



**EMPLOYERS' FEDERATION OF PAKISTAN**  
The Apex Body of Employers

# 8<sup>TH</sup> EMPLOYER OF THE YEAR AWARD 2020

Messages



**Dr. Arif Alvi**  
President  
Islamic Republic of Pakistan

At the 8th Employer of the Year Award 2020 ceremony organized by the Employers' Federation of Pakistan, His Excellency; Dr. Arif Alvi, President of the Islamic Republic of Pakistan, put forward his gratitude for the seven decades of resilient hard work done by the EFP. He highlighted the efforts of the apex body of employers to strengthen Human Resource Development, Industrial Relations, Occupational Safety and Health, and compliance with core International Labour Standards in Pakistan. President further recalled his visit to EFP Secretariat in 2017 and a meeting at the Governor House two years back. He added by saying how pleasing it is to see how EFP has broadened its domain through the Economic Council. He encouraged the Council's initiative, and its vision as a pragmatic approach is crucial to march on the avenue of prosperity. "We need to focus on Brand Pakistan", the President's emphasizing point to the audience. Pakistan's export potential by indigenous resources and products and determination for value addition was a key-point of the President's speech and appreciated the minerals to chemicals strategy and its overall significant economic impacts in providing employment opportunities to the population living in mining proximity.

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**Ingrid Christensen**  
Country Director  
International Labour Organization (ILO)

Ms. Ingrid Christensen, the Country Director ILO, spoke to the audience at the 8th Employer of the Year Award 2020 which was organized by the Employers' Federation of Pakistan. She shared how Pakistan has been an important member of ILO since 1947, and how as a specialized UN agency, ILO is working to promote "Decent Work" in Pakistan. "Any work which is productive, and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decision that affects their lives and equality of opportunity and treatment for all women and men", she explained the mandate of the referred term.

Ms. Christensen further briefed the audience and the President of Pakistan about the tripartite structure on which ILO operates in Pakistan, she mentioned how the Government of Pakistan, employers organizations, and workers organizations are the key constituents of the ILO. She went on to brief about the technical and financial assistance provided to promote Decent Work Country Programme (DWCP-III: 2016-2022), and therefore, the eighth UN SDG: equal opportunities for decent work and

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**Ismail Suttar**  
President  
The Employers' Federation of Pakistan (EFP)

The current serving President of the apex body of employers in Pakistan, Mr. Ismail Suttar described the occasion as a red-letter day for EFP, duly because His Excellency, President of Pakistan graced the occasion as the Chief Guest. He further added how previously twice before this event, the President came to EFP events, and both times it was Mr. Majid Aziz, former President EFP, to invite him. Mr. Suttar went on to discuss how in 2017, EFP Board made a paradigm shift by forming Economic Council and gained a broader mandate to deal with economic and financial solution-based analysis and research. He went on to highlight various projects such as EFP Pakistan Economic Vision 2030, a study of additional 313 items under the new China Pakistan Free Trade Agreement, prepared a detailed analysis of the Fisheries Industry, prepared a Research Catalogue on exportable fruits and vegetables to the UK, organized the First Pakistan Tourism and Hospitality Expo keeping in perspective the vision on Tourism of the Honourable Prime Minister, an event is to be launched named Enabling Domestic Tourism as Key Driver of Economic Growth, collaborating with PRGMEA to gained GSP Plus status as it approaches expiry, and Look Africa as one of the most import-

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**Zaki Ahmed Khan**  
Vice President & Focal Person  
The Employers' Federation of Pakistan (EFP)

It was important to protect and promote the interest of employers and the business community through advocacy and lobbying role. It was equally important to provide a forum of recognition where companies' efforts to embrace good practices can be showcased and recognized for wider dissemination and replication. In the last seven years EFP has been organizing a very constructive event on showcasing the good business practices in the functional areas of Human Resource Management, Employment practices, working conditions, labour laws compliances, CSR, Women Empowerment and other related areas. For their best practices in

above areas, they are conferred with EFP's Employer of the Year Award.

This tradition of the Employer of the Year Award contest for the 8th consecutive year has been continued this year. The participating companies were requested to showcase their good practices in the areas of corporate and general management, Human Resource Management, OSH, Skill development, ILS and Labour Laws compliance, strategic alignment of SDGs and women empowerment, all of which areas are components of Decent Work. It is exciting to observe that this contest is generating a lot of interest and the number of participating compa-

nies, particularly new companies, is gradually increasing.

The information provided by the contesting companies in response to the questionnaire circulated by EFP was evaluated by a team of professional Consultants. The companies receiving the highest scores in Multinational, Large National and Medium National categories are considered for various awards. The names of the winning companies are being published separately. The winning companies deserve our congratulations for their best practices and we are confident that they will take proper measures to sustain them.



## Where Employees Come First!



### OUR HISTORY

- 1977** Cotton Glove manufacturing technology was brought from Canada to Pakistan with the first factory established.
- 1979** Cut & Sewn Nitrile fabric operation established in Sri-Lanka.
- 1985** PVC Polymer dipping starting with PVC.
- 1992** Nitrile dipping established in the UAE.
- 1994** Established first wholesale safety product distribution company in the UAE. Seamless knitting technology introduced in all 3 manufacturing locations.
- 1996** Latex and Neoprene dipping introduced.
- 2000** Disposable Glove production established and PU dipping introduced.
- 2001** Open-end Spinning operations started.
- 2002** Expansion into Corporate Garment Manufacturing.
- 2006** Set up Midas Safety Sourcing office in Hangzhou, China.
- 2008** Expansion of Distribution Business.
- 2010** Bangladesh set up as another manufacturing location.
- 2012** Diversification into Safety Shoe Manufacturing.
- 2013** Successful SAP implementation across all manufacturing units.
- 2014** Technical Ring Spinning Plant was setup at Faisalabad to produce high performance spun yarns and engineered composite yarns.
- 2016** De-bottlenecking of Open-end spinning was done by installing state of the art Autocore units and increasing capacity by 20%.
- 2017** Household operations started at Sri Lanka.
- 2021** Installation of robotic plant, making our factories more capable with flexible technologies, accelerating the growth of automated production facilities.



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# National Meeting of Employers on Decent Work & Sustainable Development

Fasih ul Karim Siddiqui, Advisor Employers' Federation of Pakistan

National meeting of employers on decent work and sustainable was held on 12 March 2021 at Movenpick Hotel Karachi as a part of the 8th Employer of the Year Award ceremony in which the President of Pakistan was the Chief Guest. The national meeting of the employers was organized by the Employers' Federation of Pakistan in collaboration with International Labour Organization in order to highlight the vital role an employers' organization and employers can and do play in promoting the decent work agenda as a part of their strategy for sustainable development. The main features of the presentation made by Mr. Fasih ul Karim Siddiqui, Advisor Employers' Federation of Pakistan, is summarized below:

1. ILO Decent work Country Program Developed has been developed through tripartite consultation has entered its third phase and Employers' Federation of Pakistan is signatory to the Decent work country program on behalf of the employers of Pakistan

2. The four Priority Areas for DWCP III (2016-20) are as under:

- i) Promoting Decent Work in the Rural Economy.
- ii) Promoting Job Creation for Youth and Vulnerable Groups.
- iii) Strengthening ILS Compliance through Social Dialogue.
- iv) Extending Social Protection Floors

3. The outcome expected from each of the four-priority area are as under:

- i) **DWCP Priority 1: Promoting Decent Work in the Rural Economy.**
  - (1): Informal economy gradually formalized through the formulation of policies and laws and/or reform with a focused-on RE.
  - (2): Improved working conditions for rural economy workers.
  - (3): The worst forms of child and bonded labour progressively eliminated in the RE.

ii) **DWCP Priority 2: Promoting Job Creation for Youth and Vulnerable Groups**

- (1): Employment opportunities for youth, women & disabled created.
- (2): Gender responsive skills, employment & enterprise development programs developed in conventional & emerging sectors for target groups.
- (3): Employability of youth and vulnerable groups enhanced.

iii) **DWCP Priority 3: Strengthening ILS Compliance through Social Dialogue**

- (1): Capacity of tripartite constituents for ILS compliance and reporting enhanced (individual and institutional).
- (2): Workplace compliance enhanced through effective monitoring and labour inspection systems
- (3): Workers protected from unacceptable forms of work.
- (4): Safe and fair labour migration promoted.

iv) **DWCP Priority 4: Extending Social Protection Floors**

- (1): Informal economy gradually formalized through the formulation of policies and laws and/or reform with a focused-on RE.
- (2): Improved working conditions for rural economy workers.
- (3): The worst forms of child and bonded labour progressively eliminated in the RE.

In pursuance to the Decent Country Program, the Employers' Federation of Pakistan has taken number of initiatives as under:

- 1) The most historical initiative is the formation of five agriculture landlord associations in Mirpurkhas, Dadu, Khot Ghulam Muhammad and Shehdadpur (Sanghar). These small landlord association comprise of progressive landlords owning 5 to 40 acres of land and employing 5 to 7 farmers forming their association duly registered under the Sindh Industrial Relation Act 2013 are model examples of corporative working between landlords and farmers in Sindh. EFP has conducted series of intensive training for their

awareness raising and sensitizing on fundamental principles and rights at work. Two farmers trade union have also been formed and the landlord association will soon be engaged in collective bargaining.

2) EFP has been leading a massive campaign against Child labour and Forced labour and has been organizing World Day Against Child Labour in leading cities of Pakistan including Karachi, Lahore, Sialkot, Faisalabad and Peshawar and Sialkot.

3) Recently a national task force on Child labour comprising of representative of major stakeholders with the task of consolidating, monitoring and sustaining the efforts so far made in combating Child Labor issue.

4) Under the MNED Project, EFP organized four days training workshops in Sialkot for Sports Goods Industry in which around 400 managers, workers, and trade union officials were trained in productivity and quality improvement, occupational health and safety, FPRW and MNED principles which has been highly appreciated and acclaimed.

5) The Employer of the Year Award has also been initiated with the objective to highlight the best practices of business enterprises and promoting Decent Work in their organization. The companies participating in the contest are required to furnish information on the initiatives approaches and actions in various component areas of decent work such as corporate management, compliance with national and international labour standard, occupational health and safety, CSR, Strategic alignment with SDGs, skill development and women empowerment. The information provided goes through stringent process of evaluation and the winning companies stand out as models of practicing the Decent Work Agenda.

**TRI-PACK FILMS LIMITED**

**TRI-PACK FILMS LIMITED  
EMPLOYER OF THE YEAR**

*Chief Executive Mr. Nasir Jamal receives the prestigious award from Dr. Arif Alvi, President of The Islamic Republic of Pakistan on March 12th, 2021.*

**WALL OF FAME**

"Tri-Pack Films Limited has won the Diamond 'Employer of the Year' Award in the Nation-wide contest organized by the Employers' Federation of Pakistan (EFP), adding another feather in the cap to its list of Achievements".

Employer of the Year Award 2020 by EFP     Annual Environmental Excellence Awards 2020 & 01st Prize in Processing & Allied Sector in OSH by EFP     Best Corporate Reporting Award 2020 by ICAP & ICMA

**About Tri-Pack**

The Nation's Leading BOPP & CPP Films manufacturer & BU of Packages Group. The history of Tri-Pack Films Limited spans over 25 years. The Company was established in 1995 as a joint venture between Mitsubishi Corporation- Japan and Packages Limited- Pakistan.

in f www.tripack.com.pk

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# Midas Safety: Where Employees Come First

Established in 1979, Midas Safety is the world's largest private label manufacturer and leading exporter of Personal Protective Equipment (PPE) and Industrial Clothing with presence in 13 countries. Midas Safety has been committed to excellence in shielding workers globally through solutions in Safety and Hand Protection by offering 16,000 unique products in over 80 countries to over 120 renowned customer brands.

Like many successful business enterprises, the beginnings were humble, and the organizational standing today has been built over many years of effort and investments. Undoubtedly the most important investments that have yielded exponential returns are the ones made in human capital. The passion, expertise and excellence that one finds in Midas Safety products are not just the result of the company's investment in manufacturing plants and machines. The employees, whom the organization is proud of, are truly the ones who have driven the company's success across products and customers.

The landscape, operating conditions and dynamics that confront businesses, change rapidly. Similarly business, customer and competitor dynamics also continue to evolve. Increasingly disruptive technologies and events are impacting companies more rapidly than in the past and a business can find itself struggling just in a matter of a few months. A small miss in the notification of regulatory changes, compliance or testing standard can result not only in huge claims, or blocked inventories worth millions, but can have even more severe reputational implications that are more difficult to address.

Investments in new machines no matter how high the return-on-investment (ROI), depreciate and shed value in the long run; investments in people help them evolve and return such investments many times over. An intelligent workforce upskills itself; all it needs is a nurturing environment, a culture which supports their performance, development and growth

opportunities. Such intangibles might not be easy to quantify, need to be planned carefully and built through continuous efforts over a long period of time.

Midas Safety believes in providing employees a work environment that allows them to learn, apply themselves and operate without the fear of failure. The company has developed a culture of respect in which irrespective of where employees operate in the hierarchy, they are treated with dignity. Respect starts off right at the bottom of the organizational pyramid which houses a large population of workers, operators and supervisors.

Employees aspire to work for and be associated with organizations who they know will earnestly care for their safety and development. The organization's health, safety and environmental programs focus on making the workplace safer and secure for employees and decreasing the impact our operations have on the environment and natural resources. Midas Safety focuses on minimizing injuries which is reflected in low injury rates and millions of safe-man hours throughout the past years. Numerous collaborations with UNDP, ILO, Hunar Foundation, Aman Tech and ongoing work on workers' skill development reflect the company's contribution and commitment to improve livelihood.

The employees also find Midas Safety contributing to the societies and communities from which they come. The organization's CSR initiatives target to make the world a better place for future generations and to discover new avenues to support those in need all around the world. Midas Safety contributes over \$1 million annually towards its CSR strategy, such as blood donation drives,

employment skilled programs for underprivileged women, high quality educational online applications for children, and upgrading schools. On the other hand, Midas Safety's sustainability program comprehensively decreases energy consumption and waste generation. The company actively works towards replacing raw materials with higher impact on the environment or on the people who use them; and it is the organization's employees who come forward to driving such environmental initiatives which then qualify for local and international certifications from reputed certifying bodies.

A culture cannot be purchased or imported. It must be created painstakingly and is only possible when the leadership in the organization demonstrates, actively supports and rewards positive behaviors that form the backbone of a strong conducive culture. All of this put together encourages employees to freely communicate with colleagues and managers, to bring out the best in them and their performance. In return, employees demonstrate higher ownership of their work; and it is this that helps the company evolve, in meeting challenges posed by changing dynamics and disruptive external forces and events.

The company is progressively working to implement its

**MIDAS SAFETY WINS THE EMPLOYER OF THE YEAR 2020 AWARD IN THE GOLD CATEGORY**

strategic plan that will result in more employment opportunities, higher returns to National Exchequer, extending contribution to economy and society, and increasing Pakistan's global presence. But more importantly, the organization's people strategy is focused on further strengthening the culture which the company and employees are so proud of.



◀ Continued from Page 1

◀ **Dr. Arif Alvi**

The President advised the Economic Council to develop linkages and synergies with the countries involved in the mining and export of minerals. He insisted that the adaptability of modern technology in the mining sector is pivotal, and if we continue with the outdated and obsolete methods then it will impact our progress. Employers should make sure all acceptable measures of safety in place on plants to respond to any disaster. It is a social responsibility of an employer to ensure well being of its workforce. The President commented after crediting EFP on putting Occupational Safety and Health a priority by providing OSH audits and guidance. The provincial governments of Balochistan and KPK were encouraged to introduce and pass OSH Act in their respective assemblies as it has happened in Sindh and Punjab. The Federal Government's smart lockdown decision was put forward as a crucial step to ensure enterprises continue to operate despite hardship. Corporate Social Responsibility towards employees, especially after a global pandemic is very important, the President urged.

The President assured the Federal Government will go the extra mile to provide assistance in achieving double-digit growth in large scale manufacturing, to encourage a rise in exports, to up-stick foreign investment, to achieve a feel-good increase in Stock Market Index, to reduce non-essential imports, and to emphasis on growing sectors like tourism and hospitality and developing sites which may encourage international tourists, including developing a Coastal Area which is beautiful, productive, and profitable. He acknowledged the immense progress in Informational Technology and digitiza-

tion and ensured that the Government is ready to reorganize and overhaul the way the private sector does business.

President shared his opinion that the upsurge in industrial activity is a testimony to the improvement in the investment climate and it will rapidly gain momentum in the coming months. He highlighted the initiatives to make activities more transparent, more hassle-free, and more productive so that the red-tape, the lethargy, and the element of corruption to be immensely minimized. 'I am profoundly happy that today, as per past practices, EFP is honoring top employers', the President addressed the event to show confidence in the credibility and zealous spirit of the EFP. He wished the apex body of employers the very best and encouraged the collective struggle to make our motherland prosperous.

◀ **Ingrid Christensen**

economic growth by 2030 was her key-note. The stronger and more inclusive economic growth such as equal and decent work for both genders will lead the way to a cycle that inevitably improves productivity and protection and empowerment to achieve sustainability.

While Addressing His Excellency, she mentioned how the Covid-19 pandemic, the constituents of ILO played an important role in combating the outbreak, ensuring the safety of every individual, and worked for the sustainability of business and jobs. She further highlighted their contribution of Ehsaas Program, National socio-economic framework, Kamyab Jawan Program will hopefully result in social security provision to the most vulnerable, enhanced productive employment opportunities, and national social and economic development. To recognize

the role of enterprises in innovation, creativity, and the concept of mentorship, particularly for start-ups, small enterprises, and targeted groups such as women and youth are essential determinants of a conducive business environment was a steady point in her speech as she explained how it is necessary for sustainable enterprises to innovate, adopt appropriate green technologies, develop human resources and enhance productivity and decent work principles to remain competitive.

She encouraged entrepreneurship spirit as it is difficult to endure secure wage employment for everyone. She vowed for ILO on supporting start-ups, SMEs, and large-scale employers to deal with challenges in creating and providing quality jobs. She asked all stakeholders to play a vital role in both empowering and protecting everyone to achieve a more sustainable world and decent work opportunities combined with social protection floor for all women and men. In her ending remark, Ms. Christensen shared how the world is experiencing transformative change driven by technological innovations, demographic shifts, climate change, and globalization. A Centenary Declaration for the Future Work was adopted in 2019 on the 100 years of ILO and she expressed how many participants in this room have contributed to national and provisional consultants.

◀ **Ismail Suttar**

ant initiatives to exploit potential in the African market. He further shared how EFP has taken initiatives that no other private or public organization has endeavored. He added how 92 minerals are found in Pakistan but are not successfully mined and utilized. He encouraged to have a value-added approach and export value-added indigenous minerals, commodities, and produce. He believed Pakistan cannot be a major player in export if our export products are limited. He shared how the first industrial plant to convert Fluorspar into Calcium Fluoride will begin operations in the coming months. Similarly, reports will be given to genuine investors on opportunities. The EFP President further added how despite being the apex body of the employers, no representation from EFP is on any committees of relevant ministries. EFP had planned to organize top 50 exporters last year but it was postponed, he went on to request His Excellency to be the Chief Guest of that event when it is rescheduled later this year.



Dr. Arif Alvi, President Islamic Republic of Pakistan, Ismail Suttar, President Employers' Federation of Pakistan (EFP), Zaki Ahmed Khan, Vice President, Members Board of Directors, and Team EFP pose for a group photo at the 8<sup>th</sup> Employer of the Year Award 2020 ceremony.

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## 8th Employer of the Year Award 2020

For the past two years, Stile has been winning 'Employer of the Year Award'. This year, President of Pakistan, Mr. Arif Alvi presented 'The 8th Employer of the Year Award' to Stile which was received by our CEO, Mr. Masood Jaffery.





**EMPLOYERS' FEDERATION OF PAKISTAN**  
The Apex Body of Employers

# 8<sup>TH</sup> EMPLOYER OF THE YEAR AWARD 2020

## 8th Employer of the Year Award 2020 **Winners**



## EFP Meritorious Awards



# Achievement unlocked!

Coats Pakistan won the "EMPLOYER OF THE YEAR AWARD 2020"



**Raheel Salim, Director HR and IR** had the honor to receive the award on behalf of Coats Pakistan from the President of Islamic Republic of Pakistan, **His Excellency Dr. Arif Alvi**

Coats Pakistan was recognized for its openness and warmth for employees, business resilience and adherence to compliances. This win would have not been possible without the sheer force of determination, untiring hard work and passion for success exhibited by all team members at Coats Pakistan from production floor to leadership team.

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# Because people matter.

EBM continues to nourish, inspire and motivate its employees with initiatives for their training, growth and wellbeing and to develop a stronger workplace culture.

We are proud to receive the 'Gold Award' at the 8th EFP Employer of the Year Awards in the Star-Ranks Category, which rewards the best performers who qualify in all factors of evaluation. This award recognises our core belief in the extraordinary potential of our people.

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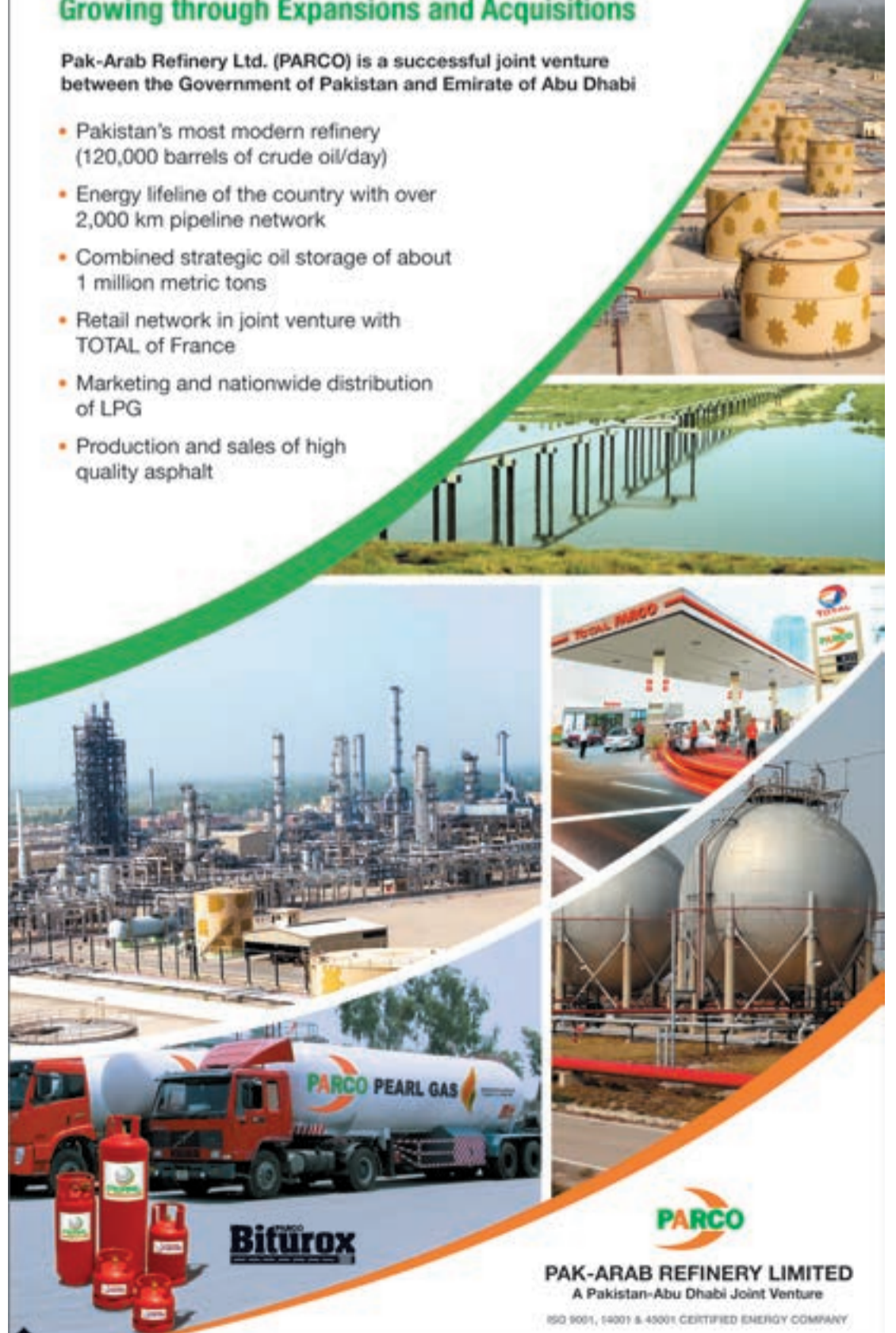


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