

# ANNUAL REPORT

2022 - 2023

A FUTURE OF  
INCLUSIVE  
PROSPERITY



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



# Contents

<b>3</b>	<b>Foreword Performance Review 2021-22</b>
<b>5</b>	<b>Projects in Collaboration with International Partners</b>
<b>12</b>	<b>Annual Events</b>
<b>15</b>	<b>Consultations &amp; Activities</b>
<b>25</b>	<b>Workshops - International &amp; National</b>

## Foreword - Performance Review 2022-23

The fiscal year 2022-23, which coincided with an Election Year, marked a significant milestone for the EFP. With the appointment of a New Board, the organization embarked on a new vision for its growth strategy. This year posed unique challenges as the EFP experienced a profound loss with the unfortunate passing of President Mr. Zaki Ahmed Khan (late) and Vice President Mr. Fasihul Karim Siddiqi (late). The setback was deeply felt, but the election of new leaders showcased the Board's unwavering dedication to uplifting the EFP's image and driving the execution of various socio-economic initiatives. Despite the hurdles faced, the EFP remained committed to its mission and continued to strive for excellence.

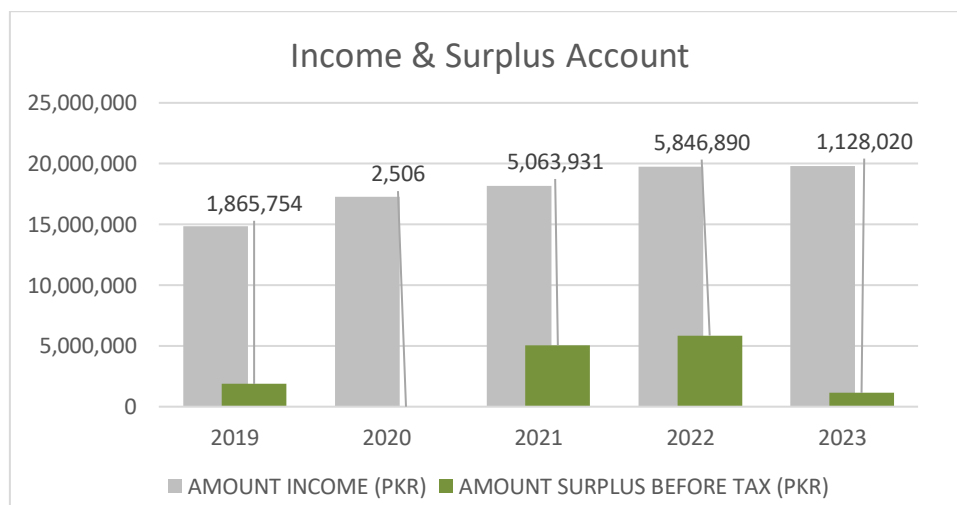
### 1. Financial Sustainability

The Audited Financial Statement of EFP and the Auditor's Report thereon for the period ended 30th June 2023 is summarized below:

Net Income from subscriptions and other activities	: Rs.19,820,372
Other income	: Rs. 4,367,855
(Expenditure)	: Rs. (23,060,207)
Surplus for the period (before taxation)	: Rs. 1,128,020

A flash view of the EFP's income and surplus account statement for the last five Financial Years 2018-2023 is given below.

YEARS	AMOUNT (IN RS.)	
	INCOME (in PKR)	SURPLUS BEFORE TAX (in PKR)
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
2023	19,820,372	1,128,020



## 2. Membership Retention & Growth

As the industry made strides toward recovery, the EFP Secretariat proactively restructured its Training Department to cater to the evolving needs of business enterprises, resulting in a significant increase in membership. The organization's efforts to expand its services and initiatives for socio-economic welfare, including the Women's Empowerment Project, OSH Campaign, and Cash for Work, played a pivotal role in attracting numerous non-member organizations to join the EFP. Moreover, the Legal Help Desk garnered substantial visibility by effectively leading court cases about Sindh Minimum Wages and EOBI matters. The following snapshot presents the progress in membership strength for the year ending June 2023.

<u>Membership Strength 2022</u>	<u>Membership Strength 2023</u>
Membership June 2022: <b>854</b> New Enterprise Members 2022: <b>39</b>	Membership 2023: <b>876</b> New Enterprise Members 2023: <b>22</b>

The breakdown of New Members added in the fiscal year that ended June 2023 is as under:

Province	Enterprise Members 2022
Sindh	14
Punjab	04
Islamabad	01
KP	03
<b>Total</b>	<b>22</b>

**PROJECTS & INITIATIVES  
IN COLLABORATION WITH  
INTERNATIONAL PARTNERS**

## Awareness Raising & Capacity Building Workshops For Employers on ILO OSH Conventions 155 & 187

**Purpose:** Series of nationwide Workshops to create awareness and build the capacity of employers to better understand the two OSH Conventions and requirements for implementation.

**Partners:** EFP & ILO

**Scope:** Each in Four Provinces including Islamabad



The four workshops were organized in collaboration with the Chambers and Associations in all the provinces as follows:

- Peshawar Workshop was in collaboration with the [Industrialist Association Peshawar](#) 20 March 2023
- Lahore Workshop was in collaboration with the [Lahore Chamber of Commerce & Industry](#) on 9 May 2023
- Islamabad Workshop in collaboration with the [Industrial Association Islamabad](#) on 11 May 2023
- Karachi Workshop with all Chambers and Associations in Karachi on 25 September 2023

The **objectives** of these campaigns are:

- Increase the understanding of employers and enterprises on the OSH Conventions C-155 and C-187.
- Better understand the current OSH legislation and facilitate its implementation.
- Promote a culture of safety and protection and compliance and help create safer workplaces.
- Help EFP to prepare and consolidate the support of its members on the decision for the future ratification of these two OSH Conventions by the Government of Pakistan.



## Capacity Building & Pilot Due Diligence - Phase III Lower Tier Communities of Cotton, Textile, and Garments

**Purpose:** Implementation of Phase II of the ILO CLEAR Cotton Project with the scope to continue the Capacity Building of low tier communities in the cotton, textile, and garments value chain.

**Partners:** EFP & ILO – Clear Cotton Project

**Scope:** Sindh & Punjab Province



The **Phase III** of the project successfully executed the following activities:

- A Tracer Study to understand the impact of the previous phases I & II activities revealed that the training on FPRWs greatly helped the enterprises to create awareness in their workplaces on important areas including:
  - FPRWs
  - Elimination of Child Labour
  - Equal pay for equal work
  - Improve working conditions and health and Safety at the Workplace
- EFP arranged training programs for 262 managers and workers of 10 ginning and spinning enterprises, 5 each in Sindh and Punjab for the implementation of the toolkit.
- The Members' Due Diligence Toolkit for Responsible Cotton Sourcing has been developed, complying with:
  - OECD Due Diligence Guidance for Responsible Supply Chains
  - UN Guiding Principles Reporting Framework
- 14 Companies adopted the Due Diligence Toolkit
- Training Material developed for Members' Toolkit for Responsible Cotton Sourcing in English, Urdu and Sindhi



## Women Empowerment Project Training, Capacity Building on C-190, and Decent Work

**Purpose:** Aimed to empower women through various consultations and activities spanning 4.5 months, for gender equality and protection of women in both domestic setting and workplace

**Partners:** EFP & ILO – PRS/STRIDE

**Scope:** Karachi, Lahore, & Sialkot



Phase I of the Women Empowerment Project concluded with the following **major accomplishments:**

- Conducted a comprehensive survey of 250+ enterprises to assess their employment practices and initiatives aimed at promoting the inclusion and empowerment of women. Developed a Women Employability & Empowerment - National Publication featuring 10 Best Case Studies from 250 survey of enterprises.
- Organized a series of capacity-building workshops for 100 aspiring female trainees from TVET Institutions from Karachi, Lahore, and Sialkot. These workshops focused on the ILO Get Ahead Model for Entrepreneurship and were expertly facilitated by ILO trainer Ms. Shaiyane Malik.
- A comprehensive Code of Conduct has been collaboratively developed through extensive consultations with stakeholders in Karachi and Lahore. This code is designed to promote social protection and establish regulations for employers of domestic workers, incorporating input from employers, workers, and trade unions.
- Awareness Sessions on C-190, understanding of workplace violence and harassment, and provincial legislation on the Protection against Harassment at Workplace Act for 50 participants.
- A National Conference and Award Distribution Ceremony to recognize the top 10 companies with best business case studies on Women Employability and Empowerment.





## National Skills Passport For Workers/Migrant Workers including Returning Migrants

**Purpose:** Recognizing the informally acquired skills and experiences of the potential and returning migrants to increase their opportunities for decent employment locally and overseas.

**Partners:** EFP, ILO, MOPHRD

**Scope:** Nationwide

During the 6-months pilot phase, the following **milestones** are expected to be accomplished:

- First-ever nationwide talent database of skilled and credible workers and returning migrant workers in Pakistan
- The skills and experience of 150 migrant workers in selected trades will be assessed and those qualified will be issued National Skills Passports
- The assessment will be made by the authorized Qualification Awarding Body using the RPL methodology

### Objectives:

#### Government

- Fulfillment of obligations of providing decent employment opportunities for youth and workers.
- Strengthening of TVET system and life-long-learning.

#### Employers

- Availability of workforce with better skills and experience.
- Sharing of international experience and process gained by the workers while working overseas with other employees.
- Linkages with TVET Institutions / Organizations and access to life-long-learning for skills up-grading of workers.
- Enhanced productivity and culture of learning at the workplace.

#### Workers

- Facilitate formal Recognition of worker's prior and current skills, competencies, and experiences.
- Facilitate Transition from informal to formal economy.
- Promote upward mobility and decent job opportunities with better wages and working conditions.
- Provide Better career opportunities in domestic and overseas markets.
- Enhance respect and self-esteem

## Cash for Work Community-based Emergency Employment (Rapid Infrastructure Rehabilitation)

**Purpose:** To generate income and employment that can help flood affected households in rebuilding their lives and sustaining themselves and their families, while mitigating vulnerabilities to child and forced labour.

**Partners:** EFP & ILO

**Scope:** Ahmed Ali Khaskhelli Tehsil Manjhand, District Jamshoro



The rehabilitation process of flood affected successfully concluded with the following **accomplishments**:

- 4105 days of work created for Flood-affected people (men and women) and were provided payment of Rs. 1,000 per day
- Repair and Rehabilitation of 30 partially damaged and fully damaged houses and construction of 6 washrooms
- Affected areas cleared from left-over mud, debris, and dead animals
- Affected people engaged in productive work and helped in trauma reduction
- Beneficiaries were sensitized on Child Labour and FPRW and made aware of their rights
- Establishment of EFP Girls School for affected children. Two educated females from the village were engaged as teachers and classes for 40 girls were started. The students were also provided with books and uniforms.



## Pakistan Business and Disability Network (PBDN) Economic Empowerment of People with Disabilities especially Women and Youth

**Purpose:** An employer-led platform for promoting inclusion, decent work and education, and skill development for persons with disabilities, with special focus on youth and women.

**Partners:** EFP & Sightsavers

**Scope:** Nationwide



An employer-led platform with memberships from international development partners, organizations of people with disabilities, and selected EFP Members, PBDN will make efforts to ensure the economic empowerment of people with disabilities through the following **pathways**:

- Building the employment readiness and self-confidence of job seekers with disabilities through hard/soft skills development.
- Building the disability confidence of employers through capacity-building workshops, accessibility assessments, and ILO Self Assessments.
- Strengthening the supporting functions of the labour market and influencing employment regulatory frameworks through advocacy.
- The network will advocate for employment opportunities for persons with disabilities for example advocacy with the Government for social protection of persons with disabilities.



## ANNUAL EVENTS

### Skill Development Employers Recognition Award for the year 2022 – 12 June 2023



Recognizing and appreciating employers' contributions at the highest level is vital to inspire further initiatives and investments in the skills development of current and future employees. In line with this objective, The EFP Skills Development - Employers' Recognition Award-2022 aimed to honor and acknowledge employers and enterprises who have made significant investments in skills development. This event served as a platform to recognize and appreciate their contributions at the highest level and to encourage and motivate them to continue their interest and investment in implementing skills development programs.

The event was supported by the ILO and was held in Hotel Movenpick Karachi on 12 June 2023. In the Welcome Address, Mr. Muhammad Feroz Alam, Director EFP Board and Chairperson of EFP Sub-Committee on TVET and Skills Development, highlighted that the existing Technical and Vocational Education and Training (TVET) system in Pakistan is primarily supply-driven and fails to align with the needs of the labor market. He further spoke about the EFP Skills Initiative 2030 that aims to improve Pakistan's Technical and Vocational Education and Training (TVET) system, promoting industry-based training and fostering stronger connections between academia and industry. In addition, EFP introduced the National Skills Passport, which recognizes and certifies skills acquired through various means, formal or informal. This initiative aims to enhance the skills profile of the Pakistani workforce, opening up new opportunities for overseas employment.

Mr. Geir Tonstoel, Director of the ILO Country Office for Pakistan, expressed his gratitude for hosting the Employers Recognition and Skills Development Award event. He emphasized the importance of investing in education and training, particularly for vulnerable youth, to address social exclusion and enhance productivity in a competitive industry. Mr. Tonstoel praised the Employer's Skills Development initiative and the Employers Recognition Award for supporting the government's "Skills for All" Strategy, aiming for sustained economic growth, productive employment, and decent work.

Thereafter, Syed Nazar Ali, Secretary General EFP announced the results of the companies that were conferred with the 'EFP Skills Development – Employers Recognition Award for the year 2022. Mr. Nazar informed that more than 40 enterprises participated in the Contest and the evaluation of each contestants was against the laid down criteria. The awards were given across five sectors, namely: Automobile, Textile & Garments, Power and Energy, Manufacturing, and Services Sector. Within each sector, three categories of awards were presented - Diamond Award, Gold Award, and Silver Award - reflecting the diverse range of industries and their contributions to Skills Development. More details about the Winners can be found at EFP Website.

## EFP Women Empowerment Conference 2022 – 18 November 2022



To promote female inclusivity and gender equality, specifically women employment and empowerment, EFP and ILO organized a National Women Empowerment Conference on 18 November 2022. The conference served as the culmination of the Women Empowerment Project and brought together inspiring speakers and engaged participants to foster female inclusivity and promote gender equality.

The conference featured a series of interactive sessions led by influential speakers who shared their expertise and insights. Ms. Shaiyanne Malik, Aisha Bela Malik, Xenab Ansari, Arhum Sarwar, Saman Laiq Abbasi, and Maryam Jamshed graced the event with their presence and spoke on various topics crucial to women's empowerment.

The conference celebrated the achievements of women and provided a platform for networking and sharing experiences. Attendees had the opportunity to connect with like-minded individuals and organizations committed to advancing gender equality and women's empowerment.

The National Women Empowerment Conference served as the grand finale of the Women Empowerment Project. Through this project, EFP and the ILO have made significant strides in promoting female inclusivity and empowerment, creating a positive impact in the lives of women across the country.

## 9<sup>th</sup> Employer of the Year Award – 27 October 2022



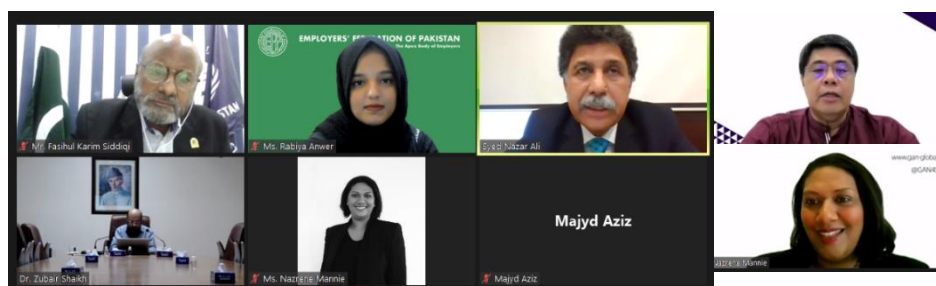
EFP hosted its consecutive 9<sup>th</sup> Employer of the Year Award to acknowledge and recognize the best practices of the corporate sector. The Award Ceremony was held at Hotel Movenpick Karachi on the 27<sup>th</sup> of October 2022, in which around 31 organizations from multiple sectors were awarded for their exceptional performances and responsible business practices in areas of Human Resource Management, Skill Development, Occupational Safety and Health, Industrial Laws Compliance, Corporate Social Responsibilities, Inclusivity, Women Empowerment, and Sustainable Development Goals.

The ceremony for the Employers Recognition and Skills Development Award was graced by Mr. Sajid Hussain Turi, Federal Minister of Overseas Pakistani and Human Resource Department, who distributed awards to winning companies. The Minister emphasized the private sector's role in promoting best business practices and supporting vulnerable sectors. He commended the EFP for actively promoting best practices and urged support for flood-affected individuals.

Mr. Ismail Suttar, President of EFP, highlighted the importance of compliance with international standards for industry competitiveness. Mr. Manzoor Khaliq from the International Labour Organization praised EFP's efforts in promoting compliance and implementing labor standards. Mr. Zaki Ahmed Khan, Vice President of EFP, briefed participants on the award credentials and selection process, while the CEO of the Year Award was given to Mr. Faheem Haider and Mr. Shahid Mehmood Khan for their companies' outstanding performance.

More details about the Winners can be found in EFP Website.

## Webinar: Industry-Academia Linkages: Quality Education and Skills Development for Youth Employment – 16 August 2022



The webinar addressed the challenges faced by youth in the job market, exacerbated by the economic impact of the pandemic and the mismatch between education/skills and labor market demands. In collaboration with various partners, the EFP aimed to emphasize the significance of industry-academia linkages in enhancing the quality and relevance of education and skills development programs, ultimately promoting decent employment opportunities for youth while meeting the industry's workforce requirements.

The webinar provided a platform for engaging in discussions on several key topics. These included the current status of industry-academia linkages, the barriers hindering their establishment, and potential solutions to scale up youth employment and education. Expert speakers from government, academia, employers, global networks, and the International Labour Organization (ILO) shared their insights, with Mr. Fasihul Karim Siddiqi, Senior Advisor of EFP, Dr. Zubair Shaikh, President of Muhammad Ali Jinnah University, Ms. Nazrene Mannie, Executive Director of Global Apprenticeship Network (GAN) representing GAN4Skills, and Mr. Gabriel Bordado, Skills Specialist of DWT ILO South Asia, providing their valuable perspectives on catalyzing industry-academia linkages and driving concrete actions.

Syed Nazar Ali, Secretary General EFP expressed his appreciation to all the speakers for their insightful contributions and to the participants for their active engagement during the webinar. Ms. Rabiya Anwer, Assistant Secretary-General EFP, moderated the webinar. The event served as a platform for knowledge sharing and collaboration, paving the way for future initiatives that bridge the gap between education, skills development, and the demands of the labor market. The EFP remains committed to addressing youth unemployment challenges and promoting the importance of industry-academia linkages in creating meaningful employment opportunities for the youth.

## CONSULTATIONS & ACTIVITIES

**EFP's Commitment to Social Justice and Decent Work Advocacy at ILC'23 – 05-16 June 2023, Geneva**



The Employers' Federation of Pakistan (EFP) proudly participated in the 111th Session of the International Labour Conference (ILC) held in Geneva. Led by EFP Board Directors Dr. Muhammad Yousaf Sarwar, Ms. Sadaf Hatif, and Mr. Mohsin Tabani, the delegation showcased the EFP's commitment to promoting decent work and supporting sustainable economies. They actively engaged in discussions on crucial topics such as just transitions, quality apprenticeships, and labor protection, providing valuable insights and unwavering support.

Aligned with the Tripartite Pakistan Delegation, the EFP delegation played an active role in shaping policy decisions and discussions on international labor conventions. They emphasized their dedication to implementing Fundamental Principles and Rights at Work, particularly in vital sectors like the cotton supply chain and sports goods industry. The EFP also echoed the ILO Director-General's focus on access to an adequate standard of living, education, healthcare, social security, and freedom of association.

Dr. Muhammad Yousaf Sarwar delivered a speech at the ILC's Plenary Session, expressing the EFP's commitment to advancing social justice, decent work, and the implementation of the ILO Centenary Declaration. They highlighted the EFP's engagement in fostering a just society, advocating for social dialogue, skills development, gender equality, and the protection of vulnerable groups. The establishment of the National Business Task Force on UNSDSF was mentioned as a unique initiative in Asia, providing strategic direction for UN Development activity at the country level.

Ambassador Mr. Khalil Hashmi, Pakistan's Permanent Representative to the United Nations in Geneva, hosted a luncheon meeting for the Pakistan Tripartite Delegation. The meeting aimed to enhance communication channels between stakeholders, promote social compliance, and accelerate the implementation of Sustainable Development Goals (SDGs) in Pakistan. The EFP embraced "Our Common Agenda" and supported the ILO Director-General's report as a catalyst for transformative change, advocating for social justice, social dialogue, and the principles of decent work.

## Training on Improving Disability Confidence of Employers – 31 May 2023



Hosted by the Pakistan Business and Disability Network in partnership with the EFP and Sightsavers, this session brought together employers committed to promoting disability inclusion in the workplace. Participants were engaged in enlightening discussions, gaining valuable insights from esteemed speakers Sarah Wang'ombe and Simon Brown, who shared their expertise on labor market assessments, barriers to employment for youth with disabilities, and the business rationale for disability inclusion.

The event catalyzed building disability confidence among employers and fostering a more inclusive job market for persons with disabilities, especially the youth.

## South Asian Regional Tripartite Training Course on Evidence-Based Policy Making for Decent Work – New Dehli 10th to 13th April, 2023

Ms. Sadaf Hatif and Mr. Mohsin Tabani are nominated to attend this training. The training aims to provide support and information on how to apply the knowledge gained on evidence-based policy making and draft policy briefs and to build skills and knowledge for evidence-based policy making, advocacy and service provisions for decent work.

## First Meeting of the Pakistan Business and Disability Network – 13 April 2023



The First Meeting of the Pakistan Business Disability Network (PBDN), an employer-led network established by EFP and Sightsavers, was successfully convened with strong commitment from the members of the network present to ensure that no one is left behind, and that every individual has access to the resources and support they need to thrive.

This meeting focused on discussing and planning collective initiatives to empower persons with disabilities in the workplace and beyond, with a specific emphasis on building employers' confidence in hiring and implementing supportive workplace policies.



## Webinar on Empowering Women with Digital Skills – 16 March 2023



The Webinar featured organized as part of series of events planned by EFP to celebrate the International Women’s Day 2023. The webinar focused on discussing the opportunities for empowering women and young girls through digital skills in education, employment, and entrepreneurship. The aim was to address the digital gender gap and remove barriers for women to reach their full potential in today’s fast-paced world.

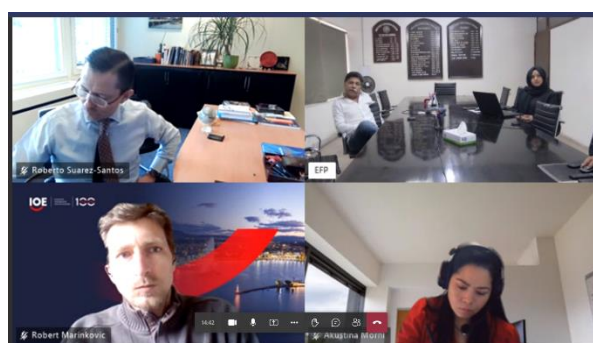
The Webinar was moderated by Ms. Rabiya Anwer and Ms. Laila Fatima, and featured Speakers who shared their valuable insights representing Social Partner ILO, Mr. Razi Haider who provided a comprehensive perspective on DigitAll Innovation and technology for gender equality from the ILO’s standpoint.

Ms. Faiza Yousuf, Founder of WomenInTech and Co-founder of CodeGirls, shed light on the rising freelance market and the challenges and opportunities it presents for women in Pakistan.

Ms. Fajer Rabia, Executive Director of Pakistan Alliance for Girls Education, emphasized the significance of empowering young girls in rural areas through skill-learning platforms, promoting their financial independence and career opportunities.

And, Syed Nazar Ali, Secretary General of EFP, highlighted the crucial role of employers in promoting digital skills through apprenticeships and VET systems.

## EFP and IOE Joined Hands for Just Transition and Green Skills - March 2023



Two significant meetings took place to address the pressing issue of climate change and employers’ engagement in environmental action. The first meeting, held on 7 March 2023, brought together representatives from the Employers’ Federation of Pakistan (EFP) and the International Organization of Employers (IOE). The IOE was represented by Roberto Suarez, Secretary General, Mr. Robert Marinkovic, Adviser, and Ms. Akustina Morni, Senior Adviser. The meeting centered around exploring ways to involve

employers in climate action and foster their engagement through the Employers' Alliance for Green Skills.

Additionally, an online interview conducted by the IOE focused on the concept of Just Transition and employers' experiences in implementing related policies and practices. Syed Nazar Ali, Secretary General EFP participated in this insightful discussion, accompanied by Rabiya Anwer, Assistant Secretary General EFP. The interview aimed to gain a deeper understanding of employers' perspectives and gather valuable insights to complement Just Transition policies and planning. These collaborative efforts between the EFP and IOE underscore their commitment to addressing climate change and promoting sustainable practices within the employer community.

### Launching Ceremony - National Skills Passport Pilot Project in Pakistan – 24 February 2023



The successful launch of the National Skills Passport Pilot Project in Karachi was spearheaded by EFP in collaboration with Sindh Technical Education and Vocational Training Authority (STEVTA). The launch event marked the beginning of a transformative journey towards providing workers and returning migrants with recognized qualifications and certifications through the skills passport.

The event also briefed that the pilot project offers workers and returning migrants the chance to have their informally acquired or work-based skills assessed and recognized by relevant qualification awarding bodies. This enables them to obtain recognized qualifications/certifications. Through the Recognition of Prior Learning methodology, workers' skills and experience are evaluated and documented in a skills passport for future reference.

The event also witnesses a Signing of a Memorandum of Understanding between EFP and STEVTA for collective efforts to promote a skills development program in the province of Sindh with a particular focus on testing and certification of workers who acquired skills informally through work experience. The MoU also provides provisions for skill upgradation training programs for workers of EFP member companies at STEVTA institutions and on-the-job facilities to trainees of TVET institutions in the member organizations.

## Ms. Rabiya Anwer represented EFP at the UN/ILO Commemorative Event on the World Day of Social Justice – 20 February 2023



Ms. Rabiya Anwer, representing EFP, actively participated as a panelist at the 2023 Commemorative Event on the Occasion of the World Day of Social Justice. The event, organized by the Permanent Mission of the Kyrgyz Republic to the UN and the International Labour Organization (ILO), in collaboration with ITU, UNCTAD, and UN DESA, focused on the theme "Overcoming Barriers and Unleashing Opportunities for Social Justice" in alignment with the recommendations of Our Common Agenda.

During the event, Ms. Rabiya Anwer contributed to the online dialogue with youth advocates and young entrepreneurs, sharing insights on their vision for social justice and shared prosperity. This dialogue marked the beginning of the ITU-ILO webinar series, aimed at celebrating young entrepreneurs in the tech sector who are actively advancing the Sustainable Development Goals (SDGs). Ms. Rabiya Anwer's participation further highlighted the important role of employers in promoting social justice and fostering inclusive and sustainable development.

## Social Media Training for Trade Union and Employers Leaders



ILO organized a comprehensive three-day training on social media for the staff of the Pakistan Workers' Federation (PWF) and EFP from 13 to 15 February 2023 in Bhurban. The primary objective of the training was to equip the participants with the necessary knowledge, skills, and techniques to plan, devise, and develop effective social media campaigns for education, awareness, and advocacy purposes. The training program aimed to empower the participants by enhancing their capabilities in utilizing social media as a powerful tool for disseminating information, raising awareness, and driving meaningful change.

The training also identified Ms. Rabiya Anwer, Mr. Debaaj Abidi, and Mr. Usman Pervaiz as promising individuals for mentoring, specifically focusing on the development of media campaigns related to various topics, including the welfare of domestic workers.

## Consultation of Workers and Employers on Labour Issues – 03 February 2023

The EFP jointly with the Workers Employers Bilateral Council of Pakistan (WEBCOP) with the support of ILO arranged a bilateral stakeholders' consultation on 3 February 2023. The purpose of the consultation was to discuss the ongoing crises and their impact including growing unemployment of workers as a result of the closure of businesses and industries and increasing cost of livelihood making people more vulnerable and to take collective measures to maintain industrial peace during these difficult periods. The meeting was attended by prominent trade union leaders and representatives of employers' associations including SITE, KCCI, FPCCI, KATI, etc. The employers and workers present in the meeting emphasized the need for promoting bilateral social dialogue to create consensus on labour issues and collective efforts to support the local industry and the rights of workers.

## Strategic Framework for WEBCOP

The EFP in order to promote bilateralism and strengthen WEBCOP facilitated development of a strategic framework of WEBCOP for making it to be the most trusted bilateral forum in Pakistan to support industrial development through harmonious industrial relations based on respecting the rights and obligations of each other. The framework provides three strategic goals to strengthen WEBCOP and deliver its mandate of promoting bilateral social dialogue for peace, productivity and prosperity.

- To improve financial and organizational capacity.
- Promote bilateral social dialogue for industrial harmony and growth.
- Prepare workers and employers for the future of work.

## SCORE ToT 30 Jan – 03 Feb 2023 Lahore

The SCORE ToT Program in Lahore was organized by ILO for training on the implementation of the SCORE Lean program in a Factory. The objective is to enable EFP to be capacitated to roll out of the training to its members. Following EFP representative attended the program.

- Mr. Muhammad Akram – Karachi
- Mr. Muhammad Ali – Karachi
- Mr. Naveed Iqbal – Karachi
- Mr. Naeem Ansari – Karachi
- Syed Nazar Ali – Karachi
- Mr. Muhammad Akram – Lahore
- Ms. Dure Shewar – Lahore
- Ms. Shama Nazeer – Sialkot
- Mr. Habib ur Rehman – Sialkot
- Mr. Imran Ali – Faisalabad

## EFP at AOTS Joint Workshop in Kuala Lumpur – 16 – 19 January 2023



EFP was represented by Mr. Majyd Aziz, Director EFP Board and Ms. Rabiya Anwer, Assistant Secretary General EFP, at the AOTS Joint Workshop in Malaysia. On 16 January, a bilateral meeting took place with AOTS senior officials, where discussions centered around the AOT S programs planned for the 2023

fiscal year. EFP presented proposals for organizing joint workshops in Pakistan, focusing on significant topics such as SDGs, Digital Skills, Sustainability, and Just Transition.

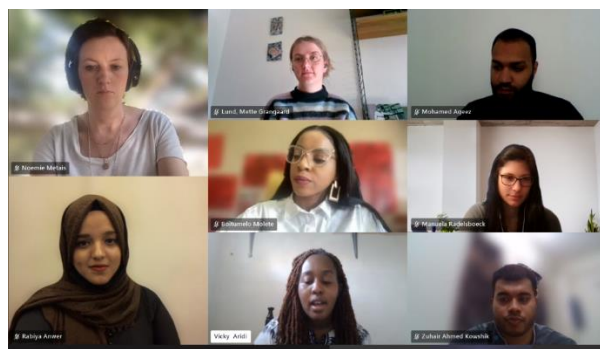
The workshop, held from 17-19 January, provided a platform for EFP and other participating organizations to present progress reports on current activities and address challenges faced in the labor market. Valuable insights were shared and information exchanged to effectively tackle the impending issues in the labor market. A comprehensive country report was prepared and presented by Ms. Rabiya Anwer and Mr. Majyd Aziz.

### Meeting with the new ILO Country Director Mr. Geir Tonstoel



Mr. Geir Tonstoel visited EFP Secretariat on 16 January 2023 to meet the newly elected EFP Board of Directors. A detailed presentation of EFP's strategic vision and planned activities for the term 2023-2025, new projects and programs of EFP that can be started with the support of ILO for the benefit of industries in general and EFP members in particular was given.

### EFP Assistant Secretary General Rabiya Anwer to represent global employers in ILO Youth Advisory Group for Green Jobs Pact



EFP proudly announced the promotion of Ms. Rabiya Anwer to the position of Assistant Secretary-General, reflecting the organization's dedication to women's empowerment and merit-based promotions. With six years of service and numerous achievements, Ms. Anwer has proven her diligence, efficiency, and productivity. She has represented EFP, Pakistani women, and youth at various domestic and international forums, and her selection as a member of the Youth Advisory Group of the Green Jobs for Youth Pact further demonstrates her impact on a global scale. The EFP Board of Directors and esteemed professionals have hailed this groundbreaking promotion, expressing confidence in Ms. Anwer's ability to enhance the image of youth and the EFP.

Acknowledgments from senior figures in the international labor arena, including Ms. Akustina Morni from the International Organization of Employers and Ms. Nazrene Mannie from GAN Global, highlight the significance of Ms. Anwer's promotion and her potential as a leader in her own right. These congratulatory messages also underscore the importance of offering opportunities for women professionals to advance and progress in their careers, benefiting both the world of work and society as a whole.

The recognition received by Ms. Anwer during her participation in the AOTS/EO Joint Study Workshop further attests to her outstanding qualities and contributions. Her presentation on EFP initiatives and vision was highly appreciated, earning praise for her enthusiasm, courage, and excellent delivery. These testimonials and acknowledgments not only celebrate Ms. Anwer's accomplishments but also emphasize the EFP's commitment to fostering diversity and inclusivity in the workplace.

## **Employers Consultation and Launch of Pakistan Business and Disability Network (PBDN) – 12 December 2023**



The Launch Event was organized by EFP and Sightsaver to promote inclusion and decent work for persons with disabilities. This launch marked a significant step toward creating an inclusive and equitable workplace environment with the establishment of the Pakistan Business and Disability Network (PBDN), a groundbreaking initiative in partnership with Sightsavers.

Recognizing the pressing need for change, the PBDN aims to address the barriers faced by persons with disabilities in accessing formal employment. In Pakistan, approximately 6.2% of the population has some form of disability, yet over 71% of them remain unemployed due to factors such as lack of accessibility, stigma, and discrimination. The responsibility lies with every organization to ensure their environments are inclusive and friendly for people with special needs.

Through the PBDN, the EFP and Sightsavers are committed to working towards the economic empowerment of people of determination, with a special focus on youth and women. By bringing employers together, the network seeks to promote collaboration, sharing of best practices, and collective action to shape a more inclusive future. The launch of the PBDN marks a significant milestone in our efforts to create a society where every individual, regardless of ability, has equal access to decent work and opportunities for growth.

## **Awareness Raising Session on Better Work and International Labour and Environmental Standards (ILES) – 15 January 2023**

EFP in collaboration with the ILO – Better Work Programme, organized a comprehensive training session to apprise employers and workers about the Better Work Program. The event focused on highlighting the program's objectives and the mechanism of engaging with the Textile and Garment industry to enhance working conditions. Participants gained valuable insights into improving workplace environments and fostering collaboration among industry stakeholders. The activities included awareness-raising sessions on OSH, FPRW, Labour Laws, and capacity building of stakeholders for the implementation and compliance of Labour Legislations. This training served as a vital step toward promoting fair labor practices and ensuring the well-being of workers in the Textile and Garment industry.

## EFP @ 17th ILO Asia and the Pacific Regional Meeting in Singapore - 6-9 December 2022



The 17th Asia and the Pacific Regional Meeting (APRM) held in Singapore from December 6-9, 2022, was a significant gathering for governments, employers' and workers' organizations from the Asia-Pacific region and the Arab states. Representing the Employers' Federation of Pakistan (EFP) were Mr. Zaki Ahmed Khan, Vice President, and Mr. Fasihul Karim Siddiqi, Senior Adviser and were part of the official Pakistan Delegation to APRM. Both representatives participated powerfully and diligently in the discussions, contributing their expertise and insights.

During the APRM, EFP actively engaged with numerous international stakeholders and forged new alliances, particularly in the areas of social justice, gender equality, multinational enterprises and development (MNED), and fundamental principles and rights at work (FPRWs). These collaborations aim to foster greater cooperation and advance shared goals in the pursuit of decent work and inclusive development.

The Pakistan delegation including EFP also met with the ILO Director-General Gilbert F. Houngbo on the sidelines of APRM and he was pleased to learn that we are united in ensuring compliance with International Labor and Environmental Standards in Pakistan that will enable Pakistan to attain the SDG Goals and would also support its case for continuation of the EU GSP plus status from 2024.

Mr. Zaki Ahmed Khan, in his capacity as EFP's Vice President, delivered a statement during the Plenary Discussion of the Report of the ILO Director-General to the APRM. His statement highlighted the importance of concrete steps to drive job-rich growth that is inclusive and transformative. This intervention emphasized EFP's commitment to advancing sustainable and inclusive economies in the Pacific region. He also outlined numerous activities undertaken by EFP ever since its election as a focal point by the tripartite stakeholders in 2021. It may be mentioned that Pakistan is among the few countries having a focal point for MNED in the ILO.

The 17th APRM served as a platform for meaningful discussions on pressing challenges faced by the world of work, including the ongoing repercussions of the COVID-19 pandemic, as well as global crises related to food, energy, and finance. The meeting provided a timely opportunity for stakeholders to reaffirm their dedication to decent work and social justice, paving the way for a human-centered recovery that is inclusive, sustainable, and resilient. The outcomes of the APRM will guide the ILO's work in the Asia-Pacific region and the Arab states for years to come.

## Diploma Awarding Ceremony for EFP-IBA 'Employment Laws and Industrial Relations Diploma' – 25 November 2022



The Center for Executive Education at IBA-Center for Executive Education - CEE Karachi held an award ceremony for the batch of "Diploma in Employment Laws & Industrial Relations". This diploma is a collaborative partnership between IBA Karachi and the Employers' Federation of Pakistan

This six-month-long education program aims to improve the knowledge of the participants on matters of current employment laws of Pakistan, their concepts, and practices along with industrial relations & their applicability. Mr. Muhammad Rizwan Dalia, CPO from K-Electric was invited as Guest of Honor. Shahzaib Shaikh, Deputy Commissioner, District South at Korangi Association of Trade & Industry (KATI), Sindh Food Authority, Mr. Zaki Ahmed Khan Vice President EFP, Mr. Fasihul Siddiqi, Senior Advisor EFP, and Mr. Syed Nazar Ali, Secretary General, EFP were also invited. Director CEE, Mr. Kamran Bilgrami congratulated the batches of students for successfully completing this diploma and invited the guests on stage to address the graduates.

The esteemed guests proceeded towards delivering their keynote speeches and congratulated the successful participants. Following the addresses, diplomas were conferred to students, after which the honorable guests presented Medals and Shields to the high achievers to celebrate their outstanding excellence.

This six-month-long education program aims to improve the knowledge of the participants on matters of current employment laws of Pakistan, their concepts, and practices along with industrial relations & their applicability. For more details on this program, visit: <https://lnkd.in/diqevQs>

16 successful participants from this batch attended the diploma program, and the following people were declared position holders:

Diploma in Employment Laws & Industrial Relations Batch 5:

- 1st Position: Mr. Muhammad Atif
- 2nd Position: Mr. Tariq Mehmood
- 3rd Position: Mr. Irfan Ghouri



## **EFP represented at the Regional Academy on Gender, Inclusion, and the Future of Work** -28 Nov – 02 Dec 2022, Bangkok

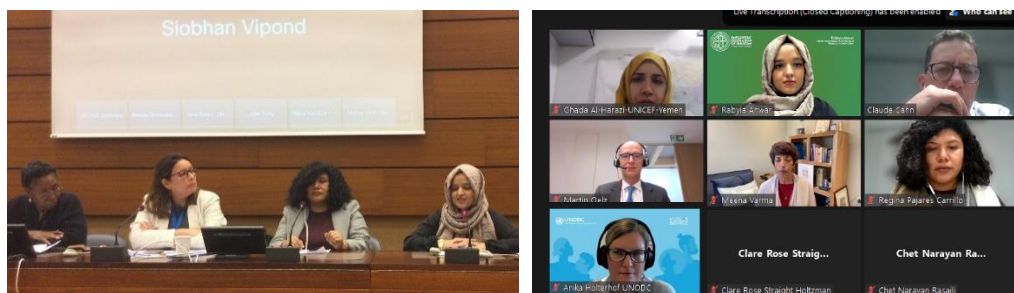


The EFP two staff members represented by Ms. Rabiya Anwer and Mr. Debaaj Abidi, were part of the Pakistan Delegation to the largest Regional Academy on Gender. The academy, supported by the ILO PRS/STRIDE Project on Women Empowerment and co-facilitated by the ILO Regional Office, India, brought together key stakeholders to discuss practical actions, policy interventions, and social dialogue for achieving gender equality and diversity inclusion in Asia and the Pacific.

The Regional Academy serves as a significant platform within the International Training Centre of the ILO (ITCILO) to address the critical issues of gender equality and diversity inclusion. The event emphasized the importance of these themes in delivering on the 2030 Agenda and fostering sustainable development in the region.

During the academy, Ms. Rabiya and Mr. Debaaj actively engaged in various workshops, sideline events, and consultations, further contributing to the dialogue and sharing valuable insights. Their presence and participation showcased EFP's commitment to advancing gender equality and diversity inclusion within the workplace and beyond. The event provided an invaluable opportunity for knowledge exchange, collaboration, and collective efforts towards building inclusive and equitable societies

## **Ms. Rabiya Anwer representing Young Employers as a Panelist in the UN – 27 September 2022, Geneva**



The International Organisation of Employers and the Office of the United Nations High Commissioner for Human Rights invited Ms. Rabiya Anwer, Manager EFP to speak as a Panelist representing Young Employers at a Launching of the Guidance Note on Intersectionality, Racial Discrimination and Protection of Minorities, as a side-event to the 51st Session to the UN Human Rights Council.

The event, held on 27 September 2022 at the Palais des Nations in Geneva, Switzerland, brought together government delegates, civil society representatives, and individuals impacted by intersectional discrimination. During the event, Ms. Rabiya Anwer represented the EFP as a Young Employer Panelist, highlighting the importance of fostering inclusive and equitable communities and workplaces that celebrate diversity. Her insightful contribution shed light on the crucial work being done to eliminate discrimination and promote equality.

The launch event also featured a workshop on Good Practices for Implementing an Intersectionality Perspective, providing an opportunity for UN system and civil society stakeholders to share and discuss effective strategies for combating racial discrimination and protecting marginalized groups. Ms. Rabiya also participated as a Panelist, contributing to the exchange of valuable insights and promoting a deeper understanding of intersectionality in practice.

The EFP commends the IOE and the Office of the United Nations High Commissioner for Human Rights for organizing this impactful event, which has further advanced the global dialogue on intersectionality, racial discrimination, and the protection of minorities.

### **Mr. Majyd Aziz representing EFP at the inaugural session of the "Decent Work in Garment Supply Chains Asia" – 22-23 November 2022, Bangkok**



*'Foreign buyers must support garment industries in Asia'*, EFP Former President Majyd Aziz speaking on behalf of all Asian employers at the inaugural session of the "Decent Work in Garment Supply Chains Asia" event in Bangkok organized by International Labour Organization.

He spoke about the importance to discuss and debate the agenda to promote Decent Work, Environmental Sustainability, and Gender Equality in Garment Supply Chains in Asia. Despite many challenges and vulnerabilities, especially in the garment sector, there is an industry-wide need to focus on gender transformation, especially working together so that women can access emerging opportunities in higher-skilled and higher-paid jobs and tasks. We must also advocate for and promote the principles laid down in the ILO Convention #C190 on Harassment and Violence at Work.

Mr. Majyd Aziz also presented a proposal for the consideration of all delegates that there should be unanimity among the regional garment exporters and to establish a shared platform to promote, project, and protect common and mutually beneficial interests.

### **MoU on the Minerals Development Program – 25 August 2022**



EFP signed a Memorandum of Understanding (MoU) on the "Minerals Development Program" with the Trade Development Authority of Pakistan (TDAP). This collaboration, represented by EFP's President Ismail Suttar and Chairman of Minerals to Chemicals Committee Mr. Younus Dagha, along with TDAP's Secretary Mr. Ahsan Ali Mangi, aims to establish new industries, boost trade value through value-added product exports, and explore new regional and international markets. This agreement sets the stage for mutual growth and prosperity in the minerals sector.

## Webinar: Industry-Academia Linkages: Quality Education and Skills Development for Youth Employment – 16 August 2022



The webinar addressed the challenges faced by youth in the job market, exacerbated by the economic impact of the pandemic and the mismatch between education/skills and labor market demands. In collaboration with various partners, the EFP aimed to emphasize the significance of industry-academia linkages in enhancing the quality and relevance of education and skills development programs, ultimately promoting decent employment opportunities for youth while meeting the industry's workforce requirements.

The webinar provided a platform for engaging in discussions on several key topics. These included the current status of industry-academia linkages, the barriers hindering their establishment, and potential solutions to scale up youth employment and education. Expert speakers from government, academia, employers, global networks, and the International Labour Organization (ILO) shared their insights, with Mr. Fasihul Karim Siddiqi, Senior Advisor of EFP, Dr. Zubair Shaikh, President of Muhammad Ali Jinnah University, Ms. Nazrene Mannie, Executive Director of Global Apprenticeship Network (GAN) representing GAN4Skills, and Mr. Gabriel Bordado, Skills Specialist of DWT ILO South Asia, providing their valuable perspectives on catalyzing industry-academia linkages and driving concrete actions.

Syed Nazar Ali, Secretary General EFP expressed his appreciation to all the speakers for their insightful contributions and to the participants for their active engagement during the webinar. Ms. Rabiya Anwer, Assistant Secretary-General EFP, moderated the webinar. The event served as a platform for knowledge sharing and collaboration, paving the way for future initiatives that bridge the gap between education, skills development, and the demands of the labor market. The EFP remains committed to addressing youth unemployment challenges and promoting the importance of industry-academia linkages in creating meaningful employment opportunities for the youth.

## International Workshops

The AOTS Employers' Organizations Cooperation Program FY 2023 provided the opportunity to the members of EFP to participate in various Seminars organized in Japan. This year, AOTS successfully organized a series of five seminars aimed at improving industrial relations, human resources, occupational safety and health, and general management practices. These seminars provided valuable learning opportunities for EFP members, enabling them to enhance their knowledge and skills through Japanese expertise and best practices.

The program encompassed diverse topics to cater to the specific needs of EFP members. The Instructors' Training Course on the "Management Training Program (MTP)" equipped participants with the essential skills to become effective MTP instructors. The Program on Working Environment Improvement for Employers focused on trends in occupational safety and health management, encouraging participants to identify and address issues through collaborative efforts between employers and workers. The Program on Industrial Relations and Human Resource Management provided a deeper understanding of Japanese labor situations, industrial relations practices, and human resource management concepts. Lastly, the Program on Industrial Relations and Human Resource Management for Executives offered insights into Japanese corporate management, emphasizing human

resource value, productivity enhancement, career development, work-life balance, and diversity management.

Following were the participants from Members Companies of EFP:

1. **The Program on Industrial Relations and Human Resource Management [ERHR2]**  
06 – 13 January 2023 (Hybrid, Japan)
  - Syed Zia Khurshid Ahmed Naqvi, AGP Limited
  - Ali Nawaz, Kohinoor Textile Mills Limited
2. **Instructors’ Training Course on the “Management Training Program (MTP)” [ERMI]**  
06 June – 13 July, 2023 (Hybrid, Japan)
  - Junaid Jehangir Manji, Oxford University Press SMC Pvt. Ltd.
3. **The Program on Occupational Safety and Health Management and Work Environment Improvement [ERWM]**  
11 July – 25 August, 2023 (Hybrid, Japan)
  - Muhammad Shakeel, Atlas Battery Limited

## NATIONAL WORKSHOPS

**One-day workshop on Industrial Relations and Labor Laws – 14 December 2022, Lahore**



The Workshop received an overwhelming response which aimed to enhance participants' understanding of contemporary industrial relations principles and develop their skills in specific IR functions, with a special focus on the implications, complications, and application of Labor Laws. Throughout the training, participants gained valuable insights into the intricacies of industrial relations and the legal framework governing labor practices. Engaging sessions and practical exercises by Mr. Amjad Bhatti, EFP Trainer, provided attendees with the necessary knowledge and tools to navigate the complex landscape of labor laws effectively.

## One-day workshop on 'Fire Prevention, Evacuation, and Emergency Response Plan' – 13 October 2022, Karachi



This workshop aimed to equip companies with essential knowledge and skills to prevent fire hazards in the workplace and effectively respond to emergencies.

Led by Dr. Tahir Barlas, renowned in the field of fire safety, the workshop provided participants with comprehensive training on preventive measures to eliminate or minimize fire hazards, as well as proper emergency response and evacuation procedures. The workshop addressed the pressing issue of the absence of effective emergency response plans and fire safety measures in Pakistan. Employers play a crucial role in providing a safe working environment, and having a well-defined emergency plan is essential for promptly responding to fire hazards in the workplace.

The EFP commends Dr. Tahir Barlas for his valuable expertise and guidance throughout the workshop. The event contributed to promoting a culture of fire safety and preparedness among businesses, emphasizing the importance of protecting employees and minimizing fire-related risks in the workplace.

## One-day Workshop on "Coaching for Performance" – 25 August 2022, Karachi



The EFP successfully organized the "Coaching for Performance" one-day workshop on 25th August, led by Ms. Tazeen Mohsin, a renowned Organizational and Clinical Psychologist. The workshop aimed to deepen participants' understanding of coaching, encourage the adoption of best practices, and help them develop their unique coaching style. Through interactive sessions and discussions, participants learned to build meaningful relationships focused on the coachee, set clear objectives to maximize individual performance and foster accountability in a safe environment. Ms. Tazeen Mohsin's expertise and guidance added tremendous value to the workshop, equipping participants with practical tools and techniques for effective coaching.

The success of this event reflects the EFP's commitment to providing impactful training opportunities that empower professionals to unlock their coaching potential and drive performance within their organizations. The EFP remains dedicated to organizing similar workshops in the future, continuously fostering professional growth and excellence in the business community.

## One-day Workshop on Safe Handling of Hazardous Chemicals / Petroleum Products - 19 July 2022, Karachi



EFP successfully organized a powerful session on the safe use and handling of hazardous chemicals and products on 19th July. The session aimed to raise awareness among participants and provide insights into globally emerging environmental and safety standards, emphasizing the protection of people, property, and the environment. Led by OSH expert and EFP Advisor and Consultant, Dr. Tahir Baig Barlas, the workshop focused on key considerations to help participants understand and identify different chemical hazards and associated risks, with the ultimate goal of safeguarding workers' health and safety at the workplace.

The workshop served as a platform for exchanging ideas and expertise among professionals, including industry experts, safety officers, and representatives from various organizations. The EFP extends its gratitude to all the participants for their active involvement, as well as to Tahir Barlas for his valuable facilitation and guidance throughout the session. The success of the event underscores the EFP's commitment to promoting a culture of safety and well-being, ensuring the protection of workers' health and the environment.

## To The New Beginnings

### ***A Future of Inclusive Prosperity***

As we come to the close of another fruitful year, I am honoured to reflect on the EFP's achievements, new partnerships, and the inspiring vision we hold for the future. This year presented us with unique challenges, marked by the immeasurable loss of President Mr. Zaki Ahmed Khan (late) and Vice President Mr. Fasihul Karim Siddiqi (late). Their absence has deeply saddened us, but their legacy continues to guide us as we navigate a new era of progress and transformation.

In the face of adversity, the EFP demonstrated remarkable resilience and unity. The election of new leaders showcased the unwavering dedication of our Board, who have embraced their roles with passion and commitment to elevate the EFP's image and spearhead various socio-economic initiatives. We have emerged stronger, motivated by the legacy of our past leaders, and committed to carrying forward their vision.

Our relentless pursuit of socio-economic welfare has yielded remarkable results. Initiatives such as the Women's Empowerment Project, OSH Campaign, and Cash for Work have not only improved countless lives but have also captured the attention and participation of numerous non-member organizations, further expanding the EFP's reach and impact. The Legal Help Desk has earned substantial recognition for its tireless advocacy, leading court cases pertaining to Sindh Minimum Wages and EOBI matters, and setting a precedent for justice and fairness.

Tripartism and social dialogue have proven to be the pillars of our success, fostering strong partnerships at various levels. We collaborated with civil society, trade unions, young networks, private sector entities, parliamentarians, academia, media, entrepreneurs, SMEs, and think tanks. It is through these collaborations that we can achieve the Decent Work Agenda, contributing to economic growth and sustainability.

We remain steadfast in our focus on promoting occupational safety and health, environmental sustainability, just transition, gender equality, women's empowerment, and disability inclusion. These crucial areas are at the heart of our agenda, and we have already made significant strides in raising awareness and fostering dialogue around the two ILO Conventions on OSH throughout the nation. By prioritizing these aspects, we aim to create inclusive and sustainable workplaces that uphold the dignity and well-being of every worker.

Looking ahead, our vision is clear and compelling. We envision an EFP that continues to grow and adapt, effectively meeting the evolving needs of our members and stakeholders. We envision a future where the EFP stands as a beacon of excellence, driving socio-economic development and advocating for positive change.

I extend my deepest gratitude to the entire EFP family - our dedicated Board, our passionate members, and our valued stakeholders - for their unwavering support, collaboration, and commitment. It is your collective efforts that have enabled us to overcome challenges, achieve milestones, and work towards a better future.

The EFP Secretariat is actively working towards achieving set targets, recognizing that small steps can lead to transformative change.

On behalf of the Board of Directors

Malik Tahir Javaid  
President



## **EMPLOYERS' FEDERATION OF PAKISTAN**

The Apex Body of Employers

2nd Floor State Life Building No. 2, Wallace Road,  
Off I.I. Chundrigar Road Karachi - 74000, Sindh, Pakistan

Tel: +92 21 3241 2708

Email: [info@efp.org.pk](mailto:info@efp.org.pk)

Website: [www.efp.org.pk](http://www.efp.org.pk)

