

Concept Note

Orientation Session with Textile Industry (Management & Workers) on ILS Compliance

Background

The Pakistan Textiles Exporters Association has partnered with International Labour Organization (ILO) for technical assistance in helping the association and its members in designing, developing and enforcing a mechanism for Labour Law compliance in textile industries. ILO's technical support to PTEA will help it develop an ILS monitoring mechanism through the implementation of Workplace Improvement Programs that will contribute to sustaining the industry and market Pakistan as an ethical sourcing destination.

Under this collaboration, ILO will provide technical assistance that will focus on the textile and garment industry and will provide assessment, advisory and training expertise to participating factories. The ultimate goal is to have industry-wide implementation of provincial labour laws and International Labour Standards in the country and impact 15 million women and men (about 30% of the 49 million workforce in the country) employed in textiles and garments sector. The programme focuses on scalable, replicable and sustainable solutions that build cooperation between governments, employers' and workers' organizations and international buyers.

The project has been designed to improve productivity, competitiveness and labour standards in the textile manufacturing sector and in particular for the export oriented factories. The objectives of the ILO support to PTEA for 'ILS Compliance by Textile industries' are:

1. Improve understanding and respect for national laws and international labour standards in Pakistani textile factories;
2. Develop buyers confidence that standards in these factories are being publicly monitored, reliably and accurately reported; and
3. Establish a coordination between textile Industries and Labour Department for appropriate reporting on ILS Compliance at workplaces

This technical support will be provided at two levels i.e., (a) at Association level; and (b) support at Factory/Enterprise level. The pilot phase will initially target 12 factories (already identified) followed by an increase in number of factories covering all 150-180 units in Faisalabad in 3 years.

At the moment, an ILS Compliance and Reporting Unit (ICAR) has been established at PTEA Secretariat, a checklist¹ and database to measure compliance have been developed, awareness material is being developed, 12 factories have been identified, and a baseline has started.

The project will assist the workers and employers of selected target factories to work together to design and implement a workplace improvement plan, with the aim of achieving improvements in working conditions and productivity. The participating companies will create a workplace cooperation structures, i.e. the bipartite workplace improvement committee (BWIC) in each factory. The BWIC shall undertake an initial assessment of the issues that require improvement with regards to an array of labour laws, safety and health, and productivity matters.

¹ Checklist contains detailed measures required to ensure compliances in areas of freedom of association & collective bargaining, elimination of child labour, elimination of forced labour, reducing workplace discrimination, contracts for workers, working hours, wages, occupational safety & health, productivity, cleaner production, improving quality and improving workplace cooperation

Focus Areas for Compliance in Textile Industries

The ICAR Unit will focus on the following ten (10) thematic areas as way of enhancing understanding and compliance with national labour laws:

1. Elimination of Child Labour
2. Non-Discrimination
3. Elimination of Forced Labour
4. Promoting Freedom of Association & Collective Bargaining
5. Ensuring Minimum Wages for Workers
6. Ensuring Work Contracts for Workers
7. Ensuring Occupational Safety & Health for Workers
8. Ensuring Proper Working Hours for Workers
9. Improving Quality
10. Productivity through Cleaner Production

Orientation Session for Textile Industries

Before starting the factory-level interventions, it is important to inform the management and workers of selected factories on the concepts of each of the eight thematic areas and develop an initial understanding on how to ensure compliance with the labour laws. For this purpose, a series of eight (8) Orientation Sessions (2-3 hours each) would be organized for a select group of Workers and Employers from the selected factories.

ILO, in collaboration with Oxfam, will pick up the cost for all these sessions and PTEA will provide in kind contribution by way of venue and refreshments for all participants.

Objectives of Session

These sessions would help achieve the following objectives:

1. **Create** better understanding and awareness among participating factories on the selected thematic areas and the rationale for compliance with labour standards and labour laws – from the concepts towards practical implementation;
2. **Remove** any apprehensions in the minds of management or workers regarding compliance with labour standards and labour laws by highlighting the business case for doing so;
3. **Develop** workable partnerships between factories and supporting institutions for inputs to improve working conditions and ensuring compliance.

Methodology

The following methodology will be adopted for the implementation of each of the eight orientation sessions:

1. Dates for each session would be finalized in consultation with PTEA – ensuring maximum participation of the selected factories
2. PTEA will mobilise participants for the orientation session by sending out invitations to all participating factories. Each factory will be requested to nominate 4-6 participants – preferably in equal numbers from ‘Management’ and ‘Workers’. Factories would be requested to nominate ‘women’ workers as well.

3. All sessions will be conducted in Urdu language.
4. All sessions will be organized in the PTEA Conference Room and refreshments will be served there as well ensuring that the hall is branded with banner and standees.
- 5.
6. The ILO will provide the relevant written material (Conventions, laws etc.) for all participants at the start of event.
7. The ILO will ensure the availability of technical experts to facilitate the sessions.
8. Sessions will be conducted in the following sequence:
 - a. PTEA will welcome the participants and elaborate the objectives of session
 - b. ILO will make a presentation on the relevant 'Conventions' (highlighting key points only)
 - c. A relevant Government Official will elaborate relevant laws and compliance requirements
 - d. The ICAR-Unit will elaborate the checklist (for relevant area)
 - e. The floor will be opened for questions and discussion. Areas of cooperation between the factories and relevant Government institution would also be identified.
 - f. ICAR Unit will elaborate the process to support the factories in enhancing compliance
 - g. PTEA will conclude the session with a vote of thanks
 - h. Event will conclude with refreshments for participants

Technical Experts on each thematic area

S.#	Thematic Area	ILO Convention	National Law
1.	Child Labour	1. Mr Sagheer Bukhari 2. Mr Mian Benyameen	1. Dr Javed Gill, Project Director, IP-CLBL; or 2. Mr Hasnat Javed, Director (HQ) Labour & HR
2.	Forced Labour	1. Mr Sagheer Bukhari 2. Mr Mian Benyameen	1. Dr Javed Gill, Project Director, IP-CLBL; or 2. Mr Hasnat Javed, Director (HQ) Labour & HR

3.	Non-Discrimination	1. Ms Nita Neupane 2. Ms Munawar Sultana	1. Mr Tahir Manzoor, Director IRI
4.	Freedom of Association & Collective Bargaining	1. Mr Sagheer Bukhari 2. Caroline Bates	1. Mr Hasnat Javed, Director Labour (HQ); or 2. Mr Zahoor Awan, General Secretary PWF
5.	Wages	1. Mr Saad Gilani 2. Caroline Bates?	1. Hasnat Javed, Director Labour (HQ); or 2. Mr Tahir Manzoor, Director IRI; and 3. Secretary Minimum Wage Board Punjab
6.	Contracts	1. Mr Saad Gilani	1. Mr Hasnat Javed, Director (HQ) ; or 2. Mr Tahir Manzoor, Director IRI; and 3. Reps from EOBI, ESSI & WWF
7.	Working Hours	1. Mr Saad Gilani 2. Caroline Bates?	1. Mr Hasnat Javed, Director (HQ) ; or 2. Mr Tahir Manzoor, Director IRI
8.	Occupational Safety & Health	1. Mr Saad Gilani 2. Zishan Sidiqqi?	1. Mr Tahir Manzoor, Director IRI; or 2. Expert from SAA-CIWCE

Budget

Budget break-up is available separately. However, the entire expenditure for all eight sessions will be picked up by ILO and Oxfam.