



International
Labour
Organization



“Future of Work - Pakistan”

Ministry of Overseas Pakistanis & Human Resource Development, Government of Pakistan
in collaboration with
International Labour Organization

Disclaimer

The recommendations and suggestions made in this report are opinions collected and contextualized according to the 'Future of Work' consultations on its four thematic areas with the collaboration of Ministry of OP & HRD (Overseas Pakistanis and Human Resource Development) Government of Pakistan and ILO (International Labour Organization). The expressions do not reflect the policies of the Ministry and ILO.

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ACRONYMS

CPEC	China Pakistan Economic Corridor
DWCP	Decent Work Country Programme
EFP	Employers' Federation of Pakistan
FOW	Future of Work
ILO	International Labour Organization
ILS	International Labour Standards
LFS	Labour Force Survey
NIRC	National Industrial Relation Commission
OIC	Organization of Islamic Cooperation
OP&HRD	Overseas Pakistanis and Human Resource Development
PWF	Pakistan Workers' Federation
SDGs	Sustainable Development Goals
SOPs	Standard Operating Procedures

PREFACE

Globalization of supply chains, technological advancement, frequency of disasters, and uncertain economic conditions are radically reshaping the work landscape in Pakistan. These emerging trends, influencing work environment and global connectedness are fundamentally impacting employment opportunities and labour markets. The shift is expected to continue with the changing global economic dynamics and as a result of digital startups impacting the future generation's access to job and conditions of work. As globalization increases, nature of work becomes more distinct and people work longer; in more competitive market with furthered system that shifts the world into superior habitat. Considerable attention is required to analyze and anticipate the diverse working conditions and income generation activities in Pakistan to adopt better support systems for providing better jobs for people to escape from poverty. Moreover better living opportunities, social development and economic opportunities can be enhanced through complying with seven pillars of Vision 2025 and implementation of sustainable development goals.

The 'Future of Work' dialogue in Pakistan started in August 2016, by the Government of Pakistan represented by the Ministry of Overseas Pakistanis & Human Resource Development (OP&HRD), Employer Federation of Pakistan (EFP) and Pakistan's Workers' Federation (PWF) and culminated in November 2016. The ILO Country Office for Pakistan provided technical and financial support to the national dialogue. The purpose of this dialogue was to engage various stakeholders to develop different scenarios for "Future of Work" and to deepen the understanding about the upcoming challenges which will be most eminent for full and productive employment, income generation and decent work in the future.

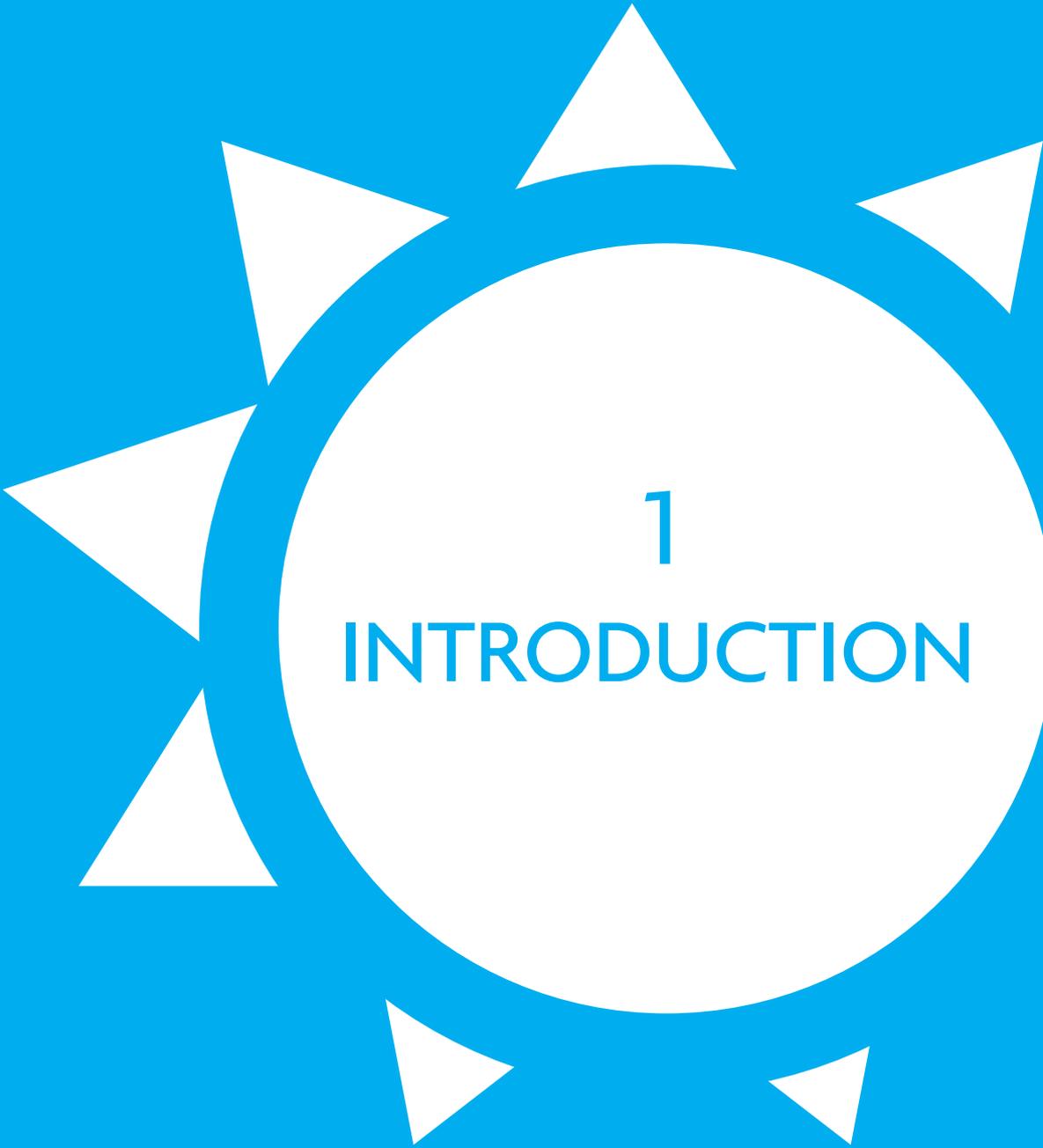
The report on 'Future of Work - Pakistan' presents the stakeholder's feedback on future modalities in Pakistan, aspiration of local communities about the future of work and assertion to form the Global Decent Work Agenda for next century. The report also presents the feedback achieved as a result of online survey conducted among 800 respondents of Pakistan and stakeholder's input accomplished during consultation process across the country regarding world of work that is likely to be shaped by the changes coming in future and strategies required to improve the evolving work scenarios in relevance to technology, labourers, recruiters, private and government organizations.

The prospects of future workplaces, challenges in the way of decent work, issues of gender disparities, ways to increase the productivity at workplace, important dimensions of decent work, ways to increase the job creation and contribution of overseas workers for Pakistani workforce were also deliberated as an important dimension of future work. Complete Human Resource Solutions (CHRS) contributed for the Future of Work conversation through organizing the sessions and conducting a national survey. Our thanks to all those who kindly shared their perspectives.

The expressions presented in the report are not definitive however they define characteristics and are predicting future scenarios that can serve as beacon to prepare ourselves to ensure better 'Future of Work'.

Khizar Hayat Khan
Federal Secretary
Ministry of Overseas Pakistanis
& Human Resource Development

Ingrid Christensen
Country Director
ILO Country Office
Pakistan



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INTRODUCTION

1 INTRODUCTION

1.1 Background

Globalization and innovative progression are profoundly evolving the work landscape. Innovative solutions, information technology, business models and employment requisites are reshaping the 'Future of Work' scenario in Pakistan. Such practices are distributing wealth, skills, power and opportunities to large scale of population. The changing trend needs to be studied closely to address emerging challenges, so to resolve the issue of gender discrimination, labour rights, job security, workforce safety, labour mobility and social dialogue. To understand the future shape of employment, working conditions and upcoming challenges and to respond effectively to such needs, the Ministry of Overseas Pakistanis & Human Resource Development (OP&HRD) has launched the "Future of Work" initiative in Pakistan to engage wider stakeholders in the conversation. All the relevant stakeholders including government, employers, academia, youth, women and workers were engaged fully and universally to seek their views regarding changing work landscape. Accordingly national "Future of Work" survey and dialogues were conducted in all the provinces of Pakistan, as per four centenary conversation themes, i.e. work and society, decent jobs for all, organization of work and production and governance of work.

Pakistan lies among the contour of such developing countries that are facing fundamental challenges of employment, decent work for all, social protection and social justice. With more than 184 million populations and around 61 million labour-forces as per LFSR 2014-15, Pakistan is a country with great potential and it can play an important role in shaping future world of work. Pakistan became a member of International Labour Organization (ILO) right after becoming independent in 1947 and has since been actively contributing towards the development of global Decent Work Agenda and its implementation. Since last more than 30 years, Pakistan is represented at the Governing Body of ILO which reflects its commitment to the cause of decent work and social justice. Pakistan is one of the first countries having adopted the 'Decent Work Country Programme (DWCP)' in 2005 in compliance with the spirit of tripartism and in consultation with stakeholders.

In 2010-11, Pakistan has witnessed a major shift in Labour Administration as the subject of Labour was devolved from the Federal Government to the Provincial Government by virtue of 18th Constitutional Amendment. This amendment empowered the Provincial Governments to legislate and regulate labour matters according to their own contexts and economic priorities – thus taking decision-making closer to the



Khizar Hayat Khan

Secretary Overseas Pakistanis & Human Resource Development

"Keeping in view the development perspectives, we need to concentrate on system of education, institutions system, labour market regulations and labour market social security and free & fair system of training so to improve the elements of governance at local scale."

people and aligned to the local contexts. The Provincial Governments are in the process to adopt this new role with varying speed and achieving major milestones, one after the other.

The Labour market of Pakistan presents a mixed picture of hope and despair. The labour force largely comprises of young women and men who are full of potential, innovation and creativity but lacks opportunity and facilitation. Total 36 International Labour Conventions are ratified, a large number of labour laws are legislated and the political leadership is always willing to go for more legislation – however, the implementation of laws is rather weak. The unemployment rate stays way below 10% since last few years – however, more than half of the labour-force is employed in informal sector. Workers in the formal sector still lives in poverty, work in scenarios where social protection is lacking, basic measures of safety and health are neglected and voices of workers and their freedom to associate are generally restricted.

Since 2014, Pakistan has adopted a regular tripartite consultative system at Federal and Provincial level however, the membership of trade unions remain stagnated since more than a decade and only 3-5percent workers are reportedly organized in trade unions and associations. Some provincial governments are taking proactive measures to eliminate child and bonded labour yet the menace remains significantly large in informal economy. The country has one of the most comprehensive labour force surveys yet the coverage at the district-level is inadequate.

Pakistan is entering the second century of collaboration with ILO which necessitated to take stock of the labour market situation and develop a common vision around the 'Future of Work in Pakistan'.





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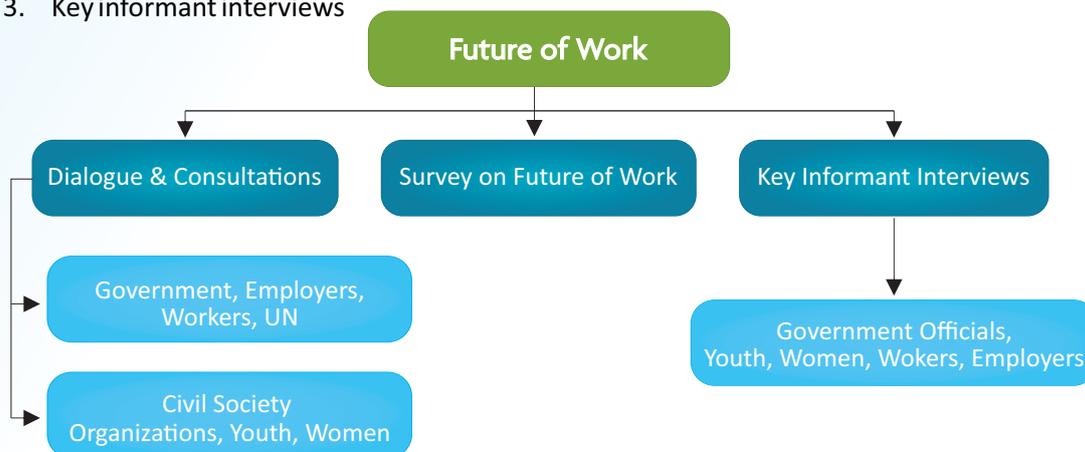
METHODOLOGY

2

METHODOLOGY

In order to analyze the 'Future of work' in Pakistan, the Ministry of OP&HRD, with technical support of the ILO, and in collaboration with the Employers' and Workers' Organizations, initiated a national conversation comprising three main methods:

1. Dialogue and Consultation
2. Online Survey
3. Key informant interviews



2.1 Dialogue and Consultations

The national dialogues with stakeholders were carried out in all four provinces of Pakistan as well as in Gilgit-Balistan (GB) and Azad Jammu & Kashmir (AJK), to attain their aspiration on “Future of Work’. The consultations were organized in a way to allow maximum opportunity for brainstorming about the future work scenarios in Pakistan.

Specifically the dialogues aimed to achieve the following objectives:

1. To obtain the views and guidance of the tripartite-plus constituents; and
2. To sensitize wider stakeholders about the future scenarios of employment and working conditions

About ten (10) consultations were carried out with all stakeholders including government, employers, workers, academia, UN, media, civil society organizations, community members, women and youth. During the consultation process brief introduction of meeting agenda was presented. 'Future of Work' agenda was discussed in detail and participants were stimulated to give feedback and suggestions for improving the 'Future of Work' in Pakistan.

Details of Dialogues and Consultation Meetings						
Stakeholders	KPK	Baluchistan	Sindh	Punjab	AJK/GB	Islamabad
Government, Employers, Workers, Academia, UN, Media, Civil Society Organizations, Interviews, Youth, Women	02	02	01	02	02	01

2.2 National Survey on 'Future of Work – Pakistan'

An online survey on 'Future of Work Pakistan' was carried out – covering 800 respondents from all over the country. The objective of this survey was to get inputs from wider stakeholders and incorporate the aspirations of the people in various sectors of the economy with respect to future work, their expectations from the employers, the government and the ILO.

The survey is representative of 800 respondents, who responded through online and offline sources. The figure presents the segregation of respondents based on gender, age, educational attainment, and type of employment. 66% male and 34% female were targeted during the survey out of which 35.3% respondents were Post Graduate and 51.3% respondents were Graduate.

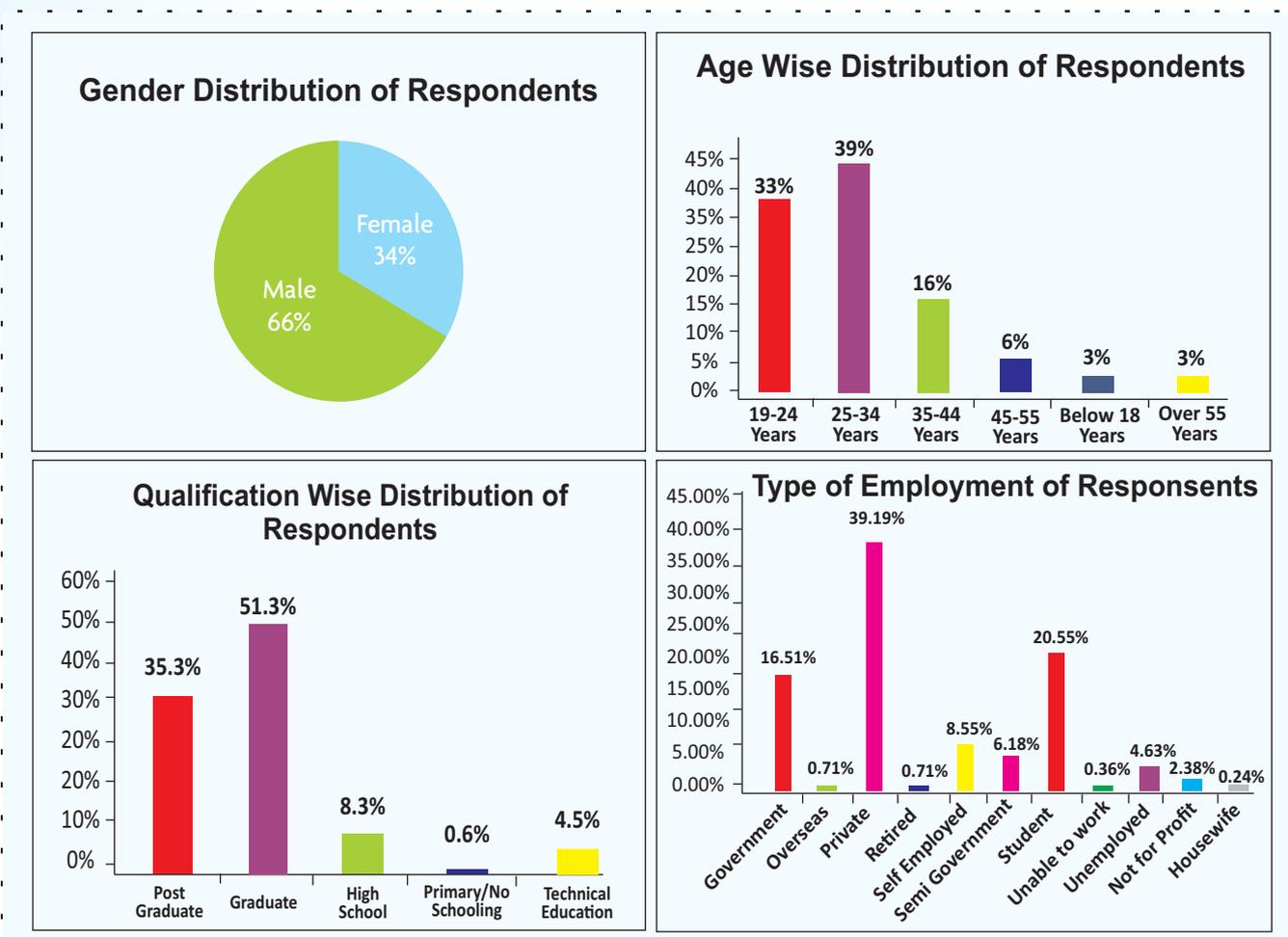


Figure 2: Segregation of Respondents based on data collected

2.3 Key Informant Interviews

Key personalities related to the labour market were identified and were interviewed to obtain their views on the 'Future of Work'. Their insightful views were captured both on paper as well as in video. These personalities include:

Government

- Mr. Ramesh Singh Arora, Member Provincial Assembly Punjab/ Chairman Standing Committee on Industries, Commerce and Investment
- Mr Khizar Hayat Khan, Federal Secretary, Ministry of Overseas Pakistanis & HRD
- Ms. Atifa Raffat, Joint Secretary, Ministry of Overseas Pakistani & Human Resource Development
- Mr. Idrees Mahsud, Deputy Secretary Ministry of Overseas Pakistanis and HRD
- Mr. Mohammad Saleem Hussain, Director General Labour Welfare Punjab
- Mr. Sayed Ali Asgher Shah, Director Labour AJK

Employers & Workers Organizations

Employers

- Mr. Khawaja Mohammad Nauman, President, Employers' Federation of Pakistan
- Mr. Fasihul Kareem, Secretary General Employers' Federation of Pakistan

Workers

- Mr. Khursheed Ahmad, Former General Secretary, Pakistan Workers Federation
- Mr. Tikka Khan, Secretary General All Pakistan Newspapers Federation

Civil Society Organization

- Ms. Umm e Laila, Executive Director, HomeNet Pakistan
- Ms. Uzma Osho, Human Rights Activist
- Ms. Uzma Yaqoob, Executive Director, Forum for Dignity Initiatives (FDI)
- Mr. Mohammad Azam Malik, Enterprise Development Trainer and Motivational Speaker

Academia/Youth

- Dr. Bashir Ahmed, Representative BAHRIA University, Karachi Campus
- Dr. Ra'ana Malik Gender Department University of the Punjab
- Ms. Laraib Ahmed, Student Punjab University
- Mr. Abid Saeed, Assistant Professor COMSATS University

The perceptions based on all three sources of information (national survey, consultations, and key informant interviews) are compiled in four thematic areas as were prescribed by the Director General's Report to the Governing Body – given as follows:

1. Work and Society
2. Decent Work for All
3. Organization of Work and Production
4. Governance of Work

3

Work & Society



Consultation at Peshawar



Consultation at Quetta

3

Work & Society

Society plays an important role in provision of work. It deals with all matters related to work, employment, and their connections with wider social processes and social structures. Suitable education, creating awareness, following rule of law, controlling corruption and maintaining health facilities are such factors that come under the responsibility of a society.

Due to rapid population growth in Pakistan, the demand for employment is rapidly increasing but the quality of employment is yet to be fully aligned with international standards. In general, due to low levels of literacy, poverty and slow economic growth, the demand for better working conditions is low and some of various exploitative forms of employment are considered as normal. One of the major reasons for this low awareness is the absence of any subject related to 'Decent Work' in the national curriculum at any level of education. Lack of research, analysis and constructive discussion on the subject of Labour is also one reason for low awareness. The Government of Pakistan has initiated various programs for awareness of masses about the different dimensions of decent work – but due to time-bound nature of activities, the impact of such programmes remains limited.

Why People Work in Pakistan

Majority respondents (79%) during the survey reported that they work “to earn a living” followed by “personal satisfaction” (55%). This indicates a clear relationship of wages and working-conditions with the job attainment. Employers can attract better brains by offering them better wages and improved conditions to address their self-satisfaction.

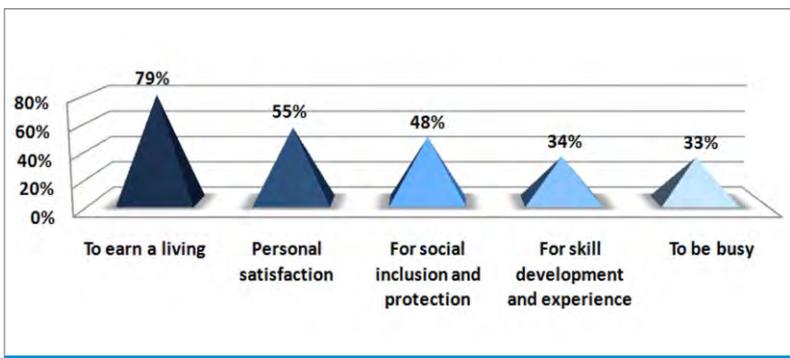


Figure 3: Perception about 'why do people work'

Challenges for Decent Work in Pakistan

The survey confirms that the major challenge for decent work in Pakistan is 'Poverty' which pushes people in doing menial jobs without considering the working conditions at their workplaces. The second most important challenge is 'security situation' which is peculiar to the country in the context of Pakistan's contribution towards 'war on terror'. Due to major throwback, the industry and trade was badly affected thus job opportunities were shrunk in 2003-2015. However, the situation is gradually improving now and hopefully it will give way to the new economic opportunities like 'China-Pakistan Economic Corridor (CPEC)' and 'Generalized System of Preferences (GSP-plus)'.

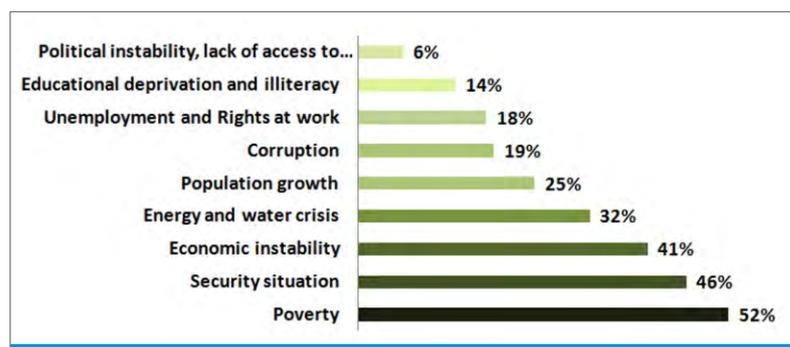


Figure 4: Major challenges for decent work

Women Participation in Labour Force

The female labour-force participation in Pakistan is not very encouraging, due to a number of factors. Social taboos primarily inhibit positive contributions by women in Pakistan's formal job market. Female labour-force participation is one of the indicators of gender index and in case of Labour participation rate; female (% of female population ages 15+) in Pakistan was last measured at 24.80 in 2014, according to the World Bank.

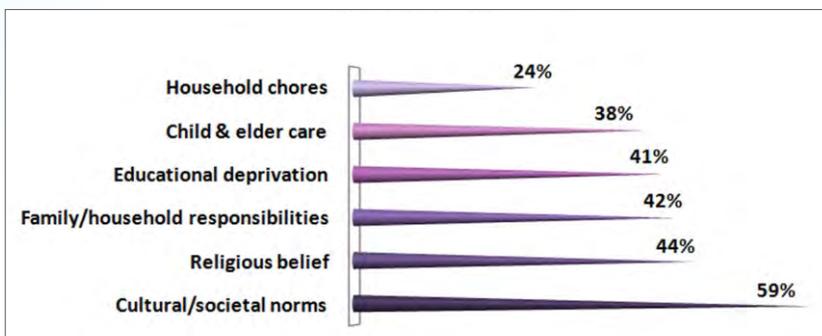


Figure 5: Challenges faced by women regarding participation in labour force

Women's participation, though increasing, but it is painfully slow. As per survey results, the major contributors towards this low participation is 'cultural and societal norms'. The work family conflict has become an important issue in contemporary organizations because both work and family lives of an employee have started to overlap and hence, disturbing each other due to one's heavy commitments at work.

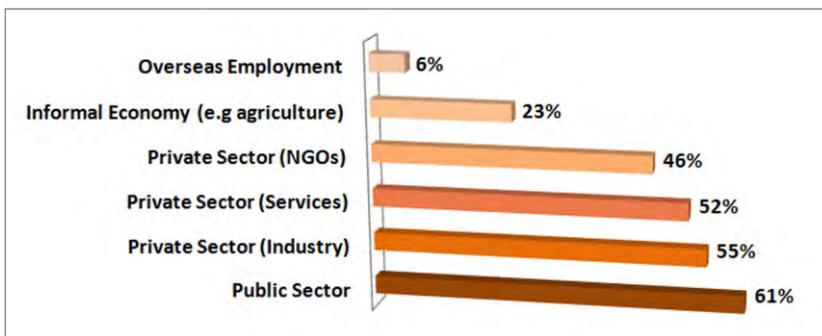


Figure 6: Sectors where women can get jobs easily.

However situation is gradually improving, primarily due to proactive measures and multi-sectoral reforms initiated by the government, for example, prioritizing female education and health, measures against women harassment at work places, general women emancipation etc.

In recent years, a few movements have started to encourage women for jobs and media is playing quite a positive role in this regard. Some provincial governments have also announced women empowerment packages and incentives for women's employment. Breaking stereotypes for women's employment in a few sectors is also one of the major steps that Pakistan is currently experiencing. Hopefully, with these efforts, the women will be able to reclaim their due share in job the market.



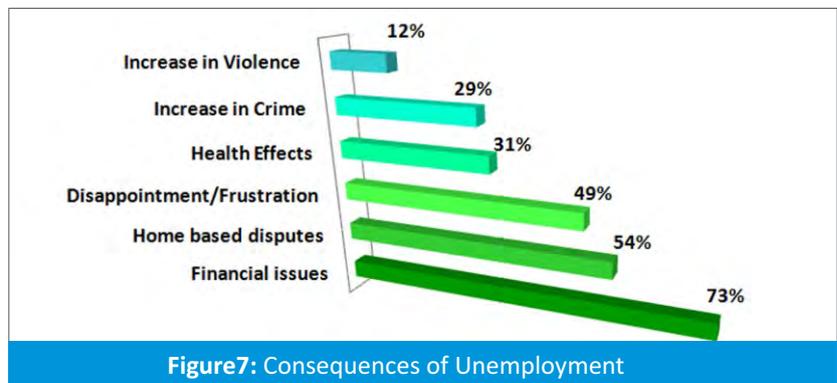
Consultation at Peshawar

The survey indicates that women can comparatively get jobs easily in public sector rather than private sector, private industrial sector and private services sector. In Pakistan, women have lesser participation in the 'overseas employment' and at present less than 1% of the 8 million overseas Pakistanis are women. This indicates towards a serious policy challenge for the Government to encourage and open up opportunities for women in all sectors.

To prepare oneself for the adoption of workplace and to deliver high quality work in future, focus on youth and community engagement, active citizenship, social entrepreneurship and youth centered research and policy debates should be concentrated. It is analyzed that the top three most growing sectors in terms of employment opportunities are; self-employment, outsourcing, and part time employment (FOW survey, 2016).

• **Consequences of Joblessness**

A jobless person becomes a liability on society and a burden at home. This increases individual's frustration making them incapable of being productive to the society. The survey identified that the largest impact of unemployment is seen in the form of 'Financial Problems' which ultimately leads to 'disputes at home' and increased 'frustration and disappointment'. The prolonged unemployment makes this further complicated and difficult. It is, therefore, essential for government to develop well-targeted schemes for unemployed persons – particularly youth.



Consultation at Quetta



Recommendations

Following recommendations were gathered during the Consultation Meetings held across Pakistan.

- **Society's impact on Work:**

Society should play its part by actively advocating and demanding elimination of all forms of discrimination at all levels of work and eliminate corruption from grass root level. Society should work collectively as a nation. Society should ensure that every individual has access to work ensuring social responsibility, living wages/decent wage, social safety, job security and sustainability at work place. To run work and society hand in hand, deserving/aspiring people should be provided with skill enhancement opportunities.



Consultation at Peshawar



Consultation at Quetta

- **Government's Role:**

In view of general lack of awareness, the Government of Pakistan should collaborate with development agencies and start a mass campaign about the Decent Work. Advocacy should be encouraged to promote workers' rights. Issues of corruption and nepotism should be addressed so that genuine professional culture is promoted in the world of work – which ultimately helps in increasing productivity and competitiveness. Privatization of State Owned Enterprises (SOEs) would be a major part of upcoming economic policy. Government should play its part to make privatization more beneficial through economic gains as well as by promoting benefits for the workers employed. For this purpose, Government should promote congenial and consultative working relation between workers and employers in all SOEs.

- **Recognition & Discipline**

Workers should be treated with equality and should be appreciated for their hard work. Stigmas attached to trade-men should be removed. It is need of an hour that all the people should work zealously so that they can improve their life standards.

- **Education and New Techniques:**

Educational deprivation and illiteracy should be reduced for providing future generation with better working opportunities and higher productivity. New techniques and innovation should be brought in society and industries so that every individual can take advantage from it and adapt to new technological and occupational demands.

- **Work Environment:**

Skilled and qualified people should be appointed on merit without any other consideration. Worker-friendly atmosphere should be created in workplaces. Workers should be provided with admirable and healthy working environment to attain best results.

- **Culture Preservation**

Future work should be in accordance to the local cultural values and norms and these should also be closely aligned with the Decent work attributes.

- **Promote Non-Discrimination:**

Any discrimination based on sex, nationality, race, creed, religion, political ideology. Physical impairment, ethnicity, marital status, medical status, age or any other factors should be eliminated. The vulnerable groups including persons with disabilities, rural communities, ethnic minorities, transgender, indigenous communities and persons living with HIV/AIDS should be equally considered for productive employments through favorable policies.

- **Opportunities for the Youth:**

The active participation of society is essential to the provision of work. The youth should be provided opportunities to do the work that is challenging and innovative which will enable them to get recognition in the global markets. Interventions need to be made to inculcate positive values in the young members of society that are required in the market.

- **Engage with Religious Institutes:**

Dialogues should be held with religious leaders to make sure that the misinterpretations of religion do not prevent women from taking part in the development of the country. Since one of the findings on challenges to work is cultural and religious belief and values, it is extremely important to engage with religious institutions and create a positive influence group from amongst them to mobilize people for work

- **Disability and Work:**

People with disabilities make up huge part of the Pakistan's population. The right of people with disabilities to decent work, however, is frequently

denied. People with disabilities, particularly women with disabilities, face enormous attitudinal, physical and informational barriers to equal opportunities in the world of work.

We should have a longstanding commitment to promoting social justice and achieving decent work for people with disabilities. There should be programmes that allow for disability-specific at overcoming particular disadvantages or barriers, and also the inclusion of disabled persons in mainstream services and activities, such as skills training, employment promotion and social protection schemes should be ensured.

- **Employment for Transgender Community:**

Our mission should be to improve the human rights situation of invisible and marginalized sexual and gender minority groups, specifically transgender people. We should serve as a facilitator to integrate these identified marginalized groups into the mainstream society with economic empowerment and ensure their socio-cultural inclusion at all levels with equality, equity and dignity..



Consultation at Peshawar



Ms. Atifa Raffat
*Joint Secretary,
Ministry of Overseas Pakistani & Human
Resource Development*

“With regard to the dynamics that will shape the Future Of Work in Pakistan we as citizens of this country and responsible members of the society have to demonstrate through our efficient plans that we stand for promoting fundamental principles and rights at work for which it is absolutely necessary for each member of the Pakistani society to play his/her role in advancing this social cause. Only civilized and mature **SOCIETY** will not tolerate social injustice.”



Mr. Khawaja Mohammad Nauman
President Employers' Federation of Pakistan

“The future of trade unions and of employers' organizations must be a part of this centenary conversation. It is understood that strong, democratic, independent organizations interacting in conditions of mutual trust and respect are the preconditions for credible social dialogue.”



Mr. Muhammad Zahoor Awan
*General secretary
Pakistan Worker's Federation*

“Workers are the main stakeholders for the 'Future of Work.' There should be efforts to recognize the hardwork by the workers in the national economy and more and better employment opportunities should be created to ensure better life and dignity for them.”



Mr. Ramesh Singh Arora
*MPA Punjab/ Chairman Standing Committee
Industries, Commerce and Investment*

“Overseas migration plays an important role in the economic prosperity of individuals as well as of nation. The economic contribution of migration; especially towards poverty reduction, employment generation and women empowerment, is extensive.”

4 Decent Work for All



Consultation at Karachi



Consultation at Gilgit

4

Decent Work for All

Decent work is characterized by freedom, equity, security and human dignity. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. The workplaces in Pakistan are struggling to achieve all key elements.

Major instrument for promoting Decent Work includes (a) norms and standards; (b) institutions; and (c) curriculum and awareness. Pakistan has ratified 36 Conventions of the ILO and had more than 70 labour laws (pre-devolution). After devolution, the provincial governments are in process of developing their Labour Laws. However, due to exclusive nature of laws, a large majority of workers remain outside the ambit of these laws providing loose ends to the exploitative elements. The Government of Pakistan has comprehensive and elaborated institutional arrangement for implementation of Labour Laws. The Federal Ministry of OP&HRD in collaboration with other Line ministries, provincial departments of Labour have elaborate labour inspectorates, training institutions, labour judiciary and other enforcement agencies at their disposal, responsible for a strong implementation mechanism.

With increased industrial and trade interventions, efforts are being made by the government to further enhance the capacity of labour administration and use modern technologies to regularly review the labour market situation and take appropriate measures to address decent work deficits in a comprehensive manner. One such effort is the formation of Federal and Provincial Tripartite Consultative Committees (FTCC/PTCC) whereby the government, employers and workers regularly review progress on 'Decent Work Agenda' and take measures for further improvement.

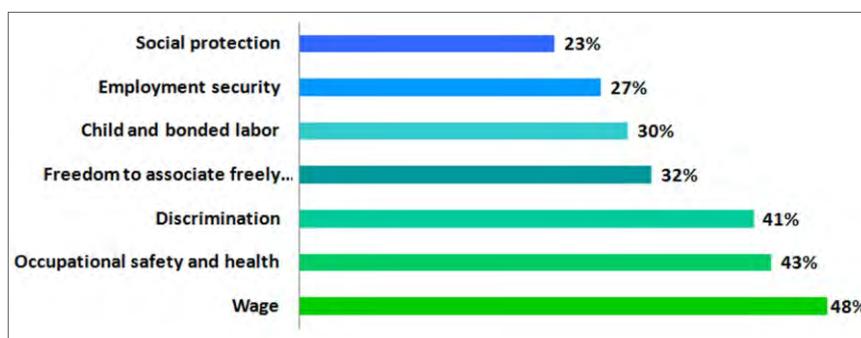


Figure 8: Major decent work deficit in Pakistan

The survey identifies 'Wages', 'Occupational Safety & Health' and 'Discrimination' as most serious deficits of Decent Work in Pakistan however social protection, employment security, child and bonded labour and freedom to associate freely and bargain collectively are also among the pressing deficits of Decent Work in Pakistan. To promote decent work practices, there is a need to promote rights at work through securing social protection, holding social dialogue, and ensuring gender equality as cross cutting objectives.

The top three factors of decent work according to the respondents were; productive employment, adequate social protection, and having due rights at work. Other factors identified in the figure below are equally important and should be considered while designing any intervention aiming at providing decent work opportunities.

According to the perception of respondents sectors which offer decent employment opportunities include; 'public sector' followed by 'Services', 'Industry' and 'Non-Government Organizations'. Due to inherent behavior, the 'Self-employment' was not considered as a major priority – whereas this sector has a lot of potential to generate business and create jobs. This indicates policy actions for the

government to make it easy for new business startups to venture into innovative fields and encourage young women and men towards self-employment as a career. Academia and media will have to work hand-in-hand with the government on this initiative – by including 'Entrepreneurship Education' in the curriculum and showcasing successful and innovative entrepreneurs and entrepreneurial ideas.

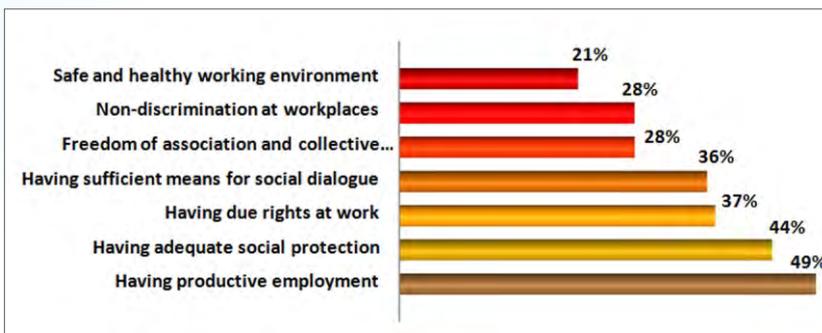


Figure 9: Important dimensions of decent work

Further, the public sector, being relatively secure and offering better benefits, needs to be studied and the norms and practices followed in this sector should be introduced in other sectors so that the pressure on public sector for providing more jobs can be reduced.

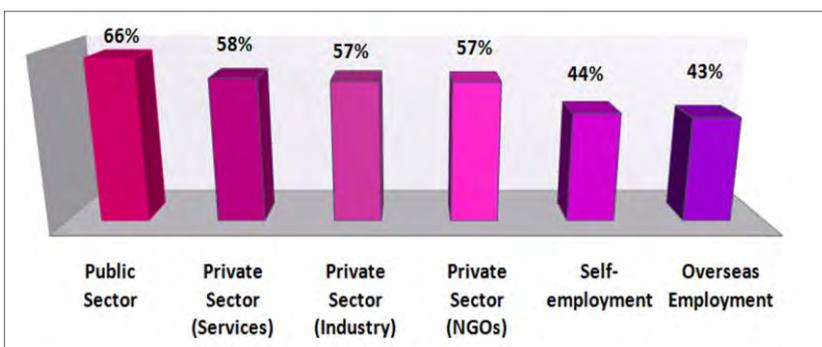


Figure 10: Sectors providing decent work in Pakistan



Consultation at Gilgit

Recommendations

Following recommendations were gathered during the Consultation Meetings held across Pakistan.

- **Development of Labour Laws:**

Labour laws, detailed regulations, standards and guidelines should be further amended and implemented to make them more practical. Appropriate checks and balances should be introduced in labour laws to eliminate any chances of malpractices in Labour Administration. Scope of labour laws should also be expanded for all the sectors including construction, agriculture, informal sector and overseas employment. With the tremendous intensification in outsourcing, there is a requirement to bring changes in labour rules to ensure decent work for workers engaged through 'third party contracts'.

- **Voice Against Gender Discrimination:**

All workers should be considered equal without any sort of discrimination at workplaces. Disability discrimination, gender identity discrimination, language, race and religious discrimination should not be tolerated at workplaces. Equal opportunities should be ensured for men and women in accessing education, technical skills, career options and stereotypes should be addressed for maximizing contributions of men and women across all sectors.

- **Globalization and Digitization:**

Globalization and digitization has utterly transformed the world. Local job sector should be strengthened and there should be youth skill development programs. In future every person would have to work to maintain and improve lifestyle. The foremost and most vital thing for decent work is Education and that people need expertise and professional training.

- **Job Opportunities:**

New forms of employment i.e. online jobs, self-employment, subcontracting and outsourcing



Consultation at Karachi

should be promoted as an important dimension of decent work. Job opportunities should be created in manufacturing, software, marble, housing, automobile assembling industry, hoteling, communication, tourism, food processing and online jobs. Means and methods should be developed and adopted to ensure that all New Forms of Employment (NFE) are compliant with principles of Decent Work.

- **Policies concerning Wages:**

Measures should be taken to create a fair balance between the working hours and the wages that the workers receive for their labours. The current minimum wage level should be increased. The disparity between the wages of men and women needs to be addressed which will encourage more women to join the job market due to higher wages.

- **Strengthening of Social Security mechanism & economic growth:**

The strengthened coordination and consensus building for improved economic growth should be maximized to ensure job creation in near future. Along with economic growth, Government should focus on the expansion of social security mechanism at local and regional levels and steps should be taken to raise awareness. In view of

existing 5-6% coverage of the existing social security institutions, new methods of 'Coordinated Social Protection' should be adopted.

- **Effective Use of Energy:**

Energy crisis should be dealt with on priority basis to increase economic activities and reduce unemployment in the country.

- **Focus on Soft Skills:**

Increasing focus on soft skills along with technical skills and education, communication, interpersonal skills, basic knowledge, managing diversity are now core skills required to do any and all kinds of job.

- **Work Rendered to Talents:**

For accomplishment of decent work people should choose work rendering to their talents and aptitudes. People should acquire technical education mandatory for the job they are interested in.



Consultation at Karachi



Mr. Idrees Mahsud
*Deputy Secretary, Ministry of Overseas
Pakistanis and HRD*

“There is need for common strategy, devised through bottom up approach with the mechanism to regularly seek input, contributions from grass root level as per four centenary conversation thematic areas to shape the future of Work.”



Mr. Syed Ali Asghar Shah
Director Labour AJK

“In the era of global village, human rights should be encouraged through ratifying conventions. Labour rights, decent work opportunities, ideal working environment cannot be conquered in isolation.”



Ms. Uzma Osho
Human Rights Activist

“Women may have once been pigeonholed into certain professions, but no longer are they simply expected to do gender-specific jobs. Unleashing the power of women entrepreneurship can have a dramatic effect on a country's economy.”



Mr. Khursheed Ahmad
Trade Unionist

“Ensure provision of employment rights to people and formulate labour laws in conformity with International Labour Organization (ILO) conventions. Government should provide working class with appropriate wages and ensure protection at workplaces.”

5 Organization of Work and Production



Consultation at Lahore



Consultation at AJK

5

Organization of Work and Production

Increasingly globalized economy, influenced by ever changing technological advancements, in pursuit of increased competitiveness is radically changing the ways in which work and production is organized. The organization of work and production are characterized by methods through which society structures the activities and labour necessary to its survival. It is also encountered by interactions between workers' and employers', organizations and work environment. The ongoing technical, political, and economic changes are restructuring the work patterns – which ultimately has its impact on work-family relationship and production capacities.

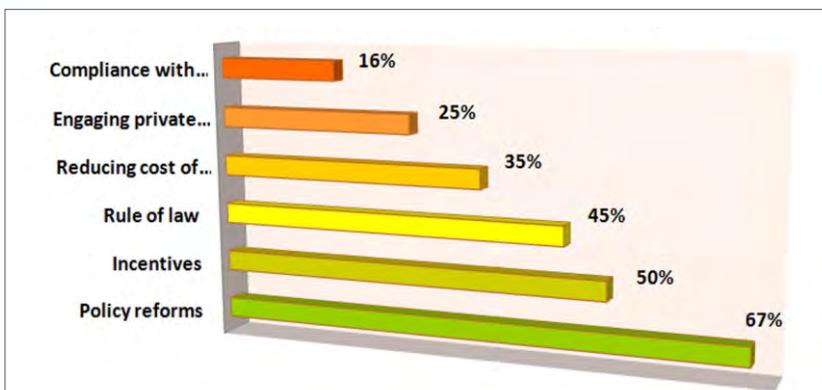


Figure 11: Measures for government can encourage private sector

The knowledge of historical changes along with adaptation strategies, factors affecting production and laws/regulations defining relevant aspects of change is necessary to achieve enhanced productivity levels and remain competitive.

Policy reforms, provision of incentives, and rule of law are identified as the lead factors that can encourage private sector to invest in businesses thus creating employment. The production can also be improved through ensuring labourers rights, enhancing intra and inter-governmental-cooperation, implementation of amended laws and compliance with international standards.

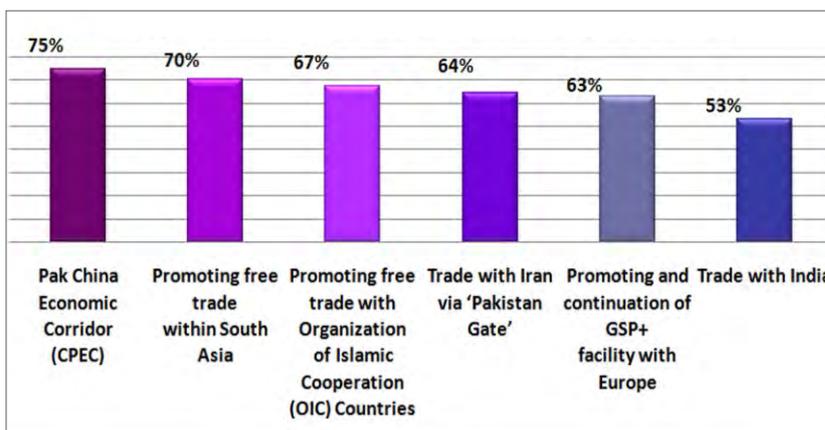


Figure 12: Mega Projects for more job creation

In Pakistan's perspective, it is expected that Pakistan-China Economic Corridor (CPEC) will act as a game changer for country's economy and will provide a major economic impetus (75%) in many ways. One of the many benefits of this development will be creation of additional employment – however, for achieving this objective, the Government of Pakistan needs to encourage decent work practices and ensure that the workers benefit from these upcoming opportunities.

Similarly there are other major proposals which might yield similar results including 'Free Trade within South Asia', 'Free Trade with Islamic Countries', 'Free trade with Turkey', 'Enhanced Trade with Iran' and 'Maximizing Benefits from GSP-Plus' facility.

The survey also analyzed the factors that can enhance productivity of workers at their workplaces. 'On-the-Job Training (OJT)' was considered as a major contributor for better performance followed by 'provision of social security' and 'conducive working conditions'.

Public sector is considered to be the easiest in terms of employment as it secured highest score, followed by private sector (Industry) whereas informal economy is considered to be the most difficult in terms of employment. This perception explains the fact that government job is the most sought after employment category.

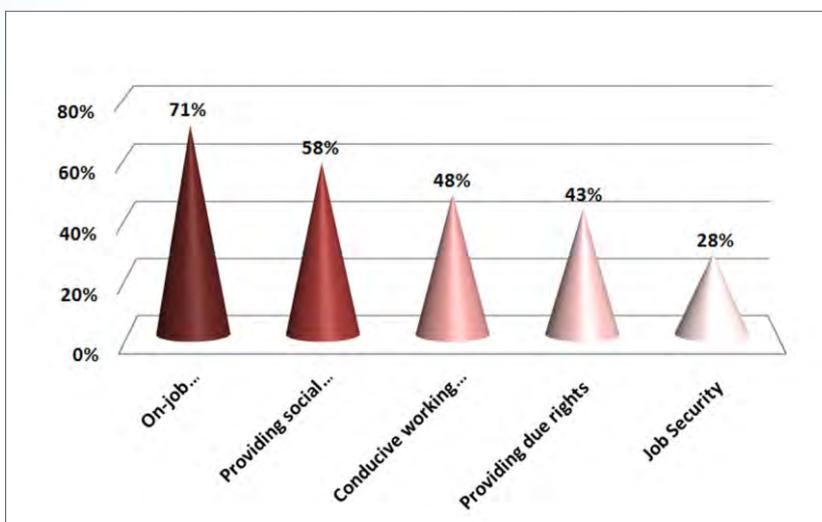


Figure 13: Factors to increase the productivity at workplace

On another dimension, the survey identified that 'Permanent Jobs' would largely decrease in coming times followed by 'Fixed Term Employment' - while 'Self-Employment' will create more employment for others as well. Quite alarmingly, the trend of 'Outsourcing' will increase which will give rise to precarious employment for which appropriate legal as well as institutional arrangements will have to be put in place to ensure that 'outsourced' work complies with labour legislation and standards.



Consultation at Lahore



Figure 14: Expected change occurring in upcoming forms of employment

The top three most growing sector in terms of employment opportunities are identified as 'self-employment', 'outsourcing', and 'part time employment'. On the other hand the sector where employment opportunities are shrinking is the permanent employment.

Policy reforms, incentive, and rule of law are identified as the lead facilitators that can encourage private sector to invest in businesses thus creating employment. Government has a pivotal role in the provision of all these facilities, and if these facilities are adequately provided, then it will result in an environment where businesses can thrive. The figure below has identified all the key factors.

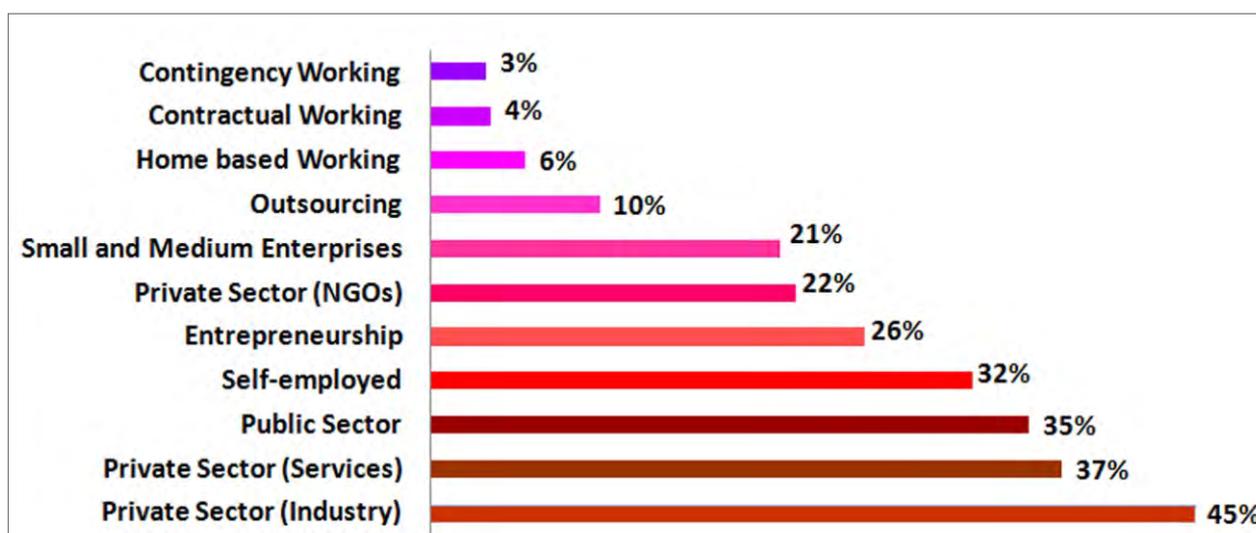


Figure 15: Sectors expected to play key role in employment generation

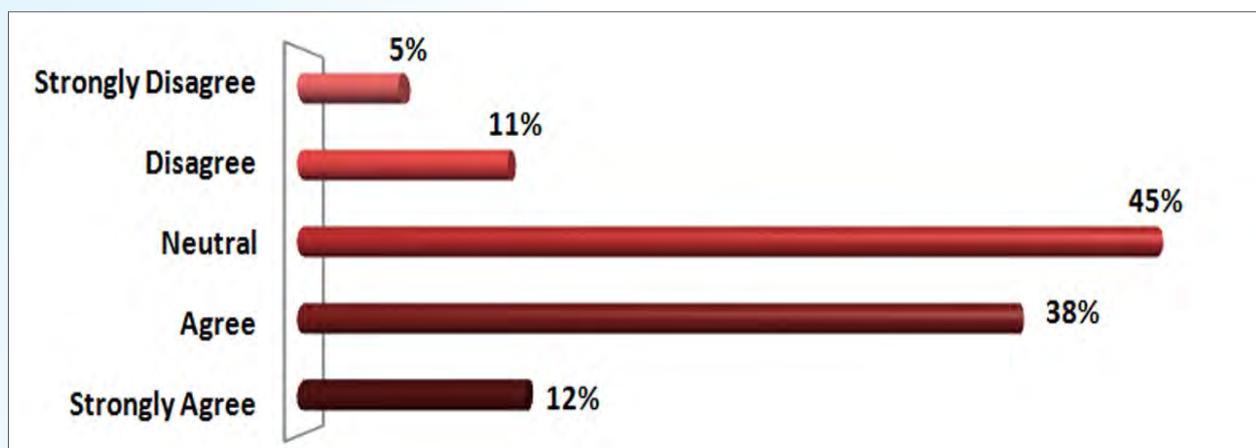


Figure 16: Perception about linkages between organizations of Employers, Workers, & Government

In view of the respondents, the extent of collaboration that exists among tripartite stakeholders i.e. Government, Employers' and Workers' (trade unions) organization is depicted in the figure above and according to the response the situation is satisfactory but there is a room for improvement as significant majority is 'neutral' to the fact that there exists any effective mechanism for collaboration. It was also identified during the consultative workshop that structured forum should be created where opportunities of collaboration between government, workers, organizations (trade unions) and employers exist.

Recommendations

Following recommendations were gathered during the Consultation Meetings held across Pakistan.

- **Vocational & Technical Learning:**

Diverse technical and skill development programs should be introduced to enhance productivity as well as align national skill sets with the changing 'organization of work and production'. Updating vocational and technical trainings curriculum, institutional capacities and assessment/certification should be focused. People should learn modern information techniques to access future employment opportunities.

- **Information Technology:**

Information sources should be improved, so that people, particularly young women and men, get to know about all the developmental processes occurring in the world of technology. Computer and Information technology should be used as a tool to improve and enhance future work opportunities.

- **Private Sector:**

Private sector is a major player for creating employment and eradication of poverty. Government can stimulate the private sector to create more jobs through policy reforms, more incentives should be introduced for more convenience for private sector to invest and above all the rule of law would be essential for private sector growth and enhanced national production.

- **Acquiescence With International Standards:**

Compliance with international standards should be harnessed in order to increase the local export and remain competitive in regional trade markets. China Pakistan Economic Corridor (CPEC), Maximizing benefits from GSP-Plus, Promoting free trade in South Asia and free trade with Organization

of Islamic Cooperation (OIC) Countries should be the focused schemes to enhance job creation for Pakistan.

- **Government's Role:**

The government should work for the stability of political, economic and social policies in order to attract foreign investors to invest in the private sector and generate more employment opportunities for the people.

- **Strengthening of New Industrial Cities as Peace initiatives:**

Emphasis should be given to promote new industries through establishment of new industrial cities and expansion of existing units. Particularly, new employment-intensive industrial cities should be established in less-developed and conflict-affected areas – as a major peace building initiative. For this purpose, investor-friendly and worker-friendly system for outsourcing should be strengthened. Modalities should be decided in consultation with government, employers, workers and other relevant stakeholders.

- **Advancement of Technology:**

Literacy level should be increased to enable adaptation of advanced technology. Capable and qualified work force should be appointed in organizations and industries for an effective transformation.

- **Incentives to Improve Workers' Conditions:**

Those industries and employers having good record of providing better working conditions to their workers should be recognized and given incentives in the shape of subsidies, loans, specialist interest rate or any other form of encouragement.

- **Enhancing Remittances:**

Process for sending remittance of overseas workers should be simplified & freed from taxes. Apart from

that, the conditions of work for Overseas Pakistanis should be improved at all levels, i.e., reducing exploitation in pre-departure process; during overseas work; and while return and reintegration.

- **Strengthening Accountability & Transparency Mechanisms:**

Accountability & transparency mechanism should be strengthened through easy complaint mechanism, implementation of right to information act, freedom of voice that in turn ensures the access to justice. This will build confidence of international investors and business contributors.

- **Life Long Learning:**

Opportunities for Pakistani workers and employers should be created to get training all through their professional lives to continuously upgrade their skills and understanding in line with future employment requirements. Focus should remain on Technical, Managerial and Inter-Personal trainings for creating better working teams.

- **Quality Culture:**

Special Programmes should be organized to enhance 'Quality Culture' among Pakistani industries and workers. The quality of production, workmanship and finesse should be improved in particular.

- **Occupational Health and Safety:**

Death grant or compensation should be provided to workers in case of emergency. Organizations should ensure the implementation of occupational health and safety.



Ms. Tomoko Nishimoto
*Assistant Director General & Regional Director,
 ILO Regional Office for Asia and the Pacific*

"Future doesn't change overnight. It is a gradual process - particularly in the age of technology, globalization and production of artificial intelligence. Pakistan is also facing such change and we have to be mindful of some basic principles. It is important to consider while thinking about the future of work; Firstly, whatever the forms of employment maybe, "Inclusiveness" should be a fundamental principle. Secondly, we live in a world that has taken upon the task of ensuring environmental sustainability. We need to utilize resources in such a manner that their utility is preserved for generations to come".



Mr. Abid Saeed
Assistant Professor COMSATS University

"The gap between academia and industry needs to be addressed in the upcoming days, as a lot of industrial job opportunities will arise due to CPEC. The industry must, therefore, inform the academia about their requirements in order to enable them to conduct researches and educate the youth accordingly."



Mr. Mohammad Saleem Hussain
Director General Labour Welfare Punjab

"CPEC would improve the lives of people of Pakistan by building an economic corridor promoting bilateral connectivity, construction, exploring potential bilateral investment, economic and trade, logistics and people to people contact for regional connectivity."



Ms. Laraib Ahmed
Student

"Young people don't have many options when it comes to leadership opportunities, in part due to mindsets around the capabilities of youth. And without such opportunities, they are struggling to build in-demand skills, secure quality jobs, and become entrepreneurs."



Mr. Tikka Khan
*Secretary General All Pakistan Newspapers
 Federation*

"CPEC will make our country rich through increased employment opportunities, enhancing business affairs increase the migration of workers within the country and across global village. If we have to compete in the world, we will have to focus on Education and Governance."

6 Governance of Work



Consultation at Islamabad



Consultation at Islamabad

6

Governance of Work

In Pakistan, governance has no automatic normative connotation however; typical criteria for assessing governance in a particular context of employment and Decent Work might include the degree of legitimacy, representativeness, popular accountability and efficiency with which public affairs are conducted. Good governance can also be implemented through contracting local organizations to monitor and provide comprehensive information about the Standard Operating Procedures (SOP's).

Good governance can be promoted through defining power and authority, influencing and enacting policies and decisions concerning public life, and economic and social development. Governance related practices can be improved through enhancing interaction between these formal and informal institutions and those of civil society.

Work is governed through multiple instruments; International Standards, laws and regulations, voluntarily concluded agreements (collective-bargaining agreements), labour market institutions, and interaction of government and organizations of employers and workers. All these instruments should be aligned with the emerging trends.

Pakistan has ratified 36 out of 189 ILO Conventions which aim to promote employment as well as protect those who are in different forms of employment. As a general practice, the member States regularly report on application of all the ratified conventions and report on application of 'unratified' conventions occasionally. At ILO, an established supervisory mechanism comprising 'Committee of Experts on Application of Conventions & Recommendations (CEACR)' and 'Conference Committee on Freedom of Association (CFA)' review all country reports and provide comments on area where further improvement is required – either in general terms or in particular cases.

At national level, there are more than 70 laws and regulations related to Labour – however, the focus mostly remained on 'Protection' of workers and less on 'Promoting' employment.

After 18th Constitutional Amendment in 2010-11, subject of 'Labour' was devolved from Federal Government to the Provincial Governments thus making it the exclusive purview of the Provincial Government to legislate on 'Labour' matters. Subsequently, the Provincial Government started legislating their own Labour Laws and is currently at different stages. The Federal Labour Laws are still applicable in those provinces and regions that did not legislate their own laws as yet.

Both the federal and provincial governments have put in place elaborate institutions to deal with the issues of labour welfare and protection – which includes labour inspectorates, social security institutions, workers' education and training institutions, safety and health institution, industrial relations and trade union registration, and labour judiciary.

Lastly, there are a number of 'Collective Bargaining Agreements' jointly agreed by the Employers and Workers at enterprise-level or at the sectoral-level – which helps improve their relationship as well as enhance ownership and productivity of workers.

The survey identified public perception about the working of ILO on international standards and its implementation. Around 70% respondents said that 'ILO should modify its supervisory mechanism for application of Conventions' and make it more stringent as well as link it to the economic and trade-related sanctions so that countries violating ILO Conventions could be punished in economic terms. This was followed by a recommendation by 69% respondents saying 'ILO should help its member States improve compliance through robust technical support and capacity development' meaning thereby to continue the existing technical support and adopt modern technological solutions for monitoring and ensuring compliance with standards.

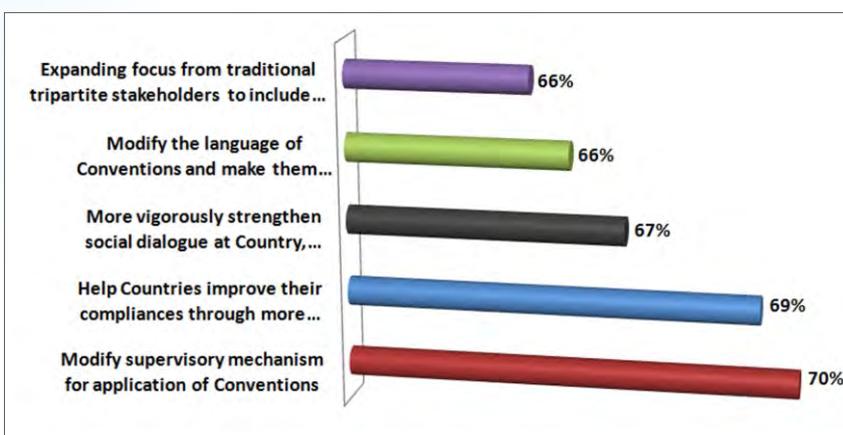


Figure 17: How ILO should improve global standards

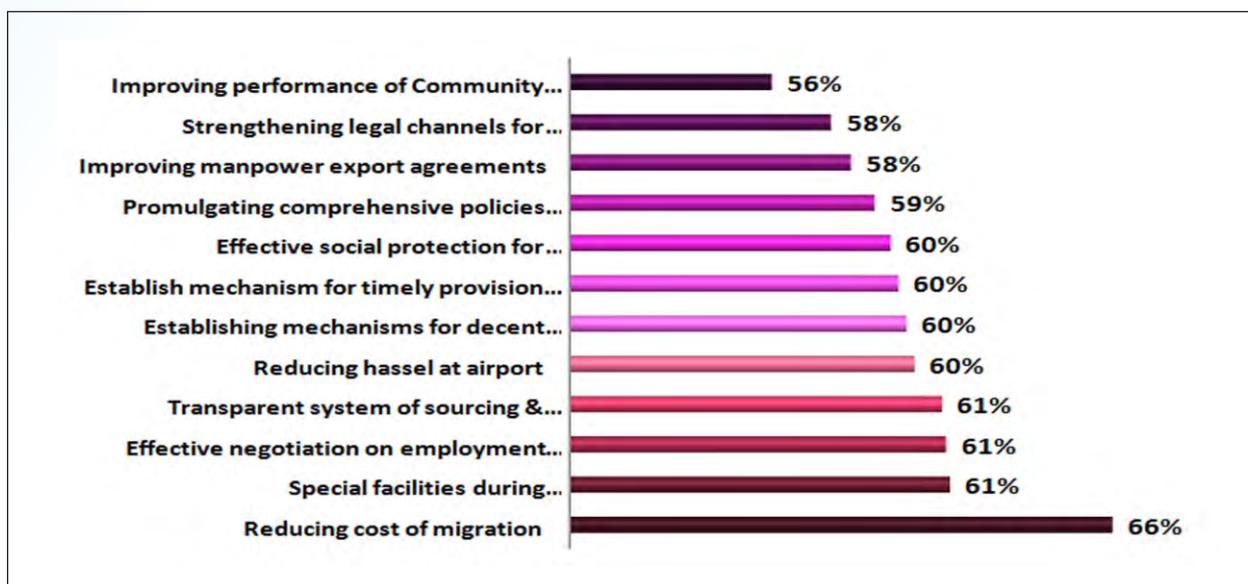


Figure 18: Factors that can promote overseas employment

The survey identified 'improving laws and regulations' as the most important factor for improving governance and working conditions in Pakistan, followed by 'strengthening of linkages between federal and provincial governments', and 'awareness raising regarding decent work' that can improve the governance structure. A major and relatively better paid sector is overseas employment, and many Pakistanis aspire to go to greener pastures in quest of employment. Additionally this sector provides support to economy through remittances. Promotion of this sector can help in reducing pressure on national economy to generate employment. The survey identified factors that are considered to be important and can facilitate better governance of overseas employment.

Reducing cost of migration' was the top most priority identified by the Survey – primarily because Pakistani workers have to pay highest amount among entire South-Asian countries to get a paid employment in Gulf-Cooperation Council Countries (GCC). This could partly be addressed through better regulation and partly by better negotiation with the host-countries. 'Special facilities during immigration process' for the intending overseas workers and 'transparent system of sourcing' are the second most significant priorities.

Pakistan is not a contributor for global warming or climatic change – however, it is one of the major victims of these phenomena. In recent past the country has witnessed a number of natural disasters in the shape of floods, droughts and earthquakes. Similarly, the country is leading on 'war on terror' and has seen a number of manmade conflicts in different areas – which resulted in huge human displacements. These occurrences of disasters have increased over time and act as a major disruption to workers' ability to earn. It is imperative that a strategy be devised to manage post crisis situation as a preemptive measure. Figure below has identified areas, in the order of perceived importance, that should be addressed in the post crisis situation.

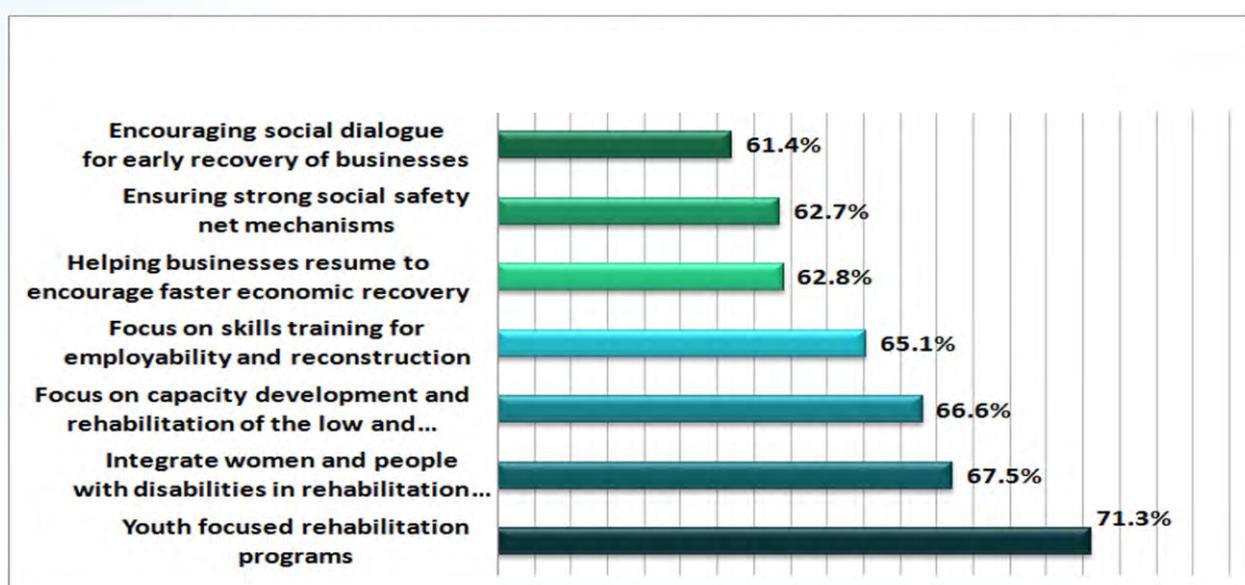


Figure 19: Factors to be considered during post-crisis situations

Recommendations

Following recommendations were gathered during the Consultation Meetings held across Pakistan.

- **Using modern technology for Governance:**

For improved governance and better regulation, the use of modern technology should be promoted – both at international as well as national levels.

- **Implementation of Private Sector Policies:**

Implementation of private sector policies is feeble and there should be check and balance by the government. The feedback system should be strengthened and encouraged.



Consultation at Islamabad

- **Role of Government:**

Government rules should be simplified and vigorously enforced in private organizations as well. Government should stimulate and encourage private sector to create more job opportunities and reform policies. Government should play its part and creating work opportunities for the well-qualified and deserving people, create awareness regarding labour rights and strengthening of existing system. Government should stimulate sensitization of community ownership, proper implementation and monitoring of labour laws. Respected job environment and social security should be provided to the workers.

- **Linkages Between Government, Employers, & Workers**

Strong coordination mechanism between government, workers, organization and employers should be encouraged. Trade unions at all level should be encouraged to meet the needs of economic development.

- **Work & Governance:**

National Industrial Relation Commission (NIRC) should be strengthened for the promotion of governance of work. Scope of Government

services should be expanded to the uncovered 'Informal Economy Workers' and they are given education and opportunity to transform their work in 'Decent Work'.

- **International Labour Standards:**

ILO should collaborate with international trade bodies and ensure that ILS are included as a pre-condition for any trade facilitation. Countries should be encouraged to comply with ILO Conventions for gaining economic and trade benefits. Also, knowledge about ILS and methods of application should be disseminated more widely so that all important stakeholders should be aware about their rights and responsibilities as per international standards. Lastly, ILO should collaborate with national educational institutions to include 'Labour' related education in the curriculum.

An authoritative body should be made to keep a check on the misuse of power or manipulation of the labour rights in the workplace.

- **Development of Business:**

For business development continuous energy supply shedding and peace should be maintained. New innovative ways should be introduced to promote small enterprises.

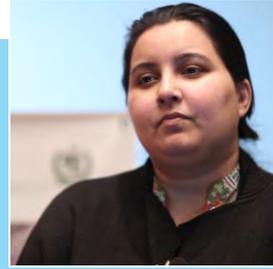


Consultation at AJK



Ms. Umm e Laila
Executive Director Home Net Pakistan

“Women empowerment package should be promoted and there is a need to amend and devise gender sensitive laws. There is need to initiate the process by the Government, ILO and relevant stakeholders for the formulation of new laws.”



Ms. Uzma Yaqoob
Executive Director, Forum for Dignity Initiatives (FDI)

“It is important that we highlight that future of work would be more inclusive not only for male or female but other gender identities and variant groups. We should promote empowerment and understanding through community motivated initiatives to improve the human rights situation of these groups.”



Mr. Mohammad Azam Malik,
Enterprise Development Trainer & Motivational Speaker

“We need to change youth's perspective for entrepreneurship and enterprise development. Future of work would completely change in coming days, internationally business scenario would entirely transform so there is a need to link our youth internationally.”



Mr. Fasihul Kareem Siddiqui
Secretary General Employers' Federation of Pakistan (EFP)

“This is a challenge for all of us and we have to struggle collectively to make the future work strategy active and effective. There is a need to transform our thinking, vision, knowledge to form the future of work. It is our obligation to form the future of youth keeping in view the present conditions of technological advancement and innovative business practices”

A stylized sun graphic with a white center and a blue ring, surrounded by white triangular rays on a blue background.

7

Conclusion and Recommendations

7

Conclusion and Recommendations

The labour market in Pakistan is an interesting phenomenon that struggles to absorb the rapidly increasing labour force and enhance compliance with labour standards while doing so these are many internal and external challenges. The dual menace of unemployment and underemployment has generated the additional challenges of meeting substantive requirements. Opportunities such a young and energetic workforce, China-Pakistan Economic Corridor (CPEC), GSP-Plus, Devolution & local governance are a hope for a brighter and inspiring future.

Challenges such as lesser productivity, low remunerative work, poor working conditions, inadequate implementation of labour laws, less focus on value-addition and fragmented form of trade union movement would require more consideration while paving way for a decent 'Future of Work in Pakistan.

The 'Future of Work' conversation is one such initiative to assess the on-ground realities, to take into consideration the voice of people across sectors and to set priorities for future work. The 'Future of Work' will only become a successful reality if it promotes labour rights, social justice and decent work agenda for future generations.

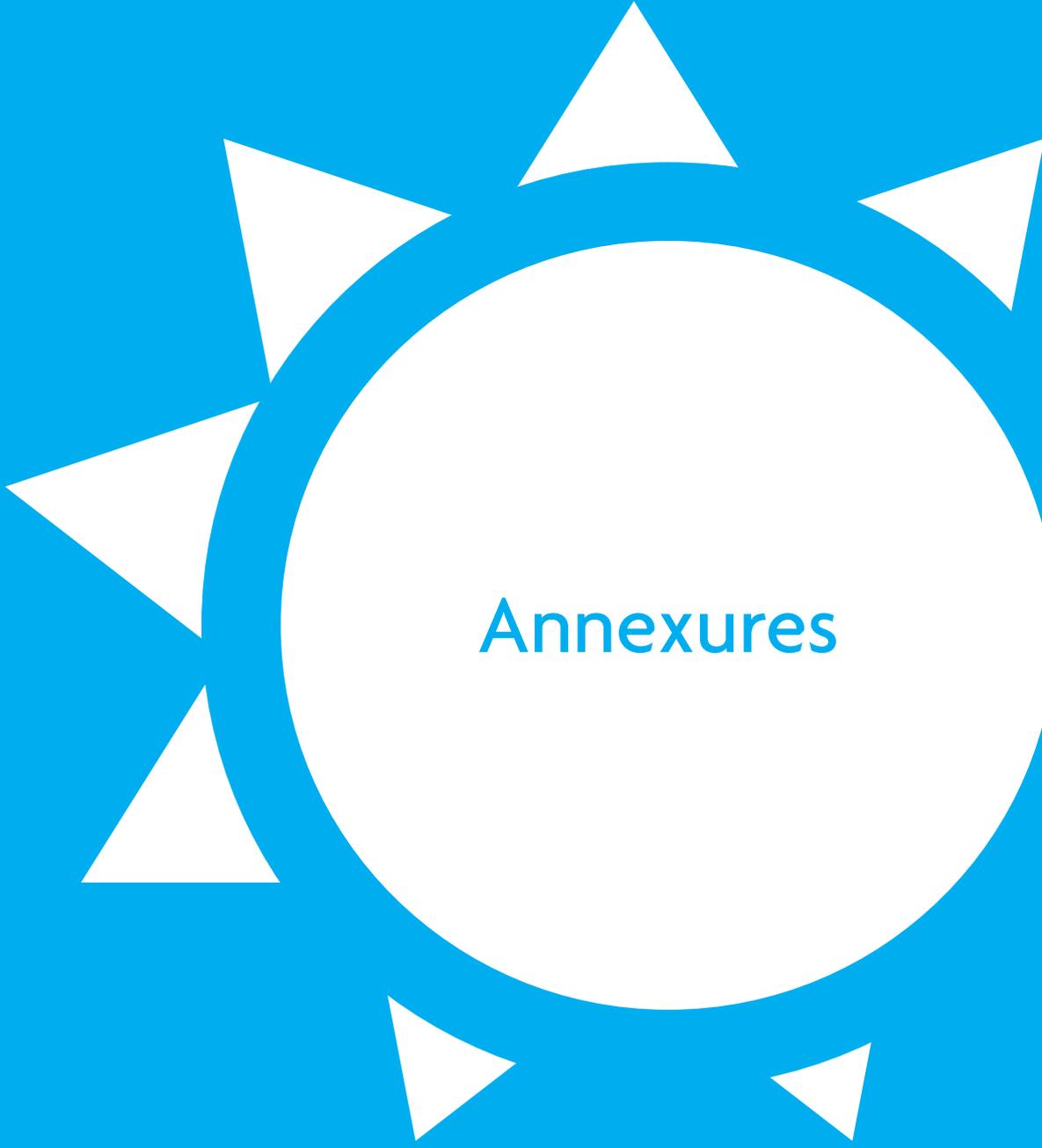
Improving macro-economic policies and stimulating economic & industrial growth, addressing skills mismatch, growth in employment opportunities due to mega-projects, modernizing skill development programs and focus on 'human development' alongside physical infrastructure are key factors for sustainable growth and future work agenda. The recommendations are as follows.

- Pakistan is passing through transitory period with respect to stability of labour market, in this scenerio, Government of Pakistan through Provincial Labour Departments should focus on serious legislation for improved working conditions and job opportunities in conventional as well as non-conventional sectors.
- For the promotion of decent work agenda and social justice, provision of due rights at workplace, social protection, secure environment and equality is foremost.
- To meet the future needs, emphasis on technical and vocational education and higher education is required – provided it is in line with labour market demands. The technical and vocational training centers should be linked with schools and colleges for a streamlining qualification framework.
- Research and data collection regarding labour market should be promoted. Government should stimulate research practices through promoting right to information and rule of law.

Recommendations

1. Society should be aware of and demand decent work
2. Woman employment should be focused
3. Contribution of Employers and Workers should be recognized
4. Robust mechanisms should be adapted to identify emerging employment opportunities
5. Research and development should be promoted
6. Youth centered Education and skills development measures should be taken according to market demands

7. Employment opportunities for vulnerable groups should be enhanced
8. Labour laws should be reformed
9. Coverage of social security should be expanded
10. New avenues for regional economic co-operation should be explored
11. Private sector should be supported to create more jobs
12. New employment-intensive Industrial areas should be established in less-developed and conflict-affected areas
13. Labour Migration Governance should be improved
14. Compliance & enforcement of labour laws should be improved
15. Lifelong learning should be promoted
16. Use of modern technologies for improved governance
17. Social dialogues should be promoted
18. Labor judiciary should be strengthened
19. Labor standards should be integral part of all trade agreements
20. New strategies for developing small enterprises should be adopted



Annexures

Annex I: Online Survey Questionnaire
Annex II: Survey Findings (Graphs)

Annexure I

The Government of Pakistan is member of International Labor Organization (ILO) since 1947, and is representing its governing body since decades. On the centenary event of ILO (which will become 100 years in 2019), the Government has initiated a national dialogue and a survey to better understand the future shape of employment and working condition and will provide inputs to the ILO's "Future of Work" initiatives. The present survey is your contribution in this endeavor to shape the ILO's future work through incorporating your feedback and to form the Global Decent Work Agenda for next century.

General Information

(Please note, your information will **not** be shared or given to outside entities. It is for internal analytical use only)

1. State your gender?

Male <input type="radio"/>	Female <input type="radio"/>	Transgender <input type="radio"/>
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2. State your age?

Below 18 <input type="radio"/>	19-24 <input type="radio"/>	25-34 <input type="radio"/>	35-44 <input type="radio"/>	45-55 <input type="radio"/>	Over 55 <input type="radio"/>
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3. State your marital status?

Married <input type="radio"/>	Unmarried <input type="radio"/>	Divorced <input type="radio"/>	Widowed <input type="radio"/>	Separated <input type="radio"/>
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4. State your education?

Primary <input type="radio"/>	High school <input type="radio"/>	Graduate <input type="radio"/>	Advance degree <input type="radio"/>	Technical Education <input type="radio"/>
Illiterate <input type="radio"/>	Others <input type="radio"/>			

5. What is your profession?

Government <input type="radio"/>	Semi Government <input type="radio"/>	Private <input type="radio"/>	Self employed <input type="radio"/>	Student <input type="radio"/>
Retired <input type="radio"/>	Unable to work <input type="radio"/>	Unemployed <input type="radio"/>	Others <input type="radio"/>	

6. What is your Religion?

Islam <input type="radio"/>	Christianity <input type="radio"/>	Hinduism <input type="radio"/>	Buddhism <input type="radio"/>
Others (Please State): _____			

Work and Society

1. Why do people work?

Select as many options as you deem fit in order of priority - (Priority 1: Highest, 5: Lowest)

S. No	Options	1	2	3	4	5
A	To earn a living	<input type="radio"/>				
B	Personal Satisfaction	<input type="radio"/>				
C	For social inclusion and protection	<input type="radio"/>				
D	To be Busy	<input type="radio"/>				
E	For skill development and experience	<input type="radio"/>				
F	Others (Please State)					

2. How can workers' productivity be increased?

Select as many options as you deem fit in order of priority - (Priority 1: Highest, 5: Lowest)

S. No	Sectors	1	2	3	4	5
A	On-job training/education	<input type="radio"/>				
B	Providing due rights	<input type="radio"/>				
C	Conducive working conditions	<input type="radio"/>				
D	Job Security	<input type="radio"/>				
E	Providing social security at work place	<input type="radio"/>				
F	Others (Please State)					

3. Prioritize the major challenges faced by Pakistan for promoting decent work.

Select any five most relevant challenges in order of priority - (Priority 1: Highest, 5: Lowest)

S. No	Sectors	1	2	3	4	5
A	Security situation	<input type="radio"/>				
B	Economic instability	<input type="radio"/>				
C	Poverty	<input type="radio"/>				
D	Energy and water crisis	<input type="radio"/>				
E	Population growth	<input type="radio"/>				
F	Unemployment and Rights at work	<input type="radio"/>				
G	Educational deprivation and illiteracy	<input type="radio"/>				
h	Corruption	<input type="radio"/>				

i	Political instability, lack of access to health/medical services	<input type="radio"/>				
j	Others (Please State)					

4. In Pakistan access to employment is easy in following sectors?

Select any option in order of priority - (Priority 1: Highest, 5: Lowest)

S. No	Sectors	1	2	3	4	5
A	Public Sector	<input type="radio"/>				
B	Private Sector (Industry)	<input type="radio"/>				
C	Private Sector (Services)	<input type="radio"/>				
D	Private Sector (NGOs)	<input type="radio"/>				
E	Informal economy (e.g agriculture)	<input type="radio"/>				
F	Overseas Employment	<input type="radio"/>				
G	Others (Please State)					

5. In Pakistan women can easily get job in following sectors?

Select in order of priority - (Priority 1: Highest, 5: Lowest)

S. No	Options	1	2	3	4	5
A	Public Sector	<input type="radio"/>				
B	Private Sector (Industry)	<input type="radio"/>				
C	Private Sector (Services)	<input type="radio"/>				
D	Private Sector (NGOs)	<input type="radio"/>				
E	Informal economy (e.g agriculture)	<input type="radio"/>				
F	Overseas Employment	<input type="radio"/>				
G	Others (Please State)					

6. What are the major challenges for women's participation in labor market?

Please select five most relevant factors in order of priority - (Priority 1: Highest, 5: Lowest)

S. No	Options	1	2	3	4	5
A	Cultural/societal norms	<input type="radio"/>				
B	Religious belief	<input type="radio"/>				
C	Educational deprivation	<input type="radio"/>				
d	Family/household responsibilities	<input type="radio"/>				
E	Child & elder care	<input type="radio"/>				
F	Household chores	<input type="radio"/>				
G	Others (Please State)					

7. In Pakistan, lack of job opportunities can cause the following results?

Please select five most relevant factors in order of priority -Priority 1: Highest, 5: Lowest)

S. No	Options	1	2	3	4	5
A	Financial issues	<input type="radio"/>				
B	Home based disputes	<input type="radio"/>				
C	Disappointment/Frustration	<input type="radio"/>				
D	Health Effects	<input type="radio"/>				
E	Increase in Crime	<input type="radio"/>				
F	Increase in Violence	<input type="radio"/>				
G	Others (Please State)					

8. Do you foresee an increase or decrease in the following forms of employment?

S. No	Sectors	High Increase	Increase	No change	Decrease	High Decrease
A	Permanent employment	<input type="radio"/>				
B	Fixed term employment	<input type="radio"/>				
C	Part time employment	<input type="radio"/>				
D	Flexible employment	<input type="radio"/>				
E	Self-employment	<input type="radio"/>				
F	Subcontracting	<input type="radio"/>				
G	Outsourcing	<input type="radio"/>				
H	Others (Please State)					

Decent Job

9. What are the most important dimensions of decent work in your opinion?

Select any five most relevant dimensions in order of priority.

S. No	Options	1	2	3	4	5
A	Having productive employment	<input type="radio"/>				
B	Having adequate social protection	<input type="radio"/>				
C	Having sufficient means for social dialogue	<input type="radio"/>				
D	Having due rights at work	<input type="radio"/>				

E	Freedom of association and collective bargaining	<input type="radio"/>				
F	Non-discrimination at workplaces	<input type="radio"/>				
G	Safe and healthy working environment	<input type="radio"/>				

10. In Pakistan which sector provides decent work in terms of freedom, equity, security and human respect? [Please select in order of priority - (Priority 1: Highest, 5: Lowest)].

S. No	Sectors	1	2	3	4	5
A	Public Sector	<input type="radio"/>				
B	Private Sector (Industry)	<input type="radio"/>				
C	Private Sector (Services)	<input type="radio"/>				
D	Private Sector (NGOs)	<input type="radio"/>				
E	Self-employment	<input type="radio"/>				
F	Overseas Employment	<input type="radio"/>				
G	Others (Please State)					

11. In your experience, what are the major decent work deficits in Pakistan?

Please select in order of priority - (Priority 1: Highest, 5: Lowest)

S. No	Sectors	1	2	3	4	5
A	Discrimination	<input type="radio"/>				
B	Occupational safety and health	<input type="radio"/>				
C	Wage	<input type="radio"/>				
D	Freedom to associate freely and bargain collectively	<input type="radio"/>				
E	Child and bonded labor	<input type="radio"/>				
F	Employment security	<input type="radio"/>				
G	Social protection	<input type="radio"/>				
H	Others (Please State)					

Organization of Work and Production

12. In Pakistan, which sector will play vital role in generation of employment in future?

Please select in order of priority - (Priority 1: Highest, 5: Lowest).

S. No	Sectors	1	2	3	4	5
A	Public Sector	<input type="radio"/>				
B	Private Sector (Industry)	<input type="radio"/>				
C	Private Sector (Services)	<input type="radio"/>				
D	Private Sector (NGOs)	<input type="radio"/>				
E	Self-employed	<input type="radio"/>				
F	Entrepreneurship	<input type="radio"/>				
G	Small and Medium Enterprises	<input type="radio"/>				
H	Third Party Contracts	<input type="radio"/>				
I	Contingency Working	<input type="radio"/>				
J	Home based Working	<input type="radio"/>				
k	Contractual Working	<input type="radio"/>				
l	Others (Please State)					

13. In what ways can the Government stimulate and encourage private sector to create more jobs in Pakistan?

Please select in order of priority - (Priority 1: Highest, 5: Lowest).

S. No	Sectors	1	2	3	4	5
A	Policy reforms	<input type="radio"/>				
B	Incentives	<input type="radio"/>				
C	Rule of law	<input type="radio"/>				
D	Reducing cost of doing business	<input type="radio"/>				
E	Engaging private sector in skills development	<input type="radio"/>				
F	Compliance with international standards	<input type="radio"/>				
G	Others (Please State)					

14. In Pakistan, there exist strong linkages between Government, workers, organizations (Trade Unions) and employers to design the strategies (plan) for decent work?

S. No	Options	Options
A	Strongly Agree	<input type="radio"/>
B	Agree	<input type="radio"/>
C	Neutral	<input type="radio"/>

D	Disagree	<input type="radio"/>
E	Strongly Disagree	<input type="radio"/>

15. Which of the following schemes would help enhance job creation for Pakistanis?

S. No	Options	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A	Promoting free trade within South Asia	<input type="radio"/>				
B	Promoting free trade with Organization of Islamic Cooperation (OIC) Countries	<input type="radio"/>				
C	Promoting and continuation of GSP+ facility with Europe	<input type="radio"/>				
D	Trade with India	<input type="radio"/>				
E	Pak China Economic Corridor (CPEC)	<input type="radio"/>				
F	Trade with Iran via 'Pakistan Gate'	<input type="radio"/>				
G	Others (Please State)					

Governance of Work

16. What should be done to improve the working conditions in Pakistan? *Please select in order of priority - (Priority 1: Highest, 5: Lowest).*

S. No	Sectors	1	2	3	4	5
A	Improve laws, regulations	<input type="radio"/>				
B	Strengthen linkages between federal and provincial Governments	<input type="radio"/>				
C	Promote research and data collection on decent work	<input type="radio"/>				
D	Enhance information/knowledge sharing on decent work	<input type="radio"/>				
E	Improve the feedback mechanism on Decent Work	<input type="radio"/>				
F	Enhance capacity of workers to demand for decent work	<input type="radio"/>				
G	Simplify and consolidate the labor laws	<input type="radio"/>				
H	Update the labor laws to meet the challenges of technology and development	<input type="radio"/>				

I	Improve capacity of Employers' Organization to promote decent work	<input type="radio"/>				
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17. Overseas workers are an important part of Pakistani workforce. How can their contribution be properly recognized and improved in the future?

S. No	Options	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A	Reducing cost of migration	<input type="radio"/>				
B	Reducing hassle at airports	<input type="radio"/>				
C	Special facilitation immigration	<input type="radio"/>				
D	Improving performance of Community Welfare Attaches (CWA's)	<input type="radio"/>				
E	Improving manpower export agreements	<input type="radio"/>				
F	Strengthening legal channels for remittances	<input type="radio"/>				
G	Effective social protection for Overseas Pakistani workers	<input type="radio"/>				
H	Promulgating comprehensive policies for Overseas Pakistanis e.g. right to vote and access to justice	<input type="radio"/>				
I	Establishing mechanisms for decent return and re-integration of overseas Pakistani workers.	<input type="radio"/>				
J	Establish mechanism for timely provision of overseas labour market information to Pakistani youth and training providers.	<input type="radio"/>				
K	Transparent system of sourcing & supply of man power to overseas	<input type="radio"/>				
L	Framing and execution of a progressive migration policy	<input type="radio"/>				
M	Effective negotiation on employment benefits and needs of health and safety in countries hosting migrant workers	<input type="radio"/>				
N	Others (Please State)					

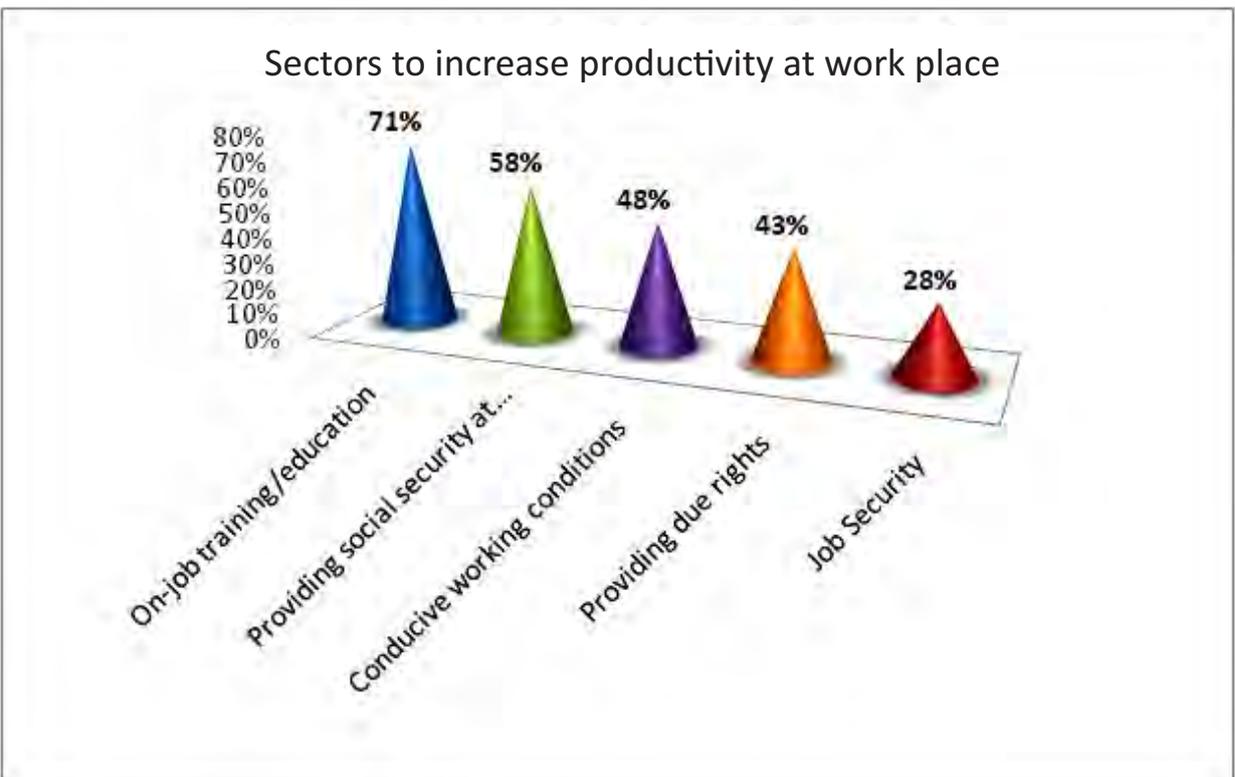
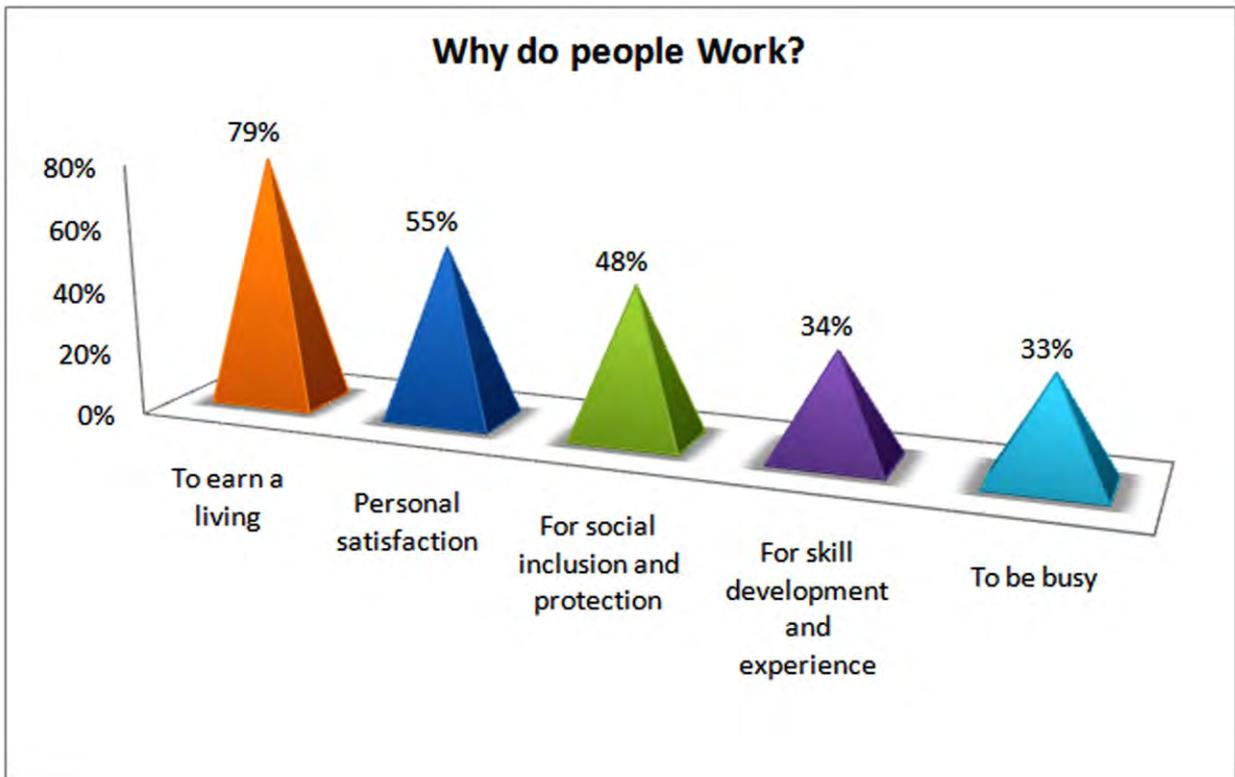
18. Which of the following measures should Pakistan integrate into its disaster risk reduction and management plans to focus on labor in post-crisis situations?

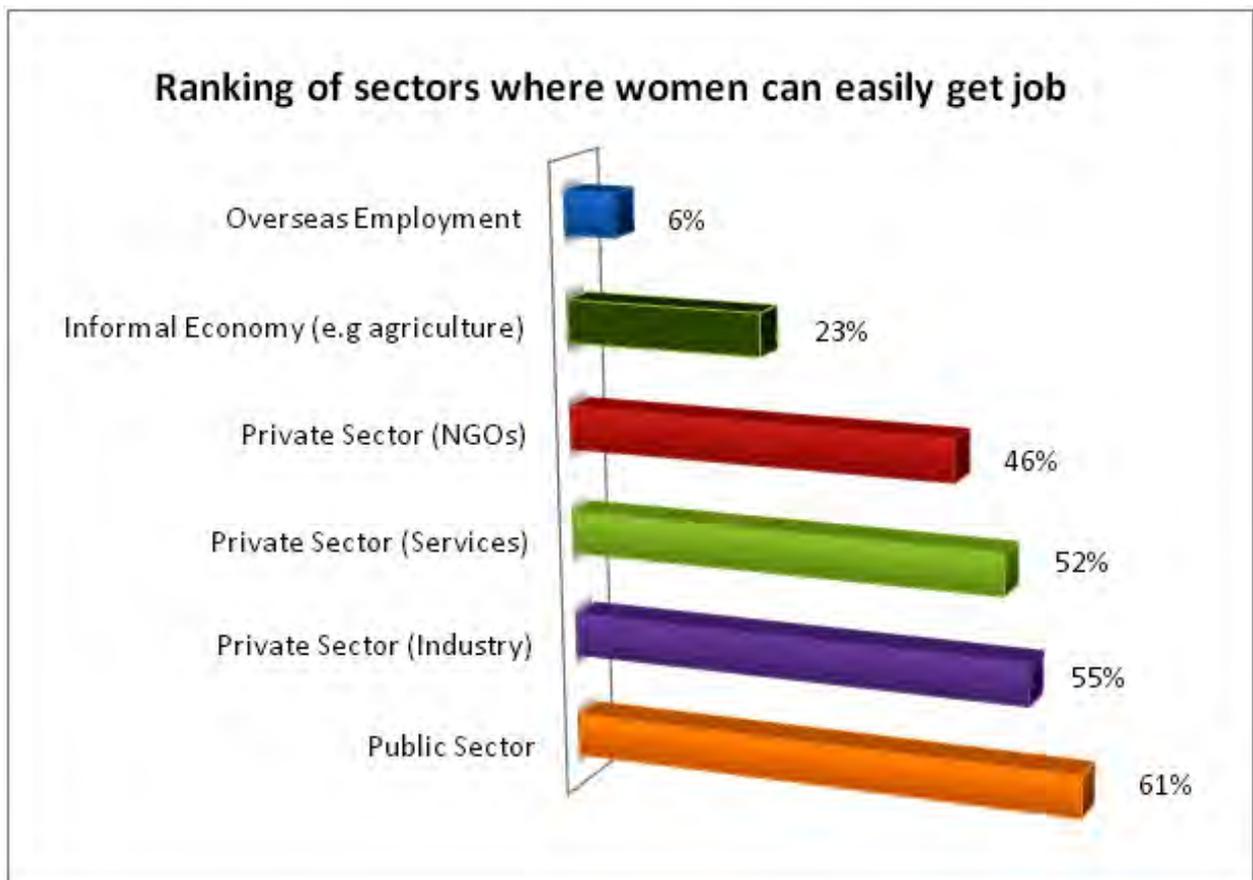
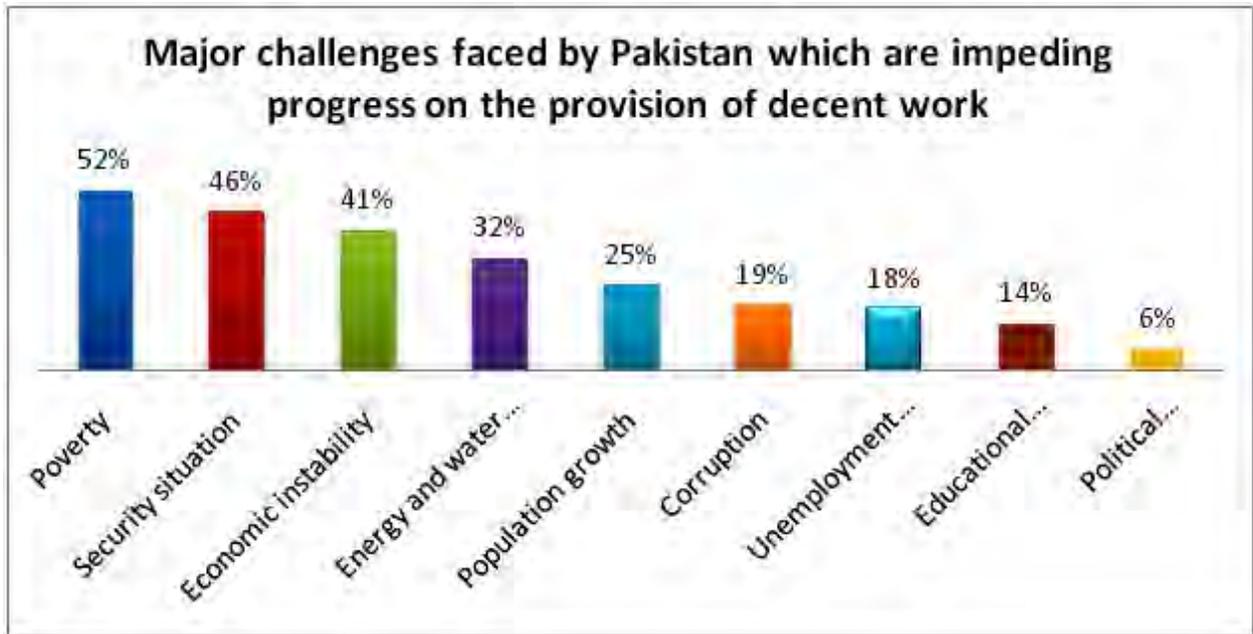
S. No	Options	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A	Youth focused rehabilitation programs	<input type="radio"/>				
B	Integrate women and people with disabilities in rehabilitation process on priority basis	<input type="radio"/>				
C	Focus on capacity development and rehabilitation of the low and semi-skilled workers	<input type="radio"/>				
D	Focus on skills training for employability and reconstruction	<input type="radio"/>				
E	Encouraging social dialogue for early recovery of businesses	<input type="radio"/>				
F	Ensuring strong social safety net mechanisms	<input type="radio"/>				
G	Helping businesses resume to encourage faster economic recovery	<input type="radio"/>				
H	Others (Please State)					

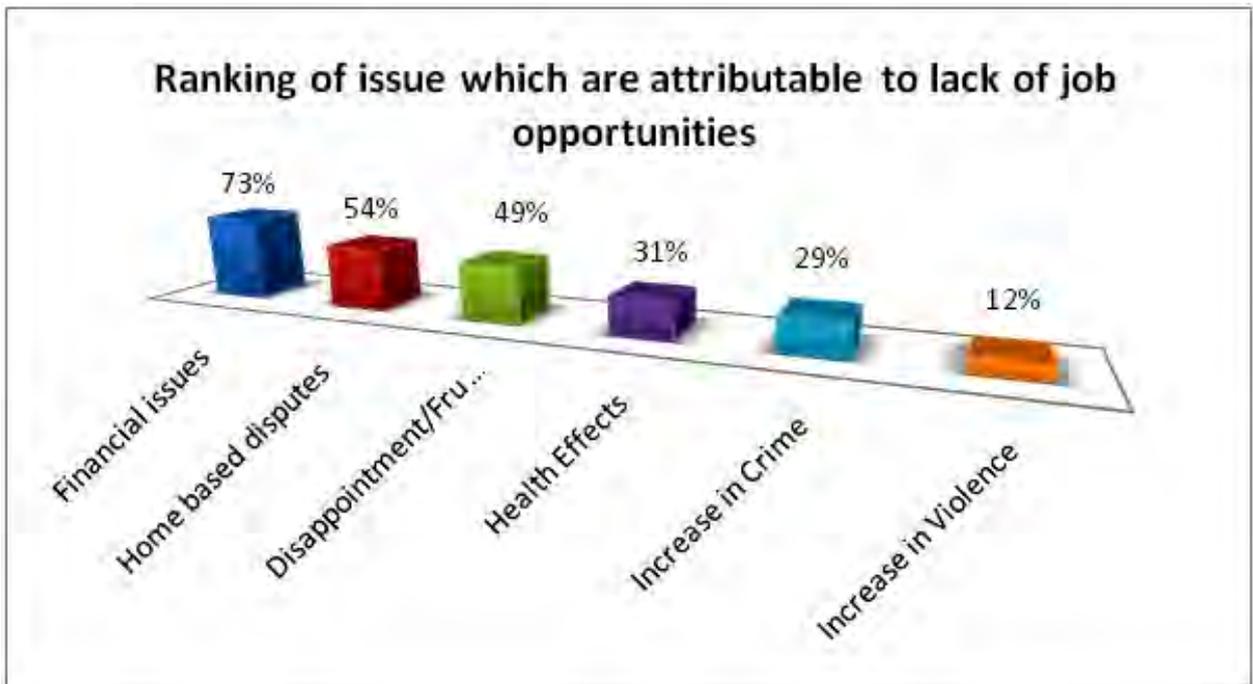
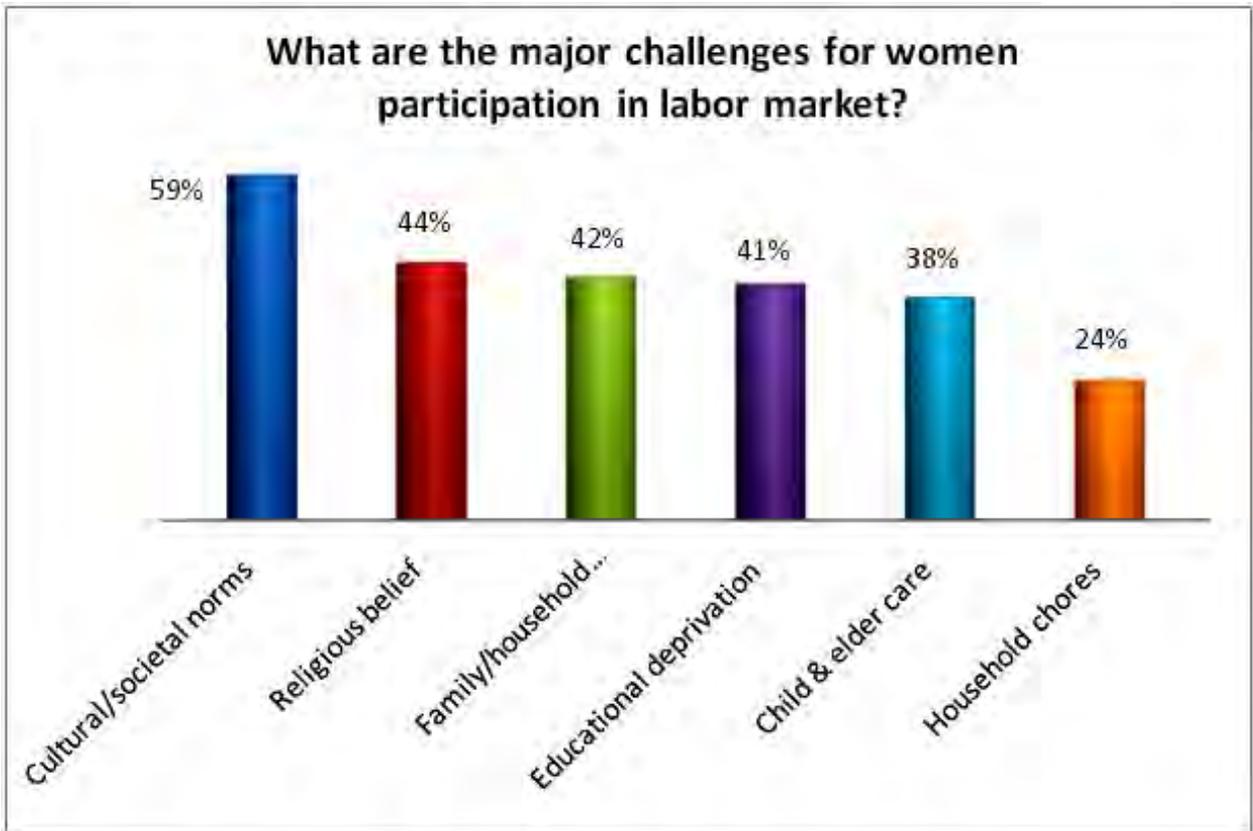
19. How can ILO better support countries in guaranteeing rights to their workers and ensuring decent work for all?

S. No	Options	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A	Modify supervisory mechanism for application of Conventions	<input type="radio"/>				
B	Modify the language of Conventions and make them more stringent	<input type="radio"/>				
C	Help Countries improve their compliances through more robust technical support & capacity development	<input type="radio"/>				
D	More vigorously strengthen social dialogue at Country, Regional and Global levels	<input type="radio"/>				
E	Expanding focus from traditional tripartite stakeholders to include others (e.g. Academia, Media e.t.c)	<input type="radio"/>				
F	Others (Please State)					

Annexure II



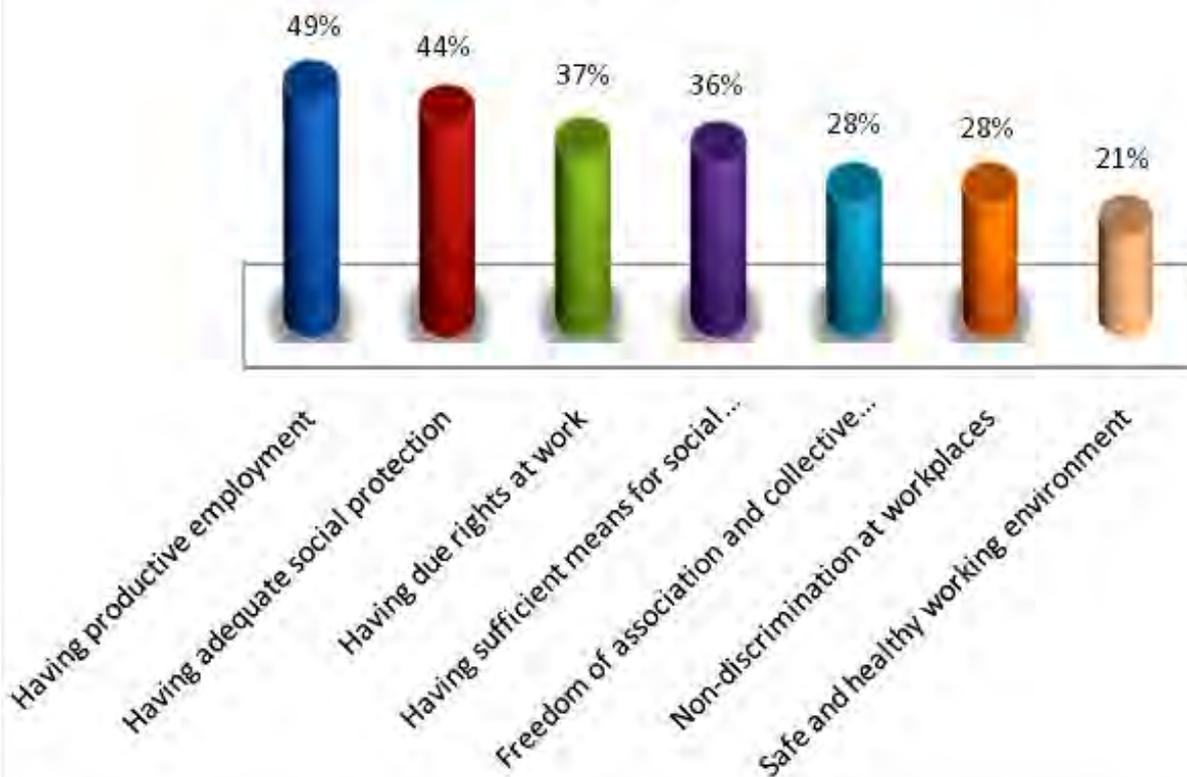


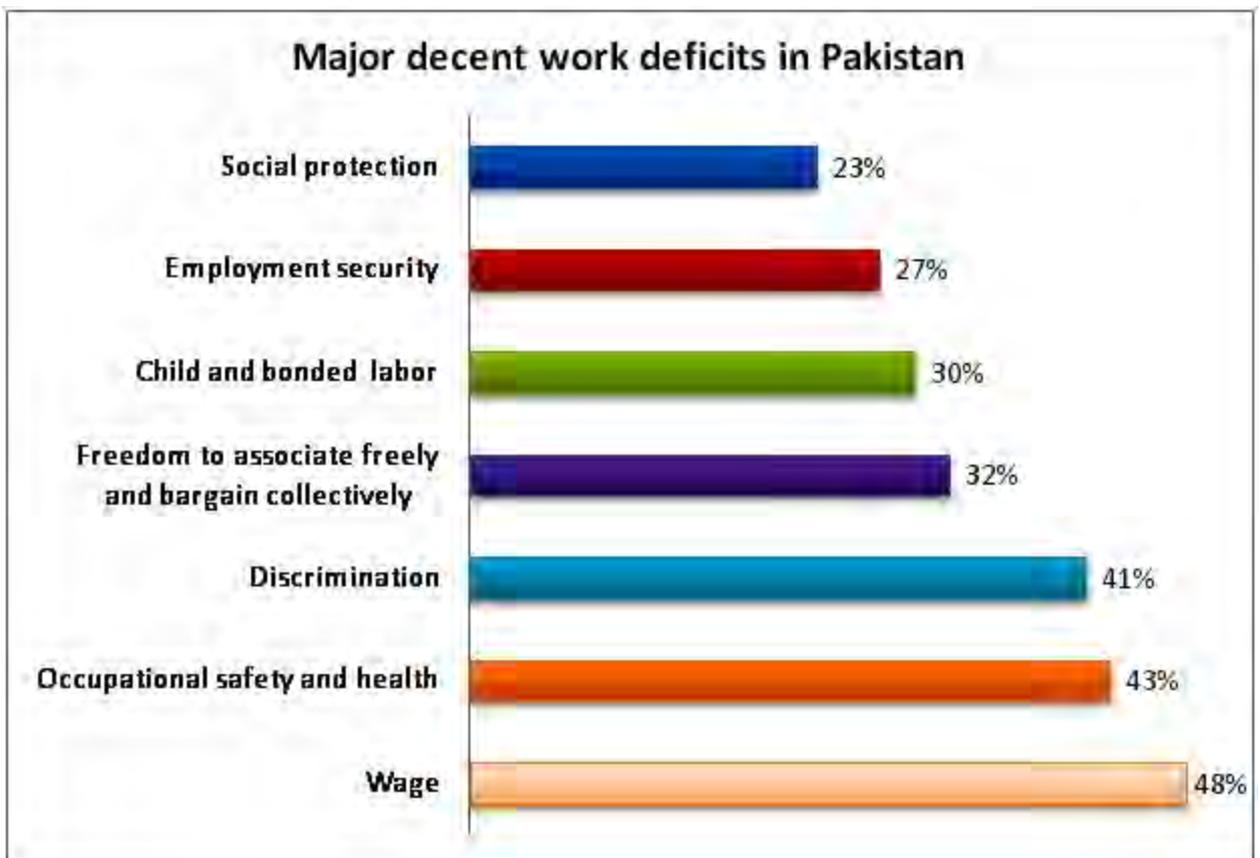
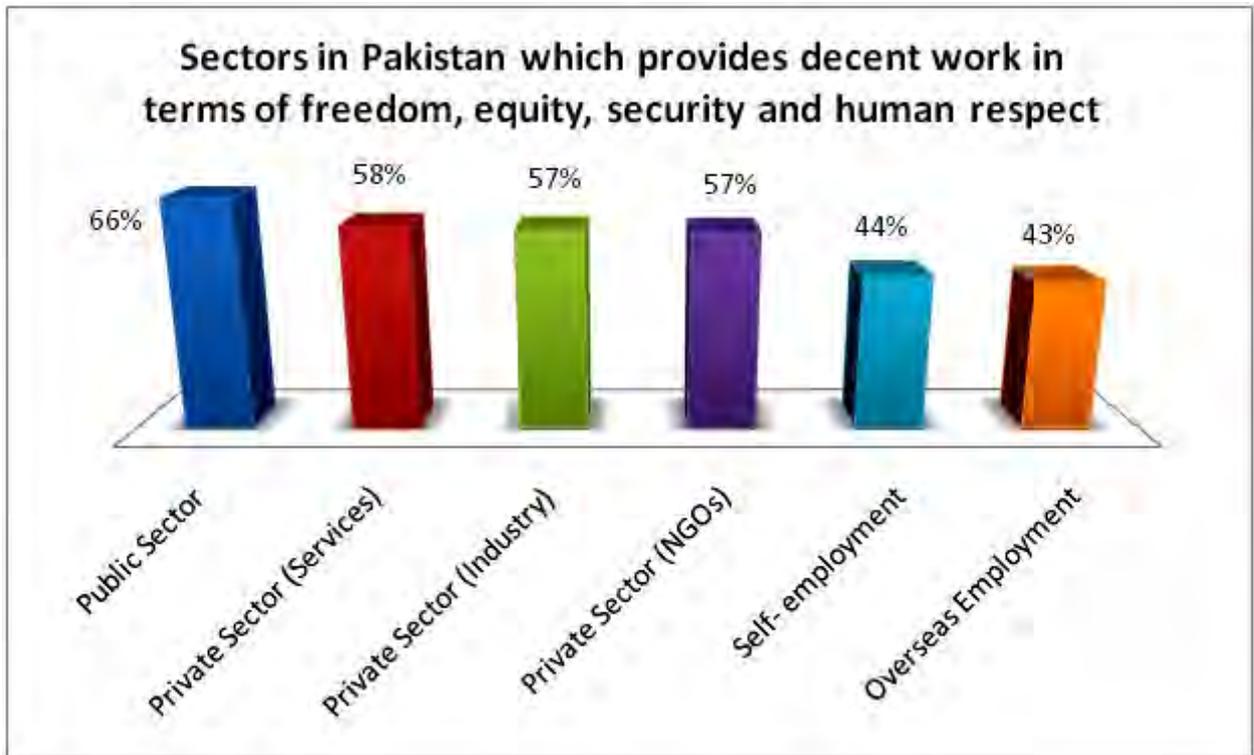


What degree of change is expected in various forms of employment

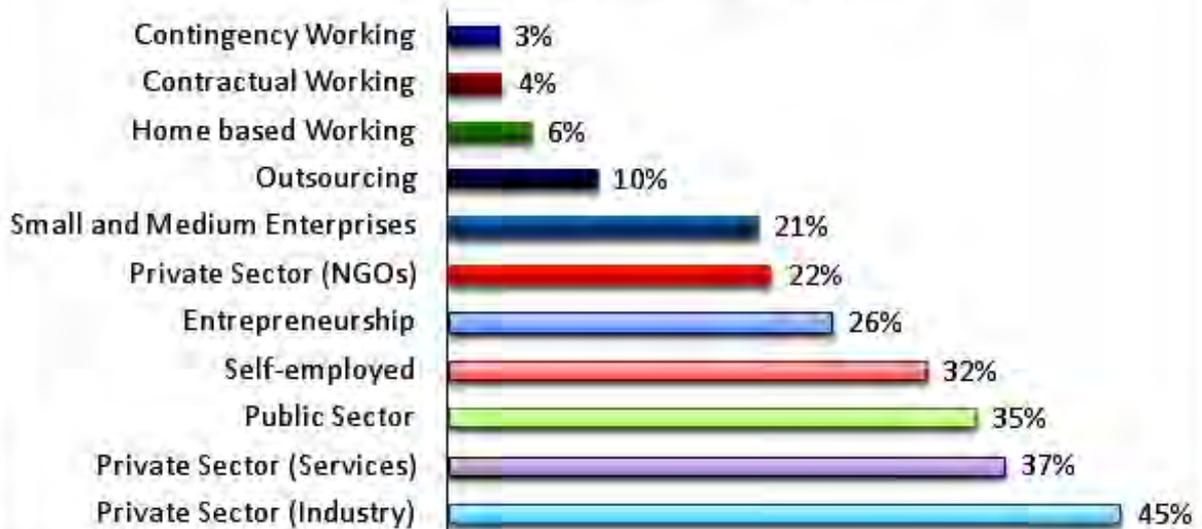


What are the most important dimensions of decent work? A perspective

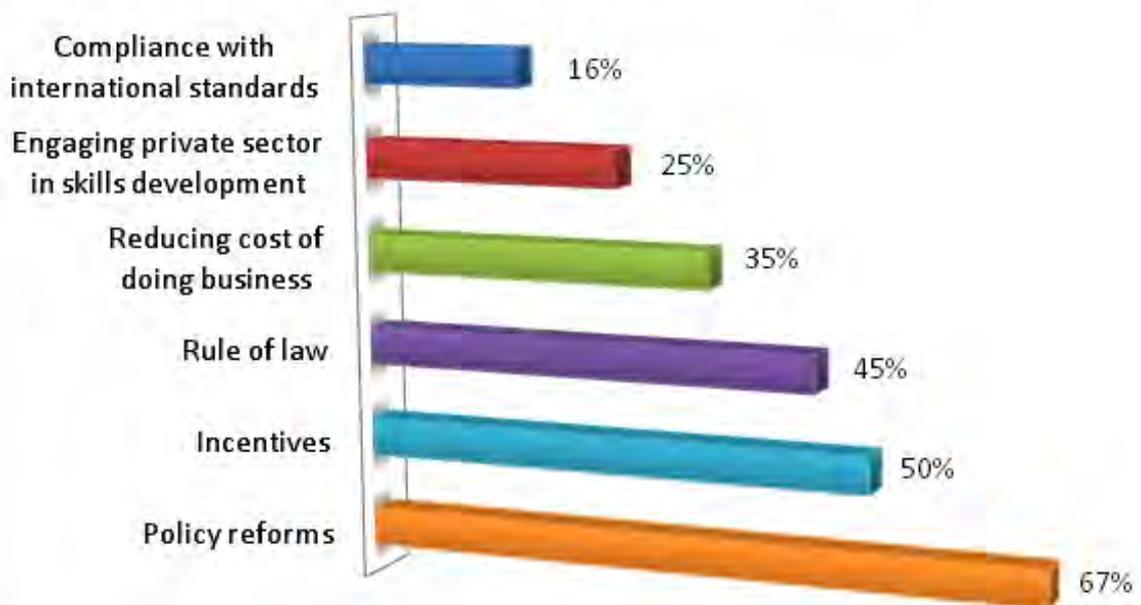


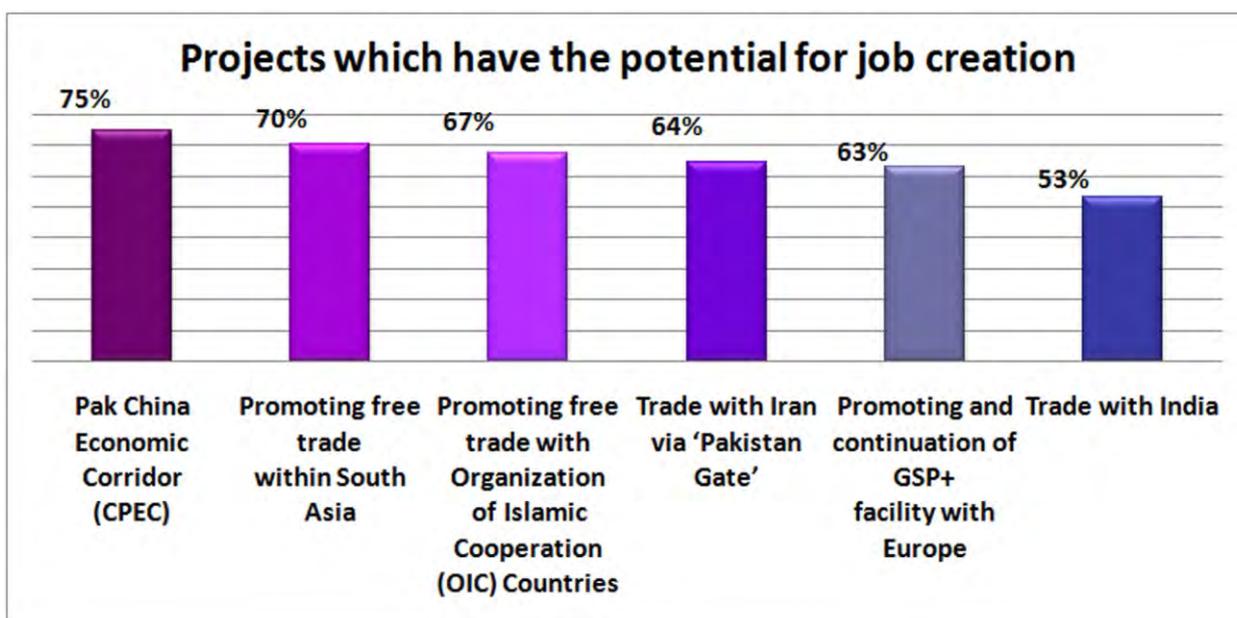
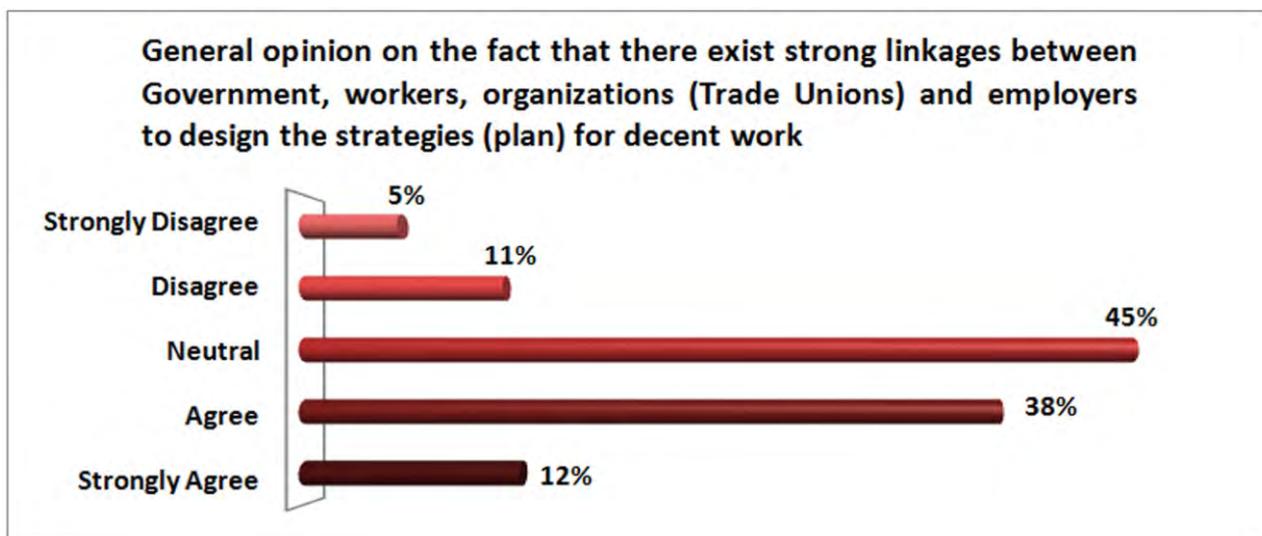


Ranking of Sector which are expected to play key role in employment generation in future

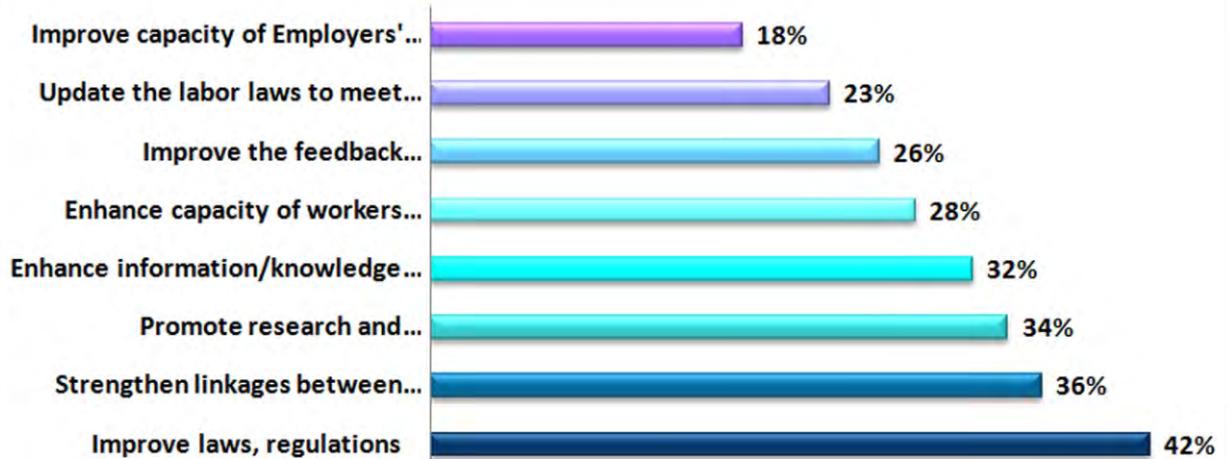


Factors which can facilitate government to stimulate and encourage private sector to create more jobs

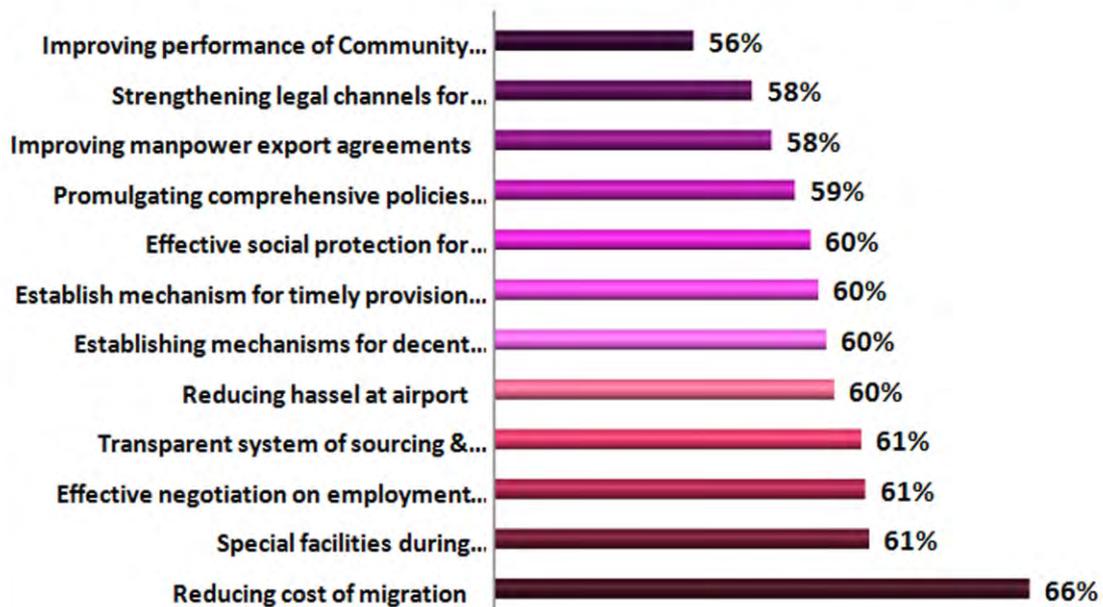




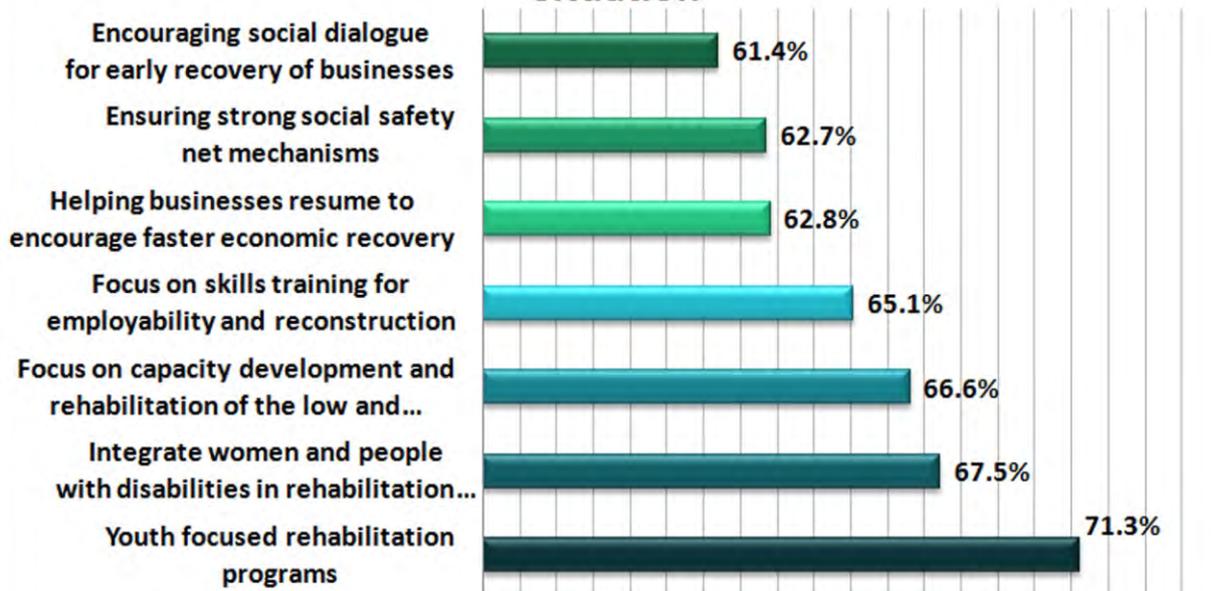
Factors which can improve working conditions in Pakistan



Factors that can promote overseas employment



Factors that need to be taken care of in post-crises situation



Expectations from ILO

