



# Annual Report

For the year ending 30<sup>th</sup> June 2011

*(The Year 2010-11 a Challenge to Business)*

# Annual Report

## **The Year 2010-11 Crises for Business**

The year 2010-11 has been a critical year for the business in Pakistan. On the one hand militancy has been creating a sense of insecurity for the entrepreneurs and caused reluctance for investment in the country and on the other hand the issues which had restrained growth and competitiveness of Pakistani business, last year continued during 2010-11.

The power outages further increased and the electricity became more costlier. It remained a major factor affecting business and there is still no sign of any improvement in the foreseeable future. We urge the Government and concerned agencies to take all necessary measures to ease the situation necessary for the growth of economy of the country and promotion of business in Pakistan.

The rising cost of living has been another factor which is the direct consequence of governance issue.

As a consequence to the 18th Amendment to the Constitution of Pakistan, Ministry of Labour and Manpower has been devolved. Creating the issue of adoption of labour laws by the Provincial Governments. The IRA-2008 expired on 30th April, 2010 and thereafter, the business is in a dilemma. Because of the 18th Amendment the task for new Industrial Relations Act fell on the provincial governments which have taken steps for the legislation of the Industrial Relations Law but the fact remains that Federal Government has also to play its role for smooth implementation of four Industrial Relations Acts. Moreover, there are issues like International Conventions which can be handled by the Federal Government only and then there are areas which are directly controlled by the Federal Government which will remain without any labour laws, if, the Federal Government does not play its role.

In addition we have to keep in mind that before its devolution, the Ministry of Labour and Manpower, Policy Planning Cell, in Islamabad had provided a draft of the Employment and Service Conditions Act, 2009 to stakeholders for review.

This draft appeared to be the outcome of various labour commissions, including that of Justice Shafiur Rehman, appointed by successive Governments for consolidation and simplification of labour laws.

The draft Act repeals 11 major Acts and Ordinances and partially modifies the Mines Act 1923 and Factories Act 1934. Some of the prominent labour laws being repealed include

the Payment of Wages Act, Minimum Wages Ordinance, Industrial and Commercial Employment (Standing Orders) Ordinance, Shops and Establishments Ordinance and the Employees' Cost of Living (Relief) Act. Entire effort seems to be lost if the Federal Government does not revive this issue.

It is understood that some steps have been taken by the Federal Government in this regard.

Such issues and others have activated Employers' Federation of Pakistan to step up its advocacy and lobbying programme in and outside the country. A comprehensive plan has been prepared by EFP for the Advocacy & Lobbying with the skills development by International Training Centre of ILO.

During the period under report, I am honoured to represent the employers of Pakistan and their Federation at the national and international level. At 100th Session of the International Labour Conference at Geneva held on 2-18 June 2011, I had the opportunity to attend IOE meetings, ILC group meetings and addressed in ILC plenary on 11th June, 2011 on Social Dialogue issues in the UN Assembly Hall in UN Building Geneva.

In addition, the ILO Convention for Home based workers was also adopted for which all the members representing Pakistan (Government, Employer, Worker) voted for it.

During 100th International Labour Conference (ILC) in Geneva on 12<sup>th</sup> June, 2011, through the secret balloting EFP had a major success in getting the ILO Governing Body seat as substitute member of ILO Governing Body unanimously.

I had also the opportunity to meet with the Director Ms. \_\_\_\_\_ of the ILO Regional Office in Thailand alongwith Mr. Francesco D' Ovidio, the designated Country Director for ILO Office in Pakistan.

We are improving our image and intend to provide better services to our members. The EFP has developed an Action Plan during the training of its M. C. Members in May 2011 at International Training Centre of the ILO at Turin, Italy. Once the Action Plan is finalized and implemented, we expect much improvement in the services to our members & a wider role to be played by EFP in promoting the business in Pakistan. We invite experts and professionals to come in touch with EFP as we need their contribution on their experience in HR related areas and Industrial Relations laws.

**Haji Muhammad Javed**  
**President**  
**Employers' Federation of Pakistan**

## **POLICIES**

### **EFP Foreign Training Programme**

The our seas training is provided either by the International Training Centre (ITC) of ILO at Turin, Italy or by the Association for Overseas Technical Scholarship (AOTS) at Tokyo, Japan. Our policy is to gain maximum benefits out of these training programmes. For the purpose, EFP intends to carry out a survey seeking information regarding dissemination of information and sharing of knowledge from those who have already obtained foreign training.

EFP Policy is to provide maximum benefits to its member organizations for availing the opportunity of foreign training in a number of areas including Human Resource Management, Total Quality Management, Industrial Relations, Total Management System, Occupational Safety & Health Management and a number of other subjects by advising them about intended programmes. However, seats are always limited and we are unable to meet the expectations of our members. To overcome this problem, EFP is to devise a policy in the best interest of employers.

### **Policy on Child Labour**

Employers' Federation of Pakistan has a policy to discourage use of Child Labour and Worst Forms of Child Labour at the workplace. As a result, we do not find any child labour violations in the formal sector, especially among the EFP Members. EFP also supports the programme of ILO for the elimination of Child Labour and Worst Forms of Child Labour from the workplace and also supports the implementation of Millennium Development Goals (MDG) by 2015.

The policy is to create awareness and sensitize employers against the use of Child Labour/Worst Forms of Child Labour (WFCL) in the country. As a policy Codes of Conduct are prepared in consultation with the employers, government and workers representatives for use by the employers to take guidance while employing children in their enterprises.

### **Policy on Bonded Labour**

Employers' Federation of Pakistan considers that Forced Labour or Bonded Labour is becoming a significant risk for employers. Although it is mostly seen in the informal economy but its existence can also be traced in the supply chains of some National and Multinational Companies. As a consequence, we now know that there are companies which have a provision against forced labour in their codes of conduct.

Employers' Federation of Pakistan after having published its report on "Promoting the Elimination of Bonded Labour in Pakistan", has developed a 'model contract' to be used by Kiln owners who employ Kiln workers. Urdu translation has already been completed and now it is to be presented to Bonded Labour Minister of Sindh for his consent which may then be implemented.

### **Policy on Occupational Safety & Health**

EFP is especially concerned about the safety and health of the employees. As a policy, EFP is encouraging its members to develop and improve safety and health environment at the workplace. For the last six years, EFP is organizing OSH Seminar on 28th April, on the occasion of the International Day on Safety & Health at work. Award competition is also held for the Best Practices in OSH, which is encouraging enterprises to improve their safety and health environment for the betterment of their employees.

### **Policy on HIV/AIDS**

Pakistan in the last few years has moved from a 'low prevalence' epidemic to a concentrated epidemic. The epidemic has, however, not spread to the general population. EFP Policy is to eliminate this menace from the work place and to stop its spread among the general public. EFP in collaboration with ILO is advocating to take all necessary measures to tackle the menace of HIV/AIDS.

Employers' Federation of Pakistan has a commitment to the key principles of ILO's Code of Practice on HIV/AIDS which is already publicized nationally & internationally. Copies may be obtained by members from EFP if not already received.

### **Policy on Advocacy & Lobbying**

Employers' Federation of Pakistan is engaged in advocacy & lobbying to promote the interest of employers. The new policy adopted by EFP is to outreach to the people who matter. The ILO through its International Training Centre at Turin, Italy conducted a 5-day training programme on advocacy & lobbying for the members of EFP Managing Committee stressing the need to meet the men of authority at the corridor of power for advocating the measures to be taken for the betterment of country's economy and investment climate. Likewise, EFP has to Lobby for protecting the interest of employers and promoting growth and competitiveness.

### **Policy on Employment**

For the people, the key to escaping poverty is to have a job. For the employers to create more jobs mean to grow with decent employment. To create awareness for the decent employment, Employers' Federation of Pakistan promotes the international standards on employment policy. EFP pursues a policy designed to promote full, productive and freely chosen employment. This creates more productive jobs resulting in higher productivity.

## **Election of the Managing Committee 2011-2012**

Elections for the new Managing Committee for the Term 2011-2012 were held in the month of December 2010. A new Managing Committee has come in place with effect from 1<sup>st</sup> January, 2011. Following is the list of new members of EFP Managing Committee:-

### **List of New EFP Managing Committee (Term 2011 - 2012)**

<b>Sr. #</b>	<b>Name</b>	<b>Designation</b>
<b>1</b>	<b>Haji Muhammad Javed</b>	President – EFP
<b>2</b>	<b>Mr. Khawaja Mohammad Nauman</b>	Vice President – EFP
<b>3</b>	<b>Mr. Zaki Ahmed Khan</b>	Member Managing Committee
<b>4</b>	<b>Mr. G. R. Arshad</b>	Member Managing Committee
<b>5</b>	<b>Mr. Tariq Saeed</b>	Member Managing Committee
<b>6</b>	<b>Mr. U. R. Usmani</b>	Member Managing Committee
<b>7</b>	<b>Mr. Fasihul Karim Siddiqi</b>	Member Managing Committee
<b>8</b>	<b>Mr. Shahid Mustafa Qureshi</b>	Member Managing Committee
<b>9</b>	<b>Mr. M. Iqbal Khan</b>	Member Managing Committee
<b>10</b>	<b>Mr. Ahsan Ullah Khan</b>	Member Managing Committee
<b>11</b>	<b>Mr. Sohail P. Ahmed</b>	Member Managing Committee
<b>12</b>	<b>Ms. Lubna Farooq</b>	Member Managing Committee
<b>13</b>	<b>Mr. Khalid Junejo</b>	Member Managing Committee
<b>14</b>	<b>Dr. Shahida Sajjad</b>	Member Managing Committee
<b>15</b>	<b>Mr. Mohammad Feroz Alam</b>	Member Managing Committee
<b>16</b>	<b>Mr. Kashif A. Aziz</b>	Member Managing Committee
<b>17</b>	<b>Mr. Humayun Nazir</b>	Member Managing Committee
<b>18</b>	<b>Mr. Mohammad Akbar</b>	Member Managing Committee
<b>19</b>	<b>Sh. Abdul Waheed Sandal</b>	Member Managing Committee

## **Meetings of the Managing Committee**

During July 2010 to June 2011, the Managing Committee held Twelve Meetings which included four Emergent Meetings. A number of decisions were taken to improve the working of the Federation and for its strengthening.

During July and December 2010, the previous Managing Committee held five Meetings which included one emergent meeting. One of the Meetings was held at Sialkot on 25<sup>th</sup> July, 2010.

Major decisions taken during these meetings were:

1. The Schedule for the 57<sup>th</sup> Annual General Body Meeting was discussed and approved. The AGM was held on 14<sup>th</sup> October, 2010 at a local hotel.
2. In the M.C. Meeting held at Sialkot on 25<sup>th</sup> July, 2010, the committee decided to also hold the Emergent General Body Meeting (EGM) alongwith AGM to discuss a raise in the Membership Fee.
3. The Election Schedule of the next Managing Committee of EFP was also discussed and approved.
4. In its meeting held on 29<sup>th</sup> September, 2010, the committee approved the Audited Accounts of EFP for financial year 2009 – 10. The committee also approved the Annual Report for the period July 2009 to June 2010.
5. The EFP Managing Committee condoled the sad demise of Mr. Musaddaq Javed, son of Haji Mohammad Javed, President – EFP, who expired as a result of a fatal accident near Peshawar.

On 1<sup>st</sup> January, 2011, the first meeting of the new Managing Committee (Term 2011 – 2012) was held in the Office of EFP in which 18 elected Members participated. The committee took-up the Agenda of the election of the President and Vice President and unanimously re-elected Haji Mohammad Javed as President and Khawaja Mohammad Nauman as Vice President. The Meeting also took decisions on the formation of Sub-Committees and the EFP Accounts Operation. The Committee requested newly elected members to give their preferences to Head a Sub-Committee or to be a member.

After this first meeting, six Managing Committee Meetings have been held upto 30<sup>th</sup> June, 2011 which also included three emergent meetings.

Major decisions taken were:

1. The Managing Committee reviewed the arrangements for the 60 Years Celebrations of EFP and authorized Mr. Zaki Ahmed Khan to take appropriate actions.
2. The programme of EFP Award Ceremony inviting Prime Minister of Pakistan as Chief Guest was reviewed.
3. The Financial Position of EFP was reviewed and stressed the need to make extra efforts to improve the position.
4. A decision taken to restore the website of EFP under the supervision of Mr. Zaki Ahmed Khan, Member M.C.
5. A brain storming session was also held for the Capacity Building of EFP to serve more effectively in meeting the expectations of the members. Four Special Committees were formed to provide their recommendations for the improvement of affairs at EFP.
6. The Special Committee formed gave a number of suggestions / recommendations in the M.C. Meeting held on 27<sup>th</sup> April, 2011 wherein the President also formed an Action Plan Committee.
7. The Meeting also considered the proposal of Mr. Tariq Saeed, Chairman, Training Cell for a 4 month Certificate programme in Labour Laws & Industrial Relations.
8. One of the MC Meetings was held at Turin – Italy during the Training Programme at ITC / ILO. The meeting decided to hold daily meetings and writing of minutes on daily basis.

## **SUB COMMITTEES:**

### **1. Administration, Finance, Awards, Projects, IT, Legal Cell and EFP Capacity Building Sub-Committee**

The Administration, Finance, Awards, Projects, IT, Legal Cell and EFP Capacity Building Sub-Committee held two meetings in which EFP's Administration, Finance, Accounts and other issues were reviewed. The budget proposals of EFP for the period 1<sup>st</sup> July, 2010 to 30<sup>th</sup> June, 2011 were also considered and recommended for Managing Committee's approval. The Committee also reviewed the administrative position of EFP and is regularly assisting EFP in Admin. and Finance matters. The Committee also reviewed the EFP website and took measures to redesign it and improve its usefulness. The task has been assigned to Mr. Zaki Ahmed Khan, Member Managing Committee, who is working on the issue.

### **2. Training & Management Development Sub-Committee**

The newly formed Training & Management Development Sub-Committee under the Chairmanship of Mr. Tariq Saeed held its first meeting on 1<sup>st</sup> March, 2011 at Marriott Hotel in which basic decisions regarding the Annual Training Programme and other issues were taken up. Thereafter, the Chairman regularly visited EFP and provided guidance to the Training Coordinator to meet the aspirations of the member companies. During the period under report \_\_\_\_\_ number of programmes have been held at Karachi, Lahore and other places. Details are provided in this report.

### **3. Membership Promotion, Media & Public Relations Sub-Committee**

The Membership Promotion, Media & Public Relations Sub-Committee held its first meeting on 23<sup>rd</sup> April, 2011 at the Office of EFP under the Chairmanship of Mr. Zaki Ahmed Khan. The Chair while briefing the meeting observed that while bringing new members into the fold to EFP, it is equally important to retain the membership. Moreover, we also have to ensure that members pay their Annual Subscription on regular basis.

Regarding the media support, the Chair informed the members that we should try to bring the media in our major programmes for improving public image of EFP. As a result of the efforts of the Committee, \_\_\_\_\_ organizations joined EFP as member during the period under report. Details are provided in this report.

#### **4. Industrial Relations, CSR, Global Compact, Industrial Productivity and EFP/NICC/AOTS Resource Forum Sub-Committee**

The Employers' Federation of Pakistan has been successful in getting the Court Order in its favour regarding the Govt.'s approach to deal with Industrial Relations in the budget proposals. To brief the members of EFP, Mr. F. K. Siddiqi, Chairman of the IR Committee held a meeting of the sub-committee at a local hotel on \_\_\_\_\_.

#### **5. Women Development, Research & Publications Sub-Committee**

The Women Development Committee under its Chair person Ms. Shahana Kaukab held meetings during 1<sup>st</sup> July to 31<sup>st</sup> December, 2010 and reviewed the actions under Gender Parity Project and guided the EFP Secretariat about the actions to be taken to promote Gender Equality at the enterprise level. With the new elections held for the Term 2011 – 2012, Dr. Shahida Sajjad and Madam Lubna Farooq became the convener for the South & North, respectively. One informal meeting was held with Ms. Lubna Farooq while Dr. Shahida Sajjad participated in a number of meetings with the President and the ILO Team on different occasions.

## **EFP Special Events Committee**

In order to oversee the special programmes to be organized by EFP, a Special Events Committee has been established under the Chairmanship of Mr. Zaki Ahmed Khan, Member Managing Committee. The Committee has been of great assistance and value to EFP as it generated funds from the sponsorship programmes.

Two important events on which the Committee is working are:

1. Employers National Convention
2. Business Growth through Decent Work

We hope these two programmes will be held during the remaining period of 2011.

## **Committee on Advocacy & Lobbying:**

During the training programme at ITC, Turin – Italy, a committee has been formed on Advocacy & Lobbying. The purpose of the Committee is to develop Action Plan on Advocacy & Lobbying and its implementation to improve the image of EFP, increase its resources and advance better services to EFP Members.

## **Activities of EFP**

### **A. Projects**

#### **1. EFP/ILO Media Project for Elimination of Worst Forms of Child Labour**

The project commenced on 23<sup>rd</sup> June, 2009 and extended upto December 2010. Under this project, seven interactive media seminars were held at Lahore, Karachi, Larkana, Quetta, Peshawar, Islamabad and Faislabad. The purpose of such seminars was to create awareness and to sensitize media to promote and project the efforts being made by the stake holders for the elimination of Child Labour / Worst Forms of Child Labour (WFCL) in the print and electronic media.

The programmes have been held in collaboration with National Media Project. The Larkana Programme was held in lieu of Hyderabad programme as media personnel of Hyderabad were invited at the Karachi programme.

The high point of this action programme is the formation of media coalition child labour networking. The members of the network can place on the website any information, article or news item pertaining to the Child Labour. To encourage this activity, EFP has announced 'Awards' to those media personnel producing best work in the field of Child Labour.

#### **2. Combating Abusive Child Labour-II (CACL-II) Project**

This the second ILO Project to combat abusive child labour i.e., to eliminate Worst Forms of Child Labour from the country. This project started in June 2010 and is to end in May 2012. In this project, Sukkur in Sindh and Sahiwal in Punjab have been declared as model districts for the elimination of Worst Forms of Child Labour. The outcome of this project will encourage provincial governments to replicate it in other districts of the provinces. Partners in this project include District Governments, Pakistan Workers Federation and the two NGOs, NRSP at Sukkur and PRSP at Sahiwal. During the period under report, following activities have been carried out:-

- Cluster-Level Meeting at Sahiwal on 25<sup>th</sup> January, 2011
- Cluster-Level Meeting at Chichawatni on 26<sup>th</sup> January, 2011
- Cluster-Level Meeting at Sahiwal on 8<sup>th</sup> February, 2011
- Cluster-Level Meeting at Sahiwal on 22<sup>nd</sup> March, 2011
- Cluster-Level Meeting at Sukkur on 12<sup>th</sup> November, 2010

- Cluster-Level Meeting at Rohri on 13<sup>th</sup> November, 2010
- Cluster-Level Meeting at Sukkur on 16<sup>th</sup> March, 2011
- Cluster-Level Meeting at Sukkur on 17<sup>th</sup> March, 2011
- MOU Signing Ceremony held at Sukkur on 7<sup>th</sup> April, 2011
- MOU Signing Ceremony held at Sahiwal on 27<sup>th</sup> April, 2011
- World Day against Child Labour Programme held at Sukkur on 11/6/11
- World Day against Child Labour Programme held at Sahiwal on 13/6/11

### **3. Promoting the Elimination of Bonded Labour in Pakistan (PEBLIP)**

The independent evaluator of the PEBLIP (Promoting the Elimination of Bonded Labour in Pakistan) project completed in March 2010 praised the efforts of EFP and stated that not only the project successfully demonstrated the vast potential of existing platforms but has contributed in building the institutional capacity.

#### **Model Contract**

While working on the PEBLIP Project it was noted by ILO and EFP that the need is to develop a model contract system to be used between brick-klin employers and workers. An exercise was undertaken and with the consultation of ILO and other stakeholders, a model contract has been developed and its Urdu translation made. The document is now ready for presentation to the Bonded Labour Minister for Sindh before its implementation.

### **4. Gender Parity Project (TGP)**

This project was started on July 01, 2010 and is still continuing. Under this Project, eight advocacy programmes and seven Training Programmes on Gender Parity were required to be held at Karachi, Lahore, Quetta, Peshawar, Islamabad, Sialkot and Faisalabad. In addition, a research based report was required to be prepared based on the disaggregated data of women workers for updating glass ceiling position.

During the period under report, seven advocacy programmes and two training programmes have been held. In addition, data collection work for the research

report also completed. It is expected that the project will be completed by 30<sup>th</sup> October, 2011.

## **5. Promoting Gender Equality for Decent Employment (GE4DE)**

This project required the collection of data on 54 small, medium and large organizations among the four sectors viz., Textile, Hospitality, Services & Media showing best practices in gender equality to promote decent work.

Through a research programme, 12 enterprises were to be selected representing the four sectors and type of companies as best companies in their areas. Out of 12, one Champion Company is to be selected through further investigative work.

The project started on 29<sup>th</sup> April, 2011 and initially was to end on 27<sup>th</sup> June, 2011. However, because of the volume of work, the project has been extended upto 31<sup>st</sup> July, 2011.

## **6. Interactive Media Workshops With Business Schools**

Employers' Federation of Pakistan was requested by the ILO to hold workshops with business schools at Peshawar, Lahore & Karachi inviting academia and students of the Media/Journalism Department. Accordingly EFP held one workshop at Peshawar with Institute of Management Sciences and another at Karachi with Newports Institute of Communication & Economics. In both the programmes, a large number of students participated and the academia took special interest in collaborating with the Employers' Federation of Pakistan and the ILO to make the events successful.

## **7. Job-Centered Crisis Management Workshops**

In collaboration with ILO, Employers' Federation of Pakistan held two workshops. One at Sukkur on 24<sup>th</sup> December, 2010 & the other at Muzaffargarh on 28<sup>th</sup> December, 2010 for the assistance of the Employers/NGOs working for the relief of the flood effected people under the title "Job-Centered Crisis Management Workshops".

Both the programmes were very successful as a large number of concerned groups participated in the programme. These programmes were too benefiting the agencies working for the relief of the flood affected people. In both the programmes, the ILO Toolkit for Decent Work was used to sensitize the participants.

## **B. Seminars & Workshops:**

### **1. Social Dialogue Meeting at Sialkot**

Continuing our efforts beginning in 2008 for the Sialkot Initiative, the Employers' Federation of Pakistan held Social Dialogue Meeting at Sialkot on 26<sup>th</sup> July, 2010. The programme was held at Sialkot Chamber and well attended by the business representatives specially the sports goods industry.

Advisor to the Prime Minister of Pakistan on Labour issues Mr. Cheema was the Chief Guest. Secretary Labour, Government of Pakistan, Islamabad, Mr. Tariq Iqbal Puri was also present alongwith the President, Sialkot Chamber and the President, EFP.

### **2. Social Dialogue Meeting & World AIDS Day Programme at Karachi**

On 1<sup>st</sup> December every year World Aids Day is celebrated throughout the world. This year Employers' Federation of Pakistan also celebrated the World Aids Day programme at Karachi on 1<sup>st</sup> December, 2010. Taking the opportunity, the programme included the Social Dialogue matters in the programme.

The programme was well attended and more than 100 representatives of employers, workers and media were present.

### **3. Sixth OSH Programme on International Safety Day at Work**

Employers' Federation of Pakistan held the sixth Occupational Safety & Health Day programme on International Safety Day on 28<sup>th</sup> April, 2011. Alongside, the sixth EFP Best Practices Award in OSH & E was also held. Dr. Sagheer Ahmed, Minister for Health, Government of Sindh was the Chief Guest on the occasion. Mr. Manzoor Khaliq, Senior Programme Officer, attended the meeting representing ILO, Islamabad.

## **C. Other Activities:**

### **1. AGM / EGM Meetings at Karachi**

Employers' Federation of Pakistan held its Annual General Body Meeting and the Extra General Body Meeting on 26<sup>th</sup> October, 2010 at a local hotel. Both the meetings (AGM & EGM) were Chaired by Haji Mohammad Javed, President – Employers' Federation of Pakistan. The two General Body Meetings were well attended by the representatives of EFP Members. In the AGM, Audited Accounts of EFP for the Financial Year 2009-10 were presented for approval and so also the Annual Report of the Managing Committee.

Through calling of the EGM on the same date as AGM, a resolution was passed allowing increase of annual membership subscription fee.

### **2. Technical & Financial Reporting Workshop**

This workshop was held by ILO – Islamabad on January 5 – 6, 2011 for the Staff of EFP Secretariat at a local hotel.

The two-day training programme was very useful for the participants which improved their capacity in the preparation of financial documents & accounts for ILO or their project.

### **3. Information & Research Unit**

Information and Research Unit of the Employers' Federation of Pakistan was established under NICP Project (Nederland-ILO Cooperation Programme) in June 2009. The ILO support ended in April 2010 whereafter, it is running with the EFP support and presently is linked to the Gender Parity Project.

During the ten (10) months period of its functioning, I&R Unit produced two survey reports, one on Employment Trend and the other on Growth and Competitiveness: Issues Restraining Business. The I&R Unit has developed a data base useful for research work.

## **D. Meetings Abroad**

A number of meetings were attended by the Representatives of Employers' Federation of Pakistan called by the International Agencies on the important subjects relating to the improvement and growth of the Enterprises and practicing Core Labour Standards. The meetings were attended by President & Vice President, Employers' Federation of Pakistan, Members of the EFP Managing Committee, Members of EFP Secretariat and Representatives of the Enterprises who are EFP Members. The list of such meetings held abroad and the participation by Employers' Federation of Pakistan is briefly indicated here under: -

### **Meetings Abroad**

#### **For the period July - June 2010 - 11**

<b>Sr. No.</b>	<b>Description</b>	<b>Dates</b>	<b>Venue</b>	<b>Name(s) of Participant(s)</b>
1	Study visit of Labour Market Stakeholders to Philippines for understanding Policy Dynamics regarding Home-Based Workers	November 29 – December 3, 2010	Philippines	Mr. U. R. Usmani Singer Pakistan Ltd.
2	Nomination of Experts for Expert Meeting on "Building Social Safety Nets for Employment"	21-22 February, 2011	Niigata – Japan	Mr. F. K. Siddiqi Institute of Leadership (IOLD)
3	ILC Meeting	2-17 June, 2011	ILO Geneva	Haji Mohammad Javed, President – EFP

## **E. National Meetings**

Employers' Federation of Pakistan participates in meetings with concerned agencies/authorities on behalf of employers to watch & promote their interests. Haji Mohammad Javed, President – EFP as Chairman of the EFP Gender Promotion Committee is a member of the Coordination Forum on Gender Equality at Islamabad and has been attending their meetings on regular basis. Mr. Saud Alam is a member of the Sindh Provincial Coordination Committee on Child Labour and in that capacity has been attending their meetings on regular basis. In addition, we are providing a brief on other meetings held during 2010 – 2011 as under:-

<b>Sr.#</b>	<b>Description</b>	<b>Date</b>	<b>Attended by</b>
1	Inception Workshop on “Status of Gender Disaggregated Labour Statistics in Pakistan”	31 <sup>st</sup> August, 2010	Mr. Imtiaz Ali Rastgar, Member, EFP Managing Committee – Islamabad
2	Steering Committee Meeting (Sixth) on Combating Abusive Child Labour – II Project, held at Ministry of Labour & Manpower – Islamabad.	17 <sup>th</sup> August, 2010	Mr. Imtiaz Ali Rastgar, Member, EFP Managing Committee – Islamabad
3	National Seminar on Combating the Worst Forms of Child Labour in Pakistan, held at PNCA Auditorium Islamabad	23 <sup>rd</sup> December, 2010	Haji Mohammad Javed, President – EFP
4	Regional Stakeholders Consultation on “Promoting Gender Equality for Decent Employment (GE4DE)” held at Hotel Best Western, 6, Islamabad Club Road, Islamabad Pakistan	6 <sup>th</sup> January, 2011	Haji Mohammad Javed, President – EFP
5	Stakeholders’ Consultation on ILO-G/TIP Initiative against Bonded Labour, held at Avari Hotel, Lahore	17 <sup>th</sup> March, 2011	Mr. Syed Saud Alam, Deputy Secretary – EFP
6	One day exhibition-cum display	5 <sup>th</sup> May, 2011	Haji Mohammad Javed, President – EFP
7	Seminar on Role of Fundamental Rights of the Workers in Social Dialogue	6 <sup>th</sup> – 7 <sup>th</sup> May, 2011	Mr. Fasihul Karim Siddiqi, Member, EFP Managing Committee
8	Tripartite Consultation on IRA 2011	13 <sup>th</sup> May, 2011	Mr. Ahsanullah Khan, Member, EFP Managing Committee

## **F. EFP Management Training:**

Employers' Federation of Pakistan being the most representative employers organization has a role to play to strive for industrial peace & harmony and to promote Decent Work. In addition, the area of activity of EFP includes business promotion, economic growth, employment generation etc.

In order to meet the above objectives, the Employers' Federation of Pakistan takes various measures, one of which is to provide training to the management of the enterprises in the areas of Industrial Relations, Human Resource Management, Financial Management, Total Quality Management and in the area of Occupational Safety & Health.

Employers' Federation of Pakistan has a range of visiting faculty members, but still it has to have its own faculty members, the area on which we are presently working.

### **Types of Training:**

1. Local Training Programmes: Short duration 20-25 programmes in a year
2. In-house Training Programmes (specially designed programmes)

### **Local Training Programmes During July 2010 to June 2011**

<b>Sr. No.</b>	<b>Title of Programme</b>	<b>Dates</b>	<b>Venue</b>
1.	<b>One-day Course on "Implementation of Human Resource Management &amp; HR Scorecard"</b>	21 <sup>st</sup> July, 2010	Karachi
2.	<b>One-day Course on "Implementation of Human Resource Management &amp; HR Scorecard"</b>	29 <sup>th</sup> July, 2010	Lahore
3.	<b>One-day Course on "Contract Labour &amp; Its Management"</b>	25 <sup>th</sup> October, 2010	Lahore
4.	<b>One-day Workshop on "Effective Supervisory &amp; Management Skills"</b>	October 29, 2010 2010	Karachi
5.	<b>2-Days Training Course on "Termination of Service, Dismissal and Conduct Enquiry for Misconduct Under the Labour Laws"</b>	26-27 January, 2011	Karachi
6.	<b>1-Day Training Course on</b>	31 <sup>st</sup> January,	Karachi

	<b>"Collective Bargaining Process: Management and Legal Prospective"</b>	2011	
7.	<b>1-Day Training Course on "The Challenges and Trends of Current IR/Labour Management Environment"</b>	On 29 <sup>th</sup> March, 2011	Karachi
8.	<b>1-Day Training Course on "Material Management &amp; Inventory Control"</b>	On 25 <sup>th</sup> April, 2011	Karachi
9.	<b>One-day In-House Training on "Punjab Industrial Relations Ordinance 2010 &amp; Contract Labour &amp; Its Management" at Sui Northern Gas Pipeline Ltd., (SNGPL)</b>	March 15, 2011	Lahore
10.	<b>1-Day Training Workshop on "Security in Present Time"</b>	28 <sup>th</sup> May, 2011	Karachi
11.	<b>2-Days In-House Training Course on "Termination of Service, Dismissal and Conducting Enquiry for Misconduct under the Labour Laws" Conducted on at Sui Northern Gas Pipeline Ltd., (SNGPL)</b>	29 <sup>th</sup> - 30 <sup>th</sup> June 2011	Lahore

### **Foreign Training Programmes:**

AOTS replaced NICC for the foreign training programmes in Japan and now EFP is receiving a number of programmes from AOTS which is benefitting our member organizations. In addition, ITC – ILO is also inviting EFP nominees for the training programmes at Turin – Italy. Following is the list of training programmes alongwith other details:

### **Foreign Training Programmes During July 2010 to June 2011**

<b>Sr. No.</b>	<b>Description</b>	<b>Dates</b>	<b>Venue</b>	<b>Name(s) of Participant(s)</b>
1	Invitation Program on Industrial Relations (IR) and Human Resource Management (HRM)	19-30 July, 2010,	Yokohama, Japan	Mr. Zaki Ahmed Khan Epla Laboratories (Pvt) Ltd.  Mr. Moghis Jalal Brookes Pharma (Pvt) Ltd.,
2	Invitation Program on Occupational Safety and Health Management and Work Environment Improvement	6-17 September, 2010,	Yokohama, Japan	Miss Nazifa Butt Sialkot Chamber & Commerce & Industry  Mr. Syed Danish Ali Pakistan Petroleum Ltd.
3	Invitation Program on Industrial Relations (IR) and Human Resource Management (HRM)	18-29 October, 2010,	Yokohama, Japan	Mr. Amjad Mahmood Khan Pakistan State Oil Company Ltd.
4	Invitation Program on Trainers' Training Course on Management Training Program (MTP)	11-26 November, 2010,	Yokohama, Japan	Mr. Muhammad Adnan Khan Pak Suzuki Motor Company Ltd.
5	Invitation for Course: "A972490 – Participatory Labour Law Making (blended)"	27 September – 19 November, 2010 Residential: 22-26 November, 2010	Turin Italy	Ms. Shahana Kaukab BASF Pakistan (Pvt) Ltd.,
6	The Refresher Seminar for Former Participants of NICC Short –Term Programs	6-10 December, 2010	Yokohama, Japan	Mr. Kashif Iqbal Butt Thal Engineering

7	AOTS Workshop of Joint Study in 2010 "Asian Eos' Responses to the International Standards and HRD for Sustainable Growth of Enterprises	19-21 January, 2011	Thailand	Mr. K. M. Nauman Vice President – EFP  Mr. Sagheer Ahmed Ex-Secretary General - EFP
8	Invitation Program on "Role of Executives for Better Industrial Relations in Global Era"	12 January – 1 February, 2011	Yokohama, Japan	Mr. Arshad Hafeez Peoples Steels Mills Ltd.,  Mr. Usman Haider Bhatti Thal Engineering
9	Lobbying and Advocacy Training	16-20 May, 2011	Turin – Italy	Haji Muhammad Javed President – EFP  Mr. K. M. Nauman Vice President-EFP  Mr. Zaki Ahmed Khan Member –MC  Mr. Tariq Saeed Member –MC  Mr. U. R. Usmani Member-MC  Mr. Shahid Mustafa Qureshi Member – MC  Mr. Sohail P. Ahmed Member –MC  Ms. Lubna Farooq Member-MC  Dr. Shahida Sajjad Member-MC  Mr. M. Feroz Alam Member – MC  Sh. Abdul Waheed Sandal Member – MC

				Mr. Sagheer Ahmed Ex-Secretary General -EFP  Mr. S. Saud Alam Dy. Secretary
10	International Institute for Labour Studies 2011 Internship Course	12 May – 1 June, 2011	IOE – Geneva	Mr. Mubashir Javed Ashraf Industries (Pvt) Ltd.
11	Invitation Program on “Trainers’ Training Course on Management Training Programme (MTP)”	June 8-24, 2011	Osaka, Japan	Mr. Sajid Hussain Qureshi Attock Refinery Ltd.  Mr. Muhammad Nawaz Kot Addu Power Co. Ltd.
12	Invitation Program on “Industrial Relations (IR) and Human Resource Management (HRM)”	29 June to 11 July, 2011 at	Osaka, Japan	Mr. Raheel Ahmed International Steels Limited  Mr. Muhammad Khaliluddin Mr. Muhammad Khaliluddin

## H. Activities of Linked organizations

### 1. Progress by Skill Development Councils (SDCs)

### 2. TRAINEES UNDERGOING TRAINING IN DIFFERENT COURSES

<i>S.#</i>	<i>Name of Training Courses</i>	<i>Duration</i>	<i>No. of Trainees</i>
1.	Advanced Excel XP (For Financial Planning & Data Analysis)	42 hrs.	33
2.	AutoCAD 2D / 3D	40 hrs.	97
3.	AutoCAD Draftsman	06 Months	29
4.	Certificate in Apna Business	32 hrs.	09
5.	Certificate in Beautician	03 Months	25
6.	Certificate in Hardware & Networking	03 Months	36
7.	Certificate in Information Technology	04 Months	664
8.	Certificate in Office Automation	04 Months	53
9.	Certificate in Public Relations Management	02 Months	10
10.	Computer Literacy Program	02 Months	87
11.	Computerized Accounting Software	06 Months	153
12.	Computerized Accounting using Peach Tree and Excel Advance	40 hrs.	86
13.	Construction Project Management	32 hrs.	09
14.	Digital Media	12 Months	93
15.	Digital Photography	03 Months	08
16.	Diploma in Fashion Designing	12 Months	09
17.	Diploma in Hardware & Networking	06 Months	34
18.	Diploma in Networking	06 Months	82
19.	Diploma in Office Management	06 Months	26
20.	Human Resource Management Practices	08 Weeks	08
21.	Import & Export Management	18 Weeks	12
22.	Merchandizing (Garments / Home Textile)	18 Weeks	28
23.	Microcontroller & Its Industrial Application	30 hrs.	31
24.	Mobile Phone Repairing	36 hrs.	50
25.	PRIMAVERA Project Planner	24 hrs.	20
26.	Professional Accountancy (Manual & Computerized)	14 Weeks	55
27.	Real Estate Management	03 Months	25
28.	Software Development Program	04 Months	27
29.	Specialization in Human Resource Management	48 hrs.	19
30.	Specialization in Islamic Banking	72 hrs.	09

<i>S.#</i>	<i>Name of Training Courses</i>	<i>Duration</i>	<i>No. of Trainees</i>
31.	Supply Chain Management	14 Weeks	18
32.	Tax Management (Income & Sales Tax)	14 Weeks	19
33.	UPS / Inverter Manufacturing & Repairing	48 hrs.	53
34.	VB.Net & ASP.Net	06 Months	23
35.	WEB Designing & Developing	04 Months	25
36.	WEB Wise	06 Months	116
		<b>Total</b>	<b>2081</b>

#### **a. SDC Lahore**

##### **ACHIEVEMENTS AT A GLANCE**

- Seminar on "Industrial Productivity and Profitability through Skill Development"
- 3 Day workshop on ISO 9000-A Vital Quality Assurance System.
- National Workshop on Micro & Small Enterprises Development.
- Seminars on information technology in collaboration with inter-ED, Chambers of Commerce, Axis Learning Canada, Inflogix & IT department, Govt. of Pakistan
- Pioneers in ISO-9000, ISO-14000, SA-8000 awareness workshops & seminars
- WEBCOP Seminars at Lahore, Multan, Faisalabad & Sialkot.
- Workshop on "Role of Private Sector in Education" in collaboration with Sayal Movement inaugurated by Education Minister, Punjab.
- Pioneers in AIDS awareness & protection campaign through seminars/workshops amongst the vulnerable industrial workers of Lahore district.
- Hair Style & Beauty course in collaboration with Hair.com/GTZ and more than 1500 ladies were trained as Beauticians. This program is continuing due to high employability factor.
- Collaboration with Export Promotion Bureau for training & ISO certifications.
- Conducted special training programs for EOBI.
- Non Formal Education (NFE) & vocational training programs consisting of 18 centers & 750 enrolled children including siblings in collaboration with ILO-IPEC, Islamabad.
- Secretarial & receptionist skill training program conducted in collaboration with GTZ & British Council, Lahore and 175 trainees were trained and placed y JPC/GTZ.
- Organized an information Technology Fair 2002 & 2003-4 in collaboration with IT Department, Punjab, inaugurated by the Governor of Punjab.
- Workshops on "Role of SDC's in Employment Promotion" in collaboration with Agha Khan Economic Planing Board, Punjab.
- Awareness campaign on Working Girl Child for a period of three months in collaboration with ILO-IPEC.
- Training scheme for industrial/technical courses, prepared for workers/ workers children.

- 2500 children were getting pre-vocational training in sewing, embroidery, carpet skills and appropriate technologies in collaboration with ILO-IPEC, Lahore.
- 1500 workers/workers children from 100 registered industries are under-training / completed training in various vocational / skill up-grading courses from reputed public / private institutions / colleges at Lahore, Multan Faisalabad, Bahawalpur being subsidies by SDC, Lahore.

#### **b. SDC Islamabad & Quetta**

The SDC Islamabad and Quetta have also contributed equally as other centres at Karachi, Lahore and Peshawar in providing skills training to the thousands of people.

### **2. Global Compact Pakistan Local Network**

Employers' Federation of Pakistan launched the UN Global Compact on 22<sup>nd</sup> December, 2005 at Karachi with more than 50 companies joining the UN Global Compact. Global Compact Local Network was formed and those voluntarily joining UN Global Compact became the member of the Local Network. The Network has been carrying out a number of activities since its inception. However, during the period 2009-10, its main activity was to hold monthly CSR Programme at its member places.

### **3. EFP/NICC Resource Forum**

Employers' Federation of Pakistan and NICC Japan jointly formed the EFP/NICC Resource Forum at Karachi during the visit of a delegation from NICC Japan in the month of July 2005. The members of the Resource Forum are those who have obtained NICC Training at Japan and are employees of companies among EFP Members.

During 2009-10 NICC however, intimated its closure. AOTS has now superseded NICC and is providing trainings on a number of areas through EFP. Keeping in view the above development a meeting of EFP/NICC Resource Forum was held which decided to change the title from EFP/NICC Resource Forum to EFP-NICC/AOTS Alumini.

### **Obituary**

1. Mr. Ashraf W. Tabani, President, Employers' Federation of Pakistan, expired on 16<sup>th</sup> July, 2009.
2. Mr. Muhammad Mustafa Sharif, former Secretary General, EFP expired on 31<sup>st</sup> March, 2010

## **Future Programmes**

### **1. Towards Gender Parity Project**

Employers' Federation of Pakistan is in consultation with ILO-Islamabad for a 10-month Action Programme to be implemented by EFP under the Towards Gender Parity Project (TGP).

The programme is to be started from 1<sup>st</sup> July, 2010 which will end in February, 2010.

### **2. Clustur Level Meetings at Sukkur and Sahiwal**

10 Cluster level meetings are to be held at Sukkur and 10 at Sahiwal to create awareness among the employers to avoid worst forms of child labour. These meetings will be held under the Action Programme "Combating Abusive Child Labour" which is the second project of its kind undertaken by ILO.

### **3. EFP's 60 years celebration**

Employers' Federation of Pakistan was formed in 1950 and now it has a 60 years of history of providing its services to its members. The Managing Committee of EFP decided to celebrate 60 years of its formation and dedicated 2010 towards the celebration.

All programmes being held in 2010 are being dedicated to 60 years of formation of EFP. The main events will be the Employers' National Convention and EFP Award Ceremony 2010. Preparations are being made and members will be informed about the details with exact dates of holding the programmes.

### **4. OSH Training Programmes**

Employers' Federation of Pakistan with the assistance of ILO is to hold OSH training programmes at Karachi and Lahore. For the purpose EFP has got two experts trained at the International Training Centre of ILO at Turin-Italy.

### **5. Training on International Standards**

Employers' Federation of Pakistan published 'Core Labour Standards' and now with the assistance of ILO is planning to hold trainings for the compliance of national & international standards as a policy to build capacity of employers in the area.



**Statement By**  
**President, Employers' Federation of Pakistan**  
In the Closing Session of  
**2<sup>nd</sup> ASEM Social Partner Forum**  
29<sup>th</sup> March, 2010, Brussels

**بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ**

1. Mr. Xavier Prats-Monne, Director for Employment, Lisbon Strategy, International Affairs, DG Employment, Social Affairs & Equal Opportunities, European Commission
2. Guy Ryder, General Secretary of the International Trade Union Confederation
3. Mr. Naoto Ohmi, Assistant General Secretary of the Japanese Trade Union Confederation (JTUC-RENGO)
4. Ms. Renate Hornung-Draus, Managing Director of the Confederation of German Employers' Associations DBA
5. F. Vandamme Ministry of Employment & Equal Opportunities in charge of Migration and Asylum, Belgium (Future EU Presidency)
6. Mr. Sinchul Jang, Director for Employment Services Policy, Ministry of Labour, Republic of Korea (Representative of ASEM Coordinators)
7. Mr. Lauris Beets Director for International Affairs Ministry of Social Affairs and Employment the Netherlands

## **Ladies and Gentlemen:**

On behalf of participants of the 2<sup>nd</sup> ASEM Meeting and on my own behalf, I must thank the European Commission for organizing the 2<sup>nd</sup> ASEM Social Partners Forum at Brussels. I am honored that my country has been given this honor to speak on the closing session on behalf of Employers Group from Asia.

Everyone of us will also remember the long day which we spent together having good interaction and learning much from each others' experience. I hope that these deliberations shall provide a basis for the preparation of the 3<sup>rd</sup> ASEM meeting at Netherlands in December 2010.

All the participants and the organizers will agree with me that the Global down-turn has affected all the countries of the world some to lesser and others to large extent but the Asian countries are the most affected. In Asia we have been progressing well till the global economic problem reached us some two years ago. Now we have the investment and the employment problems. Though we are facing the employment problem but at the same time we are trying to convert employment into decent employment for which various initiative have been taken by all the countries represented here, though such initiatives may be at different levels. For example Pakistan is among the leading countries to have the decent work country programme of the ILO in the year 2005. Since then the Employer Federation of Pakistan is creating awareness among the employers and sensitizing them to practice Decent Employment.

At this point I would like to reiterate that creating employment is basically government's responsibility. Though all governments feel the responsibility, but not many government are able to adopt the result oriented policy. Such forums like the one we are having today, provide an opportunity for the governments to interact with each other and partners and learn from the experience of successful cases.

Employers have their own responsibility to provide social protection to employees to provide them the needed security of job and the necessary facilities at the work place including occupational safety and health facilities.

Employers are playing an important role with regard to Corporate Social Responsibility for the betterment of the workers, their children and the families.

May I suggest the following for better results.

1. Conducive investment climate be created by adopting policies to encourage investment.
2. Take into confidence the employers in policymaking as employers are directly involved in it.
3. A task force be created in countries having unemployment problems comprising tripartite constituents to ensure implementation of employment policies.
4. Governments make efforts to ensure social uplift plan for workers and poverty stricken people to have access to job opportunities and decent employment.

5. Employers be consulted by the Government during the annual budget preparation for active social development programmes and social security.
6. The employer should have effective role in the Government agencies related to and aiming at workers social benefits. The representation on all tripartite forum be on merit, national policies/priorities.
7. SME's needs to be supported.
8. Informal sector is playing the most effective role, but is not given its due importance in employment generation, decent work initiative, OSH, CSR, Social protection, Skills and health & safety.
9. While we appreciate the positive role of ILO, EU, EC, SDC, CIDA and all the UN agencies and representative of international relief and support organizations, we feel that sufficient funds and technological support be pumped into Asian countries.
10. Special emphasis are needed to be given to improve the delivery system in the countries getting support. Spending should be more on benefiting the target groups and communities rather than on indirect and administrative activities. On behalf of Employers of Asia and particularly Pakistan, I thank European Commission for including Pakistan and India on this important forum of social partners of Asia and Europe.
11. The role of SMEs is much more important in developing economies, therefore special emphasis be given to capacity building and strengthening the SMEs.
12. While chalking our plans for development of developing economies, due consideration to their heritage, culture, faith and religion be kept in mind as some thing in western word being most vital and important might be irrelevant in some other parts of word.

The countries like Pakistan are still surviving and struggling mainly because of our very rich and strong heritage social values, family bond and our religious faith in Islam. Islam requires and is obligatory on each individual in the system who has a certain level of possession/wealth to support the un-possessed to the extent of minimum of 2 ½ % of his wealth.

Our country Pakistan is unfortunately facing worst form of challenges due to international situation, war against terrorism. I am proud and pleased to report that had it been any other place, the country and nation might have collapsed, but Pakistani nation, Government, employers and employees all have been fighting the situation with courage, zeal, consistency and we are optimistic that we will soon be able to overcome these problems. I would however request the world in general and developed countries in Europe, America to understand our situation.

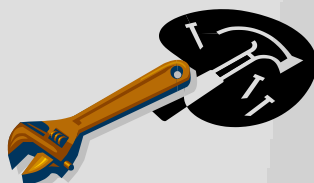
**“Pakistan Zindabad”**



**ILO/SKILLS-AP/HRD Korea  
Regional Workshop**

on

**“Improving Workplace Learning & TVET Quality  
Assurance in Asia & the Pacific”**



Presented by

**Haji Muhammad Javed**  
President  
Employers' Federation of Pakistan

**SIVAT, Incheon,  
The Republic of Korea**  
20-23 April 2010

# **Korea Regional Workshop on**

## **“Improving Workplace Learning & TVET Quality Assurance in Asia & the Pacific”**

**Presented by**  
**Haji Muhammad Javed**  
**President**  
**Employers’ Federation of Pakistan**

### **A. National Training Policy and system support for workplace learning including policy statement, Laws, acts, or regulations. Ways that skills development in the workplace operates in the country**

1. Pakistan inherited a system of vocational education, which was incompatible with requirements. The Railway Training Centre, Mughalpura had been in the operation since 1908 for meeting skilled workers demand for the railways, Technical Training Centres was established in 1941 to provide skilled craftsman during the Second World War followed by TTC Gulberg. The Technical Training Centre Peshawar was also operational since 1941 primarily training workers for war material production in the ordnance factories. After the war, the Centre provided technical training to mobilize ex-military personnel including handicapped. After independence, no expansion took place.
2. The Technical Training and Vocational Training System was built upon this low base over the period of five decades.
3. 1947-1957 has been a phase of orientation and sensitization. It is surprising that more than a decade after the independence only the above institutional training facilities were available and no expansion of such facilities was undertaken. The period 1959-70 is seen as making efforts for the development of technical education. The first initiative was the result of Education Commission Report (1959), which called for providing technical education for improving skills and knowledge of work force to meet industrial requirements. The other major initiative was promulgation of Apprenticeship Ordinance, 1962.
4. Yet another major step taken during this period (in 1962) was the creation of Boards of Technical Education. These Boards were given the task of managing regulating and controlling technical, vocational and commercial education.
5. 1969-79 witnessed experimentation. Through new institution came in the main stream skills development programmes were designed and implemented to meet the ever increasing demand of skilled workers overseas. No wonder, had had there been no large scale migration of Pakistani workers to the neighboring Arab countries, the approaches towards Technical Education would have not changed. The other major experiment had been the transfer of the management of

vocational training Centres of the Technical Education departments to the Manpower and Training Directorates (of the labour departments) in 1979. The driving force behind this decision was to make the training job related and skilled biased. New concepts of ILO modules of Employable Skills (MES) and the "standardization of skills' were also introduced during this era.

6. An expansion is found taking pace during the period 1980-90.
7. The period 1991-2002 marks qualitative improvements in vocational training, initiation of women training programmes in non-traditional trades and involvement of employers more intimately in vocational training planning and administration. New vocational training Centres (both male and female) were established in the country.
8. This period also saw establishment of Technical Education and Vocational Training Authority in Punjab (TEVTA). The Authority, established in June 1999, has been assigned to coordinate and regulate technical training programme of Technical Education Departments, Agency for Barani Areas (ABAD) P&D Department, Agriculture Machinery Training School of Agriculture Department and Technical Institutions of Cooperative Department.

It is important to note that the traditional USTAD SHAGIRD System remained an important source and mainstay of the skill base. This system has a wide outreach and its training responds to labour market needs. Notwithstanding this, the system does pose some gray areas like poor working conditions, longer gestation period, low remuneration and long working hours.

9. Vocational Training in Pakistan are being administered by a number of federal, provincial and private agencies e.g. ;
  - Directorate of Technical Education and Directorate of Manpower & Training at the provincial level. These are running GVI, TTCs, VTCs, ATCs in addition to the Apprenticeship Training Programme under Apprenticeship Training Ordinance 1962.
  - Vocational Training Programme are also undertaken by the organizations such as Social Welfare Department, Small Industries Corporation, Agency for Barani Areas Development and Overseas Pakistani Foundation etc.
10. The legal and operative framework for training of youth has been in the shape of the National and Provincial Training Boards following the promulgation of the National Training Ordinance in 1980. These Boards comprise representative drawn from the government, employers and employees.
11. The tasks of the National Training Board are to systematize training programmes, standardize the skills, upgrade the technical standards of the existing institutions and expend and regulate training activities both in the training institutions and in industry. Provincial Training Boards have been established in the provinces to ensure the execution of training plans, trade testing, evaluation of training scheme and preparation of provincial training plans.

Although some achievements have been made in the field of vocational training through construction of new institutions, increase in enrolment, trades, curriculum development and instructor training, the situation, however is not every satisfactory.

The system is confronted with host of PROBLEMS and ISSUES.

**B. Strategies that are used to support people with a disability participating in workplace learning.**

12. Educational and vocational training facilities for children with disabilities are available only in urban areas and disabled children have access to free education but disabled living in rural areas have no access to facilities of education and training. Facilities of early detection and assessment of disabilities are not available in rural areas. The targets defined in the Biwako Millennium Frame Work (BMF) are difficult to achieve, however National Plan of Action for implementation of National Policy for the Persons with Disabilities 2002 has suggested specific steps to be taken by the Ministry of Health for early detection and management of disabilities.

Presently at federal level 75, provincial level 180 and NGO level 150 institutions are in operation for the education and training of disabled where services of assessment, management and education of disabilities are available.

13. In order to formulate policies for employment and rehabilitation of disabled, National Council for Rehabilitation of Disabled (NCRDP) was established under the "Employment and Rehabilitation of Disabled Act", promulgated on May, 1981. Under this act 1% quota has been reserved for disabled in each establishment having one hundred or more employees. This quota has been enhanced to 2%.

National Policy for Persons with Disabilities while recognizing the needs of job oriented vocational training for Persons with Disabilities has emphasized on utilization of over 100 training institutes established under training system by keeping provision of 5% seats for persons with disabilities in each vocational training unit.

Article 25(2) of Islamic Republic of Pakistan categorically speaks out that "there shall be no discrimination on the basis of sex. para (3) of the said article has a provision for making special provision for the protection of women and children. All the institutions of disabled are equally accessible for women with disabilities.

Women with disabilities not only have representation in all the organizations of disabled, they are very much active for the promotion of empowerment of persons with disabilities. However women with disabilities in the rural areas have not access to such organizations. National Plan of Action has suggested to facilitate establishment of a

mechanism at the Regional, National and sub-regional level to disseminate relevant gender related information among women with disabilities.

### **C. The extent to which workplace learning is supported by government and the various employers and workers organization**

14. For the first time in Pakistan, a serious attempt has been made to formally associate employers in the vocational training planning and management. Skills Development Councils (SDCs) were established as employers led autonomous organizations and as a joint venture of the Government and Employers Federation of Pakistan. The main functions of SDCs are to identify needs of the geographical areas, prioritize them on the basis of market demand and to facilitate the training of workers through training providers in the public and private sectors. The SDCs are being provided support to bridge the gap between public sector institutions and private sector industry. The SDC also help meet the needs of small and medium scale enterprises. Since their inception, these councils have undertaken programmes to meet the diversified training needs of the industrial and commercial sectors. Training has been imparted in job related trades.
15. PPPs have a long history in more developed countries while a more recent in countries such as ours. In Pakistan the importance of PPP is increasing not least due to enormous financing requirements, the large funding shortfall, the need for efficient public services, the growing market stability and privatization trends create a favorable environment for private investment. Having said that and knowing the advantages of PPPs, it is equally important to realize that successful PPPs require an effective legislative and control framework and for each partner to recognize the objectives and needs of the other.

In EU PPP examples are visible in the transport and environment sector , in India in the utilities, the electricity and water sectors all with varying degrees of success. In Pakistan PPP examples are provided in health and education but it is more in the nature of subcontracting.

16. Skill Development Councils established under National Training Ordinance 1980 amended in 1981 as employers-led organizations Technical Education & Vocational Training Authority TEVTA are model of public and private partnership in technical education and vocational training and since then they are playing a vital role in establishing links between business organizations and training providers. They are also striving hard for in developing training culture amongst the masses by educating them about the importance of TEVT and providing them employable skills.

**D. A brief discussion of any constraints to the promotion and development of workplace learning: and**

**17. Component wise issues, challenges and proposed future directions**

- a. The Institutional Training system still suffers from un-standardized curriculum, obsolete machinery and equipment, shortage and untrained instructional staff, scarcity of funds especially for consumable training material and maintenance of machines.
- b. The Apprenticeship Training Ordinance 1962 has been under revision for quite some time but these amendments could not be finalized up till now. It could be beneficial for the apprenticeship training system to seek assistance from the donors to study the whole area of apprenticeship training and suggest measures to institute a proper mechanism which will result in training of apprentices in a larger number, with more relevance and shorter duration but effective on job training.

The implementation of the ordinance was the responsibility of the Directorate of Manpower Training which was functioning under the Labour Department. With the merger of this Directorate in the Directorate General of Technical Training the focus has shifted from this important component of skills training. There are many complexities attached to this mode of training. **There is a serious staff shortage and lack of vision** which requires serious attention of the TEVTA Board/Government and subsequent assistance by the donors.

- c. There is no systematic method of monitoring provincial labour market information system, beyond general labour force surveys. However these surveys do not provide adequate detail for identification of specific occupational trends within and across sectors. Similarly information on the supply of Vocational and Technical Training (VTT) is fragmented and regular follow-up of existing programmes to monitor the employment of graduates. As a result VTT management personnel are not able to make informed decisions about which programmes to reduce or expand, or stop or start, and plan longer term VTT investments. There is a tendency to continue traditional program investments, notwithstanding changes in the economy. Concern is also expressed about the content of existing programmes (i.e. what skills are actually imparted to trainees when they enter an occupational training programme). There is a need for short and medium term labour market information that will help point the direction for development of occupationally specific VTT programmes.

- d. Monitoring and Evaluation in the context of “internal efficiency” and “external effectiveness” of the training system could be an activity which should start without further waste of time. Technical assistance and support, if required, should come as quickly as possible..

Under the National Vocational Training Project which mainly assisted the Directorate of Manpower Training/Technical Training Centers, M&E Cells were established in the Directorate. Through this arrangement a system was instituted whereby provincial reports on the performance of institutions (Cost per trainee, Instructor trainee ratio, Instructor status reports, popular/non-popular trades, budgetary performance etc, etc.) were regularly generated. Unfortunately the Directorate did not continue with this component after its handing over to Provincial Government.

**It is strongly advocated that attention be paid to this important component of Vocational Training.**

- e. Support to informal sector has always been a point of concern. The formal training system is not geared and is so inflexible that it could hardly support and provide assistance informal sector. On the other hand the informal sector is the main provider of skilled workers to the system some effort had been made in past to facilitate trade testing of the informally trained workers and implement few programmes in the work shops but that too in the context of child labour.

Institutions Management Committees (IMCs) have been established in few polytechnics and TVCs. These committees are considered to be one major institutional arrangement to provide assistance to the informal sectors.

It is proposed that a structural arrangement is made whereby a linkage is developed between the IMCs and trade organizations in the bazaars to provide assistance to them in the area of theoretical instructions of the apprentices, guidance and support to the Ustads in new technological development etc. In the past some models have been tried but in the absence of key role of the IMCs the same could not work.

It is worthwhile to study the pragmatic role of the IMCs, the support required by the IMCs (at policy level and financial support) as also the autonomy. This arrangement should bring on board the expertise available in the institutions and local employers which would enhance relevance and sustainability.

It is appropriate that the TEVT institutions are geared up to provide technical support to the SMEs through the IMCs.

Further, the informal sector be supported through instituting a mechanism to Trade Test the trainees trained under the informal Ustad/Shagird system and recognize their skills.

f. Involvement of public, Stakeholders in VET

Involvement of public and stake holders is generally not seen in the TEVT system except for representation of some employer's organizations at the policy level in different Boards and Committees.

g. Staff Development: The instructional staff comprises professionals working in GCTs, GPIs, GTVCs, WTCs and GCMS.

It is opined that an analysis of staff training needs is scientifically undertaken and the Technical Teacher Training College geared up with additional assistance to train the staff in the TEVT system.

## **E. Information on the TVET quality assurance system and certificate**

18. Skills Standardization Curriculum Development Assessment and Testing: This is one of the most important, difficult but grey area in the whole TEVT system. It has its own complexities. There is an urgent need to address this problem, provide support and assistance to the stake holders and training providers in undertaking occupational analysis and designing "competency based training curricula" as also development of assessment and testing mechanism.



# **GLOBAL CHILD LABOUR CONFERENCE**

Statement by

**HAJI MUHAMMAD JAVED**

President

**Employers' Federation of Pakistan**

**10-11 May 2010**

**The Hague Netherlands**

**Speech of**

**Haji Muhammad Javed**

**President, Employers' Federation of Pakistan**

**Global Child Labour Conference**

**10-11 May, 2010, Hague Netherlands**

**Kari Tapiola, Executive Director International Labour Office Geneva**

**Honourable Ministers,**

**Representatives of governments, employers and workers,**

**Representatives of international organizations,**

**Distinguished guests,**

**Ladies and gentlemen,**

**Dear friends,**

The Global Child Labour Conference at Hague on 10th and 11th May is to adopt a ROAD MAP for the elimination of Worst Forms of Child Labour by the period 2016. The period 2016 for the elimination of Worst Forms of Child Labour was agreed in the Governing Body of ILO in November 2006 at Geneva.

It is estimated that presently there are approx. 200 million Child Labour around the World and half of them i.e. around 100 million are exposed to the Worst Forms.

On 12th June the World will be celebrating ILO's World Day against Child Labour and I have the honour to speak on behalf of the Employers' Group in this important subject in this panel.

I must congratulate ILO in developing a very attractive and timely Theme 'Go for the Goal --  
----- End Child Labour' coinciding with the Soccer World Cup starting next month at South Africa.

It may be quite relevant if I also say that I am honoured to be from Pakistan, the country which is linked to World Cups by supplying soccer balls. This year we are not privileged to make balls for the world cup itself but we certainly supplied the balls for preliminaries and side games. This is our contribution. Contribution from a region which is stated to have a large percentage of Child Labour.

ILO's recent report "Accelerating action against child labour" urges all of us to step up our efforts to at least eliminate the Worst Forms of Child Labour by the target time of 2016. The report very correctly identifies the main instrument; the political will; to fight against child labour.

Let me share with you my personal experience on this topic. In the case of Pakistan :

Pakistan has ratified both the Conventions

Out of 182 Member States 151 have ratified convention 138 and 169 have ratified convention 182

The Governments to take measures for making their own rules and regulations in accordance with Conventions 138 and 182.

Monitor the impact of the policies made rules & regulations drawn and take further measures if necessary for the prevention & elimination of WFCL.

Draw & review the list of hazardous work in consultation with Social Partners. Pakistan has already drawn the list. During the last review the list increased to 39 items

Provide access to education to all children upto the age of employment. The education should be free and attached costs to be borne by the government (attached costs: Books, Stationery, Uniform, Transport)

Education to be in top 5 priority areas of every member state

Teachers to be trained to improve attendance & retention at Schools

Some Schools in every city to have facilities for Skills development

Social Protection Policies of the governments should be practical and effective. Adequate Budgetary Provisions at all levels of the Government are recommended.

Research and Development for the hazardous process to be converted into non-hazardous process. (Pakistan Government has created Centre for the improvement of Working Conditions, where processes and machines are being designed to prevent hazardous working conditions.)

Governments to adopt Policies for job creation

Policies for informal sector to be regulated as most WFCL is found in the informal sector

Policies to ensure that supply chains are also free from WFCL

The Employers are conscious to the fact that The Government alone can not be expected to tackle the issue and eliminate WFCL by the year 2016.

It is therefore, the responsibility of all stake-holders, including social partners, civil society and NGOs

The International and Regional Organizations also have a role to play

The Social Partners; employers and Workers; also have a role as described below:

Social Partners to engage into advocacy campaigns and sensitization of employers and workers against the use of WFCL

The government policies, rules, regulations and ILO Conventions to be the toolkit for employers & workers in the advocacy campaign.

The formal sector also to be sensitized to check their supply chains against the use of WFCL

Employers Organizations to formulate Codes of Conduct for the hazardous sectors for the employment of Children.

Employers' Federation of Pakistan has developed Codes of Conduct for the six hazardous sectors in consultation with the government, workers, civil society/NGOs & the ILO.

The six sectors are:

Glass Bangles Industry

Surgical Instruments Sector

Leather Tanning Sector

Deep-Sea Fishing

Coal Mines and

Rag-Picking sector

Identification of model districts/locations in a country is another good approach for the elimination of WFCL. Action plans may be prepared for the model districts/areas for effective implementation and then the idea may be replicated in other districts/areas of the country.

Presently Pakistan in collaboration with ILO is working on this model and hope to receive positive results in two districts i.e. Sukker in Sind and Sahiwal in Punjab. In this model, the district level government, employers, workers & NGOs are collectively involved for effective implementation of the programme.

## **BUSINESS IN PAKISTAN IS FOR, TOTAL ELIMINATION OF CHILD LABOUR**

The social protection must have strong Government and community support.

A nation-wide voluntary movement from EMPLOYERS in Pakistan for informal education and health care of children working in any industry is under active consideration.

Employer members companies are to be motivated to consider adoption of a minimum of five to ten working children and take full care of their educational and health needs. As in Islamic society it is obligatory to share 2.5 % of ones possessions with the needy and dispossessed which is called Zakat.

Specific technical / vocational skills should also be part of such adoption plan. Life long career planning and monitoring with full assistance should be part of social responsible chapter of volunteer corporate members in all areas of Pakistan.

Yearly gathering of all working children who have been spotted and adopted by this initiative will enable to review and reinforce the programme. This will be in addition to various other moves like decent work program besides efforts to eliminate child labour from worst forms of work.

**THANK YOU**

---



**International Labour Conference, 99<sup>th</sup> Session,  
Geneva, 2-18 June 2010**

**SPEECH OF HAJI MUHAMMAD JAVED**

President, Employers' Federation of Pakistan

17<sup>th</sup> June, 2010

UN Assembly Hall

Ref: - [www.ilo.org](http://www.ilo.org)

Email:- [javedashmatch@hotmail.com](mailto:javedashmatch@hotmail.com)  
[sdcpeshawar@hotmail.com](mailto:sdcpeshawar@hotmail.com)  
[efpak@cyber.net.pk](mailto:efpak@cyber.net.pk)

**Link:**

[http://www.ilo.org/dyn/media/mediasearch.mosaic?p\\_lang=en&p\\_lot=CIT\\_2010\\_07  
&p\\_perpage=30&p\\_special=Y&p\\_start=1](http://www.ilo.org/dyn/media/mediasearch.mosaic?p_lang=en&p_lot=CIT_2010_07&p_perpage=30&p_special=Y&p_start=1)

## بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

**Mr. President, Dignitaries, Delegates, Ladies & Gentlemen.**

On Behalf of Pakistan I felicitate you on your election as chairman for this important Global Conference at the same time I would like to congratulate Director General ILO for excellent arrangements for this international labour conference and for his outstanding report. In Pakistan we feel very comfortable and appreciate the role of ILO headquarters and country office in Islamabad lead by Mr. Dong Lin Li.

I feel honoured to express my personal gratitude to thank the world tripartite leadership including Governments, Employers and Workers for their kind messages of condolence on the sad demise of late President of Employers Federation of Pakistan Mr. Ashraf W Tabani and tribute paid to him during this conference. We are grateful to ILO, IOE and all the other international organizations as well.

It is indeed a great honour for me to speak here in the ILC. Pakistan very sincerely hopes and pray for its success, which shall result in paving ways for improvement in recovery and growth with decent work, finding ways and means to resolve the problems faced by domestic workers in an amicable way, improving HIV/AIDS situation through recommendations, elimination and reduction in Global Child Labour situation apart from some other important issues discussed in the ILC.

The Global Jobs Pact has been approved an year back in the last ILC. It has been backed by the G8 Leaders in their summit in July, 2009, declaring it a relevant document in the crisis, such as, now being faced by the European Union. In April this year, the G20 Employment and Labour Ministers agreed on a recommendation for accelerating a job rich recovery within the Global Jobs Pact framework. The Global Jobs Pact is not yet tested and tried. Mr. Chairman, is it not the right time to test its effectiveness through its implementation by the European Union. E.U. is the most appropriate ground with all the ingredients favourable for the application of Global Jobs Pact.

As an employers representative from the 'South' I can visualize the weakening of the growth prospects around the world as a result of financial crisis but this can also be taken as a message to 'south' to wakeup and exploit your own strengths for a sustainable recovery. We must overcome our own weaknesses. We do not understand clear enough that if there is the poverty, it is because of un-employment, under-employment and lack of social protection policies. If there is the Child Labour, it is because the elders do not have the decent employment. If there is the bonded labour, it is because of the absence of decent work practices. If there is lack of gender mainstreaming, it is mainly because of restricted employment opportunities. If economic growth is not taking place it is just because of no employment generation, so an and so on.

Thus, employment generation and decent employment are the areas to be focused upon. Unfortunately, in the developing countries employment seldom comes up as a serious issue. We prepare our deficit budgets and try to fill the gap through credit facilities. This creates more inflation and a burden on poor. We realize a certain level of public debt is required to save the financial system and to avert depression. But for long term policy we need to have a balance. We must create employment opportunities with recourse to recovery and growth with decent work.

Mr. Chairman, may I suggest that IMF should make the employment generation first condition while granting loans to different countries.

I totally agree with ILO that there is “no sustainable recovery without jobs recovery”. For the purpose I request the government’s present here to kindly adopt and practice the ILO’s Global Jobs Pact. I hope we will be able to find a balanced solution as an outcome of this conference to be able to reduce considerably job unemployment figure from 212 million, to few million.

We would like to congratulate the Director General for the reports of high level ILO mission to the occupied Arab territories.

We regret that still the innocent people and even the international community carrying the humanitarian support goods for the effected people are subjected to Israeli army actions, killing the innocent volunteers from Turkey and others. We condemn these actions and expect a loud message of concern is conveyed to the concerned Government.  
**.We shall have the same levels of concern on human rights and value for east, west, south & north without any discrimination and prejudice.**

The Global down-turn has affected all the countries of the world some to lesser and others to large extent but the Asian countries are the most affected. Though we are facing the employment problem but at the same time we are trying to convert employment into decent employment for which various initiative have been taken, for example Pakistan is among the leading countries to have the decent work country programme of the ILO in the year 2005. Since then the Employers along with the other stake holders are creating awareness to practice Decent Employment.

We are very conscious about the importance of the Informal sector, playing the most effective role. Decent work initiative, OSH, CSR, Social protection, Skill Development and social dialogue are on the top priorities.

We have 5 Employers led regional Skill Development Councils on the basis of Public Private Partnership, giving need based and employable skills training to youth and existing work force.

I am pleased to report that the Employers Federation Of Pakistan along with the kind hearted and progressive workers of Pakistan has initiated a unique initiative named as Workers Employers Bilateral Council Of Pakistan resolving more than 80% issues at the enterprise level mutually between Employers and Workers and thus making bipartism more harmonious and effective Employers Federation of Pakistan is also the focal point for UN Secretary General Global compact initiatives.

**Thank you very much**

---

9<sup>th</sup> August 2010

**Participation Report on International Labour Conference at Geneva 1<sup>st</sup> June-  
---18 June 2010**

I had the honour to attend International Labour Conference (ILC) as Employers' delegate. Following is a brief about the visit.

**1. Daily Programme  
9.00AM to 10.00AM**

Employers' meeting under the auspicious of International Organization of Employers' (IOE), Employers' Representatives from 162 countries used to attend the meeting.

**2. 10.00AM onwards**

Attended Seminars, Committees meetings and discussions according to the programme of daily bulletin issued by International Labour Conference. Available on [www.ilo.org](http://www.ilo.org) link ILC (International Labour Conference).

3. On 11<sup>th</sup> June 2010 I was Employer's panelist on Global Child Labour situation in the main UN Hall in Geneva and in the presence of delegates from 162 countries, deliberation was made which is enclosed as annexure "A". Photographs and copy of the ILC on line report (highlighted) is enclosed. Ref: [www.ilo.org](http://www.ilo.org) link ILC (International Labour Conference) Provisional Record.

**The list of Panelists**

**Government Panelist:**

- **EUROPE** Mr. Piet Hein Donner, Minister of Social Affairs and Employment Netherlands

- **Africa** M. Emile Guirieoulou, Minister Fonction Public Employ, Cote Loire
- **America** Sra Marina Victoria Velasquez Aviles, Minister of Labour and Social Affairs El Salvador
- **ASIA** Ms. Myra Hanartani, Director-General, Ministry of Manpower & Transmigration, Indonesia,

### **Employer Panelist**

- Haji Muhammad Javed, President of the Employers' Federation of Pakistan
- Mr. Tim Parkhouse, Secretary General, Namibian Employers Federation

### **Worker Panelists**

- Mr. N. M. Adyanthaya, India
  - Ms Maria Fernanda Carvalho Francisco, Union National Angola
4. On 17<sup>th</sup> June 2010 delivered a speech as Employers delegate of Pakistan in UN Assembly Hall, in ILC plenary session. Copy of the speech is enclosed at annexure "B".
  5. On 12<sup>th</sup> June 2010 International Organization of Employers (IOE) approved my election as S. Member Governing Body of ILO.



**(Haji Muhammad Javed)**  
**President**  
**Employers' Federation of Pakistan**

