

THE ISLAMIC REPUBLIC OF PAKISTAN DECENT WORK COUNTRY PROGRAMME (2016–2020)



International
Labour
Organization





MEMORANDUM OF UNDERSTANDING

PAKISTAN DECENT WORK COUNTRY PROGRAMME III (2016–2020)

Whereas the Government of the Islamic Republic of Pakistan, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in Pakistan;

Whereas the DWCP III continues support provided under DWCP-I (2006-2009) which was signed by representatives of the Government of Pakistan, Employers' and Workers' organisations and the ILO Pakistan Country Office Director on 7 September 2005 and DWCP-II (2010-2015) which was signed by Employers' and workers' Organizations and the ILO Pakistan Country Office Director in August 2012;

Recalling the Convention on the Privileges and Immunities of the Specialized Agencies, which Pakistan undertook to apply in respect of the ILO on 15 September 1961 and the Revised Standard Agreement concerning technical assistance between the United Nations, the International Labour Organization [and other international organizations] and the Government of Pakistan, signed on 2 July 1956 and amended on 9 January 1965;

Now therefore, the Parties hereby agree as follows:

1. The Parties re-affirm their commitment to collaborate in the implementation of the Decent Work Country Programme-III (DWCP-III - 2016-2020) having the following priorities:
 - A. Promoting decent work in rural economy
 - B. Promoting job creation for youth and vulnerable groups
 - C. Social protection extended
 - D. Promoting ILS compliance through social dialogue
2. The ILO agrees to assist in the mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. In relation to DWCP-related activities the Government agrees to provide the ILO with the necessary facilities and arrangements, including to exempt the ILO from value added tax levied against goods, equipment, works and services to be used for official purposes.
4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.

Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, then the latter shall govern and prevail.

This original of the MOU has been written and signed in English. If this MOU is translated into another language, the English version shall govern and prevail.

This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties on 26th May 2016.

Mr Khizar Hayat Khan
For and on behalf of
the Government

Mr Khwaja Nauman
For and on behalf of
the Employers' Organisations

Mr Zahoor Awan
For and on behalf of
the Workers' Organisations

Ms Ingrid Christensen
For and on behalf of
the ILO

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MESSAGE

FEDERAL MINISTRY OF OVERSEAS PAKISTANIS & HUMAN RESOURCE DEVELOPMENT, GOVERNMENT OF PAKISTAN

It is my great pleasure to share with you the third Decent Work Country Programme (DWCP-III: 2016-2020) which reflects the aspirations of the Government of Pakistan, the Employers and Workers of Pakistan for jointly promoting the Decent Work Agenda in the country. This five year Programme, developed through a participatory process involving the Government, Employers, Workers and other stakeholders, was approved by the Federal Tripartite Consultative Committee on 11th January 2016.

The Government of Pakistan recognizes the importance of Decent Work as a means to reduce poverty and inequalities in the society. Work that is productive, delivers a fair income, provides secure workplaces, caters to social protection for workers and their families and allows people the freedom to express their concerns, organize and participate in decisions that affect their lives is the only way to achieve sustainable development.

The Government of Pakistan has ratified 36 ILO Conventions and is cognizant of its responsibility to ensure effective implementation of these Conventions through national legislative and institutional arrangements. The Government realizes that an effective labour administration is possible only when it has an element of continuous Social Dialogue. For this, the Government has put in place a mechanism of holding regular tripartite consultative meetings at the Federal as well as Provincial levels.

The 18th Constitutional Amendment in Pakistan has altered the landscape of the labour administration system in the country. Provinces now have greater responsibility and resources in terms of legislation and implementation. Such a context demands closer ties between the Federal and Provincial Governments for the purpose of coordination and provision of necessary technical support. I am also pleased to report that the Government of Pakistan has cleared its backlog of obligatory international reporting to the ILO. This has been recognized by the recent report of Committee of Experts on Application of Conventions & Recommendations (CEACR).

I hope DWCP-III, reflecting our collective commitments, will help and guide us in getting closer to the shared goal of achieving Decent Work for all in the country. The Ministry of Overseas Pakistanis & Human Resource Development assures all stakeholders of its commitment and resolve to realize these ideals.

KHIZAR HAYAT KHAN

Federal Secretary, MOP&HRD

MESSAGE

EMPLOYERS' FEDERATION OF PAKISTAN

As President, Employers' Federation of Pakistan, it gives me great pleasure to convey this special message as the third phase of Decent Work Country Programme is going to take off today.

Decent Work is the integral part of efforts to reduce poverty and is a means for achieving equitable, inclusive and sustainable development. It involves the opportunities for productive work, fair income, security in the workplace and social protection in line with the development of objectives. The Agenda of Decent Work is very relevant and in fact central to the strategic objectives set out in Pakistan Vision 2025.

EFP have been an active participant in the development of the four priority areas during the technical design session of the DWCP-III. In this connection, the results framework reflects the deliberations. The EFP is keenly interested in working for promoting each of the priority areas and we look forward to working closely with ILO and social partners in perusing the implementation of the 3rd phase of DWCP in Pakistan with profound success.

KHAWAJA MUHAMMAD NAUMAN

President, EFP

MESSAGE

PAKISTAN WORKERS' FEDERATION

The Pakistan Workers Federation endorses the Pakistan Decent Work Country Programme as it is a document that has been formulated through the tripartite consultations and sets the standards for promoting cordial Industrial relations, aspiring to achieve Decent work through freedom of association and collective bargaining and the promotion of International Labour Standards. The PWF acknowledges cognizant of the efforts of the ILO Islamabad Office, for the capacity building of the federation, through supporting educational and training activities which has helped to develop young and active women and men as second line leaders and paralegals who are emerging as a strong voice of the workers in the future. The DWCP has also taken in its ambit the promotion of bilateral negotiations and dialogues between the workers and the employers and specifically addresses the issues and emerging needs in the context of devolution. The PWF is fully supportive of the efforts of the ILO Islamabad office in achieving the goal of Decent Work in Pakistan through collective endeavors.

ZAHOOR AWAN

General Secretary, PWF

MESSAGE

INTERNATIONAL LABOUR ORGANIZATION

The ILO congratulates the Government of Pakistan, Provincial Departments of Labour, Employers Federation of Pakistan (EFP), Pakistan Workers Federation (PWF) and the group of wider stakeholders for developing Pakistan's third Decent Work Country Program (DWCP, 2016-2020). This was achieved through social dialogue and active consensus on issues affecting the world of work in Pakistan. The ILO also commends the Government of Pakistan for leading this effort and for ensuring that the needs of the provinces were reflected in the DWCP within the context of devolution. The DWCP for Pakistan is also firmly aligned with overarching development frameworks such as Pakistan's Vision 2025, provincial development plans, the One UN Plan for Pakistan (2013-2017) as well as the Sustainable Development Goals (SDG's).

Being among the pioneer countries to design and implement DWCP's, Pakistan continues to seek avenues for upholding fundamental principles and rights at work for its 60 million strong work force which largely operates in the informal economy and the agriculture sector in particular. Within this context, a number of decent work deficits exist in Pakistan's labour market resulting in the incidence of the "working poor". Thus, the working conditions and productive capacities of less fortunate who continue to make an effort to survive by working at the threshold of the poverty datum line, need to be improved.

Without a doubt, efforts continue to be made by the Government and the Social Partners in promulgating national legislation to safeguard the rights of workers and implementation and enforcement mechanisms are gradually being addressed. However, a lot remains to be done within and among actors that are responsible for creating and promoting a conducive environment for decent work. Through the integrated actions defined under the DWCP that intervene from the policy to the micro level, it is hoped that factors affecting the realization of decent work will be addressed by building on the achievements of Pakistan's previous DWCP's.

Drawing from the principles of the SDG's of "leaving no one behind", the Government and Social Partners reflect their ambition to transform jobs to end poverty by applying measures that will create and improve the quality jobs through effective labour market governance. Pakistan's DWCP aims to create sustainable social, economic and institutional structures that will give focus and facilitate the implementation of the four priority areas of the DWCP i.e.: Promoting Decent Work in the Rural Economy; Promoting Job Creation for Youth and Vulnerable Groups; Strengthening Compliance with International Labour Standards (ILS) through Social Dialogue; Extending Social Protection Floors. These four interrelated and mutually supporting priorities pave the way for the realization of "decent work" as provided for under articles 25 and 27 of the Constitution of Pakistan which promotes equality at work. The DWCP also seeks to promote the design of carefully designed employment and income policies that are gender responsive, ensure social inclusion, improve existing working conditions, support quality job creation and ensure the provision of a social protection floor.

The ILO, on behalf of the UN system in Pakistan and through its Development Cooperation (DC) portfolio will continue to support the tripartite constituents in the implementation of the DWCP as well as monitoring and reporting on results achieved. In partnership with the tripartite constituents, networks will be leveraged to ensure that the interventions outlined in the DWCP reach the intended beneficiaries with a deliberate effort to reach the unreached.

INGRID CHRISTENSEN

Country Director for ILO Pakistan

ACRONYMS

BISP	Benazir Income Support Programme
CEACR	Committee of Experts on the Application of Conventions and Recommendations (ILO)
CEDAW	Convention on the Elimination of Discrimination against Women
CPEC	China-Pakistan Economic Corridor
DWCP	Decent Work Country Programme
EFP	Employers' Federation of Pakistan
FATA	Federally Administered Tribal Areas
GCC	Gulf Cooperation Council
GDP	gross domestic product
GoP	Government of Pakistan
GPI	Gender Parity Index
GSP	Generalized System of Preferences
HDI	Human Development Index
HBW	Home-Based Workers
ICT	Islamabad Capital Territory
ILO	International Labour Organization
ILS	International Labour Standards
KP	Khyber Pakhtunkhwa
LI	Labour Inspection
LMI	Labour Market Information
LMI&A	Labour Market Information and Analysis
MDG	Millennium Development Goal
MOP&HRD	Ministry of Overseas Pakistanis & Human Resource Development
MoPDR	Ministry of Planning Development & Reforms
OP	One UN Programme
OSH	Occupational Safety and Health
PBS	Pakistan Bureau of Statistics
PWF	Pakistan Workers Federation
SAARC	South Asia Association for Regional Cooperation
SDGs	Sustainable Development Goals
TVET	Technical and Vocational Education and Training
UNDP	United Nations Development Programme

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**COUNTRY CONTEXT
AND BACKGROUND**

1. SOCIO-ECONOMIC CONTEXT

The Islamic Republic of Pakistan is currently the sixth most populous country in the world. As of 2015, its population of an estimated 191.71 million¹ was growing at an annual rate of 1.92 per cent² with a 1.06 male-to-female ratio.³ In 2015 the urban population comprised 38.8 per cent of the total, and between 2010 and 2015 it grew at a rate of 2.81 per cent per annum.⁴

Pakistan is a lower-middle-income country⁵ with a gross national income per capita, in 2014, of US\$1,410.⁶ With around 61 million workers, the country has the world's ninth-largest labour force, which is predominantly engaged in the informal economy (around 73 per cent), with a large gender disparity in labour force participation rates (81.1 per cent male versus 24.3 per cent female).

Agriculture lies at the heart of the rural economy. It accounts for almost one-quarter of Pakistan's total economy, and 61 per cent of the population is classified as rural.⁷ Agriculture growth stood at 2.9 per cent during July–March, 2014–15.⁸ The agriculture sector has strong backward and forward linkages.⁹ Pakistan is the world's fourth-largest producer of cotton, while the textile industry is the main driver of national economic growth, accounting for 57 per cent of Pakistan's total exports (July–March 2014–15)¹⁰ of which approximately 74 per cent are to the European Union (EU). It also provides employment to about 40 per cent of Pakistan's industrial workforce and contributes 8 per cent towards the gross domestic product (GDP).¹¹

The textile industry has high growth potential, but capacity utilization is low, primarily because of insufficient supplies of electrical power and gas, which limits production capacity. The recent Generalized Scheme of Preferences Plus (GSP Plus) status extended by the European Union (EU), however, provides opportunity to substantially enhance the country's exports.

The service sector represents another important contributor to Pakistan's economy. In 2014–15, its share of the national GDP stood at 58.8 per cent. This sector comprises transport, storage, and communication; wholesale and retail trade; finance and insurance; housing services; general government services; and other private services. In 2014–15, the services sector achieved a growth rate of 4.95 per cent, compared to 4.37 per cent in 2013–14.

Over the last few years, Pakistan has experienced low rates of economic growth;¹² declining levels of investment; moderate and falling inflation; food insecurity; and severe energy, gas, and water shortages. The security situation remains volatile, meanwhile, with terrorist incidents as well as political unrest, internal instability, and law and order issues. The combined impact of these factors has closed many industrial units and, ultimately, to job losses.¹³ Large-scale natural disasters in recent years have also exerted a negative impact, especially on the rural economy,¹⁴ providing the focus of the humanitarian development nexus within which the country's Decent Work Country Programme (DWCP) operates.

On the human development front, Pakistan's 2013 and 2014 ranking of 147 out of 188 countries and territories on the United Nations Development Programme (UNDP) Human Development Index (HDI) was lower than that of countries with similar income levels with a HDIs of 0.536 and 0.538,¹⁵ respectively.

Despite challenging circumstances on the socio-economic front, the number of people living at or below the \$1.90 per day poverty level declined from 13.3 per cent of the total population in 2007 to 8.3 per cent between 2010 and

1 GoP, Finance Division (FD), Ministry of Finance: *Pakistan economic survey 2015*.

2 The population growth rate, at 1.95 per cent in 2014, has shown improvement

3 Central Intelligence Agency (CIA): *World factbook*. See: <https://www.cia.gov/library/publications/the-world-factbook/geos/pk.html>

4 *Ibid.*

5 World Bank: "World Bank Data: Pakistan". See: <http://data.worldbank.org/country/pakistan>

6 Calculated according to the Atlas method. See the World Bank Data site. <http://data.worldbank.org/country/pakistan>

7 Pakistan economic survey 2015, op. cit.

8 GoP, Ministry of Planning, Development and Reform (MoPDR): *Eleventh five year plan 2013–18 (July 2015)*. During the period 2008–13, average annual growth in the agriculture sector was 2.4 per cent despite several price incentives and subsidies.

9 Backward linkages refer to situations where an industry's growth encourages growth in other economic activities that supply its inputs; forward linkages refer to associated

growth in other economic activities that instead use outputs from that industry.

10 Pakistan economic survey 2015, op. cit.

11 International Labour Organization (ILO): *Decent work country programme review, Pakistan (June 2015)*.

12 An average growth of 3.2 per cent during 2008–15 with growth plunging to a lowest point of 0.4 per cent in 2009. ILO: *Decent Work Country Profile Pakistan 2014*.

13 Decent work country programme review, Pakistan 2015, op. cit.

14 Asian Development Bank (ADB); World Bank: *Pakistan floods 2010: Preliminary damage and needs assessment (Islamabad, 2010)*. See: <http://www.adb.org/sites/default/files/linked-documents/44372-01-pak-oth-02.pdf>. Floods brought widespread destruction, especially to the rural economy. Overall losses to the economy were estimated at about US\$10 billion, with half a million jobs lost.

15 United Nations Development Programme (UNDP): *Sustaining human progress: Reducing vulnerabilities and building resilience*. Human Development Report 2014.

2011. Increased government expenditures on safety nets and pro-poor services were contributing factors. In 2009 – in the wake of rising global commodity prices, especially of food, which had a disproportionate impact on low-income population segments – the Government of Pakistan (GoP) launched the Benazir Income Support Programme, a flagship cash transfer programme to provide relief to the poorest 10 per cent of the population.

Within this socio-economic scenario, Pakistan promotes equality at work through articles 25 and 27 of the Constitution,¹⁶ which state that “there shall be no discrimination on the basis of sex”, and “no citizen otherwise qualified for appointment in the service of Pakistan shall be discriminated against in respect of any such appointment on the ground only of race, religion, caste, sex, residence or place of birth”.¹⁷ The concept of decent work thus conforms to the provisions of the Constitution of Pakistan, and provides a strong legal underpinning for the country’s third DWCP.

1.1 PAKISTAN’S LABOUR MARKET

Pakistan has the ninth-largest labour force in the world. Of an estimated total of 61 million workers, 94.1 per cent are employed and 5.9 per cent unemployed, with young women comprising most of the latter category.

The following brief profile of Pakistan’s labour market provides insight into the employment and labour context within which the current DWCP operates.

Employment is concentrated in the agricultural and services sectors. In 2014, these accounted for 43.5 per cent and 34 per cent of total employment, respectively, with industry employing just 22.5 per cent of the total.¹⁸ Most of the labour force works in rural areas, where agriculture is the dominant activity. Women’s share in total employment rose from 22.3 per cent in 2002 to 38.7 per cent in 2013, but most women remain engaged either in the agricultural sector or as unpaid family workers. In 2013, only 43.5 per cent of females were literate, compared to 68.6 per cent of males.¹⁹

As with other developing economies, young people present an important labour market segment as Pakistan undergoes a demographic transition, with the working-age share of the population, especially the youth segment, is increasing relative to other age brackets. Young women and men comprise an estimated 29.75 per cent of Pakistan’s population, with about 33.46 per cent of the population younger than 14 years.²⁰ The youth unemployment rate declined from 13.4 per cent in 2001 to 7.5 per cent in 2007, but then began to rise again, reaching 10.4 per cent in 2013–14. The female youth unemployment rate was higher than that among males (12.96 per cent versus 9.45 per cent), and youth unemployment was higher in the urban sector than it was in rural areas (14.72 per cent versus 8.43 per cent), while 31 per cent of youth, as of 2013, were in neither education nor employment.²¹

Workers who seek employment outside the country are another important dimension of the labour market. During the period 1971–2015, more than 8.6 million Pakistanis travelled abroad for employment, about 96 per cent of these going to work in Gulf Cooperation Council (GCC) countries. From 2000 to 2015, 1.9 per cent of migrant workers from Pakistan were highly qualified, 3.8 per cent highly skilled, 41.9 per cent skilled, 9.6 per cent semi-skilled, and 42.7 per cent un-skilled.²² During the 2008–13 period, women constituted fewer than 1 per cent of the overseas migrant workers (6,444), with the great majority of them (87 per cent) going to GCC countries. In 2015, remittances from overseas workers to Pakistan amounted to \$18.7 billion,²³ representing 7–8 per cent of national GDP. More than half (55 per cent) were from workers in Saudi Arabia (\$5.6 billion) and the United Arab Emirates (\$4.3 billion).²⁴

16 Prohibition of forced labour (article 11), freedom of association (article 17), freedom of trade, business, and profession (article 18), and right to free and compulsory education (article 25A).

17 Government of Pakistan (GoP): “The Constitution of the Islamic Republic of Pakistan”. See: www.na.gov.pk/uploads/documents/1333523681_951.pdf [accessed 25 May 2016].

18 Pakistan Bureau of Statistics (PBS): Labour Force Survey 2013–14.

19 Decent work country profile Pakistan 2014, op. cit.

20 Pakistan economic survey 2015, op. cit.

21 Decent work country programme 2014, op. cit.; Labour force survey 2013–14, op. cit.

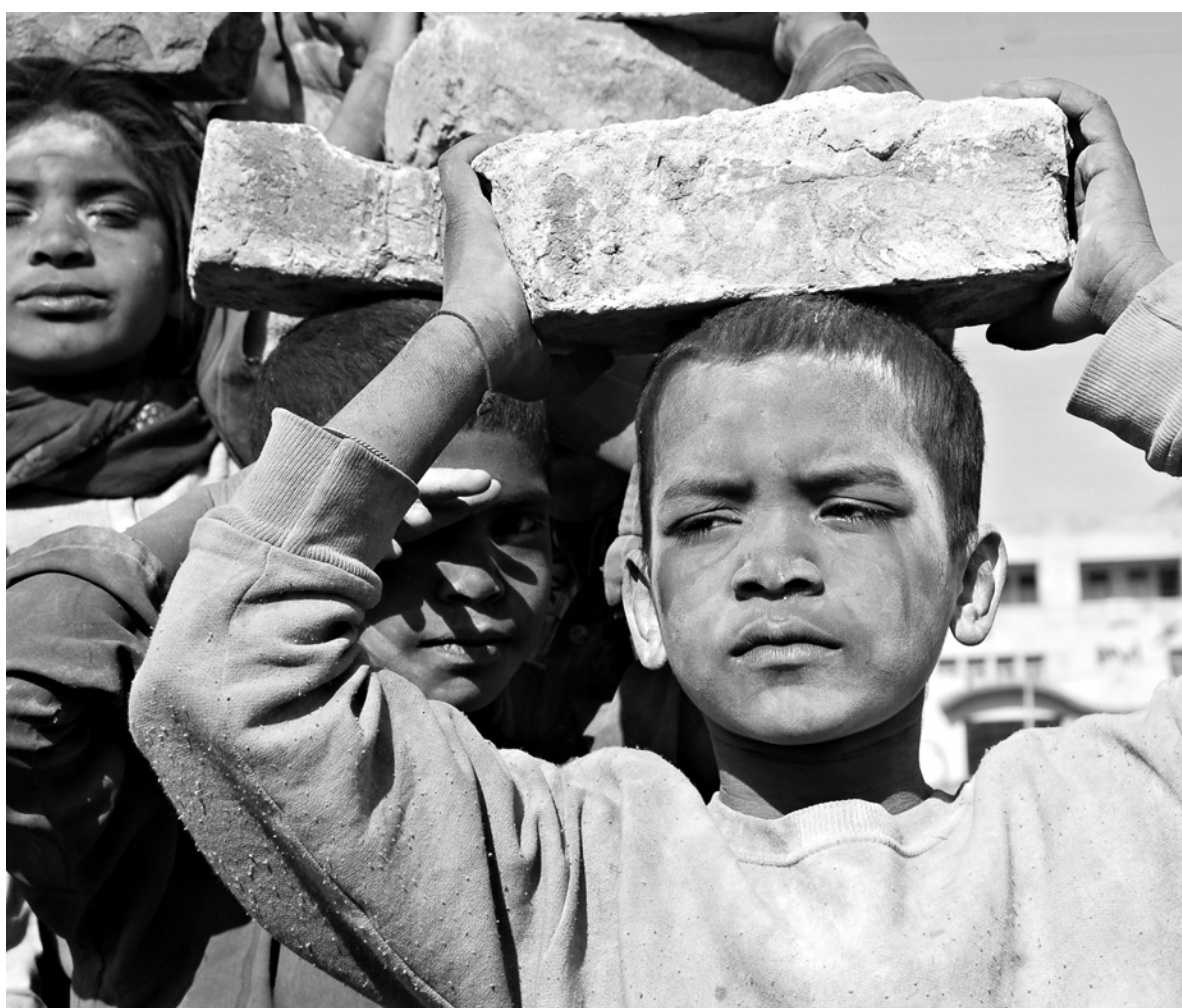
22 GoP, Bureau of Emigration & Overseas Employment: “Migration statistics of Pakistan”. See: <http://beoe.gov.pk/migrationstatistics.asp> [accessed 23 May 2016].

23 All dollar currencies refer to US dollars.

24 See the State Bank of Pakistan, www.sbp.org/ecodata/homeremit.pdf. Because a large amount of remittances are sent through unofficial sources, including hundi, the officially recorded flow of remittances may underestimate total flows by 20–30 per cent.

TABLE: LABOUR MARKET INDICATORS BY GENDER & PROVINCE (2013–2014)

	Pakistan	Punjab	Sindh	KPK	Balochistan
Labour force participation rate	45.5	49.1	43.2	36.5	39.7
Male	68.1	69.9	68.9	60.1	64.5
Female	22.2	28.5	14.2	14.0	8.7
Unemployment rate	6.0	6.37	4.17	8.36	3.96
Male	5.1	5.62	3.58	6.53	3.58
Female	8.7	8.19	7.42	15.87	7.55
Employment by sector (%)					
Agriculture	43.5	45.44	40.79	37.20	45.52
Male	34.19	34.23	34.95	28.28	41.95
Female	73.99	73.35	74.30	77.87	80.42
Industry	22.50	23.0	22.49	23.00	14.55
Male	25.43	26.79	24.49	25.99	15.15
Female	12.75	13.57	11.00	9.36	8.70
Services	34.10	31.56	36.73	39.80	39.93
Male	40.38	38.98	40.57	45.73	42.90
Female	13.26	13.08	14.70	12.77	10.88



2

EMPLOYMENT TRENDS & DECENT WORK DEFICITS AND CHALLENGES IN PAKISTAN



2. EMPLOYMENT TRENDS & DECENT WORK DEFICITS AND CHALLENGES IN PAKISTAN

2.1 EMPLOYMENT

In 2013–14, Pakistan's labour force participation rate stood at 45.45 per cent with a large gender gap, with female participation at just 22.2 per cent compared to 68.1 per cent for males²⁵. In the same year, the unemployment rate stood at 6 per cent, representing a marginal reduction from 6.2 per cent in 2012–13. Female unemployment was significantly higher at 8.7 per cent compared to 5.1 per cent for males. In terms of employment status, the largest category of workers were “employees”, at 39.1 per cent of the employed, followed by “own-account workers”, at 35.4 per cent, and “contributing family workers” (24.4 per cent).

In 2013–14, the informal economy accounted for a substantial majority of national non-agricultural employment, with 73.6 per cent of all non-agricultural employment being generated in this sector. The share of informal sector employment was higher in rural areas than in urban areas (76.7 per cent versus 70.6 per cent). Output per worker had almost stagnated since 2005 (growing by just 0.6 per cent during the 2005–12 period), whereas it had increased among almost all peer countries²⁶.

2.2 DECENT WORK DEFICITS AND CHALLENGES

Decent work deficits in Pakistan are evident in all four areas of the Decent Work Agenda: rights at work, sustainable employment, social protection, and social dialogue. Decent work deficits are defined as “the absence of sufficient employment opportunities, inadequate social protection, the denial of rights at work and shortcomings in social dialogue”.

Analysis of Pakistan's labour market highlights a number of decent work challenges that need to be addressed during the DWCP III implementation period (2016–20):

- Six out of every ten Pakistani employees are at risk of lacking decent work²⁷. The Pakistan Bureau of Statistics estimated that in 2012–13, 75 per cent of the female workforce was in vulnerable employment, compared to 55 per cent of males²⁸. In the agricultural sector, meanwhile, almost nine out of every ten workers, male and female, are vulnerable.
- The labour force is increasing at a greater rate than is the population as a whole. Enough employment opportunities must be created to absorb the growing labour force, especially among the youth, both male and female.
- Reducing long-term unemployment and job insecurity, informality, working poverty, and gender imbalances remains a challenge. Young people in particular are disproportionately affected by these trends.
- Neither a comprehensive national policy nor coherent provincial policies for skills and entrepreneurship development are being applied. In particular, there is inadequate focus on market-driven skills, which are particularly necessary for the international market. Linkages between industry and training institutions are ineffective. On-the-job skills enhancement opportunities are lacking. Women have limited formal or informal access to the labour market.
- Insufficient access to entrepreneurship and business development services, together with suboptimal workplace practices, hinder a growth environment for private enterprises.

25 Labour force survey 2013–14, *op. cit.*

26 Asian Productivity Organization (APO): “APO productivity database”. See: <http://www.apo-tokyo.org/wedo/measurement>.

27 28 ILO: Decent work country programme: ILO country office for Pakistan (2010–15). See: <http://www.ilo.org/public/english/bureau/program/dwcp/download/pakistan2010-15.pdf>, p. 9. The ILO defines “vulnerable employment” as the sum of own-account workers and contributing family workers. They are less likely to have formal work arrangements, and are therefore more likely to lack decent work conditions, adequate social security, and effective representation by trade unions and similar organizations. Vulnerable employment is often characterized by inadequate earnings, low productivity, and difficult conditions of work that undermine workers’ fundamental rights.

28 PBS: Pakistan employment trends report of 2013. See: <http://www.pbs.gov.pk/content/pakistan-employment-trends-2013>.

- The labour market reflects a gendered division of labour. Women, more than men, are denied access to education and skills training, and end up mostly in low-skilled, low-paying jobs. And, because of employer and society-wide perceptions, they are confined to certain types of jobs deemed suitable for women (e.g. repetitive labour and work requiring manual dexterity such as assembly and stitching, tasks at which women are thought to be naturally more adept), and denied opportunities in areas requiring dealing with the public or exercising authority (e.g. supervisors or managers). Conversely, in the services sector, many women are employed for public interaction positions rather than managerial or technical jobs. The low female participation rate presents an impediment to economic growth.
- Rural areas, home to most of the working poor, lack decent employment opportunities. Rural economies are characterized by low productivity; informality; weak enforcement of laws and insecure property rights; ineffective organization and participation by rural people in decision-making that affects their lives; under-investment in agriculture and deficient rural infrastructure; and limited or no access to social protection and social services.
- Exploitative labour practices in the form of child and bonded labour remain pervasive in both the formal and informal economies. Related to this is the absence of reliable and comprehensive data to accurately assess the situation of hazardous child labour, worst forms of child labour, or forced labour. The PBS Labour force survey of 2013 reported that, between the ages of ten and fourteen years, the child labour rate was 10 per cent, and from the ages of 10 to 17 it increased to 15.8 per cent. No reliable statistics on bonded labour were available.
- Unpaid family work and work in the agriculture sector draw the largest share of children in employment in Pakistan, with more than 70 per cent in the 10–14 years age group, and more than 61 per cent in the age group of 15–17 years gravitating to agriculture and unpaid family work. In both age groups, girls are more likely than boys to work in agriculture or non-market household production. This makes it important – both in the context of the rural economy and from the perspective of children’s work and child labour – to mainstream child labour issues in all relevant policy and legal frameworks, advocacy campaigns, and action programmes.
- Unionization levels are very low and collective bargaining is limited. Article 17 of the Constitution of Pakistan guarantees, subject to the law, freedom of association, including every citizen’s right to form associations or unions²⁹. At the federal level, the right of a worker to form or join a trade union is stipulated in section 3(a) of the Industrial Relations Act 2012. Each worker can only belong to one trade union at any time, with earlier membership cancelled on joining another union³⁰. Workers’ organizations can also join or establish federations and affiliate with international organizations and confederations³¹. Equivalent provisions are contained in provincial industrial relations legislation³². Despite these guarantees, worker unionization rates remain low. Conflicting statistical evidence makes it difficult to establish precise figures. Female representation in trade unions is equally low, and, where women are members, their voice is weak and they rarely hold positions of leadership. A couple of complaints concerning freedom of association are currently being examined by the Committee on Freedom of Association (CFA), while others are being followed up.
- In terms of the Fundamental Principles and Rights at Work, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) has in recent reports made observations concerning the application of equality and non-discrimination, child labour, and forced (bonded) labour.
- Existing labour laws are complex, and do not extend coverage to the entire labour force. Workers in the informal sector in particular are left without legal protection and are not subject to labour inspection. The respective provinces are in the process of adopting new laws and regulations, but at varying rates due to limited capacity and resources as well as federal-provincial and inter-provincial coordination challenges.
- Weak compliance with relevant laws and regulations and weak enforcement of legal sanctions erodes worker rights while contributing to poor working conditions, including unhealthy and unsafe workplaces. In some areas, prevailing work environments put at risk the lives, health, freedom, human dignity, or security of workers. A weak labour inspection (LI) regime exacerbates the situation, where reportedly there is just one labour inspector for every 250 workers in the non-agriculture sector or formal economy.

²⁹ Article 17 of the federal Constitution, “Freedom of association.” See: <http://pakistanconstitutionlaw.com/article-17-freedom-of-association> [accessed 25 May 2016].

³⁰ Notably, employers also have the right to establish organizations and join international associations of their own choosing. No limitations are placed on the number of organizations employers can join at any one time. Section 3(b) Industrial Relations Act (IRA), 2012.

³¹ GoP: IRA, 5 3(d) 2012.

³² Punjab IRA s. 3(i)-(ii); Sindh IRA s. 3(i)-(ii); KP IRA s. 3(i)-(ii); Balochistan IRA s. 3(a)-(b).

- Minimum wage coverage is restricted and implementation is weak, and a broad gender pay gap prevails in various sectors of the economy. Minimum wage setting and implementation, which is the responsibility of provincial governments, expressly exclude large sections of the workforce, among these include both workers holding informal jobs in the formal economy and workers in the informal economy. In 2012–2013, although no child younger than 14 years was legally allowed to work in Pakistan, more than 10 per cent of children aged 10 to 14 years were in fact employed. Child labour was more prevalent among boys than among girls (12.5 per cent versus 7.3 per cent), and more common among rural children than among urban children (13.4 per cent versus 3.2 per cent)³³.
- Poor occupational safety and health (OSH) workplace conditions are often reported and are assumed to be widespread, not least in micro, small, and medium-sized workplaces and businesses in the informal economy. Typically, such enterprises are unaware of the relevant hazards and risks and lack the capacity – and sometimes the will – to effectively address OSH issues. The 2012 fire in Baldia Town, Karachi, killed more than 250 workers, highlighting OSH challenges among businesses in global supply chain. Construction, mining, agriculture, and fishing are among sectors experiencing significant OSH challenges.
- A small fraction of vulnerable workers are covered by social security in one form or another, while access to comprehensive social protection systems is also limited. In 2013, only 9.4 per cent of the economically active population, excluding public sector employees, were contributing to the formal sector schemes relating to old age, survivors', and invalidity pensions³⁴.
- Pakistan lacks a well-developed and effective labour inspection system for maintenance of OSH standards. In 2012, only 337 labour inspectors were operative, a ratio of one labour inspector for every 25,000 workers in the formal non-agricultural economy. In 2012–2013, the non-fatal occupational injury frequency rate stood at 4.1 per cent of the employed workforce, the rate for men double that among women workers and higher among rural than among urban workers. In its 2016 report, the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR)³⁵ raised concerns about issues such as coordination, OSH inspection, access to workplaces, and penalties.
- Labour migration has the potential for improving national growth and development. However, increasing migrant worker outflow is inhibited by abuse of migrant workers, high costs of migrating abroad for work, illegal practices, and lack of proper skills. In Pakistan, the private sector manages recruitment for overseas employment for the most part, often through irregular agents operating outside the legal frameworks. This has paved the way for a thriving industry of intermediaries in countries of both origin and destination, in turn paving the way for malpractices and abuses, including high costs and fees³⁶, misrepresentation, failure to meet placement obligations, and contract substitution. This is despite the fact that migrant workers serve as key contributors to the national GDP through remittances estimated in the millions of dollars.
- Employers' and workers' organizations face capacity challenges in relation to their representativeness, governance as well as ability to influence policy. Lack of unified effort and evidence-based research weakens their voice for advocacy. As the latest Status of labour rights in Pakistan 2015 report from the Pakistan Institute of Labour Education & Research (PILER) notes:
- [D]espite the disabling legislation and repressive tactics used by the state and employers that make union formation and collective bargaining extremely difficult, the workers have continued to raise their voices against injustices and violation of their rights. Aggrieved workers groups took to legal recourse, stakeholders; mediation, partnership with civil society organizations, use of media and protests and rallies to seek policy-makers' attention and the society support. Employees of government establishments and public sector enterprises rallied around issues of privatization. The corporate sector workers fought legal battles and the informal sector workers sought solutions at district level³⁷.

33 Pakistan decent work country profile 2014, op. cit.

34 Pakistan decent work country profile 2014, op. cit.

35 See: http://www.ilo.org/ilc/ILCSessions/105/reports/reports-to-the-conference/WCMS_448720/lang-en/index.htm.

36 35 A forthcoming survey by the ILO, using a standardized methodology and questionnaire comparing migration costs across a number of migration corridors, found that the average cost for a low-skilled Pakistani migrant worker to find and secure a job in Saudi Arabia or the United Arab Emirates was \$3,489 (at \$4,290 the average cost for a job in Saudi Arabia was considerably higher than for a job in the United Arab Emirates at \$2,358). Such high migration costs combined with low wages lead to heavy debt burdens for workers.

37 Pakistan Institute of Labour Education & Research (PILER): Status of labour rights in Pakistan 2015. PILER report. See: <http://www.piler.org.pk>.

2.3 DEVOLUTION AND LABOUR MARKET GOVERNANCE

Devolution has significantly affected effective labour market governance in Pakistan. The Constitution (Eighteenth Amendment) Act, 2010, hereafter “the 18th Amendment”, substantially changed the roles and responsibilities of the federal and provincial governments, with several functions previously performed by the federal Government devolving to the provinces.

The devolved functions under the abolished Concurrent Legislative List include labour administration and the social sector, i.e. education, women’s development, health, population, and social welfare. In the post-18th Amendment period, labour has become a provincial matter, with the responsibility for legislating as well as administering labour laws transferred to the provincial governments. Since 2009, the 7th National Finance Commission (NFC) Award has matched these increased provincial responsibilities with the transfer of greater financial resources to the provinces. By June 2011, all 17 of those federal ministries targeted for devolution to the provinces, including the Ministry of Labour, had been abolished and their respective functions fully transferred to provincial authorities.

Devolution was the most important contextual issue associated with the country’s second DWCP (2010–2015), with matters pertaining to labour and employment now relegated to the provinces. This remains the case within the third DWCP (2016–2020). The 18th Amendment continues to have powerful implications for labour legislation and implementation of national regulations guiding labour systems. Provisions related to labour in the abolished Concurrent List included:

- labour welfare, conditions of labour, provident funds, employer’s liability and worker’s compensation, and health insurance including invalidity pensions and old age pensions;
- trade unions and industrial and labour disputes;
- setting up and conduct of labour exchanges, employment information bureaux, and training establishments;
- regulation of labour and safety in mines, factories, and oil fields; and
- unemployment insurance.

The provincial departments of labour (DOLs) now deal with all these provisions. At the federal level, responsibility for reporting to the CEACR³⁸ on Pakistan’s progress in the application of international Conventions/labour standards now rests with the Ministry of Overseas Pakistanis and Human Resource Development (MOP&HRD). Following devolution, MOP&HRD³⁹ is also responsible for coordinating labour legislation implementation. Additionally, the National Industrial Relations Commission (NIRC), Islamabad, acts to consolidate formation of trans-provincial trade unions and improvement of relations between employers and workers in trans-provincial establishments and industry.

Post-devolution provincial governments have had to address a wide range of complex issues, including these:

- increasing the number of specific labour laws;
- determining the structure of labour policies and development strategies;
- increasing sectoral commitments, in face of limited financial resources, to advance labour and employment;
- developing regulations and mechanisms to ensure compliance of labour laws with constitutional rights and international Conventions;
- improving social security and welfare bodies;
- more effectively implementing labour laws;
- strengthening a hitherto inadequate system of labour inspection;
- improving tripartite mechanisms;
- improving coverage and implementation of skilled and unskilled minimum wages; and
- expanding the scope of minimum wage protection to the informal economy and other so-far excluded sectors.

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

39 MOP&HRD is also responsible for the regulation and management of labour migration from Pakistan.

3

DEVELOPMENT PROCESS OF
DWCP III (2016-2020)



3. DEVELOPMENT PROCESS OF DWCP III (2016–2020)

The DWCP provides a mechanism to help coordinate the promotion of decent work for all, and to respond more effectively to Pakistan's employment trends and decent work deficits and challenges.

Pakistan's DWCP is informed by three important processes:

- implementation of the country's second DWCP;
- the Country Programme Review (CPR) process and outcome of 2015; and
- the 2015 priority setting session, which led to the identification of four distinct priority areas of action guided by the 2016–2017 Programme and Budget.

3.1 DECENT WORK COUNTRY PROGRAMME (2010–2015)

The last DWCP for Pakistan (2010–2015), which provided a basis for formulating the third DWCP (2016–2020), was based on the following four priorities:

- labour law reform;
- employment generation through human resource development, with a focus on employable skills;
- social protection expansion, including in the informal economy;
- promotion of tripartism and social dialogue.

3.2 THE INDEPENDENT EVALUATION OF THE DWCP II (2010–2015)

The Country Programme Review of the DWCP II (2010–2015), finalized in August 2015, reviewed the performance and impact of ILO technical support in Pakistan. Review recommendations provided strategic inputs for the preparation of DWCP 2016–2020.

The 2010–2015 implementation of DWCP II encountered challenges and constraints both at the contextual/external environment and delivery/operational levels. Key challenges included the following:

- the ongoing security situation;
- weak labour machinery in terms of labour inspection;
- inadequate implementation of labour laws;
- limited data and weak labour market information;
- frequent turnover of public sector personnel; and
- effects of natural disasters.
- The review provided key recommendations for Pakistan's third DWCP, including the following:
 - reduce the number of DWCP outcomes and associated targets;
 - focus more on labour standards compliance and reporting;
 - improve labour inspections;
 - build a preventive workplace culture through promotion of OHS;
 - expand the coverage and reach of social protection, particularly among vulnerable categories of workers, including women;
 - renew a focus on employment and skills promotion among various formal and informal categories of worker;
 - continue interventions with a sectoral focus that promote gender equality in the world of work;
 - leverage off existing investments, maintain continuity, focus on implementation, and promote flexibility; and
 - exploit opportunities for proactive engagement with provinces to align strategies and targets to the needs of provinces, while recognizing the importance of federal government functions.

3.3 PRIORITY SETTING FOR DWCP (2016–2020)

During the tripartite priority-setting workshop in September 2015, the constituents highlighted the following key priority areas for the DWCP 2016–2020.⁴⁰

1 PROMOTING DECENT WORK IN THE RURAL ECONOMY

The constituents were of the view that promoting decent work in the rural economy urgently required more attention. The respective labour departments lacked adequate capacity to enforce labour legislation in the rural economy. Labour department representatives from both Sindh and Balochistan provinces reported that agricultural workers have now been included in the labour legislation, and its application would require strong support. The constituents also discussed the plight of rural workers, including artisans and home-based workers whose conditions of work need to be improved. Constituents identified fishery workers as part of the rural economy, and reported that actions to support their welfare need to be designed. The tripartite constituents agreed to make decent work in the rural economy a priority.

2 PROMOTING JOB CREATION FOR YOUTH AND VULNERABLE GROUPS

The tripartite constituents agreed that one feature of Pakistan's current population was a youth bulge, with more than 50 per cent of Pakistan's 187.3 million population falling within the 15–29 year age group. The constituents thus strongly agreed that the DWCP III had to address the issues of job creation and youth employment as well as decent work in the rural economy. Constituents believed that youth employment required the immediate attention of multiple stakeholders. The constituents also felt that an inter-ministerial platform was needed to direct holistic efforts to ensuring access to employable skills training programmes for both youth and women. Such programmes, they suggested, must help youth to find employment in both the urban and rural economies.

3 STRENGTHENING COMPLIANCE WITH INTERNATIONAL LABOUR STANDARDS (ILS) THROUGH SOCIAL DIALOGUE

The social partners' representatives agreed on the importance of strong employers' and workers' organizations to strengthen social dialogue in Pakistan. This was expected to facilitate dialogue regarding improved compliance with national laws and, in turn, with international labour standards. In Pakistan only 4 per cent of the workforce is unionized, and it was also agreed that increased efforts are needed to help workers organize in both the formal and informal economies. The capacity of workers organization's must be enhanced to facilitate harmonious industrial relations and to increase awareness of workers' rights. The employers' representatives emphasized the need to strengthen their capacity at the provincial level to provide meaningful leadership in promoting decent work. Applying the three criteria of relevance, impact, and feasibility, the constituents ranked strong employers' and workers' organizations highly as a priority focus for the next DWCP. Another agreed DWCP III priority was promoting workplace compliance through labour inspection. Workers' representatives reported that weak labour inspection was one core reason that enforcement of labour legislation was limited, and recommended tripartite coordination and collaboration to strengthen workplace compliance. An agreed prerequisite for effective enforcement were labour laws that were international labour standards-compliant, that catered for the modern "World of Work", and that extended to the entire labour market.

4 EXTENDING SOCIAL PROTECTION FLOORS

The constituents discussed the goal of creating and extending social protection floors. The Khyber Pakhtunkhwa (KP) Labour Department reported that the province had a labour force of 7 million, of whom only 66,000 enjoyed social protection coverage. The workers' representative also highlighted the importance of expanding social protection

⁴⁰ The main purpose of the priority-setting session was to share information, knowledge, and experiences regarding formulation and implementation of previous DWCPs. The session also took into account the current situation in Pakistan following devolution and the Sustainable Development Goals (SDGs). The methodology applied during the session was informed by the ten policy outcomes of the Programme and Budget (P&B, 2016–17) adopted and approved by the ILO's Governing Body. To ensure effective participation in this priority-setting session, features of the ILO's Strategic Policy Impact Framework (SPIF) methodology were applied to determine the relevance, feasibility, and impact of those priorities identified.

coverage to various specific categories of worker. There was a need, it was proposed, to better coordinate among the three ongoing social protection programmes: the federal-level Workers Welfare Fund (WWF), the federal Employees' Old-Age Benefits Institution (EOBI), and the provincial-level Employees Social Security Institution (ESSI). It was reported that the federal and provincial levels lacked coordination in streamlining social protection schemes. Applying the criteria of relevance, impact, and feasibility, the constituents ranked creating and extending social protection floors as a priority focus for the next DWCP.

3.4 TECHNICAL DESIGN SESSION OF DWCP III

From 20 to 22 October 2015, the GoP, EFP, and PWF in collaboration with the International Labour Organization (ILO) conducted a technical design session aimed at further developing the third Decent Work Country Program (DWCP III, 2016–20). To develop a broader ownership of the DWCP III and align it with major national economic and development policies, the session brought together over 50 participants representing the federal ministries of Human Resource Development, Planning, Development and Reforms, Textile, Industries and Commerce, Food Security and Research, Foreign Affairs, and Vocational Training, together with provincial departments of labour as well as academics, and representatives of civil society and the media. The technical session facilitated by the ILO's Evaluation Department (EVAL, HQs, and Regional Office as well as CO Islamabad) was designed to realize the following outcomes:

better understanding among stakeholders of the labour and employment context in Pakistan for the implementation of DWCP III (2016–2020), linked to existing national policy, legal, and legislative frameworks;

- improved understanding of the measures needed to achieve DWCP III priority action areas identified by the tripartite constituents⁴¹ through an identified division of labour; and
- improved knowledge of key concepts and approaches to results-based management for effective DWCP implementation.
- During this session, participants pooled their knowledge and experience in the following areas:
 - results-based management and its application in DWCP design and implementation;
 - impact evaluation for DWCPs and sustainability of results;
 - DWCP III priority areas and their links with global development goals;
 - roles and responsibilities of different stakeholders in implementing and reporting on the DWCP;
 - resources needed to achieve sustainable results; and
 - good practices and model approaches to priority areas based on other country experiences.



⁴¹ Tripartism, one main form of social dialogue, is a foundational ILO principle and fundamental value, one that lies at the heart of the organization's work. Tripartism can be defined as "the interaction of government, employers and workers (through their representatives) as equal and independent partners to seek solutions to issues of common concern".

4

ALIGNMENT OF DWCP III WITH EXISTING POLICY AND REGULATORY FRAMEWORKS



4. ALIGNMENT OF DWCP III WITH EXISTING POLICY AND REGULATORY

4.1 VISION 2025

The GoP's long-term development agenda is reflected in Vision 2025, which is based upon seven priority areas or pillars:

- developing social and human capital;
- achieving sustained and inclusive growth;
- democratic governance;
- ensuring water resources;
- food and energy security;
- promoting entrepreneurship; and
- developing a knowledge-based economy while improving regional connectivity.

In the context of decent work, Vision 2025 recognizes the respective needs of workers and employers, as well as the importance of promoting efficiency and employability among the youth bulge. Its report includes the observation that "... lukewarm attention paid to technological education is reflected in the technology intensiveness of the country..." It warns that unless Pakistan generates the required number of jobs through sustained, inclusive, and high growth, "our streets could be crowded with young men and women seeking jobs ... thus posing a serious threat to the country's stability."

Inspired by these hard truths, Pakistan plans to adopt an inclusive growth strategy that incorporates the following five main elements:

- protecting small and medium farmers by providing land, and establishing an institutionalized support mechanism that enables new farmers to increase their yield;
- mainstreaming the poor by offering equity stakes in large corporations owned by the poor and managed by professionals;
- boosting growth among small- and medium-scale industrial enterprises through an institutional framework for accelerated production and export of high-value products;
- supporting the socio-economic development of lagging regions in the country; and
- ensuring that youth and women are included in the development process.

Pakistan Vision 2025 sets a target growth rate of 8 per cent between 2018 and 2025, aiming to lift Pakistan from its status as a lower-middle-income country to that of an upper-middle-income nation. As part of this, it means to help generate an additional 1.5 million jobs annually during this period. Vision 2025 also aims to channel the energies of the country's large youth population to realize their economic potential. The Prime Minister's Youth Development Programme, launched in September 2013, aims to provide young workers with the skills training and access to finance needed to start-up businesses. Other important components of the Vision include vocational and technical training centres to promote youth employability.

4.2 NATIONAL LABOUR POLICY

The GoP's Labour Policy 2010, designed to promote employment generation and protect the rights of workers, recognized the following needs:

- revitalize the economy;
 - increase workforce productivity;
 - promote investment; and
 - generate broad-based employment opportunities.
- It placed special emphasis on maintaining harmonious relations between workers and employers, and included four core areas of reform:
- legal framework;

- advocacy of workers and employers rights;
- skill development and employment; and
- labour export.

The first DWCP's implementation period also saw the development of the Labour Inspection Policy, Labour Protection (2006), and the Draft National Employment Policy 2006. In 2015, Punjab adopted a provincial labour policy.

4.3 NATIONAL TEXTILE POLICY

The GoP's National Textiles Policy of 2015 recognized both that sector's contribution to overall national output and its potential for absorbing more female workers. The policy aimed over the following five years to double existing value addition from \$1 billion per million bales to \$2 billion per million bales, and to double textile exports from \$13 billion per annum to \$26 billion per annum. Achieving those goals was going to entail an additional investment of about \$5 billion in machinery and technology. The policy also aimed to improve product mix and strengthen existing textile firms. The policy also spoke of making the textiles sector domestically and internationally compliant with respect to labour and environment rules and Conventions. These steps were expected to produce more and better job opportunities for women as well as for youth.

4.4 NATIONAL TVET POLICY 2015

The National Technical and Vocational Education and Training (TVET) Policy 2015 recognizes the importance of skills development in achieving sustained economic growth and increased productivity. It aims to train at least 20 per cent of school leavers while up-skilling and re-skilling existing workers in collaboration with the private sector. Key elements of the skills strategy include the following:

- introduction of national standards-based qualifications;
- establishing an assessment and certification system;
- setting up competence-based training programmes;
- expanding labour exports by encouraging people to obtain internationally recognized qualifications; and
- developing linkages with the informal sector by providing people with opportunities to gain formal qualifications.

Offering decent work opportunities for young women and men over the coming years of demographic transition will help Pakistan increase its national wealth, at the same time providing productive roles in society for new generations. Given rising demand for skilled labour abroad, the national policy also encourages the adoption of internationally recognized qualifications. Meanwhile, in addressing both an unequal national distribution of skills development and gender imbalances, the strategy emphasizes improved and more inclusive skill development as a pre-condition of sustained growth.

4.5 STRATEGIC TRADE POLICY FRAMEWORK 2015-18

The mid-term strategic trade policy framework was formulated in the light of current trends in the global trading environment and in Pakistan's exports. The extensive consultative process spanned almost a year and engaged all stakeholders from the public and private sectors, including the Federation of Pakistan Chambers of Commerce and Industry, district Chambers, trade associations, private businesses, academics, think tanks, trade missions, ministries/divisions and other government agencies.

Targets. STPF 2015-18 aims to achieve the following targets by 30 June 2018:

- annual exports boosted to \$35 billion;
- improved export competitiveness;

- transition from a “factor-driven” economy⁴² to an efficiency- and innovation-driven economy; and
- increased share of regional trade.

Key Enablers. The key enablers in achieving these targets include the following:

- competitiveness (quality infrastructure, labour productivity, access to utilities, and better levels of technological development);
- compliance with standards (convergence of local and international standards, protection of intellectual property, and an effective and efficient disputes resolution mechanism);
- enabling policy environment (monetary policy, tariff and tax regime, and synergic industrial and investment policies); and
- market access (multilateral, regional, and bilateral).

Pillars. On the basis of (1) key enablers, (2) evaluation of STPF 2012–15, (3) the emerging global trade scenario, and (4) extensive consultation with the private sector and other stakeholders, STPF 2015–18 has identified four main pillars:

- product sophistication and diversification (research and development, value addition, and branding);
- market access (enhancing share in existing markets, exploring new markets, trade diplomacy and regionalism);
- institutional development and strengthening (restructuring, capacity building, and new institutions); and
- trade facilitation (reducing costs of doing business, standardization, and regulatory measures).

4.6 NATIONAL HUMAN RIGHTS ACTION PLAN 2015

Through the draft National Human Rights Action Plan, the GoP prioritizes the promotion and protection of human rights of all its citizens as guaranteed by the Constitution and in accordance with the its religious ethos as well as its national and international legal obligations. As a party to the core international human rights Conventions, Pakistan has undertaken commitments to uphold the universal human rights standards and to implement them at the national level.

The GoP led the development of a draft Action Plan on Human Rights that included six thematic areas⁴³:

- policy and legal reforms;
 - implementing key human rights priorities;
 - cross-cutting interventions for the promotion and protection of human rights;
 - international/UN treaty implementation;
 - institutional interventions; and
 - implementation and monitoring mechanisms.
- A focus on these thematic areas can promote the realization of decent work through integrated actions.

4.7 ONE UN PROGRAMME

“One UN” is about UN partners working together more closely at country, regional, and global levels to increase effectiveness, promote relevance, alignment with national priorities, and improved results, including greater efficiency (e.g. reduced duplication and transactions costs). In 2006, the GoP volunteered to become a “Delivering as One” pilot country. The first One UN Programme (2009–2012) was signed 4 February 2009 in the presence of the UN Secretary General and the Prime Minister of Pakistan. The second One UN Programme (2013–2017), signed in December 2012, is aligned with national political processes and both national and sub-national development priorities, frameworks, and strategies. It is a national programme framework of the UN system in Pakistan, with a strong focus on the sub-national level.

⁴² A factor-driven economy is one where “competitive advantage is based exclusively on endowments of labor and natural resources. This supports only relatively low wages.” Michael Porter, “Stages of Development”. See <http://www.isc.hbs.edu/competitiveness-economic-development/frameworks-and-key-concepts/pages/shapes-of-development.aspx>.

⁴³ GoP, Ministry of Human Rights: “Action Plan to Improve Human Rights in Pakistan” (2015).

A conscientious effort was made to align the third DWCP with the United Nations Development Assistance Framework (One Programme II 2013–17). Given that Pakistan served as a pilot country for the UN “Delivery As One”, DWCP (2010–15) has contributed to the UN One Programmes I and II. The current One Programme (2013–17) has identified employment growth as a critical area of intervention, a growth that provides opportunities for livelihoods and income generation through the participation of the labour force in the development of key economic sectors. The Programme prioritizes participation of women and other disadvantaged labour market groups through equal opportunities, as well as youth employment to promote inclusive national growth⁴⁴.



44 United Nations Pakistan: “Pakistan One United Nations Programme 2013–2017”. See: http://www.un.org.pk/?page_id=194

5

THE GLOBAL DEVELOPMENT AGENDA AND REGIONAL PRIORITIES



5. THE GLOBAL DEVELOPMENT AGENDA AND REGIONAL PRIORITIES

5.1 THE SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs), adopted in September 2015, comprise universal goals, targets, and indicators that UN member States are expected to use in framing their development agendas over the next 15 years. The SDGs, comprising 17 goals covering 169 targets, follow and expand upon the Millennium Development Goals (MDGs).

Pakistan conducted a national launch of SDGs in early October 2015. Since, led by the Planning Commission, institutional mechanisms known as SDG Units are being established in planning bodies at the federal and provincial levels. Among other activities, these units will spearhead a national consultation process to prioritize SDGs at the provincial and federal levels, constituting a National SDG Framework for Pakistan. The federal and provincial planning institutions are also establishing SDG coordination platforms that bring together government and non-government stakeholders to share pertinent information and planning. The GoP will also review the current data ecosystem, aiming to have it contribute to more effective SDG monitoring and reporting. The SDG Units in the government planning institutions will also serve as implementation platforms for the roll-out of UN Development Group guidelines for UN support for national-level SDG mainstreaming, acceleration, and policy-making.

Pakistan's third DWCP will contribute to realizing the following SDGs⁴⁵:

- ending poverty in all its forms everywhere;
- ending hunger, achieving food security and improving nutrition, and promoting sustainable agriculture;
- ensuring inclusive quality education for all, and promoting lifelong learning;
- achieving gender equality; empowering all women and girls;
- promoting inclusive and sustainable economic growth, employment, and decent work for all;
- reducing inequality within and among countries;
- ensuring sustainable consumption and production patterns;
- promoting just, peaceful, and inclusive societies; and
- revitalizing the global partnership for sustainable development.

5.2 REGIONAL COMMITMENTS

As a member of the South Asian Association for Regional Cooperation (SAARC), Pakistan is aligned to the principles and ideals of the regional body which, during the 18th Summit held in Kathmandu in November 2014, committed members to freeing Asia from poverty by appropriately contextualizing the Sustainable Development Goals (SDGs) at the regional level. During this 18th summit, SAARC member states committed to the following aims:

Enhance productivity for food and nutritional security in the region by increasing investment; promoting research and development; facilitating technical cooperation; and applying innovative, appropriate, and reliable technologies in the agriculture sector.

Eliminate illiteracy from the region in line with the global goal of education for all and ensuring quality education in all institutions by reforming curricula, teaching methods, and evaluation systems supported by adequate physical, technical, and other facilities.

Promote regional cooperation in the field of vocational education and training.

Safeguard the future of young people by adopting appropriate national policies and programmes to turn young women and men and their skills toward economic and social development, especially through the creation of productive self-employment opportunities.

45 United Nations: "Sustainable Development Goals: 17 goals to transform our world". See: <http://un.org/sustainabledevelopment>

Establish effective measures for preventing the trafficking and exploitation of women and children, at the same time acknowledging the special needs of the elderly, women, children, differently abled persons, unemployed persons, and persons working at hazardous sites, while agreeing to develop and strengthen social protection for them and to share best practices in this regard.

Collaborate and cooperate on safe, orderly, and responsible management of labour migration from South Asia to ensure the safety, security, and well-being of member states' migrant workers in destination countries outside the region.

Ensure good governance for sustainable development by promoting accountability, transparency, the rule of law, and people's participation at all levels of governance.⁴⁶

SDGS AND DECENT WORK

Goal 8 of the SDG framework – “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” – focuses exclusively on promotion of decent work, as part of the 2030 Global Agenda for Sustainable Development. The areas covered under Goal 8, which the signatory states are required to include in their national development plans, include the following:

- 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries.
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, partly through a focus on high value-added and labour-intensive sectors.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises, partly through providing access to financial services.
- 8.4 Through 2030, progressively improve global resource efficiency in consumption and production, and – in accordance with the 10-year framework of programmes on sustainable consumption and production – endeavour to decouple economic growth from environmental degradation, with developed countries taking the lead.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.6 By 2020, substantially reduce the proportion of youth not in employment, education, or training.
- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- 8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.
- 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance, and financial services for all
- 8.a Increase Aid for Trade support for developing countries, in particular least developed countries, in part through the Enhanced Integrated Framework for Trade-Related Technical Assistance to Least Developed Countries
- 8.b By 2020, develop and operationalize a global strategy for youth employment, and implement the Global Jobs Pact of the International Labour Organization.

⁴⁶ South Asian Association for Regional Cooperation (SAARC): “Kathmandu Declaration”, Heads of State or Government Eighteenth Meeting (Kathmandu, 26–27 Feb. 2014). See: <http://www.saarc-sec.org/userfiles/Summit%20Declarations/Kathmandu-18thSummit26-27Nov2013.pdf>

A close-up photograph of a woman with a joyful expression, wearing a black headscarf and a blue button-down shirt. She is holding a large, overflowing basket of fresh green herbs, likely cilantro, in front of her. The background is slightly blurred, showing other people and market stalls, suggesting an outdoor market setting. The lighting is natural, highlighting the textures of her clothing and the vibrant green of the herbs.

6

INTERNATIONAL LABOUR
STANDARDS

6. INTERNATIONAL LABOUR STANDARDS

International labour standards aim at facilitating opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security, and dignity. Pakistan has ratified 36 ILO Conventions, including all eight fundamental Conventions; 33 of these are in force while three Conventions have been denounced.⁴⁷ Due to transition of power after devolution, Pakistan did not ratify any Convention during the DWCP II (2010–2015); however, the GoP is committed to applying the ratified Conventions in national law and practice and reporting on their application at regular intervals.

Implementing ILS through the national labour laws has become critical for Pakistan due to its GSP Plus status⁴⁸ which came into effect in January 2014. This entails regular monitoring (every two years) and meeting reporting requirements imposed by each convention in the context of GSP Plus.

Pakistan has ratified a number of other international Conventions that relate to the promotion of decent work. These include the International Covenants on Civil and Political Rights (ICCPR) and Economic, Social and Cultural Rights (ICESCR), the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention Against Torture (CAT), and the Convention for the Elimination of All Forms of Racial Discrimination (CERD). These international instruments provide the framework for ILO and other UN programmes in Pakistan, and provides the normative entry points for the realization of decent work for all in Pakistan.

In 2015, the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) presented observations relating to Pakistan's implementation of various ILO Conventions covering issues related to application of the Labour Inspection Convention, 1947 (No. 81); the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96); the Equal Remuneration Convention, 1951 (No. 100); and the Discrimination (Employment and Occupation) Convention, 1958. The Committee noted that the federal Government had taken measures to build the capacity of provincial labour departments to ensure effective implementation of these Conventions.

Annex 2 lists the International Labour Standards that have been ratified by Pakistan.



⁴⁷ ILO: "Ratifications for Pakistan". See: http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103166.

⁴⁸ GSP Plus is a component of the EU Generalized Scheme of Preferences (GSP) for developing countries. It offers additional trade incentives to developing countries already benefitting from GSP to implement core international Conventions on human and labour rights, environmental aims, and good governance.



7 OPPORTUNITIES FOR DECENT WORK IN PAKISTAN

7. OPPORTUNITIES FOR DECENT WORK IN PAKISTAN

7.1 CHINA PAKISTAN ECONOMIC CORRIDOR (CPEC)

The China-Pakistan Economic Corridor (CPEC) is a comprehensive, multi-billion dollar development programme that entails linking Pakistan's Gwadar Port to China's north-western region of Xinjiang by way of highways, railways, and oil and gas pipelines. Planned major physical infrastructure includes a 2,700-kilometre highway stretching from Kashgar to Gwadar through Khunjrab and railway links for freight trains between Gwadar and Khunjrab and linking to China. The project also plans to establish several economic zones along the corridor and develop associated power projects with a capacity of 21,690 MW. The CPEC project will bring Pakistan about \$45 billion in Chinese investment, which is expected to help generate 1 million jobs in the country. The CPEC will open up new areas, especially in Balochistan, as well as provide scope for diverse new economic and technical activities.

7.2 GENERALIZED SYSTEM OF PREFERENCES (GSP PLUS) BY EUROPEAN UNION

Pakistan has been accorded GSP Plus privileges by the European Union (EU). These came into effect in January 2014, with Pakistani textile exports awarded preferential access to the EU market. The GSP Plus status is conditional on Pakistan's ratification and implementation of 27 international Conventions – including eight fundamental ILO Conventions – in the areas of human rights, labour standards, the environment, and good governance. The scheme is applicable for a period of ten years with two-year reporting cycles.

Whereas GSP plus status opens up new opportunities in terms of improved market share for Pakistan's exports, it also entails challenges, among these providing decent work conditions for the textile industry's workforce, increasing worker productivity, and timely and effective reporting. To maintain its GSP Plus status, Pakistan needs to better integrate its supply chains as well as improve industrial competitiveness and capacity to scale up production.

7.3 LABOUR MIGRATION

As a labour surplus country, Pakistan has the potential to increase migrant worker exports to labour- and skills-scarce economies. Over the past 15 years, nearly 6 million Pakistanis have been recruited for overseas employment, with most going to the GCC, in particular Saudi Arabia, the United Arab Emirates, and Oman. Outflow from Pakistan since 2010 has averaged more than 600,000 workers per annum.

The GoP is making every effort to harness overseas employment opportunities. In this regard, memoranda of understanding (MoUs) have been signed with a number of labour-importing countries, and special attention will be paid to international accreditations and certifications for the migrant force. Further, as of 2015, the GoP, through the Protector of Emigrants,⁴⁹ set up migrant facilities in Islamabad and Lahore to promote safe migration, i.e. one-stop shops for intended migrant workers, workers about to leave, and for returnees. An online complaint system has also been launched that aims to provide migrant workers with improved access to justice.

Foreign employment clearly acts as an important mechanism to ensure that Pakistani workers unable to find employment at home can still secure livelihoods. It is also clear that labour migration has contributed greatly to poverty reduction in Pakistan through large inflows of remittances.⁵⁰ However, abuses and exploitation at all stages of the migration cycle – particularly among low- and semi-skilled migrant workers – is widespread and well documented.

At the international level, increasing attention has been turned in the last decade to international migration and its importance as a vehicle for development. Indeed, the value of migrant labour is now recognized in Pakistan's Post-2015 Development Agenda. The role that migrants play in promoting development and poverty reduction in countries of origin is clear, as is the contribution they make to the prosperity of destination countries. But such recognition needs to be further promoted, and should become an integral part of national, regional, and global strategies for economic growth in both origin and destination countries.

⁴⁹ Every Pakistani with a valid work visa must get his/her passport stamped by the Protector of Emigrants, Ministry of Labour, before leaving Pakistan.

⁵⁰ According to the World Bank, Pakistan was the eighth-largest remittance-receiving country in the world in 2013, when total global remittances equalled US\$15 billion. See: http://siteresources.worldbank.org/INTPROSPECTS/Resources/334934-1288990760745/Migration_and_DevelopmentBrief21.pdf



8 CROSS CUTTING
THEMES

8. CROSS CUTTING THEMES

The DWCP for Pakistan will also ensure that the following cross-cutting concerns are addressed throughout planning, implementation, monitoring, and evaluation activities.

8.1 GENDER AND NON-DISCRIMINATION

Women comprise 51 per cent of Pakistan's total population and 22.7 per cent of the country's labour force. Article 25(2) of the Constitution of Pakistan prohibits discrimination on the basis of sex. Yet despite the recognized constitutional, legal, and religious rights of women, in 2015 Pakistan ranked second-last – 144 out of 145 countries – on the World Economic Forum's Gender Gap Index, which measures gender equality on the basis of health and survival, access to education, economic opportunity, and political participation.⁵¹ A significant gender pay gap also prevails.

Pakistan is committed to its international commitments including SDG goal #5 achieve gender equality and empower all women and goal # 10 i.e. reduce inequality within and among countries. The country is also a signatory of the United Nations Convention for the Elimination of All Forms of Discrimination against Women, 1979 (CEDAW). The Pakistan National Policy for Development and Empowerment 2002 helps to ensure women equal access to all development benefits and social services.

According to Pakistan's MDGs report *Gender parity index in schools* (2013), the gender parity index (GPI) at primary level was 0.9, at secondary level it was 0.8, youth literacy stood at 0.81, share of women in wage employment in the non-agriculture sector was 10.45 per cent,⁵² and the proportion of women holding seats in Parliament was 22.2 per cent.⁵³ Vision 2025 aims to provide an enabling environment and equal opportunities to women for development of their full potential to enjoy the benefits of economic growth, prosperity, and social development. Women's participation in employment will be encouraged, and a 10 per cent quota for women employment will be ensured by the relevant institutions. The GoP has also committed to implementing the Harassment Act. The National Commission on Status of Women will review gender policies and interventions to protect their rights, and will present recommendations to the Government on mainstreaming women in national development.

8.2 HUMAN RIGHTS

The status of human rights in Pakistan remains far from satisfactory. A number of factors can help to explain the gap between what is professed and what is practised.

- Pakistan has so far ratified the following seven international Conventions on human rights:
- Convention on the Elimination of All Forms of Racial Discrimination (ICERD), 1965;
- Convention on the Rights of the Child (CRC), 1989;
- Convention on the Elimination of all forms of discriminations against women CEDAW (1979);
- Covenant on Economic, Social and Cultural Rights (CESCR), 1966;
- Covenant on Civil and Political Rights (CCPR), 1966;
- Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (CAT), 1984; and
- Convention on the Rights of Persons with Disabilities (CRPD), 2006.⁵⁴

The Ministry of Law, Justice and Human Rights is leading a time-bound, inter-ministerial process with representation from all stakeholders, including provincial governments, to draft an action plan to improve the human rights situation in Pakistan. This plan is being finalized in consultation with relevant ministries, departments, and other organizations.

⁵¹ World Economic Forum: "Gender parity index in schools 2013". See *Economies – Pakistan* at: <http://reports.weforum.org/global-gender-gap-report-2015/economies/#economy=PAK>

⁵² Pakistan Millennium Development Goals report 2013. See: <http://www.undp.org/content/dam/pakistan/docs/MDGs/MDG2013Report/UNDP-Report13.pdf>

⁵³ MoPDR: Eleventh five year plan 2013–18 (July 2015).

⁵⁴ See: <http://www.mohr.gov.pk/gop/index.php?q=aHR0cDovLzE5Mj4xNjguNzAuMTMwOjkwODAvbW9ocndiY19mcm1EZXRhaWxzLmFzcHg%2Fb3B0PW1pc2NsaW5rcyZpZD00OA%3D%3D>

8.3 SOCIAL DIALOGUE

In any country, social dialogue paves the way for coordinated and harmonized actions to promote decent work. Pre-requisite to sustained Decent Work Agenda measures are strong institutions and platforms where the Government, employers, and workers can jointly discuss, negotiate, and develop agreements on various dimensions of decent work. In 2014–15, Pakistan made major progress in enhancing national social dialogue. The federal and four provincial governments established both federal and provincial Tripartite Consultative Committees – the FTCC and PTCCs, respectively – to undertake periodic formal discussions of all matters related to the Decent Work Agenda in Pakistan, including implementation of the national Decent Work Country Programme.

The PTCCs focused mainly on provincializing labour legislation, implementation of law, and enhancing outreach to workplaces, while the FTCC focused on issues related to reporting on Conventions, ratification of new Conventions, inclusion of Special Areas and regions, and representation in international platforms, e.g. the International Labour Conference (ILC). DWCP III (2016–2020) will strengthen existing social dialogue institutions and enhance their outreach by organizing National Tripartite Labour Conferences. The tripartite constituents have identified a number of areas in which social dialogue will aim to identify sustainable solutions.

8.4 CRISIS RESPONSE

Pakistan is vulnerable to a range of natural disasters including droughts, earthquakes, epidemics, floods, landslides, and pest attacks. It is also subject to disasters of human origin such as industrial collapse, urban and industrial fires, civil conflicts, and internal displacements of communities due to multiple factors.

Provincial Disaster Management Commissions (PDMCs) and Authorities (PDMAs) have been established, and similar arrangements have been made in Azad Kashmir (AJK) and the Northern Areas. The District Disaster Management Authorities (DDMAs) have been notified across the country. The National Disaster Risk Management Framework, meanwhile, is designed to oversee the entire system. The ILO has long supported the efforts of Government and social partners to minimize hardships among crisis-affected populations and helping them to quickly resume their livelihoods following major crises. Such programmes have not only helped such people to restore their incomes and human dignity, they have also been widely recognized and appreciated by the Government and donors. Given recurring climatic and conflict-induced crises, the ILO is expected to continue playing its humanitarian and local development roles.





9

ROLE OF SOCIAL PARTNERS

9. ROLE OF SOCIAL PARTNERS

9.1 EMPLOYERS' ORGANIZATIONS

As the country's most representative employers' organization, the Employers' Federation of Pakistan (EFP) serves as an effective contributor to tripartite consultations at both national and provincial levels. The EFP highlighted their priorities in the preparation of Pakistan DWCP III, and also discussed the progress of ILO-supported joint and unilateral interventions. Since 2014, the EFP has regularly participated in this process through the establishment of national and provincial tripartite mechanisms.

Nevertheless, the EFP needs substantial support if it is to fully represent the interests of decent work at the provincial level, while their capacity to mobilize and represent employers at both national and provincial level needs continual building. The EFP is also fully engaged in the national processes, and supports the GoP in meeting such obligations as international labour standards compliance to maintain Pakistan's GSP Plus status, the promotion of social justice, and implementing the decent work agenda in Pakistan. At the provincial level, however, the EFP's contribution can be further strengthened.

9.2 WORKERS' ORGANIZATIONS

The Pakistan Workers Federation (PWF) is the most representative trade union in Pakistan, and the main trade union partner for ILO work in the country. However, the PWF and other workers' organisations require more substantial support if it is to fully represent workers at all levels and to organize them effectively. The PWF is fully engaged in national processes, and is striving to bolster workers' capacity to access their rights in conformity with the GoP's international obligations.

Post-18th Amendment, the PWF is focused on increasing membership through a broad-based merger with other major trade union federations. The PWF is also eager to strengthen its provincial presence, especially with respect to formalizing workers in the informal economy. In addition, it is taking the lead on workers' rights as well as on the issues of home-based workers, domestic workers, labour inspection, gender equality, and migration. The PWF also actively supports the participation of other trade unions in key decision-making forums, building capacity, and providing the necessary space for other trade unions to encourage the emergence of a second tier of leadership, with a special focus on women leaders.



10

ILO DEVELOPMENT
COOPERATION IN PAKISTAN



10. ILO DEVELOPMENT COOPERATION IN PAKISTAN

Technical assistance under the DWCP is the main instrument for ILO engagement with the Decent Work Agenda in Pakistan.

DWCP priorities are shaped by the tripartite constituents:

- Federal Ministry of Overseas Pakistanis and Human Resource Development (MoPHRD);
- provincial departments of labour for Punjab, Sindh, Baluchistan, and Khyber Pakhtunkhwa;
- Pakistan Workers Federation (PWF); and
- Employers' Federation of Pakistan (EFP).

Through their collaboration with the ILO in various development cooperation (DC) interventions, other interlocutor line ministries – intermediary beneficiaries of Pakistan's third DWCP – include the following:

- Ministry of Finance and Planning;
- Economic Affairs Division (EAD);
- ministries of Law and Justice, Human Rights, Women Development, Youth Affairs, Education, and Climate Change;
- Ministry of Commerce and Industry; and
- Ministry of the Textile Industry.

Semi-government and non-governmental organizations (NGOs) will comprise other direct intervention recipients and beneficiaries under the DWCP, as will academic and research institutions which, through engagement as implementing partners, will strengthen their capacities to deliver programmes that are both sensitive and responsive to decent work issues.

The most vulnerable remain the ultimate beneficiaries of ILO support. As defined under the Sustainable Development Goals (SDGs) framework, these include women, men, youth, the disabled, and marginalized groups such as home and domestic workers, bonded and child labourers and their families, and members of the rural economy.

The following initiatives will address DWCP III's four priorities (outlined in sub-section 3.1, above):

- various measures combining advocacy and technical advice (both upstream and downstream);
- capacity development (institutional and individual); and
- direct demonstration projects.

The ILO has provided technical assistance to its constituents with funding from the Governments of Canada, Denmark, Germany, Italy, the Netherlands, Norway, Sweden, Switzerland, the United Kingdom, and the United States of America. Multilateral institutions such as the European Commission and the World Bank and the UNDP have also funded ILO technical assistance. The ILO continues to work in close consultation and collaboration with UN system agencies to ensure the mainstreaming of the Decent Work agenda under the One UN Programme (2013–2017).

Annex 3, below, presents some of the ILO's most recent development cooperation projects that have contributed specifically to the realization of decent work in Pakistan.



11

RESULTS FRAMEWORK



11. RESULTS FRAMEWORK

The result frame work has been developed in consultation with the tripartite constituents. Whereas, a robust DWCP Results Framework, with Biennial Implementation Plans with clear targets, monitoring and evaluation plans as well as a reporting framework, are being developed in close collaboration with the tripartite constituents.

DWCP PRIORITY 1: PROMOTING DECENT WORK IN THE RURAL ECONOMY

This priority will contribute towards i.a. SDG's # 1: End poverty in all its forms everywhere, #2- End hunger, achieve food security and improved nutrition and promote sustainable agriculture, #8- Promote inclusive and sustainable economic growth, employment and decent work for all and #10- Reduce inequality within and among countries. According to ILO statistics, eight out of ten of the world's working poor live in rural areas where the lack of decent work opportunities is pervasive. Pakistan is no exception with the majority of people living in rural areas. Therefore, the challenge of ending poverty is fundamentally one of ending rural poverty.

OUTCOME 1.1: INFORMAL ECONOMY GRADUALLY FORMALIZED THROUGH THE FORMULATION AND IMPLEMENTATION OF POLICIES AND LAWS AND/OR REFORM WITH A FOCUS ON THE RURAL ECONOMY.

OUTCOME INDICATORS

- Number of provinces enacting policies and laws to improve working conditions for rural economy workers;
- Number of tripartite constituents trained on data collection and analysis on the rural economy;
- Number of Social Security and OSH schemes designed for informal/rural economy workers at provincial level;
- % of workers in the rural/informal economy that have access to minimum wage;
- Number of Labour Market Information (LMI) Units established at Federal and Provincial levels;
- Number of provinces designed and adopted models for livelihood protection.

OUTPUT 1.1.1: Policy and Legal frameworks governing vulnerable workers in the rural economy e.g. agriculture, fishery, Home Based and Domestic Workers etc. developed and/or revised;

OUTPUT 1.1.2: Improved knowledge among tripartite constituents on the rural economy through data collection and analysis;

OUTPUT 1.1.3: Social security and OSH mechanisms designed and implemented for vulnerable categories of workers in the rural economy e.g. agriculture, fisheries, home and domestic work etc. in the rural economy;

OUTPUT 1.1.4: Improved coverage and implementation of minimum wage and reducing the gender pay gap;

OUTPUT 1.1.5: Gender disaggregated data mechanisms strengthened for vulnerable categories of workers in sectors such as agriculture, fisheries and home based work;

OUTPUT 1.1.6: Models of rural livelihoods protection against floods and other disasters developed and adopted.

OUTCOME STRATEGIES:

- Support tripartite constituents' advocacy efforts to make formalization a high priority in the national policy agendas;
- Strengthen the capacity of the tripartite constituents to undertake diagnoses of the informal economy to inform the design of relevant strategies such as social security mechanisms, strengthen minimum wage setting process and establish mechanisms to monitor progress towards formalization;
- Strengthen the capacity of the tripartite constituents to advocate for formulation of relevant policies and legal frameworks concerning vulnerable workers e.g. agriculture, fishery, Home-Based Workers (HBW), and Domestic Workers (DW) to reduce the informal economy;
- Improve understanding of and data demonstrating the extent of the gender pay gap (i.e. equal pay for work of equal value) in the selected sectors;
- Facilitate targeted actions by national authorities to facilitate the transition to formality of specific categories of workers;
- Support workers and employers organizations awareness raising, training and knowledge sharing initiatives on the rural economy;
- Provide technical advisory services, the dissemination of policy resources packages and capacity-building interventions for tripartite plus. This includes training and knowledge development on the collection and analysis of statistics on informality and on the design and implementation of gender-responsive regulations and policies that facilitate the transition to formality;
- Broaden and strengthen partnerships to include Women Development Departments, HomeNet Pakistan and Associations of informal workers to increase advocacy outreach on the informal economy;
- Build on good practices generated from various development cooperation projects related to the informal economy and protection against floods and disasters.

OUTCOME 1.2: IMPROVED WORKING CONDITIONS FOR RURAL ECONOMY WORKERS.

OUTCOME INDICATORS

- Number of mechanisms developed to promote Occupational Safety and Health in the rural economy
- Number of tripartite constituents trained on data collection and analysis on the rural economy;
- Number of trade unions and employer associations created for informal/rural economy workers;
- Number of rural enterprise strategies developed;
- Number of enterprises created in the rural economy.

OUTPUT 1.2.1: Mechanisms developed to promote occupational safety and health (OSH) in the rural economy;

OUTPUT 1.2.2: Facilitate the organization of workers in the informal/rural economy e.g. associations, cooperatives, unions;

OUTPUT 1.2.3: Strategies to promote rural (on and off farm) enterprises developed and implemented.

OUTCOME STRATEGIES:

- Support Government, Employers and Workers Organizations and other stakeholders to develop mechanisms that facilitate access to social security and OSH in the rural economy (RE), through technical advice, capacity building, research and analysis;
- Support workers organizations through capacity building and development of second tier leadership to facilitate organizing of workers in the informal economy;
- Support research and analysis to strengthen gender responsive knowledge base and capacities of the tripartite constituents including statistical departments to improve the collection, analysis and use of statistics on the rural economy;
- Promote tripartite social dialogue on improved working conditions in the rural economy (OSH, minimum wages, etc.).

OUTCOME 1.3: THE WORST FORMS OF CHILD AND BONDED LABOUR PROGRESSIVELY ELIMINATED IN THE RURAL ECONOMY.

OUTCOME INDICATORS

Number of federal and provincial strategies on the elimination of child and bonded labour covering the rural economy developed and implemented;

- Number of instances of mainstreaming of child and bonded labour issues in policies, programs and budgets pertaining to the rural economy;
- Number of officials trained in Child Labour/Bounded Labour (CL/BL) mainstreaming;
- Evidence to indicate reduction in child and bonded labour in targeted areas or sectors;
- Number of programs for the rehabilitation of bonded and child labourers in the rural economy;
- Number of statistical monitoring systems on child and bonded labour.

OUTPUT 1.3.1: Integrated strategies for the elimination of child and bonded Labour in the rural economy developed and implemented in all provinces;

OUTPUT 1.3.2: Policies and programs and their budgets pertaining to the rural economy reviewed and analyzed and recommendations provided for mainstreaming child and bonded labour issues and concerns therein;

OUTPUT 1.3.3: Institutional focal points identified and trained on how to mainstream; and technical advice provided to support with mainstreaming;

OUTPUT 1.3.4: Child and bonded labour issues and concerns mainstreamed into rural development policies and programs, including through sectoral approaches;

OUTPUT 1.3.5: Programs for the rehabilitation of child and bonded laborers developed and piloted in the rural economy;

OUTPUT 1.3.6: Statistical and monitoring systems on child and bonded labour improved and implemented.

OUTCOME STRATEGIES:

- Strengthened capacity of the tripartite constituents to address the issue of child and bonded labour in global supply chains;
- Highlight the issue of child labour and bonded labour in the rural economy, focusing on sectoral and global supply-chain contexts, problems and solutions, through research, analysis, campaigns and action;
- Provide technical assistance for mainstreaming of child labour and bonded labour issues and concerns in various rural economy sector policies, programs and budgets, as well as in the relevant processes of planning, monitoring, evaluation and reporting at the national and sub-national levels;
- Review capabilities of existing institutional structures and mechanisms, such as the child labour units at the provincial level, for purposes of multi-sectoral coordination and support to implementation of integrated programs; and make recommendations for feasible and do-able adjustments;
- Promote through advocacy and training of national, sub-national actors and sectoral actors, inter-agency cooperation and collaboration to improve knowledge and its sharing, mainstreaming of child labour and bonded labour issues;
- Strengthen the capacity of communities for the change required among the rural economy communities to end child labour and bonded labour;
- Document lessons and forward looking strategies for incremental diffusion, leading to widespread coverage;

- Support Government, Workers and Employers Organizations in the implementation of existing integrated projects and schemes that address child and bonded labour in Pakistan;
- Scale up and replicate good practices and interventions at Federal and Provincial levels with the Government for the progressive elimination of child and bonded labour using existing institutional mechanisms;
- Support the Federal and Provincial Governments in strengthening capacities for data collection, analysis and coordinating regular updates of child labour data in order that all partners working on child labour issues and policy makers understand the trends and plan and implement more effective programs;
- Provide technical advice and capacity building to develop and implement national/provincial policies, strategies and plans on child and bonded labour;
- Provide technical advice for the development and implementation of the National and Provincial strategies for the Elimination of Child Labour and Bonded labour;
- Promote of inter-agency cooperation, partnership and learning to improve knowledge sharing, advocacy and technical assistance to the national partners;
- Strengthen capacity of the tripartite constituents and other stakeholders to advocate for the mainstreaming of child and bonded labour issues and concerns in relevant policies and legal frameworks in the context of the rural economy;
- Support ILO constituents develop community based child and bonded labour monitoring systems;
- Promote tripartite plus social dialogue for the progressive elimination of child and bonded labour.



DWCP PRIORITY 2: PROMOTING JOB CREATION FOR YOUTH AND VULNERABLE GROUPS

This priority will contribute towards i.a. SDG's # 1: End poverty in all its forms everywhere, #3- Ensure healthy lives and promote well-being for all at all ages, #4- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, #5- Achieve gender equality and empower all women and girls, #8- Promote inclusive and sustainable economic growth, employment and decent work for all and #10- Reduce inequality within and among countries. The priority seeks to address unemployment, under employment and the advent of working poor especially among young women and men in Pakistan and vulnerable categories of workers in and among value chains in both the formal and informal economy.

OUTCOME 2.1: EMPLOYMENT OPPORTUNITIES FOR VULNERABLE CATEGORIES OF WORKERS (E.G. YOUTH, DISADVANTAGED WOMEN & MEN AND PERSONS WITH DISABILITIES) CREATED.

OUTCOME INDICATORS

- Number of federal and provincial inclusive employment programs developed;
- Number of federal and provincial employment centered investments secured;
- Number of institutional employment mechanisms developed/strengthened
- Number of LMI units.

OUTPUT 2.1.1: Inclusive policies federal and provincial programs developed and investment promoted for jobs creation focusing on youth employment at Federal and Provincial levels;

OUTPUT 2.1.2: Institutional mechanisms for job creation at federal and provincial levels established and operational;

OUTPUT 2.1.3: Labour Market Information and Analysis (LMI&A) Units at federal and provincial levels established and operational.

OUTCOME STRATEGIES:

- Design and roll out of job creation strategies for youth and vulnerable categories of workers in line with the specific needs of the various provinces;
- Support research, analysis and provide technical advice to formulate and implement national/provincial youth employment policies/frameworks aligned with Vision 2025 and new economic opportunities such as the China-Pakistan Economic Corridor (CPEC);
- Provide technical advice to develop institutional mechanisms for targeted job creation.
- Strengthen the capacity of Government, Employers and Workers Organizations to undertake Labour Market Information & Analysis (LMI&A) established under the various provinces;
- Strengthen analytics on SDG monitoring will also be facilitated particularly for targets concerning decent work;
- Support capacity strengthening of labour departments and relevant units to address labour market needs and provide the guiding framework for the review of curricula for various programs at the different levels of skill development, career guidance and counseling;
- Promote tripartite social dialogue on youth empowerment and employment.

OUTCOME 2.2: GENDER RESPONSIVE SKILLS, EMPLOYMENT & ENTERPRISE DEVELOPMENT PROGRAMS DEVELOPED IN CONVENTIONAL & EMERGING SECTORS FOR YOUTH AND VULNERABLE CATEGORIES OF WORKERS.

OUTCOME INDICATORS

- Number of analytical report on sectoral job potential;
- Number of sectoral skills development programs;
- Number of tripartite oversight mechanisms.

OUTPUT 2.2.1: Employment opportunities regularly identified (including for women), assessed & utilized in mega development projects in Pakistan and abroad;

OUTPUT 2.2.2: Skills development programs responsive to labour market requirements in line with TVET Policy & National Vocational Qualification Framework (NVQF) in conventional & emerging sectors;

OUTPUT 2.2.3: Tripartite institutional mechanism to integrate, monitor and evaluate skills, employment & Enterprise development established.

OUTCOME STRATEGIES:

- Replicate and scale existing good models of 'Employment Information Centers' and tools for gender responsive value chain analysis;
- Explore new options for TVET in Agriculture to promote decent work in agriculture value chains with a focus on high-value cash crops. This strategy is also aimed at improving the quality and quantity of women's participation in agricultural value chains;
- Capacitate Government, Workers and Employer Organizations to promote gender responsive skills, employment and enterprise interventions through continued research, analysis, advocacy, lobbying and capacity building;
- Provide technical advice and capacity building support for TVET system reforms to improve access to skills development and employability, in particular youth and vulnerable categories of workers;
- Improve the range of high-quality skills courses available to women, promoting workplace policies to improve gender equality such as anti-harassment and childcare, and developing women's entrepreneurship;
- Support capacity of labour departments, Technical Education & Vocational Training Authority (TEVTA), and relevant units to review existing labour market, review curricula for various programs at the different levels of skill development, skills-matching with overseas employment opportunities, career guidance and counselling;
- Promote tripartite plus social dialogue to support institutional mechanism to integrate, monitor and evaluate skills, employment & enterprise development.

OUTCOME 2.3: EMPLOYABILITY OF YOUTH AND VULNERABLE CATEGORIES OF WORKERS IMPROVED.

OUTCOME INDICATORS

- Number of policies and strategies for improved employability;
- Number of career counselling, apprenticeships & vocational guidance systems;
- Number of modules on core work skills/workplace ethics developed and mainstreamed in TVET Authorities;
- Number of TVET Authorities adopt modules on multiple skills.

- OUTPUT 2.3.1:** Improved access to existing and potential employment opportunities through improved Mobility, safety and access to information;
- OUTPUT 2.3.2:** Institutions for career counselling, apprenticeships & vocational guidance systems increased and/or established;
- OUTPUT 2.3.3:** Institutions promoting “core work skills/workplace ethics” increased;
- OUTPUT 2.3.4:** Multiple skills development programs increased for overseas employment.



DWCP PRIORITY 3: STRENGTHENING COMPLIANCE WITH INTERNATIONAL LABOUR STANDARD THROUGH SOCIAL DIALOGUE:

This Priority will contribute towards i.a. SDG's #8- Promote inclusive and sustainable economic growth, employment and decent work for all, #10- Reduce inequality within and among countries and #12- Ensure sustainable consumption and production patterns and #16- Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. This priority seeks to strengthen the tripartite constituents as well as other stakeholders in ensuring that capacity to comply with and report on ILS is strengthened and effectively institutionalized through the application of social dialogue principles.

OUTCOME 3.1: CAPACITY OF TRIPARTITE CONSTITUENTS FOR ILS COMPLIANCE AND REPORTING ENHANCED (INDIVIDUAL AND INSTITUTIONAL).

OUTCOME INDICATORS

- Number of ILS Units established and fully operational at federal and provincial levels;
- Number of laws promulgated and enforced in compliance with ILS;
- Number of Conventions on which Employer and Workers Organizations advocated for implementation and ratification;
- Number of international development agencies partnered in compliance with Labour Standards;
- Number of training institutions adopting ILS and labour law courses for legislators, judiciary and enforcers;

OUTPUT 3.1.1: ILS reporting units established and operationalized at federal and provincial levels for regular reporting on ILS;

OUTPUT 3.1.2: Strengthened compliance with and reporting on ratified conventions and advocacy for the ratification of new conventions promoted;

OUTPUT 3.1.3: Capacities of Employer and Workers Organization to promote the principles of ratified conventions and advocate for the ratification of new conventions enhanced;

OUTPUT 3.1.4: Improved advocacy, lobbying and coordination with international development partners impacting ILS reporting in Pakistan;

OUTPUT 3.1.5: Enhance the understanding of ILS and labour laws among the judiciary and law enforcement institutions;

OUTCOME STRATEGIES:

- Provide technical assistance and strengthen the capacity of the existing ILS reporting units at Federal and Provincial levels;
- Strengthen engagement with the Treaty Implementation Cell (TIC) set up by the Prime Minister of Pakistan to monitor compliance with and reporting on international treaties i.e. 27 conventions under GSP Plus;
- Support the Federal and Provincial Tripartite Consultative Committees to enhance social dialogue on ILS;
- Advocate with Government, Workers and Employers Organizations for the formulation of relevant structures at the enterprise level that support compliance with ILS;
- Provide technical advice, policy knowledge products and capacity building for effective coordination and strengthened partnerships;

- Build the capacity of Workers and Employers Organizations on the implementation of ratified conventions within the context of devolution;
- Support provincial governments for regular exchange visits to learn from good practices in each province;
- Improved advocacy, lobbying and coordination with international development partners impacting ILS reporting in Pakistan.

OUTCOME 3.2: WORKPLACE COMPLIANCE ENHANCED THROUGH EFFECTIVE MONITORING AND LABOUR INSPECTION SYSTEMS.

OUTCOME INDICATORS

- Number of frameworks to reform labour inspection developed;
- Number of institutions/individuals supported to undertake effective labour inspections;
- Number of labour inspections undertaken in the informal economy.

OUTPUT 3.2.1: Legal and institutional frameworks for effective Labour Inspection reformed, developed and strengthened;

OUTPUT 3.2.2: Institutional capacities of tripartite constituents developed for effective LI outreach, quality and enforcement through innovative approaches (e.g. Gender Sensitive Information System, Gender Responsive Labour Inspection);

OUTPUT 3.2.3: Gradual extension of LI services to reach out to informal and rural economy.

OUTCOME STRATEGIES:

- Provide technical assistance to establish a reliable and efficient reporting mechanism /compliance system which will rely primarily on labour inspection;
- Strengthen capacity of the tripartite constituents to undertake diagnoses of the workplace compliance, inform the design of relevant strategies such as labour inspection and monitor progress towards its implementation;
- Strengthen capacity of the tripartite constituents to advocate for formulation of relevant policies and legal farm-workers concerning labour inspection;
- Facilitate targeted actions by national and provincial authorities to improve quality and outreach of LI;
- Support workers and employers organizations awareness raising, training and knowledge sharing initiatives in the target areas;
- Ensure availability of technical advisory services, the dissemination of policy resources packages and capacity-building interventions for tripartite plus. This includes training and knowledge development on the collection and analysis of statistics on labour inspection and implementation of gender-responsive labour inspection tool kits.



OUTCOME 3.3: WORKERS PROTECTED FROM UNACCEPTABLE FORMS OF WORK.

OUTCOME INDICATORS

- Number of policies, strategies and programs on unacceptable forms of work developed;
- Number of programs developed on unacceptable forms of work by worker and employer organizations;
- Number of initiatives undertaken by the Government to reduce unacceptable forms of work;
- Number of monitoring mechanisms established;
- Number of provinces that publish data on gender wage pay gap and minimum wages;
- Number of surveys on children's work and/or child labour.

OUTPUT 3.3.1: Gender responsive federal and provincial policies, strategies, programs developed and implemented to protect workers from unacceptable forms of work (e.g. Home Based Workers Policy, Domestic Workers Policy, Child and Bonded Labour Strategy);

OUTPUT 3.3.2: Capacities of Workers and Employers Organizations strengthened to develop and implement services and programs for their member to address unacceptable forms of work;

OUTPUT 3.3.3: Government takes specific measures including resource allocations and implementation of interventions to address unacceptable forms of work;

OUTPUT 3.3.4: Provincial tripartite monitoring mechanisms for unacceptable forms of work developed and implemented;

OUTPUT 3.3.5: Data collection and analysis on the gender pay gap mainstreamed into national data collection processes and enhanced to better inform social dialogue on wage equality;

OUTPUT 3.3.6: Updated and reliable data is available on children's work and child labour and put to use by national and provincial constituents.

OUTCOME STRATEGIES:

- Strengthen capacity of the tripartite constituents to undertake diagnoses and gender analysis of the situation vis-à-vis unacceptable forms of work;
- Strengthen capacity of the tripartite constituents especially workers organizations and employer organizations to advocate to formulate gender responsive policies, strategies and programs;
- Facilitate targeted actions by national authorities to address unacceptable forms of work;
- Support workers and employers organizations awareness raising, training and knowledge sharing initiatives in the target areas;
- Ensure availability of technical advisory services, the dissemination of policy resources packages and capacity-building interventions for government specific interventions;
- Support needs analysis of Trade Unions (TU's) and Employer Organizations (EO's) in the context of devolution in order to identify capacity gaps, agree on priorities and define expected results with social partners;
- The tripartite and bipartite social dialogue shall be nurtured to institutionalize such mechanisms at national, provincial, and enterprise levels through capacity, supporting unification and trust-building.

OUTCOME 3.4: SAFE AND FAIR LABOUR MIGRATION PROMOTED.

OUTCOME INDICATORS

- Number of institution adopting compatible TVET qualifications;
- Number of information and resource centers established to guide intending migrant workers against exploitation;
- Regular training sessions taking place at the Pakistan Overseas Employment (PoE) offices with well-trained staff;
- Number of complaint and grievance redressal systems supported;
- A training curriculum for community welfare attaches developed and institutionalized;
- Number of mechanisms established;
- Migration costs reduced;
- Number of Pakistan Overseas Employment Promotion Association (POEPA) members adhering to the code of conduct.

OUTPUT 3.4.1: Compatibility of TVET qualifications between Pakistan and major destination countries enhanced for effective labour migration;

OUTPUT 3.4.2: Migrant workers', including those considering migration, access to timely, targeted, and accurate information increased;

OUTPUT 3.4.3: Migrant workers access to justice in countries of destination and in Pakistan enhanced;

OUTPUT 3.4.4: Linkages between migration and development established including a mechanism effectively utilize new social, cultural and technical skills of returning migrant workers;

OUTPUT 3.4.5: The costs of labour migration reduced.



DWCP PRIORITY 4: EXTENDING SOCIAL PROTECTION FLOORS:

This priority will contribute towards i.a. SDG's # 1: End poverty in all its forms everywhere, #3- Ensure healthy lives and promote well-being for all at all ages, #8- Promote inclusive and sustainable economic growth, employment and decent work for all and #10- Reduce inequality within and among countries. The right to social security remains unfulfilled for the majority of the world's population including Pakistan. This priority seeks to address the challenge of expanding its social protection systems as well as making those systems more sustainable.

OUTCOME 4.1: NATIONAL SOCIAL PROTECTION FRAMEWORK AND PROVINCIAL SOCIAL PROTECTION POLICIES DEVELOPED.

OUTCOME INDICATORS

- Number of Strategies developed;
- Number of inter-ministerial/inter-departmental task teams established;
- Number of mapping studies conducted to identify current status of social protection schemes and gaps;
- Number of tripartite consultations organized to identify priority areas.

OUTPUT 4.1.1 Communication strategy on the concept and gradual implementation of a Social Protection Floor (SPF) developed and implemented;

OUTPUT 4.1.2: Inter-Ministerial task teams set up at the national and provincial levels to support the development of a national social protection framework and provincial social protection policies, respectively;

OUTPUT 4.1.3: Current situation of social protection schemes assessed and gaps identified;

OUTPUT 4.1.4: Social Protection Policy priorities identified through a process of social dialogue.

OUTCOME STRATEGIES:

- The ongoing process of promoting social protection floor initiative in KP Province will be augmented and replicated in other Province(s);
- Participation of all social partners will be ensured through their presence in Steering Committee and other Consultative platforms;
- Other UN Agencies and development partners would be engaged to maximize support for a coordinated and harmonized Social Protection policy regime;
- ILO flagship program on 'social protection for all' will be used as umbrella for guidance on the subject matter.



OUTCOME 4.2: SOCIAL PROTECTION PROGRAMS/SCHEMES (AT NATIONAL AND SUB-NATIONAL LEVELS) ARE WELL COORDINATED AND HARMONIZED.

OUTCOME INDICATORS

- Number of coordination assessments carried out;
- Number of provinces adopt coordination social protection mechanism.

OUTPUT 4.2.1: Coordination Assessment conducted based on the United Nations Development Group (UNDG) Coordination tool-kit;

OUTPUT 4.2.2: A model design of coordinated social protection mechanism developed and adopted.

OUTCOME STRATEGIES:

- Engage existing social protection programs/institutions for a coordinated mechanism;
- Utilize existing resources (Databases, vulnerability assessment systems, financial resources) for a coordinated social protection mechanism;
- Support compilation of statistics on social protection that will be essential in policy formulation and decision-making;
- Support development and implementation of national/provincial integrated social protection policy;
- Support coordination and harmonization of social protection initiatives through tripartite dialogue;
- Support capacity of social partners to implement social protection initiatives in their respective areas in the context of devolution.

OUTCOME 4.3: CAPACITIES AND COORDINATION AMONG SOCIAL PROTECTION STAKEHOLDERS ENHANCED AND STRENGTHENED.

OUTCOME INDICATORS

- Number of capacity assessments undertaken;
- Number of capacity development institutions established;
- Number of coordination platforms established.

OUTPUT 4.3.1: Existing capacities of social protection institutions assessed and gaps identified for implementing coordinated social protection mechanisms;

OUTPUT 4.3.2: A system for continual capacity development of social protection institutions developed and operationalized;

OUTPUT 4.3.3: Coordination platforms for social protection agencies established.

OUTCOME STRATEGIES:

- Support mobilization of relevant social protection agencies for coordinated mechanism;
- Identify key areas of capacity development based on the seven stages of delivery of social protection schemes;
- Build capacity of a premier social protection agency (e.g., BISP) to become a national capacity development institution on social protection;
- Build capacity of social protection agencies to conduct analytical studies on quality and coverage of social protection schemes.

OUTCOME 4.4: SOCIAL PROTECTION COVERAGE TO INFORMAL SECTOR EXTENDED (E.G. AGRICULTURE, DOMESTIC HOME BASED AND MIGRANT WORKERS).

OUTCOME INDICATORS

- Number of provinces having legislations on inclusion of informal economy workers;
- Number of social protection institutions adopt schemes for informal economy workers.

OUTPUT 4.4.1: Appropriate and comprehensive legislations for inclusion of informal vulnerable workers groups (agriculture, domestic, home-based and migrant workers) into formal economy are in place;

OUTPUT 4.4.2: Institutional capacities of relevant stakeholders strengthened to respond to the needs of -informal economy workers (agriculture, domestic, and home-based workers).

OUTCOME STRATEGIES:

- Focus on one Province (Khyber Pakhtunkhwa) to consolidate a comprehensive and well-coordinated Social Protection Floor initiative – with one-window operations and adequate monitoring & evaluation system;
- Draft Policy on Social Protection in KP to be finalized after evaluating the work in two Pilot Districts;
- Provide continuous leadership to the UN-Social Protection Team for joint interventions
- Support effective social protection mechanisms that are accessible to workers, whether unemployed and/or in the informal economy;
- Support knowledge development for enhanced coverage of social security schemes of both formal and informal economy workers including HBW and DW using the SPF initiatives;
- Support mobilization of workers (formal and informal sector) to access social security schemes;
- Support development of projects in relation to vision 2025, safety nets for vulnerable households;
- Strengthen partnerships and linkages with other agencies and institutions to ensure the effective provision of social protection services;
- Support compilation of statistics on social protection that will be essential in policy formulation and decision-making;
- Support development and implementation of national/provincial integrated social protection policy;
- Support coordination and harmonization of social protection initiatives through tripartite dialogue;
- Support capacity of social partners to implement social protection initiatives in their respective areas in the context of devolution.

12

IMPLEMENTATION AND MANAGEMENT



12. IMPLEMENTATION AND MANAGEMENT

Pakistan's first National Plan of Action and Decent Work Country Programmes (DWCP 2006–09 and 2010–2015) were developed by the Government in close consultation and collaboration with the EFP, the PWF, and other relevant stakeholders and facilitated by the ILO. The ILO has continued to interact and consult with the constituents in the light of both their specific concerns and national development priorities outlined in this DWCP.

Thus the DWCP (2016–2020) responds to priorities developed in close consultation with the constituents, and will be operationalized according to Biennial Implementation Plans. The DWCP is guided by the Federal Tripartite Consultative Committee (FTCC) chaired by the Secretary of Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD) with the participation of provincial secretaries of labour from Balochistan, KP, Punjab, and Sindh; the Employers' Federation of Pakistan (EFP); the Pakistan Workers' Federation (PWF) and the provincial tripartite consultative committees, as necessary.

Responsibility for managing results lies with the Country Director, supported by a team of programme and project managers from the ILO Country Office for Pakistan in close consultation and collaboration with the Decent Work Task Force, established under the Federal Tripartite Consultative Committee (FTCC). The ILO, in close collaboration with the tripartite constituents, is developing a robust DWCP results-based framework, with Biennial Implementation Plans, monitoring and evaluation plans, and a reporting framework. Technical backstopping will be provided primarily by Decent Work Teams (DWTs) in New Delhi and Bangkok and by technical units at the ILO headquarters in Geneva, drawing upon other ILO country experiences and expertise as needed. Similarly, international and national technical expertise will be sourced as required and enhanced by the extensive ILO knowledge base. To address the challenges of using international experts for short and longer-term assignments conducted in the volatile security situation that prevails, technical capacities of ILO Islamabad staff and national experts are to be enhanced.

13. PERFORMANCE, MONITORING, AND EVALUATION ARRANGEMENT

Both the Biennial Implementation Plans and the Monitoring, Evaluation and Reporting Plans will be updated regularly, and ILO monitoring and evaluation officers will provide guidance and support in developing and monitoring them. Annual progress reports will be prepared and disseminated, and biennial country programme reviews will be conducted with the constituents. In addition to those periodic assessments, the ILO Regional Office for Asia and the Pacific (ROAP) will conduct a mid-term review of the DWCP in collaboration with ILO monitoring and evaluation officers to observe and validate the progress of the DWCP and to provide necessary feedback on implementation and delivery arrangements.

In the last year of the programme, a final evaluation will assess overall progress towards the desired outcomes, at the same time recording good practices and lessons learned. This evaluation will inform preparation of the next biennial DWCP, which will pay special attention to the involvement of women and of different age groups and socio-economic circumstances in the monitoring, evaluation, and reporting of ILO-supported initiatives. The tripartite constituents will also be encouraged to engage the participation of these key stakeholders.

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- Photo credit-ILO

ANNEXES

ANNEX 1: PROVINCIAL AND REGIONAL PROFILES

Pakistan is geographically divided in four Provinces and four Regions. The Provinces include Punjab, Sindh, Khyber Pakhtunkhwa (KP) and Balochistan whereas the Regions include Islamabad Capital Territory (ICT), Gilgit Baltistan (GB), Federally Administered Tribal Areas (FATA), and Azad Jammu & Kashmir (AJK)⁵⁵. A brief introduction of the four Provinces is given as follows:

PUNJAB

Punjab, the country's most populated and resource-rich province, is home to about 56 per cent of Pakistan's total population. Its demographic profile thus strongly influences national labour force and employment patterns.

In 2014, of the total population of 103.2 million⁵⁶ 66 per cent resided in rural areas, while the remaining 34 per cent was settled in urban centres. With 36.7 million workers – 26.0 million males and 10.7 million females – Punjab's contribution to the national labour force was the greatest of the four provinces, and represented 61.2 per cent of the county's total economically active population.

Agriculture is central to economic growth and development in Punjab. Pakistan Bureau of Statistics (PBS) figures from 2014 showed that agriculture contributed a quarter of Punjab's GDP and employed 43.5 per cent of its workforce.⁵⁷ Punjab's industrial sector employed about 22.5 per cent of the province's workers, and contributed 24 per cent of the provincial GDP.⁵⁸ The provincial unemployment rate was 6.1 per cent in 2012–13, with more unemployment among females than among males. Youth unemployment had been on a rising trend since 2006–07, standing at 11.2 per cent in 2012–13 with a marginal gender gap.⁵⁹(Citation is additional)

Punjab has recently developed a comprehensive Medium Term Growth Strategy (2015–18). Its main drivers include catalyzing Punjab's GDP growth by increasing the productivity of scarce resources through improving the investment climate and tapping into new sources of growth, among them the following:

- better-functioning cities and urban clusters;
- private sector-led economic growth based on revival of investment;
- employment generation by revival of employment-intensive sectors and creation of quality jobs by addressing critical gaps in human capital;
- improving export buoyancy in provincial industry;
- providing quality education, healthcare, and social protection for the poor and vulnerable; and
- effective security through improved governance and law and order.

The province's skills strategy focuses on (1) providing demand-relevant quality skills training (2) at affordable prices (3) through complementary interventions that strengthen linkages of trainees with jobs and markets. Related initiatives include the following:

- gender mainstreaming in both the public and private sectors;
 - creation of welfare facilities for the vulnerable, including women and children;
 - industrial homes for skilling women;
 - training and promoting women entrepreneurs; and
 - establishing day-care centres and working women hostels.
- Salient features of the Punjab Women Empowerment Package 2014 include the following:
- establishing a task force to formulate a domestic workers policy;
 - providing contracts to women exclusively to operate canteens in women's educational and training institutions;
 - providing free vocational training for women who belong to minority communities;
 - providing access to microfinance and small loans for women;
 - organizing training programmes for 4,000 women from rural areas under the Punjab Skill Development Fund;
 - establishing day-care centres for children of working women; and
 - providing scooters for working women.

⁵⁵ AJK is also known as 'Pakistan Administered Kashmir – PAK'

⁵⁶ Pakistan Bureau of Statistics (PBS): Labour force survey 2013–14.

⁵⁷ Planning & Development Board (Government of the Punjab): Punjab growth strategy 2015–18 (2015) and ILO: Decent work country profile 2014. http://www.ilo.org/islamabad/whatwedo/publications/WCMS_316668/lang-en/index.htm (Islamabad).

⁵⁸ *Ibid.*

⁵⁹ *Ibid.*

In 2014, the ILO provided technical support during intensive consultations with tripartite stakeholders in developing and drafting the first-ever Provincial Labour Policy for Punjab. In addition, the Punjab Home-Based Workers Policy has been drafted and is pending Cabinet approval, while the Punjab Domestic Workers Policy has been drafted and has been shared for consultation with relevant stakeholders. Punjab has also recently announced its youth policy, prepared during inclusive consultations with the concerned stakeholders. Employment generation among the country's youth comprises one important pillar of the policy.

The ILO is supporting the government of Punjab in implementing the Integrated Project for Elimination of Child Labour and Bonded Labour (2014–2020) in 36 districts of Punjab Province. The project, funded by the Punjab government, will benefit from lessons learned during the ILO's collaboration on various child labour and bonded labour interventions in Pakistan.

LABOUR LAWS IN PUNJAB

Post-devolution, the province of Punjab has adopted major federal labour laws and has increased stipulated penalties in some laws as well as enacted new legislation. It has also taken measures to empower women, increasing women's membership with the nomination of one woman for the provincial minimum wage board. The government of Punjab promulgated 14 labour laws in 2013–14. Furthermore, in 2014 the government revised the Punjab Industrial Relations Act 2013, removing a condition that required a minimum of 50 workers for the formation of a trade union in any workplace. This decision was prompted by a trade unions demand that was supported by the ILO Supervisory Body, i.e. the Committee of Experts on the Application of Conventions and Recommendations (CEACR).

SINDH

With 45.9 million people as of 2015, Sindh was home to 24 per cent of the country's total population and is Pakistan's second-largest province in those terms.⁶⁰ Karachi, the provincial capital and Pakistan's largest port city, is also the financial capital.

Sindh is the country's most urbanized province, with 49 per cent of its population in urban centres, compared to an overall country average of 32.5 per cent.⁶¹ Its contribution to the national GDP stands around 33 per cent. Sindh's rural economy, excluding the metropolis of Karachi, comprises a well-developed agricultural base supported by an effective irrigation network on the Indus River.

In 2012–13, about 54 per cent of the provincial population aged 15 years and older was economically active, with female workforce participation in employment at 18.6 per cent, just 22 per cent of that of their male counterparts.⁶² Most provincial employment in 2012–13 was concentrated in the services and agricultural sectors, at 44 per cent and 40.7 per cent, respectively.

The government of Sindh has prepared a draft policy for youth, which is being fine-tuned in consultation with the stakeholders. Employment generation for the youth comprises an important pillar of the policy. A draft Home-based Workers' Policy was finalized in 2014, and was awaiting final Cabinet approval as of this writing.

Agriculture and fishery sector workers in the province have been allowed by law to organize – a first for Pakistan in these sectors – and this has encouraged the formation of labour unions. This is an important development for women workers, since they make up a significant part of the workforce in these two sectors. As a result, the first Sindh Agriculture and Fishery Workers' Union (SAFWU) was registered by the Sindh government. At the time of its registration, the union had more than 400 members – more than half of whom, including the chairperson, were women.

The Government of Sindh has legislated minimum wage protections and adopted an innovative approach to extending minimum wage coverage to sectors of the informal economy, particularly those in which women workers are concentrated.

⁶⁰ Pakistan economic survey 2015, op. cit.

⁶¹ <http://www.sbi.gos.pk/sindh-economy>

⁶² Decent work country profile 2014, op. cit.

LABOUR LAWS IN SINDH

The Sindh Labour Department passed the Sindh Industrial Relations Act in 2013. In 2014, the provincial government promulgated two labour laws – the Employees’ Old-Age Benefits Institute Act and the Workers Welfare Fund (Act) – in order to provincialize the two social security institutions. In addition, the Sindh Labour Department prepared 12 draft labour laws and conducted extensive tripartite consultations on these laws to review, update, and align them with the provincial labour-market situation. Among these draft laws, the Sindh Labour Department has prepared a first-ever comprehensive OSH law, supported by the ILO in line with the Joint Action Plan for Promoting Workplace Safety and Health in Sindh.

KHYBER PAKHTUNKHWA (KP)

In 2015 the north-western province of KP, bordering Afghanistan on the west, was home to 25.8 million people, 13.5 per cent of Pakistan’s overall population.⁶³ In 2012–13, fewer than half the population (45.7 per cent) aged 15 years and older were economically active, with a large gender gap in participation (77.5 per cent male versus 16.9 per cent female). Again in 2012–13, employment in the province was concentrated mainly in the services sector, which provided employment to 55 per cent of the provincial workforce.⁶⁴ This was followed by agriculture, which supported 36 per cent of total provincial employment, while industry’s share of industry of employment was only 9 per cent. At 8.5 per cent, the unemployment rate in KP was the highest among all provinces, with female unemployment, at 16.3 per cent, more than three times male unemployment. Historically, in KP youth unemployment has been higher than in the other provinces. In 2012–13, it stood at 14.7 per cent, with over 27 per cent of female youth being unemployed compared to 11.6 per cent of their male counterparts.⁶⁵

The provincial government’s Integrated Development Strategy (2014–18) recognizes that development is a multidimensional process involving all sectors of the economy. The strategy attaches great importance to an all-encompassing approach that includes ensuring high-quality public service delivery in education and training, creating more and better jobs as a means to achieving economic growth targets and reducing poverty. A virtuous growth cycle is sustained only when people are educated, better skilled, have better health, and are better informed. The KP government has prepared a draft youth policy that is being fine-tuned in consultation with the stakeholders.

LABOUR LAWS IN KHYBER PAKHTUNKHWA PROVINCE

KP has adopted all 14 major federal labour laws, clubbing some with similar features into a total of 11 laws. These labour laws include the (1) KP Industrial Relations Act 2010; (2) KP Factories Act 2013; (3) KP Industrial and Commercial Employment Act 2015; (4) KP Payment of Wages Act 2013; (5) KP Minimum Wages Act 2013; (6) KP Worker Compensation Act 2013; (7) KP Maternity Benefit Act 2013; (8) KP Industrial Statistics Act 2013; and (9) KP Bonded Labour System Abolition Act 2015.

All the revised labour laws forbid discrimination on the basis of caste, creed, religion, colour, or ethnicity. Under the supervision of the Inspector of Factories (Technical), a dedicated officer was deputed to address complaints relating to wages. Later, the scope of this mechanism was broadened, and all complaints are now routed through a complaint forum. Penalties stipulated in some laws have also been enhanced.

⁶³ *Pakistan economic survey 2015, op. cit.*

⁶⁴ *DWCP Pakistan 2014, op. cit.*

⁶⁵ *Ibid.*

The provincial labour laws now also cover private education and health institutions as well as private security worker companies, which were not previously covered under labour legislation. Prior to this, only such private businesses as hotels, restaurants, and workshops were covered under the labour laws. In 2014, the ILO supported the KP Provincial Labour Department in organizing an awareness-raising campaign regarding new labour laws in all 24 provincial districts. A comprehensive information package was prepared, and workers and employers from all major industrial and commercial establishments were invited to awareness-raising sessions.

In 2014, the Provincial Labour Department also prepared draft laws on the “Elimination of Child Labour”, the “Prohibition of Bonded Labour”, and the “Shops and Establishments Act”.

BALUCHISTAN

Balochistan is the largest province of Pakistan in terms of land area but the smallest in terms of population, and hence has the country's lowest population density. In 2015, its total population of 9.9 million accounted for only 5.2 per cent of the country's population.⁶⁶ In 2012–13, 52.5 per cent of the population 15 years and older were actively engaged in the labour force.⁶⁷ In 2012–13, Balochistan had the highest gender gap in labour force participation of all the provinces, with only 11.5 per cent of women economically active, compared to 87 per cent of their male counterparts.⁶⁸

In 2012–13, the agriculture sector had the highest share of employment in Balochistan compared to the other provinces, employing 50.4 per cent of the provincial work force. Agriculture was followed by the services sector, which accounted for 43 per cent of provincial employment. At 6.5 per cent, the industrial sector's share in overall employment was negligible.

Over the past 15 years, unemployment in the province has been the lowest in the country. In 2012–13, only 3.9 per cent of the economically active population were without jobs. Female unemployment, at 7 per cent, was more than twice that of male unemployment. At 7.5 per cent in 2012–13, youth unemployment was lower than that of any other province.⁶⁹

The government of Balochistan has prepared a draft policy for youth, which is being fine-tuned in inclusive consultations with the stakeholders. Employment generation for the youth constitutes an important pillar of the policy.

LABOUR LAWS IN BALUCHISTAN

In 2013, Balochistan's Department of Labour promulgated one labour law, the Balochistan Industrial Relations Act. In 2014, the ILO provided extensive support to the Labour Department in preparing 13 draft labour laws, and organized detailed tripartite consultations addressing all aspects of these draft laws. In addition, the Balochistan Labour Department expressed its intention to extend the labour laws to Pakistan's shipbreaking industry, which is mainly located in one coastal district of the province. To this end, a study was initiated aiming to identify decent work deficits in Pakistan's shipbreaking industry. A draft Labour Policy for Balochistan was also prepared. All the above draft laws were finalized after extensive consultations, and the draft documents have been forwarded to the Cabinet to undergo the next steps in the approval process.

REGIONS

Apart from the four Provinces, the Northern part of Pakistan has been declared as a fifth Province (Gilgit-Baltistan - GB) in 2010, however, it is yet to take a status of a full 'constitutional' province. The area on western border with Afghanistan is Federally Administered Tribal Area (FATA) which comprises of seven Tribal Agencies supervised directly by the Federal Government. The North-Eastern Part is Azad Jammu & Kashmir (AJK) which has a status of autonomous State. The Capital of Islamabad is also administered separately and is known as 'Islamabad Capital Territory (ICT)'. All four Regions are administered differently and due to their geo-political situation, the Labour Administration System in these areas could not develop much.

⁶⁶ *Pakistan economic survey 2015, op. cit.*

⁶⁷ *Decent work country profile 2014, op. cit.*

⁶⁸ *Ibid.*

⁶⁹ *Ibid.*

ANNEX 2: LIST OF ILO CONVENTIONS RATIFIED BY PAKISTAN (AS OF MAY 2016)

FUNDAMENTAL

Convention	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No. 29)	23 Dec 1957	In Force	
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	14 Feb 1951	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	26 May 1952	In Force	
C100 - Equal Remuneration Convention, 1951 (No. 100)	11 Oct 2001	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	15 Feb 1960	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	24 Jan 1961	In Force	
C138 - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 14 years</i>	06 Jul 2006	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	11 Oct 2001	In Force	

GOVERNANCE

Convention	Date	Status	Note
C081 - Labour Inspection Convention, 1947 (No. 81)	10 Oct 1953	In Force	
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	25 Oct 1994	In Force	

TECHNICAL

Convention	Date	Status	Note
C001 - Hours of Work (Industry) Convention, 1919 (No. 1)	14 Jul 1921	In Force	
C004 - Night Work (Women) Convention, 1919 (No. 4)	14 Jul 1921	Not in force	
C006 - Night Work of Young Persons (Industry) Convention, 1919 (No. 6)	14 Jul 1921	In Force	
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)	11 May 1923	In Force	
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	11 May 1923	In Force	
C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)	20 Nov 1922	Not in force	
C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)	20 Nov 1922	In Force	

Convention	Date	Status	Note
C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)	30 Sep 1927	In Force	
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	30 Sep 1927	In Force	
C021 - Inspection of Emigrants Convention, 1926 (No. 21)	14 Jan 1928	Not in force	
C022 - Seamen's Articles of Agreement Convention, 1926 (No. 22)	31 Oct 1932	In Force	
C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	07 Sep 1931	In Force	
C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	10 Feb 1947	In Force	
C041 - Night Work (Women) Convention (Revised), 1934 (No. 41)	22 Nov 1935	Not in force	
C045 - Underground Work (Women) Convention, 1935 (No. 45)	25 Mar 1938	In Force	
C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	26 May 1955	Not in force	
C080 - Final Articles Revision Convention, 1946 (No. 80)	25 Mar 1948	In Force	
C089 - Night Work (Women) Convention (Revised), 1948 (No. 89)	14 Feb 1951	In Force	
C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)	14 Feb 1951	In Force	
C096 - Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96) <i>Has accepted the provisions of Part II</i>	26 May 1952	In Force	
C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) <i>The Government has declared that the Convention also applies to persons employed in the establishments specified in Article 3, paragraph 1(c).</i>	15 Feb 1960	In Force	
C107 - Indigenous and Tribal Populations Convention, 1957 (No. 107)	15 Feb 1960	In Force	
C116 - Final Articles Revision Convention, 1961 (No. 116)	17 Nov 1967	In Force	
C118 - Equality of Treatment (Social Security) Convention, 1962 (No. 118) <i>Has accepted Branches (c) and (g)</i>	27 Mar 1969	In Force	
C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	25 Oct 1994	In Force	
C185 - Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)	21 Dec 2006	In Force	

ANNEX 3: LIST OF ILO DEVELOPMENT COOPERATION PROJECTS UNDER PAKISTAN'S DECENT WORK COUNTRY PROGRAMS (JAN 2013- AUG 2016)

S.N	Project Title	Objectives	Start Date	End Date	Donor
1	Strengthening Labour Inspection System for Promoting Labour Standards and ensuring Workplace Compliance in Pakistan	The Project will help strengthen institutional mechanisms for effective labour inspection; enhance human resource capacities in the country to enforce the law on labour inspections and partner with the private sector to promote international labour standards and ensure their compliance by enterprises.	02-Jul-15	30-Jun-18	Government of Netherlands
2	Livelihood Restoration & Protection and Sustainable Empowerment of Vulnerable Peasant Communities in Sindh Province	The overall goal of the Project is "to restore and protect the livelihoods and empower the poor and vulnerable peasants (men, women, boys and girls) dependent on feudal and tribal landholding and farming systems and affected by droughts, floods and insecurity.	01-Feb-13	30-Jun-16	United Nations Trust Fund for Human Security (UNTFHS)
3	Promoting Gender Equality for Decent Employment	The project has three distinct but integrated components: 1. Strengthening national mechanisms to promote equal employment opportunities for women; 2. Enhancing skills and employability of poor women in rural and urban areas of selected districts; 3. Strengthening capacity of media to raise awareness on issues related to working women;	01-May-10	31-Oct-16	Canadian International Development Agency (CIDA)
4	South Asia Labour Migration Governance Project	The project aims to promote the management of labour migration from South Asia, to ensure effective protection of the rights of vulnerable migrant workers, enhance the development impact of labour migration and reduce irregular flow	01-Jun-13	30-Sep-16	European Union
5	Social Protection Floor initiatives in Khyber Pakhtunkhwa (KP) Province	The project aims for implementation of social protection floor and enhancing the coverage of social protection to maximum level in province of KPK	03-Dec-12	30-Jun-16	Japan Social Safety Nets (SSN) Funds

S.N	Project Title	Objectives	Start Date	End Date	Donor
6	Strengthened Capacity of Constituents to Address Unacceptable Forms of Work in the Garment Sector in Pakistan	This project complements the efforts of the ILO in Pakistan to strengthen the capacity of constituents to address unacceptable forms of work in garment sector. Subsequently, improving ILS ratification, application and compliance level through better labour administration and legislative reform.	01-Jul-14	30-Jun-16	Regular Budget Supplementary Account
7	Labour standards in global supply chains: A programme of action for Asia and the garment sector	Global, regional and country level intervention in Pakistan, Indonesia and Cambodia, designed to strengthen Decent Work conditions within the garment industry across South Asia.	01-Dec-14	30-Jun-17	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and The German Federal Ministry for Economic Cooperation and Development (BMZ) on behalf of the Government of the Federal Republic of Germany
8	Strengthening ILS Compliance and Promoting Responsible Workplace Practices in Pakistani Textile Industries	To promote Decent Work in Textile Industry in Faisalabad.	17-Feb-15	01-Jan-18	Pakistan Textile Export Association
9	Skills Development of Temporarily Displaced Person	To create short term employment opportunities for the IDPs through identification of skills	01-Nov-14	15-Aug-15	United Nations Development Programme
10	Support Pakistan Carpet Manufacturers and Exporters Association (PCMEA) for establishing Carpet Weaving Training Institute in Punjab	The main objective of the project is to support PCMEA for establishing an industry-led, sustainable and competency based Training Institute for young women and men from vulnerable communities.	01-Jul-14	30-Jun-16	Pakistan Carpet Manufacturers and Exporters Association

S.N	Project Title	Objectives	Start Date	End Date	Donor
11	Strengthening the policy and legislative environment for home based workers in Pakistan	The project aims to build on collective strengths, specialist skills and knowledge to extend decent work to home based workers through better implementation of laws and policy; improved institutional capacity to support home based workers in building their voice; increased visibility of their issues and promote workable solutions; and introduction to collective bargaining, skill building and social protection opportunities.	01-Feb-15	30-Sep-16	Delivering Result Together-Fund
12	Elimination of child labour and promotion of Decent Work in Stora Enso Value Chain, with focus on Pakistan	Stora Enso, a leading packaging company, to strengthen its global policy and efforts to promote decent work and progressively eliminate child labour in its value chain in Pakistan.	22-Apr-15	31-May-17	Stora Enso
13	Social protection policies developed/adopted at provincial level and schemes and programmes scaled up	The project will support national coordination mechanism to initiate national dialogue on Social Protection and in design/implementation of national social protection programmes	08-Apr-16	31-Dec-17	Regular Budget Supplementary Account
14	Assessment of Labour Inspection and Occupational Safety & Health in Pakistan	The project aimed to: a. Develop document on 'Labour Inspection Audit' b. Develop document on 'OSH Profile'	01-Jun-14	30-Apr-15	Government of Netherlands
15	Combating Abusive Child Labour-II	The Overall Objective of the Project is to contribute to the Government of Pakistan's efforts to eliminate child labour, including its worst forms (WFCL).	01-Apr-08	31-Dec-13	European Union
16	Empowering Vulnerable Groups through Employment, Education & Training (EET)	Since the 2005 World Summit of the United Nations General Assembly, international and national leaders have agreed that if their countries are to overcome poverty and achieve sustainable development they need to ensure full and productive employment and decent work for all. The ILO is thus helping member States adopt the decent work goals as national objectives.	15-Jul-10	31-Dec-14	One Pakistan Fund

S.N	Project Title	Objectives	Start Date	End Date	Donor
17	Strengthening Law Enforcement Responses and Actions against Internal Trafficking and Bonded Labour in Sindh & Punjab Provinces, Pakistan	This project will contribute to the elimination of bonded labour and to address the needs of bonded labourers and their families in Pakistan	01-Oct-10	30-Sep-13	The U.S. Department of State's Office to Monitor and Combat Trafficking in Persons (G/TIP)
18	Decent Work Deficit of Women/Children from Afghan Refugees/ Host Communities in Pakistan	Promoting the Educational needs of Child Labourers and their Mothers from Afghan Refugees/Host Communities	01-Oct-11	31-Oct-13	United Nations High Commissioner <u>for Refugees</u>
19	More and Better Jobs through Socially responsible Labour practices in Sports good industry in Sialkot	Promotion of more and better jobs in the sports goods industry	01-Mar-16	28-Feb-17	Japan Social Safety Nets (SSN) Funds
20	Sustaining GSP-Plus Status by strengthened national capacities with enhanced focus on implementation of C-100/111 CEACR's recommendations for Pakistan	Assisting the Government of Pakistan to take actions towards applying international labour standards and meet their standards-related obligations, particularly in response to issues raised by the supervisory bodies and reported in the GSP+ Scorecards.	01-Oct-15	30-Sep-17	European Union DG-Trade
21	Support to trading partners including GSP+ beneficiary countries to effectively implement ILS and comply with reporting obligations	Support the implementation of the provisions of Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) with a view to addressing the comments made by the ILO supervisory bodies	01-Sep-16	03-Aug-18	European Union DG DEVCO



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