



International
Labour
Organization

Pakistan Decent Work Country Programme (DWCP III) Progress Report 2016-2017



Message from the ILO Country Director

Agenda 2030 places 'decent work for all' at the heart of our collective efforts for sustainable development. Pakistan's third *Decent Work Country Programme (DCWP III) 2016-2020* heeds this call by advancing the realization of decent work across the country.

This report showcases the progress achieved under each of the DCWP III's four priority areas during the 2016-2017 period. It outlines how we worked with our partners, hand in hand, to empower individuals and institutions through various approaches and interventions; to ensure productive employment for youth and vulnerable workers; to promote sustainable businesses to apply international labour standards through social dialogue; and to support the extension of a universal social protection floor, all while ensuring that the voices of the poor and marginalized were heard.

These results, at both the operational and policy levels, were made possible through the steadfast cooperation of the ILO's tripartite constituents in Pakistan – i.e. Federal and Provincial Governments, and the country's employers' and workers' organizations – the public and private sector, civil society organizations, as well as the ILO's collaboration with the UN system in Pakistan under the aegis of the One UN Programme. Thus, we extend our sincere gratitude to all entities and individuals for this cooperation. The strategic changes and events as a result of this

cooperation enhanced the implementation of Pakistan's DCWP III.

This report comes at the juncture of ILO's centenary celebrations in 2019, for which seven initiatives are currently under implementation. Most of these are of direct relevance to Pakistan and its Decent Work Agenda, including the 'Future of Work', the 'Standards', the 'Women at Work', the 'Enterprises', the 'Green' and the 'End of Poverty' initiatives. In the case of the former, in 2016 the Government of Pakistan and social partners successfully held a number of dialogues that have been translated into a report which reflects the voices and views of various segments of society on this topical issue. All contributions from Members States are feeding into the work of the Global Commission of the Future of Work.

On behalf of the ILO, I wish to extend sincere gratitude to our development partners, whose financial resources and development priorities continue to support the attainment of decent work in Pakistan. Finally, I wish to extend my sincere thanks to all ILO colleagues who have worked diligently towards the attainment of the results captured in this report, as well as their contributions to developing this kaleidoscopic view of the achievements under the DWCP III during the 2016-2017 period.

Ingrid Christensen
ILO Country Director, Pakistan

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Acronyms



CEACR	Committee of Experts on the Application of Conventions & Recommendations
DWCP III	Decent Work Country Programme III
EFP	Employers' Federation of Pakistan
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FoW	Future of Work
FPRW	Fundamental Principles and Rights at Work
GB	Gilgit-Baltistan
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German Society for International Cooperation)
GSP	Generalised System of Preferences
GSSF	Garment Sector Stakeholders Forum
HBW	Home-based Workers
ICT	Islamabad Capital Territory
ILES	International Labour and Environmental Standards
ILS	International Labour Standards
KP	Khyber Pakhtunkhwa
LFS	Labour Force Survey
MNE Declaration	Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy
MoOPHRD	Ministry of Overseas Pakistanis and Human Resource Development
NGO	Non-Governmental Organization
NYEF	National Youth Employment Framework
OP II/ III	One UN Programme II/III
OSH	Occupational Safety and Health
PAK	Pakistan Administered Kashmir
PBN-SP	Pakistan Business Network for Social Protection
PMYP	Prime Minister's Youth Programme
PTCC	Provincial Tripartite Consultative Committee
PWF	Pakistan Workers' Federation
SDGs	Sustainable Development Goals
SIMPOC	Statistical Information and Monitoring Program on Child Labour
SIYB	Start and Improve Your Business
TIC	Treaty Implementation Cell
UNIDO	United Nations Industrial Development Organization
UNSDF	United Nations Sustainable Development Framework (also OP III)

1 Context



Part 1: Context

Pakistan's third **Decent Work Country Programme (DWCP III) 2016-2020** is a medium-term development framework that seeks to advance the global decent work agenda across Pakistan. As 2017 drew to a close, the International Labour Organization (ILO) completed the second year of the DCWP III's implementation in collaboration with the Government of Pakistan, through its Ministry of Overseas Pakistanis and Human Resource Development (MoOPHRD), the Employers' Federation of Pakistan (EFP) and the Pakistan Workers' Federation (PWF).

The DCWP III aims to achieve four overarching priorities, which were agreed upon by the ILO's tripartite constituents:

As its priority areas demonstrate, the DCWP III is closely aligned to national and international frameworks, particularly:



PRIORITIES



Promoting decent work in the rural economy



Promoting job creation for youth and vulnerable categories of workers



Strengthening compliance with International Labour Standards (ILS) through social dialogue



Extending social protection floors



FRAMEWORKS



Vision 2025, Pakistan's national development framework, which lays the foundation for change by aspiring to create new opportunities for Pakistanis.

The DCWP III is relevant to all seven of Vision 2025's key pillars:

- **PILLAR 1:** People first - developing human and social capital, and empowering women
- **PILLAR 2:** Sustained, indigenous & inclusive growth
- **PILLAR 3:** Democratic governance, institutional reform & public sector modernization
- **PILLAR 4:** Energy, water & food security
- **PILLAR 5:** Private sector and entrepreneurship-led growth

- **PILLAR 6:** Developing a competitive knowledge economy through value addition
- **PILLAR 7:** Modernizing transport infrastructure & regional connectivity



The **One United Nations Programme II** (2013-2017) and the new **One UN Programme III** (2018-2022), also known as the *United Nations Sustainable Development Framework* (UNSDF) for Pakistan. The OP II focused on addressing inequities, fostering social justice and strengthening national capacity in aid of development across Pakistan. Taking forward these aims, the OP III focuses on “ten key Outcomes that respond to Pakistan’s development priorities and harness the powerful force of the United Nations’ comparative advantage in these areas. These were identified through an intensive consultation process with national and provincial authorities, alongside other implementing partners and stakeholders in the country.”¹



From 2018 onwards, the ILO will lead on Outcomes 2 (Decent Work) and 10 (Social Protection). The latter follows the ILO’s lead role in coordinating the UN Pakistan Working Group on Social Protection. The implementation of the OP III’s Outcomes will be based on the development of *Joint Work Plans* (see Annex 1 for a complete list of OP III Outcomes).

The **2030 Agenda for Sustainable Development**², with particular reference to its 17 Sustainable Development Goals (SDGs) (see Annex 2 for relevant SDG targets related to the ILO’s Thematic Areas).

¹ United Nations Pakistan (2018) United Nations Sustainable Development Framework (UNSDF) for Pakistan: One United Nations Programme III (OP III) 2018-2022. Islamabad: UN Pakistan.

² For more information, please see: <http://www.ilo.org/global/topics/sdg-2030/targets/lang--en/index.htm>



The ILO's *Programme and Budget (2016-2017) Policy Outcomes 1-10*, ranging from more and better jobs for youth, to strong and representative employers' and workers' organizations (see Annex 2 for more information on SDG targets related to the ILO's Thematic Areas).



The **Bali Declaration**, adopted at the 16th Asia Pacific Regional Meeting (APRM) in December 2016. This Declaration serves as a call to action for governments, workers' and employers' organizations in the region to do more to promote inclusive growth, decent work and social justice. The APRM brought together the ILO's tripartite constituents from Asia, the Pacific, the Gulf and Arab states (see Annex 3 for the full text of the Bali Declaration).

The **International Labour Standards Framework**, specifically the ILO's eight core Conventions which Pakistan has ratified, covering freedom of association and the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the abolition of child labour; and the elimination of discrimination in employment and occupation. These Conventions underpin the ILO's tripartite constituents' aspirations of 'decent work for all'.

1.1 Overview of Results, Reach and Impact 2016-2017

Pakistan's *Decent Work Country Programme* (DWCP III) was launched in September 2016, following intensive tripartite consultations. Its timely development paved the way for mainstreaming decent work in the *United Nations Sustainable Development Framework* (UNSDf) for Pakistan, also known as the *One UN Programme III*, which will be implemented between 2018 and 2022.

Efforts to advance the decent work agenda in Pakistan sparked important progress in the areas of social dialogue and labour market governance during the reporting period (2016-2017). Achievements included the development of seminal labour legislation; stronger institutional arrangements; better coordination of, and among, labour and social protection actors; and inroads towards addressing the challenges of youth employment and labour migration.

Social Dialogue

With regard to social dialogue, Federal and Provincial Tripartite Consultative Committees convened regularly to foster consensus on the development of provincial labour legislation and progress on compliance with International Labour Standards (ILS) in the context of the European Union's *Generalised Scheme of Preferences* (GSP+). New Tripartite Consultative Committees were formed in Pakistan Administered Kashmir (PAK) and in Gilgit-Baltistan (GB).

Labour Legislation

After the 18th Constitutional Amendment (2010) devolved significant legislative responsibility to the provincial level, three of Pakistan's four provinces enacted comprehensive labour legislation. Until these new labour laws are enacted, federal legislation continues to apply. The Provincial Assembly of Sindh became the first to approve an *Operational Safety and Health (OSH) Bill* (2017), which extends the coverage of OSH legislation to all provincial workplaces (except mines). This framework is aligned with

the principles enshrined in the [Occupational Safety and Health Convention](#) (C155). Seven districts of the Provincially Administered Tribal Areas (PATA) in the province of Khyber Pakhtunkhwa (KP) were brought under the ambit of labour legislation. Overall, government allocations for labour-related issues increased, particularly in three provinces – Punjab, KP and Balochistan – where government-led programmes on child and bonded labour were implemented.

At the national level, the Federal Government initiated the development of a *National Labour Protection Framework* (NLPF), covering seven thematic areas. These include fundamental principles and rights at work (FPRW), OSH, labour inspection and social dialogue.

Informal Workers

Two policy initiatives covering workers in the informal economy were approved during the reporting period – Sindh's *Home-Based Workers (HBW) Policy* and Punjab's *Domestic Workers Policy*. To facilitate their transition to the formal economy, land tenancy agreements for landless peasants were institutionalized in rural Sindh's districts of Dadu and Mirpur Khas. Landless individuals were also issued identity cards, to guarantee their access to social security services.

Social Protection

In the sphere of social protection, a *One-Window Operation* (OWO) was developed in KP. Piloted in two districts of the province, the operation is a 'one-stop shop' for the delivery of social protection services at the sub-national level.

Enterprise Development

Advancements included the creation of a national Start & Improve Your Business (SIYB) Association in 2016 to promote youth entrepreneurship in Pakistan's higher education institutions.



Disaggregated Data

To improve the availability of much-needed disaggregated data, the Pakistan Bureau of Statistics (PBS) updated its questionnaire for the national *Labour Force Survey* (LFS). It adopted new sex disaggregated measurement criteria for 'unemployment' and 'underemployment', in line with resolutions from the [19th International Conference of Labour Statisticians](#) (2014). These more nuanced criteria will be a boon to data collection during the next LFS, due to cover the 2017-2018 period.

Labour Migration

In 2016, Pakistan's first Migrant Resource Centres were set up in Islamabad and Lahore. Labour migration was also mainstreamed into the *National Vocational Qualification Framework*. In tandem, *Teacher Learner Material* was approved and notified by the National Vocational Technical Training Commission (NAVTEC). The Pakistan Overseas Employment Promoters Association (POEPA) developed a *Code of Conduct (CoC) on Ethical Recruitment* as

the industry's self-regulation and monitoring programme. In addition, the Ministry of Overseas Pakistanis and Human Resource Development (MoOPHRD) established an online complaint system to improve migrant workers' access to justice.

Labour Inspection

In a bid to strengthen the outreach and quality of labour inspection in Pakistan, Provincial Action Plans (PAPs) were developed. Punjab's Department of Labour adopted a computerized *Labour Inspection Reporting System*. A comprehensive new handbook for labour inspectors was used to train inspectors in Sindh, Balochistan, KP, GB, ICT and PAK. Two analytical studies were commissioned on labour inspection – a *National Labour Inspection and OSH Profile* and a study on private compliance initiatives (PCIs).





Workplace Injury Compensation

From 2016 onwards, the ILO facilitated an agreement for additional workplace injury benefits for victims of the 2012 fire at Ali Enterprises' in Baldia Town, Karachi. In 2017, the Government of Sindh – with the ILO's support and in consultation with the ILO's social partners and other stakeholders – established an Oversight Committee (OC) to review and agree on a mechanism for the distribution of benefits under the '*Baldia Agreement*'.

High-Level Engagement

To spearhead high-impact results, the ILO enhanced its engagement in high-level platforms. These included the Treaty Implementation Cell (TIC), under the leadership of the Attorney General of Pakistan, and the National Steering Committee on Youth Employment. Both bodies were established by the Office of the Prime Minister.

Support was also provided for the Prime Minister's Office in drafting a *National Youth Employment Framework*, which was endorsed by an inter-ministerial National Steering Committee in April 2017.

Technical Assistance

Technical assistance remained centre stage, such as the ILO's continued support for the Government of Punjab's *Elimination of Child & Bonded Labour Project*. This integrated initiative promotes decent work for vulnerable workers across the province.

Research and Publications

The reporting period also witnessed the development of a number of knowledge products, grounded in the ILO's analytical research, in consultation with tripartite constituents and other relevant stakeholders.



Foremost among these was an assessment of the minimum wage system in Pakistan's garment sector; a working paper on trade union density; and a diagnostic study on decent work deficits in the rural economy, among others.

Collaboration with Social Partners

The ILO's collaboration with tripartite constituents continued to foster social dialogue on various aspects of the labour market. In 2016, the MoOPHRD led the development of Pakistan's [*Future of Work \(FoW\) Report*](#) – one of seven initiatives leading up to the [*ILO's centennial celebrations in 2019*](#). The process of developing the document involved gathering the views of 800 respondents. Launched in 2016, the Report highlights stakeholders' feedback on future work modalities in Pakistan; outlines the aspirations of local communities about the future of work; and provides views on how to shape the next century's global Decent Work Agenda.

Employers' Organizations

The Employers' Federation of Pakistan (EFP) continued to enhance its outreach by establishing the first Pakistan Business Network for Social Protection (PBN-SP). The EFP also developed a *Growth Strategy* and continued its advocacy and awareness raising activities on OSH and gender equality. With the ILO's support, the EFP strengthened services for its members in the areas of gender equality, OSH and the elimination of child and bonded labour.

Workers' Organizations

Second-tier trade union leaders were trained and supported to effectively participate in provincial Tripartite Dialogue Forums. The ILO continued to assist the Pakistan Workers' Federation's (PWF) Skills Centre in Karachi. Here, over 300 young men and women from the local community were trained in industrial stitching, mobile phone repair and other income-generating trades. With the ILO's assistance, trade unions in PAK developed strategies to enhance their operations – with a focus on leadership development, institutional strengthening, financial sustainability and expanded coverage.

Discussions advanced on the prospects of a state-level Federation of Trade Unions; on moves to bolster the capacity of trade union leaders; on the sustainability of trade unions; and on an alliance that draws together PAK's Trade Union Federation with national and international trade bodies.

Partnerships

The DCWP III's achievements testify to the power of partnerships at many levels. Throughout 2016-2017, the ILO delivered technical assistance through its Development Cooperation (DC) projects with funding from the European Union (EU), Global Affairs Canada (GAC), the Government of the Netherlands, the German Society for International Cooperation (GIZ), the Federal Ministry of Economic Cooperation and Development of Germany (BMZ), the Government of Japan, the One UN Fund (Multi-Donor Trust Funds), the Human Security Trust Fund (UNHSTF) and private sector entities including Finland's Stora Enso, the Pakistan Textile Exporters Association (PTEA), the Pakistan Carpet Manufacturers and Exporters Association (PCMEA) and the Spanish multinational, INDITEX.

The ILO also maintained close links with other private sector actors – including the international brands that form part of the Pakistan Buyers' Forum – through interventions in the textiles sector, in collaboration with the International Finance Corporation (IFC) and the Government of the Netherlands. In light of the development of the country's third DWCP III, as well as the ILO's technical support for the Government of Pakistan's efforts to maintain the country's GSP+ status, partnerships were strengthened with the Ministries of Commerce, Textiles, Trade and Human Rights.

DCWP III Implementation



Part 2: Progress on the DWCP III's Implementation 2016-2017

2.1 Priority 1: Promoting Decent Work in the Rural Economy



2.1.1 Diagnostic Study on Decent Work in the Rural Economy

A *Diagnostic Study on Decent Work in the Rural Economy of Pakistan*, completed in late 2017, offers a wealth of baseline data for the first priority area of the DWCP III. The study reveals that, although 61% of Pakistan's labour force works in the rural economy, few efforts have been made to promote decent work in 'rural' economic sectors. As a result, decent work deficits abound, ranging from a lack of decent jobs to limited social protection, low wages, widespread informality and exploitative labour practices. The latter include child labour, bonded labour, discrimination in the workplace and unsafe work practices. A lack of labour inspection and a lack of worker unionization have exacerbated the situation.

The study highlights that sustained efforts are needed to raise awareness, create institutional arrangements and support mechanisms for rural workers.

For instance, stakeholders consulted during the course of the study identified rural value chains in which decent employment opportunities could be promoted. Specific areas for reform recommended by the study include:

- The inclusion of agricultural, home-based and informal workers in labour laws;
- The elimination of child and forced labour, which would require an effective schooling system, social protection schemes to incentivize parents and an overhaul of labour inspection machinery;
- Access to finance and financial literacy – combined with vocational training – as ways to reduce poverty and vulnerability by giving people the opportunity to diversify, while reducing risks that are widespread in the rural economy;
- Moves to improve women's labour force participation and the status of women workers, who remain a disadvantaged group in rural Pakistan. For instance, improving women's economic status translates into progress on women's empowerment, overall economic growth, and better education and health outcomes for children; and

- The need to create alternative livelihood opportunities to mitigate the effects of climate change and natural disasters, since environmental factors expose small-scale farmers to increasing hardship.

2.1.2 Livelihood Restoration

An initiative to restore the livelihoods of vulnerable rural populations in Sindh's districts of Dadu and Mirpur Khas was pioneered by the ILO, in collaboration with UN Women and FAO under a UN Joint Programme. The intervention, which ended in 2016, was part of the UN's response to the 2010 monsoons that affected great swathes of Pakistan. The province of Sindh was among the hardest hit.

The initiative restored livelihoods by improving on-farm production capacities and creating off-farm opportunities for income generation. Affected communities reaped the benefits of entrepreneurship development, value chain analysis, skills development and social finance. Specific results led by the ILO included:

- The development of a model of 'employment-based' Disaster Risk Reduction (DRR) and resilience for rural livelihoods;
- The creation and dissemination of knowledge products, including human stories and video documentaries;
- The institutionalization of land tenancy agreements for landless peasants for the first time in the country's history;
- The issuance of Computerized National Identity Cards (CNICs) to landless peasants, thereby guaranteeing their access to social security services;
- The registration of two agriculture workers' trade unions and two employers' associations under the *Sindh Industrial Relations Act*; and
- The integration of *Know About Business* (KAB) as a training programme of the Benazir Bhutto Shaheed Human Resources, Research & Development Board (BBSHRRDB).

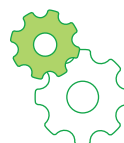
2.1.3 Supply Chain Interventions

Capacity building for stakeholders was a key intervention under the private-public partnership (PPP) between the ILO and Finland's Stora Enso. As part of this PPP:

- Over 50 participants – both managers and workers – were trained, as part of 'sustainability teams', to promote decent work;
- 321 suppliers, sub-suppliers and community representatives participated in awareness raising on child labour in biomass and waste paper supply chains;
- A mapping and formative study was undertaken on assessing decent work deficits in waste paper and agricultural biomass supply streams in Punjab, with a focus on child labour;
- An analysis of decent work issues in Punjab's wheat-straw value chain was completed as a basis for policy and programmatic action;
- A Code of Conduct was reviewed, geared towards keeping the supply chain free of child labour;
- A *Business Roundtable* was held, supported by the Child Labour Platform (CLP), a business-led platform for tackling child labour in supply chains. The roundtable was attended by representatives of international and national brands active in Pakistan alongside representatives of the ILO, UNICEF, Stora Enso and Punjab's Department of Labour.



321
suppliers & community
representatives
engaged to
curb child labour



50
participants trained to
promote decent work



2.2 Priority 2: Promoting Job Creation for Youth and Vulnerable Groups



2.2.1 Labour Market Information

While the Government's regular Labour Force Survey (LFS) was not undertaken in 2016/17 due to the announcement of the National Census, the Pakistan Bureau of Statistics (PBS) took a significant step by updating the national *Labour Force Survey Questionnaire*. The updated questionnaire was validated by all stakeholders, including the ILO's social partners in May 2017.

By adopting sex disaggregated criteria for measuring both 'unemployment' and 'underemployment', in line with 19th *International Conference of Labour Statisticians* (ICLS), the next LFS will be able to:

- Better analyse employment patterns in Pakistan in a disaggregated manner;
- Identify specific issues faced by women in order to inform policies, programmes and strategies that address the Female Labour Force Participation Rate (FLFPR), which is currently under 24%;
- Ensure that the next *Labour Force Survey*, for the July 2017-June 2018 period, is fully aligned to the [Labour Statistics Convention](#) (C160).

2.2.2 National Youth Employment Framework

In light of Pakistan's high youth unemployment rate, coupled with growing concerns about the labour market's ability to absorb new entrants, the ILO provided technical support to the Prime Minister's Youth Programme (PMYP) to develop a multi-pronged *National Youth Employment Framework* (NYEF) and draft provincial *Youth Employment Strategies*.³

As a result, a National Steering Committee on Youth Employment was notified by the Prime Minister's Office. Its first high-level meeting in April 2017, approved the [National Youth Employment Framework](#), which focuses on seven priority areas:

- Education and training, with a special focus on young and rural girls;
- Employment opportunities for youth at the provincial level;
- Youth employment opportunities in national 'mega-development' projects;
- Entrepreneurship promotion;
- Employment prospects within the *China-Pakistan Economic Corridor* (CPEC) initiative;
- Overseas employment opportunities for youth; and
- Social protection for unemployed youth.

2.2.3 Provincial Policies and Consultations on Youth Employment

The Governments of all four of Pakistan's provinces notified Provincial Steering Committees and developed provincial *Youth Employment Strategies*. The ILO's technical support for the development of these provincial strategies is in line with the organization's [Resolution on Youth Employment](#), presented at the 101st *International Labour Conference* in June 2012.

A series of consultations related to youth employment were held, including:

Youth (un)employment trends in Pakistan (15-24 years)

10.61%
youth unemployment rate
(LFS 2014/15)

30.41%
of youths are not in education,
employment or training
(LFS 2014/15)

The ILO's [Global Employment Trends for Youth Report](#) was published in November 2017.

The global initiative on [Decent Jobs for Youth](#) is a partnership that draws together almost all agencies in the UN system under the umbrella of youth employment.

- Four consultations in KP, Punjab, Balochistan and PAK to gather the views of young women and men, as well as those of the ILO's constituents, on what their priorities are in terms of generating employment opportunities; and
- National and provincial workshops on skills development under the *Preventing Violent Extremism* (PVE) umbrella, technically supported by the ILO in collaboration with the United Nations Office on Countering Terrorism (UNOCT) and the Prime Minister's Youth Programme (PMYP).

The ILO also supported the PMYP in developing baseline data on youth employment trends, using the *Labour Force Survey* (LFS 2014/15). In tandem, the ILO assisted fellow UN agencies in implementing an integrated, comprehensive youth employment programme under the [One UN Programme II's](#) Strategic Priority Area 2 on 'inclusive economic growth and sustainable livelihoods'.

³ For more information, please see: <http://youth.pmo.gov.pk>

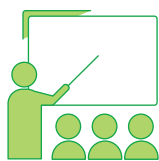
² For more information, please see: <http://pakobserver.net/govt-formulates-national-youth-employment-framework>



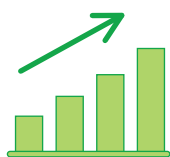
2.2.4 Start and Improve Your Business

By supporting the creation of a national Start and Improve Your Business (SIYB) Association in May 2016, the ILO assisted Pakistan's Higher Education Commission (HEC) in strengthening women's entrepreneurship. This was made possible by the financial and technical support of the Canadian-funded project on *Gender Equality for Decent Employment (GE4DE)*. Key actions included:

- Training by SIYB facilitators in nine public sector universities for 1,140 young women (55%) and men (45%) in *Start Your Business* (SYB), *Grow Your Business* (GYB), and *Improve Your Business* (IYB) by December 2016;
- Training for a pool of 23 trainers in different universities, equipping them to provide effective business development services and to improve women's and men's access to gender mainstreamed business development services so that they can create or strengthen small- and medium-sized enterprises (SMEs);
- The establishment of Business Incubation Centres and Offices of Research, Innovation and Commercialization in higher learning institutions across Pakistan;
- A *Generate Your Business* training undertaken by the SIYB Association in June 2017, in collaboration with the Fatimah Jinnah Women University; and
- Support by the SIYB Association for 400 university graduates, thereby enabling them to develop their business ideas.



1,140
young women & men
trained to start, grow &
improve businesses



400
graduates supported
by the SIYB Association

256
new enterprises set up

As a result of this unique collaboration, 256 new enterprises were set-up over the reporting period and 78 existing enterprises were strengthened.

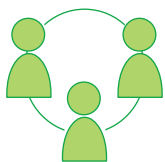
2.2.5 Promoting Decent Work in Multinational Enterprises

Throughout the reporting period, the ILO worked closely with the sports goods manufacturing sector in Sialkot, Punjab, to promote the implementation of the ILO's *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy* ([MNE Declaration](#)). This collaboration fostered strong partnerships between multinationals and their direct suppliers to advance socially responsible labour practices in the sports goods sector. Key achievements included:

- The establishment of a Task Force – conceived as a periodic tripartite platform for dialogue – to promote sustainable and responsible business in Sialkot's sports goods sector through consultative workshops, seminars and meetings. This Task Force draws together the Government of Punjab's Labour and Human Resources Department, the Federal Ministry of Commerce, the Trade Development Authority of Pakistan (TDAP), the Employers' Federation of Pakistan (EFP), the Pakistan Sports Goods Manufacturers and Exporters Association (PSGMEA), the Pakistan Workers' Federation (PWF) and manufacturers;
- A series of capacity building and training sessions organized in support of the Task Force on the MNE Declaration, fundamental principles and rights at work (FPRW), occupational safety and health (OSH), productivity and sustainable enterprises;
- A series of six factory-based workshops, organized in collaboration with the EFP and the PSGMEA, to strengthen knowledge and skills on OSH among 187 participants, including 22 women, from 41 sports goods producing factories in Sialkot;

- A three-day workshop on *Multinational Enterprises, Social Policies and Fundamental Principles & Rights at Work* (FPRW). The event's 52 participants included Chief Executive Offices (CEOs), directors and representatives of Sialkot's export-oriented sports goods manufacturers, Task Force members, and representatives of brands, trade bodies, business associations and the ILO's constituents;
- A stakeholders' dialogue on the Employers' Federation of Pakistan's National Business Agenda and the MNE Declaration, which convened over 200 participants from the public and private sectors in October 2017;
- A stakeholders' consultation meeting in December 2016 on *Challenges and Opportunities of Promoting Decent Work: Promotion and Application of the Principles of MNE Declaration – Maximizing the Contribution of Business to Inclusive Growth and Sustainable Development in Pakistan*. The meeting drew together over 60 participants from the corporate sector, their supply chains, the Government, workers' organizations and civil society; and
- Beyond Sialkot, a meeting was held in August 2016 for 130 representatives of businesses and their suppliers in Karachi, Sindh, to discuss opportunities and challenges related to the MNE Declaration's principles. Participants from multinational enterprises presented their CSR projects and shared good practices.

Alongside high-profile events, research formed an integral part of the ILO's support for decent work in multinational enterprises.



187

sports goods stakeholders in Sialkot engaged on OSH

130

participants in Karachi engaged on CSR & the MNE Declaration

Principles of the MNE Declaration

The *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy* is the ILO instrument that provides direct guidance to enterprises on social policy and inclusive, responsible and sustainable workplace practices. Its principles encourage positive contributions by multinational enterprises to socio-economic progress and decent work.

The Declaration covers:

1. General policies
2. Employment
 - Employment promotion
 - Social security
 - Elimination of forced or compulsory labour
 - Effective abolition of child labour (minimum age and worst forms)
 - Equality of opportunity and treatment
 - Security of employment
3. Training
4. Conditions of work and life
 - Wages, benefits and conditions of work
 - Safety and health
5. Industrial relations
 - Freedom of association and the right to organize
 - Collective bargaining
 - Consultation
 - Access to remedy and examination of grievances



Specific advances included:

- Research to identify decent work deficits in Sialkot's sports goods sector. This highlighted areas of intervention where partnerships and socially responsible labour practices should be promoted, specifically:
 - Addressing barriers to women's employment;
 - Promoting social dialogue;
 - Championing occupational safety and health;
 - Spearheading an awareness raising programme on child labour; and
 - Compiling good practices on labour and CSR in the sports goods industry to showcase the Sialkot business case in order to promote sustainable, responsible businesses.

Moving forward, efforts in Sialkot will be enhanced in the context of a seminal agreement between the ILO and the 2020 Tokyo Organising Committee of the Olympic and Paralympic Games. This is the ILO's first official partnership with an Olympic and Paralympic Organizing Committee and Tokyo 2020's first partnership with a UN organization. This partnership will advance decent work by:

- Promoting socially responsible labour practices among the Games' delivery partners, based on the guidance provided by the ILO's MNE Declaration; and
- Encouraging enterprises to play a positive role in promoting decent work to achieve sustainable development towards 2020.

2.2.6 Pakistan's Carpet Sector

The ILO assisted the Pakistan Carpet Manufacturing Exporters Association's (PCMEA) Training Institute in Lahore, Punjab, by enhancing its capacity to provide training. As a result, the Training Institute upgraded the skills of carpet manufacturers in the spheres of design, dyeing and weaving techniques. The ILO's support centred on curricula development based on a comprehensive needs assessment; upgrading the facility's equipment; and efforts to pilot training.

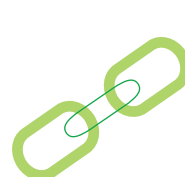
2.2.7 Pakistan Buyers' Forum

The ILO continued to support the Pakistan Buyers' Forum – comprising 18 members who represent international brands and retailers in the spheres of textiles, ready-made garments and apparel – particularly by building linkages between the Forum, trade associations and suppliers. Four information sharing meetings were held during the reporting period. Established in 2014, the Buyers' Forum is convened by the ILO, the International Finance Cooperation (IFC) and the Embassy of the Netherlands in Pakistan.

2.2.8 Pakistan Textile Exporters Association

In response to the expressed needs of the industry, the ILO collaborated with the Pakistan Textile Exporters Association (PTEA) to form a public-private partnership on compliance with International Labour Standards (ILS) and national labour laws in the textile sector. The initiative aimed to help retain Pakistan's GSP+ status, while attracting buyers so as to increase exports.

The ILO's and PTEA's partnership prompted the formation of Bipartite Work Improvement Committees (BWICs) at the enterprise level – drawing together managers, employers and workers' representatives. These Committees sought to collectively participate in improving working practices and bridging identified gaps.



18

brands & retailers,
part of the Pakistan
Buyers' Forum
improved linkages
with suppliers & trade
associations



2.2.9 Promoting Gender Equality for Decent Employment

Capacity building formed an integral part of the ILO's efforts to promote gender equality. Significant interventions were undertaken hand in hand with partners, including:

- The Punjab Bureau of Statistics (PBS), for whom the ILO facilitated an orientation training session on gender mainstreaming in statistical processes. Held in late 2017, this training focused on the need for reliable, scientific and inclusive data that reflects women's participation in the labour force. The training also elicited debate on the benefits of sex-disaggregated data and on how gender can be effectively incorporated into statistical processes;
- The Domestic Workers' Union (DWU), which conducted capacity development training for its members – the vast majority of whom are women – with the ILO's collaboration; and
- The Ministry of Overseas Pakistanis and Human Resource Development, which worked with the ILO to organize training sessions for stakeholders. These sessions facilitated the implementation

of the comments of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) on the [Equal Remuneration Convention](#) (C100), concerning equal pay for men and women workers for work of equal value, and the [Discrimination \(Employment and Occupation\) Convention](#) (C111), concerning non-discrimination and equality of treatment at work.

Prominent events also raised the profile of gender equality in decent employment, including:

- An EFP event to commemorate *International Women's Day 2016* (IWD) with the ILO's support. Bringing together over 150 participants – spanning representatives of employers' organizations, workers' organizations, civil society, the media and academia – the occasion raised awareness of Conventions C100 and C111. It also improved understandings of Pakistan's *Law on Protection against Harassment of Women at the Workplace*; and
- SAFWU's celebrations to mark *International Women's Day 2016* in Jamshoro, Sindh. The event benefitted from the participation of 200 women engaged in rural agriculture.

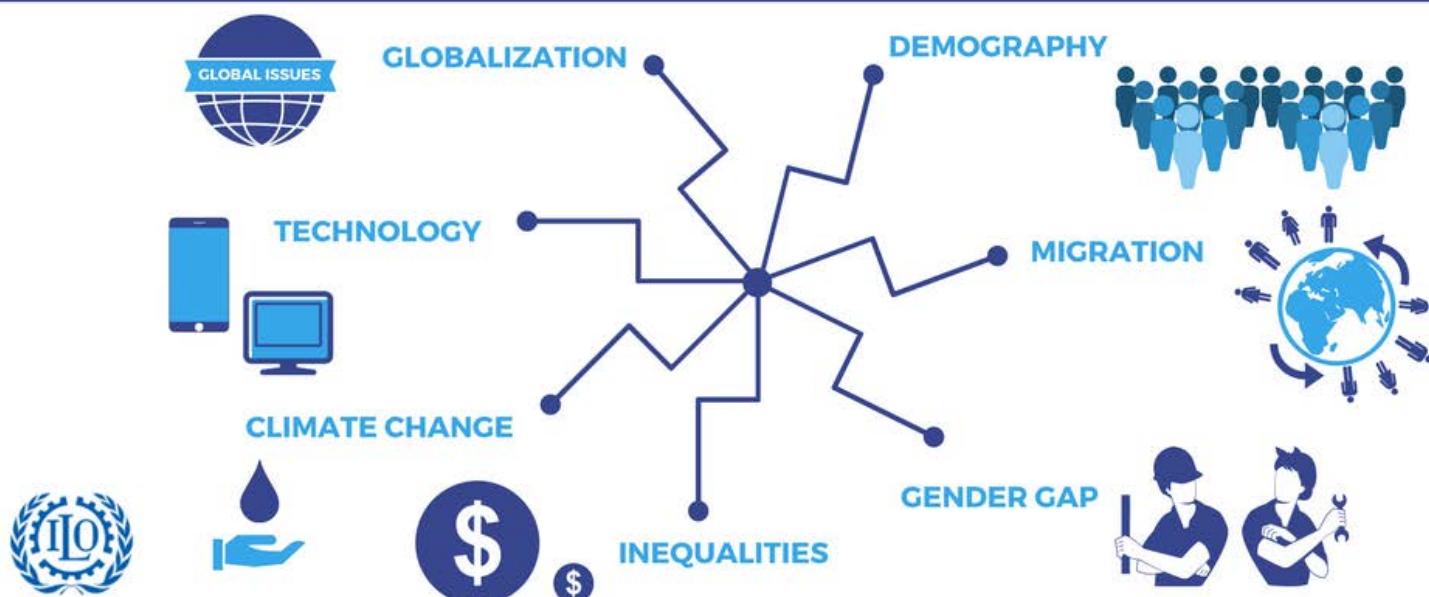


2.2.10 National Dialogue on the Future of Work in Pakistan

As part of the lead-up to the [ILO's centenary celebrations in 2019](#), a series of national dialogues engaged stakeholders in Pakistan on developing scenarios for the *Future of Work* (FoW) in the country. These deepened understandings of the challenges that lie ahead to full and productive employment, income generation and decent work. Such discussions fed into:

- A report on Pakistan's [Future of Work](#), which presents stakeholders' feedback on future work modalities, showcases the aspirations of local communities and highlights assertions that will form part of the global Decent Work Agenda for the next century. The report outlines inputs obtained through an online survey of 800 respondents, as well as via stakeholder consultations. These inputs shed light on the future world of work in Pakistan, how it is likely to be shaped by upcoming changes, and strategies to improve evolving work scenarios in terms of technology, workers, employers, the private sector and government organizations; and
- International discussions led by the ILO's [Global Commission on the Future of Work](#), which is mandated to undertake an in-depth examination of the future of work – an examination which aims to provide the analytical basis for the delivery of social justice in the 21st century. The Commission will produce an independent report on how to achieve a future of work that provides decent and sustainable work opportunities for all, due to be submitted to the centenary session of the International Labour Conference in 2019. The Commission's work will be organized around four 'centenary conversations' on:
 - Work and society;
 - Decent jobs for all;
 - The organization of work and production; and
 - The governance of work.

WHAT ARE SOME OF THE MAJOR TRENDS IN THE #FUTUREOFWORK?





2.3 Priority 3: Strengthening Compliance with International Labour Standards through Social Dialogue



2.3.1 Legislative, Policy, Strategic Development and Review Processes

Efforts to strengthen compliance with International Labour Standards (ILS) in Pakistan were facilitated by social dialogue, pursued through existing tripartite mechanisms – such as the Federal and Provincial Tripartite Consultative Council.

To enhance this process, a capacity building strategy was deployed to enhance stakeholders' understanding of the ILO's core Conventions, coupled with technical assistance

for drafting and reviewing labour legislation. Key consultative meetings included three Provincial Tripartite Consultative Committee (PTCC) meetings. Held in Balochistan, these meetings facilitated social dialogue to ensure that the province's draft labour laws conform to International Labour Standards. Further ILO support for Pakistan's Federal and Provincial Governments included:

- Training for PTCCs in all four of Pakistan's provinces in which constituents from GB, ICT and PAK also participated;
- Support for the Government of Pakistan's efforts to develop a *National Labour*



Protection Framework (NLPF), which seeks to address the comments of the ILO's supervisory body – the [Committee of Experts on the Application of Conventions and Recommendations](#) (CEACR) – on seven thematic areas and provides a time-bound Action Plan for each area. These areas include child labour, forced labour, freedom of association and collective bargaining (FoA/CB), discrimination, social dialogue, labour inspection and occupational safety and health (OSH). The NLPF will also comprise *Provincial Action Plans* prepared by each Provincial Tripartite Consultative Committee;

- The ILO's technical review of, and facilitation of social dialogue on, five draft labour laws in Balochistan – namely, the province's *Industrial Relations Act*, the *Prohibition of Employment of Children Bill*, the *Minimum Wage Bill*, the *Payment of Wages Bill* and the *Occupational Safety and Health Bill*. These bills were translated into Urdu and their enactment process was initiated; and
- The ILO's support for the development of a comprehensive, simplified and harmonized labour-related legislative framework for ICT. In this context, a technical memorandum was provided to ICT on their draft *Occupational Safety and Health Act 2016*.

Several legislative gains during the reporting period are worth highlighting, such as:

- The unanimous passage of Sindh's *Occupational Safety and Health Bill* by the Provincial Assembly. This is a significant gain as it brings legislation into effect to safeguard the rights of workers⁵; and
- The fact that all four provinces embarked on labour legislative reviews, as a result of which three provinces fully enacted provincial labour laws. The status of labour law development at the provincial and regional level by the end of 2017 was as follows:
 - Punjab (16 laws enacted);
 - Sindh (13 laws enacted);
 - KP (11 laws enacted);
 - Balochistan (1 enacted, 4 legally vetted, 9 in the process of consultation);
 - ICT's pipeline of enactments included the *Registration of Trade*

Unions and Industrial Relations Act 2017, the *ICT Workers' Social Security, Welfare and Compensation Act 2017* and the *ICT Workers' Employment and Service Conditions Act 2016*.



41

labour laws enacted in Punjab, Sindh, KP & Balochistan by late 2017

Following the 18th Constitutional Amendment, three Provincial Governments – in Punjab, Sindh and KP – enacted legislation prohibiting the employment of children. Progress in this regard is underway in Balochistan.

2.3.2 ILS Compliance and Reporting

In 2017, the Government of Pakistan – in consultation with the country's Employers' and Workers' Organizations – submitted all due and pending reports to the ILO's supervisory body, the CEACR, on the country's compliance with International Labour Standards (ILS).

The Government also took action to address the 38 ILO instruments which are overdue for submission to the competent authority. These include the instrument adopted by the International Labour Conference (ILC) in June 2017, due for submission in 2018.

⁵For more information, please see: <https://www.thenews.com.pk/print/245409-sindh-assembly-passes-occupational-safety-and-health-bill-2017>

Article 19 of the ILO Constitution requires Member States to bring all ILO instruments (Conventions and Recommendation) to the competent authority for its consideration no later than 18 months after the closing of the International Labour Conference (ILC).

2.3.3 Addressing Unacceptable Forms of Work and Support for the Informal Economy

The ILO's advocacy contributed to policy-level interventions, including the development of policies for informal workers. Foremost among these are the Government of Sindh's *Home-based Workers (HBW) Policy*, passed in November 2016, and the *Employment Bill for Domestic Workers 2015*, passed by the Senate of Pakistan in 2016.

Other positive advancements spurred by the growing recognition of workers in the informal economy included:

- The notification of Pakistan's *Home-based Workers (HBW) Policy* – whose finalization has taken nearly a decade – aided by the ILO's technical assistance, advocacy and guidance on mainstreaming the provisions of the [Home Work Convention](#) (C177) into the framework;
- The first *Home-based Workers' Survey* in South Asia, led by Punjab's Department of Labour and the Punjab Bureau of Statistics (PBS). In 2017, the PBS launched its *Home-based Workers Survey Report*, with technical support from the ILO and UN Women. This Report paves the way towards even greater recognition of informal workers, most of whom are women, as a specific category of worker;
- The ILO's technical review of the *Punjab Domestic Workers Act*, in aid of the Government of Punjab's bid to improve working conditions for domestic workers.

This review enhanced the Act's alignment with global Conventions, such as:

- The [Domestic Workers Convention](#) (C189);
- The [Equal Remuneration Convention](#) (C100);
- The [Discrimination \(Employment and Occupation\) Convention](#) (C111);
- The ILO's technical inputs on the initial draft of ICT's *Domestic Workers (Employment Rights) Bill 2016* through the Ministry of Overseas Pakistanis and Human Resource Development; and
- Advocacy and awareness raising for relevant stakeholders to help them use the provisions of the *Domestic Workers Convention* (C189), its corresponding Recommendation (No. 201) and other related Conventions, such as those to deter children from being engaged in employment, particularly in domestic work. As a result, the *Employment Bill for Domestic Workers 2015* was passed by the Senate of Pakistan in March 2016.

As part of the ILO's support for strengthening ILS compliance to address child and bonded labour:

- A *National Strategic Framework on Eliminating Child and Bonded Labour* was drafted and subjected to tripartite review;
- The ILO supported the implementation of child labour pilot surveys in three provinces – Punjab, Balochistan and KP – with funding from UNICEF and with reference to the methodology of the ILO's *Statistical Information and Monitoring Programme on Child Labour* (SIMPOC); and
- The ILO aided KP's Government in conducting a survey on bonded labour.

Significant achievements in terms of reducing the incidence of child labour included:

- The Senate of Pakistan's unanimous passage of *Resolution 314* on child rights;
- The creation of a permanent Child Labour Unit by the Government of KP;
- The introduction of information management systems to monitor child labour in Punjab and KP; and
- The implementation of self-funded child labour projects by the Governments of Punjab, KP and Balochistan.



The ILO's *Statistical Information and Monitoring Programme on Child Labour* (SIMPOC) provides access to a comprehensive compendium of child labour statistics and methodological guidance material. Processed child labour data can be accessed in the form of national child labour survey reports, statistical country briefs and other resources derived from household-based SIMPOC surveys. A large number of micro-datasets are also available.

2.3.4 Awareness Initiatives on Unacceptable Forms of Work

In July 2017, as noted above, the ILO organized a *National Labour Law Symposium*, in collaboration with the Continuing Legal Education Institute of Pakistan, the Commercial Law Development Programme of the United States Department of Commerce (CLDP) and the United States Agency for International Development (USAID). The symposium:

- Brought together major stakeholders – including representatives of the Federal Government, Provincial Labour Departments, employers, workers, academia, independent experts, development partners and civil society – to discuss labour legislation and related implementation issues in Pakistan, as well as their impact on investment and socio-economic development;
- Enabled consensus among stakeholders on the need to eliminate the worst forms of child labour and bonded labour; and
- Facilitated consensus on the need for Pakistan to improve compliance with core labour standards and other UN standards under the GSP+ framework, as a means of supporting economic growth and development.

Awareness was raised by a series of seminars that highlighted challenges faced by vulnerable workers. These events were organized by the Employers' Federation of Pakistan (EFP) and the ILO, in collaboration with federal and provincial governments, academia, civil society, NGOs and the media. The Government of Punjab also raised awareness of the need to eliminate child and bonded labour, while engaging stakeholders during the implementation of its integrated child labour project.

2.3.5 Sectoral Interventions

The ILO provided extensive technical assistance for efforts to improve minimum wages and working conditions in the textile and ready-made garment (RMG) sectors. Key actions included:

- The creation of a Garment Sector Stakeholders' Forum (GSSF), whose primary objectives are to build linkages between stakeholders and to provide opportunities for sharing information and best practices vis-à-vis the promotion of labour standards in the textiles sector. The GSSF comprises 30 members drawn from government ministries and departments at the federal and provincial levels, employers' and industry organizations, workers' organizations, civil society, NGOs, academia, international buyers and development partners;
- Five GSSF meetings, which enabled stakeholders to share policy and programmatic approaches that have successfully addressed issues of informality, social dialogue at the workplace, returns on prevention, gender parity at work, trade and ILS compliance;
- The GSSF's capacitation to take affirmative action on the enforcement of the minimum wage system for formal and informal segments of the garment supply chain;
- Efforts to map the informal garment production sector and prevailing wage systems, while identifying measures to improve these systems.

This mapping set out a methodology for wage calculations in the informal economy that will assist Sindh's Minimum Wage Board, trade unions and employers' representatives in ensuring that home-based workers are protected by Pakistan's legal framework on wages and working conditions; and

- Training for 32 stakeholders – including the ILO's tripartite constituents and other partners – on wage policy, in order to strengthen Pakistan's knowledge base on wage setting and implementation.

Following its establishment, the GSSF contributed to important advances, such as:

- The GSSF's *Roadmap* on reforming minimum wages in Pakistan, which recommends:
 - Implementing a minimum wage system that is consistent with the [Minimum Wage Fixing Convention \(C131\)](#);
 - Improving the conditions of home-based workers in the informal economy;
 - Engaging industry and trade unions in wage setting through collective bargaining; and
 - Formulating evidence-based policies and programmes on minimum wage reforms;
- Contributions by GSSF members to the methodology, field work and recommendations of analytical publications on the dimensions of Pakistan's minimum wage system in the garment sector, as a basis for evidence-based policy-making. These publications include [Barriers to pay equality in Pakistan: The gender gap in the garment sector](#) (2017) and [Pakistan's hidden workers: Wages and working conditions of home-based workers and the informal economy](#) (2017); and
- The dissemination of these publications at the *Wage, Work and Trade Conference* in May 2017. Their distribution aimed to promote policy discourse on minimum wages, wage setting and competitiveness, data and measuring progress against the SDGs, women and the world of work, and the way forward for wage policy, the economy and trade.



272

labour inspectors
trained in Punjab,
Sindh, KP, Balochistan,
ICT, GB & PAK

2.3.6 Strengthening Labour Inspection

With the financial support of the Government of the Netherlands, efforts to strengthen Pakistan's labour inspection system in 2016-2017 yielded a range of significant results, including:

- The development of *Provincial Action Plans* (PAPs) to improve the outreach and quality of labour inspection, in a bid to enhance workplace compliance in Punjab, KP, Balochistan and Sindh. These Plans lay out a set of short-term and medium-term actions that Provincial Departments of Labour consider essential for reforming and upgrading the labour inspection system;
- Enhanced capacities among 272 labour inspectors – encompassing 267 men and 5 women – in Punjab, Sindh, KP, Balochistan, ICT, GB and PAK. They were trained on labour inspection regulatory frameworks, fundamental principles and rights at work (FPRW), contemporary labour inspection methodologies and labour inspection of wages;
- The recruitment of labour inspectors by KP's Department of Labour, in an effort to overcome the shortage of labour inspection staff and strengthen the province's labour inspection system; and
- The implementation of a computerized *Labour Inspection Reporting System* by Punjab's Department of Labour.

These advances were bolstered by cutting-edge publications, research and analysis, including:

- The elaboration of a handbook for labour inspectors, containing instructions for carrying out efficient inspections;
- The development of a *National Labour Inspection Profile* and *OSH Statistical Analysis* to provide baseline information on

TRAINING OF LABOUR INSPECTORS

on
EFFECTIVE LABOUR INSPECTION
Jointly organized by

ILO Country Office Islamabad and Department of Labour
& Human Resource Government of Punjab

STRENGTHENING LABOUR INSPECTION SYSTEM IN PAKISTAN [ISP] PROJECT
January 16-18, 2017 Lahore



- the current state of OSH in Pakistan; and
- A preliminary study on private compliance initiatives (PCIs – Phase I) that seeks to understand the nature and effectiveness of such initiatives and draw lessons for the Government. Its preliminary findings reveal that PCIs are currently employed in industrial enterprises across Pakistan. They are especially notable in 19 sectors, including textiles, garments, sports goods and surgical instruments.

2.3.7 Labour Migration Governance

To strengthen labour migration governance, the ILO – with the EU's financial support – assisted:

- The establishment of Pakistan's first Migrants Resource Centres (MRCs) in 2016, set up by the Federal Government in Islamabad and the Department of Labour in Punjab;
- The creation of an online complaint system in 2016 by the Ministry of Overseas Pakistanis and Human Resource

Development (MoOPHRD). This allows migrant workers and overseas Pakistanis to submit legal complaints in cases where they face injustice during recruitment and/or employment. The system has improved access to justice mechanisms for migrant workers; and

- A *Code of Conduct on Ethical Recruitment* (the *Code of Ethical Conduct*) developed by the Pakistan Overseas Employment Promoters Association (POEPA), the representative body of private overseas employment promoters in Pakistan. Applicable to all POEPA members, the Code will act as the industry's self-regulation and monitoring programme in order to deter unscrupulous agents and unethical practices by licensed recruitment agencies that expose migrant workers to exploitation.

To reach out to current and potential migrants while bridging information gaps, the ILO supported:

- The development of *Travel Smart Work Smart (TSWS) Guidelines* for Qatar by Punjab's Department of Labour, based upon a regional model.

- The Guidelines were published in English and Urdu and distributed widely;
- The elaboration of two courses at the National Vocational Qualification (NQV)-level to sensitize students in Training and Vocational Education and Training (TVET) institutions on safe migration;
- The approval and notification of *Teacher Learner Material* on safe migration by the National Vocational Technical Training Commission (NAVTTTC); and
- Four studies on labour migration from Pakistan to Member States of the Gulf Cooperation Council (GCC), entitled:
 - [Law and practice: The recruitment of low-skilled Pakistani workers for overseas employment](#) (2016);
 - [Where to go for help: Pakistani migrant workers' access to justice at home and in GCC countries](#) (2016);
 - [Labour migration from Pakistan: 2015 status report](#) (2016); and
 - [The cost of migration: What low-skilled migrant workers from Pakistan pay to work in Saudi Arabia and the United Arab Emirates](#) (2016).

2.3.8 Maintaining Pakistan's GSP+ Status

In December 2013, Pakistan acquired GSP+ status, conferred by the European Union's *Generalised Scheme of Preferences*. This came into effect in January 2014. By allowing the country to pay fewer or no duties on exports to the EU, GSP+ status boosts export-driven growth and decent work nationwide.

The ILO has been at the forefront of helping Pakistan to maintain its GSP+ status by supporting compliance with International Labour Standards. Progress in this regard included:

- The efforts of the Treaty Implementation Cell (TIC), which coordinated the application of, and reporting on, 27 UN Conventions, including the ILO's eight core Conventions. Established in 2015 under the leadership of the Cabinet Division, the TIC oversees the implementation of ratified treaties;

- The ILO's inclusion as a member of the TIC in 2016. As one of two UN agencies represented on the body⁶, the ILO provides technical inputs to enhance the TIC's work;
- A comprehensive report on the application of eight core ILO Conventions ratified by Pakistan. Developed by the Ministry of Overseas Pakistanis and Human Resource Development with the ILO's support, this report was submitted to the TIC and fed into Pakistan's GSP+ Report in 2016. The Ministry also designed a clear *Reform Plan* to improve the application of International Labour Standards in line with comments from CEACR;
- The TIC's submission of its first mandatory report to the EU in 2016, which secured the continuation of Pakistan's GSP+ facility. The country's next report is due for submission in 2018; and
- The fact that, overall, progress achieved on ILS compliance provided a solid basis for maintaining Pakistan's GSP+ status.

2.3.9 National Consultation on Occupational Safety and Health Legislation

A two-day national tripartite consultation helped to build a sound understanding of how to develop OSH legislation in Pakistan. Convened by the Ministry of Overseas Pakistanis and Human Resource Development, in collaboration with the ILO, the event explored how to attain a harmonized approach to the development and interface of OSH legislation, as well as potential overlap between the *Factories Act* and Pakistan's envisaged *OSH Act*.

Held in November 2017, the consultation took place in the wake of the Federal Tripartite Consultative Committee (FTCC) meeting in May 2017. This platform allowed provincial administrative units to share progress on the development of OSH legislation. It also highlighted the need for continued capacity development and experience sharing in order to expedite progress.

⁶ For more information, please see: <http://www.cabinet.gov.pk/cabinet/userfiles1/file/TORs-TIC-06-09-2016.pdf>



2.3.10 National Consultation on OSH in Mines

A national tripartite *Consultation on Occupational Safety and Health (OSH) in the Mining Sector* took stock of the industry's OSH situation, raised awareness of poor conditions and discussed possible solutions. Throughout the two-day event in November 2017, jointly organized by the Government of Pakistan and the ILO, participants highlighted the need to enhance cooperation among stakeholders; to improve the current data management system on OSH; and to offer capacity building for workers and employers in the mining sector.

2.3.11 From Compliance to Competitiveness

The EU-funded project on *International Labour and Environmental Standards (ILES) 2016-2022* – implemented in partnership with the World Wide Fund for Nature (WWF) – aims to boost the competitiveness of small- and medium-sized enterprises (SMEs) in Pakistan's textile and leather sectors. ILES is ILO Pakistan's largest Development Cooperation (DC) project. Achievements during its inception phase (October 2016-December 2017) included:

- The establishment of the ILES Project Management Unit;
- The development of *Work Plans* in consultation with project partners;
- An evaluability assessment on the extent to which the project can be evaluated;
- The creation of a project Steering Committee; and
- Engagement with potential collaborators and partners on delivering the project's objectives.

Moving towards 2022, the project will:

- Support 75 SMEs in the textile and leather sectors in terms of environmental standards;
- Support 100 SMEs in the textile and leather sectors in terms of labour standards;
- Provide tailored support to 25 pilot enterprises to improve labour standards, efficiency and productivity, in order to establish proven business cases for change in the textile and leather sectors; and
- Support sectoral trade associations.

The Government of Pakistan's *National Mineral Policy 2013* notes that the mining sector contributes less than 1% of Pakistan's GDP. However, it suggests that recent discoveries provide evidence of significant mineral deposits. These imply that the mining sector has the potential to contribute far more significantly to the economy.

Data on employment and labour-related issues in the mining sector is scarce. The *Labour Force Survey (LFS) 2014/15* reveals that 0.16% of Pakistan's workforce is engaged in mining – totalling roughly 95,000 workers. Safety and workers' health represent serious concerns in the mining sector. According to trade unions and media reports, up to 200 mine workers die on average in mine accidents every year.⁷ By province, the percentage of people employed in the sector is:

1.12% in Balochistan

0.28% in KP

0.11% in Sindh

0.07% in Punjab⁸

⁷ Data from the Pakistan Central Mines Labour Federation, quoted in BBC News "[Pakistan coal mine blast kills 23 near Quetta](#)", 6 May 2018, London: BBC News.

⁸ Pakistan Bureau of Statistics (2015) "[Percentage Distribution of Employed Persons](#)", *Labour Force Survey 2014/15*. Islamabad: Government of Pakistan. Quoted in ILO (2017) *Concept Note National Tripartite Consultation on Occupational Safety and Health (OSH) in the Mining Sector*. Islamabad: ILO Pakistan.



2.4 Priority 4: Extending Social Protection Floors



2.4.1 Extending Social Protection Floors Mapping Study

In December 2017, the ILO completed a national mapping study of public sector social protection schemes, paired with a questionnaire to assess Pakistan's implementation of social protection floors. This was the first study to identify national schemes using a life-cycle approach, while pinpointing gaps in existing programmes. Stakeholders consulted during the study note that serious efforts are required to adopt universal, comprehensive and well-coordinated social protection mechanisms covering the entire life-cycle. Improved governance is considered equally essential.

2.4.2 National Consultation on Social Protection Floors

A national consultation in December 2017 reviewed the preliminary findings of the national *Mapping Study and Status Report on Social Protection Floors in Pakistan*. Over 50 participants from all provinces – including representatives of government bodies, workers' and employers' organizations, civil society, development agencies, rural entrepreneurs and academics – affirmed the global consensus that social protection is a basic human right that should be accessible for all. However, they indicated that Pakistan's existing social protection coverage is extremely limited.



50
stakeholders consulted
on strengthening
social protection floors
in Pakistan



2.4.3 Pakistan Business Network for Social Protection

The first Pakistan Business Network for Social Protection (PBN-SP) was formally established under the auspices of the Employers' Federation of Pakistan (EFP). Comprising 42 members – including multinationals and national enterprises – the Network's four-pronged scope of work is to:

- Develop a knowledge base on Pakistan's current situation and gaps in social protection;
- Advocate for improved social protection coverage by engaging with relevant institutions;
- Contribute towards a better social protection system; and
- Showcase good practices in the sphere of social protection among employers.

2.4.4 First One-Window Operation for Social Protection

Pakistan's first *One-Window Operation for Social Protection* was prepared for two districts of KP, Nowshera and Lower Dir. The pilot involved collaboration between KP's Social Protection Reforms Unit (SPRU) within its Sustainable Development Unit, the German Society for International Cooperation (GIZ) and the ILO. Lessons learned from this pilot will inform the development of a replicable model for the gradual expansion of the social protection system to the informal economy.

A *Social Protection Management Information System* (MIS) was initiated to develop a database that is responsive to beneficiaries' needs.

These include increased access to services (on the demand side), while fulfilling the requirements of social protection service providers (on the supply side) in terms of service delivery and evidence-based decision-making.

The objectives of the system are to:

- Develop a database and web portal using adequate software for the exchange of information in an appropriate window application;
- Create multi-purpose dashboards at the district and provincial levels so that social protection agencies can indicate progress, track service delivery and monitor implementation; and
- Formulate an operating manual and build staff capacity.

A total of 300 social protection beneficiaries were identified through the *Proxy Mean Test* (PMT) system, using a poverty scorecard. A vulnerability assessment of beneficiaries was also undertaken, and a graduation strategy developed to improve social protection for the 300 identified households.



300
households identified
for improved social
protection in KP

2.4.5 The Baldia Agreement

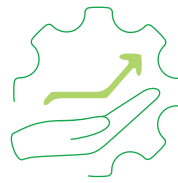
The ILO continued to support improvements to Pakistan's workplace injury compensation system, in line with the [Employment Injury Benefits Convention](#) (C121).

Following a devastating fire on the 11th of September, 2012, at the Ali Enterprises' factory in Baldia Town, Karachi – which killed over 255 workers and injured nearly 50 – the ILO immediately took action by:

- Providing support to strengthen the country's labour inspection system, raise awareness of occupational safety and health (OSH) and offer skills development for victims; and
- Holding a stakeholders' consultation in December 2012, where over 500 participants identified OSH, labour inspection and employment injury benefits as key areas where major improvements are needed in order to prevent future disasters. The subsequent adoption of a *Tripartite Joint Action Plan* committed to action in the spheres of labour inspection and OSH. However, it did not include employment injury benefits or compensation matters, as these issues were being dealt with separately.

As of April 2016, the ILO became closely involved in the issue of compensation for the Baldia fire victims and their families by:

- Delivering technical assistance – at the request of the Ministry of Overseas Pakistanis and Human Resource Development, and supported by social partners and Germany's Federal Ministry for Economic Cooperation and Development (BMZ) – to facilitate and coordinate the settlement of additional employment injury benefits. This was undertaken with particular reference to the *Employment Injury Benefits Convention* (C121), as well as to relevant national and provincial legislation;



500

stakeholders consulted in 2012, leading to the *Tripartite Joint Action Plan* to improve OSH & labour inspection

- Convening a pre-Oversight Committee Meeting in August 2017 to review the arrangements for the disbursement of benefits;
- Supporting the Government of Sindh's notification of an Oversight Committee (OC) to oversee the implementation of the '*Baldia Agreement*'. The Committee includes the Ministry of Overseas Pakistanis and Human Resources Development (MoOPHRD), the Employers' Federation of Pakistan (EFP), the SITE Association, the Pakistan Workers' Federation (PWF), the National Trade Union Federation (NTUF), the Pakistan Institute of Labour Education and Research (PILER), the Ali Enterprises Factory Fire Affectees Association (AEFA), the Sindh Employees' Social Security Institution (SESSI), Sindh's Departments of Finance and of Labour and Human Resource Development, and the ILO; and
- Proposing additional options to the disaster's survivors and beneficiaries in December 2017, which were 'agreed to'.



3 Collaboration



Part 3: Collaboration with Social Partners

In order to achieve the results laid out in this Report, the ILO continued to engage with, support and strengthen the capacity of social partners – including the Employers' Federation of Pakistan (EFP) and the Pakistan Workers' Federation (PWF) – in line with the DCWP III's objectives, priorities and outcomes.

The ILO's Development Cooperation (DC) projects, financed by the Regular Budget for Technical Cooperation (RBTC) and Extra-Budgetary Technical Cooperation (XBTC), focused on:

- Fostering sustained social dialogue and developing the capacity of constituents through engagement in research and education-related activities. This approach improved their capacity to collate and collect verifiable gender-disaggregated data on workers in the informal economy, particularly home-based workers and domestic workers;
- Strengthening the capacity of social partners to contribute to reporting on International Labour Standards, as well as to build the capacity of their own stakeholders in terms of mainstreaming decent work in their policies, procedures and programmes;
- Supporting the PWF and the EFP to provide concrete feedback on revisions to more than 16 labour laws through social dialogue processes under the Federal Tripartite Consultative Committee (FTCC) and Provincial Tripartite Consultative Committees (PTCCs);
- Assisting the EFP, in collaboration with the Federal Ombudsman's Secretariat (FOS), to lead trainings on safe, secure, harassment-free workplaces, particularly for women workers;
- Training second line leaders in trade unions through interventions for second tier leadership;
- Honing trade unions' capacity to represent themselves as litigants in court cases, with specific activities conducted with the PWF;
- Facilitating trained leaders to emerge from the rank and file of trade unions, which enabled many to lead efforts to organize workers in the informal economy, including domestic workers in Punjab and workers in Sindh's agricultural and fishing sectors;
- Aiding the Sindh Agriculture and Fishing Workers Union (SAFWU) to conduct training, organize workers in the agricultural and fishing sectors in rural Sindh, and to celebrate *International Women's Day 2016* in Jamshoro with 200 rural women workers;
- Supporting the EFP to commemorate *International Women's Day* in 2016 and 2017 by raising awareness of Conventions C100 and C111, as well as the *Law for Protection Against Harassment of Women at the Workplace* among 150 participants representing employers, workers, civil society, the media and academia;
- Enhancing social partners' capacity to address OSH issues through training and awareness raising – a key focus area for the ILO in Pakistan. For instance, mining stakeholders and workers were targeted to promote a culture of safety and health, as well as to prevent injuries, accidents and diseases;
- Helping the Domestic Workers Union (DWU) to conduct capacity development training for its members; and
- Sustained advocacy and awareness activities by workers' and employers' organizations, which contributed to the Government's development of policies for informal workers – such as Sindh's *Home-based Worker Policy* in November 2016 and the *Employment Bill for Domestic Workers 2015*, passed in 2016.

4 International Events



Part 4: International Events

The ILO participated in and/or organized a series of high-profile international events during 2016-2017 that were particularly significant for Pakistan – ranging from the Asia Living Wage Conference in Islamabad, to the 16th Asia-Pacific Regional Meeting and the IV Global Conference on the Sustained Eradication of Child Labour.

4.1 Asia Living Wage Conference

An international tripartite ‘plus’ conference (25-26 May 2016, Islamabad) emphasized the need for achieving living wages through social dialogue in major textile and garment producing countries in Asia. The conference was co-hosted by the Governments of Pakistan, Germany and the Netherlands, with the ILO’s technical support.

The event brought together government officials, NGOs, global unions, academia, manufacturers’ associations and trade unions from Bangladesh, Cambodia, China, India, Indonesia, Myanmar, Pakistan, Sri Lanka and Vietnam, as well as international buyers and supply chain initiatives from Europe and North America.



350

delegates at the Asia Pacific Regional Meeting endorsed the Bali Declaration on decent work

4.2 16th Asia-Pacific Regional Meeting

The 16th tripartite *Asia and the Pacific Regional Meeting* (6-9 December 2016, Bali, Indonesia) culminated in the [Bali Declaration](#). This seminal framework outlines priorities for policies and action, both at the national level and by the ILO (see Annex 3 for the full text of the Declaration).

By endorsing the *Bali Declaration*, representatives of governments, employers and workers in the Asia-Pacific region agreed that:

- Decent work fosters inclusive growth and social justice, stimulates economic dynamism and innovation, and drives sustainable development;
- Policy targets must include the strengthened application of fundamental labour standards and the ratification and implementation of ILO Conventions in the region;
- The ILO should launch a promotional campaign to champion the ratification and implementation of core Conventions across Asia and the Pacific;

- Measures are needed to close gender gaps, including measures to eliminate barriers to women's labour force participation and advancement, to promote equal pay for work of equal value, and to extend measures for maternity protection and for balancing work and care responsibilities;
- Effective labour migration requires enhanced policies in accordance with International Labour Standards, especially in terms of fair recruitment principles. These include, for instance, not charging recruitment fees or related costs to workers and allowing workers to retain their identity and travel documents; and
- Protection measures should be provided to safeguard migrant workers' freedom of movement, their right to terminate employment or to change employers, and their right to freely return to their country of origin. Arrangements are also needed to improve the 'portability' of workers' skills and to provide them with access to social security.

4.3 IV Global Conference on the Sustained Eradication of Child Labour

Participants at the fourth *Global Conference on the Sustained Eradication of Child Labour* (14–16 November 2017, Buenos Aires, Argentina) committed to the [Buenos Aires Declaration](#) (included as Annex 4), pledging to achieve SDG Target 8.7 on eradicating child and forced labour and generating decent jobs for all, especially young people. The event brought together over 3,800 participants, including Pakistan's representative, Mr Raja Ashfaq Farwar, Minister of Labour of the Government of Punjab.



Target 8.7 of Agenda 2030's Sustainable Development Goals (SDGs) urges UN Member States, employers', workers' and civil society organizations to eliminate child labour by 2025, and forced labour, modern slavery and human trafficking by 2030.

To this end, the ILO launched [Alliance 8.7](#), a global partnership to align the efforts of all those working towards the achievement of SDG Target 8.7.

⁸ ILO (2016) [ILO's Asia Pacific labour conference adopts Bali Declaration](#), 16 December 2016. ILO: Bali.



“Implementing the [Bali] Declaration can [...] begin the task of generating the 249 million decent jobs that need to be generated in this [Asia-Pacific] region if we are to implement Goal 8 of the Sustainable Development Goals.”

- Guy Ryder, ILO Director General⁸

5 Research & Cooperation

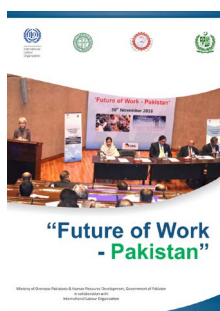


Part 5: Research, Publications and Development Cooperation

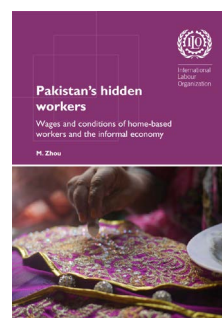
5.1 Research and Publications

In 2016-2017, the ILO's in-depth analysis of various aspects of Pakistan labour market yielded the following research and publications:

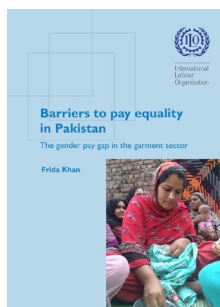
5.1.1 Significant National Reports



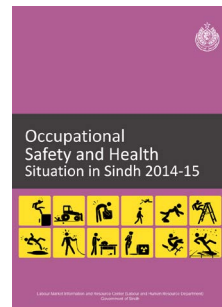
1. [Future of Work – Pakistan](#) (2017)



3. [Pakistan's hidden workers: Wages and working conditions of home-based workers and the informal economy](#) (2017)



2. [Barriers to pay equality in Pakistan: The gender gap in the garment sector](#) (2017)



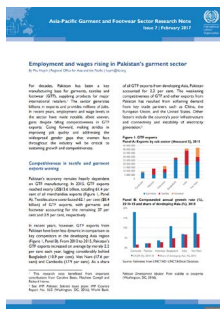
4. [Occupational Safety and Health Situation in Sindh 2014-15](#) (2017)



5. [Trade Union Reference Manual on the 2030 Agenda for Sustainable Development](#) (2017)



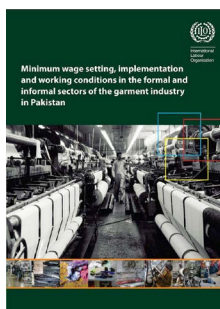
10. [More and Better Jobs through Socially Responsible Labour Practices in Pakistan \(Project Fact Sheet\)](#) (2017)



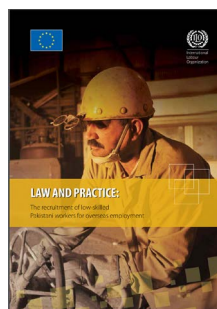
6. [Employment and wages rising in Pakistan's garment sector](#) (2017)



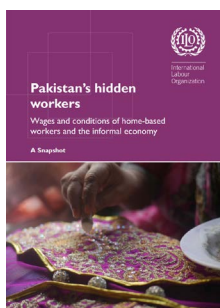
11. [International Labour and Environmental Standards Application in Pakistan's Small and Medium Enterprises \(ILES\) \(Project Fact Sheet\)](#) (2017)



7. [A Snapshot: Minimum wage setting, implementation and working conditions in the formal and informal sectors of the garment industry in Pakistan](#) (2017)



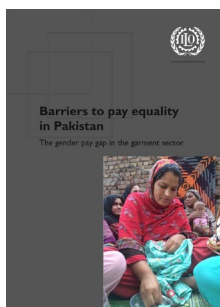
12. [Law and Practice: The recruitment of low-skilled Pakistani workers for overseas employment](#) (2016)



8. [A Snapshot: Pakistan's hidden workers – Wages and conditions of home-based workers and the informal economy](#) (2017)



13. [Where to go for help: Pakistani migrant workers' access to justice at home and in GCC countries](#) (2016)



9. [A Snapshot: Barriers to pay equality in Pakistan – The gender pay gap in the garment sector](#) (2017)



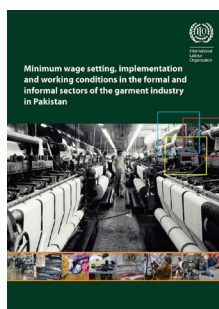
14. [Labour migration from Pakistan: 2015 status report](#) (2016)



15. [The cost of migration: What low-skilled migrant workers from Pakistan pay to work in Saudi Arabia and the United Arab Emirates](#) (2016)



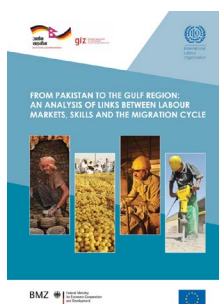
20. [Weak minimum wage compliance in Asia's garment industry](#) (2016)



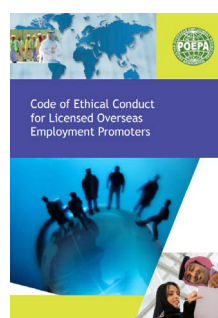
16. [Minimum wage setting, implementation and working conditions in the formal and informal sectors of the garment industry in Pakistan](#) (2016)



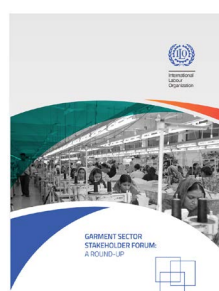
21. [Rebuilding flood affected farmers' communities: Inspirational human stories](#) (2016)



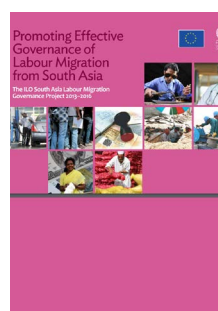
17. [From Pakistan to the Gulf region: An analysis of links between labour markets, skills and the migration cycle](#) (2016)



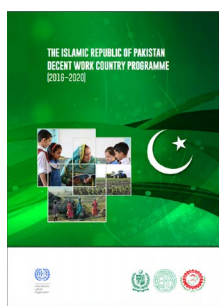
22. [Code of Ethical Conduct for Licensed Overseas Employment Promoters](#) (2016)



18. [Garment Sector Stakeholders' Forum: An Update](#) (2016)



23. [Promoting Effective Governance of Labour Migration from South Asia - The ILO South Asia Labour Migration Governance Project 2013-2016: A status update](#) (2016)



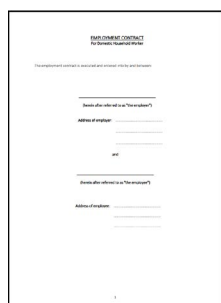
19. [Pakistan Decent Work Country Programme III 2016-2020](#) (2016)



24. [Sustaining GSP-Plus Status by Strengthened National Capacities to Improve ILS Compliance and Reporting \(Project Fact Sheet\)](#) (2016)



25. [Labour Standards in Global Supply Chains: A Programme for Action in Asia and the Garment Sector \(Project Fact Sheet\)](#) (2016)



26. [A step in the right direction: Pilot contract for DW in Pakistan](#) (2016)

27. [An Analysis of Decent Work Deficits in the Wheat-Straw Value Chain](#) (unpublished)

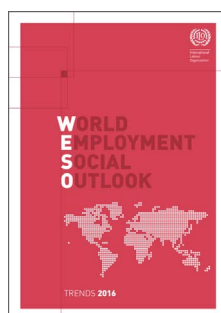
28. [Diagnostic Study of Decent Work deficits in Pakistan's Rural Economy](#) (forthcoming)

29. [Occupational Safety & Health: Legal Framework & Statistical Trend Analysis](#) (published)

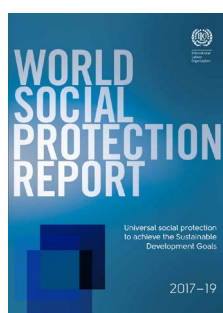
30. [Effective Labour Inspection: A toolkit for labour inspectors](#) (published)

31. [MNE Decent Work Deficits](#) (unpublished)

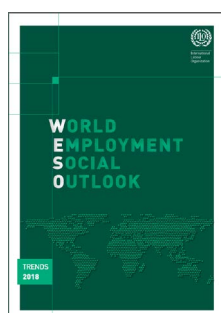
5.1.2 Significant Global Reports



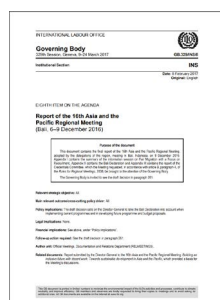
[World Employment Social Outlook Report: Trends 2016](#) (2016)



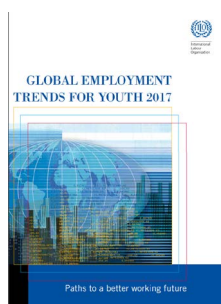
[World Social Protection Report 2017-19](#) (2017)



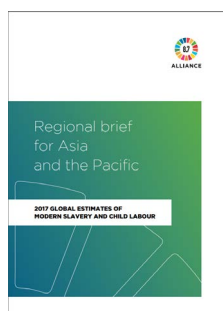
[World Employment Social Outlook Report: Trends 2018](#) (2018)



[Report of the 16th Asia and the Pacific Regional Meeting](#) (2017)



[Global Employment Trends for Youth 2017: Paths to a better working future](#) (2017)



[2017 Global Estimates of Child Labour and Modern Slavery - Asia and the Pacific Regional Brief](#) (2017)



5.2 ILO Pakistan's 2018 Development Cooperation Portfolio

As the ILO continues to broaden its partnerships to advance decent work in Pakistan, the following projects will be implemented from 2018 onwards:

PROJECT	DURATION	DONOR	
1. Strengthening compliance with international labour & environmental standards in SMEs (ILES)	2016-2022	European Union (EU)	
2. Eliminating child labour and forced labour in the cotton, textile and garment value chains: An integrated approach	2018-2022	European Union (EU)	
3. Strengthening actions and responses against child labour in Pakistan	2018-2022	UK Department for International Development (DFID)	
4. Promoting fundamental principles and rights at work in the cotton supply chain	2017-2020	INDITEX	
5. Sustaining GSP+ status by strengthened national capacities to improve ILS compliance and reporting	2015-2018	European Union (EU)	
6. Strengthening national capacities for the implementation of C100, C111 and the CEACR Recommendations for Pakistan	2015-2018	European Union (EU)	
7. Promoting labour standards in the global supply chain: A programme of action for Asia and the garment industry	2015-2018	GIZ/Federal Ministry of Economic Cooperation & Development, Germany (BMZ)	
8. Elimination of child labour and promotion of decent work in the value chain of waste recycling and packaging processes	2015-2018	Stora Enso	
9. Strengthening the labour inspection system in Pakistan to ensure the application of national labour laws & international standards	2015-2018	Ministry of Foreign Affairs, The Netherlands	
10. More and better jobs through socially responsible labour practices in Asia	2015-2018	Government of Japan	
11. Promotion of decent work opportunities for the empowerment of vulnerable segments of society	2018-2020	Government of Italy	
12. Sustaining GSP+ status by strengthened national capacities to improve ILS Compliance and reporting	2018-2020	European Union (EU)	
13. Global action to improve the recruitment framework of labour migration (REFRAME)	2018-2020	European Union (EU)	
14. Strengthening employment injury insurance and benefit systems in Pakistan	2018-2019	German Society for International Cooperation (GIZ)	
15. Improving the livelihoods and working conditions of vulnerable workers –particularly women – in the rural agro-food economy through value chain development	January-June 2018	One UN Fund	

Annexes



Part 6: Annexes

Annex 1: List of UNSDF/OP III Outcomes

The United Nations Development Framework for Pakistan (UNSDF), also known as the One UN Programme III (OP III) encompasses ten Outcomes around which the UN system will develop its *Joint Work Plans* for the 2018-2022 period. Each Outcome reflects priorities jointly identified by the UN and the Government of Pakistan, based on areas in which the UN has a strong comparative advantage. These are areas in which it can leverage its expertise, resources and global experience in support of national and provincial stakeholders. Closely aligned with Pakistan's Vision 2025 and the SDGs, these Outcomes place a particular emphasis on improving the lives of the poorest and those most in need. The ILO will lead on Outcomes 2 (Decent Work) and 10 (Social Protection).





Economic Growth (Outcome 1): By 2022, the people in Pakistan, especially key populations, including those who are unskilled, benefit from improved inclusive and sustainable economic growth, progress towards full access to energy, and fair trade practices.



Decent Work (Outcome 2): By 2022, the people in Pakistan, especially women and youth, have improved access to productive livelihoods, income opportunities and decent work.



Health and WASH (Outcome 3): By 2022, the people in Pakistan, especially the most vulnerable and marginalized, have access to, and benefit from, improved universal health coverage, including sexual and reproductive health, and equitable WASH services.



Nutrition (Outcome 4): By 2022, children, adolescent girls and boys, pregnant and lactating women, the elderly and persons with disabilities have improved dietary intake, feeding and care practices, resulting in improved nutritional status, while reducing stunting and other forms of undernutrition.



Food Security and Sustainable Agriculture (Outcome 5): By 2022, the people of Pakistan, especially the most vulnerable and marginalized populations, have improved availability of, access to, and consumption of safe, nutritious and sufficient food, while promoting sustainable agriculture to achieve zero hunger.



Resilience (Outcome 6): By 2022, the resilience of the people in Pakistan, especially key populations, is increased by addressing natural and other disasters, including climate change adaptation measures and the sustainable management of cultural and natural resources



Education and Learning (Outcome 7): By 2022, children and youth will have enhanced, equitable and inclusive access to, and benefit from, quality learning opportunities.



Gender, Equality and Dignity (Outcome 8): By 2022, government institutions will have increased accountability towards gender equality commitments and social, economic, cultural and political rights.



Governance (Outcome 9): By 2022, the people in Pakistan will have increased knowledge of their rights and improved access to more accountable, transparent and effective governance mechanisms and rule of law institutions.



Social Protection (Outcome 10): By 2022, improved and effective social protection systems will be available for all, particularly for the most vulnerable and marginalized populations.

Annex 2: SDG Targets Related to Decent Work



SDG Target 1.2: By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

SDG Target 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.

SDG Target 1.4: By 2030 ensure that all men and women, particularly the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership, and control over land and other forms of property, inheritance, natural resources, appropriate new technology, and financial services including microfinance.

SDG Target 1.5: By 2030 build the resilience of the poor and those in vulnerable situations, and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.

SDG Target 1.b: Create sound policy frameworks, at national, regional and international levels, based on pro-poor and gender-sensitive development strategies to support accelerated investments in poverty eradication actions.



SDG Target 2.3: By 2030 double the agricultural productivity and the incomes of small-scale food producers, particularly women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets, and opportunities for value addition and non-farm employment.



SDG Target 3.8: Achieve universal health coverage (UHC), including financial risk protection, access to quality essential health care services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.

SDG Target 3.9: By 2030 substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination 3.a strengthen implementation of the Framework Convention on Tobacco Control in all countries as appropriate.



SDG Target 4.3: Ensure equal access for all women and men to affordable quality technical, vocational and tertiary education, including university.

SDG Target 4.4: By 2030, increase by x% the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

SDG Target 4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations.



SDG Target 5.2: Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.

SDG Target 5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate.

SDG Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

SDG Target 5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws.



SDG Target 6.6: By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.



SDG 7: Ensure access to affordable, reusable, sustainable, and modern energy for all.



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG Target 8.2: Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.

SDG Target 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro-, small- and medium-sized enterprises including through access to financial services.

SDG Target 8.4: Improve progressively through 2030 global resource efficiency in consumption and production, and endeavour to decouple economic growth from environmental degradation in accordance with the 10-year framework of programmes on sustainable consumption and production with developed countries taking the lead.



SDG Target 8.5: By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

SDG Target 8.6: By 2020 substantially reduce the proportion of youth not in employment, education or training.

SDG Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

SDG Target 8.8: Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment.

SDG Target 8.a: Increase Aid for Trade support for developing countries, particularly LDCs, including through the Enhanced Integrated Framework for LDCs.

SDG Target 8.b: By 2020 develop and operationalize a global strategy for youth employment and implement the ILO Global Jobs Pact.



SDG Target 9.3: Increase the access of small-scale industrial and other enterprises, particularly in developing countries, to financial services including affordable credit and their integration into value chains and markets.

SDG Target 9.a: Facilitate sustainable and resilient infrastructure development in developing countries through enhanced financial, technological and technical support to African countries, LDCs, LLDCs and SIDS.

SDG Target 9.b: Support domestic technology development, research and innovation in developing countries including by ensuring a conducive policy environment for inter alia industrial diversification and value addition to commodities.



SDG 10: Reduce inequality within and among countries.

SDG Target 10.1: By 2030 progressively achieve and sustain income growth of the bottom 40% of the population at a rate higher than the national average.

SDG Target 10.2: By 2030 empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

SDG Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including through eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.

SDG Target 10.4: Adopt policies especially fiscal, wage, and social protection policies and progressively achieve greater equality.



SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable.



SDG 12: Ensure sustainable consumption and production patterns.



SDG 13: Take urgent action to combat climate change and its impacts.



SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.



SDG 16: Promote just, peaceful and inclusive societies.

SDG Target 16.1: Significantly reduce all forms of violence and related death rates everywhere.

SDG Target 16.2: End abuse, exploitation, trafficking and all forms of violence and torture against children.

SDG Target 16.3: Promote the rule of law at the national and international levels, and ensure equal access to justice for all.

SDG Target 16.5: Substantially reduce corruption and bribery in all its forms.

SDG Target 16.6: Develop effective, accountable and transparent institutions at all levels.

SDG Target 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels.

SDG Target 16.10: Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.

SDG Target 16.b: Promote and enforce non-discriminatory laws and policies for sustainable development.



17 PARTNERSHIPS FOR THE GOALS



SDG 17: Revitalize the global partnership for sustainable development.

SDG Target 17.11: Increase significantly the exports of developing countries, in particular with a view to doubling the LDC share of global exports by 2020.

SDG Target 17.18: Revitalize the global partnership for sustainable development.

SDG Target 17.19: By 2030, build on existing initiatives to develop measurements of progress on sustainable development that complement GDP, and support statistical capacity building in developing countries.

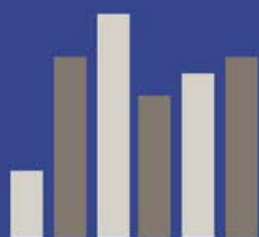


SUSTAINABLE DEVELOPMENT GOALS



LOOKING FOR
LABOUR
DATA?

ILOSTAT



CHECK OUT
DATA FROM

12

SUSTAINABLE
DEVELOPMENT
GOALS
INDICATORS



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Annex 3: Bali Declaration

Adopted at the 16th Asia and the Pacific Regional Meeting in Bali, Indonesia, on 9 December 2016

Context

At the conclusion of the Asia-Pacific Decent Work Decade, the 16th Regional Meeting deliberated on the achievements made, remaining challenges and the ILO's role in bringing about a future of inclusive growth with decent work.

The region is one of vast diversity and dynamism. It has made remarkable economic progress, but growth is slowing down. While not evenly spread, incomes have increased on average. Labour productivity has also increased. The incidence of extreme poverty declined and social protection coverage was expanded.

However many challenges remain. Millions of workers still live in extreme poverty and more than 1 billion are in vulnerable employment. Income inequality has increased. Youth unemployment is persistently high. Child and forced labour still exist. Women often remain disadvantaged in the labour market and the gender pay gap remains too high. The number of economic migrants, refugees and internally displaced persons has soared. Informality is on the rise. Many workers face significant decent work deficits. The gap between rich and poor is widening.

There is a need now to address decent work deficits in a more comprehensive and concerted way. Growth will have to be made more inclusive. Labour governance and social dialogue will need to be improved. The autonomy and independence of workers' and employers' organizations need to be enhanced and respected. In order to be effective, policies will also need to take into account and respond to current megatrends such as demographic shifts, technological advances, enhanced integration through trade and investment, migration, as well as climate change.

The 2030 Agenda provides the overarching framework for our aspiration, with decent work as a major driver for sustainable development.

Priorities for national policy and action

Governments, employers and workers in the region agree that action to promote decent work fosters inclusive growth and social justice, stimulates economic dynamism and innovation, and drives sustainable development.

Building and strengthening labour market institutions that enable the realization of decent work for all are key to addressing the challenges faced by constituents.

During the period leading up to the 17th Asia and the Pacific Regional Meeting, policy priorities for member States in the region, to be implemented in consultation with the social partners, include:

1. realizing fundamental principles and rights at work and increasing the ratification rate as well as the application of fundamental labour standards, particularly the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), including a policy environment that enables the realization of these rights;
2. developing policies for more decent jobs through:
 - (a) macroeconomic policy frameworks for inclusive growth;



- (b) an enabling environment for sustainable enterprises and entrepreneurship;
 - (c) institutions for skills development, certification and valuation that are responsive to employers' and workers' needs through social dialogue;
 - (d) targeted efforts at promoting decent work for traditionally disadvantaged categories of workers, including youth, people with disabilities, migrant workers, national minorities and indigenous peoples, and people living with HIV and AIDS;
 - (e) the elimination of non-standard forms of employment that do not respect fundamental principles and rights at work, and are not in accordance with elements of the Decent Work Agenda; and
 - (f) measures facilitating the transition of workers from the informal to the formal economy, particularly the extension of labour market institutions to rural areas;
3. responding to the impact of technological innovation on employers and workers;
4. accelerating action to eliminate child labour and forced labour;
5. reversing widening inequalities and the incidence of low-paid work by:
- (a) investing in collective bargaining as a wage-fixing mechanism;
 - (b) building on a minimum wage floor through social dialogue; and
 - (c) sharing of productivity increases;
6. building resilience in situations of crisis arising from conflicts and disasters, through the promotion of employment-intensive recovery and stabilization measures based on respect for decent work principles;
7. closing gender gaps in opportunity and treatment at work through:
- (a) measures to break down barriers to women's labour force participation and advancement;
 - (b) promotion of equal pay for work of equal value;
 - (c) extended maternity protection measures;
 - (d) measures enabling women and men to balance work and care responsibilities;
8. enhancing labour migration policies based on relevant international labour standards that:
- (a) recognize the labour market needs of all;
 - (b) are based on the General principles and operational guidelines on fair recruitment (2016), including no charging of recruitment fees or related costs to workers; and the entitlement of workers to keep in their possession travel and identity documents;
 - (c) provide adequate protection to all migrant workers, including through better portability of skills and social security benefits;
 - (d) take into account the ILO Multilateral Framework on Labour Migration (2005);
 - (e) redress employer-worker relationships that impede workers' freedom of movement, their right to terminate employment or change employers, taking into account any contractual

obligations that may apply, and their right to return freely to their countries of origin;

9. recognizing the potential of global supply chains (GSCs) and addressing decent work deficits in line with the conclusions of the 2016 ILC discussion on decent work in GSCs;

10. maximizing the opportunities for decent work arising from investment, trade and the operation of multinational enterprises, through the promotion and application of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (2006);

11. extending social protection, including by establishing sustainable social security systems and by establishing, maintaining and upgrading social protection floors comprising basic social security guarantees based on the Social Protection Floors Recommendation, 2012 (No. 202);

12. strengthening social dialogue and tripartism based on full respect for freedom of association and collective bargaining, and the autonomy and independence of workers' and employers' organizations;

13. strengthening labour market institutions, including labour inspection.

In the implementation of these policy priorities all relevant international labour standards should be taken into account.

ILO Action

In the period leading up to the 17th Asia and the Pacific Regional Meeting, we request the ILO to provide constituents with enhanced support to achieve the abovementioned policy priorities through:

14. the development of an implementation plan on supporting constituents to give effect to the Bali Declaration, to be reviewed every two years and to be submitted to the constituents and to the Governing Body;

15. Decent Work Country Programmes, designed and implemented in consultation with the social partners. Country programmes should be actioned and regularly updated in line with the Bali Declaration, constituent needs and progress towards the 2030 Sustainable Development Agenda;

16. a campaign to promote the ratification and implementation of fundamental labour standards;

17. building capacity of constituents to effectively contribute to decent work for sustainable and inclusive development through enhanced social dialogue and collective bargaining;

18. data-driven and evidence-based research to inform improved labour and employment policy development, including on issues related to the future of work;

19. better data collection and reporting on the status of the world of work, with particular emphasis on labour relations and employers' and workers' organizations;

20. technical advice to strengthen labour market institutions, in consultation with member States and social partners;

21. programmatic assistance to promote an enabling environment for the development and creation of sustainable enterprises;

22. strengthening capacity-building programmes for employers' and workers' organizations;

23. the promotion of overall economic and social policy coherence and enhanced collaboration within the UN system and with regional organizations and the international financial institutions.

We request the ILO to provide a report to the 17th Asia and the Pacific Regional Meeting on the actions taken and the support provided to give effect to this Declaration.



Annex 4:

Buenos Aires Declaration on Child Labour, Forced Labour and Youth Employment

IV Global Conference on the Sustained Eradication of Child Labour, Buenos Aires, Argentina

16 November 2017

We, representatives from governments, employers' and workers' organizations, together with international and regional organizations and civil society organizations, have gathered at the IV Global Conference on the Sustained Eradication of Child Labour in Buenos Aires, Argentina, 14-16 November 2017, to take stock of progress made since the III Global Conference on Child Labour, in Brasilia, Brazil, in 2013, taking into account the Brasilia Declaration as well as The Hague Roadmap of 2010, to assess obstacles and to agree on measures to accelerate the eradication of child labour and forced labour and, in this context, promote full and productive employment and decent work for all, especially for youth. The international normative framework for these efforts is provided mainly by the eight fundamental Conventions of the International Labour Organization (ILO) and the Protocol of 2014 to the Forced Labour Convention, 1930ⁱ and the ILO Declaration on Fundamental Principles and Rights at Work; as well as other relevant ILO and United Nations (UN) Conventionsⁱⁱ;

Noting the estimates that 152 million girls and boys are still engaged in child labour, with 73 million in its worst forms; that 25 million people, including more than 4 million children, are still subject to forced labour, noting the importance of trafficking in persons; that 71 million youth are unemployed; that most child labour and forced labour is found in the informal rural and urban economies, not least in areas of armed conflict and crisis and is acute in the lower segments of some global supply chains;

Recognizing that child labour, notably its worst forms, and forced labour are major violations and abuses of human rights and dignity; and both causes and consequences of poverty, inequality, discrimination, social exclusion and lack of access to education; and **noting** that child labour, forced labour, poverty and decent work deficits for adults are all inter-connected and require an integrated and holistic approach to achieve their eradication;

Recognizing that the 2030 Agenda for Sustainable Development (hereafter "the 2030 Agenda") represents a unique opportunity to accelerate the eradication of inequality and poverty; and noting its Target 8.7 to eradicate child labour in all its forms by 2025 and forced labour, modern slavery and human trafficking by 2030;

Welcoming the establishment of Alliance 8.7 to end forced labour, modern slavery, human trafficking and child labour, which can strengthen international cooperation, coordination and assistance through enhanced, appropriate multi-stakeholder partnerships to accelerate implementation of Target 8.7, as well as other relevant goals and targets of the 2030 Agenda;

Acknowledging that the full realization of fundamental principles and rights at work is one of the preconditions for decent work for all, in particular for women and young people; guaranteeing the protection of all workers; and providing an enabling environment for sustainable enterprises, the formalization of the informal economy and for realizing the right to education for all children;

Recognizing the importance of rural poverty reduction, the extension of social protection and access to public, free, complete, universal, quality primary and secondary education, affordable, quality technical vocational and tertiary education and life-long learning, and of area-based and community interventions for eradicating child labour and forced labour;

Reaffirming the key role that employers' and workers' organizations and social dialogue must play in the eradication of child labour and forced labour and in promoting decent work for all, in particular for women and young people;

Recognizing the role that civil society and international and regional organizations play in achieving these goals;

Recognizing that globalization, demographic, environmental and technological changes have an impact on labour markets and employment, and economic and social development, which cause challenges for the eradication of child labour and forced labour, unemployment, informality and inequality but may also provide new opportunities to eradicate them;

Recognizing that 71 per cent of child labour is performed in the various subsectors of agriculture, 42 per cent of this work is hazardous, and is mainly performed in informal and family enterprises that depend on their children's labour;

Noting that 12 per cent of forced labour takes place in agriculture, 24 per cent in domestic work, 18 per cent in construction and 15 per cent in manufacturing, among other sectors;

Noting that the unprecedented scale of migration and forced displacement has increased the number of children and adults who are or are at risk of becoming victims of child labour and forced labour; and that such risk can be mitigated or prevented by strengthened governance of labour migration;

Noting that child labour and forced labour are exacerbated by crisis situations arising from conflicts and disasters; and deeply concerned that conflict alone affects more than 250 million children, including those who are forcibly recruited into armed conflict and those subjected to sexual exploitation, with many more at greater risk of other forms of child labour;

Recognizing that the goal of universal ratification of the ILO fundamental Conventions, including the Protocol of 2014 to the Forced Labour Convention, 1930, the relevant human rights instruments, and the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children is important;

Underlining that the eradication of child labour and forced labour requires commitment to action, and effective implementation of the relevant normative framework;

Recalling that the violation of fundamental principles and rights at work cannot be invoked or otherwise used as a legitimate comparative advantage; and that labour standards should not be used for protectionist trade purposes;

Acknowledging, in the fight against child labour and forced labour, the relevance of the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises;

Despite the progress made at the national, regional and international level towards eradicating child labour and forced labour; we regret that the global goal of eliminating the worst forms of child labour by 2016 has not been reached, that the decline in child labour has slowed and that numbers



of people in forced labour has remained high over recent years; and we therefore recognize the urgent need to accelerate efforts at all levels;

We declare our commitment to the eradication of child labour and forced labour, and call upon governments, social partners, international and regional organizations, civil society organizations and all other relevant stakeholders to take up the following principles and actions:

1) PRINCIPLES

Public policies and programmes addressing child labour and forced labour should:

- i) respect, promote and protect human rights, in particular fundamental principles and rights at work and the rights of the child;
- ii) serve the best interests of the child;
- iii) recognize the need for rights and obligations to be matched with appropriate and effective remedies when breached;
- iv) be designed and implemented through tripartite social dialogue, and as part of coherent and coordinated national policies for decent work;
- v) pay special attention including to social protection and to integrated measures to support families;
- vi) pay due attention to persons in situations of vulnerability, who might be victims of discrimination on any grounds and to social and economic exclusion;
- vii) be evidence-based;
- viii) be sensitive to gender, age, disability and origin, where appropriate;
- ix) assure that children, who are capable of forming their own views, and adults directly concerned, have the right to express their own views freely in all matters affecting them, with the views of the child being given due weight in accordance with the age and maturity of the child; and
- x) make effective, efficient, and results-based use of resources, focusing on impact.

2) ACTIONS

We declare our commitment and urge the wider international community to commit to:

1. Policy and governance

1.1. Accelerate efforts to end child labour in all its forms by 2025, generate the conditions for full and productive employment and decent work for young people, and to eradicate forced labour by 2030 while addressing the root causes of child labour and forced labour;

1.2. Seek to align, as a matter of urgency, policies, strategies and time-bound action plans at corresponding levels, relevant to the eradication of child labour and forced labour, in line with the 2030 Agenda for Sustainable Development;

1.3 Promote integrated, coherent and effective public services and policies in the fields of labour, justice, education, agriculture, health, vocational training and social protection as a strategy to eradicate child labour and forced labour;

1.4 Strengthen the capacity of and involve public authorities, social partners, civil society, local communities and enterprises to develop and implement such policies, strategies and action plans at all relevant levels;

1.5 Strengthen the organizational capacity of local communities, as appropriate, in their efforts to prevent, detect and eliminate child labour and forced labour; to ensure that relevant authorities are aware of and replicate these efforts;

1.6 Taking into consideration the objective of universal ratification of the ILO fundamental Conventions, including the Protocol of 2014 to the Forced Labour Convention, 1930, promote the effective implementation of Conventions Nos. 138, 182, 29, and 105, the Protocol of 2014 to the Forced Labour Convention, 1930, and related Recommendations, as well as the UN Convention on the Rights of the Child and its Optional Protocols, and the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children;

1.7 Strengthen national legal frameworks and their enforcement, including the periodic review and update of the national list of hazardous work prohibited for all children, and efforts to eradicate hazardous child labour, particularly in sectors and occupations where it is most prevalent;

1.8 Strengthen the capacity of labour inspection and other enforcement services, according to national law, to better detect and address child labour and forced labour, assist victims, promote and ensure compliance with legislation;

1.9 Take effective measures to prevent child labour and forced labour, and to protect the victims, in particular those who are in a situation of vulnerability, by ensuring their access to administrative and judicial mechanisms, effective remedies, such as (re)integration into education, rehabilitation, as well as providing for appropriate sanctions for the perpetrators;

1.10 Pay particular attention to the needs and circumstances of those in situation of vulnerability in building and maintaining national social security systems, including social protection floors, taking into consideration the Social Security (Minimum Standards) Convention, 1952 (No. 102) and the Social Protection Floors Recommendation, 2012 (No. 202), to eradicate and prevent child labour and forced labour;

1.11 Strengthen policies and programmes aimed at ensuring equal access to free, public, and compulsory education for all children; retaining children, especially girls and other children in vulnerable situations, in quality and inclusive education systems; and favour evidence-based strategies to promote a smooth school-to-work transition, transferable life-long skills training, quality apprenticeships, employability, and full and productive employment and decent work for youth;

1.12 Promote coherent and integrated strategies to achieve the transition from informal to formal economies, social development and innovation, with a focus on women and young people;

1.13 Empower children and young people, particularly girls and young women and others who are in situations of vulnerability, and protect them from becoming victims of sexual exploitation and trafficking in persons;

1.14 Promote inclusive rural development to eradicate and prevent child labour and forced labour, through the expansion of the scope of services provided by the state, the promotion of decent work, improved productivity, the creation of a favourable business environment and use of technology, safer agricultural practices, access to knowledge and education for children and young people, financial and agricultural extension services, markets and opportunities for value addition and non-farm employment, among others means;

1.15 Take measures to protect all migrants and children on the move, in full respect of the fundamental principles and rights at work, and the rights of the child, including coordinated efforts at national level, and cooperation between origin, transit and destination countries;



1.16 Promote fair labour recruitment practices, the protection of workers in the hiring process and ensure that regulation of labour recruiters is in accordance with the ILO General principles and operational guidelines for fair recruitment;

1.17 Strengthen implementation of actions to eradicate child labour and forced labour in crisis situations arising from conflicts and disasters, with particular attention to the protection of children, and other persons in situation of vulnerability, regardless of their legal status;

2. Knowledge, data and monitoring

2.1 Strengthen national capacities to regularly collect and disseminate disaggregated data, such as by sex, age and sector, in particular on victims and populations in situations of vulnerability, with due regard to the protection of personal data;

2.2 Make progress on the commitment to produce, at national level, as appropriate, standardized indicators on relevant targets of the 2030 Agenda and implement efforts to monitor progress within the global indicator framework;

2.3 Support international cooperation for the exchange of evidence-based data and good practices to address cross-border cases of child labour, forced labour and trafficking in persons;

2.4 Urge the International Labour Office, in close collaboration with other UN agencies and other international and national partners, to continue producing global estimates and stimulating sharing best practices on child labour and on forced labour;

2.5 Conduct research on child labour and forced labour and their root causes in order to accelerate action to eradicate them. Such research should pay particular attention to supply chains, the informal economy, the rural economy, crisis and conflict zones, and high risk sectors, and should also support efforts to build capacity in the countries most affected as well as to identify and share best practices;

3. Partnerships and innovation

3.1 Promote global partnerships involving governments, employers' and workers' organizations and other relevant stakeholders, including youth organizations, and children, as appropriate, to design and test innovative approaches on the eradication of child labour and forced labour and to harness technology wherever beneficial;

3.2 Promote active participation of all States, social partners and other stakeholders in Alliance 8.7 to develop collaborative approaches to the eradication of child labour and forced labour;

3.3 Promote increased funding, at all levels, for the fight against child labour and forced labour, encourage international organizations to increase technical support, and improve coordination among funding streams with the aim of deploying funds, taking into account the socio-economic needs of States, to accelerate the achievement of the 2030 Agenda deadlines relevant to child labour and forced labour;

3.4 Promote subregional and regional initiatives aimed at the sustained eradication of child labour, such as the Regional Initiative Latin America and the Caribbean Free of Child Labour, resulting from commitments undertaken at the III Global Conference on Child Labour (Brasilia 2013). Other subregional and regional initiatives also constitute important platforms for the generation of concerted policies and innovation involving relevant stakeholders aiming at the eradication of child labour and forced labour;

3.5 Recognizing that enterprises should respect human rights, encourage them, in line with the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the UN Guiding Principles on Business and Human Rights, to carry out due diligence in their supply chains in order to identify, prevent, mitigate and account for how they address adverse human rights impacts of their activities, particularly in relation to child labour and forced labour;

3.6 Encourage governments to consider adopting and implementing policies, notably preventive policies in their supply chains, including by evaluating and monitoring their respective procurement policies, sharing promising and best practices in implementation and enforcement as fits their needs and involving, meaningfully, relevant stakeholders to prevent child labour and forced labour. For these purposes, enterprises also play an important role in securing the effective abolition of child labour and forced labour; and

3.7 Support widened sharing and application of best practices, as well as the implementation of cooperation actions through strengthened international development assistance, including North-South, South-South and triangular cooperation.

The participants express their gratitude to the Government of the Republic of Argentina for hosting this Conference, and welcome the Government of Argentina's intention to bring this Declaration to the attention of the ILO Governing Body for further consideration and follow-up.

ⁱ Forced Labour Convention, 1930 (No. 29) and Protocol of 2014 to the Forced Labour Convention, 1930; Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Equal Remuneration Convention, 1951 (No. 100); Abolition of Forced Labour Convention, 1957 (No. 105); Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Minimum Age Convention, 1973 (No. 138); and Worst Forms of Child Labour Convention, 1999 (No. 182).

ⁱⁱ UN Convention on the Rights of the Child, 1989; and its Optional Protocols, 2000, on the sale of children, child prostitution and child pornography, and on the involvement of children in armed conflict; and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention on Transnational Organised Crime, 2000.

Acknowledgements



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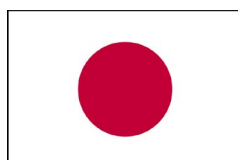
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Canada



Kingdom of the Netherlands



United Nations Trust Fund
for Human Security



the sustainable
trade initiative

INDITEX



The Pakistan Decent Work Country Programme (DCWP III) is implemented under the leadership of the Ministry of Overseas Pakistanis and Human Resource Development (MoOPHRD) of the Government of Pakistan and its Provincial Departments of Labour, in partnership with the Employers' Federation of Pakistan (EFP), the Pakistan Workers' Federation (PWF) and the International Labour Organization (ILO).



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