



EMPLOYERS' FEDERATION OF PAKISTAN **MINUTES OF THE 69TH ANNUAL GENERAL MEETING (AGM)**

The 69th Annual General Meeting of the Employers' Federation of Pakistan (EFP) was held on 27th October 2022 at Hotel Movenpick, Karachi. Since the quorum was complete, Mr. Ismail Suttar, President, EFP called the meeting in order.

The meeting started with a recitation from the Holy Quran by Mr. Saud-ur-Rehman.

Mr. Ismail Suttar welcomed the members and thanked them for attending the meeting in large numbers. He also thanked the members who were attending the meeting via Zoom particularly those from other cities.

Presenting the performance for the year 2021-22, Mr. Suttar said this year was better and the performance of the EFP at both ends finance and activity wise remained good as compared to the last couple of years. During this year, EFP organized several activities and implemented projects with the support of ILO, DECP, and other development partners. He particularly apprised the members about the 19th Occupational Safety, Health and wellbeing award organized by EFP to recognize and celebrate the contribution and best practices of Champion enterprises in the area of OSH. Dr. Arif Alvi, President, the Islamic Republic of Pakistan graced the event with his presence and gave awards to the best companies. Talking about the projects, he shared the project on Social Dialogue and membership implemented with the support of DECP to promote Social Dialogue in the Sports Goods industry and launch of membership campaign to increase the membership of EFP in Punjab. Index Project to promote FPRW, productivity enhancement, and elimination of Child Labour in the lower tier of the cotton supply chain and promoting decent work for improving livelihood as well as working conditions of cotton growing communities. Under the project, training sessions were organized to build the capacity of farmers and growers for sustainable development in Sindh and Balochistan.

Mr. Suttar also informed the members about the establishment of the Business Task Force on the United Nations Sustainable Development Cooperation Framework and said this task force will compile and present the contribution of the private sector for promoting sustainable development goals to United Nations representatives in Pakistan. This will provide the opportunity to EFP for developing linkages with the UN office and presenting employers' perspectives on the social and economic policies making process.

He also informed the members that the economic team of EFP has conducted research to facilitate policy-making and development of the tourism and mineral sector. MoU with TDAP has also been signed for establishing a mine & mineral testing lab that would help in generate sustainable income for EFP besides promoting the mine and mineral sector. Mr. Suttar also informed the members that EFP for the first time also arranged an investment forum on Tourism and Mineral to Chemical Sector and Conference on Women's Empowerment in February 2022 at Dubai Expo which provided good visibility to EFP.

He appreciated the support and contribution of Mr. Zaki Ahmed Khan, Vice President of EFP, and the staff of the Secretariat and said that without their efforts the performance and position acclaimed by the EFP would have not been possible.



Mr. Zaki Ahmed Khan talked about various new initiatives and programmes EFP has planned with the support of ILO and other development partners including the development and implementation of compliance plus tool to promote a culture of compliance and implementation of Core Labour Standards, Skills Passport aimed at assessing and recognizing the skills of migrant and local workers who have acquired skills on the job. He also informed the members that the Governing Body of ILO has upgraded two safety conventions to core conventions and it would be the responsibility of enterprises to also comply with these two OSH Standards and Conventions. To create an understanding of these two OSH Conventions and build the capacity of member organizations to facilitate their implementation, EFP has planned to organize National and Provincial OSH Workshop with the support of ILO between November 2022 to February 2023 in all four provinces.

Apprising about the status of the EOBI case and the issues faced by the member organizations, Mr. Zaki informed the meeting that the scope and mandate of the legal help desk are being expanded to develop and start new services as per the need of members including legal insurance, labour laws audit, OSH audit, the introduction of Compliance Plus tool, and Diploma programmes in OSH. All these initiatives will help EFP in providing better services to members and building their capacity besides, increasing visibility and new membership of EFP.

The agenda was then taken up as under;

Agenda Item – 1: To confirm the minutes of the 68th Annual General Meeting (AGM) held on 21st October 2021

The meeting was informed that the minutes of the 68th AGM were sent to members via email and no observation has been received from any member.

Since no observation and comments were received from any member, the minutes of the 68th AGM held on 21st October 2021 were approved as proposed by Mr. Ahmar Waheed from Atlas Battery seconded by Mr. Naved Iqbal from Artistic Denim.

Agenda Item – 2: To receive, consider and adopt the Annual Audited Accounts Auditor Report and Annual Report for the year ended 30th June 2022.

Presenting the annual audited accounts for the period ended 2022, Mr. Feroz Alam, Vice Chairman, Sub-Committee on Finance informed the members that the annual audited accounts were sent to members and no observation or comments have been received from any member.

He also apprised the members of the major variations and said the financial position of EFP during this financial year remained good and the income of EFP increased to Rs. 4.1 million compared to Rs. 1.1 Million last year. He, however, pointed out that the major increase in the income is mainly due to the legal fee of the EOBI case filed in the Supreme Court and sponsorship from the member companies. He said this is not a regular income and EFP can not rely on this. Though the annual subscription fee and income from training which is the regular income stream have also increased from last year, efforts are needed to increase recovery of subscription fees, training activities, and labour laws audit.



Since there was no observation and comments from any member, the audited accounts along with a report of the auditor for the financial year ended 30th June 2022 were approved as proposed by Mr. Adil Riaz from Pakistan Cables and seconded by Mr. Arif Raza, Pakistan International Container Terminal.

Agenda Item – 3: To Appoint an Auditor for the Year ended 2023

The meeting was informed that the present auditor M/s Hyder Bhimji & CO, Chartered Accountants / Auditing Firm of EFP has offered their services as an auditor for 2022-23 on the same remuneration and terms & conditions and requested approval of the appointment of M/s Hyder Bhimji & CO as an Auditor.

The appointment of M/s Hyder Bhimji & CO was approved as an Auditor for the period ending 30th June 2023 as proposed by Mr. Shahan Ali Khan, Siddiq Sons, and seconded by Mr. Humayun Nazir from Shield Corporation.

There being no further item on the agenda, the meeting was adjourned with a vote of thanks to the Chair.

Ismail Suttar
President