

DIRECTOR'S REPORT

Employers' Federation of Pakistan
For the Period July 2023 – June 2024

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Foreword

The past fiscal year has presented its share of challenges, with ongoing political and economic instability. Yet, the Employers' Federation of Pakistan (EFP) remains steadfast in its mission to advance social justice and the new social contract. Under the dynamic leadership and unwavering support of the Board of Directors, EFP has moved beyond dialogue, launching transformative initiatives on Social Justice, Just Transition, and Skills Development.

Our journey towards achieving the SDGs by 2030 is both complex and urgent, demanding collective action. EFP's strategy focuses on aligning business practices with global priorities, ensuring that our members are not just aware of their responsibilities but are also making tangible contributions. Through strategic partnerships, capacity-building programs, and policy advocacy, we are committed to fostering workplaces that respect labor dignity, protect rights, and provide opportunities for inclusive growth.

Together, we move forward, committed to meaningful progress.

Financial Sustainability

The Audited Financial Statement of EFP and the Auditor's Report thereon for the period ended 30th June 2024 are summarized below:

Net Income from subscriptions and other activities	:	Rs. 18,645,221
Other income	:	Rs. 6,305,369
Expenditure	:	Rs. 22,701,099
Surplus for the period (before taxation)	:	Rs. 2,249,491

Membership and Growth

<u>Membership Strength 2023</u>	<u>Membership Strength 2024</u>
Membership June 2023: 876	Membership 2024: 900
New Enterprise Members 2023: 22	New Enterprise Members 2024: 24

The breakdown of New Members added in the fiscal year that ended June 2024 is as under:

Province	Enterprise Members 2024
Sindh	16
Punjab	05
Islamabad	02
KP	01
Total	24

PROJECTS WITH DEVELOPMENT PARTNERS

1. National Skills Passport Pilot Project.

EFPP, with the support of ILO, implemented a pilot project, the National Skills Passport. The project was aimed at recognizing and certifying the informally acquired skills of potential and returning migrant workers enabling them to get their skills and experiences assessed and receive recognized certification. Under the project 150 potential applicants in the trades of electrician, plumbing, and cooking were assessed against national vocational qualification level 2. Applications for assessment from the eligible candidates were invited using social media and leaflets and the data available with the Bureau of Immigration and Overseas Employment. More than 1000 applications were received and after initial screening, 300 candidates were invited for the orientation and final assessment. 175 candidates appeared in the final assessment out of which 138 were declared competent and issued national skill passports.

Award Distribution Ceremony of National Skill Passport.

An award distribution ceremony to award national skill passports to the eligible candidates was organized on 29th November 2023, at the Hotel Marriot Karachi. The ceremony was attended by more than 200 participants representing employers and employers representatives, workers federations, and TVET institutions, including 50 trainees. Mr. Muhammad Younus Dhaga Minister for Industries and Commerce Government of Sindh and Ms. Chihoko Asada – MiyaKawa Assistant Director General and Regional Director of Asia and the Pacific ILO graced the event as the Chief guest and the guest of Honor respectively. Mr. Gier Tonstol Director of ILO Country Office, Mr. Shariq Seceretary Labor Sindh, Mr. Munawar Ali Mithani Managing Director of Sindh TVETA, Mr. Nasheer Ahmed Khashani managing director of Overseas Employment Cooperation, Mr. Akram Ali Khowaja Director General Bureau of Immigration and Overseas Employment, Mr. Ali Bosan Chief Operating Officer Punjab Skill Development Firm, and the Consulates from Iran, Turkiye, and Bangladesh were also present in the ceremony.

Dialogue on Decent Job through National Skill Passport.

A dialogue on the Role of the National Skill Passport in standardizing skills and ensuring decent employment opportunities for Pakistani migrant workers was also organized on 6th November 2023 at Hotel Marriot Islamabad. The event was attended by more than 75 participants representing the International Mission Governance of Labor Migration in South East Asia (GOAL Project), representatives from GIZ, TVET Sector Support Program from UNDP, ILO Country Office, British Council, FPCCI Islamabad Chamber, Workers and Employers Organizations, Pakistan Overseas Employment Promoters Association, Overseas Employment Corporation and Official from the Ministry. Mr. Jawaid Sohrab Malik Special Assistant to Prime Minister on Overseas Pakistanis and Seneator Rukhsana Zubairi graced the event as the Chief Guest and Guest of Honor respectively.

Under the project, the following activities have been organized:

- Meeting of the Steering and technical committee to finalize trade for assessment, content, design, and website of the NSP. The meetings were attended by representatives from MOPHRD, OEP, BE&OE, STEVTA, TTBS, PWP, EFP, and the ILO.
- Two Orientation Sessions for the potential applicant for the National Skills Passport in the trade of electrician and cooking ware were organized on the 25th and 31st of October respectively. The Sessions were organized at the Trade Testing Board to apprise the applicants about the importance of NSP and the process of assessment to assess the level of knowledge and competencies of the applicants in the respective field for issuance of NSP. Each Session was attended by more the 50 participants.
- Arranged assessment of 100 applicants in electricians and cooking trade through trade testing board on 10th and 11th and 15th and 16th November 2023.

- Organized Launching and Dialogue on Opportunities for Decent Jobs and the Role of National Skills Passport on 06 November 2023 in Islamabad. The event was attended by the international mission GOAL project, GIZ, UNDP, ILO, and other development partners in addition to senior officers from the Ministry of Overseas Pakistani and HRD, NAVTTC, Prime Minister Kamyab Youth Programme, BE&OE, and OEP. Whereas, Senator Eng. Rukhsana Zuberi and Mr. Jawad Sohrab Malik, Special Assistant to the Prime Minister were the Guest of Honour and the Chief Guest, respectively.

2. Women Socio-Economic Empowerment Project.

The EFP with the support of ILO implemented the Women Socio-Economic Empowerment Project. The purpose of the Project was to promote Gender Equality in the workplace, elimination of workplace harassment, and Women's Empowerment. Besides the capacity building of domestic workers' employer associations. The project activities included the revision of gender equality policy guidelines, capacity building of domestic workers employers associations conduct of conduct of employers of domestic workers developed by the EFP after consultation with the stakeholders for providing social protection to domestic workers. Under the project, EFP organized the following major activities:

- **A Stakeholder Consultation** was organized to seek input from the stakeholders for aligning the EFP Gender Equality Policy Guidelines, with the international standards and local legislation on 12 September 2023. The consultation was attended by more than 35 participants representing Employers, Workers, Academia, and relevant Government Departments.
- **A three-day training program** for members of the Domestic Workers Employers Association was organized from 12th to 14th October in Lahore. The purpose of the training session was to build the capacity of members to better understand the relevant labour legislations, Workplace Harassment and Gender Discrimination, and effective means of lobbying and Advocacy to influence the other stakeholders including the government. The training was attended by more than 40 members and office bearers of the Domestic Workers Employers Association.
- **A validation Workshop** was organized on 18 October 2023 to discuss and validate the draft policy confirming that the policy is aligned with local legislations and international standards. The validation workshop was attended by more than 40 participants representing employers, workers, academics, NGOs working in the area of women empowerment, and the relevant government departments. The participants appreciated the draft policy and guidelines and also suggested some additional points for inclusion in the policy to make it more responsive and aligned with the labor standards.

3. Capacity Building Workshops for Employers on Gender Equality.

To build the capacity of professional managers to better understand the issues related to Gender Equality, Work Place Harassment, and Discrimination including local legislation and enhancing the understanding of EFP Gender Equality Policy Guidelines, to internalize these guidelines into their core operations for promoting gender equality, the EFP organized 5 capacity-building workshops in all 4 provinces and the Federal Capital as followed:

- The Lahore Program was organized on 30th May 2024
- Islamabad Program was organized on 31st May 2024
- Karachi Program was organized on 11th July 2024

The programs were conducted by an Internationally recognized consultant and helped the participants to better understand the issues associated with gender equality and workplace harassment and enhance their understanding of the Policy Guidelines helping them in developing their work plans and company policies related to gender equality.

4. Development of EFP Compliance Plus Assessment Tool

To promote a culture of compliance which is crucial for productivity and enterprise sustainability, the EFP with the support of ILO, has developed a Compliance+ Tool. The purpose of the Compliance Plus tool is to help member organizations to know their level of compliance concerning labour legislations and international standards, and also provide them guidance as well as training to improve compliance in the workplace. This assessment tool covers the core labor standards and the associated labour laws.

A two-day training to train and develop the 12 EFP assessors, from all the provinces was conducted with the support of ILO in December 2023. The training was comprised of a one-day classroom and a one-day mock assessment at the enterprise. The assessors trained are now available to EFP to conduct assessments of enterprises as a regular service of EFP. The EFP has planned to launch this service from January 1st, 2025 regularly.

5. Awareness Raising on Social Security Schemes

EFP with the support of ILO launched a campaign to create awareness of the Social Security Schemes for employers and arranged six awareness-raising sessions in collaboration with the following town associations on dates given against each. The purpose of the session was to create awareness amongst employers on Social Security Schemes and their obligations under these, and also provide an opportunity for the officers of the SESSI and EOBI and apprise employers about the services packages and benefits offered by their institutions. The session helped in raising awareness, and understanding of the legislations and opportunities for employers to seek clarifications and discuss the problems they face in the implementation of these schemes from the senior officers of the institutions.

- EFP Member Organizations on 28 October 2023.
- North Karachi Association of Trade and Industry 02 November 2023
- Kotri Association of Trade and Industry on 08 November 2023
- SITE Association of Trade and Industry – 28 November 2023
- Sukkur Chamber of Commerce and Industry – 04 December 2023
- Association of Trade and Industry – 09 December 2023

The final session was also organized with the officers of the social security institutions and employers to discuss the issues raised by the employers and the impediments in the implementation of the schemes. The social security officers assured their full support and facilitation in removing operational hurdles and unnecessary documentation and the pressure from the department.

6. MNE Declaration Principles and Strengthen Social Dialogue through MNED Focal Point and WEBCOP.

The Employers Federation of Pakistan with the support of the ILO implemented the MNED Project. The purpose of the project was to create awareness and build the capacity of employers from the automobile, Textile, Garment, and Service Sectors on the principles of the MNE Declaration and encourage them to adopt best practices to ensure decent working conditions and enterprise sustainability. In addition, to arrange tripartite meetings one at each province on the MNE Declaration to promote responsible industrial practices.

Under the project following activities have been conducted:

- a. **Bilateral Consultation on Economic Issues and its impact on the industry** with a particular focus on minimum wage and social protection was organized on 14th October 2023 at Lahore. The Consultation was attended by more than 35 participants representing Employers and Workers.
- b. **Employers Consultations on Economic Issues and their impact on the industry** with a focus on productivity, ease of doing business, and social protection to workers and sustainability of the

organization was organized on 30th October 2023 Karachi. The consultation was attended by more than 35 employers from the town associations, Karachi Chamber, trade bodies, and the Federation of Pakistan Chambers of Commerce and Industry.

- c. **Four Tripartite Consultations on the Promotion of Principles of the MNE Declaration** were organized in Karachi, Lahore, Peshawar, and Quetta. The purpose of the consultation was to create awareness among stakeholders as to how the adoption of MNE principles promotes responsible business practices and is important for the productivity and sustainability of the organizations. The consultation was attended by the representatives of employers, workers, and government departments including EOBI, Social Security, and Labour Directorates.
- d. **Three awareness-raising sessions for employers** from automobiles, textiles, and service sectors on the principle of the MNE declaration were organized in Lahore, Faisalabad, and Karachi. The session helped enhance the understanding of employers on the principles of MNE declaration and sensitized them to adopt responsive business practices.

7. Bridge Project on the Elimination of Forced Labour

The EFP with the support of ILO implemented the “From Protocol to Practice a Bridge to Global Action Against Forced Labour (The BRIDGE Project)” funded by USDOL to combat forced labour and uplift the informal sector in Pakistan. The project aimed to promote fair work and practices, raise awareness, and build the capacity of employers' organizations in the informal sectors to better understand the role of employers' associations in creating decent working conditions and the elimination of forced labour from the sector. Under the project, awareness-raising and capacity-building programs with the following employers associations were conducted:

- 1) Awareness Raising Session for All Pakistan Mine and Minerals Association (APMMA) in Quetta – 09 May 2024
- 2) Awareness Raising Session for Brick Kilns Owners Association Pakistan (BKOAP) in Lahore – 29 May 2024
- 3) Awareness Raising Session for Mehar Agriculture Employers (Landlords) Association (MAEA) in Hyderabad – 06 June 2024
- 4) Capacity Building for Mehar Agriculture Employers (Landlords) Association (MAEA) in Hyderabad – 24 June 2024
- 5) Capacity Building for Brick Kilns Owners Association Pakistan (BKOAP) in Lahore – 26 June 2024

8. Pakistan Business Task Force on UNSDCF and Launch of Research Report on Private Sector Contribution to SDGs

The EFP Pakistan Business Task Force on UNSDCF launched the Roadmap for Business Engagement” under the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Pakistan in the presence of Mr. Ravindra Peiris (Senior Specialist, Employers’ Activities Bureau for Employers’ Activities (ACT/EMP) Decent Work Team for South Asia). The event was organized on 24 January 2024.

The research report is a valuable knowledge product that needs to be disseminated widely as a launch activity of the PBTF, which is being reconstituted with membership from employers’ organizations and business leadership who are already engaged in the process and committed to contributing as members of the task force and achieving its objectives.

9. Launch of Women Development Network

On 27 June 2024 in Lahore, EFP supported by the German Development Corporation, launched the Women Development Network (WDN). This new initiative aims to enhance Women's Mentorship & Leadership, promote Diversity & Inclusion, and increase employment opportunities for women to enhance female

labor force participation. The WDN aims to engage in policy dialogue, share best practices in women's empowerment, and create employment and mentorship opportunities for women, including young girls and those with disabilities.

Equal opportunity and empowerment for women are crucial elements of EFP's main pillars, Social Justice and Decent Work. This Network represents a strong coalition with our partners to advance work on women's empowerment, diversity, inclusion, and equality in the workplace.

ANNUAL EVENTS

1. EFP Skill Development Employers Recognition Award for the year 2022, 12 June 2023

The EFP with the support of ILO launched the first-ever Skills Development - Employers' Recognition Award 2022 to recognize the contribution of employers in skills development. An Awards Distribution Ceremony to acknowledge and celebrate the employers' investments in developing the skills of their employees and the youth as per the changing needs of the enterprise and preparing them for the future of work was organized. This event served as a platform to recognize and appreciate the contributions of employers at the highest level and to encourage and motivate them to continue their interest and investment in implementing skills development programs.

More than 50 enterprises participated in the Contest and the evaluation of each contestant was made against the laid down criteria. Around 200 participants representing employers, workers, government, civil societies, and academia attended the Ceremony. Enterprises championing skills development were recognized by giving them Diamond, Gold, and Silver Awards based on marks secured by the enterprises against the set criteria.

2. EFP and ILO – 17th OSHE Awards Distribution Ceremony, 25th September, 2023

EFP has been observing International Health and Safety Day for the last 16 consecutive years. This year, EFP hosted the 17th OSHE Award Distribution Ceremony aimed to acknowledge and honor organizations that have demonstrated outstanding commitment and achievements in promoting occupational safety, health, and environmental sustainability. Awareness-raising workshops on OSHE Conventions 155 and 157 were recently included in the core labour conventions and were also organized on 25th September 2023, before the award distribution ceremony. This was the 5th workshop of its series of workshops organized in major industrial cities of Pakistan. The purpose of the workshop was to build the capacity of employers to better understand the conventions, associated business responsibilities, and obligations of employers under the stated labour laws and conventions. The workshop was attended by 48 participants from various industries.

As against the invitation call of EFP, 65 companies showed their interest but finally 50 companies submitted the required questions supported with achievement and best practices. Evaluation and assessment of companies select the winning companies was created by a technical committee against the laid down criteria that included a review of best practices and a physical visit of each participating company. Awards were given in 8 different sectors to the organizations that secured the highest marks in their respective sector.

The Award Distribution Ceremony was attended by more than 250 participants representing employers, workers, government officials, civil societies, and academia, whereas Mr. Omer Soomro, Minister for Law and Religious Affairs, Government of Sindh was the Chief Guest.

3. EFP Disability Inclusion Award 2022, 18 December 2023

EFP and PBDN hosted the 1st Pakistan Disability Inclusion Excellence Awards 2023 on Monday, December 18, 2023, at Hotel Marriott Karachi. The inaugural event was supported by Sightsavers Pakistan, Futuremakers by Standard Chartered, the International Labour Organization (ILO), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), and UNICEF. This Award recognized the organizations that have demonstrated remarkable efforts and commitment to fostering disability inclusion in their workplaces, and institutions empowering people with disabilities through education and skills development.

The Chief Guest, Mr. Saad Khalid Niaz, Minister, of Health, Social Welfare, and Public Health Engineering, Government of Sindh, presented the Awards to the Winning Companies and Institutions. The EFP Disability Inclusion Excellence Award marked a historic moment as the first-ever celebration of its kind in Pakistan. This memorable ceremony showcased and recognized the exceptional excellence of organizations striving towards inclusivity.

4. EFP Women Empowerment and Gender Equality Award 2022

hosted a momentous event ahead of International Women's Day, marking the launch of the EFP Gender Equality Policy Guidelines and honoring 40 organizations for their commitment to fostering gender-inclusive workplaces and empowering women. The ceremony, held in Karachi, witnessed the participation of over 200 guests, including representatives from employers, workers, development partners, and government officials.

Dr. Arshad Mahmood, Federal Secretary of the Ministry of Overseas Pakistanis and Human Resource Development, graced the occasion as the Chief Guest. In his address, he emphasized the pivotal role of gender equality in promoting social justice and ensuring sustainable development. He also appreciated the proactive role of the EFP in promoting decent work, especially the development of the Gender Equality Policy Guidelines.

This event also launched the EFP Gender Equality Policy Guidelines which is a comprehensive guideline designed to assist organizations committed to creating inclusive workplaces, featuring key areas of focus and a checklist of recommended best practices aligned with national regulations and international standards, including relevant ILO Conventions. The introduction of this pivotal document was met with applause from government officials and social development partners.

INTERNATIONAL EVENTS AND MEETINGS

1. Statistics Of International Labour Migration And Migrant Recruitment Costs in South Asia

28-30 November 2023, Kathmandu, Nepal - Dr. Muhammad Yousaf Sarwar Director EFP and Provincial Head of KPK Province attended and represented EFP in the meeting. The purpose of the meeting was to strengthen the capacities of South Asian Member States and relevant stakeholders in measuring and analyzing statistics of international labour migration. The high-level meeting will further aim to promote dialogue among producers and users of statistics on data gaps and priorities to support evidence-based policy-making on labour migration in the region.

2. The EFP delegation participated in the 10th ILO Global Conference on Disability Inclusion.

The three-member delegation consisting of Muhammad Feroz Alam Vice President, Syed Nazar Ali Secretary General, and Itfaq Khaliq Khan Sightsavers Pakistan participated in the two-day Global Conference of the ILO Global Business and Disability Network held on the 14th and 15th November 2023 at ILO HQ Geneva. The purpose of the conference was to share and highlight the importance of including

disability and accessibility issues in areas like Artificial Intelligence use, Corporate Climate Action, and Intersectionalities work and to share how businesses are addressing these challenges in making the future of work more inclusive and work for all leaving no one behind.

Mr. Muhammad Feroz Alam presented the EFP perspective on disability and the functioning of the Pakistan Business and Disability Network established with the support of Sightsavers and the future activities of the network including the Disability Inclusion Award launched by EFP with the support of Sightsavers. The participants of the conference appreciated the EFP activities particularly the launch of the EFP Disability Inclusion Excellence Award.

3. Strategic Lobbying and Communication for Advocacy Including Social Media

ITCILO/ACTEMP organized a blended workshop for employers and organizations focusing exclusively on advocacy and effective influencing. The blended workshop consists of 5 duration online sessions with an in-person session in Bangkok from 03 to 06 October 2023. Ms. Rabiya Anwer attended the Workshop and presented the EFP advocacy and social media strategies including the effective use of EFP e-Campus. The workshop culminated in developing an action plan for creating effective advocacy campaigns on social media and other related platforms.

4. International Organisation of Employers (IOE) Asia Employers' Summit in Japan

EFP President Mr. Malik Tahir Javaid attended the Summit in Japan from 21-22 September 2023. The Summit offered a platform and an opportunity for representatives from Employers organizations, business leaders, IOE, ILO, and other international agencies from the region to share their thoughts and insight as to how businesses can grow and maintain sustainability during difficult periods of crises without compromising of their responsibilities toward working people and the community.

5. Regional Consultation on SARTUC-SAFE Further Collaboration in the Protection and Welfare of South Asian Migrant Workers

Malik Tahir Javaid President and Syed Nazar Ali Secretary General attended the Regional Consultation held on 13 and 14 August 2023 at Kathmandu, Nepal. The purpose of the consultation was to promote bilateral dialogue and foster a better relationship between the South Asian Region Trade Union Congress and the South Asian Forum of Employers to promote safe and responsible migration and make a joint effort to provide social protection and welfare to the migrant workers from the region.

Mr. Malik Tahir Javaid and Syed Nazar Ali presented the EFP initiatives and achievements in promoting industrial peace and harmony, improved working conditions, gender equality, and eliminating child labor and proposed the need for constructive dialogues with South Asian employers, workers, and governments for improving the working conditions of migrant workers from the region. Focus was also made on skills development as per the actual needs and requirements of destination countries, bilateral agreements, and the establishment of mechanisms for joint certifications. The President EFP also informed that EFP and PWF have already signed an MoU to jointly work to promote the social protection and safety of workers within the country and for migrant workers.

6. EFP attending the COP28 as part of the IOE Delegation – 8-12 December 2023, UAE

Mr. Muhammad Feroz Alam, Vice President EFP attended the COP28 in UAE as part of the IOE Delegation. The purpose of the visit is to have a stronger voice and promote the message of the importance of green skills and sustainability.

7. EFP in the Panel of Decent Jobs for Youth Conference in Rwanda

22-23 May 2024, Kigali, Rwanda - Ms. Rabiya Anwer, nominated by IOE to represent EFP, and in general employers, and as a Member of the Youth Advisory Group of the Green Jobs for Youth Pact, participated in the Conference as a Panelist to speak on the role of the private sector and the first in-person meeting of the Youth Pact.

The event brought together young people worldwide to foster innovative thinking and promote opportunities in the green and digital economies. She shared insights on the growing demand for green jobs, the necessary green skills in the labor market, and how the private sector can create opportunities for young people and women in the green economy, driving sustainable development.

Key interventions included; Meaningful Youth Engagement - Driving sustainable progress, Targeted approaches for young people, women, and vulnerable communities, and Introspection and Collaboration - for a Just Transition. [Session Recording](#).

NATIONAL MEETINGS

1. Meeting of EFP Delegation with Dr. Gohar Ejaz, Federal Minister of Commerce, Production and Industries

30 August, 2023 - EFP delegation consisting of Malik Tahir Javaid, President, Mr. Majyd Aziz, Former President, and Mian Akram Farid, Board Director met with the Federal Minister Commerce, Production and Industries, Government of Pakistan at his office in Islamabad on 30th August 2023 and apprised him about the initiatives of EFP in promoting OSH and Labour Standards Compliances. He was informed that to create awareness and build the capacity of employers on two OSH Conventions No. C-155 and C-187, included in core labour standards awareness sessions in all the provinces have been organized and a final session will be held in Karachi in which companies championing OSH would be recognized and awarded shields. Mr. Gohar Ijaz appreciated the efforts of EFP and said it is important that Pakistani exporters especially textile-related, must comply with all ILO International Labour Standards including OSH to manifest their progressive march towards a huge increase in exports. He further said the positive action and attitude of exports would enhance Pakistan's case in the EU for the next grant of GSP Plus.

2. Meeting of EFP Delegation with Mr. Zulfiqar Haider, Federal Secretary, Ministry of Overseas Pakistanis and HRD

EFP delegation comprised of Malik Tahir Jawaid, President, Mr. Majyd Aziz, Former President and Mian Akram Farid, Board Director met with Mr. Zulfiqar Haider, Federal Secretary, MOPHRD, and discussed the upcoming meeting of ILC and the permanent membership of employers in the Governing Body of ILO. Malik Tahir Jawaid also apprised him of the employers' viewpoint and suggestion for improving the governance of EOBI and said employers are inclined to pay the EOBI contribution but some legal issues need to be resolved. The delegation also talked about the conflict of interest as the institution is exercising both administrative as legal authority and the matching grant equal to the contribution made by the employers as provided in the EOBI Act.

3. Consultation on Freedom of Association and Collective Bargaining Reform

The EFP with the support of ILO organized employers' consultation on Freedom of Association and Collective Bargaining Reforms on 10th August 2023. The purpose of the Consultation was to increase awareness and understanding of employers and their representatives on the reporting obligations on ILO standards and how to analyze and use the comments of the Committee of Experts on applications of Conventions and Recommendations to analyze existing laws and policy framework to know gaps and

improve compliance of ILO international standards as per guidelines of supervisory bodies. Also to inform employers of their role and action to improve the reform process. The consultation was attended by more than 40 participants representing employers, town associations, and trade bodies.

4. Workshop on OSH Committees – 22 July 2023

EFP jointly with ILO organized a Tripartite Workshop on OSH Committees on the implementation of OSH at workplaces. The purpose of the meeting was to create awareness and build the capacity of the stakeholders to better understand the role and functions of the OSH Committees in promoting and creating safe and productive workplaces besides fulfilling legal requirements by the enterprises. The meeting was attended by the workers, employers, and officers from the labour department.

5. Meeting of EFP Delegation with Mr. Muhammad Younus Dagha, Minister for Revenue, Industries and Commerce, Government of Sindh

17th September 2023 - The EFP delegation comprised of Mr. Majyd Aziz, Former President, Mr. Humayun Nazir, Mr. Hasnain Tanveer, Board Directors, and Syed Nazar Ali, Secretary General, EFP met with Mr. Muhammad Younus Dagha, and discussed with him issues related to the governance of Social Security Institution, multiple labour inspections and infrastructure of industrial areas. Mr. Younus Dagha informed about the various initiatives, the Sindh Government has planned to minimize regulatory permission and framework. He also disclosed a plan to optimize labour inspection system by consolidating various types of inspections including labour, SESSI, Electric Inspector, and Boiler Inspector into single-day inspections. Mr. Majyd informed the Minister about the focus of EFP on international labour standards and workers' rights. The EFP delegation also offered services to assist in the development of a new Inspection Policy / Mechanism with a focus on improvement rather than punishment and on prevention rather than correction after the incident as well as simplification, consolidation, and rationalization of labour laws.

6. Meeting of EFP Delegation with Commissioner, Social Security

21st September 2023 - EFP delegation comprised of Mr. Humayun Nazir, Mr. Arshad Mahmood, Board Directors, and Syed Nazar Ali, Secretary General met with the Commissioner, Social Security in his office on 21st September 2023 and discussed with him issues related to payment of online contribution, quality of mechanical services at the SESSI Hospitals and the inspection system of SESSI. Commissioner, SESSI informed the EFP delegation about the initiatives to facilitate industries and the appointment of the new team of Directors. EFP delegation offered to arrange an awareness session of SESSI and EOBI at Town Associations to provide a forum for SESSI and EOBI to apprise the industry about the benefits offered by the institution and also to employers to share issues and difficulties they are facing in implementation and seeking benefits for their workers.

7. Meeting of EFP Delegation with Mr. Muhammad Shariq, Secretary Labour Sindh

31st October 2023 - EFP delegation comprised of Mr. Majyd Aziz, Former President, Mr. Humayun Nazir, Board Director, and Syed Nazar Ali, Secretary General met with Mr. Muhammad Shariq, Secretary Labour Sindh to discuss issues of labour inspection in the light of directives issued by the Chief Minister Sindh. The delegation informed the Secretary that EFP is fully committed to promoting compliance with Labour Standards including OSH and offered full support in ensuring that the business complies with labour laws to ensure the rights of workers. The delegation, however, pointed out that the attitude and the objectives of the inspections are not improvement but rather harassment and seeking gratification. The delegation suggested that the inspection should be for the sake of improvement and the inspecting officer must provide guidance and technical support in improving the conditions by identifying gaps.

8. Participation in the National Workshops and Consultations

The EFP Board Directors and Secretary General participated in several Workshops and Consultations organized by the ILO Country Office and Government both Federal and Provincial, including:

1. Mr. Humayun Nazir, Mr. Zaheer Ahmed, AGP Limited, and Mr. Jamil Bajwa, Group ER Head PTCL represented EFP at the **National Workshop to Finalize the Action Plan for the Ratification of the Protocol of 2014 to the Forced Labour Convention, 1930 (P029)** in Islamabad on 21 November 2023.
2. Mr. Mohsin Tabani attended the **Debrief Workshop on the Promotion of Decent Work Opportunities for the Economic Empowerment of Vulnerable Segments of Society** in Islamabad on 31 October 2023.
3. Syed Nazar Ali represented EFP at the **Consultation Meeting on Monitoring & Evaluation System” (M&E) for Domestic Workers under the Punjab Domestic Workers Act-2019** in Lahore on 26 September 2023.
4. Mr. Humayun Nazir represented EFP at the **Validation Workshop on Expanding Social Security to Domestic Workers in Pakistan** in Islamabad on 23 June 2023.
5. Syed Nazar Ali, Secretary General represented EFP at the **Child Labour Conference, Meeting on Compliance Status of Labor Laws and Standards and GSP Plus, and Consultation on Rules of Domestic Workers Act 2019** in Islamabad.

9. Luncheon Meeting with EU Ambassador to Pakistan – 10 January 2024, Karachi

Dr. Riina Kionka was the guest of honor at a luncheon meeting hosted by the Employers Federation of Pakistan, where she addressed the Board of Directors and leaders from various Textile Associations.

Dr. Kionka expressed her appreciation for the Employers Federation of Pakistan's efforts in areas such as Gender Equality and Women Empowerment, Disability, National Skills Passport, Occupational Safety and Health, Social Dialogue, and Compliance Tools. She underscored that Human Capital Development, Gender Equality and Women Empowerment, Green Economy, and Green Skills align with the priorities of the European Union as well.

INTERNATIONAL AND NATIONAL WORKSHOPS

1. EFP nominees participating in the AOTS Japan Courses for the year 2023-2024.

As part of the EFP and AOTS Japan collaboration, the EFP nominates participants from the private sector to participate in various Capacity Building Sessions and Workshops annually. Following are the details of the participants that have attended the AOTS Programme in the years 2023-2024:

- a. Hybrid Program on Industrial Relations and Human Resource Management-2 [ERHR2] 04 Dec 2023 (Online) – 06 February 2024 (Tokyo, Japan) – Ms. Rabiya Anwer, Assistant Secretary General, EFP
- b. Hybrid Instructors’ Training Course on the “Management Training Program (MTP)” [ERMI] 04 June 2024 (Online) – 11 July 2024 (Osaka, Japan) – Ms. Fatima Nasir, Manager Legal, Aga Khan Education Services.

2. EFP e-Campus Launch: *e-learning experience*

The Training Unit within EFP has been revived and the unit planned and organized a few workshops for member organizations using the EFP e-Campus platform which was given by the ITCILO in 2022. The following programs have been organized:

a. [Blended Model] WE-RISE - Women Empowerment Rising to Leadership

WE-RISE was a unique blended Workshop with two days of e-learning on EFP's new e-Campus followed by an engaging in-person workshop in Karachi on 20 September 2023. The workshop explored what leadership means for women, tackling biases by understanding core values and strengths and

equipping women with vulnerable tools and techniques. This was the third Workshop that EFP organized with Ms. Tazeen Mohsin and it was the first time that all the 23 participants were women. The Feedback received from the participants was that the e-learning materials available at EFP e-Campus were excellent and can be accessed conveniently and the in-person workshop was impactful in enhancing their understanding and skills related to women's leadership.

b. [Blended Model] Key Compliance Challenges and Solutions – Sindh Labor Laws Landscape

This training program was a blended workshop with two days of e-learning on EFP e-Campus followed by an in-person session in Karachi on 13 September 2023. The Workshop was conducted by Dr. Perwez Shafi and covered topics including recent updates in labor laws, clearing misconceptions about social security benefits, and valuable insights into compliance challenges and solutions. 23 participants joined the session and found the workshop important with suggestions to include more exercises, longer duration, and broader subject coverage.

c. [Blended Model] Sustainability Management in the Business

This training program was a blended workshop with two days of e-learning on EFP e-Campus followed by an in-person session in Karachi on 28 February 2024. The Workshop was conducted by Mr. Ehtesham Ali Azhar and Ms. Raazia Anum on Foundational understanding of Environmental, Social, and Governance (ESG) principles, Aligning business practices with the SDGs, Developing effective Sustainability Action Plans, and documentation of knowledge and tools to record and track sustainability performance effectively. Participants showed their interest in more SDGs sector-specific sessions.

3. One-Day Workshops

a. One-Day Workshop Industrial Relations and Labour Laws Challenges and Solutions

A one-day workshop was organized in Lahore on 21 September 2023 to create awareness about the recent changes in IR and labour laws and how best practices can be implemented in organizations to avoid labour disputes. Mr. Amjad Bhatti conducted the workshop and the session received positive feedback with a demand for more sessions with longer duration.

b. Training on Improving Disability Confidence of Employers

Pakistan Business and Disability Network and EFP organized a one-day training session on improving the disability confidence of employers with the support of Sightsavers on July 2023 in Lahore. The training program focused on two crucial areas: Improving Disability Confidence of Employers and Employment for Youth with Disabilities. This program is tailor-made to enhance disability confidence among employers and promote the meaningful inclusion of persons with disabilities, particularly the vibrant and talented youth, in the job market. Two facilitators Ms. Simon Brown and Ms. Sarah Wang'ombe conducted the workshop via Zoom with around 40 participants.

c. TOT on Employers Disability Confidence

Sightsavers Pakistan organized a one-day TOT workshop on Employers' Disability Confidence in Islamabad on 02 November 2023. EFP participated in the Workshop which was conducted by the Sightsavers Technical Team Mr. Simon Brown and Ms. Sarah Wang'ombe. The participants included representatives from various organizations formed by persons with disability, NGOs, and service providers working in the area of disability.

NEW INITIATIVES

1. Launch of EFP Monthly Webinars series in 2024

These webinars addressed various pertinent issues including labor legislation, socio-economic policies, health, safety, environment, and women empowerment. These sessions will serve as invaluable platforms for our members to stay informed, discuss challenges, and explore solutions in these critical areas. The First Webinar will commence in the first week of January 2025.

2. Regional Sectoral Membership Drive - 2025

EFP will be organizing exclusive meetings with the CEOs/Top Management of its member organizations to reconnect, establish meaningful networking opportunities, and seek their opinions to explore avenues for collaboration and contribution of the EFP to the growth of the local industries.

3. Activation of the EFP YouTube Channel in 2024

EFP is also planning to activate its YouTube Channel to share concise, bite-sized videos covering a range of topics including Occupational Safety and Health (OSH), Women Empowerment, Gender Equality, and Decent Work. These informative videos aim to foster awareness and understanding among viewers. Additionally, the channel will feature insightful interviews with diverse employers, providing firsthand perspectives on pertinent issues. The YouTube Channel will also feature social media campaigns on various issues and activities of the EFP.