

E-WRAP

Published by Employers Federation of Pakistan

(Circulated to EFP Members Only)

TABLE OF CONTENTS

EFP ACTIVITY - ANNUAL MEGA EVENT

Page 01

EFP ACTIVITY

Page 02-07

UPCOMING TRAINING PROGRAM

Page 08

TRAINING PROGRAMS (CALENDAR)

Page 08

MANAGEMENT TIPS FROM HBR 09:

Page 09

PRESIDENT'S ENGAGEMENTS

Page 09

ARTICLE

By Barrister Sarah Asim Khan

Page 10

Pakistan Hospitality Show



3,4,5 DECEMBER 2019

EXPO CENTRE KARACHI

www.pakhospitalityshow.com

JOINTLY ORGANIZED BY



PAKISTAN HOSPITALITY SHOW 2019

Pakistan's Hospitality Industry is booming at an incredible pace in relation to the CPEC as well as due to a much better security condition in Pakistan 100% increase in occupancy is witnessed in Pakistan recent days. There is a need to showcase latest products, services, and technologies along with a comprehensive and leading-edge seminar. The show will provide foodservice operators from Pakistan and surrounding international markets with the best tools to grow and improve their businesses. It is considered to be a premier platform for any international suppliers and investors looking to penetrate to the Pakistan's hospitality and tourism industry.

Pakistan Hospitality Show will bring together all relevant segments of the Hospitality industry at one platform, including Travel, Hotels, Foodservices & Equipment and Interior Architecture. PHS will provide you a unique tribune to demonstrate your products under five sector based segregated Halls, that includes

FoodEX

KitchenEX

DesignEX

HotelEX

TravelEX

All the Manufacturers, Traders, Agents, Suppliers and Services Providers of the highlighted sectors are invited to join this mega event in order to get access to the key decision makers responsible for procuring solutions of the largest hospitality and foodservice operators, retailers and manufacturers in Pakistan.

BY EXHIBITING AT PAKISTAN HOSPITALITY SHOW 2019 YOU WILL:

- Meet hundreds of potential buyers and sellers face-to-face.
- Raise your profile in a competitive market.
- Collect high-quality leads and generate sales.
- Launch new products or services directly in the market & gain feedback from prospective purchasers.
- Host forum sessions and answer queries from potential customers.
- Network with the media, your potential customers and fellow exhibitors.

Pakistan Tourism & Investment Summit 2019

TOURISM & INVESTMENT SUMMIT 2019

"The Conference is a one-day event dedicated to the tourism industry; it's challenges, developments and innovations. Gathering national and international experts together in a relaxed environment, fostering the exchange of ideas and stimulating conversation around the big trends driving growth in the sector

The summit will highlight how public & private sectors contribute to Tourism & its related Trade

For more information, you can visit our website www.pakhospitalityshow.com
Brochure: <http://pakhospitalityshow.com/wp-content/uploads/2019/08/PHS-2019-Brochure.pdf>
PHS Teaser: <https://www.facebook.com/PakHospitalityShow/videos/2280434715415868/>

SUPPORTED BY



IN COLLABORATION WITH



ORGANIZER



EMPLOYERS' FEDERATION OF PAKISTAN

2nd floor, State Life Building No. 2, Wallace Road,
Off. I.I Chundrigar Road, Karachi
Tel: +9221-32411049, Fax: +9221-32439347
EFP Economic Council, Tel: +9221 3431 0038
Web: www.efp.org.pk Email: info@efp.org.pk

BADAR EXPO SOLUTIONS

C-175, Block-9, Gulshan-e-Iqbal,
Near Aziz Bhatti Park, Karachi.
Tel: +9221-34821159-60, Fax: +9221-34821179
Web: www.pakhospitalityshow.com
Email: info@pakhospitalityshow.com

ORGANIZER



EFP ACTIVITY

TRAINING

MAIN EVENTS



Employers Federation of Pakistan organized its Annual General Body meeting, Panel Discussion on Skills Development, and Employer of the Year Award for 2018 ceremony. Saeed Ghani, Sindh Labor and Information Minister, Majyd Aziz, President EFP, Zaki Ahmed Khan, Vice President EFP, Zahoor Awan, General Secretary Pakistan Workers Federation, Feroz Alam, Syed Nazar Ali and Hanif Sattar, Directors EFP, and Fasihul Karim Siddiqi, Secretary General EFP, addressing the largely attended event.



Panel Discussion on Skills Development

66th ANNUAL GENERAL MEETING



7th EMPLOYER OF THE YEAR AWARD 2018

EFP ACTIVITY

TRAINING



Employers Federation of Pakistan Human Resource and Industrial Relations Forum organized a meeting on Future of Work

EFP President Majyd Aziz, EFP Vice President Zaki Ahmed Khan, EFP Directors Khawaja Nauman and Syed Nazar Ali, EFP Secretary General Fasihul Karim Siddiqi, Forum Ambassador Jamil Bajwa, and Experts Umair Azam and Salim Qureshi addressed the meeting.



First meeting of Sindh Tripartite Committee for Implementation of Labor Laws was held in Employers Federation of Pakistan.

Photo shows from left: Farrukh Zaidi (Joint Director Labor), Syed Nazar Ali (Director EFP), Abdul Rasheed Solangi (Secretary Labor Department), Habibuddin Junaidi (Chairman Sindh People's Labor Bureau), Zaki Ahmed Khan (Vice President EFP), Athar Ali Shah (Joint Director Labor), Karamat Ali (Chairman PILER), Ashraf Naqvi (Joint Director Labor), and Fasihul Karim Siddiqi (Secretary General EFP)

Majyd Aziz, President Employers Federation of Pakistan, attended the First Meeting of Steering Committee of Better Work Program of ILO at MOPHRD Islamabad.

Participants included Aamir Hussain, Secretary MOPHRD, Zahoor Awan, General Secretary Pakistan Workers Federation, Ingrid Christensen, Country Director ILO, Saghir Bukhari and Rabiya Razzaque from ILO, Atifa Raffat, Joint Secretary MOPHRD, and representatives from various Ministries and Labor Departments of Punjab and Sindh



EFP ACTIVITY

TRAINING



Majyd Aziz, President Employers Federation of Pakistan, was Guest of Honor and Speaker at Celebrating Home Based Workers Day organized by HomeNet Pakistan

meeting of Malaysia Trade Unions Congress Leadership Group Photo after meeting of Malaysia Trade Unions Congress Leadership at Hotel Park Royal Kuala Lumpur Malaysia.



Majyd Aziz, President Employers Federation of Pakistan, speaking at the Dresden Declaration ceremony in Islamabad. Abdul Razak Dawood, Advisor to Prime Minister for Commerce, Textile, Investment and Industry and Production was Chief Guest while Ansar Majeed Khan Niazi, Punjab Minister for Labor and HRD was Guest of Honor. The event was hosted by GIZ Germany.

Majyd Aziz, President Employers Federation of Pakistan, presenting copy of EFP Economic Council study on Fisheries Sector to Abdul Razak Dawood, Advisor to Prime Minister for Commerce, Textile, Investment and Industry and Production at GIZ Dresden Declaration ceremony in Islamabad. Also in picture are Mian Akram Farid and Syed Nazar Ali, Members Board of Directors of EFP



EFP ACTIVITY

TRAINING

Majyd Aziz, President Employers Federation of Pakistan, presenting EFP crest to Zubair Gilani, Chairman Board of Investment and Minister of State, in Islamabad. Also present are: Mian Akram Farid and Syed Nazar Ali, Directors EFP, Mahmood Arshad and Furqan Riaz, Directors EFP Economic Council, Omer Rasool, Secretary BOI, and Mumtaz Muslim, businessman from Dubai.



Muhammad Ahmed, President Islamabad Chamber of Commerce and Industry, presenting ICCI crest to Majyd Aziz, President Employers Federation of Pakistan, in Islamabad. Also present are: Mian Akram Farid and Syed Nazar Ali, Directors EFP, Mahmood Arshad, Director EFP Economic Council, and ICCI members.



Majyd Aziz, President, Mian Akram Farid, Director, Syed Nazar Ali, Director, and Malik Tahir Javed, Chief Coordinator Punjab, from Employers Federation of Pakistan, receiving GIZ crest from Abdul Razak Dawood, Advisor to Prime Minister, at GIZ Dresden Declaration ceremony in Islamabad



Abdul Razak Dawood, Advisor to Prime Minister, Majyd Aziz, President, Mian Akram Farid, Director, Syed Nazar Ali, Director, and Malik Tahir Javed, Chief Coordinator Punjab, from Employers Federation of Pakistan, signing the Dresden Declaration at GIZ Dresden Declaration ceremony in Islamabad



EFP ACTIVITY

TRAINING

Meeting via Skype between Employers Federation of Pakistan team consisting of Majyd Aziz, resident, Khawaja Nauman, Past President and Member Board of Directors, Ahsanullah Khan and Syed Nazar Ali, Directors, and Fasihul Karim Siddiqi, Secretary General, and Justice Alan Boulton, ILO Consultant from Australia, and Syed Saghir Bukhari, Senior Specialist ILO Islamabad Office to discuss on Alternate Dispute Resolution mechanisms.



Majyd Aziz, President, and Fasihul Karim Siddiqi, Secretary General Employers Federation of Pakistan, attending Bi-Annual meeting of Federal Tripartite Consultative Committee at MOPHRD Islamabad.

Justice Alan Boulton of Australia and Consultant of ILO was Guest Speaker at the EFP/IBA Diploma on Industrial Relations and Employment Law. Also in the picture alongwith class were Majyd Aziz, President Employers Federation of Pakistan, Ahsanullah Khan, Director EFP, Fasihul Karim Siddiqi, Secretary General EFP, and Syed Saghir Bukhari, Senior Specialist ILO Islamabad Office.



Majyd Aziz, President Employers Federation of Pakistan, presenting EFP crest to Justice Alan Boulton of Australia and Consultant of ILO on Alternate Dispute Resolution mechanisms for Pakistan Also present are Ahsanullah Khan, Chairman WEBCOP and Director EFP, Fasihul Karim Siddiqi, Secretary General EFP, Caroline Bates, Project Manager of SCORE project of ILO, and Syed Saghir Bukhari, Senior Specialist ILO Islamabad Office,

EFP ACTIVITY

TRAINING

Majyd Aziz, President Employers Federation of Pakistan, speaking on "Technological advancements and implications for social and labor regulations" at International Conference on Digital Economy in Bucharest, Romania..



Majyd Aziz, President Employers Federation of Pakistan, presenting EFP crest to Jacob Baciu, President of Economic and Social Council of Romania at International Conference on Digital Economy in Bucharest Romania



Majyd Aziz, President Employers Federation of Pakistan, presenting Ajrak to Yuka Okumura San, Governance and Strategic Programming Specialist, Social Dialogue and Tripartism Unit, ILO, Geneva at International Conference on Digital Economy in Bucharest Romania.



Majyd Aziz, President Employers Federation of Pakistan, presenting Ajrak to Mme Carole Couvert, Vice President of Economic and Social Council of France at International Conference on Digital Economy in Bucharest Romania.



TRAINING CALENDAR

OCT - NOV

TRAINING

EMPLOYERS FEDERATION OF PAKISTAN
The Voice of Industry in Pakistan

TRAINING CALENDAR OCT-NOV

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

UPCOMING TRAINING PROGRAM

26TH
NOVEMBER

“PRODUCTIVITY IMPROVEMENT THROUGH KAIZEN & 5S PROCESS”

Kaizen is Japanese word stands for “improvement”, or “change for the better” refers to philosophy or practices that focus upon continuous improvement of processes in manufacturing, engineering, and business management. It has been applied in healthcare, psychotherapy, life-coaching, government, banking, and other industries. When used in the business sense and applied to the workplace, kaizen refers to activities that continually improve all functions, eliminates waste and involves all employees

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

EMPLOYERS FEDERATION OF PAKISTAN
The Voice of Industry in Pakistan

PRODUCTIVITY IMPROVEMENT THROUGH KAIZEN & 5S PROCESS

“IMPROVEMENT OR CHANGE FOR BETTER”

WORKSHOP TRAINER:
SYED ARSHAD ALI

09:00am - 05:00pm
Tuesday, November 26, 2019
Karachi Marriott Hotel

REGISTER NOW

This Month's Tip is

TRUST IN YOUR DECISION - MAKING SKILLS

Yes, Knowledge is power, but too much knowledge can take away your power. When solving problem, many leaders gather an abundance of information and conduct in-depth analyses to give them what they hope are the right answers. This can lead to analysis paralysis or to data-driven, but illogical, answer. Often the best answer are educated guesses informed by your experiences coupled with new information and insight. Do not put too much faith in information analysis alone, and do not disregards your decision- making skills. Remember to always check answer with your gut feelings before acting.

PRESIDENT'S ENGAGEMENTS

German Unity Day reception at German Consulate General with Governor Sindh, Consul General Eugen Wollfarth, Mrs Wollfarth, and friends.



Plastic, Pollutants and Ordeal of the Seas, Part I

Oceanic ecosystems operate in a complex network of coral reefs, tides, seasons, breeding time, temperatures and unscathed waters. Seventy percent of Earth consists of oceans. Frequent disposal of waste into the ocean disturbs the ecosystems; this includes residential, industrial and agricultural detritus. Most litter originates on land and plunges into the ocean through wastewater, drainage and trash such as plastic, rubber, leather, garbage, dirt, sludge, pesticides, particles, chemicals, metals, raw sewage, kitchen waste, laundry water and leftover food. Oil from land vehicles and other types of land debris is drained into the ocean through torrential rains and rivers. Sewage disposal into the ocean causes contamination and damage. Ocean pollution adversely affects and kills sea birds and their chicks around the globe. Discarded ropes, fishing nets, plastic and other debris mutate, incarcerate and annihilate marine species. Fertilizer spills decrease oxygen in the sea which causes algae resulting in the poisoning of marine creatures.

Water contamination has created dead zones around the world where the existence of marine and plant species is unendurable due to entire depletion of oxygen. Wastewater consists of fecal waste and water from laundry, shower and sinks which contain microplastics found in toothpaste, soaps, shampoo, bath gels, detergents and exfoliating scrubs. Sometimes, ships dump sewage or wastewater in the ocean which creates dead zones. The issue arises when laws do not require ships to declare sewage after exceeding certain nautical miles. Insufficient protective measures can result in contamination of high sea or international waters. Indiscriminate fishing by international trawlers in Pakistan's ocean decreases marine creatures in Pakistan's territory; international trawlers use this practice to save biodiversity in their country's territory. When fossil fuel is burned in factories and power plants, it releases surplus carbon dioxide concentration, sulfur dioxide and nitrogen oxide which lead to acid rain that has an adverse effect on all types of aquatic environments and sea birds. Acid rain and fog also devastate forests which are at a high altitude. The disposition of acid eliminates calcium and releases aluminum in the soil which makes it arduous for trees to absorb water. Acidification of water bleaches coral reefs which are nurseries for marine creatures; if there are no coral reefs, breeding is obstructed. Coral reefs have an aesthetic value for snorkelers, tourists and nature admirers.

The Ocean Cleanup is based in the Netherlands; it is an NGO that is creating hi-tech methods to clean vast patches of debris in the ocean. It should be noted that cleaning the ocean is a challenging task because debris constantly moves on surface waters, deep waters, under glaciers and sea ice. The Mariana Trench is the deepest natural trench on Earth where litter has been found in the base. Microplastics are 5mm or below in size; it disperses in waters in the form of nurdles, microbeads and microfibers. The Swedish Environmental Protection Agency has provided a report to use filters for washing machines to curb microplastic pollution. Microplastics are found in tyres, clothes, teabags, cigarette butt, glitter, tennis balls and other items. These are now termed as technofossils because their decomposition period is extensive. Lifestyles are required to be ecofriendly to reduce ocean pollution. Macroplastic is discarded in the ocean in the form of water bottles, single-use plastic bags, straws, packets, containers, crockery and cutlery. Macroplastic breaks into microplastic which is eaten by aquatic species and does not digest; the chemical from the plastic and indigestion causes various species to become ill or die. Water contamination and plastic is fused in the food cycle of marine creatures which is also detrimental to human health due to seafood consumption by humans. Microplastics can be airborne and are found in rain and snow in distant corners of Earth.

According to the official news release of Macquarie University in Sydney, Australia, a scientific research is published in *Communications Biology* in which Dr. Sasha Tetu has stated, "We found that exposure to chemicals leaching from plastic pollution interfered with the growth, photosynthesis and oxygen production of *Prochlorococcus*, the ocean's most abundant photosynthetic bacteria". In the same research article, co-author, Dr. Lisa Moore has stated "These tiny microorganisms are critical to the marine food web, contribute to carbon cycling and are thought to be responsible for up to 10 per cent of the total global oxygen production". Scientists have discovered that discarded plastic is constituted in sand, corals, seashells, sedimentary rocks, basaltic lava and volcanic rocks; therefore, plastic is merged with the geological formation of Earth. Professor Dan Parsons is of the opinion that plastic debris will be noticed in the upcoming era in the sedimentary documentation. This is termed as *plastiglomerate*. Professor Jan Zalasiewicz has stated "Once buried, being so hard-wearing, plastics have a good chance to be fossilized – and leave a signal of the ultimate convenience material for many million years into the future".

EFP CONTACT LIST

(CONTACT DIRECTORY OF EFP)

KARACHI (HEAD OFFICE):

2nd Floor, State Life Building 2 Wallace Road Off. I.I. Chundrigar Road, Karachi – 74000, Pakistan.
Information Desk : +92.21.32412708 | info@efp.org.pk

Finance & Admin: finance@efp.org.pk 021-32411049	Training: trainings@efp.org.pk 021-32463875	Services: services@efp.org.pk 021-32439346	Human Resource hr@efp.org.pk 021-32439346
Legal Affairs: lawyer@efp.org.pk 021-32463790	Information Technology: itcell@efp.org.pk 021-32412708	Media Cell: efp.mediacell@gmail.com 021-32412708	

LAHORE OFFICE:

73-Bridge Colony, Lahore Cantt, Lahore, Pakistan
Information Desk : +92.42.36617022 | efp.lahoreoffice@efp.org.pk

Legal Affairs: efp.lahoreoffice@efp.org.pk 042-36617022	Consultant: efp.lahoreoffice@efp.org.pk 042-36617022
--	---

PESHAWAR OFFICE:

EFP C/O SDC/TVTC, Main Gulbahar Road, Peshawar, Pakistan
Information Desk : +92.91.9225318 | info@efp.org.pk

ISLAMABAD OFFICE:

99-E, Jinnah Avenue, Blue Area, Islamabad

info@efp.org.pk
www.efp.org.pk
@SOCIAL MEDIA/EMPLOYERS' FEDERATION OF PAKISTAN



**EMPLOYERS'S
FEERATION OF
PAKSITAN**