

E-WRAP

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By Barrister Sarah Asim Khan

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#EOY2018

7TH EMPLOYER OF THE YEAR AWARD 2018

0300 PM

FRIDAY,
25th OCTOBER,
2019

CRYSTAL BALLROOM,
KARACHI MARRIOTT HOTEL,

The Employers' Federation of Pakistan (EFP) has been organizing its mega signature event 'Employer of the Year Award' since 2013 consistently. The purpose of this event is to promote, encourage and highlight best practices in the areas of Corporate & General Management, HR Management, OSH&E, Skill Enhancement, Compliances and Sustainable Development. Participating companies are evaluated on these criteria and the best amongst them are acknowledged as 'EFP's Employer of the Year'. In this same evaluation, a 'CEO of the Year Award' is also conferred.

CONTEST DETAILS:



The contesting companies would be classified in following four categories:

- A. Multinationals
- B. Large Nationals (employing more than 250 persons)
- C. SMEs (employing more than 50 and less than 250)
- D. Micro Enterprises (employing more than 10 and less than 50)

The CEO of the Year Award will be given to the CEO of Company securing highest score in each of the contest areas.

The participating companies will be required to furnish information in the following areas:

- A. Corporate and General Management, HR Management and Employment practices
- B. Labor Laws & Core ILS Compliance
- C. Working Conditions: Health and Safety at Work
- D. Corporate Social Responsibility
- E. Training and Skill Development Initiatives
- F. Compliance with Social Protection Floor
- G. Strategic Alignment with SDGs
- H. Women Empowerment

INVESTMENT

Participation & Processing Fee
PKR 30,000 (Exclusive of Tax)

Deadline For Submission
27th September 2019

Payment through crossed cheque/pay order in favor of 'Employers' Federation of Pakistan'

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EFP ACTIVITY

TRAINING

MAIN EVENTS



Memorandum of Affiliation signed between Employers Federation of Pakistan Economic Council and Pakistan Sri Lanka Business Forum

Memorandum of Affiliation signed between Employers Federation of Pakistan Economic Council and Pakistan Sri Lanka Business Forum in presence of Sri Lankan High Commissioner Noordeen Mohamed Shaheid and Sri Lankan Consul General G. L. Gnanatheva by Ismail Suttar, Chairman EFP-EC, and Aslam Pakhali, President PSLBF. Asif Zuberi, Co-Chairman EFP-EC, and Rehan Bhoja, Senior Vice President PSLBF, signed as witnesses.

The High Commissioner and Consul General also signed as witnesses. The ceremony was also attended by Majyd Aziz, President EFP and Founding Chairman PSLBF, Zaki Ahmed Khan VP EFP, Mahmood Arshad and Furqan Riaz, Directors EFP-EC, and members of PSLBF.



Naveena Exports signed the United Nations Global Compact Charter as well as the Employers Federation of Pakistan Declaration of Business Leadership.

Naveena Exports signed the United Nations Global Compact Charter as well as the Employers Federation of Pakistan Declaration of Business Leadership. Asif Riaz Tata, Chairman Naveena Group, Majyd Aziz, President Employers Federation of Pakistan, Ahsanullah Khan, Chairman Global Compact Network Pakistan and Director EFP, Hassan Mumtaz, COO Naveena Exports, Fasihul Karim Siddiqi, Secretary General EFP and Executive Director GCNP, and Hussain Thebo, Director Administration Naveena Exports, spoke on the occasion

EFP ACTIVITY

TRAINING

Majyd Aziz, President Employers Federation of Pakistan, presenting EFP crest to Miriam Neale, Head of Signatory Engagement of Bangladesh Accord Foundation.

Also present are: Syed Nazar Ali, Director EFP, Fasihul Karim Siddiqi, Secretary General EFP, Zulekha Soorma of American Society of Safety Professionals, and Zulfiqar Shah and Zeenia Shaukat of PILER.



Majyd Aziz, President Employers Federation of Pakistan, presenting EFP crest to Chittarath Phouangsavath, Senior Legal Specialist, International Labor Standards Department of ILO.

Also present are: Zaki Ahmed Khan, Vice President EFP, Khawaja Nauman, Past President EFP, Fasihul Karim Siddiqi, Secretary General EFP, Syed Saghir Bukhari and Abid Niaz Khan, Senior Specialists ILO Islamabad Office, and Usman Raja from Ministry of OPHRD



Ms Ingrid Christensen, Country Director ILO Islamabad Office, Majyd Aziz, President Employers Federation of Pakistan, and Fasihul Karim Siddiqi, Secretary General EFP, speaking to the Human Resource professionals at EFP-IBA Diploma on Industrial Relations and Employment Law at IBA Karachi.



EFP ACTIVITY

TRAINING



In meeting with Abdul Razak Dawood, Advisor to Prime Minister for Commerce, Textile, Investment and Industry and Production

Majyd Aziz, President Employers Federation of Pakistan, Romina Kochius of GIZ, and Noor Khan of GIZ in meeting with Abdul Razak Dawood, Advisor to Prime Minister for Commerce, Textile, Investment and Industry and Production

Majyd Aziz, President Employers Federation of Pakistan, Romina Kochius of GIZ, Noor Khan of GIZ and Caroline Bates of SCORE program of ILO, discussing pertinent Industrial Relations issues



Majyd Aziz, President Employers Federation of Pakistan, Romina Kochius of GIZ, and Noor Khan of GIZ in meeting with Toaha Bugti, Senior Joint Secretary MOPHRD



Webcop roundtable Act hosted by EFP with cooperation of FES

WEBCOP Roundtable on Proposals for reform of Industrial Relations Act hosted by EFP with cooperation of FES



EFP ACTIVITY

TRAINING

Majyd Aziz, President Employers Federation of Pakistan, speaking at Enterprise Mobilization Event of Sustaining Competitive and Responsible Enterprises (SCORE) of ILO in association with EFP

Also present from left are: Caroline Bates of SCORE, Toaha Bugti, Senior Joint Secretary MOPHRD, Fasihul Karim Siddiqi, Secretary General EFP, and Naghmana Junejo, Director Labor Department Washington..



Majyd Aziz, President Employers Federation of Pakistan, and Fasihul Karim Siddiqi, Secretary General EFP

speaking at Ease of Doing Business Seminar organized by Accountability Lab in Karachi.

Majyd Aziz, President Employers Federation of Pakistan, presenting EFP crest to Jim Sutter, CEO United States Soybean Export Council in Chicago

Majyd Aziz, President Employers Federation of Pakistan, presenting EFP crest to Jim Sutter, CEO United States Soybean Export Council in Chicago. Also in picture is Lisa Humphreys, Senior Director Communications USSEC



Majyd Aziz, President Employers Federation of Pakistan, highlighting role of EFP in skill development and technical and vocational training

to Hamish McMaster, High Commissioner of New Zealand. Also in picture is Aziz Memon, President English Speaking Union of Pakistan.

PREZ ENGAGEMENTS



Majyd Aziz, President Employers Federation of Pakistan in Meeting of English Speaking Union of Pakistan NCEC on 04 September 2019 chaired by Aziz Memon, President ESUP



Majyd Aziz, President Employers Federation of Pakistan, Rear Admiral Mukhtar Khan (R), Director General Bahria University Karachi Campus, Mian Zahid, Chairman Corporate Advisory Committee BUKC, and Ateeq ur Rehman, Member KCCI, speaking at the Corporate Advisory Committee dinner at BUKC.

Majyd Aziz, President Employers Federation of Pakistan at Oxfam event on "Decent Work for Youth" held at University of Home Economics Lahore with Ansar Majeed Khan Niazi, Punjab Minister for Labor & HRD, Zahoor Awan, General Secretary Pakistan Workers Federation, and Prof Dr Kanwal Ameen, Vice Chancellor UHE



Majyd Aziz, President Employers Federation of Pakistan at the Dinner in honor of US Consul General Robert Silberstein hosted by Gerry's. Also present were Chief Secretary Sindh, Commissioner Karachi, officials from US Consulate General Karachi, and businessmen.



PREZ ENGAGEMENTS



Breakfast hosted by Rashid Siddiqui, Chairman Afeef Group of Companies, in honor of UK Deputy High Commissioner Mike Nithavrianakis.



Attended 70th National Day of China reception hosted by Chinese Consul General in Karachi

This Month's Tip is

MAKE MASTERFUL DECISION

Whether you believe in making decisions swiftly and decisively or with more caution and deliberation, try these three tips to help you reach better conclusions and avoid decision traps:

- **GET THE RIGHT MINDS ON THE JOB.**

Decision-making is the process of converting input into output. To make the best decision, optimize your input by getting the opinions and insights of trusted people who know the arena best.

- **DECIDE HOW YOU WILL DECIDE.**

Bickering often happens during the decision-making process. Be clear with yourself and others involved about the steps you will take to reach the decision.

- **DEMAND DIVERSITY**

Too much agreement is dangerous; you need dissenting opinions. Give a minority viewpoint a voice or appoint a devil's advocate. Listening to the "other side" will give you a more robust answer.

PREVIOUS TRAINING PROGRAM

04TH - 05TH
OCT

"ESSENTIAL OCCUPATIONAL SAFETY AND HEALTH (EOSH)"

ITC -ILO / EFP has developed an innovative training package on the 'Essentials of Occupational Safety and Health' (EOSH). The Course for Line-Managers and Supervisors aimed at improving the competence of Line Managers & HSE Professionals in handling workplace issues of Occupational Safety & Health. This course is followed by an International Certification.

CONDUCTED BY DR. TAHIR BARLAS

For registrations or queries contact:
TeamEFP
trainings@efp.org.pk
021-32463875
021-32439346



TRAINING CALENDAR

OCT-NOV



**EMPLOYERS
FEDERATION
OF PAKISTAN**
THE ONLY VOICE OF
EMPLOYERS' IN PAKISTAN

TRAINING FACILITATOR
**DR. PERWEZ
SHAFI**

HANDLING DISCIPLINARY PROCEEDINGS

 09:00am – 05:00pm
Tuesday, October 15, 2019

**ONE DAY
TRAINING
PROGRAM**

TRAINING FACILITATOR
ASHAR KAZI


DESIGN THINKING IN PROJECT MANAGEMENT

 09:00am – 05:00pm
Tue - Wed, October 22-23, 2019

**TWO DAY
TRAINING
PROGRAM**

TRAINING FACILITATOR
**SYED ARSHAD
ALI**


PRODUCTIVITY IMPROVEMENT THROUGH KAIZEN & 5S PROCESS

 09:00am – 05:00pm
Wednesday, November 06, 2019

**ONE DAY
TRAINING
PROGRAM**

TRAINING FACILITATOR
RABIA OMAR

FIRST TIME MANAGER

 09:00am – 05:00pm
Thursday, November 14, 2019

**ONE DAY
TRAINING
PROGRAM**

TRAINING FACILITATOR
**SYED ARSHAD
ALI**

SCIENTIFIC PROBLEM SOLVING THROUGH 7 BASIC STATISTICAL TOOLS

 09:00am – 05:00pm
Tuesday, November 26, 2019

**ONE DAY
TRAINING
PROGRAM**

www.efp.org.pk



For Further Details Please Contact
Ms Hira Akram on 0304-2172027
trainings@efp.org.pk

The Enrapture of Forests

Deforestation is a daunting national issue in Pakistan. The total cover area of forests in Pakistan has receded from 33% (1940's) to approximately 2.5% (to date). Every country is recommended to have a forest cover area of 25% in the entire land (United Nations). Deforestation occurs in Pakistan for numerous reasons. Timber mafia with political affiliations bribes forest administration, office-bearers and dominant native community members to allow them to shear trees without a license and escape with timber in a wagon. Indigenous and impoverished people utilize wood from forests as a source of energy where gas and electricity are unobtainable at inexpensive prices. Illiteracy amongst people makes them ambivalent about property rights regarding forest wood and nebulous about applauding nature. Overgrazing cattle destroys wild species. Decreasing trees in forests generates surplus carbon dioxide that is detrimental to human health and sea life; the process of ocean acidification and coral bleaching incapacitates coral reefs that are nurseries for marine creatures. The ozone layer is the terrain of the Earth's stratosphere which fortifies Earth from the ultraviolet radiation of the sun. Ozone is depleted by profuse emissions of carbon dioxide. Sweltering temperatures are melting and cracking glaciers and ice caps all over the world including Pakistan; this affects wild animals which depend upon glaciers to hunt and survive. Glaciers are a form of water reservoir in Pakistan that must be preserved. Deforestation triggers landslides and mountainside erosions as when there are no tree roots to saturate ample rainwater, there is a deluge. Erosion trickles away nutrients from forest soils. Water torrents descend sediments into rivers which muddles river ecosystems. Forests have multiple versatile operations; especially, a natural source of carbon sequestration.

Forests have commercial value such as forest harvesting, construction of roads, urbanization, expansion of rural populous, pulpwood for manufacturing paper, extraction of palm oil, wood for constructing furniture, wood for creating charcoal and agricultural output but commercial value must be scrutinized with non-market factors. Biodiversity thrives in forests where wild species are unscathed by human activities. Derivation of commercial interests from such forests would diminish biodiversity; hence, forestry, climate change and wildlife laws and policies can be promulgated to facilitate conservation of forests and biodiversity alongside economic and industrial gain. Some countries have agreed to zero deforestation and zero net deforestation rules to terminate deforestation in trade and supply chains. There can be guidelines to review the commitment of companies. Expert advice can help to achieve commitment objectives. Norway is the first country in the world to prohibit deforestation.

Forests can be divided into Green, Yellow and Red Zones to identify areas for conservation and reforestation. Alexander Retana uses Agroforestry technique to grow various 22 crops amongst his forest trees in Costa Rica. He says that trees protect plants and boost precipitation which maintains soil moisture. Wildlife acts as a pest control agent. Agroforestry paves way for agriculture without deforestation in tropical and sub-tropical regions around the globe. In Thailand, aerial reforestation is successfully used to plant tree seeds in deforested areas; this method is executed by using old military planes or cargo planes to release cones of seed bombs which include fertilizer and dampness. These seed bombs are capable of embedding themselves in the land.

Forests have immense value for the existence of human life which is one profound reason to conserve; this can be accomplished by preaching recreational and non-market value of forests rather than exploitation for monetary gain. Formation of additional national parks in Pakistan with stringent conservation practices would protect forests. Afforestation is different from reforestation; the former refers to tree plantation in barren lands and the latter refers to tree plantation in deforested areas. According to holistic practices and scientific research in South Korea and Japan, forests have healing abilities to reduce stress hormones, cure depression and anxiety, overcome aggressiveness and increase universal happiness. Forests revitalize human health, lowers blood pressure and heart rate, reinvigorates the immune system and escalates parasympathetic system (rest and recover) thereby subduing, sympathetic system (fight or flight). This is known as Forest Medicine, Tree Therapy or Forest Bathing.

A German Forester and Author, Mr. Peter Wohlleben has stated that trees live in communities; they divulge with one another and are social. He said, "All the trees here, and in every forest that is not too damaged, are connected to each other through underground fungal networks. Trees share water and nutrients through the networks, and also use them to communicate. They send distress signals about drought and disease, for example, or insect attacks, and other trees alter their behavior when they receive these messages." Awareness campaigns and communal workshops in cities and villages in national, native or provincial languages will aid conservation. Ecological education across Pakistan must converge in school curriculum. Timber mafia networks must be halted with effectively durable control measures. Encroached forest areas must be reclaimed. Reforestation in Pakistan is indispensable; it must be prioritized in the spirit of the masses and implemented by the law enforcement agencies. Old-growth, primary or late seral forests provide distinctive ecological benefits, therefore, have a higher value.

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