Message from ILO Officer-in-Charge

We are at the point again when we reflect on the work of the ILO work in Pakistan carried out in collaboration with the Ministry of Overseas Pakistan and Human Resource Department (OPHRD), the Provincial Departments of Labour, the Employers’ Federation of Pakistan (EFP) and the Pakistan Workers’ Federation (PWF).

In this newsletter, we highlight the development of the country’s next Decent Work Country Program (DWCP), which will be implemented over the period 2016-2020. The Ministry of OPHRD is steering this process forward and has taken on an inclusive approach in defining the priority areas of action. The development of Pakistan’s next DWCP is opportune in light of the new development paradigm articulated under the SDG Framework wherein Goal 8 provides Decent Work targets to be attained by 2030. These are being integrated into Pakistan’s DWCP and highlighted in the One-UN programme in the country.

These developments come as the ILO Director-General, Guy Ryder, proposed a plan for the implementation of the Future of Work Initiative, inviting all Member States to undertake national “Future of Work Dialogues” in 2016, structured around four thematic conversations: work and society; decent jobs for all; the organization of work and production; and the governance of work. For Pakistan, as for the rest of Asia and the Pacific, these dialogues are particularly important in 2016 as countries prepare for the Asia and Pacific Regional Meeting in December 2016.

During this period, the ILO Country Office in Pakistan bade farewell to Mr. Francesco d’Ovidio, former Country Office Director since 2011 and to Ms. Frida Khan, National Project Manager for the Department of Foreign Affairs Trade and Development (DFTAD) funded Project on Gender Equality for Decent Employment (GE4DE). It was also a time to welcome on board three new colleagues who will be leading efforts on Labour Inspection Reforms in Pakistan: Mr. Faisal Iqbal, Mr. Zishan Siddiqui and Mr. Aamir Shoaib Malik.

Once again, we wish to thank our constituents and stakeholders for their collaboration and our development partners for their continued financial support in moving forward the Decent Work agenda in Pakistan.

Sherin Khan, Officer-In-Charge
Francesco d’Ovidio,
Former Country Director
ILO Pakistan Office

“According to ILO Director General, Mr Guy Ryder:

‘Decent Work can lift whole communities out of poverty and underpins human security and social justice’.

How healthy is Decent Work in Pakistan? A member state of the ILO since 1947, Pakistan has ratified 36 conventions of the ILO, including the 8 fundamental ones, and has completed a decade and two generations of Decent Work Country Programmes. With a labour force estimated to be 64 million people concentrated in the agriculture and service sectors, a rampant informality, a persistent decline of paid employees but also a fall in the unemployment rate, an increase of real monthly earnings of paid employees and an increase of collective bargaining agreements, Pakistan offers a complex and mixed picture of labour and industrial relations. So, is Pakistan on track with its Decent Work objectives or it is lagging behind? It is difficult to say.

As I am leaving Pakistan after a tenure of four years as ILO Country Director, I feel that the country has scored many achievements in the labour and development arena, which were unthinkable only a few years ago. Equally, I feel that a number of expectations have been frustrated and some challenges still persist.”

Mr. Zishan Siddiqi was appointment as National Project Coordinator for the Strengthening Labour Inspection System in Pakistan (SLISP) in October 2015. Prior to joining the ILO, he served on key positions in national, international and the UN development organizations. This experience includes supervising large-scale education, human rights and governance projects implemented nationwide in Pakistan. He has an MSc degree in Economics and brings with him 15 years of experience in providing technical support to the federal ministries, provincial departments, district governments, political fraternity and a wide range of civil society organizations.

Mr. Faisal Iqbal joined the International Labour Organisation as Project Officer for its project on Strengthening Labour Inspection in 2015. Before this, he had been working for national and international organizations, bilateral, UN, including the ILO and the World Bank, on various projects. Faisal, who has a PhD in Governance Reforms from the University of Bedfordshire, UK brings almost 16 years of work experience in the fields of program and operations management.

Mr. Aamir Shoaib Malik was appointed as Administration and Finance Assistant for the SLISP in September, 2015. Prior to joining the ILO, Aamir had been working with various UN agencies including UNFPA, UNIFEM, and UNICEF from 1990 to 2013. He brings with him 26 years of solid work experience in the field of financial management system and operations. Aamir holds an MBA.

Women and men will never be equal in relationships until they are equal in education and employment. My five years at the ILO, from 2010 to 2015, gave me the chance to work on the spirit of that sentence, and through a mix of skills development, mainstreaming gender in workplace policies, and changing attitudes through the media, my project team and I worked towards helping many women become equal to men in training and employment and in turn, in their households. My time at the ILO was professionally and personally most rewarding. It helped me develop my profile as a skills and gender specialist and in the process I met some inspiring people and made some of my best friends. I look forward to coming back some day!

Frida has now moved on to UNDP as the National Project Manager for the Innovation and Reforms for High Performance in Government, a project with the Ministry of Planning on governance and civil service reforms for better public service delivery.
Pakistan is among the first countries to have developed a Decent Work Country Programme (DWCP), with its second program concluding at the end of 2015 having achieved a number of notable results on the employment and labour fronts. These include:

- Strengthened compliance with and reporting on International Labour Standards (ILS);
- Updating labour legislation across the four provinces of Pakistan following devolution;
- The institutionalization of actions addressing gender inequalities such as sexual harassment at the workplace;
- Facilitating the formalization of the informal economy through the establishment of trade unions in Fisheries and Agriculture as well as Domestic Workers;
- The development of a specific action plan and draft legislation on Occupational Safety and Health; and
- Social Protection Policy development as well as an effective coordination system in Khyber Pukhtunkhwa (KP) Province.

During a three-day technical session in Burbhan facilitated by the ILO from 20-22 October 2015, over 50 stakeholders from the Ministry of OPHRD, EFP, PWF and other stakeholders commenced the technical design phase of Pakistan’s third DWCP.

The DWCP, which will be implemented over the period 2016-2020, is aligned to Pakistan’s over-arching national development framework Vision 2025, its Provincial Development Plans, and will be inclusive in its implementation, taking into account the devolved structures of the government, the

### DECENT WORK IN PAKISTAN

The aspiration of “Decent Work for all” is part of Pakistan’s development agenda and is the basis for the strong framework of corporation between the Government of Pakistan (GoP), Employers Federation of Pakistan (EFP) and the Pakistan Workers Federation (PWF).

The process for the development of Pakistan’s Decent Work Country Program III (DWCP, 2016-2020) set off with an initial tripartite priority setting meeting held in September 2015 which was convened by the Ministry of Overseas Pakistan and Human Resource Development (OPHRD). The meeting established an agreement on four broad priorities encompassing employment creation, social protection, ILS compliance and stronger worker and employer organizations. The stakeholders made a conscious effort to ensure an inclusive DWCP development process by using social dialogue tenants and by widening partnerships. They also agreed that the attainment of Decent Work for all is a multi-sectoral approach and requires integrated actions, particularly within the context of devolution.

The priority setting session was followed by further engagements with provincial departments of labour which culminated in a national Results Based Management training held in October 2015.
Sustainable Development Goals (SDGs) and Pakistan’s One UN Plan. This policy framework defines actions on labour and employment issues in Pakistan and is based on four priority areas of action:

- Promoting Decent Work in the rural economy;
- Promoting job creation for youth and vulnerable groups;
- Strengthening International Labour Standards (ILS) compliance through social dialogue; and
- Extending the coverage of social protection.

Pakistan’s next DWCP will have a comprehensive monitoring system to monitor and report on the progress made over the next five years.

The technical session of the design phase, facilitated by ILO technical experts, resulted in the development of a clear results chain that will contribute towards the realization of positive labour market outcomes in Pakistan.

In addition, the ILO tripartite constituents and other stakeholders were oriented on key concepts and approaches on results-based management.

The process of developing the next five-year policy framework was preceded by a Country Program Review (CPR) held in April 2015. The CPR provided specific recommendations to strengthen the relevance of the program, including those on broadening partnerships and networks to enhance outreach. In line with an agreed roadmap, September 2015 saw the identification and agreement on the four priority areas of action that form the basis of the DWCP.

Contact: chanda@ilo.org
The textile Buyer’s reaffirmed their commitment to better labour and environmental practices in the Pakistani textile sector during the third and fourth Buyers’ Forum meetings held in Lahore on 23 June 2015 and in Islamabad on 29 October 2015 respectively. Both meetings were convened by the Kingdom of the Netherlands, the International Finance Corporation (IFC) and the International Labour Organisation (ILO).

During the third Forum held on 23 June 2015, a total of 19 international brand representatives agreed on:

• The need to adopt a Voluntary Declaration on Promoting Sustainability in the Textile and Garments Sector through improving productivity and competitiveness;
• The need to support a list of aspirational commitments mainly focused on creating an enabling regulatory environment in the textile sector through advocating for and exchanging good practices on labour, environmental and social compliance;
• The need to establish a working committee of buyers to further discuss the priority areas and to draw up an action plan;
• The urgent need to strengthen the existing labour inspection regime in Pakistan;
• The need to resolve issues of contractual employment; and
• The need to support smaller manufacturers to improve their compliance with International Standards.

The fourth Forum held on 29th October, saw the expansion of its membership from 19 to 24 brands with a national presence and an international outreach as a tremendous achievement. Cumulatively, these brands and retailers represent approximately 50% of Pakistan’s apparel and home-textiles exports.

Therefore, it was highly significant that the 24 participating international textile buyers agreed on:

• A roadmap towards enterprise improvement and regulation in the industry. The roadmap covers three priority areas:
  - improving practices at textile producers not yet compliant with international labour and environmental standards;
  - joint advocacy for better policy, laws and regulations governing textile production;
  - improved communication for more effective coordination and cooperation.
• Specific Forum working groups which will be constituted for each of the three priorities. IDH, a Dutch NGO specialising in global value chains, will assist the Forum in formulating precise joint activities within the common strategy.
The meeting also included a briefing to the Pakistani Government and the Diplomatic and Development Partners in Pakistan on the status and progress of the Forum since its establishment in 2014.

Stressing the importance of the Forum and its objectives, Ms Sherin Khan, Office in-Charge of the ILO office in Pakistan, said that in order to meet these requirements, an integrated approach for compliance to international standards in the textile sector — involving the government, workers’ and employers’ organisations as well as international buyers — is of critical importance. Ms Jeannette Seppen, Ambassador-Designate of the Kingdom of the Netherlands, welcomed the new members of the Forum. She said “I am glad that so many textile buyers are keen to do business in a responsible way here in Pakistan, and I recommend you on the rapid progress you have made in formulating a joint strategy towards that goal.”

Representing the International Finance Corporation (IFC), Ms Shabana Khawar, Principal Country Officer, shared that the IFC was extremely pleased by the engagement of all the partners, in particular the Brand Representatives creating the momentum for other companies to join and agree on a sustainable strategy and roadmap for the development of the sector. “We, along with the other convening partners, stand ready to support them to identify areas of expertise where we can contribute.”

“It is the participants that are the driving force behind the Forum. Their ownership can ensure opportunities for the textile sector in Pakistan to grow and improve productivity and competitiveness. This is especially pertinent now that Pakistan’s GSP+ status has greatly increased textile exports to the EU. European buyers are keen on compliance with international and national labour standards, which is also a crucial condition to maintaining GSP+ status.”

“It is important for the Buyers to consider supporting local SMEs across the textile value chain, particularly those at the tail-end, to strengthen their capacity to comply with international labour and environmental standards which would in turn facilitate Decent Working conditions in the sector. The overall objective of this support system would be to increase the productivity and ultimately the competitiveness of textile goods produced in Pakistan in the multilateral trade system.”

GOVERNMENT INITIATIVES IN THE TEXTILE SECTOR

Government representatives updated the Forum on the progress made regarding various policy and programme initiatives to improve productivity and competitiveness in the industry. The Government also re-affirmed its commitment to effective compliance and reporting on labour, social and environmental standards.

Significant progress has been made in the area of labour law reform and harmonization of these laws with International Labour Standards (ILS) for which the Ministry of Overseas Pakistanis and Human Resource Development has conducted a gap analysis with technical assistance from the ILO. Similarly, regular and effective reporting on ILS and public private partnerships to support better compliance mechanisms in the industry are being undertaken with a pilot initiated in Faisalabad with the Pakistan Textiles Exporters Association. These are scalable business models that can improve the situation on ground. The labour inspection reform programme also focuses on strengthening labour inspection at enterprise level and addressing trust deficit between Government and business community.

A study on comparing the gaps in the national law and international conventions has also been done and with the support of ILO, the audit and reporting system is being strengthened. Textile associations have also taken crucial initiatives to increase compliance level on various fronts. The Pakistan Textile Exporters Association has signed an agreement with The ILO to implement ILS programmes in their member factories. The All Pakistan Textile Mills Association has recently inaugurated a Sustainable Production Centre which will provide services to its member to increase social and environmental compliance. GIZ in partnership with the Federal Government of Pakistan and the Provincial Government of Punjab is also strengthening the compliance environment at the factory level as well as the inspection structure of Punjab.

Furthermore, Textile Policy 2009-14 benefits were available only to the compliant units who are registered with social security institutes whereas Textile Policy 2014-19 has gone one step ahead and will pursue increasing compliance through ILS and OHS audits in the SME sector. The Government of Pakistan has already earmarked funds for the initiative.

The European Union representative welcomed the initiatives and said that the EU has special interest in this forum because it oversees the reporting on GSP+ by grantee countries. It was emphasized that the suppliers and businesses are critical to this dialogue and should be included in future discourse.

Key findings of the mapping assessment on the status of compliance and existing good practices in the textile sector - Sustainable Trade Initiative (IDH)

+ Smaller local manufacturers across the textile value chain do not have compliance monitoring mechanisms or the capacity to maximise the potential benefit of the GSP+ status.
+ Ineffective labour inspection and the absence of building safety and fire codes are particular challenges to the adherence of labour standards, including Occupational Safety and Health.

Contact: saad@ilo.org
EMPOWERING THE DECENT WORK AGENDA

Collecting Data through Research Studies

The ILO conducted a regional research project that will provide policy and legislative recommendations for improving the setting of minimum wages, and the implementation and working conditions in the textile sector. This study was commissioned under the Labour Standards in Global Supply Chains: A Programme for Action in Asia and the Garment Sector (LSGSC) project financed by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) on behalf of the Federal Republic of Germany. The project (implemented in Cambodia, Indonesia, and Pakistan) objectives include strengthening the mechanisms for participatory and evidence-based wage fixing; increasing stakeholders' access to information to improve the quality of social dialogue; and improving systems for assuring labour compliance.

The Study titled Minimum Wage Setting, Implementation and Working Conditions in Formal and Informal Sectors of the Garment Industry in Pakistan was based on the following research objectives:

- To identify existing legal and institutional frameworks governing minimum wage setting in Pakistan's provinces and analyse their operation in practice;
- To identify areas in which the existing provincial legal and institutional frameworks on wage setting and labour standards are weak and make notified minimum wages potentially vulnerable to legal challenges;
- To assess the relevance, awareness of and implementation in the textile and garment sector of (a) the minimum wage for unskilled workers and (b) the relevant minimum wage schedules for skilled and semi-skilled workers;
- To provide options by which wage setting institutions and enforcement of labour standards can be strengthened by the federal and provincial governments in order to stimulate debate on reform;
- To explore the gender dynamics of wages and labour standards and their enforcement; and
- To support ILO global research under the LSGSC project.

Since the 18th Amendment to the Constitution of Pakistan, minimum wage setting has come within the sphere of provinces, while federal government retains its role in the Islamabad Capital Territory (ICT). The provinces and ICT governments exercise their powers in respect of wage setting under the 1961 Minimum Wage Ordinance or newly enacted provincial legislation. The continuing applicability of the 1969 Unskilled Minimum Wage Ordinance is currently being debated. The legislation has not been expressly repealed, altered or amended. However, the federal government has no residual power in relation to this area, as it would be unconstitutional for it to legislate in a devolved area.

Minimum wage legislation covers all workers in industry and commercial establishments but expressly excludes the following groups:

- Public sector employees;
- Agricultural workers;
- Coal miners;
- Workers in charitable enterprises; and
- In Khyber Pakhtunkhwa, small enterprises that employ up to 9 people.

Although Pakistan has ratified ILO Equal Remuneration Convention, 1951 (No. 100), it has not yet taken any significant steps in implementing the convention. There is no law currently in force that prohibits discrimination based on sex or gender in relation to wages.

Contact: bates@ilo.org

First Project Advisory Committee meeting takes place - ILO, Pakistan Textiles Exporters Association (PTEA), Public Private Partnership

On 25 August 2015, the first meeting of the Project Advisory Committee (PAC) for the “Public Private Partnership (PPP) for ILS Compliance and Reporting in the Textile Sector in Faisalabad” was convened and chaired by Mr. Khizar Hayat, Federal Secretary, Ministry of Overseas Pakistanis and Human Resource Development.

The Partnership agreement that was signed between the ILO and PTEA in February 2015 promotes and facilitates labour law compliance in export oriented textile manufacturing units in the pilot phase, later expanding to the entire textile value chain. This pilot will be implemented in district Faisalabad, Punjab Province. A number of recommendations for the effective operations of the PAC were identified as follows:

- Networking with the Textile Buyers in Pakistan for their support with compliance initiatives in supply chains and sustaining their relationships;
- Expanding the outreach of Labour Inspection to the Textile Industry to support the Partnership;
- Reviewing and updating the status of GSP Plus;
- Ensuring that the actions on ILS compliance are fully integrated in the reports prepared by the Treaty Implementation Cell of the Government of Pakistan.

The meeting was attended by representatives from the Ministries of Overseas Pakistanis and Human Resource Development, Textile Industries, Commerce, the Department of Labour and Human Resource in Punjab, the Pakistan Textiles Exporters Association, the Employers Federation of Pakistan, the Pakistan Workers Federation, and the ILO as a technical partner.

The final report will be launched in 2016 and forms part of ILO global research in Minimum Wages and Working Conditions.
Pakistan is a major supplier of low- and semi-skilled migrant workers to the Middle East. Between 1971 and 2014, more than 7.8 million Pakistanis have officially proceeded abroad for employment, and out of this total manpower export, about 96% have proceeded to the six Gulf Cooperation Council (GCC) countries, where UAE and Saudi Arabia are the main countries of destination.

Migrants often lack information about safe migration and rights at work, and have limited access to support services. Many potential/migrants are also unaware about recruitment process, lack information about cultural, social and economic norms at the destination country and thus face the possibility of exploitation and abuse at their workplace. Many migrants are also unaware of the practical and legal processes necessary for migration through legal channels and maintaining a legal status while at their destination. Migrant workers often have a very limited understanding of their rights at work or where to go if their rights are violated. In countries of origin, migrants tend to get information from acquaintances, agents or recruitment agencies; while in countries of destination, due to language barriers, they often do not know where to seek assistance, are intimidated by service providers, or cannot reach these services. This lack of awareness undermines orderly migration and puts migrants at risk of exploitation.

One of the most effective ways to combat common abuses of migrants, such as the underpayment of wages, confiscation of passports, substandard working conditions and confinement in the workplace, is to ensure that migrants are equipped with knowledge and strategies to safeguard their rights.

**Such centers are essential to provide protection against exploitation during recruitment and employment.**

Recognizing this, the Ministry of Overseas Pakistanis and Human Resource Development and the Punjab Department of Labour and Human Resource have established two Migrant Resource Centers (MRCs) in Islamabad and Lahore with support from the ILO-EU funded project “South Asia Labour Migration Governance” (SALM) and the International Centre for Migration Policy Development ICMPD/EU funded project “Silk Routes Partnership for Migration”.

While MRCs already exist in other labour sending countries in South Asia, the centers in Islamabad and Lahore are the first to be established in Pakistan, and will provide a range of support services to potential migrants and their families including information, counselling, referrals and pre-departure orientation. The MRC in Islamabad is based in the Protectorate of Emigrates offices, while the MRC in Lahore is housed in the Industrial Relation Institute.

Speaking at the first stakeholders’ meeting organized by the Lahore Migrant Resource Center on 22 September 2015, and attended by various stakeholders from Government, vocational training organizations, employment agencies, guilds, and other development partners, Mr. Ishrat Ali, Secretary of Labour and Human Resource Lahore, acknowledged the important contribution migrant workers make towards Pakistan’s development, mainly in the form of remittances and the transfer of new skills. He shared the Department’s vision and commitment to facilitating the safe migration of Pakistani workers and agreed to replicate the migrant resource centre model at the district level, through district labour offices, in order to ensure that labour migrants access accurate and timely information as required.

Mr Francesco d’Ovidio, former Country Director ILO, congratulated the Department for successfully establishing the Migrant Resource Centre, given that there are some 8.1 million Pakistanis from Punjab currently working abroad. **Mr d’Ovidio stressed the need to institutionalize such initiatives and suggested that a strong coordination network among relevant stakeholders needs to be built to serve the large number of potential clients.** He also emphasised the need to prepare a forward-looking strategy and more robust analysis of labour market information on the migrant receiving countries which can inform skill development initiatives in Pakistan.

The stakeholders present at the meeting assured their unconditional support and provided feedback and inputs towards the successful implementation of the migrant resource centre, calling for a strong media campaign to inform those interested in migrating so that they can get information and access other services provided by the centre.

**Contact:** hameed@ilo.org

---

**Guidelines for Migrant Workers: Travel Smart Work Smart**

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

To equip the staff of the two MRCs with adequate knowledge and skills on how to best serve their clients’ needs, a three-day induction training was organized from 28 - 30 October 2015.

In his remarks during the opening session, the Secretary of the Ministry of OPHRD, Mr Khizer Hayat Khan, explained that Pakistan can be characterized as pro-emigration and that every year thousands of Pakistanis migrate mostly to the GCC countries in search of work opportunities. “We cannot ignore the contribution they make to our macro and micro economy through remittances and the upgraded skill and the social contacts they bring back with them” he said. “The Ministry of Overseas Pakistanis and Human Resource Development is making efforts to improve its governance mechanisms, works hard to better regulate recruitment mechanisms and improve pre-departure orientation,” he continued. Mr. Khan also added that “the support provided to us by the European Union, the ILO, through its South Asia Labour Migration Governance project, and the ICMPD, in our efforts to improve our migration governance systems has been invaluable and I am grateful for our continued and positive partnership.”

Mr. Bernard Francois, Head of Cooperation, Delegation of the European Union to Pakistan wished the participants the successful implementation of the two MRCs and congratulated all partners for their valuable work. During the opening session of the induction training, he also expressed that “The European Union firmly believes in the rule of law, applied to every dimension of law, and in particular labour laws. We firmly believe in the need of providing reliable information on overseas employment opportunities, in order to build the capacity to match qualified job seekers with foreign employers, reduce migration cost, and protect migrant workers from abuse and exploitation in country of origin and destination as well.”

Ms Belinda Chanda, Programme Analyst, ILO Pakistan congratulated the Ministry of Overseas Pakistanis and Human Resource and Department of Labour Punjab for the successful establishment of the Migrant Resource Centers in Islamabad and Lahore. In her speech, she stated that “such centers are essential to provide protection to migrant workers and their families from exploitation during recruitment and employment.” Speaking about the role of the ILO in the promotion of the rights of migrant workers, she said that “the ILO has been dealing with labour migration issues since its inception in 1919. It has pioneered International Conventions to guide migration policy and the protection of migrant workers. All major sectors of the ILO – standards, employment, social protection and social dialogue – work on labour migration within its overarching framework of Decent Work for All. The ILO adopts a rights-based approach to labour migration and promotes tripartite participation in migration policy.” She also emphasized the need to institutionalize such initiatives, involve stakeholders, and increase outreach.

In addition to field visits to government departments involved with labour migration, where they received detailed presentations on their role and functions in the migration cycle, the training participants also learned about the regional migration landscape, the challenges and opportunities related to migration, and the details of the recruitment mechanism shared through presentations, videos and engagement with thematic experts. All of this was done with the ultimate aim of increasing the protection available to of migrant workers and other migrants.

Contact: hameeds@ilo.org

I provide pre-departure orientation to migrant workers going to GCC countries in order to educate them on their rights and duties to prepare them for successful migration.

Syed Umer Wasir Shah
Pre-Departure Orientation Officer
Migrant Resource Center
Islamabad, Pakistan

MRC Staff Training in pictures
During his concluding missions across Pakistan, former Country Director for Pakistan, Mr. d’Ovidio, travelled to the four provinces to reiterate the commitment of the ILO in moving the Decent Work agenda forward, during which he also outlined the priority areas of action that would be supported in Pakistan.

**Sindh**

The Sindh Government reaffirmed its commitment to moving ahead with the labour inspection reform process, and highlighted the achievements of the Province of Sindh in the last four years, including heightened collaboration in the aftermath of the Baldia Town factory fire. The tripartite constituents agreed that collective efforts would increase support to the Government of Sindh to enact the required provincial labour laws, improve the labour inspection system, implement the JAP-OSH* and enhance employment opportunities in the Province. The Employers Federation highlighted the role of the ILO in creating a province-wide tripartite forum, thus providing an equal voice to all labour market actors. The Workers Federation appreciated the strategic support and platform for dialogue provided by the ILO and all the stakeholders unanimously commended the ongoing support by the ILO to address the Decent Work deficits and support provincial priorities. Finally, the importance of implementing existing laws and the need for the Province to improve on labour legislation was also stressed.

**Punjab**

The Government of Punjab has restated its commitment to fast-tracking the existing labour inspection reform process and reaffirmed the Pakistani government's commitment to accelerating the existing labour inspection reform process and implementation, and engaging with all stakeholders to advance the existing employment and labour projects. The PWF highlighted the Government of Punjab's efforts towards advancing labour rights, especially through legislative reviews and enacting laws pertaining to industrial relations. The importance of implementing existing laws, as well as dialoguing on sensitive issues such as the Workers Welfare Fund and Employees Old Age Benefits Institution (EOBI) was stressed, while the EFP assured of employers' commitment towards minimum wage adherence and concurred on the importance of continued dialogue between employers and workers.

**Baluchistan**

Baluchistan Province reaffirmed its commitment to the promotion of Decent Work in Pakistan and Baluchistan in particular. Appreciation was shown for the notification of the Provincial Tripartite Consultative Committee (PTCC) in Baluchistan, which is an important social dialogue platform that can facilitate the realization of the Provincial Labour Department’s commitments, including labour legislation processes, labour policy development, and issues of workers in the context of mining, fisheries and the informal sector. The ILO was also commended for the technical support provided in all the areas of collaboration in Baluchistan, including the formation of a Decent Work Labour Inspection toolkit, drafting of labour laws, as well as programmed support for addressing Child and Bonded Labour in the Province.

**Khyber Pakhtunkhwa**

The Province of Khyber Pakhtunkhwa (KP) appreciated ILO engagement with the Labour Department and assured its support in taking forward the labour inspection reform process in the Province. Methods for strengthening labour legislation, improving labour inspection, enhancing employment opportunities for young women and men and enhancing Social Protection work in KP Province were discussed in detail, while it was agreed that the two institutions would continue working together to put in place a coordinated social protection system in the Province.
Experts warn that the rural folks in Sindh will experience further adversities if timely adaptation and mitigation measures are not taken to arrest the impacts of climate change. Food security and on-farm employment opportunities would dramatically shrink and as a result, there would be wide-ranging psycho-social disruptions.

This message was conveyed during a seminar on ‘Climate Change: Issues, challenges and opportunities for the landless peasants and farmer communities’, organized on 9 September 2015 by Sindh Agriculture University (SAU) Tandojam in collaboration with the ILO, the Food and Agriculture Organization (FAO) and UN Women. The seminar was delivered under the auspices of the One-UN Livelihood Restoration Project (LRP) funded by the United Nations Trust Fund on Human Security (UNTFHS), while its participants included peasant women, university faculty, researchers, relevant government functionaries, civil society activists and university students.

In his inaugural remarks, Sindh Agriculture University Vice Chancellor, Dr Mujibuddin Memon Sehrai explained that the frequent floods and droughts had worsened the lives of the landless peasants and farmer communities of Sindh and that all climate change models project accelerated vulnerability occurring in the future. Thus, there was an urgent need for multiple actions to address the threats. He further explained that the poorest people were paying the cost for being vulnerable. Dr. Memon called for an immediate and integrated strategy to convert challenges into opportunities and offered his University’s support for the hosting of a knowledge-hub on the subject in Sindh Province, as well as for participating in adaptive research.

Muhammad Arif Goheer, Principal Scientist at the Global Change Impact Study Centre (GCISC), warned that temperatures in the southern parts of Pakistan will gradually rise by 5.1 degrees Celsius by 2085, thus creating erratic and unpredictable rainfall, increases in the variability of monsoons, changes in river flow (irrigation water), severe water shortage in arid and semiarid areas and increases in the frequency of extreme climate events, such as floods, droughts, heat waves, cold waves etc. As a result, agriculture productivity would be expected to shrink by 21.5%. Mr. Toseef Alam, the Centre’s former Chief Meteorologist, also spoke about the increased occurrence of extreme weather events and their impacts on the province of Sindh. He noted that Pakistan was witnessing a disproportionately higher increase in temperature compared with the global average, even though Pakistan contributes less than 1% to greenhouse gas emissions.

Mr. Alfredo Lazarte Hoyle – Co-lead, Area of Critical Importance on Decent Work in the Rural and Local Economy, Employment Policy Department, ILO Geneva, stressed that promoting employment and social protection policies and social dialogue, and ensuring climate change adaptation for vulnerable economic sectors, is a policy priority based on strong institutional mechanisms. He shared examples of ILO international contributions towards mitigating the climate change challenges, promoting green jobs and promoting social protection through Employment Intensive Investment Programmes (EIIPs), Social Finance Programmes (SFPs) and multi-national enterprises engagement programmes (ENTs).

Both former Chief Economist Sindh, Mr. Ghulam Mustafa Abro, and Mr. Muhammad Ali Shah, Chairperson, Pakistan Fisher Folks Forum, emphasized the need for taking serious and urgent action aimed both at promoting adaptation to climate change as well as simultaneously working on ways to mitigate it.

Pakistan ranked 146 out of 186 countries on the Human Development Index\(^2\) and 123 out of 160 countries on the Gender Development Index\(^3\), while the Head Count Poverty Index\(^4\) had categorized 31% of Sindh’s population as living below the poverty line. Only one third of Sindh’s population is employed and female labour participation rate in the province is only 11\(^6\). The recurrent disasters since 2005 inflicted a huge human and financial loss to communities in Sindh, with a minimum monetized value of losses to agriculture and livestock totalling over US$7 billion. Climate change is therefore adding more layers of vulnerability to the lives and livelihoods of the poorest communities of Sindh.

Contact: khanabid@ilo.org

---

4 http://povertydata.worldbank.org/poverty/coun-
try/PAK
5 http://www.ilo.org/wcmsp5/groups/public/---
asia/---ro-bangkok/---ilo-islamabad/documents/
publication/wcms_316668.pdf
Labour inspection is a critical factor in the growth of sustainable enterprises in Pakistan, particularly in the context of its Generalised System of Preferences (GSP) Plus status, which came into force in January 2014 and which grants Pakistani products duty free access to the European market. Although Pakistan ratified the Labour Inspection Convention, 1947 (No. 81) in 1953, there has been a strong call among stakeholders to further strengthen the effectiveness of labour inspection. There is also a need to ensure the enforcement of legal provisions in the context of the delegation of legislative powers and jurisdiction to individual provinces in labour-related matters, a view which has also been expressed by the Committee of Experts on the Application of Conventions and Recommendations (CEACR).

Labour inspection is a critical factor in the growth of sustainable enterprises in Pakistan, particularly in the context of its Generalised System of Preferences (GSP) Plus status, which came into force in January 2014 and which grants Pakistani products duty free access to the European market. Although Pakistan ratified the Labour Inspection Convention, 1947 (No. 81) in 1953, there has been a strong call among stakeholders to further strengthen the effectiveness of labour inspection. There is also a need to ensure the enforcement of legal provisions in the context of the delegation of legislative powers and jurisdiction to individual provinces in labour-related matters, a view which has also been expressed by the Committee of Experts on the Application of Conventions and Recommendations (CEACR).

This new project can be seen as an important component of the overall efforts by the ILO to support the Government of Pakistan in their compliance with ILS.

The International Labour organization is working closely with the Ministry of OPHRD, EFP and PWF as well as development partners to address the challenges posed by industrial accidents across various sectors. This is being done by strengthening the Labour Inspection Regime in the country through a reform process that includes the following:

1. In July 2015, the ILO and Dutch Government signed a three-year Technical Cooperation Agreement to support the Labour Inspection Reform agenda of the Government of Pakistan.

The project aims to support the Government of Pakistan’s larger programme on “Strengthening Institutional Capacity for Increasing Compliance with International Labour Standards in Pakistan”. The project’s strategy is guided by various ILO instruments on labour inspection, including the Labour Inspection Convention, 1947 (No. 81); the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Labour Administration Convention, 1978 (No. 150) and the resolution and conclusions from the 2011 International Labour Conference discussions on labour administration and labour inspection.

The ultimate goal of the project is to promote more respect for labour norms and create safer workplaces in Pakistan.

The ILO will work with all stakeholders to assess the current labour inspection system and develop a comprehensive, effective, modern and transparent system, which is free of malpractices, acceptable to all stakeholders, and in line with national and international standards.
2. National Gender Sensitive Labour Inspection System (GSIS)

A Gender Sensitive Labour Inspection System (GSIS) web portal has been developed under the ILO project on Promoting Gender Equality for Decent Employment (GE4DE) funded by the Canadian Government as part of its work with provincial governments’ Departments of Labour to mainstream gender in labour inspection. The system is aimed at assisting the Labour Inspectors in their routine inspections by providing measurable indicators for gauging progress against gender-inclusive targets. The system was launched on 02 September 2015.

The online portal brings together information about registered labour factories, inspection staff, the inspections conducted and most importantly, uses this information to track trends and measure performance and progress. All the information is sex-disaggregated and the reports analyse gender differences such as wage discrimination between women and men or incidences of child labour.

The presentation was followed by a discussion with a panel of experts to get the perspective of employers, workers and government on gender responsive labour inspection. Ms. Zahida Parveen, Chairperson, Women’s Committee of Pakistan Workers’ Federation, said “Initiatives like these not only help address the issue of Gender Inequality among the labour force, but also help make the management answerable to higher authorities.”

Ms. Shahida Saleem, Head of the Women’s Committee, Employers’ Federation of Pakistan, also welcomed the introduction of the gender responsive labour inspection checklist and website. She said it helped promote transparency in Government workings, and helped employers understand, in a simple way, what their obligations are under law.

Mr Francesco d’Ovidio, former Country Director, closed the discussion by appreciating this important first step in reforming the labour administration in the country and once again thanked the Government of Canada for supporting social and economic development in Pakistan.

Contact: msultana@ilo.org

3. Labour Inspection and OSH Profile of Pakistan

A detailed national assessment of the existing situation with regards to Labour Inspection and Occupational Safety and Health in Pakistan was undertaken in 2014. This has been a strategic intervention that covered the relevant legislative frameworks in Pakistan, the institutional capacity of labour inspection and OSH; the organizational structures and mandates at central level; the role of social partners and tripartite structures; the frequency of labour inspection visits, functions and procedures practiced; and a profile of the human resources, including the number of OSH Inspectors, as well as their gender and types of academic qualification and training received. The Labour Inspection and OSH Profile provides pivotal information about the current situation and identifies key actions to improve labour inspection and OSH in Pakistan. Based on the findings of this Profile, the ILO and the Government of Netherlands developed a project to ‘Strengthen Labour Inspection in Pakistan for ILS Compliance’ (see page 15).

Contact: saad@ilo.org

4. GRLI Toolkit

The idea for the portal began with an analysis of how conventional labour inspection tools and processes often overlooked the needs and experiences of women in the workplace. To address this flaw, a gender mainstreamed checklist was developed covering all the provisions of the labour laws, the training of users and finally the development of the database.

The reports that can be generated from this database are very important for the ILO and the government, as they are evidence of the compliance with labour laws and international labour standards that promote Decent Work” explained Mr. Francesco d’Ovidio, former Country Director of the ILO.

Contact: msultana@ilo.org
5. Foundational Training Course on OSH and Labour Inspection in Sindh

The ILO and the Embassy of the Kingdom of Netherlands supported the Sindh Labour Department to organize a series of foundational training courses for the Labour Inspectorate of Sindh. One of the training courses took place in Karachi, where 120 Labour Department officials, employers and workers were trained on the basics of OSH and Labour Inspection. A series of three workshops enabled the participants to gain a good understanding of the conceptual framework of labour inspection and OSH; to be able to elaborate on Labour Inspection and other issues, and the responses being developed to address these challenges; to discuss the links between OSH and the roles of employers, workers and labour inspectors; and to share ideas on the roles that partners can play in implementing the laws of Labour Inspection and OSH.


The Pakistani garment industry witnessed a major setback in 2012 in the form of a factory fire in Baldia Town in Karachi, during which more than 250 workers were killed and more than 1200 others rendered jobless. The situation called for an immediate overhaul of the Government’s labour inspection machinery and the strengthening of Occupational Safety and Health (OSH) Systems to avoid such incidents in future. Realizing these factors, the Government of Sindh, the Employers Federation of Pakistan (EFP) and the Pakistan Workers’ Federation (PWF), with technical support from the ILO, prepared a ‘Joint Action Plan (JAP) on Promoting Workplace Safety and Health in Sindh’, which was signed in September 2013. The JAP is part of the first ever comprehensive draft OSH Policy and OSH Law for Sindh Province.

The Joint Action Plan comprises a set of 23 actions categorized in three areas, namely (a) Occupational Safety and Health (OSH); (b) Labour Inspection; and (c) Social Protection – planned over a period of three years to establish a strong foundation for an institutional arrangement of an OSH Management System in Sindh Province. A Steering Committee was established to oversee the implementation of the JAP and the Committee had two meetings in May and November 2014.

Contact: saad@ilo.org

NEW TECHNICAL COOPERATION (TC) PROJECTS

1. Creating more and better jobs through socially responsible labour practices in Pakistan

Employers in the Sialkot sports goods industry pledged their commitment to creating more and better jobs through socially responsible labour practices. Almost 50 representatives from business, workers and the Government attended the awareness raising seminar held on 27 August 2015 under the ILO project “More and Better Jobs through Socially Responsible Labour practices in Pakistan”. The project is funded by the ILO and the Japan Fund for Building Social Safety Nets in Asia and the Pacific.

Through their globalised production systems, multinational enterprises, their subsidiaries and extended value chains represent an important share of the private sector in many developing and industrialised economies. Asia is home and host of many such enterprises. With total Foreign Direct Investment (FDI) inflows of US$426 billion in 2013, developing Asia accounted for nearly 30% of the global total and remained the world’s number one recipient region. The potential contribution of MNEs to the creation of more and better jobs, including in Pakistan, is enormous. While significant progress has been made in increasing awareness of the importance of responsible business, collective action can contribute to changing how supply chains operate and maximizing the contributions that MNEs could make to Decent Work and inclusive and sustainable development.

The seminar allowed for an active exchange of views and experiences concerning the attendees’ respective roles and responsibilities in promoting socially responsible labour practices, as well as the lessons learned in other export oriented sectors. This project will contribute towards encouraging Multinational Enterprises (MNEs) operating in Sialkot to contribute positively to economic and social development through socially responsible labour practices. Promoting compliance will also constitute an important element of this work, and will build on the experience of the ILO in supporting efforts to eliminate child labour in the Sialkot soccer ball industry.

Speaking during the event, Ms. Yukiko Arai, Senior Specialist of the Multinational Enterprises and Enterprises Engagement Unit and Ms. Eva Majurin, Enterprise Specialist of the Decent Work Team for South Asia,

Contact: saad@ilo.org
introduced the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and shared global experiences in applying the principles of the Declaration. Mr. Khawaja Nauman, President of EFP welcomed the new ILO project and confirmed the full cooperation of the business sector in undertaking a study which will help to identify the areas of improvement necessary in building the brand image for the sports goods exporting industry in Sialkot. He also stressed the importance of social compliance and added that this new initiative in Sialkot would help build the capacity of the business community in responding to the socio-economic challenges currently facing Pakistan.

While noting that MNEs are key drivers and the economic force behind globalization, Mr Zahoor Awan, General Secretary of Pakistan Workers’ Federation, pointed out that workers were still earning a poverty wage and called on the participants to work together in addressing this issue. He welcomed the new Sialkot initiative and looked forward to good collaboration with EFP in its implementation.

Representing the ILO Office in Islamabad, Mr Saghir Bukhari affirmed the central role of sustainable enterprises in achieving Decent Work and sustainable development. He stressed the importance of win-win outcomes of inclusive growth for the MNEs’ home countries and for the countries where they invest or do business, and reconfirmed ILO support in bringing the MNE Declaration to life and implementing it to its full advantage.

Contact: bukhari@ilo.org

2. ILO and the Netherlands sign agreement to strengthen labour inspection systems in Pakistan

The ILO and the Kingdom of the Netherlands have embarked on a unique partnership aimed at supporting the Government of Pakistan and workers’ and employers’ organizations in developing measures to revitalise the country’s labour inspection machinery. The partnership will strengthen institutional mechanisms for effective labour inspection; enhance human resource capacities to enforce the law on labour inspections – based on a needs assessment – and will partner with the private sector to promote international Labour Standards and ensure their compliance. This new project can be seen as an important component of the overall efforts by the ILO to support the Government of Pakistan in their compliance with ILS.

Contact: saad@ilo.org

Ambassador of the Netherlands to the United Nations, H.E. Roderick van Schreven (left) and ILO Director-General, Guy Ryder, at the signing of two collaboration agreements in support of the ILO work in Pakistan and on global supply chains.

“...a strong and well-developed labour inspection system is crucial to ensure that workers’ rights are respected.”

Ambassador of the Netherlands to the United Nations, H.E. Roderick van Schreven
The most recent ILO estimates based on the national Labour Force Survey 2010-11, revealed in the latest publication titled Understanding Children’s Work (UCW) in South Asia — a joint collaboration of the ILO, Unicef and the World Bank — that 5.7 million 10-17 year olds, representing almost 20% of all children in the age group, are labourers, with more than two-thirds of those engaged with the agricultural sector in Pakistan. A similar proportion are in unpaid family work. Of the 15-17 year age group, 13.5% are engaged in hazardous work. Official data estimates show 74% of children (10-14 year olds) to be exclusively in school, but dropout rates are high and closer inspection reveals large gender and rural-urban disparities. This is a cause for concern. Concerted action is required to establish the exact magnitude of child labour in Pakistan.

As Pakistan commemorated the 2015 World Day against Child Labour, the stakes were higher than ever before. Child labour, other than being unethical, is mentally, physically, and socially harmful for children. Above all else, it interferes with their schooling. In its worst form, child labour involves the sale and trafficking of children, debt bondage, and forced or compulsory labour, including work that is likely to harm the health, safety or morals of children.

As part of the commemorative events for the 2015 World Day Against Child Labour (WDACL) held on June 12 under the theme “NO to Child Labour, YES to Quality Education”, the ILO Country Office Islamabad, Pakistan, in close collaboration with the United Nations Children’s Fund (UNICEF) Country Office for Pakistan, organized a number of events in partnership with ILO’s constituents, sister UN agencies and civil society organizations. The following major events were organized:

1. Media Engagement: Media training on ‘Reporting on Child Labour in Pakistan’ and interviews with the Director of the ILO and a Representative of UNICEF in collaboration with the Pakistan Broadcasting Corporation (PBC), and the United Nations Information Centre (UNIC), on 10-11 June, 2015 at Islamabad.
2. Op-Ed: Country specific Op-Ed drafted by the ILO Country Office Islamabad, Pakistan in consultation with the Decent Work Team (DWT), and published in the leading newspaper The Express Tribune, on 12 June, 2015.
3. Awareness raising through “theatre performance” organized in collaboration with the Employers’ Federation of Pakistan (EFP) and Islamabad Lions Club, on 12 June, 2015.
6. Red Card Campaign carried out by ILO Country Office Islamabad, Pakistan, in collaboration with constituents and key stakeholders.

Soccer Ball Industry Model Replicable for Child Labour Elimination in the GSP+ Business Environment

Over 50 representatives from Government, workers, employers and various economic sectors endorsed the Sialkot Soccer Ball Industry Model as a way forward for other industries to do business in the current GSP+ environment.

Pakistan’s Soccer Ball Industry’s exports crossed US$196 million in 2014 and include the locally produced Brazuca Ball, which featured prominently at the 2014 Brazil World Cup. The resurgence of Pakistan’s soccer football on the international market was made possible by the proactive approach by the industry towards eliminating child Labour from its supply chain

Mr. Khawaja Nauman, President of the Employers’ Federation of Pakistan (EFP), urged business leaders from the various sectors to emulate the success of the Soccer Ball Industry in eliminating child labour from its supply chain by respecting International Labour Standards. He said that this would convey a robust message to the European Union and other international markets that the Pakistani business community is capable of implementing these Standards. Mr. Mubasshir Hussain, Additional Secretary, Department of Labour and Human Resources, Government of Punjab said, “It is the duty of every citizen to send children to school and eliminate all forms of child labour.”

Ms Belinda Chanda, Officer in Charge, ILO Pakistan Office added that “The private sector was a key actor in facilitating the elimination of child labour. This had proven in business processes as a response to the global human rights and business agenda. Pakistan had also witnessed threats and opportunities in its business operating environment in various value chains largely driven by consumer consciousness for ethically produced goods. Thus, adherence to ILS and the progressive elimination of child labour makes good business sense.”

16 February 2016
On Tuesday 25 August 2015, over 600 brick kiln workers and their families witnessed their children enrolling under Chief Minister Punjab’s initiative on child labour-free brick kilns, in collaboration with the ILO. The first batch of 35 out-of-school children of brick kiln workers from Nankana Sahib District were enrolled in Government Model Primary School Chokhiyanwala, Nankana Sahib. This initiative is set to cover all the brick kilns in Punjab Province.

The Minister for Labour announced that the Government of Punjab will provide free education, school bags and books to the brick kiln children enrolled in schools under this initiative, and that its sustainability will be ensured through strict monitoring and regular follow-ups by the District Vigilance Committees (DVCs) which are already functional in all 36 districts of Punjab.

In his remarks during the event, Mr. d'Ovidio said the move towards the elimination of child labour was a promise fulfilled by the Punjab Government: “The initiative of the Chief Minister Punjab is highly appreciated as it will sustain the successful pilot interventions made under previous and current ILO projects”.

The current support of the ILO builds on its previous interventions on child labour and bonded labour in Pakistan and will largely provide support to develop policies and programmes on child and bonded labour; implement the recently launched Government of Punjab’s Integrated Child and Bonded Labour Project wherein the ILO is recognized as a Technical Partner and will provide consistent advice on the elimination of child labour and measures to address bonded labour; and formulate the right approach to address child labour in the province of Baluchistan.

The Know-About-Business (KAB) programme has the aim of promoting entrepreneurship and small/medium businesses in the country. It is incumbent upon the public sector organizations to extensively use the KAB Programme for enhancing the entrepreneurship culture and small businesses in the country. Recognizing that education, training and lifelong learning contribute significantly to promoting the interests of individuals, enterprises, the economy and society as a whole, the ILO is promoting Decent Employment through a One-UN Livelihood Restoration Project (LRP). LRP is funded by the United Nations Trust Fund on Human Security (UNTFHS) and is being implemented by ILO in close collaboration with FAO, UN-Women and the Sindh Government.

As part of its mandate, the ILO is promoting entrepreneurship and business education among poor rural masses in Sindh Province, to improve their livelihoods. As a result of this, the ILO has developed a pool of 26 national facilitators on ‘Entrepreneurship Development’ using the ‘Know-About-Business’ training module. These facilitators are from rural areas of Sindh Province and will subsequently instil entrepreneurial and business skills in the youth and farmer communities of Dadu and Mirpurkhas districts. These trainers will further reach out to 500 prospective entrepreneurs with the support of the Livelihood Restoration Project.

At the concluding ceremony of the 10-day training course, the Commissioner of Karachi, Mr. Shoaib Siddiqui, appreciated the training programme and traced its relevance to the culture in Karachi, where the majority of the 7.6 million youths are indulging in unhealthy activities only because they are not able to legitimately earn livelihoods. This training is part of the Livelihoods Protection and Restoration Project (LRP), in which the vocational and entrepreneurial skills of the unemployed youth and farmer households are being developed. “The purpose of such trainings is to build resilience through livelihood diversification, whereby the on-farm earning of a family is supplemented by the off-farm earning. Resultantly, the human security situation in the project areas is improving” said Mr Abid Niaz Khan, National Project Manager, LRP. The training was facilitated by Ms. Sadaf Abid, who is certified Trainer on KAB from the ILO International Training Centre in Turin, Italy.

53.4% of the total population of Pakistan depends on a youth’s income. By promoting KAB education, the country can nurture the enormous socio-economic potential of its young population and thus also its broader populace.
**District Model for Social Protection Developed for Khyber Pakhtunkhwa (KP) Province**

In line with the Social Protection Floors Recommendation, 2012 (No. 202), a comprehensive social protection system for Khyber Pakhtunkhwa Province has been developed in consultation with the Federal and Provincial Governments and piloted in two districts, namely Peshawar and Nowshera. To streamline this system, a three-day consultative workshop on ‘How to implement Social Protection Floors’ was delivered by the ILO in collaboration with the Planning & Development (P&D) Department of the KP Government from 10-12 August 2015.

The workshop was co-hosted by the Social Protection Reforms Unit (SPRU) in the Planning and Development Department that has the primary role of mainstreaming Social Protection work in Government programmes, and was attended by more than 40 officials from departments and organizations involved in social protection in KP Province, including the Social Welfare Department; Benazir Income Support Programme (BISP); Pakistan Bait-ul-Maal; Zakat; Employees Social Security Institution (ESSI); Employees Old-age Benefits Institution (EOBI); Health; Education; UNICEF, UNDP, UNHCR and a number of civil society organizations.

The Constitution of Pakistan, under Article 38, guarantees comprehensive social security to the citizens of Pakistan. Similarly, the ILO Recommendation 202 of 2012 also promotes a "nationally defined set of basic social security guarantees which secure protection aimed at preventing or alleviating poverty, vulnerability and social exclusion".

The workshop reviewed the existing status of social protection in KP Province and identified a clear way forward for implementation by looking at reshaping the functions of the social protection system in line with the vision of the draft KP Social Protection Policy; the definition of an implementation plan (including Organizing and Costing the implementation); and the development of human resources and information campaigns for an effective social protection system.

The event was facilitated by two international experts from the ILO Geneva, namely Ms. Valerie Schmitt, Chief Social Policy, Governance and Standards Branch, Social Protection Department, and Mr. Thibault Van Langenhove, Social Protection Policy Officer, Governance and Standards Branch, Social Protection Department, during which time they shared information about successful models of social protection employed around the globe, including in Brazil, Cambodia, Thailand, Vietnam, Mexico and South Africa.

The SPRU Project Director, Mr. Asif Shahab, welcomed the technical support of the ILO in establishing a broad-based Social Protection programme in the KP Province and gave his assurances that once the pilot project in the two initial districts is completed, the Government will fully institutionalize coordinated social protection in all 25 Districts of KP Province.

Mr. Francesco d’Ovidio, former Country Director, ILO Islamabad, highlighted the need for a well-coordinated social protection floor to reach out to vulnerable groups, including informal economy workers – who constitute more than 70% of the 59.6 million workforce of the country. He assured continued support from the ILO to the Government of KP Province in advancing social protection, while also thanking the Government of Japan for its financial support of the project.

The training course was part of the ILO project on ‘Promoting Social Protection Floor Initiative in KP’ in collaboration with the Planning and Development (P&D) Department of the Government of KP. The project is funded by the ILO-Japan Social Safety Net in Asia and Pacific (JSSN) and is implemented in the two pilot districts of Peshawar and Nowshera.

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

1. **A steering committee**, headed by the Additional Chief Secretary (Development) of KP Government and comprising all relevant Government Departments and Workers’ and Employers’ organizations, was established at the provincial level; it serves as a think tank on social protection in the Province.

2. **A Social Protection Reform Unit (SPRU)** operationalized in the Planning and Development Department of the KP Government, which has assumed the role of a Secretariat as well as a Resource Centre for all Social Protection activities in the Province.

3. **A Forum of Development Partners** established to improve the coordination among donor agencies and development partners, share good practices, and build synergies. The current membership includes UNDP, UNWOMEN, UNICEF, ILO, BISP, GIZ and the Planning Commission of Pakistan.

4. **A Coordination Forum of Social Protection Agencies** including public sector agencies (Departments, Funds, Programmes, Authorities, Commissions etc.), Civil Society Organizations (having solid and long-term programmes on social protection) and Private Sector Companies (having social protection programmes as part of their CSR).

**GOOD PRACTICES**

Progress on Social Protection in KP Province

**Contact:** shuaib@ilo.org
REPAIRING COLLATERAL DAMAGE
Decent Work for Temporarily Displaced Persons from North Waziristan Agency

In October 2014, the ILO initiated a project on Employable Skills Development for Improved Livelihoods of Temporarily Displaced Persons (TDPs) in North Waziristan Agency (NWA) as part of the UN System in Pakistan’s response to the crisis sparked by civil unrest. Since then, the project has imparted training to a total of 200 persons; 80 men and 120 women, in marketable trades including competency based training in plumbing, electrical, tailoring and hand embroidery. The project is part of the “Community Resilience Program” of the United Nation Development Program (UNDP) implemented through the Khyber Pakhtunkhwa Technical Education and Vocational Training Authority (KP-TEVTA).

As the custodian of global knowledge on skills and employment creation, the ILO was entrusted with ensuring the technical quality of the skills training component of the project, thus the trainings were carried out in collaboration with the Technical Educational and Vocational Training Authority (TEVTA) of KP Government.

The trades for the project were identified by the UNDP with the assistance of its Implementing Partners (IPs), taking into account the demand from the community, the marketability of the trades, cultural constraints and the current intervention of other stakeholders in terms of skill development in that geographical area.

During the event, two rights holders (formerly called beneficiaries) shared their experiences on how ILO interventions improved their personal situations. Naseemullah, now proudly making ends meet through newly acquired skills in plumbing, while sharing his experience said, “We are mountain people and would not settle for anything less than honourable living. I can confidently state that it is the ILO and the ILO alone whose colleagues remained with us throughout the tough period of our lives and helped me start earning money in a dignified manner and provide for my family.”

Chief Guest, Mr. Adil Mansoor, Assistant Country Director, UNDP, highlighted the quality and quick response time of the skills training imparted to the beneficiaries, which he believes is the key to employment creation.

As part of the overall strategy, skills development and short-term livelihood opportunities for the temporarily displaced families of NWA enabled them to earn a reasonable income, improve their living standards in hosting areas and also encouraged them to continue educating their children during the time of displacement to avoid their entry into anti-social or unproductive activities, including in child labour.

Contact: saad@ilo.org

SUCCESS STORY
Child Labourer to MBA Student!

When I was young, I lived in my village in Pakistan with my father, mother, three brothers and four sisters. My father was a carpenter and he worked hard to build a bright future for his family, but his income was too low to make this possible. So, in 2001, when I was just ten, my parents sent me far away, to my maternal uncle’s workshop in the village of Bhagwal Awan, in the district of Sialkot, to make surgical instruments. I didn’t want to go, I wanted to stay in school and study, but I had no choice. I earned 500 Pakistan Rupees a month (about US$ 8.00) and I knew that made a real difference to my parents. But the work was hard. Every day I got painful cuts on my hands. My spirit was broken and I felt my future had been snatched away. All I could do was pray to God for a miracle. Then, after about a year, someone from the ILO came to my uncle’s workshop. He persuaded my uncle to send me, and some of the others, to the Non-Formal Basic Education Centre. The ILO was starting a project for child workers, offering them free education. So every day, I went to work from 8 a.m. to 3 p.m., and then I went to study at the Centre for three hours. The teacher was very kind and the classes were good. When the time came for my first primary level exam, I came out at the top of my class. Because of this success, the ILO talked to my parents and persuaded them to let me return to formal schooling.

At a special event held on 28 May 2015 at the ILO office in Islamabad, some of these displaced persons from North Waziristan shared courageous stories of their journey to rebuilding what once was lost.

Former ILO Country Director, Mr. Francesco d’Ovidio, in his welcome note said “The Government and Development partners need to do more for employment creation for the people in the terrorism-affected areas. This is the only sustainable way to keep people in productive activities and avoid anti-social engagements.”

As well as pursuing my education, I began to work as a social activist with the ILO and the Bunyad Literacy Community Council. I never missed a meeting on child labour and children’s rights! In 2004, I was invited to be a child delegate at the first World Congress on Child Labour, in Florence, Italy. I also took part in the Global March against Child Labour. The next year I went to the second Congress, in New Delhi, India. People started to notice my work against child labour. I received awards, including a Student of the Year Award from the Education Minister of Pakistan and a Leadership Award from the Prime Minister of Pakistan. Now I am studying for my MBA!

Contact: benyameen@ilo.org

9  http://iloblog.org/2015/10/02/i-was-in-child-labour/
Coming Up

National Stakeholder Consultation and Launch of Labour Inspection Project
December 2015

ILS Orientation Sessions for Industrial Textile Units in Faisalabad
December 2015

Training of Broadcasting Personnel on Gender and Labour Standards
December 2015

Exposure Visit of delegates from Pakistan to Sri Lanka to Study MRCs and Management of Recruitment Industry
December 2015

Pakistan Workers Federation (PWF) Second Tier Leadership Training
December 2015

Exposure visit of delegates from Pakistan to Nepal to Study MRCs and Management of Recruitment Industry
February 2016

Launch of Pakistan’s DWCP III (2016-2020)
February 2016

New arrivals in the ILO Library

• Combatting Forced Labour: A Handbook for Employers & Business

• Fair Recruitment Initiative: Fostering Fair Recruitment Practices, Preventing Human Trafficking & Reducing Costs of Labour Migration

• Be Informed: Your Ticket to Decent Work & Safe Migration

• Bilateral Agreements & Memoranda of Understanding on Migration of Low Skilled Workers - A Review

• ILO Resources on Domestic Work: Catalogue

• Global Employment Trends for Youth: 2015

• Women in Business & Management: Gaining Momentum (Global Report 2015)


Partnering for Decent Work

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

For more information on what we do and where we are making a difference please visit www.ilo.org/islamabad and www.facebook.com/ilopakistan.

The content is available for use elsewhere with written permission from the Editor of this newsletter.