped with the preparation of country reports on each thematic area of the ratified conventions.

Within 2014, the ILS units' reporting mechanism was streamlined through the simplification of formats and templates, which were made user-friendly so as to be easily understood and effectively used for reporting by the stakeholders. Approximately 30 officials from the ILS units at the federal and

provincial levels, employers, workers and other designated officials of the provincial departments, received basic training in ILS reporting. With the establishment of the ILS units and the benefit of the training received, the Ministry was able to successfully complete all nine pending reports on the Ratified Conventions due in 2014.

The ILS units are envisioned to evolve into 'ILS and labour market information units' that will generate reports on ratified and unratified Conventions and, based on the feedback from CEACR, develop policies and other legislative tools informed by the labour market information collected and analysed for relevant Decent Work indicators. The Federal Ministry of OPHRD has developed a PC-I for the mainstreaming of ILS units in the Government system.

(3) Establishment of a Buyers' Forum in Pakistan (PAK-826)



In March 2014, the Walt Disney Company withdrew its garment and apparel sourcing from Pakistan, citing poor working conditions and standards in the sourcing supply chain, a decision that was further prompted by the World Bank's 'Worldwide Governance Index (WGI)'⁷ report which ranked Pakistan very low in 2013. This withdrawal resulted in a major backlash for Pakistan's trading industries – around

35 factories that were producing garments for the Walt Disney Company lost their business, with approximately 25,000 of their workers at risk of losing their jobs. There was a strong sense of apprehension that other major brands would follow suit and that this trade backlash would further cascade into an economic crisis for the country, characterised by massive job losses.

⁷ The governance indicators presented here reflect the statistical compilation of responses on the quality of governance given by a large number of enterprise, citizen and expert survey respondents in industrial and developing countries, as reported by a number of survey institutes, think tanks, non-governmental organizations, and international organizations.

To prevent such a scenario, the Government of Pakistan requested technical support from the ILO to help address the situation. In response to this, the ILO, working together with the International Finance Corporation (IFC) and the Government of Netherlands, set out to engage the major international buyers and fashion houses on the issue and thus established the first ever Buyers' Forum in Pakistan in December 2014. The formal engagement of international buyers was started after the visit of the Dutch Minister for Trade and Development, Ms Liliana Ploumen, in April 2014 and a subsequent meeting between the Government

of Pakistan, the ILO and the IFC in Washington DC in September of 2014.

The Buyers' Forum is composed of 22 international brands, and its purpose is to facilitate and promote a dialogue between textile sector buyers and manufacturers to discuss sustainable practices; improved compliance and reporting on environmental, labour and health and safety standards; and their implementation in the garment and textile sector in Pakistan. The Buyers' Forum will also seek partnerships with other stakeholders to leverage initiatives and create more impact in the sector.

(4) Knowledge Sharing: First Decent Work Country Profile of Pakistan 2014 (PAK-826)



The first Decent Work Country Profile was launched by the Ministry of Overseas Pakistanis and Human Resource Development in December 2014, and was developed with the technical assistance of the ILO in collaboration with the Employers' Federation of Pakistan (EFP), the Pakistan Workers' Federation (PWF) and other relevant stakeholders. The Profile provides a comprehensive analysis on the status of Decent Work in Pakistan and the gaps to be addressed. It covers the data period from 2002 to 2013.

- Selected Indicators of Decent Work**
1. Economic and social context for Decent Work
 2. Employment opportunities
 3. Adequate earnings and productive work
 4. Decent working time
 5. Combining work, family and personal life
 6. Work that should be abolished
 7. Stability and security of work
 8. Equal opportunity and treatment in employment
 9. Safe work environment
 10. Social security
 11. Social dialogue, employers' and workers' representation

Some of the key findings:



The share of informal employment in non-agricultural employment has increased persistently from **63.8% in 2002-2003 to 73.3% in 2013**, reducing even further the already narrow coverage of social security and minimum wage laws. This has prompted the Government to prioritize actions aimed at formalising the informal economy to promote Decent Work.



There is a clear trend of declining numbers of 'out of school children' (**from around 42% to 31%**) and an increased adult literacy rate (**from around 47% to 57%**). In this scenario, integrated interventions are required to retain children in school in order to meet the MDG on universal primary education.



.....

**Textile is the largest
export produce
in Pakistan**

.....

(5) Application of Labour Laws in Pakistan's Textile Sector (PAK-826)

Textile is the largest export produce in Pakistan. In order to enhance the application of labour laws in the textile sector, the ILO and the Ministry of Textile Industries engaged in a dialogue with major Textile Industrial Associations. As a result, a joint intervention was designed between the ILO and the Pakistan Textile Exporters Association (PTEA) through a Public-Private Partnership (PPP), which aims to build the capacity of the textile industry in order to develop responsible workplace practices and programmes through a social dialogue approach. A formal agreement between the ILO and PTEA was designed and signed in early 2015 for implementation.

The Management framework for this PPP is such that close vertical and horizontal linkages are created between relevant line Ministries, thereby improving communication and liaison avenues to strengthen the coordination and reporting at the district, provincial and national levels. The Employers' Federation of Pakistan (EFP) and the Pakistan Workers' Federation (PWF) will provide advisory services for the implementation of the project activities, with specific inputs to advocate for the business cases that will be developed as a result of the pilot activities.

(6) Application of Labour Laws through the "Integrated Project on Elimination of Child and Bonded Labour" (PAK-102 and PAK-106)

In March 2014, the Punjab Government, with technical support from the ILO, developed a large-scale 'Integrated Project for Elimination of Child and Bonded Labour' from 36 districts of Punjab. The ILO worked with the relevant departments in Punjab and a new Project was approved in April 2014 for a period of seven years, with funding in the amount of Rs 5,159.629 million (USD 51 million) from the Government treasury. The ILO also continued to support the Government of Punjab with designing baseline surveys, including providing training and orientation on survey design. The Punjab integrated project is set to ensure the sustainability of the efforts the ILO invested over the last two decades⁶.

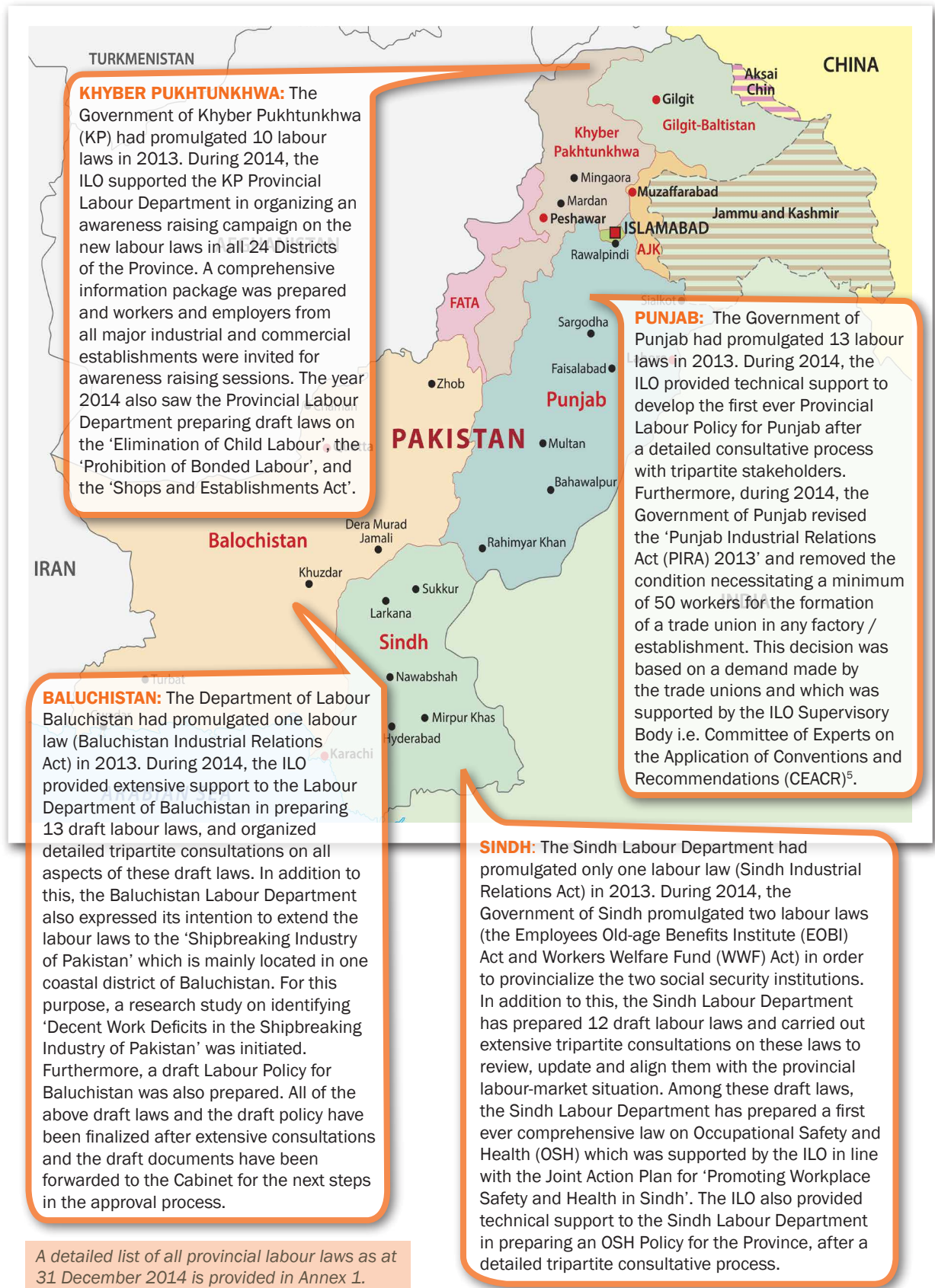
⁶ The partnership began in 1994 when a Memorandum of Understanding was signed between the two parties on a national programme on Child Labour, consisting of various components and involving the employers' and workers' organizations and non-governmental agencies. This partnership resulted in significant learning, strategies and models which were subsequently taken to scale. Starting with small model initiatives in the carpet and leather tanning sectors in Punjab, this collaboration led to flagship frameworks and programmes, such as the Soccer Ball Atlanta Agreement (1997) between the sporting goods industry/Sialkot Chambers of Commerce and Industry, the ILO and UNICEF and the 'Elimination of Child Labour from Soccer Ball Project-Sialkot', which implemented the Agreement successfully.

(7) Provincializing Labour Laws (PAK-107)



The ILO provided technical support to the four Provincial Labour Departments to provincialize the labour laws – after the 18th Constitutional Amendment.

Support to each Provincial Government was tailored according to their particular requirements, as explained below.



⁵ Source: <http://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/committee-of-experts-on-the-application-of-conventions-and-recommendations/lang-en/index.htm>

(8) Extending Labour Laws to Informal Economy Workers (Home-Based and Domestic Workers) (PAK-107)

At a policy level, the ILO worked with tripartite constituents on the Home-based Workers' (HBW) Policy, and on the baselines for a Domestic Workers' Policy.

Draft Home-based Workers' Policies

were finalized by the Governments of Sindh and Punjab in 2014. In both provinces, the policy and draft law are awaiting final Cabinet approval. In the meantime, possible implementation mechanisms for the HBW policy were piloted, where 100 home-based workers in Sialkot were trained on the benefits and process of registration (in 2012 and 2013), and thus lobbied for trade unions to register them. In 2013,

the Pakistan Workers' Federation (PWF) registered the HBWs as its members, while in 2014, the workers have also submitted registration applications to the Department of Labour Punjab, who will register them once the law is passed.

Similarly in Baluchistan, the All Pakistan Labour Federation (APLF) registered 100 HBWs. Their application was pending with

the Department of Labour of Baluchistan for registration as a formal trade union. Early feedback shows that these HBWs had the opportunity to closely observe the workings of the trade unions and to

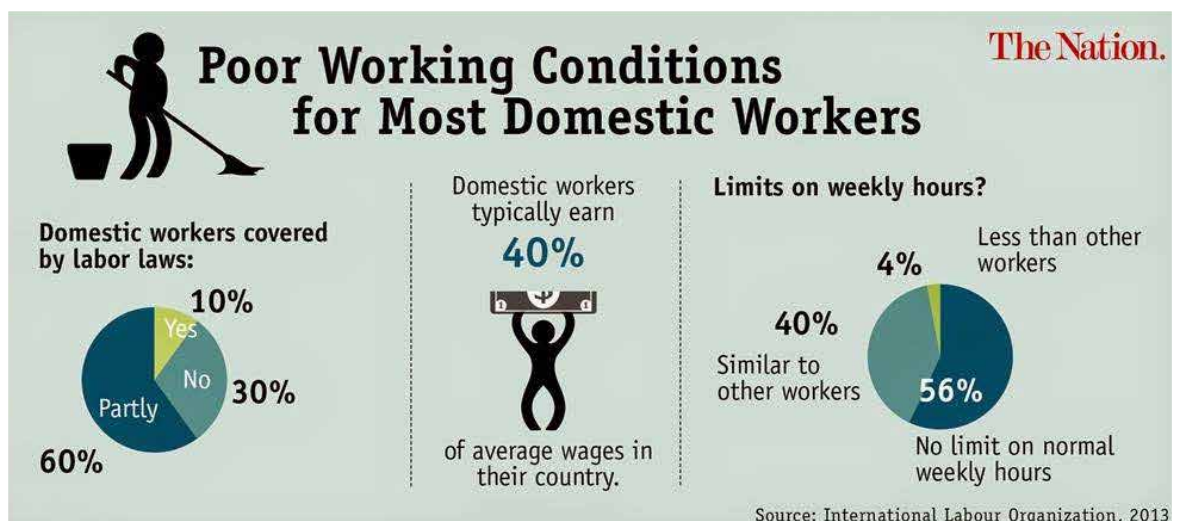
assess for themselves how trade unionism can be useful and beneficial for securing their rights as workers. Several of these workers have thus been able to negotiate better wages and access to social security nets. These home-based workers have also learnt how to raise their voice and advocate for the adoption of the HBW policy and other

legislation to secure their rights.

Domestic Workers' Policy in Punjab

Before embarking on the creation of a Policy for Domestic Workers, a national baseline study was started in 2014. The baseline study will help to identify the major issues which will be included in the forthcoming Law and Policy on Domestic Workers in Pakistan.

“ 100 home-based workers in Sialkot were trained on the benefits and process of registration (in 2012 and 2013), and thus lobbied for trade unions to register them.





More than 300 tripartite delegates from 7 SAARC countries attended the conference

(9) South Asia Labour Conference 2014: Fostering Regional Cooperation for Decent Work (PAK-826)

One of the main events of 2014 was the South-Asia Labour Conference (SALC), held under the theme ‘Fostering Regional Cooperation for Decent Work’. The Government of Punjab Labour and Human Resource Department, with the technical assistance of the ILO and the EU, organized this first ever Regional Labour Conference in March 2014.

The Conference discussed seven thematic areas⁸ of common interest for South Asian countries. More than 300 tripartite

delegates from Afghanistan, Bangladesh, India, Maldives, Nepal, Pakistan and Sri Lanka participated in the Conference. Delegates from Turkey, China and other parts of Europe also participated as speakers at the event, and as observers.

The Conference was graced by H.E. the President of Pakistan Mr. Mamnoon Hussain, senior Government officials from the participating countries, as well as senior officials from the ILO and the European Union.

The Chief Minister of Punjab, Mr. Muhammad Shehbaz Sharif, made a special emphasis on the need to develop a joint regional strategy for building the capacity of workers, enhancing productivity, and creating job opportunities for South Asian workers in the global labour market.	Ms. Tine Staermose, Director of ILO Decent Work Support Team for South Asia, shared that evidence-based research has shown that if countries increased their compliance with core labour standards, opportunities for employment generation, social protection, improved productivity and competitiveness would be greater.	Mr. Nicolas Gibert-Morin, Head of Cabinet for the European Commissioner for Employment, Social Affairs and Inclusion, European Commission, Brussels, said that, in a globalized economy, international standards had a long reach and mattered to the EU consumers as well. The Conference showed the political will to improve labour market within region, he added. He expected to see future developments in line with the aspirations of the delegates.
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8 http://www.ilo.org/islamabad/whatwedo/eventsandmeetings/WCMS_240944/lang-en/index.htm

During the working sessions, participants analysed and prepared recommendations on the seven thematic areas of the Conference, namely labour migration, labour market information, vulnerable workers, social protection, labour laws, working conditions and labour productivity, and occupational safety and health. Key recommendations from the Conference were presented by Mr. Francesco d' Ovidio, Director of the ILO Office in Pakistan, in the concluding session.

During the Conference Declaration (Annex-4), delegates from all the South Asian countries present vowed to

coordinate closely and to develop a regional cooperation strategy with the aim of expanding the coverage of labour laws in line with International Labour Standards. This was done with the aim of improving working conditions and enhancing productivity and competitiveness. The delegates also proposed the constitution of a South Asia Labour Forum to facilitate regional cooperation on labour issues with the consent of South Asian States. They further agreed to meet regularly to follow-up on the Conference Declaration.

The Conference Declaration was also tabled at the meeting of ILO South-Asian

Directors held in Nepal in June 2014, and was shared with the group by the ILO Director for South-Asia, Ms. Tine Staermose, and the Secretary General of SAARC, Mr. Arjun Bahadur Thapa, who is based in Kathmandu, Nepal.

As a result of this, SALC's recommendations also resonated during the SAARC Summit held in November 2014 in Kathmandu (Nepal), where three out of seven of SALC's thematic areas were reflected in the SAARC Declaration; namely

- (i) Skills for Youth;**
- (ii) Labour Migration; and**
- (iii) Social Protection.**



(10) Way Forward on Labour Reforms and ILS Compliance

In 2014, a strong foundation was created for labour legislation and ILS compliance. Institutions were established to oversee the legislative process and to report on Labour Conventions Ratified by Pakistan. A strong political will was witnessed and the ILO was able to establish strong working relationships with all traditional and non-traditional stakeholders to take forward the Labour Law Reform and ILS Compliance agenda in Pakistan during 2015 and the ensuing years. The ILO will focus its interventions on selected economic sectors as identified by tripartite constituents and will build national capacities for improving labour law application and addressing critical gaps in the institutional capacities.



Photo by: Naveed Akram

Priority Area 2

EMPLOYMENT AND SKILLS

Governments, employers' associations and trade unions around the world are working to improve the employability of workers, to move young people into productive and decent work, and to increase the productivity of enterprises through better quality and relevant training. Young people are three times more likely to be unemployed than adults and almost 73 million youth worldwide are looking for work. The ILO has warned of a "scarred" generation of young workers facing a dangerous mix of high unemployment, increased inactivity and precarious work in developed countries, as well as persistently high working poverty rates in the developing world. In Pakistan, the ILO has been working with national counterparts including the National Vocational and Technical Training Commission (NAVTTTC), Provincial Technical Education and Vocational Training Authorities (TEVTAs) and many other organizations to enhance the employability of women and men through different means.

Relevant Country Programme Outcomes:

- PAK-103:** Access to better jobs promoted especially for vulnerable groups
- PAK-104:** Authorities in Pakistan are actively engaged in improving the quality and outreach of employable skills
- PAK-108:** Constituents actively supporting initiatives to discourage gender-based and other forms of discrimination at the workplace



In 2014, the ILO work on skills focused primarily on three areas:

- linking training to current labour market needs as well as anticipating and building competencies for the jobs of the future;
- building quality apprenticeship systems and incorporating core skills into training for young people; and
- expanding access to employment-related training in rural communities in order to improve livelihoods, reduce poverty, and equip women and men to work in the formal economy.

(1) Introducing ‘Start & Improve Your Business (SIYB)’ in nine Universities of Pakistan (PAK-103)



The Start & Improve Your Business (SIYB) programme is an ILO global entrepreneurship tool in the form of a management-training programme, with a focus on starting and improving small businesses as a strategy for creating more and better employment in developing economies and economies in transition.

With an estimated outreach of 4.5 million trainees, a continuously growing network of more than 17,000 trainers and 200 master trainers in 2500 partner institutions, SIYB is one of the biggest global management training systems used for the support of micro and

small enterprises (MSEs) currently on the market. Initially developed in the 1980s, it has now been translated into more than 40 languages and introduced in more than 100 countries.

“ SIYB is one of the biggest global management training systems used for the support of MSEs

In 2014, the ILO introduced the SIYB in Pakistan through its CIDA funded Gender Equality for Decent Employment (GE4DE) Project, which collaborated with the Higher Education Commission (HEC) to select nine public sector

universities to work with. In each of these universities, the Government of Pakistan established business incubation centres with necessary human resources and equipment to support university graduates and facilitate their business ambitions. A total of 22 facilitators from these nine universities were trained on providing business development services (BDS). This cadre of SIYB facilitators will roll out the SIYB training to reach a further 300 women and men with the aim of helping them establish at least 50 sustainable businesses during 2015 – including women-led businesses.

(2) Technical Support for New TVET Policy and Apprenticeship Law in Pakistan (PAK-104)



During 2014, the ILO closely collaborated with the National Vocational and Technical Training Commission (NAVTTTC), the Government of Pakistan and other development partners to update the Technical and Vocational Education and Training (TVET) Policy and Apprenticeship Act of 1969. There was no previous TVET Policy in Pakistan, while the existing Apprenticeship Act had a

number of redundancies and loopholes which had rendered the law inapplicable. Therefore, a technical working group, comprising numerous institutions including the ILO, prepared a draft TVET Policy and a new draft Apprenticeship Act, which the Ministry of Federal Education and Technical Training has since forwarded to the Cabinet for necessary approvals.



(3) Humanitarian Support to North-Waziristan TDPs for Livelihoods (PAK-103 & PAK-104)



In June 2014, the Pakistan Army launched an offensive against militants in North-Waziristan

Agency (NWA), which compelled the local population to leave their homes and move to safer locations. More than 100,000 families were displaced, with 60 per cent of the total Temporarily Displaced Persons (TDPs) living in Bannu District, while the rest moved to other locations.

These displaced families were entirely reliant on the food and financial aid they received from the Government, which was not sufficient to cater for their medium- to long-term requirements. As it was not clear

how long it will take the Army to clear such a large area of the militants, the hosting areas were under extreme pressure to take care of the increasing influx of displaced families and to cater for their social as well as economic needs.

The United Nations Humanitarian Response Plan, the Community Restoration (CoRe) Cluster, identified the need for immediate short-term livelihoods support to displaced families to enable them to earn a decent living until their return to their place of origin.

The ILO, being an active member of the CoRe Cluster, coordinated all its employment related interventions with the humanitarian community through this cluster.

(4) Emergency Employment Information Centre (EIC) (PAK-103)

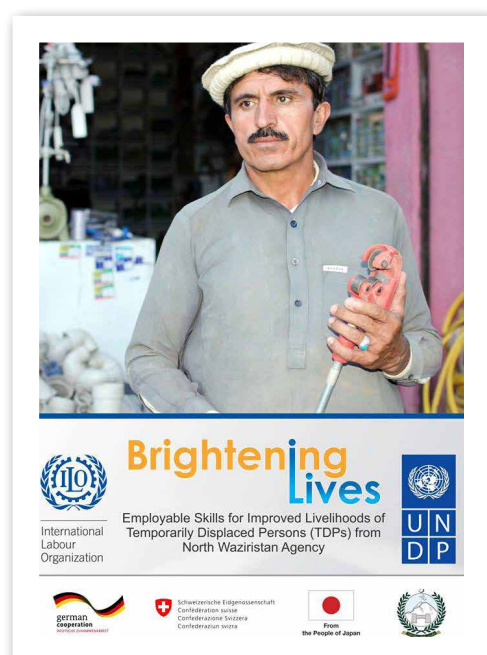
In order to support the temporarily displaced families in finding short- and medium-term employment opportunities, the ILO established an Emergency Employment Information Centre (EIC) in Bannu District, in collaboration with the Provincial Disaster Management Authority (PDMA), which started operations in September 2014. Within the period of displacement, the EIC registered more than 2,500 TDPs with varying skills, and facilitated more than 1,500 TDPs requiring short- and medium-term employment through different schemes, including;

- (a) cash for work;
- (b) job referrals;
- (c) business assets creation;
- (d) cooperatives support; and
- (e) linkages to microfinance institutions.

Three Enterprise Groups (tailoring, photostat-operation, and cricket-ball making) were supported in establishing small enterprises by providing beneficiaries with toolkits.

Around 130 skilled and unskilled persons, including 54 women TDPs, were engaged in Cash-for-Work activities in and out of the camps. A total of 2,264 man days were created. These activities were monitored jointly by the Local Administration and the ILO team. The EEIC also referred 97 men and women to other I/NGOs working in Bannu. In addition, the EEIC team has also engaged 78 skilled workers in local markets by developing a friendly entrepreneurship mechanism. The EIC will continue its operations in 2015.

(5) Vocational Skills for Displaced Families (PAK-104)



Towards the end of 2014, the ILO partnered with the UNDP to start a project for the provision of marketable skills for the improved livelihoods of Temporary Displaced Persons (TDPs) from the North Waziristan Agency. This project was part of the 'Community Resilience Programme' of the United Nation Development Programme (UNDP), for which the ILO was an implementing partner. The project enrolled 200 women and men TDPs – selected from among the TDPs as well as from the host community (people living in Bannu District) enrolled in the trainings. As part of the overall strategy, the skills development and short-term livelihood opportunities for the displaced families (both men and women) will enable them to earn a reasonable income, improve their living standards in the hosting areas and will also

encourage them to continue educating their children during the time of displacement to avoid their entry into anti-social or unproductive activities, including Child Labour.

(6) Skills and Entrepreneurship Support for Landless Peasants in Sindh (PAK-103 & PAK-104)

Under the UN Joint Programme financed by the Human Security Trust Fund i.e. 'Livelihood restoration, protection and sustainable empowerment of vulnerable peasant communities in Sindh Province', more than 660 unemployed youth and the landless *haris* (peasants) were trained in various vocational skills. These trainees were drawn from the 120 villages located in the Districts of Mirpurkhas and Dadu in Sindh. As part of these vocational trainings, the ILO Training for Rural Economic Empowerment (TREE) methodology was also applied by ensuring pre- and post-training

support for the vulnerable communities. Trainees were also provided with toolkits, with the purpose of enabling them to set their skills into action.

A tracer study is planned in 2015 to reflect upon the effectiveness of the training courses and to provide further follow-ups required to enable those who are still unemployed to gain employment.

A training activity on 'green jobs and green entrepreneurship' was also organized, wherein the best training approaches relevant to green entrepreneurship were taught to 14 participants from different service providers and partners organizations, in the project area, which included the Sindh



What are Green jobs?

Green jobs reduce the environmental impact of enterprises and economic sectors, ultimately to levels that are sustainable. Specifically, but not exclusively, this includes jobs that help to protect ecosystems and biodiversity; reduce energy, materials, and water consumption through high-efficiency strategies; de-carbonize the economy; and minimize or altogether avoid generation of all forms of waste and pollution.

Technical Education and Vocational Training Authority, the Entrepreneurship and Community Development Institute, the Heritage Foundation, the Food and Agriculture Organization and UN Women. The project has replicated these skills in the peasant communities and was supported so as to develop a green entrepreneurship culture.

(7) Skills Training for Vulnerable Youth by the Pakistan Workers Federation (PAK-104)



As part of its responsibility towards vulnerable youth, the Pakistan Workers Federation (PWF) established a vocational training institute at Solidarity House Karachi located in the middle of an impoverished community – Qasba Colony. The Skills Centre, with technical assistance from the ILO, is imparting relevant and marketable skills to the young women and men from this marginalized community. During 2014, 86 young girls and 90 young men completed their vocational training at the institute. In 2015, the ILO plans to prepare a practical business development plan for ensuring the sustainability of the services provided by the Skills Centre.

A Study on Skills in demand in the Gulf Cooperation Countries (PAK-104)



Responding to a call from the Abu Dhabi Dialogue Ministerial Meeting in Manila⁹ in April 2012 to generate labour market information, the ILO, through its EU funded project 'South Asia Labour Migration Governance' commissioned a detailed study on 'Labour Market Trends Analysis and Labour Migration from South Asia to Gulf Cooperation Council Countries (GCC), India And Malaysia'.

The main objective of the study was to assess the changing demand for male and female foreign labour, for the short- and medium-term (up to 2025), in selected GCC states (Kuwait, Qatar, Saudi Arabia

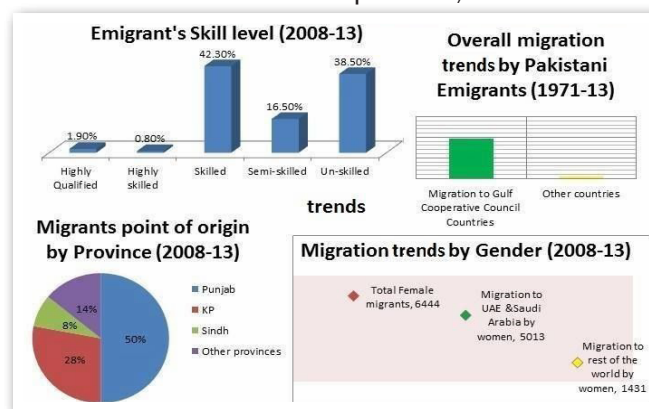
and UAE), India and Malaysia. The study gained insights into the information, policies and systems in each country of origin relevant to the migration of male and female workers from Bangladesh, India, Nepal and Pakistan. This included determining specific policies, strategies and interventions

align the current emigration systems for facilitating and supporting male and female migrant workers in selected sectors and trades, and will be used to guide students and new entrants into the labour market based on the likely labour demand, the effects of labour policies, and the

current and future skills in demand and to enhance manpower export from Pakistan.

The Conference brought together 70 representatives including government officials, policy makers, technical training institutes, provincial TEVTAs, overseas employment promoters, employers' and workers' representatives as well as non-governmental organizations, and media officials from all over the country.

The stakeholders initiated a discussion on emerging challenges and brought forth a number of key recommendations for developing a road map on how to respond to the current and future skills and occupations in demand in GCC countries.



to strengthen employment networks, vocational and technical training, issuance of permits, etc. of migrant workers.

The outcomes of the study will guide the governments and stakeholders of selected countries of origin to better

systems available for finding employment overseas. Based on the preliminary findings, a national conference on 'Skills in Demand in GCC Countries: Challenges and Opportunities for Pakistan' was organized in June 2014, to create awareness about

⁹ <https://www.iom.int/files/live/sites/iom/files/What-We-Do/docs/17-April-2012-Senior-Officials-Meeting.pdf>

(8) Innovative Micro Finance Product for Farmers and Peasants (PAK-103)



In 2014, the 'Livelihood Protection and Restoration Project' produced an analytical assessment of microfinance products available on the market and recommended an innovative financing product for the vulnerable and poor landless peasants.

The assessment provided a basis on which the project embarked on innovatively delivering micro-finance services to beneficiaries and also helped in raising awareness on the microfinance services available, through pictorial materials developed in the local language.

The result of this effort is an innovative finance booklet that suggests viable and beneficiary-friendly financial packages for potential users to enable them to start their own enterprise(s) at a local level. This is also aimed at helping the beneficiaries restore their livelihoods, and at the same time strengthen

district service sectors and the economy as a whole. This booklet suggests multiple financial packages which can be adopted by locally operated private and public sector Micro-finance and Insurance (MFI) providers.

In 2014, consultations were held with local microfinance providers including

banks, NGOs and social protection institutes like the Benazir Income Support Programme (BISP) and Bait-ul-mall to identify possible ways of extending microfinance to the landless peasants.

The micro-finance institutes, operating within the project districts, were mapped and documented. Two lists of the microfinance providers were

prepared, and then translated into Urdu and Sindhi for sharing with project communities for their easy access and understanding of the respective products. Three microfinance service providers in Dadu District and six in Mirpurkhas District were mapped.

The list not only contains an accurate picture of

savings, credit and insurance services to the *hari* (peasants), so that they can adopt Good Agriculture Practices (GAPs) and increase their incomes. GAPs are "practices that address environmental, economic and social sustainability for on-farm processes, and result in safe and quality food and non-food agricultural products".

For 2015, it is planned that the local service providers will assess the microfinance and insurance needs of the target communities, establish 40 revolving funds and savings and loans groups functioning within the Producer Marketing Groups (PMGs), provide savings, credit and insurance services to at least 500 *hari* farmers and will also provide business management as well as financial literacy training.

the existing facilities for microfinance offered by the banks, but it also gives an insight into possible areas of improvement, the future scope of microfinance banking and services as well as suggestions for the strengthening of livelihoods at a grassroots level.

As a further follow-up, the project engaged local service providers to provide

“ The result of this effort is an innovative finance booklet that suggests viable and beneficiary-friendly financial packages



**Women are now
running their
own community
businesses and
expanding their
markets**

Photo by: Khalil ur Rehman Waleed

(9) Specialized Business and Marketing Trainings (PAK-103)



In 2014, the Canadian International Development Agency (CIDA) funded project on Gender Equality for Decent Employment (GE4DE) designed and offered specialized business and marketing training; coupled with training on collective bargaining, negotiation, literacy, numeracy and workers' rights, to 400 female home-based workers based in rural areas in Charsadda (KP), Skardu (Gilgit-Baltistan), Rahimyar Khan (Punjab) and Thatta (Sindh).

Three of the four groups have been registered with the Government as business organizations, and they have since reported getting more and better paying orders and more income for the community business and group members. Three associations were formed in Skardu,

Rahimyar Khan and Charsadda in 2014, with a fourth one expected in Thatta in 2015. These women were initially either unemployed or working for a paltry income accessed through middlemen. Through the project, their skills were refined and diversified and they were trained in business development, workers' rights and group formation, and finally, through popular demand, on basic literacy and numeracy. These women are now running their own community businesses and expanding their markets. Taking into account the success of this model, which incorporates skills development, entrepreneurship, business planning and the establishment of sustainable community businesses, the project is planning to use the same model in completing targets for Balochistan and KP.

(10) Way Forward for Promoting Employment and Skills in Pakistan

During 2014, the ILO successfully demonstrated its technical capacity and expertise in promoting employment and improved skills for the vulnerable communities through its technical cooperation projects. All partners and donors were satisfied with the

comprehensive interventions undertaken by the ILO and the depth of its technical knowledge and tools. The ILO successfully collaborated with the Government, private sector and social partners for the promotion of employment and improved worker skills. While building on these successful interventions, more vigorous work in this sector is expected in 2015 and the years to follow.



Priority Area 3

SOCIAL PROTECTION

Only 20 per cent of the world's population has adequate social security coverage and more than half lack any coverage at all. The ILO actively promotes policies and provides assistance to countries to help extend adequate levels of social protection to all members of society. Social security involves access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner. Pakistan's social protection system is made up of numerous programmes and schemes, such as the Benazir Income Support Programme, the Workers' Welfare Fund, the Employees Old-age Benefits Institution, Bait-ul-Mal, and Zakat. However, many of these programmes operate without any structured coordination and very often result in duplication. In addition, programmes have limited coverage, and their implementation and Monitoring and Evaluation (M&E) capacity is very low. There is an urgent need to increase coverage under existing schemes, improve the adequacy of benefits and improve coherence and coordination across schemes and institutions.

Relevant Country Programme Outcomes:

- PAK-105:** Constituents and other stakeholders actively promoting and supporting the implementation of the Social Protection Floor Initiative (SPF-I)
- PAK-107:** Capacity of Labour Administration System at provincial level strengthened to actively implement International Labour Standards and address the effects of devolution



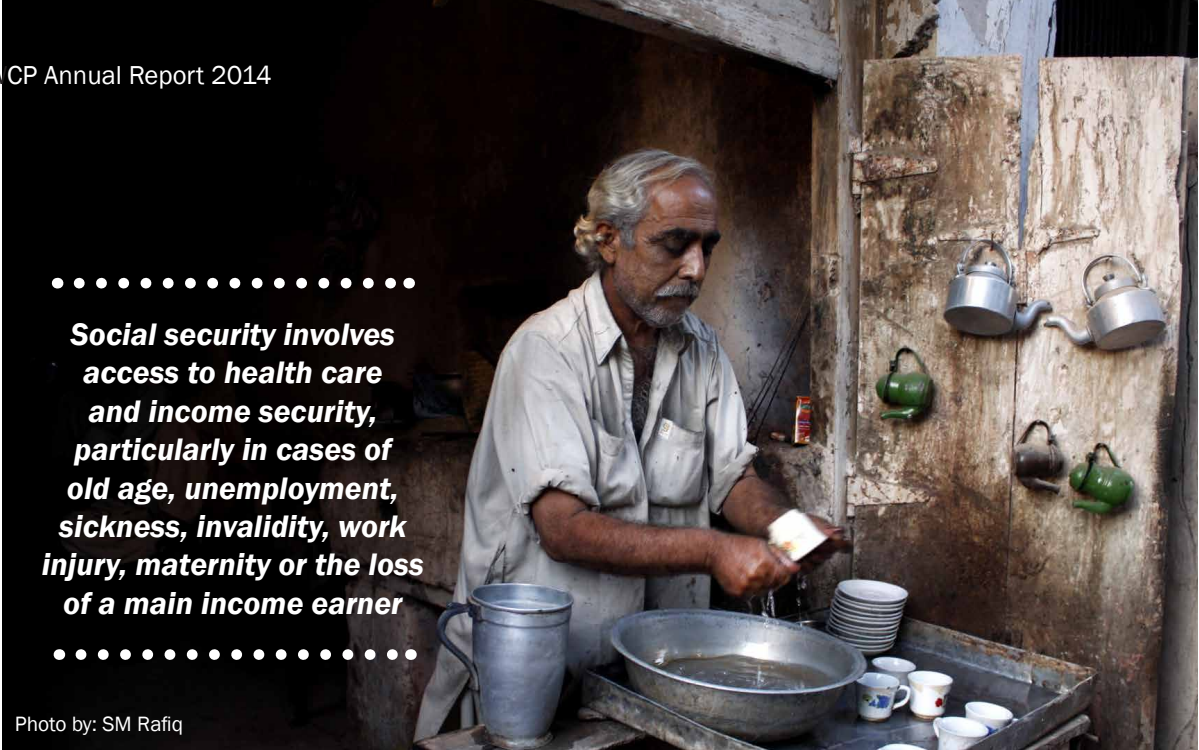


Photo by: SM Rafiq

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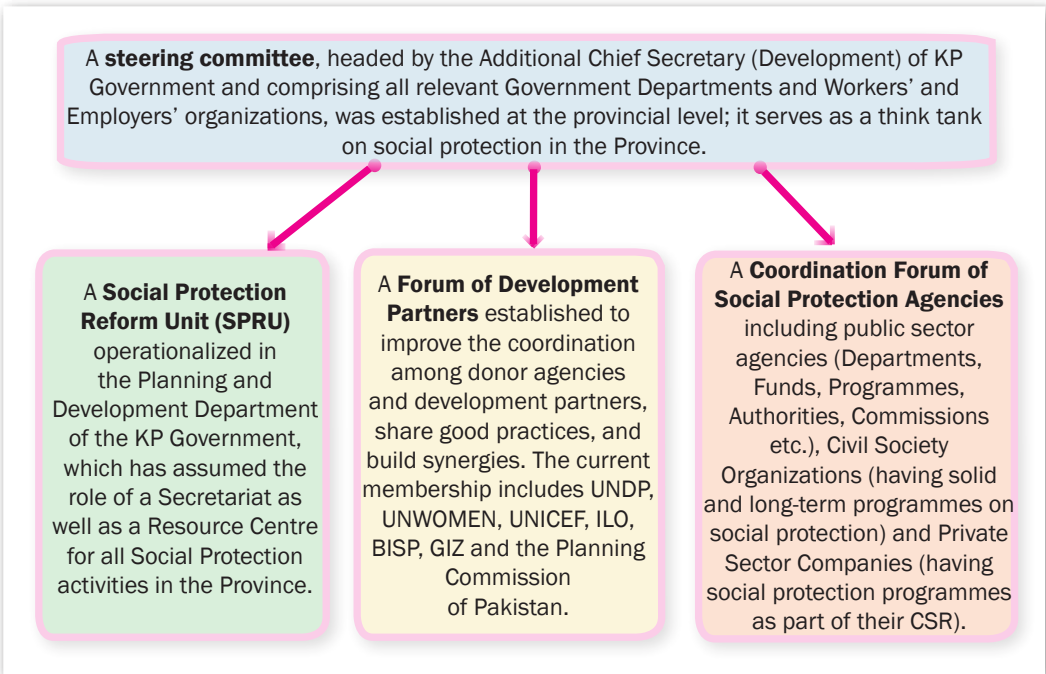
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(1) Social Protection Reform Strengthened in Khyber-Pakhtunkhwa [KP] Province (PAK-105)

 In line with ILO Recommendation No. 202 on Social Protection Floors, the ILO actively promotes social protection policies and provides assistance to countries to help extend adequate levels of social protection to all members of society. Social security involves access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or the loss of a

main income earner. In Pakistan, the ILO is supporting national constituents in promoting the concept of the Social Protection Floor, the protection of workers against workplace hazards and insecurities, the protection of workers with HIV and AIDS, and the protection of migrant workers against various types of exploitations they face – both in their country of origin as well as in destination countries.

By the end of year 2014, the project had successfully developed a multi-tiered coordination mechanism which includes:



The Draft Social Protection Policy of KP was piloted in two Districts; Peshawar and Nowshera. For this purpose, two District Social Protection Committees were notified and chaired by the relevant District Coordination Officers. The Committees completed baselines to assess the existing coverage and services by different social protection agencies in the District, and plans for gradual expansion as well as appropriate targeting were developed.

(2) Migrant Resource Center [MRC] (PAK-105)



The EU funded 'South Asia Labour Migration Governance' Project (SALM) launched the first ever migrant resource centre (MRC) with the Protector

of Emigrants Office, with the intention to serve as a one-stop-shop for intended migrant workers, workers about-to-leave and for returnees. The Centre will benefit close to 10,000 women and men workers with an interest in seeking foreign employment, primarily in the GCC

countries, or those that have returned from Gulf countries. More than 5,000 women and men will be provided with information, advice and pre-departure orientation related to labour migration through in-centre services and MRC extension work.

(3) Joint Action Plan on Occupational Safety and Health [JAP-OSH: 2013-2016] (PAK-107)



The Pakistani garment industry witnessed a major setback in 2012, in the form of a factory fire in Baldia Town in Karachi, during which more than 250 workers were killed and more than 1200 others rendered jobless. The situation called for an immediate overhaul of the Government's labour inspection machinery and the strengthening of Occupational Safety and Health Systems to avoid such incidents in future. Realizing these factors, the Government of Sindh, the Employers' Federation of Pakistan (EFP) and the Pakistan Workers Federation (PWF), with technical support from the ILO, prepared a 'Joint Action Plan on Promoting Workplace Safety and Health in Sindh', which was signed in September 2013¹⁰.

The Joint Action Plan (JAP) comprised a set of 23 actions categorized in three areas, namely (a) Occupational Safety and Health (OSH); (b) Labour Inspection; and (c) Social Protection – planned over a period of three years – to establish a strong foundation

for an institutional arrangement of an OSH Management System in Sindh Province.

A Steering Committee was established to oversee the implementation of the JAP and held two meetings – in May and November 2014. The ILO provided technical support to the Government of Sindh Labour Department for the implementation of the JAP. As part of this support, a first ever comprehensive OSH Policy and OSH Law

for Sindh Province were prepared through a tripartite consultative process. The Federal Government has also taken serious note of the JAP OSH and has asked the other three Provinces to adopt similar plans.

“ More than 250 workers were killed and more than 1200 others rendered jobless

In order to share the knowledge and experiences gained on promoting OSH in Pakistan, a Dissemination Event on Occupational Safety and Health was organized in collaboration with the Government of Sindh and the Embassy of the Kingdom of Netherlands in November 2014 in Karachi. All the stakeholders present strongly encouraged the Government of Pakistan to ratify ILO Convention No. 155 on OSH.

10 http://www.ilo.org/wcmsp5/groups/public/—asia/—ro-bangkok/—ilo-islamabad/documents/publication/wcms_228243.pdf

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***Little is known
about policies,
rights and issues
related to stigma and
discrimination
of people living with
HIV and AIDS***

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Photo by: Ghulam Rasool

(4) Study on HIV/AIDS in Work Places in Pakistan (PAK-105)

 The National Policy on HIV and AIDS places its emphasis on a multi-sectoral approach that recognizes the full participation of employers and employer groups in the national response. It is critical to understand and address the presence of HIV and AIDS at the workplace, as it has a marked impact on workers, their families and dependents, enterprises and national economies. However, in workplace settings, little is known about policies, rights and issues related to stigma and discrimination of people living with HIV and AIDS (PLHIV) in Pakistan.

The ILO, in collaboration with UNAIDS-globally, is working to develop and implement policies and programmes to protect workers against stigma from HIV and to facilitate equal access to care, treatment and support and social protection for all those who are living with or affected by HIV and AIDS. During 2014, the ILO and UNAIDS worked together to carry out a detailed baseline study to identify HIV and AIDS Policies in Pakistani workplaces. The purpose of this baseline study was to understand the situation of workplaces in Pakistan and to identify ways and means to protect

the rights of workers living with HIV and AIDS. The study assessed the existing knowledge and understanding of employers towards the problems faced by PLHIV and the support they require at their workplace.

The study recommended support and advocacy for HIV and AIDS sensitive labour policies in all the provinces, advocacy for HIV and AIDS sensitive labour laws, and affirmative action to mainstream PLHIV in the labour market. The recommendations of the study will be instrumental in designing effective programmes for PLHIV.

(5) Guidelines for Migrant Workers: Travel Smart Work Smart (PAK-105)

In order to provide the necessary information and to equip migrant workers with knowledge about their rights and duties in their countries of destination, the ILO, under its EU funded project SALM, has developed two booklets titled “Travel smart – Work smart” for migrant workers going to Saudi Arabia and the United Arab Emirates (UAE). The booklets also contain contact information at both the country of destination and origin in case any help is needed.



(6) Labour Inspection and OSH Profile of Pakistan (PAK-107)



A detailed national assessment of the existing situation with regards to Labour Inspection and Occupational Safety and Health in Pakistan was undertaken in 2014. This has been a strategic intervention and it covered the relevant legislative frameworks in Pakistan, the institutional capacity of labour inspection and OSH; the organizational structures and mandates at central level; the role of social partners and tripartite structures; the frequency of labour inspection visits, functions and procedures practiced; and a profile of the human resources, including the number of OSH Inspectors, as well as their gender and types of academic qualification and training received. The Labour Inspection and OSH Profile provides pivotal information about the current situation and identifies key actions to improve labour inspection and OSH in Pakistan. Based on the findings of this Profile, the ILO and the Government of Netherlands developed a project to ‘Strengthen Labour Inspection in Pakistan for ILS Compliance’.

Key Elements	Punjab	Sindh	KPK	Baluchistan
Number of R/ Factories	14,013	8,572	895	503
Number of R/ Shops & Establishments	147,189	17,311	74,286	88,920
Number of Labour Inspectors	221	190	55	81 ¹¹
Specific Law on OSH	No (covered under other laws)	No (covered under other laws) Draft Law is available	No (covered under other laws)	No (covered under other laws)
Training institution on LI & OSH	Yes (SAA-CIWCE ¹² & IRI ¹³)	Yes (NILAT ¹⁴ and OSH Centre which is obsolete for the last five years)	No	No
Awareness Programmes for workers & employers	Directorate of Workers Education not functional	Directorate of Workers Education not functional	Directorate of Workers Education not functional	Directorate of Workers Education not functional

11 There are two female inspectors; one labour inspector and one Industrial Hygienist in the Province of Balochistan

12 SAA-CIWCE: Saeed Ahmad Awan Centre for Improving Working Conditions and Environment (Government of Punjab – Pakistan)

13 IRI: Industrial Relations Institute (Government of Punjab – Pakistan)

14 NILAT: National Institute of Labour Administration and Training (Government of Sindh – Pakistan)

(7) Foundational Training Course on OSH and Labour Inspection in Sindh (PAK-107)

The ILO and the Embassy of the Kingdom of Netherlands supported the Sindh Labour Department to organize a series of foundational training courses for the Labour Inspectorate of Sindh. One of the training courses took place in Karachi, where 120 Labour Department officials, employers and workers were trained on the basics of OSH and Labour Inspection. A series of three workshops enabled the participants to gain a good understanding

of the conceptual framework of labour inspection and OSH; to be able to elaborate on Labour Inspection and other issues, and the responses being developed to address these challenges; to discuss the links between OSH and the roles of employers, workers and labour inspectors; and to share ideas on the roles that partners can play in implementing the laws of Labour Inspection and OSH.



(8) Way Forward on Promoting Social Protection in Pakistan



Building on the achievements made in 2014, a comprehensive strategy has been prepared to enhance the coverage of social protection in KP Province, based on the concept of a Social Protection Floor. For instance, in 2015, interventions in KP Province will be consolidated and a single-registry system will be designed to enhance the effectiveness of the Social Protection System. Furthermore, the protection

of vulnerable and marginalized groups of workers, including women, migrant workers and PLHIV, will continue to be the priority agenda for 2015. In 2015, the ILO will proceed with the implementation of an intervention aimed at strengthening Labour Inspection in the country as a means of strengthening compliance to OSH standards in the world of work. The OSH and Labour Inspection Profile will be launched in 2015.



Priority Area 4

SOCIAL DIALOGUE AND TRIPARTISM

Social dialogue plays a critical role in achieving the ILO objective of advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and human dignity. Social dialogue includes all types of negotiations, consultations and exchanges of information between, or among, representatives of governments, employers and workers on issues of common interest. In Pakistan, the ILO has been working with the government (at federal and provincial levels), employers (through the Employers' Federation of Pakistan) and workers (through the Pakistan Workers Federation) to ensure a tripartite supervisory and consultative mechanism for promoting decent work initiatives.

Relevant Country Programme Outcomes:

PAK-801: Strengthened institutional capacity of employers' organisations

PAK-802: Strengthened institutional capacity of workers' organisations

PAK-826: Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations



Underpinning all of the work carried out by the ILO is the fundamental importance of cooperation between governments, employers' organizations and workers' organizations in fostering social and economic progress. Dialogue among and between the governments and the two "social partners" promotes consensus building and the democratic involvement of those with vital stakes in the world of work. The ILO is the only tripartite United Nations agency in that it brings together representatives of governments, employers and workers to jointly shape labour standards, policies and programmes. Social dialogue can mean negotiation, consultation or simply an exchange of information and views between representatives of employers, workers and governments.

(1) Establishment of Federal and Provincial Tripartite Consultative Committees (PAK-826)

Pakistan is signatory to ILO Convention No. 144 on Tripartite Consultation since 1994, although there had been no implementation mechanism to ensure tripartite consultations on key labour market decisions. However, in September 2014, the Government of Pakistan notified the Federal Tripartite

Consultation Committee (FTCC) in line with its commitment under ILO Convention No. 144, and similar Tripartite Committees were notified by each of the four Provincial Governments. These Committees met twice during 2014 and discussed a number of pending labour market issues, including new ratifications, country reports on ratified ILO Conventions, labour legislation, and implementation mechanisms.

(2) Establishment of Agriculture and Fisheries Workers Trade Union (PAK-802)



For the first time in the history of Pakistan, agriculture and fishery sector workers were recognized by the law. This was an important development for women workers as they make up a significant part of the workforce in two these sectors. In order to realise this, the ILO, CIDA funded project, GE4DE, supported the Pakistan Workers Federation in mobilizing the agriculture and fishery sector workers and provided them with training on how to form trade unions and how they function, and on collective bargaining. As a result, the first Sindh Agriculture and Fishery Workers' Union (SAFWU) was registered by the Government of Sindh. At the time of its registration, the Union had more than 400 members – more than half of whom, including the Chairperson, were women. The Union has since held its first convention and the ILO Office is now working to help it to expand its membership base to cover other districts where the ILO is implementing other projects supporting peasants and landless women.



SAFWU has more than 400 members – more than half of whom, including the Chairperson, are women

Photo by: Khalil ur Rehman Waleed

(3) Capacity Development of Employers' Federation of Pakistan (EFP) (PAK-801)



In 2014, the EFP updated its “Strategic Action Plan” and focused on the areas of labour legislative review and reforms, labour law training, and on enhancing the capacities of its members on ending child and bonded labour, to enable them to effectively contribute to the integrated project in Punjab. Further, the EFP rolled out a series of awareness raising campaigns and workshops on the issues of sexual harassment at the workplace. The EFP continued lobbying for the implementation of the ‘Pakistan National Business Agenda’ throughout the year.

With the support of the Bureau of Employers' Activities of the ILO (ACT/EMP), two important activities started:

(i) revamping of the EFP Training Unit; (ii) strengthening of the Information and Research Unit Phase-II.

This allowed for improved services and better connectivity with the member organizations and affiliates. EFP further upgraded its website www.efp.org.pk with support from the ILO.

The ILO also supported the EFP to organize a number of national level programmes for the benefit of employers, businesses and industry and for the improvement of the country's economy. One of the key programmes was held in connection with the World Day Against Child Labour (WDACL), in collaboration with the Lahore Chamber of Commerce and Industry and the Government of Punjab. During this programme, a Resolution was passed unanimously, stating that Pakistan would request the EU and G-20 states to come forward to provide aid, through the country's DWCP, to initiate an extensive programme to help reduce the 60 plus percentage figure of its population living below the poverty line.

(4) Capacity Enhancement for Labour Legislative Review (PAK-802) - Pakistani Workers Federation (PWF)



The Pakistan Workers Federation (PWF) is the major representative body of the Pakistani workers – representing its constituency in all major national and international platforms. In order to ensure a tripartite oversight of the labour legislation process during 2014, the ILO supported the PWF to analyse – from a worker's perspective – the current situation and identify gaps in newly drafted provincial labour legislation. The study on the gaps in the labour legislation and labour Administration in Pakistan – post 18th Amendment – identified a number of areas where further improvement is required to make these new labour laws more effective and useful for the workers. The study was shared with Federal and Provincial Governments for affirmative action.

The study highlighted that the main issue of labour laws in Pakistan, some of which have been adopted/enacted by the provinces, is the limited application/coverage of labour laws due to the narrow definition of the term “worker”, the broader definition of the term “employer”, the lower upper limit of wages for the stake of coverage, the exemptions and conditionality set out to exclude the application of certain labour laws, the criteria of the number of workers for the purpose of narrowing down the scope and extent of application, the inconsistencies and overlapping contents in laws such as Workmen Compensation and Social Security, Group Insurance etc.

Another drawback is that benefits under welfare laws have not been revised to meet the changing cost of living and some of the benefits given under the past economic conditions continue to hold the field today, even though the same have outlived their utility.

(5) Establishment of Domestic Workers' Trade Union (PAK-802)



Workers in the informal economy, such as home-based and domestic workers, are usually termed as 'invisible workers', and there is therefore no formal recognition of their contribution to the country's economy. Since the informal economy is unregulated, there are usually no labour laws that provide social protection or rights to workers and the situation of domestic workers is no different.

Pakistan has a long history of households using paid domestic workers; unfortunately sparse documentation exists on the subject. There is no comprehensive data on the number of domestic workers; their gender composition, the profiles of employers, the wages paid nor their conditions of work, further adding to the 'invisibility' of domestic workers and adversely affecting efforts to ensure they receive their legislative and social security entitlements.

The majority of domestic workers around the world are women. In developing countries, domestic workers make up at least 4 to 12% of all waged employment. Around 83% of these workers are women or girls, and many are migrant workers.

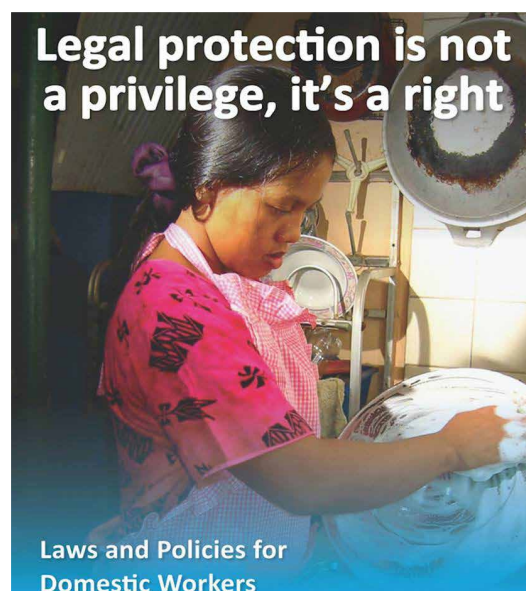
In 2014, a great breakthrough was achieved when the first Domestic Workers' Union was registered in Lahore as part of the ILO GE4DE project's initiative on promoting Decent Work for Domestic Workers. Under this initiative, GE4DE worked with the Women's Development Department (WDD) Punjab and the PWF; by training domestic workers on competency standards that were developed under a similar ILO programme in India, and then reviewed, amended and endorsed by employers in Pakistan. WDD Punjab also piloted a placement and grievance redressal

system for Domestic Workers, while the PWF supplemented WDD's training with orientations for Domestic Workers on workers' rights and linking them with state social security schemes for health, injury and old-age.

“Workers in the informal economy, such as home-based and domestic workers, are usually termed as 'invisible workers'”

Domestic workers trained under this initiative have since registered the first Domestic Workers' Trade Union in Lahore, which has 235 members, 225 of whom are women – including its President and the Vice President.

Legal protection is not a privilege, it's a right



Laws and Policies for Domestic Workers



More than 30 trade unions participated in trainings on ILS reporting and other important subjects

(6) Capacity Development of Trade Unions (PAK-802)

The ILO continued supporting trade unions through different capacity development interventions:

- The PWF was supported through capacity building initiatives to further invest in educating other trade unions, as part of its merger process, as well as to build its internal capacity to continue revising the labour laws and capacity strengthening of its provincial leadership for meaningful participation at the relevant forums, such as national and provincial tripartite consultative committees and steering committee meetings of the ongoing projects, for example the integrated project on Child Labour.
- Other trade unions were also supported, including the All Pakistan Labour Federation (APLF) in Baluchistan. The APLF, with the support of the ILO, organized a national dissemination workshop to share the findings of the survey conducted to highlight the Decent Work deficits in the mining sector in Baluchistan.
- More than 30 trade unions participated in trainings on ILS reporting and other important subjects, as well as actively participated in the South-Asia Labour Conference (SALC) held in Lahore in March 2014.

(7) Developing 2nd Line of Leadership in Trade Unions and Para-legal Training (PAK-802)

 In 2013, the Pakistan Workers Federation (PWF) initiated a strategic intervention to create a 2nd Line of Leadership in trade unions by training and mentoring young women and men in trade unionism.

During 2014, trade union members trained in leadership and paralegal training by the PWF, in collaboration with the ILO, played a significant role in increasing the number of female members in the trade unions, and in

establishing new trade unions for women. One example is the Bakery Workers' Union which was registered in Islamabad in 2014 and which brought together, for the first time, bakery workers from across the Islamabad Capital Territory.

Some of the trade union members trained by the Working Women's Union, using PWF's leadership and paralegal skills module, successfully advocated for the passage of the Punjab Reproductive,

Maternal, Neo-natal and Childcare Authority Bill by the Punjab Assembly. This Bill recognized the female health workers and health supervisors, and all the support staff, who were working on temporary contracts after devolution, but who have since become permanent employees. This was a massive breakthrough to ensuring job security and the benefits of permanent employment, particularly for women.

(8) Way Forward for Promoting Social Dialogue in Pakistan

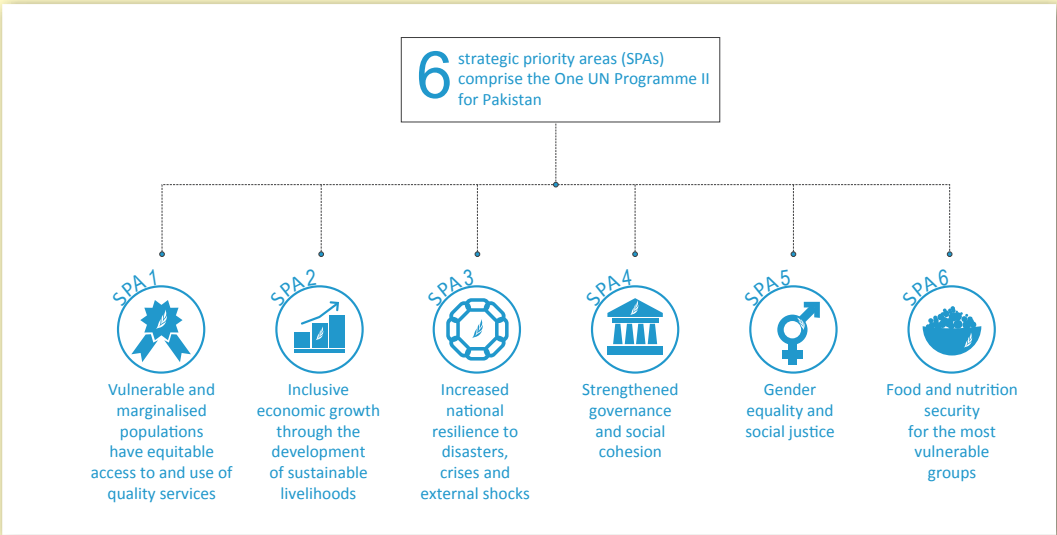
 A great deal has been done in 2014 to strengthen tripartite consultative mechanisms for Decent Work promotion in Pakistan. However, there is still a significant amount of work to be done to support the social partners as they work to strengthen their voices, representation and agency in Pakistan. There will continue to be a focus on building the capacity of employers' and workers' for effective research, advocacy, and representation at national and international platforms.



The Punjab Reproductive, Maternal, Neo-natal and Childcare Authority Bill was a massive breakthrough to ensuring job security and the benefits of permanent employment, particularly for women.

ILO Contributions towards the One-UN Programme in Pakistan (PAK-126)

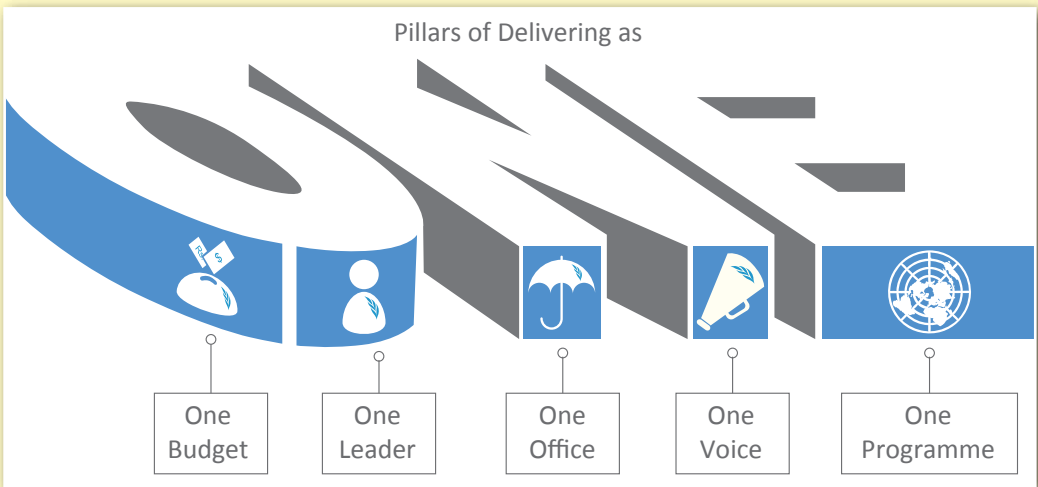
★ During 2014, the ILO Office in Islamabad remained an active member of the One-UN Programme in Pakistan. The Decent Work Country Programme (DWCP) was fully embedded in the One-UN Programme-2 (OP-II, 2013-2017) mainly under three Strategic Priority Areas (SPAs) i.e.: SPA 2: Inclusive Economic Growth and Sustainable Livelihoods; SPA 4: Strengthen Governance and Social Cohesion; and SPA-5: Gender and Social Justice.



The ILO is an active member of the Programme Management Team of the UN System in Pakistan, and has actively participated in the development of flagship programmes under the three SPAs. It was a partner in receiving funding mobilized through the ‘Delivering Results Together – Fund (DRT-F)’ in 2014, wherein the ILO, UNDP and UNFPA jointly initiated a process to develop a ‘National Human Development Report 2015’¹⁵ (NHDR-2015) focusing on Youth. The Report will highlight three aspects of Youth in Pakistan,

including (a) Education; (b) Employment; and (c) Engagement. A robust process for developing the NHDR is currently underway and the report is expected to be produced in the 3rd quarter of 2015.

In addition, the ILO has participated in the developed of the flagship project on Decent Employment and Livelihoods; Youth Development in the Federally Administered Tribal Areas (FATA); Strengthening National Databases; and Gender Equality.



15 http://www.ilo.org/islamabad/info/public/pr/WCMS_377008/lang-en/index.htm

Human Rights Task Force (HRTF) (PAK-126)

 The ILO continued to chair the UN interagency HRTF for the year 2014. A total of five meetings of the Task Force were held in 2014 at the Head of Agency (HoA) level and the work plan was finalized in close consultation with the Resident Coordinator’s office.

The HRTF participating agencies accepted the responsibility to follow up on the HRTF work plan, to review its implementation, and to complement each other’s work.

More specifically, three working groups worked simultaneously, throughout the year, to follow up on the HRTF work plan, including:

- Working group on the Universal Periodic Review (UPR) and Special Procedures
- Working group on Knowledge Products
- Working group on Interagency Joint Programme (IAJP) on Human Rights



HRTF members continued to participate in the Government-led consultations on different reports (national and international commitments) and participated in HRBA trainings.

HRTF also buoyed UN’s support to the Government of Pakistan to reconfirm its commitments regarding Human Rights. The working group continued to work on a joint programme following a request from the Government of Pakistan. During a number of meetings held with national and provincial authorities, the issues raised include but are not limited to the following:

1	Establishment of a National Human Rights Commission. The Commission is notified, however, the members are yet to be appointed;
2	Lobbying for the implementation of human rights treaties and conventions with their translation into national laws and regulations where such commitment is already available;
3	Advocacy and lobbying for the appointment a of OHCHR and HR Advisor in Pakistan;
4	Supporting coordination arrangements between the federal and provincial level setup;
5	Lobbying for further strengthening of National Commission on the Status of Women and provincial chapters (PCSWs) where possible in the context of devolution;
6	Strengthening of provincial mechanism/institutional structures for human rights;
7	Initial discussion on supporting Pakistan to fulfil its voluntary pledges and commitments in the context of its role in the HRC. Providing coordinated support to the Government of Pakistan towards its reporting obligations; and
8	Working with government to address emerging Human Rights Issues (e.g. drastic increases in cases of sexual violence/rapes against minor children, domestic workers etc.).

Key Activities - 2015

The following are key activities planned for year the 2015:

- **A Country Programme Review (CPR) will be carried out in consultation with tripartite constituents, the Decent Work Team and the Regional Office in 2015. The CPR will lay the foundation for designing the 3rd generation Decent Work Country Programme (DWCP-III) for the period covering 2016-2020.**
- **Focused interventions on ILS responses will continue – including meetings of Tripartite Committees; dialogue on new ratifications; a tripartite review of the application of labour standards and laws; timely reporting on ratified and unratified Conventions; and improving national capacities for compliance.**
- **Through the Strategic Trade Policy Framework, technical assistance will be provided to the Government (Ministry of Commerce) for promoting Decent Work and ILS compliance in new trade sectors.**
- **In collaboration with the German Government, research work on ‘Minimum Wages and Working Conditions’ in the Garment Sector of Pakistan will be undertaken.**
- **Negotiations for donor support for ILS promotion will continue under the banner of the national ILS Program spearheaded by the Government.**
- **Further support will be provided to the Buyers’ Forum to become an autonomous entity working closely with the Government and other development partners on promoting ILS.**
- **The ILO will continue to enhance the capacity of its constituents through various training initiatives. Similarly, knowledge generation will continue to bring into focus various Decent Work issues in light of the post 2015 development agenda.**

Annex 1

List of Labour Laws by each Province

Provinces		Nomenclature Law	Status
Khyber Pukhtunkhwa	1	KPK Industrial Relations Act, 2010	Approved
	2	KP Factories Act, 2013	Approved
	3	KP Minimum Wages Act, 2013	Approved
	4	KP Industrial and Commercial Employment (Standing Orders) Act, 2013	Approved
	5	KP Industrial Statistics Act, 2013	Approved
	6	KP Payment of Wages Act, 2013	Approved
	7	KP Workers' Compensation Act, 2013	Approved
	8	KP Maternity Benefits Act, 2013	Approved
	9	KP Prohibition of Employment of Child Bill, 2015	In process
	10	KP Bonded Labour System (Abolition) Bill, 2015	In process
	11	KP Shops and Establishments Bill, 2015	In process
Punjab	1	Employment of Children Act, 1991	Approved
	2	Employment (Record of Services Act, 1951	Approved
	3	Factories Act, 1934	Approved
	4	Minimum Wages Ordinance, 1961	Approved
	5	Road Transport Workers Ordinance, 1961	Approved
	6	West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance, 1968	In process
	7	West Pakistan Maternity Benefit Ordinance, 1958	Approved
	8	Workers' Children (Education) Ordinance, 1972	Approved
	9	Workmen's Compensation Act, 1923	Approved
	10	Bonded Labour System (Abolition) Act, 1973	Approved
	11	Payment of Wages Act, 1936	Approved
	12	Industrial Statistics Act, 1942	In process
	13	Employees Cost of Living (Relief) Act, 1973	Approved
	14	Minimum Wages for Unskilled Workers Ordinance, 1969	In process
	15	West Pakistan Shops and Establishments Ordinance, 1969	In process
	16	Essential Personnel (Registration) Ordinance, 1948	In process
	17	Provincial Employee's Social Security Ordinance, 1965	In process
	18	Punjab Industrial Relations Act	Approved
Baluchistan	1	Baluchistan Industrial Relations Act, 2010	Approved
	2	Employees Cost of Living (Relief)	In process
	3	Employment (Record of Services) Bill, 2015	In process
	4	Prohibition of Employment of Children Bill, 2015	In process
	5	Essential Personnel Bill, 2015	In process
	6	Factories Bill, 2015	In process
	7	Minimum Wages Bill, 2015	In process
	8	Standard Order Bill, 2015	In process
	9	Industrial and Commercial Bill, 2015	In process
	10	Industrial Statistics Bill, 2015	In process
	11	Payment of Wages Bill, 2015	In process
	12	Workmen Compensation Bill, 2015	In process
	13	Workers Children Education Bill, 2015	In process
	14	Shops and Commercial Establishments Bill, 2015	In process
Sindh	1	Sindh Industrial Relations Act, 2013	Approved
	2	Sindh Factories Act	In process
	3	Sindh Payment of Wages Act	In process
	4	Sindh Industrial and Commercial Employment Standing Order	In process
	5	Sindh Workers Compensation Act	In process
	6	Sindh Shops Establishment Ordinance Being Made Act	In process
	7	Sindh Employee Old-Age Benefits Institution (EOBI) Act	Approved
	8	Sindh Workers Participation in Profit Act	In process
	9	Sindh Employees Social Security Institute Act	In process
	10	Sindh Minimum Wage Act	In process
	11	Sindh Workers Welfare Fund Act	Approved
	12	Sindh Occupational Safety and Health Act	In process
	13	Sindh Home Based Workers Act	In process
	14	Sindh Road Transport Act	In process
	15	Sindh Employment of Children Act	In process

Annex 2

List of ILO Ongoing Technical Cooperation Projects in Pakistan

1. Promoting Gender Equality for Decent Employment (Canadian International Development Agency: Department of Foreign Affairs, Trade and Development)
2. Social Protection Floor initiatives in Khyber Pakhtunkhwa Province (Japan Social Safety Net in Asia and the Pacific)
3. Livelihood Restoration and Protection and Sustainable Empowerment of Vulnerable Peasant Communities in Sindh Province (UN Trust Fund for Human Security)
4. Support PCMEA for establishing Carpet Weaving Training Institute in Punjab (Pakistan Carpet Manufacturers and Exporters Association)
5. Strengthening Labour Inspection and promoting Workplace Safety in Sindh for enhancing Textile Exports (The Kingdom of the Netherlands)
6. Collaboration on Labour Law Compliance Initiative between ILO and PTEA (as part of ILS compliance programme in Pakistan) (Pakistan Textile Exporters Association)
7. Strengthening Labour Inspection System for Promoting Labour Standards and ensuring Workplace Compliance in Pakistan (The Kingdom of the Netherlands)
8. Employable Skills Development for Improved Livelihood of North Waziristan IDPs (United Nations Development Programme)
9. Support the establishment of the Buyers' Forum ((The Kingdom of the Netherlands, International Finance Corporation)

Annex 3

List of ILO Conventions Ratified by Pakistan

(listed by subject)

- a) Freedom of Association, Collective Bargaining, and Industrial Relations**
 - i) C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
 - ii) C098 - Right to Organise and Collective Bargaining Convention, 1949 (No.98)
 - iii) C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)
- b) Forced Labour**
 - i) C029 - Forced Labour Convention, 1930 (No. 29)
 - ii) C105 - Abolition of Forced Labour Convention, 1957 (No. 105)
- c) Elimination of Child Labour and Protection of Children and Young Persons**
 - i) C006 - Night Work of Young Persons (Industry) Convention, 1919 (No. 6)
 - ii) C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)
 - iii) C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)
 - iv) C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)
 - v) C138 - Minimum Age Convention, 1973 (No. 138)
 - vi) C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)
- d) Equality of Opportunity and Treatment**
 - i) C100 - Equal Remuneration Convention, 1951 (No. 100)
 - ii) C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- e) Tripartite Consultation**
 - i) C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- f) Labour Administration and Inspection**
 - i) C081 - Labour Inspection Convention, 1947 (No. 81)
- g) Working Time**
 - i) C001 - Hours of Work (Industry) Convention, 1919 (No. 1)
 - ii) C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)
 - iii) C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- h) Night work**
 - i) C004 - Night Work (Women) Convention, 1919 (No. 4)
 - ii) C041 - Night Work (Women) Convention (Revised), 1934 (No. 41)
 - iii) C089 - Night Work (Women) Convention (Revised), 1948 (No. 89)
- i) Occupational Safety and Health**
 - i) C045 - Underground Work (Women) Convention, 1935 (No. 45)
- j) Employment Policy and Promotion**
 - i) C096 - Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)
 - ii) C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- k) Social Security**
 - i) C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)
 - ii) C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)
 - iii) C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)
 - iv) C021 - Inspection of Emigrants Convention, 1926 (No. 21)
 - v) C022 - Seamen's Articles of Agreement Convention, 1926 (No. 22)
 - vi) C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)
 - vii) C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)
 - viii) C118 - Equality of Treatment (Social Security) Convention, 1962 (No. 118)
- l) Indigenous and Tribal Peoples**
 - i) C107 - Indigenous and Tribal Populations Convention, 1957 (No. 107)
- m) Seafarers**
 - i) C185 - Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)
- n) Final Articles Conventions**
 - i) C080 - Final Articles Revision Convention, 1946 (No. 80)
 - ii) C116 - Final Articles Revision Convention, 1961 (No. 116)

Annex 4

Declaration to Forge Regional Cooperation for Promoting Decent Work in South Asia

As South Asia has the largest number of labour-force in the world, its Labour Communities have several commonalities and it is in the interest of the people of South Asian Countries that they have common understanding and strategies to properly manage labour markets, increase labour productivity, ensure provision of decent working conditions in line with international labour standards and effectively improve the life and conditions of the labour-force.

Thus, we, the representatives of the **Governments, Employers and Workers**, from South-Asian countries (Afghanistan, Bangladesh, Bhutan [could not attend], India, Maldives, Nepal, Pakistan and Sri Lanka) do hereby recognize the need to work jointly and in close coordination to accomplish the objectives; and, for the purpose, agree to formulate and develop a regional cooperation strategy inter alia:

- a) to gradually expand coverage of labour laws to working communities as per International Labour Standards (ILS);
- b) to improve working conditions and subsequently enhance productivity and competitiveness of the working communities in South-Asia;
- c) to institute robust and comprehensive Labour Market Information [LMI] Systems for purpose of evidence-based policy making;
- d) to have a common platform to endeavour and bargain for better working conditions for 'South-Asian Migrant Workers' with the labour-hosting countries and provide better working conditions to migrant workers within the South Asian Countries;
- e) to improve Occupational Safety & Health systems;
- f) to enhance relevance, quality and outreach of 'Social Protection Systems';
- g) to eliminate exploitative labour practices and to protect and support vulnerable workers including women, workers with disabilities, migrant workers, and informal economy workers; and
- h) to constitute a South Asia Labour Forum to facilitate regional cooperation on Labour issues with the consent of South Asian Countries. The South Asian Countries agreed to meet regularly to follow-up on the joint statement.

We propose SAARC Secretariat to include labour and labour related issues in its mandate. We call upon the SAARC Secretariat & International Labour Organisation (ILO) for technical support in the follow-up action for enhancing regional cooperation on the above mentioned areas and to develop a plan of action to implement the Joint Statement.

We jointly affirm to strengthen regional cooperation on these issues; to ensure knowledge and experience sharing and active tripartite participation; to develop common strategies and platform; to take all necessary measures for the welfare, protection, productivity, sustainability of enterprises and competitiveness of our working communities (be it within our countries or in foreign lands); and, to organise Annual SALC in one of the South Asian Countries by mutual consent.

Made in Lahore, Pakistan on 26th April 2014 at the occasion of 'South-Asia Labour Conference' (24-26 April 2014)



The ILO Pakistan 2014 Annual Report is a compilation of contributions from the Program Unit, Technical Cooperation staff and the IT Unit.

Editor: Belinda Chanda, Program Analyst
Copy-editor, graphics and layout designer: Katarina Zeravica

ILO Country Office for Pakistan
ILO Building, Sector G-5/2,
Islamabad, Pakistan.
Tel: +92-51-2276456-8
Fax: +92-51-2279181-2
E-mail: islamabad@ilo.org
www.ilo.org/islamabad

DECENT WORK

A better world starts here

Photo by: Adeel Khan

Partnering for Decent Work

In order to facilitate the implementation of Pakistan's Decent Work Country Program (DWCP, 2010-2015), the ILO is working with the following funding partners:



Delivering
Results Together
Framework
(DRT-F)



Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



United Nations Trust Fund
for Human Security



Government
of Sweden



Kingdom of the Netherlands



Kingdom
of Denmark



Japan Fund for Building
Social Safety Nets

For more information on what we do and where we are making a difference, please visit the
ILO Pakistan Facebook page <https://www.facebook.com/ilopakistan>