

ANNUAL REPORT 2021-22



COMMITTED TO PROMOTING **DECENT WORK** IN PAKISTAN



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

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Foreword - Performance Review 2021-22

The overall performance and progress of the EFP during the year 2021-22 has been significantly improved as compared to the last year. The EFP, through effective initiation of different services and legal consultancy, was able to record a Net Surplus (before tax) of over PKR 5 million. The summary of the performance of the EFP in pursuing the targets outlined in the growth of strategy of the current board is as under;

1. Financial Sustainability

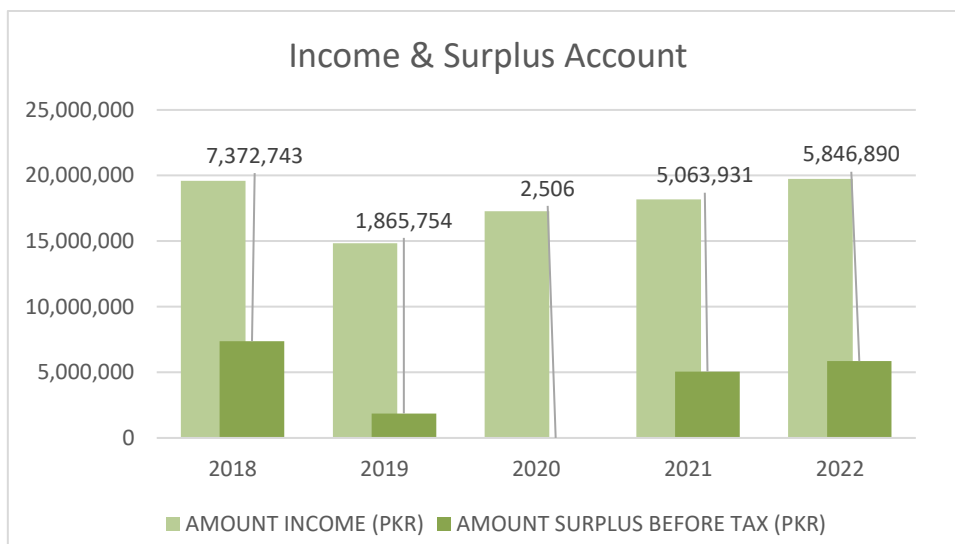
To position financial sustainability after the Covid-19 Pandemic, EFP Board and Secretariat reviewed and revamped existing services with more relevant scopes. Although Legal Consultancy was the prominent service to generate sound income, however, Local Training and initiatives taken with stakeholders have contributed significantly to the overall income. The EFP Board, despite the pandemic recession, has carried forward its strategic plan for noteworthy financial performance.

The Audited Financial Statement of EFP and Auditor's Report thereon for the period ended 30th June 2022 is summarized below:

Net Income from subscriptions and other activities	:	Rs.19,746,890
Other income	:	Rs. 2,817,450
(Expenditure)	:	Rs.16,717,869
Surplus for the period (before taxation)	:	Rs. 5,063,931

A flash-view of the EFP's income and surplus account statement for the last five Financial Years 2018-2022 is given below.

YEARS	AMOUNT (IN RS.)	
	INCOME (in PKR)	SURPLUS BEFORE TAX (in PKR)
2018	19,584,025	7,372,743
2019	14,837,745	1,865,754
2020	17,273,369	2,506
2021	18,190,833	5,063,931
2022	19,746,890	5,846,890



2. Membership Retention & Growth

Membership is the most important asset for any employer organization and is essentially required for the existence and sustainability of the organization. Therefore, the employers' organization needs to attract new members and retain the existing and it should be central to all activities of the organization.

The membership base is important to ensure i) revenue resources, and ii) representativeness influence of an organization.

As the industry recovered from the Covid-19 Pandemic and its subsequent recession, the EFP Secretariat tailored the existing Training Department to address the need of the business enterprises, which attracted many non-members organizations to join the EFP. In addition, The Legal Help Desk created huge visibility by leading the Court cases in the matters of Sindh Minimum Wages and EOBI. Below is the snapshot of the progress on membership strength for the year ending in June 2022.

<u>Membership Strength 2021</u>	<u>Membership Strength 2022</u>
Membership 30 th June 2021: 815	Membership 2022: 854
New Enterprise Members in 2021: 29	New Enterprise Members in 2022: 39

The breakdown of New Members added in the fiscal year ended June 2022 is as under:

Province	Enterprise Members 2022
Sindh	29
Punjab	09
Islamabad	01
KP	00
Total	39

The Membership department, in support of the Training and Services departments, initiated projects and activities which were more relevant to the business enterprises. The introduction of Mental Wellbeing in the Training Cell and at the OSHW Conference brought greater relevancy to the enterprises and broadened the spectrum for EFP services. The collaboration with Academia and other stakeholder played a massive role in multiplying EFP's visibility and attracting new members with better engagement.

In support of DECP, EFP initiated a project in Punjab on Membership Development. The Project had a detailed survey phase for the Need Assessment of the potential members and was followed by the Membership Development Meetings in Lahore, Sialkot, and Faisalabad. The project was executed effectively as the overall count for Punjab Members was raised through this project. The EFP visibility and relevance in Punjab have been brought back and within this context, more Training is scheduled in Lahore for Members in Punjab.



**PROJECTS IN COLLABORATION
WITH INTERNATIONAL
PARTNERS**

MORE AND BETTER JOBS IN PAKISTAN'S SPORTS GOODS INDUSTRY

Multinational Enterprise Declaration (MNED) More and Better Jobs through Socially Responsible Labour Practices in Pakistan's Sports Goods Industry-Phase III

Collaborating Partners: **Employers' Federation of Pakistan
& International Labour Organization**

Funded by: **Government of Japan**

Scope: **Lahore. Sialkot. Faisalabad.**



Purpose: Strengthen socially responsible labor practices among multinational enterprises and their direct suppliers operating in the Sialkot Sports Goods Manufacturing sector and promote Decent Work by engaging with MNEs operating in Sialkot.

Phase III of the project **aims** at:

1. Improved productivity and working conditions (OSH & FPRW) in the Sports Goods Industry in accordance with the national legislative framework and relevant ILEs principles,
2. Promotion and enhancement of responsible procurement in the context of TOKYO 2021 Olympic and Paralympic games,
3. Organizing Tripartite Plus Dialogue through the task force on promoting sustainable and responsible business in the Sialkot Sports Goods Manufacturing sector to continue and further promote the partnership approach and advance socially responsible labor practices, and;
4. Establishment of the National Focal point for the promotion of the MNE Declaration

At a Glance

Four awareness-raising sessions on child labour, forced labour, Sports for all and Decent work for all.

Two focal point meetings with multinational and national enterprises, and SMEs within and beyond the Sports Goods Industry.

Two Days Training of Trainer on delivering and raising the bar of enterprise performance in the Sports Goods Industry.

40+ Trainees
management + workers

13 Trainees
Selected to conduct factory-based training

Six Factory-based trainings in collaboration with Sialkot Chamber on OSH, FPRWs, productivity, Principles of MNED.

223 participants
management + workers

48 enterprises
Sports Goods Industry from Sialkot & Lahore



Seminar at Sialkot Chamber



Factory based training

ELIMINATING CHILD & FORCED LABOUR IN COTTON, TEXTILE, AND GARMENT VALUE CHAINS

Eliminating Child Labour and Forced Labour in the Cotton, Textile and Garment Value Chains: An Integrated Approach (CLEAR COTTON)

Collaborating Partners: **Employers' Federation of
Pakistan & International Labour Organization**
Co-funded by: **European Union & ILO**
Scope: **Sindh & Punjab Province**



Purpose: Elimination of all forms of Child Labour and Forced Labour in the cotton, textile, and garment value chains. EFP initiated rapid assessment, analysis, capacity building, and social dialogue to communicate sound knowledge about the Fundamental Principles and Rights at Work, working conditions, and related decent work issues prevailing in the lowest sector of the cotton supply chain.

The **results** of this partnership are:

1. Completion of a rapid assessment & development of a sectoral strategy for the ginning and spinning sector.
2. Development of specific training materials for small and medium-sized enterprises within the ginning and spinning sector, building upon already existing global material developed by ILO or other development partners.
3. Development of training materials, through pilot testing at selected ginning and spinning factories - as social dialogue forums - as well as at the district level and after which materials were adapted and finalized;
4. Development of a roadmap including strategy and sustainability plan for up-scaling

At a Glance

Training on Child & Forced Labour to key actors of the Ginning and Spinning value chain in Sindh and Punjab Province.

604 Trainees
27% Female

20 Training events
Sindh & Punjab (10 each)



Due Diligence Mechanism in Two Model Companies one each in Sindh and Punjab in FPRW compliance.



PROMOTING FPRW AT WORK IN THE COTTON SUPPLY CHAIN

Capacity Building and Social Dialogue in Communities of Cotton Supply Chain in Pakistan

Collaborating Partners: **Employers' Federation of
Pakistan & International Labour Organization**

funded by: **INDITEX**

Scope: **Sindh & Punjab Province**



Purpose: To develop partnerships amongst partners to promote Fundamental Principles and Rights at Work (FPRW) for a sustainable policy framework in Cotton Supply Chain and to promote decent work in the rural economy.

EFP's overall achievements are **aimed** at the following:

1. Mappings of the cotton supply chain in selected communities to identify the entry points to improve socioeconomic conditions of local stakeholders and improve the FPRW at the community level.
2. Improved knowledge base and enhanced respect for FPRW in the cotton supply chain
3. Trade unions, cooperatives, producers' organizations, and/or other relevant rural organizations with increased capacity to reach out and serve their constituents (women and men) in cotton communities and to foster an enabling environment for sound labor relations.
4. Contribution to meaningful social dialogue platform and engagement on FPRW at the industry level.

At a Glance

Series of Awareness Raising Seminars on FPRW and Decent Work

- constitutional and legislative rights with remedies available related to child labor, forced labor, discrimination, freedom of association, collective bargaining, OSH, and decent work.

11700 posters of Information, education & communication materials in Urdu and Sindhi Language

Two Capacity Building Workshops for Landlords / Farmers for Improving working conditions and increasing farm productivity.

64 participants
Landlords & Farmers

COVID-19 pandemic
Improved awareness & prevention measures

Established linkages with cotton growing communities, relevant departments, social protection schemes, and other organizations for networking to promote FPRW to provide alternate jobs and skills.

131 out of school
Mainstreamed/enrolled in regular formal schools

Establishment of 5 Landlord Associations and Farmers Union for collective bargaining at grassroots level.



Capacity Building Workshop in Sanghar



Capacity Building Workshop of Farmers in Mirpur Khas

PROMOTING SOCIAL DIALOGUE IN THE SPORTS GOODS INDUSTRY

Social Dialogue between Employers and Workers in the Sports Goods Sector

Collaborating Partners: **Employers' Federation of
Pakistan & Dutch Employers Cooperation Programme**
funded by: **DECP**
Scope: **Lahore & Sialkot**



Purpose: Design and implementation of a Social Dialogue Platform to engage the Sports Goods Industry and identify their issues and challenges in terms of social dialogue and improve relations between Employers and Workers in the Sports Goods sector in the area of Industrial Relations, Freedom of Association, and Collective Bargaining.

The **results** of this partnership are:

1. Development of Environmental Scanning Tool for Social Dialogue to analyze the readiness of employers in the Sports Goods Industry to promote Freedom of Association and Collective Bargaining as a sustainable foundation for Industrial Relations.
2. Launch of Social Dialogue Platform for the Sports Goods Industry
3. Two Consultative meetings with social partners for the implementation of the environmental scanning tool and launch of the Social Dialogue Platform.

At a Glance

Institutionalize the Social Dialogue Platform - employers and workers may engage them on a regular and bi-lateral basis to discuss issues of common interest which can help them in improving enterprise productivity and efficiency

Initiate series of trainings - negotiation skills and collective bargaining for employers and workers

Assist enterprises in activating institutions of works council, management committee and joint management board as provided in federal and provincial industrial relations act so that conducive industrial relations climate can be developed at the enterprise level.

Assist social partners in undertaking bipartite and tripartite social dialogue - to resolve issues relating to implementation of labour laws, improving quality of services of social protection agencies such as employee's social security institution, employees old age benefits institution, workers welfare fund board etc.



SMALL-MEDIUM ENTERPRISES NEED ASSESSMENT SURVEY - In Progress

SMEs Need Assessment Survey In Pakistan

Collaborating Partners: **Employers' Federation of Pakistan & Dutch Employers Cooperation Programme**
funded by: **DECP**
Scope: **Pakistan**



Purpose: The SME sector in Pakistan is a major contributor to employment creation and economic development. However, despite the immense potential, the sector could not make innovation and expansion due to unfavorable policies and business support services but rather was confronted with several challenges.

EFP is conducting an online survey that will **provide insights** and allow EFP to:

1. Better understand the challenges and issues being faced by the SMEs
2. Identify areas that are most challenging for SMEs in managing their businesses in a more organized and professional manner.
3. To develop need-based business support services to address these challenges and issues

Outcome:

Identifying the Needs of the SMEs to develop a business support program as a service product of EFP for the growth and expansion of SMEs. EFP will be able to develop and launch an SME business support program through short-term training programs and long-term consultancy meeting the development needs of the SMEs.

The Project is expected to complete in October 2022.

Capacity Building Sessions:

As an extension of this project and research findings, EFP will prepare a training program and training manual for the training of around 80-90 SMEs. The purpose of training will be to build the capacity of SMEs to manage their businesses in a more organized and professional manners enabling them to effectively respond to the challenges in their operation. The project will help SMEs to grow on a sustainable basis in the fast-changing business environment.

The training program will be developed based on validating the outcome of the need survey, prioritizing the needs in consultations with relevant employers' associations of SME enterprises, and building the capacity of SMEs to address those needs and challenges faced by them in their operation and management.



EVENTS & WORKSHOPS
INTERNATIONAL & NATIONAL

Skill Development Employers' Recognition Award - 2021

Skill Development Council Karachi jointly with the EFP organized the first-ever Skills Development Employers' Recognition Award for the year 2020 to celebrate the contribution and investments made by employers in skill development. The event was organized in Karachi on 30th October 2021 and was attended by more than 250 guests including the contestants. Ms. Ghazala H Saifee, Member of National Assembly and Parliamentary Secretary, National Heritage & Culture graced the event as the Chief Guest and presented the awards to the winning companies.

Ms. Ghazala presented her remarks that the 'industry has an important role in improving the quality and relevance of Technical Vocational Training system and equipping expanding young population with right skills is the best solution to promote employability, reduce poverty and achieve socio-economic targets. Mr. Ismail Suttar representing the EFP added that Employers' contribution to skills development must be encouraged and recognized at the highest level. Ms. Iris Cordelia Rotzoll, Head, TVET Sector Support Programme presented her remarks that employers or the private sector play a vital role in any country when it comes to skills development and the events like this one are essential where the employers' efforts are recognized in promoting skills development.

Ahsan Ullah Khan, Chairman, Skill Development Council (SDC) Karachi informed that the SDC was established to make the skills development programs effective, flexible, and demand-driven with the maximum involvement of industry. However, The Council has been very successful in catering to the needs of human capital development by imparting need-based training to more than 100,000 youth already employed. However, the Council has not been provided the needed support by the Government as the public sector is shy to engage in industry and share its powers with the private sector. Syed Nazar Ali, Chief Executive Officer, SDC Karachi in the closing remarks said that the Council with the support of Employers and Trade Unions has been very successful in catering to the need for a skilled workforce and establishing missing links between industry and institutions.

The winning companies included Archroma Pakistan, Artistic Denim Mills, Artistic Milliners, Bollore' Logistics Pakistan, Chase Up Shopping City, Dr. Essa Laboratory & Diagnostic Centre - Foundation for Urban & Rural Development, K-Electric, Lotte Chemical Pakistan, Lucky Motor Corporation, Lucky Textile Mills, Masood Textile Mills, Master Changan Motor, Master Motor Corporation, MCC Resources Development Company, OZESSA, Pak Suzuki Motor Company, Pakistan Petroleum Limited, Perfect Transport Network, Procon Engineering, Shabbir Tiles and Ceramics, The General Tyres & Rubber Company, Unit52 Private, Aman Institute for Vocational Training, Ishrat's Sa8lon, Memon Industrial & Technical Institute, The Hunar Foundation, and SZABIST-ZABTech (iTVE).



EFP Breakthrough Challenge



EFP under its Academic-Corporate Linkages organized Breakthrough Challenge 2021 with the vision to engage the leadership from the Corporate Sector with university students to build a collaborative model for research-based ventures. The event was held in Karachi on 04 December 2022 and was attended by participating companies and students from leading Business Schools in Karachi.

Dubai Islamic Bank Pakistan, Pakistan Petroleum Limited, and Foodpanda Pakistan shared their strategic management case studies with the team of students from each business school. The Students prepared and presented their analysis based on thorough research and the winning teams were awarded a Souvenir followed by Certificates for the runner-ups.

The event was marked by Mr. Mohammad Younus Dagha, Former Secretary of Finance & Director of EFP Economic Council as the Chief Guest. Lauding the efforts of EFP, Mr. Younus spoke on the importance of academia-corporate Linkages as it is very crucial for the development of a workforce with a required skill set that will lead to the economic development of Pakistan, create entrepreneurs for tomorrow, and may lead to export acceleration.

The Institute of Business Management (IOBM) won the inaugural competition after scoring the highest marks in all three sessions. The distinguished guests from Academia showed their immense gratitude towards EFP for practically creating a linkage for the students to get corporate exposure.

EFP @ Dubai Expo 2020

EFP collaborated with Dubai Expo 2020 in organizing a two-day event on 'Investment Forum on Tourism in Pakistan' and 'Women of Pakistan Leading a Change' in Pakistan Pavilion on 18 & 19 February 2022. The two-day event was inaugurated by Mr. Abdul Razak Dawood, Advisor to the Prime Minister on Commerce & Industry as Chief Guest.

Mr. Abdul Razak Dawood showed his support for EFP in establishing sustainable business systems in the economy, particularly through a reduction in the escalating imports and its subsequent bills. With special attention drawn to the minerals and chemical sector of the region in Pakistan, Mr. Ismail Suttar, President EFP in his remarks pledged to collaborate with the Pakistan Chemical Manufacturers Association PCMA, on current and future endeavors, under the well-built leadership of PCMA President Jahangir Piracha.



The second day of the event observed the resilient and trailblazing Women in Pakistan by showcasing success stories of female entrepreneurs and Women in leadership positions. The event featured guest speakers Ms. Jehan Ara, Founder and CEO of Katalyst Labs, and Ms. Naila Naqvi, Founder, and CEO of Pie in the Sky. The session covered the personal journey of Ms. Naqvi who currently runs one of the largest business chains in Pakistan, while, Ms. Jehan Ara shared stories of female entrepreneurs who are changing the startup landscape of Pakistan.

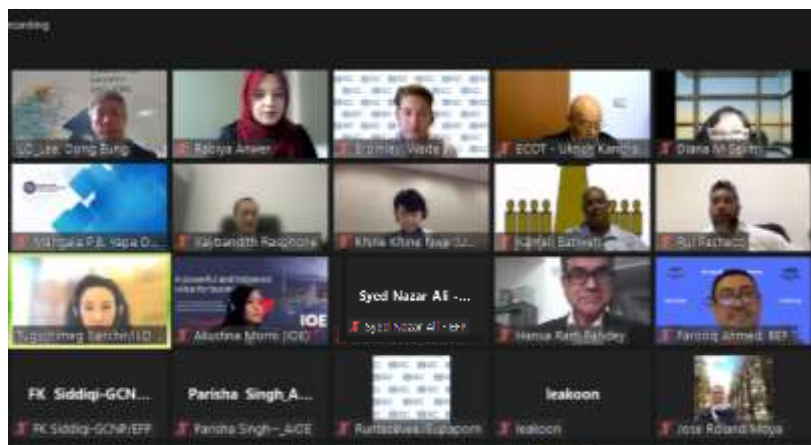


To recognize the contribution made by employers to support the inclusion of in the workforce, EFP also invited corporate success stories of K-Electric with the eccentric and motivating Roshni Baji initiative and Mobilink Microfinance Bank's support both financial and operational under the Women Inspiration network to promote the spirit of responsible practices by corporations. EFP President, Mr. Ismail Suttar appreciated the contributions and initiatives presented and further commented that EFP has a crucial role to play to make Pakistan a more progressive economy with high women participation across all sectors and industries.



ILO ACTEMP & IOE First Asia Pacific Regional EBMO Conference

EFP participated in the ILO ACTEMP and IOE Asia Pacific Regional EBMO Conference on 11 March 2022 via zoom to discuss strategic and innovative approaches to organizational development and management of EBMO and explore organizational strategies and innovations introduced by EBMOs around the region. EFP will continue to participate in the series of regional events which will culminate in a face-to-face symposium on 05 December 2022 planned in Singapore.



The outcome of these regional meetings is in the form of a Declaration. This declaration will offer suggestions and guidance on various labor and social issues outlined in the ILO Director General's report. EFP was represented by Syed Nazar Ali, Secretary General, Mr. Muhammad Feroz Alam, Director EFP, Mr. Fasihul Karim Siddiqi, Senior Advisor, and Ms. Rabiya Anwer, Manager EFP.

3rd UN South Asia Forum on Business and Human Rights

Mr. Majyd Aziz, EFP Board Director participated as a panelist in the 3rd UN South Asia Forum on Business and Human Rights organized by ILO and UNDP. The hybrid event was scheduled from 28 to 30 March 2022 in Dhaka, Bangladesh and Mr. Majyd participated virtually and spoke on Employers' Organizations Initiatives to promote business and human rights and overview of the positive contribution and influence from the private sector in implementing the BHR agenda.

Mr. Fasihul Karim Siddiqi, Senior Advisor to EFP and Executive Director GCNP also spoke as a Speaker to share the initiatives taken by EFP and GCNP to promote the implementation of the BHR agenda and the achievements so far.

To share good practices in Pakistan, EFP also nominated Mobilink Microfinance Bank (MMBL) on the panel for the Companies Best Practices on Implementing the United Nations Global Principles on Business and Human Rights. Mr. Haroon Khan, Head of HR Operations & Digitalization represented the MMBL at the panel.

TVET Skilling Summit 2022

To uphold the commitment under the EFP Industry-Academia Linkages to engage the industry, academia, and important stakeholders in promoting Skill Development and shared prosperity, EFP in collaboration with Government Monotechnic Institute-Hala organized a virtual forum on 30th March 2022.

The event was joined by 150+ participants representing all stakeholders from training providers, academia, industry, and government to discuss and re-evaluate their innovation goals and strategy to adapt to technologies today for tomorrow's success.

EFP 16th OSHW Conference & Awards 2021



Occupational Safety and Health Conference culminating in the best practices Award Ceremony is a continuation of an initiative started by the Employers' Federation of Pakistan 16 years ago. As the pandemic has exacerbated mental health challenges and the well-being of the workforce, this year in its 16th year of OSH initiative, EFP also acknowledged the companies that are contributing towards workforce wellness and wellbeing, and the Award, therefore, now is recognized as 'Occupational Safety, Health, and Wellbeing (OSHW) – Conference & Awards'. The Conference and Award Ceremony was held on 21 May 2022 in Karachi and was attended by 270 representatives from businesses, government, workers, academia, NGOs, and civil society.



The Conference featured two business sessions; Enduring the Pandemic brought speakers from multiple sectors and disciplines featuring safety, health, and wellbeing practitioners, employers, government, and workers to discuss the current challenges and opportunities in OSH legislative framework, especially amidst the pandemic.

Technology & Innovation in Safety & Health Management included brief presentations on innovative digital solutions for safety and health management and a briefing on EFP specialized services for OSHW including the EFP-trained Ambassadors Dr. Farman Warsi and Mr. Munwwar Mansoor were introduced as trainers of the recent course on the EFP Hygiene Ambassador Program who are certified trainers by the ILO.



The Business Session also featured an interactive panel discussion 'OSHW Legal Framework – Challenges & Opportunities' on the OSH needs as we are moving towards exiting the pandemic and also on how to strengthen the legislative OSH framework in Pakistan. The panel was a tripartite representation of Government, Employers, and Workers.



The final segment of the event was the most anticipated Awards Distribution Ceremony in which the Hon'ble President of Pakistan Dr. Arif Alvi was the Chief Guest and presented Awards to the winning companies.

The participating companies were evaluated on a self-declaration response to the standardized questionnaire which was then verified by expert assessors from a specially formed evaluation committee comprising highly competent and experienced OSHW professionals. The Committee evaluated the information received by the contestants and a 100% visit was carried out by each member for verification of the evidence. The Winners List is available on EFP Website.

EFP @ ILO International Labour Conference in Geneva June 2022



For the first time, Pakistan was represented by a powerful tripartite delegation at the International Labour Conference of ILO from 27 May to 14 June 2022 in Geneva. The Employers Delegation was represented by Mr. Zaki Ahmed Khan, Vice President of Employers' Federation of Pakistan and Substitute Member of the Governing Body of ILO, and Mr. Fasihul Karim Siddiqi, Advisor to the Employer Delegate. The Governments, Employers, and Workers' representatives from 187 ILO Member states came together to discuss the world of work issues with a special focus on Occupational Safety and Health, apprenticeship, as well as the Social and Solidarity Economy, which are among the few items on the Agenda.

The Pakistan Delegate attended all the meetings of the General Affairs Committee for the discussion on the amendments in the Maritime Convention, the inclusion of the OSH as a fundamental right for workers by bringing amendment in the 1998 Declaration of Fundamental Principles and Rights at Work, and the up-gradation of the Conventions relating to OSH as a core labor convention. The Employers Group presented some basic amendments in the Declaration which were adopted by consensus. However, the real debate took place on the up-gradation of the OSH Conventions which are Convention No. 187 Promotional Framework for OSH and Convention No. 155 Occupational Safety and Health Convention. After a detailed conversation between the employers and workers, with consensus, Conventions 187 and 155 were agreed to be upgraded as core conventions.

The Pakistan delegation also attended the meeting of the Committee on Decent Work and Social Solidarity Economy. As Pakistan was a member of the Tripartite Committee for drafting a report on Decent Work and SSE, the employers' delegation expressed its view that given the large size of informal economy and cooperatives in developing countries like Pakistan, there existed great scope and opportunity for promoting SMEs into SSEs and the guidelines being developed through these recommendations are likely to have transformed and value-adding impact on our economy and society.

The Pakistan Delegation was invited by the Ambassador Mr. Khalil Hashmi Pakistan's Permanent Mission in Geneva to a Luncheon meeting in which various proposals were discussed for wide communication of stakeholders with the Pakistan mission and the ILO on issues of social compliance. SDG implementation and promotion of Employment and Decent Work Program in Pakistan.



Representing the Pakistan Employers delegation, Mr. Zaki Ahmed Khan, Vice President EFP made an in-person speech at the ILC's plenary session on 07 June 2022 in which he highlighted the development challenges faced by developing countries and the initiatives taken by the EFP, among others, in promoting bilateral and tripartite social dialogue, engagement of the private sector in SDG implementation, skill development program, and establishment of the National Business Task Force on UNSDSF, the only of its kind in Asia for providing strategic direction for UN Development activity at the country level.

The Employers' delegation along with the Government and Workers delegation organized a Dinner Reception on 07 June 2022 in honor of the officials of IOE, ILO, and a team of representatives of Employers, Workers, and Governments from other countries at the Pakistan Mission in Geneva.

WEBCOP Webinar on Labor Day May 2022

Workers Employers Bilateral Council of Pakistan in collaboration with EFP organized a webinar on labor day on 01 May 2022 under the theme Decent Work and the Social and Solidarity Economy (SSE) to create awareness and highlight the importance and the crucial link between decent work and solidarity economy and how can SSE contribute to decent work and sustainable development.

Second ILO ACTEMP and IOE Asia Pacific Regional EBMO Virtual Conference



As part of a series of regional events, the second Asia Pacific Regional EBMO Conference was held on 28 June 2022 via zoom. The Conference discussed the discuss strategic and innovative approaches to strengthen the capacity of Employers and Business Members Organizations (EBMOs) for evidence-based research and policy work in the context of recovery and a resilient future. Experiences and lessons were shared and discussed to develop EBMO's capacity for data collection and analysis using the latest technology for advanced data analytics and business intelligence in a new and unpredictable environment and invest in resilience.

EFP was represented by Mr. Zaki Ahmed Khan, Vice President, Syed Nazar Ali, Secretary General, and Ms. Rabiya Anwer Manager, EFP. EFP will continue to participate in the series of regional events which will culminate in a face-to-face symposium on 05 December 2022 planned in Singapore.

EFP participated in the ITCILO Training of Trainers Course in OSH and RBC

EFP representatives participated in the ToT Course on Essentials in Occupational Safety and Health (EOSH) and Responsible Business Conduct (RBC) to create awareness and conduct training sessions for enterprises from the EFP Platform. The Course was online and conducted by ITCILO from 30 Aug – 12 Nov 2021.

Ms. Rabiya Anwer, Manager EFP participated in the RBC Course, and Ms. Saman Laiq, EFP OSH Advisor and Consultant participated in the EOSH Course. Both nominees have completed the course and will facilitate EFP in launching sessions on EOSH and RBC from the EFP Platform.



RBC WORKSHOP



EOSH WORKSHOP

Webinar on Principles of Management Training Program – Japanese Experience

EFP in collaboration with AOTS Japan organized a two-day Webinar on the Principles of Management Training Program that covered a wide range of management issues and how to cope with an ever-changing business environment. Mr. Yaegashi Hitoshi, a Japanese Expert, and Instructor for the Management Training Program with 3.5 years joined the Webinar live via zoom, and 23 participants from various organizations in Pakistan attended the webinar.



Online South Asian Training on Evidence-Based Policy Making for Decent Work

Under the ILC resolution on the Fundamental Principles and Rights at Work and the need to provide evidence-based and integrated capacity building and training for constituents, EFP participated in the Online Tripartite Training on Evidence-Based Policy Making for Decent Work in South Asia from 22 to 26 November 2021. Mr. Humayun Nazir, Director EFP, and Ms. Zara Nazir, Diplomatic Officer EFP represented EFP in the Tripartite Training.



The training aimed to build the capacities of participants using specific case studies, research papers, guidelines, and other data and information sources for evidence-based policy making for decent work. The themes were along the lines of Labour Migration, Social Protection, and Informality.

FY2021 Joint Workshop "New labor challenges with COVID-19 -Telework, AI/ICT, human resource development, labor dispute-"

EFP was represented by Mr. Zaki Ahmed Khan, Vice President, and Ms. Rabiya Anwer, Manager at the AOTS Japan Joint Workshop on 'New Labour Challenges with COVID-19 – Telework, AI/ICT, Human Resource Development, Labor Dispute' and Bilateral Meeting with the AOTS Japan from January 17 to 19, 2022 via Zoom. 40 participants from 20 Employers Organizations in South Asia and the Pacific joined the Workshop and the Bilateral Meeting.



Ms. Rabiya presented the current trend amidst COVID-19 and the major changes in the world of work from the early adoption of teleworking to reworking the business strategies to minimize the negative impact of the pandemic and efforts to prevent future changes in labor relations and conflicts.

Mr. Zaki Ahmed Khan and Ms. Rabiya Anwer also joined the Bilateral Meeting where the Senior Representatives of the AOTS with EFP discussed the joint programs to be organized in Japan and local programs in Pakistan for the year 2022-23. EFP expressed its intent to organize joint programs in Pakistan on emerging topics like the Adoption of ICT / AI technologies in South Asia Enterprises, Skill Development, and Apprenticeship Programs.

AOTS Japan Leadership represented by Mr. Eiji Teshima, Ms. Machi Hasegawa, Mr. Kazuhiro Yoshitake, and other members shared their intent to continue this collaboration and announce more relevant programs/seminars with the possibility of inviting a few representatives from Companies nominated by EFP to visit AOTS Center in Japan and experience the Japanese culture and world of work. AOTS appreciated the continuous efforts and cooperation of EFP in organizing and participating in AOTS Japan programs.

ToT Workshop on ILO Factory Improvement Toolset

EFP staff and its Consultants participated in the introductory session on the Factory Improvement Toolsets organized by ILO. FIT is a toolset consisting of a wide range of modules around production, support systems, and working conditions. The objective of this workshop was to familiarize the participants and train them to conduct these sessions in the factories to build their capacity, and independently-run FIT to improve productivity, occupational safety and health, and working conditions.

The meeting was planned in Karachi from 24 to 26 March 2022 and 20 participants attended the training from all provinces representing EFP staff and consultants.

Workplace Wellness and Mental Health



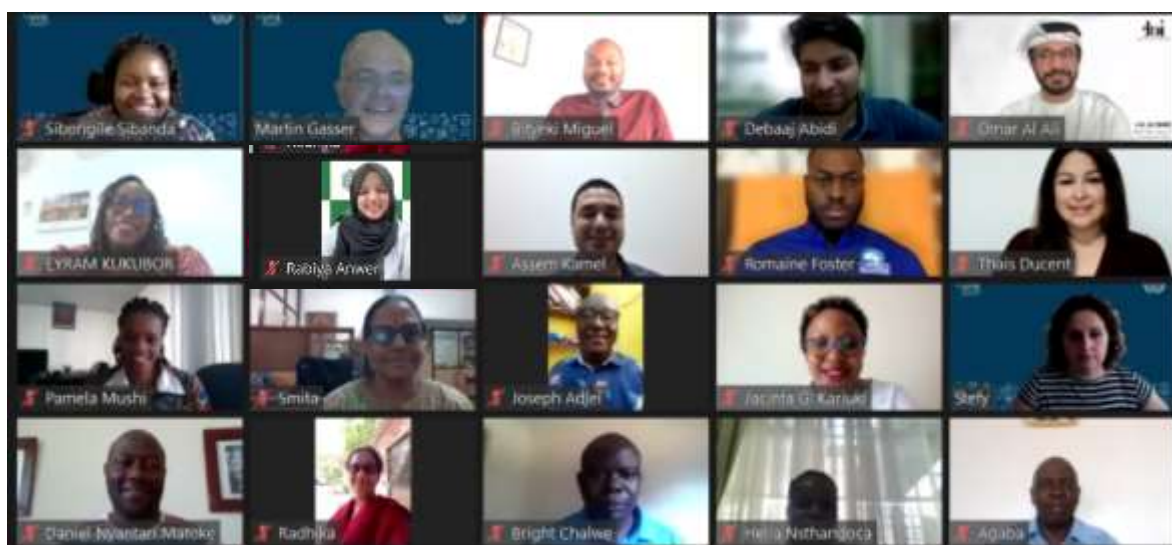
EFP organized a one-day workshop on 'Workplace Wellness and Mental Health' on 03 March 2022 in Hotel Marriott Karachi. The trainer was Ms. Tazeen Mohsin, an organizational and associate clinical psychologist with 10+ years of experience working with individuals and corporates. The workshop addressed how work arrangements and conditions have transformed considerably due to COVID-19, bringing new psychological challenges to the health and well-being of employees. As ILO and WHO recognize Mental Health and well-being as the TOP PRIORITY through Occupational Safety and Health (OSH) Management, this workshop focused on how employee engagement can promote a culture that can prioritize mental health in the workplace.

A total of 18 nominations were received and completed during the workshop. As a follow-up, a few companies are being approached for a similar in-house session.

Academy for ILO Entrepreneurship Trainers

EFP participated in one of the eminent workshops of ITCILO ‘Academy for ILO Entrepreneurship Trainers’ that offers the possibility to become certified trainers in the ILO Start & Improve Your Business training packages. EFP trained two members of the Secretariat Ms. Rabiya Anwer and Mr. Debaaj Abidi. The course duration was 09 May – 03 June 2022. This academy aims to train and certify SIYB trainers who can support existing or aspiring entrepreneurs and respond to the progressive stages of business development.

Both nominees have completed the course and in complementing the efforts of EFP to provide business development services to small-medium enterprises, they will facilitate EFP in launching the SIYB Training in Pakistan.



Strengthening ILS Reporting Mechanism and CEACR Comments Implementation

Pakistan has ratified 36 ILO Conventions, including all eight Fundamental Conventions and two Governance Conventions (C.144 & C.81). The ILO Constituents are required to submit reports on the progress and Pakistan has always met this obligation. However, to improve the reporting in terms of quality, and response to specific inquiries and comments, EFP actively participated in the three days Consultations with social partners on ratified and non-ratified Conventions, and ILO International Labour Standards (ILS).

A second workshop was organized by ILO from 22-24 June 2022 in Karachi and Mr. Humayun Nazir, EFP Board Director participated in the Consultations to support the establishment of sustainable coordination, implementation, and monitoring mechanism on ILS reporting in Pakistan.

International Training Programs

EFP nominated the following representatives of the member companies to participate in the online international training programs subsidized by AOTS Japan.

#	Program Title	Date	Nominee
1.	Online-The Program on Industrial Relations and Human Resource Management-1 (ERHR1) – AOTS Japan	August 04 – October 08 2022	Mr. Shahan Ali Khan, Senior Manager HR, AGI Denim
2.	Online-Instructors’ Training Course on the “Management Training Program (MTP)” [ERMI]	May 25 – June 29 2022	Ms. Asma Waseem, Pharmevo Pvt. Ltd. Mr. Muhammad Dawood, Pharmevo Pvt. Ltd.
3.	Online-The Program on Occupational Safety and Health Management and Work Environment Improvement [ERWM]	July 12 – August 16 2022	Mr. Yawar Jamil, Manager HSE, Asia Petroleum Limited



**SOCIAL DIALOGUE AND
STAKEHOLDER CONSULTATIONS**

Stakeholders' Consultation on Apprenticeship Programme

EFP in collaboration with the Skill Development Council and support of the TVET Sector Support Programme organized Stakeholders Consultation on 07 July 2021 in Karachi to provide a forum for main stakeholders including employers, workers, and the Sindh Technical Education and Vocational Training Authority to discuss and share the existing apprenticeship laws and issues faced to the industries as well as apprentices in the implementation of an apprenticeship programme in the industries and develop consensus recommendations for the enactment of new Apprenticeship Law for the province of Sindh.

EFP was represented by Mr. Zaki Ahmed Khan, Vice President, Syed Nazar Ali, Secretary General, and Mr. Fasihul Karim Siddiqi, Senior Advisor. The consultation was attended by more than 70 participants representing Trade Federations/Unions, and Government officials including STEVTA.



Revamp of WEBCOP & establishment of Social Dialogue Platform

Workers Employers Bilateral Council of Pakistan established in 2000 is not revamped with the increasing need for bilateral social dialogue between Workers and Employers on account of challenges faced by the industry in the wake of the Covid-19 pandemic. A consultative dialogue on 2nd October 2021 at Lahore was organized with the aim establish a social dialogue platform to promote ILO Convention C.87 (Freedom of Association and Protection of the Right to Organize) and C.98 (Right to Organize and Collective Bargaining) in the critical industrial sector including Sports Goods Industry.

Important dialogue of EFP with UN Resident Coordinator, ILO, IOE, and Global Compact

A virtual meeting was organized on 2nd November 2021 to bring together UN Resident Coordinators (RCs) and employer and business member organizations (EBMOS) to share their knowledge, lessons learned, and good practices of working together to address issues that hamper sustainable development. Focused discussion on setting priorities and driving solutions for the issues including support to small and medium enterprises, informality, education and skill development, and climate-friendly jobs, were among few issues discussed in detail. Building a coalition and joining forces with the government and the multilateral systems are needed to respond forcefully to the crisis while maintaining and increasing momentum towards the 2030 Agenda.

Following attended the focused meeting:

- Mr. Ismail Suttar, President EFP
- Mr. Zaki Ahmed Khan, Vice President, EFP
- Mr. Majyd Aziz, President, Global Compact Network Pakistan
- Syed Nazar Ali, Secretary General EFP
- Mr. Fasihul Karim Siddiqi, Executive Director, GCNP
- Ms. Nuzhat Jahan, Secretary General GCNP

EFP joins B20 Indonesia in upholding its goals of Advancing innovative, Inclusive, and Collaborative Growth



As B20 Indonesia puts forward three priorities throughout the presidency, namely: embracing a collaborative recovery and growth; boosting an innovative global economy, and forging an inclusive and sustainable future, EFP joins one of the Task Force on Future of Work and Education.

Ms. Rabiya Anwer, Manager – Communication & Services represented EFP in the series of virtual consultations on drafting the B20 Policy Recommendation document that features a set of recommendations for the G20 government. A strong collaboration from across governments, businesses, and civil societies is needed to recover from the crisis in a way that meaningfully engages young people in the emerging world of work and education.

Meeting of Employer Experts to revise the 1992 Code of practice on safety and health in construction

The ILO organized a tripartite meeting to revise the 1992 Code of practice on safety and health in construction from 21 to 25 February 2022. The 1992 code of practice is meant to provide practical guidance on a legal, administrative, technical, and educational framework for safety and health in construction to prevent accidents and diseases and harmful effects on the health of workers arising from employment in construction, among others.

Mr. Akhtar Quddus, EFP OSH Consultant and Trainer represented EFP in the Tripartite Meeting and after taking into account different national settings, cultures, and social, economic, environmental, and political contexts, the meeting reviewed, revised, and adopted the Code of Practice on Safety and Health in Construction which can be accessed on https://www.ilo.org/sector/activities/sectoral-meetings/WCMS_824056/lang-en/index.htm

4th Meeting of National Accreditation Council for Technical & Vocation Stream

Mian Akram Farid, EFP Board Director participated in the 4th Meeting of NAV-TVS on February 25, 2022, in Islamabad which was established by the National Vocational and Technical Training Commission for accreditation of TVET service providers and Qualification Awarding Bodies in Pakistan.

Meeting with the AOTS Japan Team

EFP meeting with the AOTS Japan team was scheduled online on 11th March 2022 and was joined by Mr. Eiji Teshima, Assistant Manager AOTS Japan, and Mr. Kanda AOTS representative in the New Delhi office. The agenda was to give a brief overview of EFP activities and action plans for the EFP-AOTS Alumni Society and to discuss the possibility of collaboration with other local AOTS Alumni societies running autonomously.

EFP, represented by Mr. Muhammad Feroz Alam as the President of EFP-AOTS Alumni, gave a brief overview of the EFP and that it is a recognized body eligible to officially manage the AOTS Alumni in Pakistan having a pool of more than 800+ members all over Pakistan.

Mr. Kanda informed that he is planning to visit Pakistan later this year to further discuss the matter and observe the activities of EFP and develop a strategic plan for mutual collaboration.

EFP Diploma Program on Employment Laws and Industrial Relations

Basic and Advanced Post Graduate Diploma Program on Employment Laws and Industrial Relations was launched by EFP in July 2019 with the collaboration of the Institute of Business Administration, and with the technical assistance of ILO.

This program is well received by the business community that equips HR and IR, operational managers, and practitioners with the necessary tools and techniques for developing a better understanding of industrial relations and employment laws in Pakistan and their applicability to the workplace. 6th Batch has been enrolled in six months Diploma Program.



EFP Vice President Appointed Convener of FPCCI Central Committee on HR & Legal Affairs

EFP Vice President Mr. Zaki Ahmed Khan was appointed as Convener of FPCCI's Central Standing Committee on Human Resource and Legal Affairs for the year 2021 and re-appointed for 2022 to discuss various issues faced by the industry in the area of HR, understanding of labor laws, its compliance and implementation in all provinces.

Under the Convenorship of Mr. Zaki Ahmed Khan, the Committee organized several meetings and consultations with the business community to talk about the issues arising at the workplace due to the pandemic, implementation of labor laws, and discuss possible solutions to these problems.

First ever Pakistan Business Task Force on UN Sustainable Development Cooperation Framework

EFP established Pakistan Business Task Force on United Nations Sustainable Development Cooperation Framework (PBTF), the first multi-stakeholder platform in South Asia, bringing the vision of the private sector into national development priorities and promoting policies enabling conditions for enterprise growth and productive employment. The PBTF exhibits a strong coalition with representation from the employers, Global Compact Network Pakistan, Overseas Chambers of Commerce and Industry, Federation of Pakistan Chamber of Commerce & Industry, and Islamic Chamber of Commerce and Industry.

The PBTF stands committed to finding collective solutions to national development challenges and positioning the business community to support the UN in the achievement of the Sustainable Development Goals.

EFP Representation in the @ILO Tri-Partite Meeting of Experts on Biological Hazards



EFP participated in the Tri-partite Meeting of Experts for the tripartite validation of technical guidelines on biological hazards to ensure that technical guidelines on OSH protection against biological hazards are available for the use of ILO constituents.

Mr. Akhtar Quddus, EFP's Senior OSH Consultant & Pakistan's leading OSH expert represented EFP in the meeting and provided his technical insight incorporating the perspective of the

Pakistan employers in finalizing the technical guidelines. The sessions were an excellent example of social dialogue and consensus building between the tri-partite stakeholders.

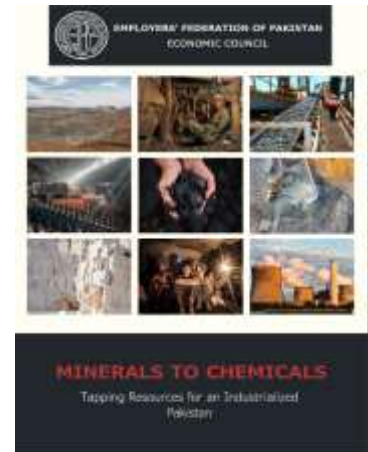
The session concluded in sheer jubilation on the adoption of the technical Guidelines with tri-partite consensus. For more information: https://www.ilo.org/global/topics/safety-and-health-at-work/events-training/events-meetings/WCMS_846243/lang--en/index.htm



**EFP ECONOMIC COUNCIL
RESEARCH. PUBLICATIONS &
INITIATIVES**

PUM And EFP Minerals to Chemicals Committee

PUM Netherlands joined hands with EFP in this new venture of developing minerals beneficiating plants and later on producing valuable chemicals to establish new industries in Pakistan and set a better trade balance. As the country coordinator and Mr. Sjaak constructed a team to cater to the requirements of the Minerals to Chemicals Committee



Minerals to Chemical Research Document

The Economic Council also published a comprehensive research document on Minerals to Chemicals highlighting the different minerals located in Pakistan hence creating business opportunities for international and national stakeholders willing to invest in Pakistan.

This document is also the viable reason for TDAP to approach EFP in terms of collaboration and will be sent out to other entities for awareness regarding initiatives taken by EFP on the minerals committee.



EFP's commitment to promoting Tourism in Pakistan



Initially, the plan was to increase the number of hospitality facilities in new locations. In this regard, feasibility studies of different projects were formulated. These projects include cruise ships from Karachi to Dubai or Gwadar, boat houses at Rawal lake, Bamboo Hut resort in the coastal belt, and many more.

The EFP hosted a seminar on Tourism Project in Pakistan Pavilion on 12th February 2022 highlighting the massive opportunities Pakistan possesses in the Tourism Sector.

The Netherland Ambassador H.E Woulter Plomp appreciated EFP's efforts on the research document based on Tourism and stated that this is a good collaboration between PUM Netherlands and EFP as two joining entities working on a significant sector presented by PUM Netherlands Pakistan representative Tamseela Bano.



A detailed discussion with PUM specialist Mr. Ranald Van Weezel on 8th June 2022 regarding Tourism was underway in which a descriptive analysis regarding the upcoming gap analysis would be a prime focus.

Exchange of research with PUM Netherland and country director. Discussion on the gap and shortcomings of the tourism industry. Moreover, PUM shared the procedures that need to be adopted to bring the change needed and an upcoming visit and collaboration between EFP and PUM were discussed.

Meeting with Managing Director PTDC Mr. Aftab Rana on the 28th July 2022 in Islamabad with Haider Ali Khan Research Analyst on Tourism was to discuss the idea of a Dedicated Tourism Incubation center. He agreed to be part of this cause with full support from PTDC. Hence an MOU has been signed with PTDC and other stakeholders to start work on the cause. The vision is to change hospitality into opportunity.

Further, the MD of PTDC was presented by the Tourism document which he believed has great potential for collaboration and the PM office in Islamabad would also be interested in meeting with the EFP management for future references.

Collaborations with the International Entities

The EU Ambassador H.E Androulla Kaminara visited the EFP team with Country Director Ms. Ingrid Christensen on 18th November 2021. She discussed the various projects EFP is currently pursuing and any form of potential synergies that were considered.



The EU SME Business Forum that occurred in Karachi on 17th November 2022 included SMEs from EFP Members as requested by the EU Delegation to include EFP members. Different stakeholders came together to discuss the potential the SME sector has in terms of moving forward.



Following with meetings were held with Mr. Wajahat from the Board of Investment on 7th June 2022 Extensive discussions were done on the dynamics of different projects which resulted in further strengthening the vision of EC EFP. Feasibilities that were discussed would be forwarded to BOI for any potential sustainability of a project was a possibility that was discussed.

The Way Forward

Decent Work & Education & Social Security Coverage for all forms of Work

EFP is the representative body of business at the national level, involved in the policy-making process, and development of the legislative framework in coordination with government and trade unions and has an advocacy role in social policy development. In this strive, EFP stands committed to promoting decent work and education and advocating for full social coverage for all forms of work including the domestic and home-based workers in Pakistan.

EFP believes that tripartism and social dialogue plays a vital role in strengthening partnerships and institutional mechanism for effective development and implementation of the international labor standards and ensuring their compliance by enterprises, employment generation through human resource development with a focus on employability skills, social protection expansion including the informal economy, which will lead to promoting decent work in Pakistan.

EFP's mission to remain relevant, effective employers' organizations, and be the voice of the business community in Pakistan, continues. But we endeavor to progressive change not in our vision but in our strategies that could lead towards a better future where all forms of discrimination, child, bonded, forced labor, and domestic violence are eradicated. Where everyone has access to inclusive and decent work and education. Access to social coverage. Prime importance to occupational safety, health, and wellbeing. Building partnerships at the national, sub-national, and international levels with diverse social partners – including the civil society, trade unions, network of young people, private sector, parliamentarians, academia, media, entrepreneurs and SMEs, and think tanks. All these efforts in achieving the Decent Work Agenda to economic growth and sustainability.

Taking small steps will lead to big changes and organizational restructuring and capacity building of the EFP Secretariat is underway to achieve the targets set forth.

On behalf of the Board of Directors



Ismail Suttar
President
Karachi

Date: 30 June 2022

BOARD OF DIRECTORS

For the term January 2020 to December 2022



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Ismail Suttar



Vice President

Zaki Ahmed Khan

Board Directors



Ahsan Ullah Khan



Haji Muhammad Javed



Majyd Aziz



Muhammad Adrees



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Sharon Dias



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Khalid Junejo



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Syed Nazar Ali
Secretary General



Fasihul Karim Siddiqi
Senior Advisor



EMPLOYERS' FEDERATION OF PAKISTAN

The Apex Body of Employers

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