

GE4DE news

Promoting Gender Equality for Decent Employment
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WORK,
NOT A
CUP OF
TEA!



Canadian International Development Agency

Gender Equality for Decent Employment (GE4DE) is an ILO project funded by the Canadian International Development Agency (CIDA). The project aims at providing women greater access to equal employment opportunities and decent working conditions in selected economic sectors and improving stakeholders understanding of women issues in the world of work.

Title Cover Photograph Credits:

“Work, not a cup of tea!” by S.M Rafiq S.M. Rafiq, a freelance photographer
“The tea vendor of street who serves tea in a small town market near Hyderabad survives on making and serving tea to passers by and nearby shopkeepers.”

This photograph has been taken from camera Canon EOS 40D and a focal length of 18mm with an aperture 6.3.

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GE4DE Team

Note from the Team

Two and a half years into the project, half way through our targets and tasks, results and reports, indicators and indices, we want to know quite simply, what has happened? But though the question is simple, the answer certainly is not. We can tell you how many women have been trained, how many newspaper articles printed, how many gender focal persons have been appointed, how many meetings have been held with employers, how many women workers have developed action plans...But still the question remains, what has happened? And that is the difference between meeting targets and achieving results.

To try and find out what has happened, we have done several things. First of all, we have tried to establish baselines and develop action plans – to know where we are, where we want to go, how we are going to get there and plan the detours we might have to make along the way. So for instance, for media we know that there has been an influx of unqualified, untrained journalists, from 2,000 in 2002 to 17,000 now, of which only 5 per cent are women. For skills, we have a profile of each trainee that shows that person's level of education, skills, asset ownership, independence to take decisions regarding children's schooling and using a mobile phone, why and how women go to the market and other such tangible and intangible information. With government we have a baseline study that attempts to understand how far gender is mainstreamed in their policies, procedures, programmes, personnel and projected image. With employers and workers we have tried to establish what the current situation is regarding women and work in selected organisations.

Then, through a process of face to face detailed interviews, telephonic conversations, third party studies and monitoring visits, we have tried to put together a picture of the different ways in which we have made a difference. Some of the results are heart achingly simple: a woman who had lived for so many years in a room with four walls but no roof, has finally been able to build one; a special needs man who for the first time says he has been recognised as someone who can contribute to the family's income, and not be a burden on it; a woman who has been able to escape a physically and mentally abusive marriage; a woman whose children have gone to school for the first time. Some results are inspiringly hopeful: the group of women who used their first salaries to register for the Matriculation board exam and are now preparing for the intermediate level; the women who have started their own businesses and have become the primary earners of their families, the men who have found decent employment in Dubai and are helping their daughters go to school, the men who we hear are helping out more with household chores. Some results are strategically significant: the employer, who after participating in a gender responsive labour inspection has revoked an unwritten policy of not hiring married women and is now opening a childcare facility; the women workers who have mustered up support from amongst silent victims to get an anti-sexual harassment committee notified in their workplace; the provincial governments' draft policies for home based workers; a cadre of national experts on gender mainstreaming and competency based training and assessment being contracted as consultants in the national TVET reform programme; the senior editor of a leading newspaper of Pakistan confirming that his paper's gender aware reporting policy has been influenced by their association with the project.

But all of these results also show that development, gender equality, poverty alleviation, women's empowerment - whatever the goals are that we are pursuing - cannot be limited to a project; they cannot be easily measured by targets or adequately described by indicators. Development is a process, a reality as constant or confined only as a flowing river. And into this river, we can do no more than to set afloat our small paper boat. Certainly, it is our duty to make sure the boat is as sturdy as possible, but then we have to let it go and watch it sail away, chart its own course, find its own destination.

Gender Assessment of Provincial Departments of Labour

Before setting off on a journey it is always useful to know where you are starting from! This was the rationale behind doing the first gender assessment of Departments of Labour – to know where we are now and plot the landmarks and pitfalls to be aware of as we move towards gender mainstreaming in the Department of Labours' (DoLs) work.



Gender assessment meeting at DoL KPK

The gender assessment was carried out using ILO's participatory gender audit methodology adapted to suit the needs and contexts of the DoLs and the project. The purpose of this assessment is to establish a baseline regarding the extent to which gender is mainstreamed in the policies, programmes, procedures and structures of the provincial Departments of Labour with a view to introducing a process of benchmarking to measure progress in promoting gender equality over the next three years. The assessment focused on assessing the level of gender mainstreaming in the organization encompassing policy, processes, procedures and personnel as well as projects and the organisation's public image. The data for the gender assessment was collected through an extensive documentation review which included review of DoLs' policy documents, project documents and budgets, service rules organograms and organisational structure of the labour departments; one-on-one interviews with the DoL staff at various tiers and Participatory Gender Audit (PGA) workshop sessions with labour officers and inspectors in each DoL.

The findings present a mixed, but not unexpected picture, with the general ethos and practice in DoLs being fairly gender blind but with some recent awareness of the gender dimensions of their work, especially in terms of increasing women's recruitment. A summary of some of the findings is as follows.

Policy

As part of internal policies, none of the DoLs presently have a gender policy of their own. Although generally supportive of the idea,

most appear hesitant in actively pursuing the development of one. A key reason for this hesitation appears to be a lack of clarity on gender and particularly on the 'how to' of addressing gender needs in the organisation. There is some skepticism also in terms of how useful such a policy initiative can be in real terms as being a government institution, the DoLs capacity is fairly limited in influencing a system-wide change in institutional policies (like human resource and personnel) governing the department. The general consensus, however, reflects that staying within its present remit, the DoLs can still undertake substantive measures for gender integration as self-propelled policy initiatives. This can begin with clearly articulating a commitment to gender equality as part of the DoL's mandate.

In terms of the larger socio-economic policy context the push factor for policy reform from a gender perspective appears to be a conducive policy environment set forth with the recent pro-women legislative initiatives on the Protection against Sexual Harassment of Women at the Workplace Act 2010, National Commission on the Status of Women Bill 2012 and Prevention of Anti Women Practices Bill 2011.

As part of the policy assessment, the study also examined how the Departments' were positioned in the larger, national policy environment covering the gender-labour nexus. There are a few encouraging examples of gender integrated policy initiatives on labour by provinces including the adoption of the National Policy on Home Based Workers (HBW) at the provincial level. Focusing on the protection and promotion of the rights and benefits of home-based workers, particularly women workers, the HBW policy serves as a good example of mainstreaming gender in a thematic policy area (home based work in this case) as well as institutional collaboration between the departments of women development and labour in jointly working on it.

Procedures

Because of the low representation of women in the DoLs as well as their concentration in the lower management tiers, they are missing in virtually all decision making forums in relation to the staffing, structures and substance of departmental work. Budgeting and

financial planning also appears to be exclusively male dominated territory with virtually no representation of women, or people with understanding of gender mainstreaming, in the department's resource planning committees. On the programming side, there is hardly any example of women staff being engaged in the project design and development, or in the teams responsible for developing the department's annual development plans. This not only leads to an inadequate analysis of the project context but also leaves out important perspectives and possibly gender considerations which can enrich and inform the programming.

The only committees which claim women's representation in DoLs Punjab and KPK are the ones set up to deal with cases of sexual harassment and this too, is more by default than by design as representation of woman members has been deemed mandatory by law.

Projects

The assessment team could not find any evidence of either the collection or use of sex-disaggregated data in any area of the Departments' work including projects as well as in staffing and organisational matters. There appears to be no 'push' or institutional obligation to use sex-disaggregated data in either institutional or project planning and development. The key planning document in the public sector, the PC- I, does not require project analysis using sex-disaggregated data. However, the government has started taking positive steps to address this through recruitment quotas for women and the addition of gender analysis in the government's monitoring and evaluation framework for projects, the PC-V. The problem there lies with the department's ability to (a) carry out a gender analysis and (b) set forth indicators and targets in PCs I and II that are gender responsive.

Annual budget preparation in the DoLs is exclusively the domain of Planning and Development Department (P&D) while project-specific budgets are prepared by project teams/ Project Management Units and then passed on to the P&D for inclusion in the departmental ADP (Annual Development Programme) and the process does not incorporate any element of Gender Sensitive Budgeting (GSB). The prevailing mindset among the staff responsible for budget development views their role and function peripheral to gender. The present challenge appears to encompass both demand and supply angles: on the one hand, there is a need to leverage institutional support and thus, creating the necessary impetus or demand for GSB as an established practice and on the other hand, building capacity to carry out gender based budgeting.

Personnel

The assessment findings reveal that progress towards more equal sex balance on the staff has been negligible with the share of women being less than 1%

in the total directorate's staff. There are virtually no women in senior positions. None of the Departments have ever been headed by a woman Secretary. The highest position in the Department held by a woman staff member is that of a Deputy Director (BPS-18) in DoL Sindh. The provincial governments in Punjab, KPK and Sindh have recently increased the quota for women in the government sector; notifications have been issued for an increase from 5 per cent to 10 per cent in KPK, 15 per cent in Punjab and 25 per cent in Sindh. It is to be noted, however, that a mere increase in number of women will not be sufficient for gender mainstreaming of the organisational decision making forums. It is equally important to complement this process with knowledge building and skills on gender integration through trainings and putting in place organisational protocols to make women's participation meaningful.

The result of the institutional assessment exercise also confirms that there is uneven knowledge and understanding of core gender concepts among the DoL staff. The findings, however, note that initial steps in responding to this challenge are already underway. Supported by the project, the Gender Focal Persons (GFPs) have received trainings on gender mainstreaming from the ILO's Training Institute in Turin, Italy. The gender units have also subsequently conducted various staff orientation trainings. With these as preliminary steps, the coverage of the trainings will need to be subsequently expanded to reach out to all staff. Targeted and gender-focused capacity enhancement initiatives will need to be undertaken by the Departments as part of a full scale training programme. For this purpose, a budget has to be earmarked in the Departments' Annual Development Plan (ADP) for staff capacity development on gender.

Practice

The findings note that institutional support for gender issues in the DoL is presently dependent on who is at the top. In other words, the impetus (or lack of it) for gender mainstreaming remains individual-driven. The findings note that where personal initiative by the senior management has been involved, the work has taken off well at the Department with the gender units in place, focal points appointed and work plans approved.

Other small but significant measures aimed at encouraging women's recruitment include provision for separate toilet facilities and prayer space and crèche at the work place as covered under the Working Women (Protection of Rights) Act 2008 and the Punjab Women Empowerment Package 2012. However, these measures have been sporadic and hence their impact in making working environment supportive and conducive for women and men has yet to be assessed. Current findings show that except for one province, none of the DoLs had separate toilet facility for women. It is noteworthy, however, even

these interventions aimed at empowering women and promoting gender equality tend to respond only to the practical needs of women workers as opposed to addressing the strategic gender needs and thereby challenging gender relations. There is generally a tendency to stick to the 'safe issues' in addressing gender needs as part of the policies, often defended on grounds of 'culture appropriateness.' For instance, while most respondents could be drawn easily to discuss the issue of separate toilet facility for women, a similar level of enthusiasm was markedly missing while discussing issues challenging gender stereotypes like crèche facilities for men employees

Despite the notifications to impose a women's quota for recruitment, employment in the department across levels, is still low. For example, the present labour inspection machinery is extremely skewed in terms of number of women it employs. It is only in the last two years that women have been inducted in the labour inspectorate in the DoLs. The labour inspectorate needs more women as the sectors it covers, factories, shops, private establishments, continues to see a surge in number of women employed. With expansion of coverage to the informal and home based economy, which is primarily dominated by women, the numbers which the inspectorate wishes to serve, have grown in the recent years. For the labour inspectorate to have better and direct access to women workers is perhaps the strongest case for employing more women inspectors for the industry and employment economy with a growing female workforce. In order to do that however, institutional mechanism might have to be developed such as relaxation in terms of recruitment, the provision of transport and other facilities to facilitate and encourage women to join labour inspection.

Projected image

Most documents produced by the DoL, including departmental briefs, website write ups and publications are either gender-blind or gender-neutral, in the use of both language and visual images. For example, official text in the Service Rules refers to a government employee as only 'he'.

In discussions with the assessment team, most of the respondents argued that the reason for sex imbalance in the Department was lack of willingness on part of women themselves to join as they considered the work in DoL as 'tough'. As the women respondents also noted that the overall image of the DoL as a male dominated department with presence of very few women appeared to be a major reason discouraging women to apply.

These findings were shared with Departments of Labour representatives during a consultation session on October 10th and 11th, based on which priority actions for gender mainstreaming have been agreed.



Gender assessment meeting at DoL Sindh



Gender assessment meeting at DoL Punjab



Gender assessment meeting at DoL KPK

Labour Inspection through a Gender Lens

Labour inspection is a part of labour administration that deals with the issues of promotion, supervision and enforcement of the labour legislation and the principles of labour policy at the workplace.

The primary mission of any system of labour inspection is to ensure compliance with labour laws. Labour laws are the set of national regulations and standards designed to protect all workers while at work, and in modern systems, also the self-employed and the general public, from any negative effects of work. An effective system of labour inspection carried out by professionally trained, adequately resourced, qualified, independent inspectors benefits employers and workers. Effective labour inspection systems can help prevent employers incurring the costs resulting from occupational accidents and illnesses, absenteeism, abuse of workers and labour conflict and ensure that workers are provided the working conditions that promote their productivity and rights.

Unfortunately, despite the central role of labour inspection in the national economy, estimates indicate that in some developing countries less than 1 per cent of the national budget is allocated to labour administration, of which labour inspection systems receive only a small fraction.

Pakistan's labour inspection system is based on the principles of ILO Labour Inspection Convention (1947) C081 ratified, on 10 Oct 1953. C081 serves as the basic international instrument on labour inspection, targets the enforcement of laws relating to conditions of work and the protection of workers in industrial and commercial workplaces. Pakistan's national labour policy, upon which provinces can build upon as this mandate now falls to them after devolution, also aims to move away from traditional forms of inspection that rely on heavy handed enforcement and immediate penalties towards more modern approaches which emphasize prevention, protection and improvement and looks at all workers in all work situations, including those employed in small and medium sized establishments, as well as those engaged in informal economy activities.

Along with this move to a more modern, comprehensive approach to labour inspection, the system also needs to become more gender sensitive in response to the increasing number of women in the workforce and the increasing awareness that women and men have different needs, expectations and experiences in the world of work. Issues such as access to employment, health and safety benefits, work-life balance, career development and

training, and the terms of contractual employment affect men and women differently if they are gender blind or gender biased.

One example is that of gender issues in Occupational Safety and Health (OS&H); if health promotion policies are to be effective for women or for men, they must be based on more accurate information about the relationship between health and gender roles. For example, a pregnant worker might have to take additional caution or measures regarding her posture in which she works or exposure to chemicals she might be working with, precautions that might not apply to non-pregnant women or men. Similarly in terms of professional development, the traditional concept of a career with its hierarchical model of continuous service and regular promotion progress is gender blind, making women's careers, which are generally 'broken' or 'interrupted' in order to have or care for children, incompatible. Evidence suggests that even in those professions where women have been able to take advantage of career breaks and flexible working hours, they have still effectively been blocked from the most senior positions.

Recognising labour inspection as one of the fundamental functions of the Departments of Labour, GE4DE is working with the Gender Units to mainstream gender in this area. Making labour inspection more gender responsive will require a two pronged approach – one increasing the



Orientation of Gender Focal Persons to GRLI Toolkit



Representatives from CIDA, PWF, ILO, Government of Pakistan and EFP at the National Consultation on the launch of GRLI Toolkit 11th October 2012

recruitment and support to women labour inspectors and two, raising awareness about the gender dimensions of work and developing the capacity to identify and report the issues that women and men face.

To begin with GE4DE, with Gender Focal Person (GFP) Department of Labour Punjab in the lead, reviewed the current inspection system and identified several gaps that led to gender blind information being collected. These gaps included the absence of questions which could identify the situation of women workers, for instance there were no questions on maternity benefits; the absence of gender analysis of the data collected, for instance when examining records there was no requirement to ensure women's wage records were also checked and then analysed with reference to men's to assess if there was any discrimination in the payment of wages for work of equal value; and constraints such as male inspectors finding it difficult to meet and talk to women workers, a reluctance that stems from cultural constraints and works both ways.

Based on this gap analysis, GFP Punjab developed a checklist of questions related to each of the 8 major laws against which labour inspection is conducted, described techniques and provided guidance on how to use the checklist to collect information that captured the differing experiences and situations of women and men workers. This checklist was reviewed by the GFPs of all the other provinces and refined according to their input. The checklist was further substantiated by reference material such as International Labour Standards (ILS) from which the national labour laws are derived, and background information on labour inspection and gender mainstreaming.

The toolkit was reviewed by the Gender Specialist, ILO Decent Work Team, New Delhi and several labour and inspection experts.

The second step was to introduce labour inspectors to gender responsive labour inspection and how to use the toolkit. More than 70 inspectors and officers were given orientation training on gender mainstreaming and gender responsive labour inspection.

42 labour inspectors participated in 3 model labour inspections in Peshawar, Karachi and Lahore, where the toolkit was tested. Feedback was taken from employers and labour inspectors to assess how gender responsive labour inspection differed from traditional labour inspection.

The feedback received on the application of the Gender Responsive Labour Inspection (GRLI) toolkit was compiled to show how it differs from traditional inspection and the different ways in which the checklist can be used. In fact, the feedback shows that the GRLI toolkit is not just a 'gender' add-on to labour inspection, but in fact a comprehensive, systematic, gender mainstreamed guide to labour inspection.

Systematic reference to laws. Labour inspectors need to know and apply 70 labour laws and 100 rules, in their work, with the combination of changing according to different inspection situations. The GRLI toolkit compiles all the relevant sections of the laws according to different themes, and compiles them in a handy, systematic reference book. It also provides information on the international obligations of Pakistan related to promoting effective labour administration and inspection services, showing how their work contributes to a much larger national goal.

Self evaluation. The checklist in the GRLI toolkit was identified by employers as being a handy tool for them to easily understand what the national laws require them to do, and as a checklist to show how far they are compliant with those requirements and highlighting where improvement is needed. Such checklists or proofs of compliance are particularly useful to employers to improve business image especially in the export market.

Knowledge generation. The GRLI checklists provide a systematic way of collecting sex disaggregated data. This means that trends over time can be charted, reports on different parameters developed, gaps identified and issues analysed. This process can be complemented by activities to raise awareness among and provide training for the workers, on employment and decent work issues. Furthermore this knowledge would be very important in informing departmental projects and programmes as well as providing evidence for national policy making regarding industrial and human resource development.

Capacity building and awareness raising: Each checklist centres around a specific theme related to labour inspection. Each theme and its checklist can in turn be used as a training module to develop thematic

understanding, or as a whole, as a comprehensive module on gender mainstreamed labour inspection. The modules can be used just as easily for employers and workers to increase understanding of workers' rights and employers' obligations as laid down by law.

New areas of inspection: GRLI includes an expanded scope of inspection. Some of these areas are overlooked in the traditional labour inspection system such as maternity benefits, sexual harassment, and trainings for equal employment opportunity amongst others. The addition of these indicators will help labour inspectors recommend employers to introduce worker friendly practices at workplace that help in worker retention and increased productivity.

The toolkit has been endorsed by the Provincial Secretaries Departments of labour and was launched on 11th October, 2012. The ILO plans to advocate with DoLs to roll out the GRLI at the provincial level and assist in training labor inspection staff in carrying out gender responsive labour inspection.

8 is the number of women labour inspectors amongst 372 around the country

Orientation of Gender Focal Persons to GRLI Toolkit



GE4DE Culinary Experts on TV!

As part of the project's work with media on gender responsive reporting, GE4DE media partners have been connected to success stories. Rohi, the largest Seraiki TV channel, invited Abida Malik, a graduate of GE4DE's Culinary Skills Plus training programme run College of Tourism and Hotel Management (COTHM), Lahore, and Farida, a graduate of the culinary skills programme run jointly by COTHM and the Pakistan Wetlands Programme in Gwadar, were invited to take part in their cooking show, Thaal. In separate programmes both ladies shared their experience of the training.

"I was going to be on TV!" said Abida as she prepared to make the national favourite – chicken handi and kachoomer salad. "A couple of months ago I struggling to make ends meet, and thinking of how I might get custody of my young children from my ex-husband. And now, I am working as a buffet manager, supervising 7-8 people, thinking of starting my own catering business, sending my children to school, and now I was going to be on TV!

"After completing three months training at COTHM I was placed as an intern at Salt n' Pepper restaurant, "Village" in Lahore where I worked as a kitchen helper. It was difficult, as I was the only woman in the kitchen! It is strange how cooking is thought of as woman's work, but when it comes to professional cooking, there are hardly any women! Soon I was promoted as Buffet In-charge at the same restaurant, and then later I joined "Carydoz" as the Restaurant Manager. In March, I received "Lady of the year" award from the management of Salt and Pepper. I am now working as Senior Chef cum Assistant Restaurant Manager at SukhChan Wellness Club. I manage the cafe, pool side and supervise live cooking every Sunday. On the side, have also helped my brother start a small scale catering business to provide lunch to a few offices and banks. The income I earn has helped me in many ways – after my divorce, I am no longer completely dependent on my parents, and can now contribute to household expenses. But most importantly, I have managed to get custody of my young sons from my ex-husband, and I am now sending them to school. One goes to a private school and one to a government school, and as soon as I have more money, I'll put him in private education too. It is an amazing feeling to be appreciated for your work, shared Abida.

Farida shared her recipe for a fish dish that has become a popular item in the menu that she and two other GE4DE graduates offer as part of their catering service in Gwadar. "Pakistan Wetlands Programme and the College of Tourism and Hotel Management provided us training in fish dishes. In Gwadar, despite there being so much good quality fish available, it was only cooked in limited, traditional ways. Tourists would ask for variety but it simply wasn't available. After the Culinary Plus training two other trainees and I started our own business. We provided snacks to various local hotels, schools and small tuck shops. The food was liked so much that we were contacted by school management canteen. Our fish



pakorras were a hit during Ramzan. We were the first group who introduced different recipes into the market, and sometimes I find it difficult to believe that three women have been able to achieve so much! Before starting this business, even travelling outside my village would have been difficult, but today I am here in Islamabad."

The success rate, as measured by the number productively employed commensurate to their training, for the Culinary Skills Programme has been above 80%, especially impressive since this is a relatively new field of work for women. This programme, was designed by COTHM and GE4DE to incorporate the best of hospitality sector training with ILO's work on competency based training and the TREE (Training for Rural economic Empowerment) methodology, that provides a holistic package of training including pre-training market assessment and post-training employment support. As described by Mr. Babar Sheikh, Coordinator Programmes, COTHM, "Culinary Plus is a unique training process that engages industry stakeholders/employers in the design and delivery of training to ensure its relevance to market demands. We find out what skills are demanded by the industry and design training accordingly. Potential employers are invited at various stages of the training to see for themselves the quality of skills and knowledge the trainees are acquiring. The most vital aspect of the success was to link skills with employability."

The training programme however, is not just about making women and men good workers. It is about making them more empowered, aware of their responsibilities and rights at work. Culinary Skills included a 'Plus' element which included training and orientation to workers' rights, soft skills such as basic spoken English and computer skills, and entrepreneurship, which are especially useful for women who for various reasons cannot always continue in waged employment.

Similarly, Mr. Ahmed Khan, Manager, Pakistan Wetlands Programme, describes how their idea for the fish cooking training came from extensive market research. "We soon realised women would not be able to work in the formal hospitality sector, in the hotel kitchens, or at the front desks, so we explored how we could help women provide catering services, provide food to restaurants and canteens, and add variety to the food available and make money for themselves. We weren't sure how successful we would be in getting women to take the training but our extensive social mobilisation paid off. We are proud of the Gwadar culinary entrepreneurs!"

And so were the viewers of the show. "The best part of being on the show was the live calls", says Farida. "I got a message from another woman who was watching me on the TV and she said we are all so proud of you!"

Meet our Hero

Innovators for the Public

Nargis Latif was featured in the project's documentary called *Women of Courage*. The article below is a transcription of the interview our media team conducted with her in Karachi. Thanks to Sabin Agha for her time and Telemedia Network in taking forward this initiative and showcasing Nargis Latif's work on TV and in Newspapers.



Our car weaves through the lanes of the Garden East district in Karachi, our faces pressed against the windows as we try to find our way to the interviewee's residence – we are running late. Finally we spot her, standing straight ahead of us on a busy and congested road, waving frantically and trying to grab our attention. Peshawari chappals, modest shalwar kameez, unruly graying hair and radiating energy – this is our first encounter with Nargis Latif, the brains behind Gul Bahao, an NGO that has revolutionised the concept of waste management in Pakistan. She directs us up the spiral staircase to her sparsely furnished abode, where we sit down to discuss her venture.

"Gul Bahao" means to spread fragrance, Nargis explains, and with her avowed goal of recycling copious amounts of trash from around the city of Karachi, it is in a sense doing just that. But the 17-year-old NGO is not only revolutionising the concept of waste recycling, it is simultaneously reorganising waste disposal. "Wait, this tale has to be told from the beginning," says Nargis animatedly.

Thousands of people in Karachi have benefited from Gul Bahao's scheme, "Kachra Do Sona Lo". While Gul Bahao has discouraged scavenging from garbage dumps it has given the alternative of the Safai/Kamai Bank where wastage is bought and sold in a scientific and hygienic manner. Through this scheme Gul Bahao is fighting for its goal of employment unlimited. Poor people are being shown how to earn money honestly.

After pouring her energy into hours and hours of research and experimentation, Nargis emerged with her first official solution to waste recycling – a project she calls Chandi Ghar (Silver House). She collected discarded plastic bags –

the bane of Karachi's existence – from around the city, and found a way to compress these bags to make waste blocks or bricks, which she then used in building houses, swimming pools and for flooring. Four years ago, however, the NGO switched to making these bricks with aluminium foil instead of plastic bags. Aluminium foil waste is collected from factories and workshops that make packaging material and is available in copious amounts. So industrial waste now serves as Gul Bahao's raw material. Since these bricks are not made from cement, they are termite-proof, weather-proof and, best of all, portable. One house costs Rs 15,000 to build and it is known to survive even harsh climates. For instance, a Chandi Ghar built on the roof of Sachal Hall in Ibrahim Hyderi withstood the devastating 2009 cyclonic winds and is ample proof of the strength and potential of Chandi Ghar Housing. These waste constructions have helped the internally displaced persons during the 2005 earthquake and as we currently face an unparalleled human disaster, with flash floods affecting almost 20 million Pakistanis, destroying homes and villages, Chandi Ghar Housing could hold the key to swift and reliable shelter. Nargis says she has already received calls from Punjab and interior Sindh to provide over 100 homes, and she is in the process of delivering them.

But this project has had its fair share of setbacks. Her set up for Chandi Ghar has been bulldozed twice in Gulshan-e-Iqbal, in 2006, without so much as even a legal notice although, according to her, she was paying rent on a monthly basis. However, despite these hardships, she carries on with a firm belief in her cause.

"In a country where human rights are ignored every day, environmental friendly practices are not even considered secondary. In fact, I should say that environment remains the least of anyone's priority, making it very difficult for us to penetrate into the masses", she says.

Nargis describes Gul Bahao as a revolution. "Just as my role model James Watt discovered the steam engine that led to the industrialisation of Europe, I believe my cause will also revolutionise how we live on a daily basis," she says. Karachi produces close to 8,000 tonnes of garbage every day, and this heterogeneous pile can be sorted out to make money by reusing its different components: z plastic can be sold at Rs 38/kilo, Alkathene (a tough resin commonly used in pipes) for Rs 50/kilo, and shopping bags and carton boxes for Rs 6/kilo. Hence Gul Bahao's other venture, Safai Kamai Bank that buys and sells garbage for profit. An individual, company or factory can sell their garbage to the bank and get cash or savings certificates in return. The bank then sells the garbage to middlemen for a profit, which constitutes its earnings. Nargis terms garbage as "essential encashable goods." Previously, she would buy gold coins from Saddar and give those out instead of cash, in return for garbage. This, however, was not feasible in the long run.

Gul Bahao's other projects emanate from her research centre, which is located on a 2,000-sq-yard plot in Gulshan-e-Iqbal. This is where she conducts her research



with the help of young students who have recently completed their matriculation or intermediate. Nargis takes non-toxic materials from the garbage and experiments with them to make items of everyday use, such as cushions. Gul Bahao invents new techniques to convert the trash into cheap and useful products. One such product is khad or manure. Thandi Meethi Khad is compressed bricks of manure made from reusable garbage, specifically vegetable trash. When dried out, Thandi Meethi Khad can also be used as Choori Chara that serves as fodder for live stock and cattle.

Water scarcity and contamination is another threat posed by the flash floods that have devastated the lives of millions of families. Furthermore, a 2007 World Wide Fund for Nature (WWF) report, "Pakistan's Waters at Risk," states that 250,000 children die every year from drinking contaminated water. Gul Bahao may have found a solution that is within the reach of the average Pakistani. It transforms contaminated water into drinking water by putting it out in the sun for three hours, in transparent plastic bottles. This makes the water germ-free and leaves the mineral content intact for use. The product called Paaka Paani, has been recognised by the World Health Organisation.

Gul Bahao's most exciting venture is a fuel pack that may ease the pressure on our escalating energy crisis – there is a shortfall of over 4,000 megawatts of electricity today. According to Nargis, Attock Cement has tested the fuel pack and said they may require 500 tonnes every day. This fuel pack is made from wood and cloth waste and is a substitute for coal. Industrial waste from 80 different factories was experimented on and eventually non-toxic elements (wood, paper, cloth) were extracted. The pack does not emit toxic fumes and can easily be used in thermal power stations. If put in the boiler it will release non-toxic steam that can run the turbines and it is considerably cheaper than coal. The fuel pack weighs 10-12 kilos and its size is 6x17x21 inches. Gul Bahao prides itself on its research, and the fuel pack came into existence after 13 years of research and 40,000,000 rupees later," says Nargis.

The research center is also working as a disaster management center and has developed many other products and concepts of tremendous use to the common man. These include:

1. Low cost subsidized housing.
2. Water purification techniques.
3. Cheap fodder for livestock
4. Alternative energy for lighting stoves etc

Today, Nargis is recognised all over Pakistan and abroad by international publications like Courier International. She is currently the brand ambassador for Telenor. The 80 million rupees Nargis has spent on her projects have come from various philanthropists and businessmen. She is doing what this country desperately needs – development through research. "We started out with the idea of a clean atmosphere and a clean environment," says Nargis. "That was the raison d'être of our organisation. But we have progressed beyond that and are discovering new products that could improve our economy and change our lifestyle."

Home Based Workers

DAWN.COM Policy on HBWs awaits cabinet nod

LAHORE, Oct 16: The Punjab government has finalised a policy on home-based workers that has been lying with the provincial cabinet for approval.

Funds had also been allocated specifically for helping women through soft loans, said Punjab government Adviser Begum Zakia Shahnaaz while presiding over a roundtable discussion on issues and rights of home-based workers, arranged at a local hotel on Tuesday.

Jointly organised by Swiss NGO ICMC and Sarsabz Foundation (Faisalabad), the discussion was attended by more than 80 participants from government and non-government stakeholders besides development practitioners, and human rights activists and media persons.

Begum Zakia said: "We have the will to bring about a real change in women's rights. We tend to imagine that the bureaucracy will block and delay work but it is good to engage with the government."

Earlier, Labour Department Director Javed Hassan said the draft policy and the proposed law on home-based workers were inter-linked and would simultaneously come into force. After legislation, employers would be identified and registered.

Aqsa Khan from Women's Organisation for Right in Development stressed the importance of social protection for home-based workers and called for setting up a social protection commission for them besides allocation of separate funds for those who were earning less than the minimum wages per month.

ICMC Director Ayesha Shaikat said discussions with government officers, civil society representatives and policy makers would be at national level to share the outcome of such gatherings at regional level.

Ms Hina from Baidari and Woman Workers

Union representative Ms Kausar said that the ILO Convention 177, requiring the signatory states to recognise home-based workers (HBWs) as workers, had not yet been ratified owing to which the economic contribution of HBWs remain undocumented.

Advocacy for the social protection and legislation supporting HBWs by civil society and efforts by the government of Pakistan over the last decade resulted in a series of consultations and a draft national policy on HBWs was finalised.

However, the mandate was devolved to the provinces as a result of 18th Amendment to the Constitution. Within a few months, the Punjab government developed its draft provincial policy on HBWs. The draft Social Protection Bill 2010 was also revised recently at a provincial stakeholders' consultation in Lahore.

demand: The Sewing Machines Association has demanded the Punjab government should extend date for opening tenders invited for procurement of 100,000 sewing machines for distribution among the deserving women.

The demand was raised during a meeting of Association President Javid Iqbal Chaudhry, Vice-President Saeed Qaiser and Joint Secretary Amjad Ilyas with All Pakistan Cottage Industry and Small Traders Association Chairman Ghulam Sarwar on Tuesday.

The association office-bearers also demanded that all 450 sewing machine manufacturers should be involved in the tendering process. They said keeping the association out of this process would tantamount to depriving 50,000 families directly attached with the business of their livelihood.

A questionnaire was sent to them by the department concerned a few days back which was submitted but later they were informed that they could not qualify for the tender for they lacked PSI certificate.

They said there existed no condition for local consumption of sewing machines and the PSI condition was only for exporters.

rollers; cigarette-rollers; paper bag makers; kite makers, food processors and others. 70% of the total work force is employed in the informal economy, and 70% of the informal economy work force is involved in home based work. The informal economy contributes significantly to the country's GDP too. According to a conservative estimate, in 2007, out of \$180 billion size of the country's economy, \$32 billion plus was in the informal sector. However, despite its size and dynamism, this sector of labour is deprived of social protection, social security and basic economic rights which constitute the Decent Work Agenda to which Pakistan has committed.

The Decent Work Agenda and HBWs
The ILO demonstrates how the various commonly identified 'deficits' faced by HBWs, if eliminated or reduced, could directly lead to the realization of the four pillars of the Decent Work Agenda (DWA):

1) Achieve fundamental principles and rights at work: Rights' Deficits: Various studies document that home based workers are not covered by labour legislation primarily because the Labour Code is based on an employer/employee relationship. They do not enjoy legal and social protection and have no voice to protect their interests.

Representation Deficits: HBW employees, own account workers/employers are often not organized, not represented in forums, and have little or no voice. They cannot negotiate or bargain with employers, donors, civil society or public administration for their rights. Article 4 of C177 states Equality of treatment shall be promoted, in particular, in relation to: a) the home workers' right to establish or join organizations of their own choosing and to participate in the activities of such organizations; b) protection against discrimination in employment and occupation.

2) To promote greater employment and income opportunities for both women and men
Growth Deficits: HBWs usually have zero growth in their productive activities primarily because of their lack of access to 'skills enhancement' and competitive growth opportunities. Moreover the lack of access to financial capital and poor remuneration further reduces their chances of income growth or the ability to generate sufficient household savings for productive investment. C177 Article 4 states Equality of treatment shall be promoted, in particular, in relation to: d) remuneration; f) access to training; g) minimum age for admission to employment or work.

3) To aid in extending social protection
Social Protection Deficits: Social security laws apply only to formal/organised sector workers covered by labour laws. HBWs have no retirement or illness benefits and are exposed to occupational risks such as accidents and serious health hazards. Women represent a large part of HBWs. Their working conditions are often unacceptable. C177 Article 4 states Equality of treatment shall be promoted, in particular, in relation to: c) protection in the field of occupational safety and health; e) statutory social security protection; and h) maternity protection. Article 7

Home Based Workers (HBWs) as a distinct sub-class of 'informal employment' or 'informal sector' labour gained importance in ILO work in the early 1990s. In earlier decades the work on HBWs, including numerous studies on HBWs, was subsumed in its parent sector, i.e., the informal sector. Historically, the official position of the international trade union movement was that home based work should be banned because the conditions of home based work are exploitative and home based workers are too dispersed and isolated to be organised but now the focus is shifting more on extending coverage and recognition of HBWs, rather than trying to eliminate it.

The informal economy is a large, dynamic section of Pakistan's economy. The least visible informal workers, the majority of them women, sell or produce goods from their homes: garment makers; embroiderers; incense-stick

of C177 states National laws and regulations on safety and health at work shall apply to homework, taking account of its special characteristics, and shall establish conditions under which certain types of work and the use of certain substances may be prohibited in homework for reasons 1) Achieve fundamental principles and rights at work 2) To

59.2%
employed women are
unpaid family helpers; 15.2% self employed

promote greater employment and income opportunities for both women and men 3) To aid in extending social protection of safety and health.

4) To promote social dialogue
In Article 3 C177 specifies each member which has ratified this Convention shall adopt, implement and periodically review a national policy on homework aimed at improving the situation of home workers, in consultation with the most representative organisations' of employers and workers and, where they exist, with organisations concerned with home workers and those of employers of home workers. Article 5 of C177 states the national policy on homework shall be implemented by means of laws and regulations, collective agreements, arbitration awards or in any appropriate manner consistent with national practice.

HBWs are characterised by a particular set of features that make them a unique category of workers.

a) Invisibility: the very fact that they work from home renders them invisible (in the statistical sense) isolated from other workers and therefore to be less well organized and have less voice vis-à-vis employers or public authorities than other workers, b) Vulnerability: Being invisible also renders HBWs more vulnerable to exploitation: this specifically applies to women, as the middleman/intermediaries (who themselves remain invisible) exploit their isolation and confinement in their homes to negotiate low piece rates and low remuneration. c) Deprivation: 'Invisible' HBWs are not recognized as 'workers' and therefore are deprived of employment-based benefits or protection.

In order to give a framework against which HBW issues can be addressed and brought under the purview of labour laws, the ILO has been supporting the government in the development of a HBW policy.

ILO has been supporting the Federal Ministry of Labour & Manpower in the approval process of a National Policy for home based workers since January 2010 in collaboration with UN-Women, HomeNet Pakistan and civil society organisations working for the rights of HBWs. With ILO's support, the Ministry of Labour constituted a Task Force to finalize a draft policy in consultation with provincial stakeholders including employers, workers and government. Subsequently, a series of consultations was organized in all four provincial headquarters during

February and March 2011. In the meantime, the Parliament went on to approve the 18th Amendment to the Constitution which abolished the Federal Ministry of Labour and devolved their labour legislation function to the Provinces. Subsequently, the partner organizations continued their advocacy with provincial governments.

The national and provincial policies on HBWs derive their framework from the ILO Home Work Convention. C177 also attempts to make sure that home workers across the world are treated equally with other workers, and have the same rights to:

- Set up, join and take part in workers' organisations of their own choosing
- Protection against discrimination in employment and occupation
- Occupational safety and health protection
- Equal Pay
- Statutory social security protection
- Maternity protection
- Access to training
- Minimum working age

The current situation regarding HBW policies varies from province to province. The passing of the Resolution in the Baluchistan Assembly in favour of ratifying C177 and Resolutions asserting the demand for ensuring minimum wages and registration of HBWs and supporting the approval of NPHBW in the 3 provinces (Sindh, Balochistan and Punjab) is an indication of the political will of the Provincial Governments to effectively implement the policy in its true spirit and letter.

All provinces have formed taskforces to look at the issue of HBW with the Secretary Department of Labour (DoL) as the head and other representatives from employers, workers, HBWs, NGOs, UN women and ILO as members. While Sindh has a notified task force and a Policy is drafted, it is yet to be approved by the task force members who shall meet in November.

The task force in KPK is in place but there is an issue of ownership of the department of labour, since the subject is addressed under the mandate of the Women department. DoL KPK has insisted that the definitions of the draft policy be reviewed in order to make it practical and viable and subsequently the department will take lead in formulating a social protection bill.

Punjab has progressed the most. The DoL has formulated a provincial policy, a social protection bill and a draft Act. The Government of Punjab is keen to build on its network with relevant NGOs and the ILO to provide HBWs equality of legal status, and just reward of work by adopting the following key measures:

39.6%
employed women are piece rate
workers; 16.9% are casual employees

- i) Definition and equality of legal status
- ii) Equality of treatment and wages
- iii) Skills enhancement training
- iv) Access to credit and landownership and assets
- v) Access to market challenges and linkages

The draft Home Based Workers' Act 2012 notifies for establishment of a Provincial Council. In line with the prescribed ways of Government, the functions of the Council would be to:

- i) Register HBWs
- ii) Register employers engaged in HBWs on remuneration, contract, hire or reward
- iii) Maintenance of record of registration of HBWs
- iv) Establishment of regional, district and sub district committees and assign them functions

DOL Punjab, with support from HomeNet and the ILO, has also held two consultations with labour officials in Lahore and Multan to raise their understanding of how labour protection can be extended to HBWs and discuss the legal and infrastructural challenges labour officials might face in doing so.

One common and very important recommendation that has emerged from all these consultations is that the first step to extend protection to HBWs must be to expand the definitions in the Factories Act of 'worker', 'employer' and 'workplace' in line with those provided in C177. By doing so, the same machinery, procedures and protections immediately become applicable to HBWs without having to create separate mechanisms. Once that is done, existing structures, such as labour inspection machinery, can be strengthened, such as by increasing recruitment (especially of women), resources and facilities, and processes like social security contributions, can be amended, such as allowing individuals to make contributions rather than only employers, gradually. This does indeed seem to be a sound, practical idea. Let's see how things emerge.

68.9%
of the female employed work
in agriculture

The Home Based workers' Act 2012 notifies for establishment of a Provincial Council. In line with the prescribed ways of Government, the functions of the Council would be to:

- i) Register HBWs
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- iii) Maintenance of record of registration of HBWs
- iv) Establishment of regional, district and sub district committees and assign them functions

71.2%
of females work
in informal sector

In the age 15+ population, HBWs at the national level increased from 1.22 million in 99-00 to a peak of 2.01 million in 2005-06. By 2008-09 their numbers fell to 1.62 million. In terms of numbers, the population of female HBWs more than doubled from 0.52 million in 1999-00 to 1.13 million in 2008-09. The share of females in the total HBWs increased to 71.4 percent in 2008-09.

- Nearly 80 percent of HBWs reside in the province of Punjab, followed by a distant 2nd, i.e. 8.2 percent residing in Sindh.
- HBWs in 15-19 and 20-24 age brackets constitute over 40 percent of all HBWs. Around half of all HBWs do not have any formal education, mirroring low literacy levels of the country. The second highest group of HBWs consists of primary school drop-outs.
- The largest proportion of HBWs are engaged in manufacturing activities (75.8%), followed by the community, social and personal services sector (10.9%) and wholesale and retail trade sector (6.5%) in 2008-09. The highest proportion of HBWs is non-agriculture 'own account' workers in the range of 37.2 to 49.7 percent, followed by piece rate workers in the range of 22.0 - 33.3% and unpaid family workers (12.6-17.2%).
- Only 19 percent of HBWs work more than 49 hours in a week, defined as 'excessive' hours. Nearly ½ of female HBWs work in the range of 35-44 hours per week and another ¼ work part-time i.e., between 20- 29 hours per week.
- The Labour Force Surveys in Pakistan only capture the details of remuneration of paid employees as compared to self employed or home based workers. During this decade the average monthly earnings of all types of HBWs fluctuated between Rs.1900/- and Rs.3,100/- per month. Regularly paid HBW employees are the highest paid with monthly earnings of Rs.4,870/- in 2008-09. Piece rate HBWs just earn Rs.2,400/- per month.



One woman's story of inspiration as she plants seeds of joy, prosperity and love in Haripur
By Rida Naqvi



For the love of plants

Women Economic Empowerment

The ILO project GE4DE is a part of the CIDA's Women Economic Empowerment (WEE) portfolio. Since 2009, women's economic empowerment contributing to sustainable economic growth has been one of two program priorities for the CIDA in Pakistan. Canada is committed to identifying and supporting tangible actions to get women equitable access to credit, implement fair labour laws and social protection systems, and enable business environments that meet the needs of women entrepreneurs. These actions will support women to make a significant contribution to Pakistan's economic growth.

In this section we bring you interesting stories from other WEE partners.....

While Pakistan remains a rigidly patriarchal society, the rural woman confined to her four walls remains a dominant feature of the landscape. But over the years, exceptional women have emerged from their seclusion and taken the initiative to change their circumstances.

One such woman riding these winds of change is 55-year-old Anayat Jan, fondly known as Anayat Jan Khala (aunt) around her village in the Haripur district.

Anayat hails from a background marred by poverty and adversity: Her face looks worn and haggard; the toils of everyday life have taken their toll on her as she battles to pay off a mountain of debt that currently burdens the family. Her youngest daughter, Somana, sews to keep herself going, while Jan's husband tends cattle.

Considering how passionate Anayat is about her plants today, it is almost impossible to imagine her being hostile to MEDA's Pathways & Pursestrings project when she was first approached by MEDA partner SRSP – Sarhad Rural Support Program. But after several visits, Anayat was convinced – with her husband's support playing an important role.

Her younger son eagerly participates in the venture, contributing his share to make her work fruitful. Anayat leads the Iqra Nursery Group, and recently celebrated the sale of her seedlings, earning Rs. 4,334 (about \$50) as she sold to a mainstream wholesale national nursery in Peshawar and retail customers in her village.

Anayat is thrilled by her accomplishments, and at how far she has come in such a short span of time. It is inspiring to see her confidently negotiating with nursery owners and mobilizing her neighbours to arrange seedling exhibitions around her village. Jan now advocates how women at home can easily juggle the demands of the business, and watching her operate successfully, other women have been encouraged to follow her example. Today, because of Anayat's efforts, every second house in Kaag has a nursery!

But she also has had her share of losses. In spite of being in this business for almost two years, Anayat lost four batches of seedlings, but was relentless in her efforts. She reinvests 70% of her revenue, mostly buying input supplies; the remainder is split between paying off debt and helping those needier than her. One cannot help but admire Anayat, seeing her address a crowd of 116 people, as she recounts her journey from being a shy, hesitant woman, to an assured entrepreneur. "Even if SRSP and MEDA go away, even if they all pack up, we will continue to strive."

The writer is communications officer at MEDA and can be contacted at rnaqvi@meda.org



Making (in) ROADS for others

Hakim Zaadi, can't be happier these days. She has just bought a baby goat and is raising her for milk. This is the first time in ages that she has been able to buy an asset that she can use to better her living standards and that makes her extremely proud.

Life certainly hasn't always been this kind to Hakim.... Hakim Zaadi belongs to a small village in TandoAllahyar. Since her husband died leaving her with two daughters to feed and raise, she has been trying to brave the hard times and survive. In a society that champions the male offspring and sees girls as burden, it wasn't easy for Hakim Zaadi to bring up her daughters. With no son to be the breadwinner of the house she lived on nominal resources and wed off her elder daughter without any dowry. Distraught at the taunts of her in-laws for not bringing in a heavy dowry, the girl came back to her mother's house with a baby boy within a year. Now Hakim Zaadi had another mouth to feed. However her daughter sought to help the mother out and began to sew clothes at home in return for money. Given that the family belonged to a very low income background in the village, the girl's customers extorted her services and paid her even less than what she rightfully deserved.

It was only after, Community Infrastructure Improvement Project (A CIDA funded initiative) that Hakim Zaadi saw a new ray of hope. When the call for selection of destitute women for earthen road maintenance was made, Hakim Zaadi applied and got the job. Her new job required her to work in a 15 member road maintenance team and attend gender, human rights and business management trainings. Being the hard working woman she always was, Hakim Zaadi picked up in no time.

The trainings provided for platforms where women from the community would come together to talk about their concerns, no matter how trivial they may be. From these talks the team gathered enough information that could serve as a baseline on their socio-economic status and political and legal awareness.

Making use of the learning from business and financial management trainings, Hakim started putting money away in a joint savings pool constituted by 5 other women. Her savings from that pool recently came up to Rs. 10,000 with which she bought a baby goat among other things. This baby goat can be raised for milk and breeding in the future and can become a source of sustainable income.

Hakim Zaadi is now a proud member of the community, raising her family's social status, helping the community thrive through access to better roads. "I can finally dream of a smooth happy life with my daughters and my new baby goat", says Hakim.

WHAT CIIP WANTS TO ACHIEVE

- Enable women in targeted rural areas to become economically and socially empowered.
- Employment creation for approximately 7500 rural destitute women.
- Engage local women in maintenance of rural earthen roads and community infrastructures (up to 15,000km)
- Provide life skills training to participants.
- Strengthen capacity of local government institutions at the local and district levels to sensitize them regarding gender and development issues.

Know About Business

Millions of women in Pakistan want to work but lack either the idea, funds, or both. Due to lack of education it's hard for them to find a job. In consequence, it is vitally important to prepare women entrepreneurs for a situation where formal wage employment may not exist, and where starting a small enterprise or being self-employed are the best options for finding gainful employment. Against this backdrop, the ITC ILO has developed and tested a set of training materials for entrepreneurship education called "Know About Business" (KAB). The primary aim of the package is to sensitize young people and potential entrepreneurs to choose entrepreneurship as a career option.



The KAB package was designed for use in vocational education and training institutions and secondary schools to give awareness and some practice of the opportunities, challenges, procedures, characteristics, attitudes and skills needed for successful entrepreneurship. It can also be adapted to train entrepreneurs to prepare business plans. KAB courses have been given in more than 40 countries. To be effective, the entrepreneurship concepts should be applied to business plans at all levels. A number of countries have already initiated such programmes.

GE4DE is using KAB for a training and business plan competition called Khadija in recognition of the Prophet's wife as a successful, respected business woman and entrepreneur.

The training will be conducted in two phases – the first a joint collaboration with the ILO's EET project, where a Training of Facilitators (ToF) will be imparted to a group of 30 officials from Punjab Technical and Vocational Training Authority (PTEVTA); Punjab Vocational Training Council (PVTC) and a few selected implementing partners of skills development programmes for GE4DE project. The second part of the training focuses on fifty women, in Lahore, who have received technical training under GE4DE in textiles, hospitality and beauty courses. The trainees will develop joint or individual business plans which will be judged by a panel of experts and awarded industry prizes. This training has been designed on the basis of feedback received from the trainees and graduates of GE4DE's skills development programmes in various disciplines. Though, many of the training courses included an orientation to entrepreneurial skills, but not necessarily formal training as such. The feedback indicates that many of graduates expressed interest in setting up their own enterprises and would benefit from a more focused training on enterprise development and based on its results will be extended to other groups of GE4DE trainees.

Objectives of the KAB package

- Create awareness of enterprise and self-employment as a career option
- Explore financing women entrepreneurs and tap into this emerging market
- Develop positive attitudes towards enterprise and self-employment.
- Provide knowledge and practice of the required attributes and challenges for starting and operating a successful enterprise, particularly a small business.
- Prepare women to work productively in small and medium-sized enterprises and, more generally, for an environment in which formal, full-time wage employment may be scarce or unavailable.

KAB modules:

Module 1: What is enterprising?
 Module 2: Why entrepreneurship?
 Module 3: Who are entrepreneurs?
 Module 4: How do I become an entrepreneur?
 Module 5: How do I find a good business idea?
 Module 6: How do I organize an enterprise?
 Module 7: How do I operate an enterprise?
 Module 8: What are the next steps to becoming an entrepreneur?
 Module 9: How to elaborate one's own business plan?
 ILO Business Game

Developing Quality Skills for Women and Men in Pakistan: A Fresh Approach

Many countries in Asia are struggling to develop the workforce skills necessary for people to get employment and to improve the productivity and competitiveness of enterprises in the country. A standard approach to reforming and improving the training system has been to borrow large sums from the development banks (anything from US\$ 50 to 100 million), with large teams of international experts to do the work. The limitation of this approach has been that it is usually the international experts that develop the standards and curricula, with very little transfer of learning, or capacity development, for the local staff. Under the ILO's Gender Equity for Decent Employment (GE4DE) project, a new and innovative approach has been taking place.

But the key issue at the heart of this approach is to provide greater employment opportunities for the women and men in Pakistan, by enhancing their employability through quality skills programmes. These programmes are based on the requirements of the workplace and not, as is often the usual practice, the education and training system deciding what courses to teach with little or no involvement of industry.

An essential element of the ILO's approach has been to focus on developing and using local experts to improve the training system. This approach consisted of bringing together some of the best Vocational Training Centre Principals and well-known, industry leaders, and taking them through a training and development process. A critical part of this process was that the local experts would be the people producing the new training courses. The ILO's role was to provide technical support and guidance.

This journey began by exploring which economic sectors had the greatest potential for employment, particularly for women. Following several sector studies, four were chosen: hospitality; fashion design; garment manufacturing; and, beauty and personal care. These sectors, in particular, were shown to have very good employment opportunities for both women and men. But the major challenge for the project was to develop the quality skills programmes required to assist people to obtain work in these sectors. The initial stage of the process was to organise the local experts into four sector working groups, where each group was led by the industry expert. The industry experts' inputs were critical, as it was essential that the skills identified were those required by the sectors. The first task of the groups was to analyse and map the skills required in the sectors. Following the skills

mapping exercise, competency standards were developed by each of the sector working groups. These competency standards described what actual work needed to be performed in the sectors and, at the level of performance required in the workplace.

The final stage of the process was to develop training course outlines based on the competency standards and the identified jobs available in the workplace. From these course outlines, new competency-based curricula and related training materials were developed. The industry-based competency standards provide the quality benchmark for training courses. These new courses will be rolled out in the last part of 2012. The issue of quality skills development is at the centre of this whole process and provides the greatest opportunities for women and men in Pakistan to get decent employment.



Shaiyain Malik

I have been working in Dera Jutta a rural village for over 2 years now, and in a Peri Rural Slum area of Bahawalpur, The women are highly skilled but not very motivated to actually earn a decent living through their skill of embroidery.

Through this training my most valuable learning has been Gender Analysis and how to motivate Gender Equality, where previously I was only working with women, I realised that men could play an important role in the marketing process, in our villages now men play an active role in helping the women in marketing their product. Hence there is more apparent equality in household decision making, more buying power, etc.



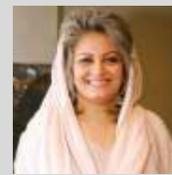
Naheed Azim

Being an engineer and working in the Construction field in the private sector for almost three years right after my graduation, I had very little idea about the dynamic nature of field I was entering as the Principal of Women's Technical Institute. I was fortunate that I was immediately part of National Vocational Training Project and worked very closely with CIDA on projects relating to Women's Training & Employment. I have been working with ILO since 2006 on Rapid Assessment Survey of TVET institutions in Sindh, Coordinated the development of curriculum for various trades in Karachi for ILO. Had the chance to attend seminar on Enhancement of Vocational Training arranged by JICA in Japan in the year 2007. Last year underwent a unique opportunity to become expert for developing Competency Standards and Curriculum for Competency Based Training. It was a unique experience as Industry experts, People from training all sat together to work for CBT. Since the establishment of CMC in 1993 at the Centre we are lucky to be interacting with the Employers, people from labour and members of civil society on issues relating to TVET. Every day is a learning opportunity that inspires us to do some effort for making a difference in the lives of people who are not that fortunate especially women.



Babar Sheikh

I am currently engaged as Director Coordination at the College of Tourism and Hotel Management (COTHM). "The CBTA initiative by ILO is an invaluable contribution to the TVET system of Pakistan. I led the Hospitality sector group in the process of developing Competency Standards for the hospitality sector and completed the task with the precious support of my group members. Especially after the study tour of TVET system of the UK arranged by the ILO and British Council, I am systematically working to implement the CBTA in Pakistan, starting from my own organization, COTHM. Now the other public sector organizations as well as the international donor agencies are also approaching me for developing the competency-based training system for them. The CBTA training by ILO substantially transformed my vision as to the TVET system. I am committed to introducing the CBTA in Pakistan"



Musarrat Misbah

I have received formal training of Makeup, Beauty therapy and skin treatment from world prestigious beauty centers ITEC, SEPTTEC, CEDESCO, British Electrolysis Association, WFSHS, IPB and Barbara Solomone Conservatory in USA, UK, Germany and France. I Graduated from St. Josepha's college, Karachi and opened her Beauty salon with the name "Depilex" in 1980. I started directing the make-up for catwalk shows,

shoots for the renowned Pakistani Fashion brands and Publications. Within, three decades, my beauty salon "Depilex" branched out into the entire country and reached Dubai, UAE and USA. I also teaches Beauty Therapy at the West of England College of Beauty Therapy and the Shaw College. I opened "Smile Again Foundation" to help female survivors of acid and kerosene oil burns in Pakistan by providing them appropriate medical attention and reconstructive surgery, psychological/psychiatric support, shelter and vocational training. My biggest pride was the "President's Pride of Performance Award". With the ILO, I headed the Sectoral Working Group (SWG) for Beauty and Personal Care and now I am developing different CBTA courses for my own institutions and other projects.

Kamran Sandhu



I am the Project Director/Principal at Pakistan Readymade Garments Technical Training Institute. Objective of the institute is to impart technical and vocational training to unskilled and semi skilled manpower (women/men) for the readymade garment sector. I have 13 years of industry experience.

For the first time I got opportunity to work with national and international organization i.e. ILO, NAVTEC, British Council, FATA, NPO etc. Under ILO's GE4DE project, I developed competency standards along with competency base curricula and now I am a recognized CBTA Mater Trainer. I have also been trained for Gender Sensitive Value Chain Development (GSVCD) under the GE4DE project.

I am a Ph.D. candidate in Knowledge Management and the author of many publications on intellectual capital management. ILO's GE4DE project has totally changed my perspective on training, making my projects based on CBTA outcomes rather than just training.

Tabassum Tanveer



I am Principal at Vocational Training Centre Korangi Sindh technical Education & Vocational Training Authority and an experience of 25 years experience in vocational training. I have worked as curricula developer for CIDA (Architectural Drafting GIII Level) and the Prime Ministers program for English Language. I have a Bachelor degree in Sociology and Poly Technic degree in Architecture Technology. Competency based training is a long awaited concept which is becoming reality now in TVET institutions with the help of ILO GE4DE initiative. The training has provided clear concept of CBTA, the methodology to develop curricula and ways to materialize the idea in our institute. we are working on starting competency based training courses.



Pointing to a Loophole



Aug 12: Nusrat Bano, 22, works in a sports manufacturing factory in Sialkot for 10 hours a day and gets Rs5,000 salary. "There are more than 200 women workers in the factory but none of them gets a reasonable salary as compared to male counterparts. None of them has a letter of appointment. They do not have separate washroom and kitchen in the factory leave alone day care center. There is no concept of leave with pay even for a single day while maternity leave is out of question. Pregnancy means removal from job. "We have the facility of pick and drop but there is only one bus for 200 women, so we are packed in bus like animals," she says.

Workplace harassment is common in the factory", she tells The News on Sunday that there is no forum where they can discuss the issues related to women workers of the factory.

"Factory owners and our male counterparts discriminate us. Not a single woman in the factory is member of trade union. We are totally unaware of the labour laws and accepts everything as granted", she says.

Nusrat was among one of 24 women workers belonging to 18 trade unions from both public and private sector participated from different parts of Punjab and KP provinces in a 12 days "Training of trainers in developing women leadership in trade unions" held at Naran from

July 28 to August 8, 2012.

All participants have similar stories to share. Asma Shaheen, who works in a food factory at Haripur KP also tells TNS "Our male counterparts discourage us to take part in activities of trade union.

There is a huge difference in the salaries of women and men doing same job. Our management and male counterparts do not allow us to work on managerial posts. Women are not promoted even after working for a decade on the same position", she says.

She says that from now on she would try to organise women in her factory on a platform to fight for rights. "I would ask the management to provide me HR policy of the factory and then would also try to convince male members of the union to include women in the organisation", she says.

The training was organised jointly by Pakistan Workers Federation and ILO as part of Canadian International Development Agency (CIDA) funded project 'Promoting Gender Equality for Decent Employment (GE4DE)'. The focus of the project is on increasing women's membership, participation and leadership in trade unions. A majority of participants (around 80 percent) were below 30 years of age and matriculated. The aim is to train

leadership development skills and understand the significance of labour rights and ILO conventions to protect their rights. The workshop also aimed to create a cadre of women master trainers who would in return train their trade union members and act as change makers. Social, cultural and religious factors have reduced the number of women entering the job market while when it comes to their representation in trade unions the number is even lesser.

The ILO data shows that in Pakistan total registered trade unions are 6,793 (2008) while only 854 trade unions submit their returns. The total number of members of these active trade unions in 2008 was 182, 429 and the number of women members is 4, 394 which makes 2 percent of total membership. Interestingly, in 1998 total representation of women in trade unions was 1.0 percent. Zahida Perveen, master trainer of the workshop who herself is employee of Islamabad Electric Supply Company (IESCO) chairperson of women committee of Pakistan Workers Federation says, "There are certain issues which only affect women workers and without their representation in trade unions they are not even discussed".

Giving a personal example she says "I joined IESCO in 1990 and at that time there was no separate washroom for women. I was the first to raise voice for a separate washroom, my female colleagues discouraged me as they thought it would bring a bad name to women workers. After one year of struggle in 1992 I succeeded in getting a separate washroom for women workers.

We have to raise our voice for separate washrooms and kitchen, maternity leaves, pick and drop. And we have to raise our voice against discrimination and sexual harassments. She says the training is meant to create awareness among women workers about their rights which they can achieve under the present labour laws. "Pakistan is among the countries which have ratified a maximum number of ILO conventions on labour rights, including conventions related to freedom of association and collective bargaining, freedom of association and protection of right to organise conventions. The best way for women workers to get their rights is to take part in trade unions and then get leadership role in the unions", she says.

Azra Shad, chairperson of Lahore based Helpline for Women Workers tells TNS, "We receive scores of complaints every month about workplace harassment. Most of these women do not want to register complaint as it can cost them their jobs.

Most of the factory owners employ young girls and they are also harassed. She says that leaders of trade unions also need to change their attitude towards women workers. Pakistan's overall score on gender equality is not good. It stands on 115th position out of 146 countries on global level Gender Inequality Index. A study done by two

sociologists of the University of Agriculture Faisalabad (UAF) in 2011 stated that lack of a united women's movement is a hurdle to working women's struggle for their rights at workplaces.

The study read that the representation of working women in trade unions was not proportionate with their numbers at the industrial units. The study also revealed that women workers were mostly given low-skill tasks and that lack of knowledge about their rights hampered them in articulating their demands effectively.

"While those employed at factories formed a very small part of trade unions, no mechanism was in place for home-based women workers to organise and bargain". Zulfikar Shah, joint director of Pakistan Institute of Labour Education and Research (PILER) says that trade unions in Pakistan are confined to male works. "Most unions are being run as family businesses; most of them have the same leadership for the last 30 years. One cannot recall other than Kaneez Fatima's name among the leadership of trade unions. Male workers only discuss male oriented issues during collective bargaining. I have seen drafts of several collective bargaining negotiations and have never seen anything other than issues related to salaries discussed in them.

I have never seen trade unions demanding management to allocate separate washroom and kitchen for women, provide pick and drop facility or granting maternity leave to their female counterparts. It is also true that salaries for women and men doing same jobs are also different. Our constitution also ensures gender equality. Article 25 and 34 of the Constitution clearly mentions gender equality. We have a very good law right now on workplace harassment but implementation is an issue," he says. Francesco d'Ovidio, country director ILO Pakistan says this initiative developing women leadership in trade unionism is basically about three things — unionism, gender equality and leadership. "The idea of putting together these three concepts came from PWF. We feel that women participation in trade unions and leadership is extremely weak in Pakistan. This is the first initiative of hopefully a long series of training and other initiatives in different areas", he hopes.

"It is not only about fighting for their rights and wages but also to understand historical prospective of trade union movement in Pakistan. It is true that Pakistan's performance of gender inequality index is not so good but there are some good signs like 22 percent of total parliamentarians are women."

"One of the five priority strategic areas is on social justice and gender equality" he says that ILO is not here to replace institutional strength and system in the country. "This is up to the workers themselves to ensure that solutions are found. What we can do is to encourage the workers to come up and work on action plans. These plans have to be more feasible and sustainable and doable as possible," he says.

Skills Development Projects: A Long Term Commitment

Four projects have been selected for their strong understanding of how to use ILO TREE (Training for Rural Economic Empowerment) methodology, which forges strong connections between pre-training social mobilization and situation analysis and demand driven training and employment oriented post training support. All Implementing Partners are in the pre-training phase; engaged in social mobilization of the target communities; preparing/refining training material; making advertisements in the newspaper for the Training of Trainers; and in some cases the training of faculty of selected institutes has also started.

The three phases of TREE are:



Community Change Makers

Name of organization	Empowerment thru Creative Integration (ECI)
Geographical area	Thatta (Sindh); Rahim Yar Khan (Punjab); and Lahore (Punjab)
No. of trainees	90 change makers 1080 women and men in three districts
Training Areas	Training and business development for community enterprises
Outcomes	Strengthened 'College for Community Change-makers'; improved public sector TVET Curricula; 90 innovative business-oriented solutions; increased access to market; improved linkages with other projects and individuals for social and technological innovations; better and decent jobs for women



This two-layered program is designed in order to address the issue of unemployment at the community level by institutionalising mechanism that innovatively mobilizes resources and takes action to address gender equality, livelihood and enterprise development at the community level. Focused on building the 'exit' into the entry, this program has been designed by Empowerment thru Creative Integration (ECI) with a view to building upon their previous experience of building capacity of grassroots communities to develop and implement localised solutions to their problems. The local economic development process will be spearheaded by 90 'changemakers', a group of specially selected dedicated, dynamic and committed men and women specially selected from the communities and trained through a 1-year, structured capacity building program at ECI's College for Community-Based Changemakers (CCBC).

Focusing upon unemployment, the project will follow the TREE methodology to carefully assess economic potential and then develop personalized capacity building programs, linkage development, mentoring and handholding programs for each selected rights-holder. Through the changemakers as a vehicle for implementation of activities, this project will work with 1080 women and men to enhance their incomes through employment or entrepreneurship.

In addition to working with the rights-holders and the changemakers the project will focus on developing and implementing mechanisms through which the community will have sustained access to information, career counselling, job placement and enterprise development support. These mechanisms will be led by the changemakers who will be encouraged to emerge as social entrepreneurs offering 'business solutions to social issues'.

Finally, the community's links with other relevant stakeholders and duty-bearers will be strengthened and developed. It is expected that by the end of this two-year project not only will the community as a whole be better able to access livelihood opportunities (employment and enterprise) they will also be able to articulate their needs and advocate and negotiate with relevant authorities in order to promote a 'bottom-up' approach to economic development.

The programme has been kicked off to a great start with the selection and training of the field team. The next step of identifying changemakers is expected to be completed by Mid-November and the first training of changemakers will begin in early December, followed by an area assessment and selection of entrepreneurs at the village level.

Women in unconventional trades and occupational levels in textile industry

Name of organisation	Ministry of Textile Industry (MINTEX)
Geographical area	Lahore (Punjab); and Karachi (Sindh)
No. of trainees	30 trainers 570 women and men
Training areas	Pattern making Pattern cutting; Fashion design; Knitwear Machine Operation Training (KMOT) Fancy Stitching; and Quality Control/line supervisory skills
Outcomes	Institutional capacity building of selected MINTEX institutes to deliver and assess competency based training; competency based training and assessment for high demand courses; pool of qualified trained trainers created; better technical and soft skills of graduates; improved income levels; increased number of women in unconventional trades with more chances of career progression; and overall socio-economic empowerment

Ministry of Textile Industry (MINTEX) has planned to launch a large project of Training of Trainers based on Gap Analysis in the Textile sector. The analysis examined the availability of industrial machines and existing skilled labor force to operate those machines. It was revealed that there is considerable shortage of skilled labor to cater for demands. For this purpose, a 5-years long Skills Development Program for Textile Industry (SDPTI) to train 500,000 skilled workers and supervisory staff for the industry is being conceptualised. Considering the scenario, MINTEX intends to pilot the same project at small scale, the results and lessons learnt of which will serve a basis to design the larger project.

MINTEX has developed partnership with selected textiles training institutes, which are being run with Export Development Fund (EDF) in collaboration with respective trade associations; and the private industrial units to implement training programme for high demand trades. The programme targets 570 poor and disadvantaged women and men for training in Pattern making and Cutting; Knitwear; Fashion design; Fancy Stitching; and Quality Control/line supervisory skills. Traditionally, women in large numbers, are involved in garment machine operation which is more labour intensive, but low paid, however the trades selected for this programme are unconventional for women, and are likely to facilitate them in getting better income levels; more chances of career progression and overall socio-economic empowerment.

Unique feature of the programme is tapping all labour market stakeholders including: Government (MINTEX); Textile training institutes; Trade Associations; and employers of industrial units, which ensures the success of programme and enhances sustainability. Besides the training of unskilled/semi-skilled women and men, the programme aims at upgrading existing training institutes thereby, involving training of 30 trainers in delivering competency based training and assessment - majority of these trainers will come from selected EDF institutes, which will ensure the institutional capacity building of the existing institutes as well as the sustainability, as these courses will be integrated in their regular courses and these trainers will continue delivering these courses after the project ends. Since partner training institutes are being run in collaboration with different textile associations, who are well aware of market demands and supply forces; and have expressed commitment to absorb the trained human resource in their textile units, therefore the outcomes for decent employment are likely to be significantly higher.

Over 200 trainees are enrolled in 10 batches (20 each) in four institutes namely PRGTTI, PKTI (Lahore), SMA-RIZVI (Karachi) and FEDIN (Karachi). For the course on fashion designing a master trainer has been hired (from UK) while training in all other trades will be taught by existing qualified faculty from within these institutes.

E-Services through innovative IT skills training

Name of organization	Pakistan Institute of Human Rights (PIHR)
Geographical area	Rahim Yar Khan (Punjab); and Charsadda (KPK)
No. of trainees	16 Trainers 750 women
Training area	ICT skills
Outcomes	Well-resourced labs; high quality curricula; and enhanced institutional capacity of 6 public and 2 private sector schools to continue imparting technological skills; NADRA ID cards; Physical and online accounts of 750 graduates; improved technical and professional skills of graduates with personal PCs for career progression, effective communication, greater access and exposure to market services, enhanced confidence and exposure; increased income levels leading to socio economic empowerment; local enterprises linked through online services; development acceptance and support from community



The group may also include those who are unemployed but have the potential to earn a decent living for themselves and their families.

The training will focus on developing ICT Skills, published in the list of top skills demanded in 2011, and identified on basis of their desirability and relative ease of training. These include:

- Typing Skills (English and Urdu);
- Transcription training;
- Adobe Photoshop and Coral Draw;
- Basic Website Development and Management;
- Introduction of databases using MS Access;
- Basic e-commerce tools and techniques.

During training, a physical and online bank account will be opened for each trainee and trainees' profiles will be created and registered on free earnings website. A total of 750 email accounts will be created on @pihr.org.pk domain which will be the identity and contact for outsourcing companies as well as an excellent channel of communication with the trainees. Subsidized computers will be offered to each trainee so that they may be able to undertake online work in their homes.

For the initial period of work, instead of finding online work themselves; trainees will be linked with outsourcing companies, which will secure and distribute online work to these trainees. This

Considering the growing global demand for skilled online workers, PIHR will implement innovative model of Online Earnings Skill Development. To execute training, PIHR will partner with 8 public and private sector institutions in Rahim Yar Khan and Charsadda. The programme targets training 600 women, in Rahim Yar Khan and 150 women in Charsadda, coming from poor and underprivileged backgrounds with at least 12 years of formal education and some basic level of computing skills.

will not just help them secure future work but also establish rapport with the outsourcing companies for waged or assignment based employment.

The first phase of the programme will focus on Training of Trainers including 16 trainers (4 from Charsadda and 12 from RYK) by two Master Trainers (including at least 1 woman trainer), to brush up the knowledge skills of trainers, orient them with the latest methods of ecommerce/online earnings; the standards and methods of training.

The first step to ensuring a promising group of girls to join the training, the project will carry out mobilization activities to involve community; awareness campaigns and community meetings. This will help identify and facilitate selection of trainees and support in liaison with local banks to open accounts for trainees and assist in issuance of National Identity cards.

The faculty of public institutes will also get training in these skills and technologies, which will not only build public sector capacity to impart technological skills but will also dovetail in sustainability strategy, whereby the staff will continue imparting trainings in these institutions once the project has culminated.

A training module on E-Commerce has been developed by three master trainers. An interactive version is available in CD enclosed in the toolkit. Starting from Charsadda, 30 girls have been identified and selected for the first. Four teachers have received training in ICT for skills development. The training will take momentum in the coming weeks.

Centre of Excellence- Self-sustainable School Enterprises

Name of organisation	Vocational Training Centre (VTC) Korangi, Karachi, Sindh TEVTA
Geographical area	Karachi
No. of trainees	6-8 instructors 500 women
Training areas	Fashion Design; Beauty and personal care; and Hospitality focusing on Food production and service
Outcomes	Two school enterprises; enhanced institutional capacity to deliver and assess competency based training; competency based curricula mainstreamed in VTC Korangi; improved technical skills of graduates along with greater confidence, negotiation skills, knowledge about workers' rights, occupational health and hygiene and business development

The programme focuses on developing and delivering competency based short training courses in specific training areas. The target is a group of young energetic young women with: poor socio-economic background; some level of literacy; no or little access to high quality training and better employment opportunities. Besides technical training, supplementary modules are included that aim to provide a more empowering learning experience. The distinctive feature of the programme is strengthening the existing enterprise as well as establishment of two new Self-sustained School Enterprises. The aim is to provide workplace based learning; entrepreneurial skills development for students, and revenue generation for the institute. The revenue will be reinvested in the enterprise to make it sustainable.

The engagement of industry experts from hospitality; fashion design and beauty and personal care will add value to the programme and make it more responsive to market demands; ensure high quality training and assessment; and facilitate in securing some employment commitments for the graduates. Another important purpose of engaging the industry experts is soliciting their inputs for conducting Market opportunity assessment, Consumers demands assessment, and Institutional assessment. The findings of these studies will help setting up new school enterprises. The programme will also contribute towards institutional capacity building through teachers' attachment for competency based training delivering and assessment.

While the refurbishing of laboratories is in progress and the tools for the market and training needs assessment are being developed, the first batch of trainees is expected to start its training in first week of February 2013.

Engendering Value Chains

The value chain as a concept describes the full range of activities that firms, farms and workers do to bring a product from its conception to its end use and beyond. This includes activities such as design, production, marketing, distribution and support to the final consumer. The activities that comprise a value chain can be contained within a single firm or divided among different firms. Value chain activities can produce goods or services, and can be contained within a single geographical location or spread over wider areas.

Value Chain Analysis is the process of documenting and analyzing the operation of a value chain and usually involves mapping the chain actors and calculating the value along its different links.

GSVCA adds a further element of analysis to the value chain, that is, the gender dimensions. GSVCA methodologies focus on how gender relations impact on different parts of a value chain. GSVCA highlights the complex socio-cultural and economic factors involved in value chains, for example:

- Women and men participate in and benefit from the value chain in different ways

- Large parts of the value chain, which are essential to upgrading, are ignored particularly home working, out-sourcing, and temporary work.
- Enterprises are arbitrarily assumed to be male-owned even when women and other family workers may be very important to their management and operation.
- Gender inequalities are often central to explaining why different parts of the chain are resistant to growth.
- Gender inequalities are often key causes of poverty for both women and men, and hence important in explaining how different parts of the chain interact.

GSVCA is now increasingly used as a methodology for identifying appropriate points of intervention for a 'Decent Work' agenda to provide opportunities for all people to obtain decent and productive work in conditions of equity, freedom, security and dignity.

GSVCA has become an important approach to understanding men's and women's contribution to and returns from commodity chains, examining gender differentials in access to, and control over, key productive



assets necessary for participation in the chain, identifying women's competitive advantages, and provides a framework by which interventions such as skills development can be designed for optimum benefit.

In this context, GE4DE organized a training course on Gender Sensitive Value Chain Analysis for ILO's constituents, skills, and research partners in July. 35 participants including ILO constituents, skills partners and other development stakeholders attended the training. The course focused on the following themes and outcomes:

- Gender equality mainstreaming in value chains and achieving stronger outcomes for women
- Empowering women and improving their participation in value chains
- Reducing gender-based inefficiencies in businesses and households by also working with men
- Gaining practical knowledge and ideas through exercises and case studies
- Providing opportunities to meet with other value chain practitioners

The training was delivered by two ILO certified Master Trainers Mr Evaristo Madime and Mr Abel Dabula. They have been trained by ILO's Women Entrepreneurs' Development and Gender Equality (ILO-WEDGE) team in South Africa.



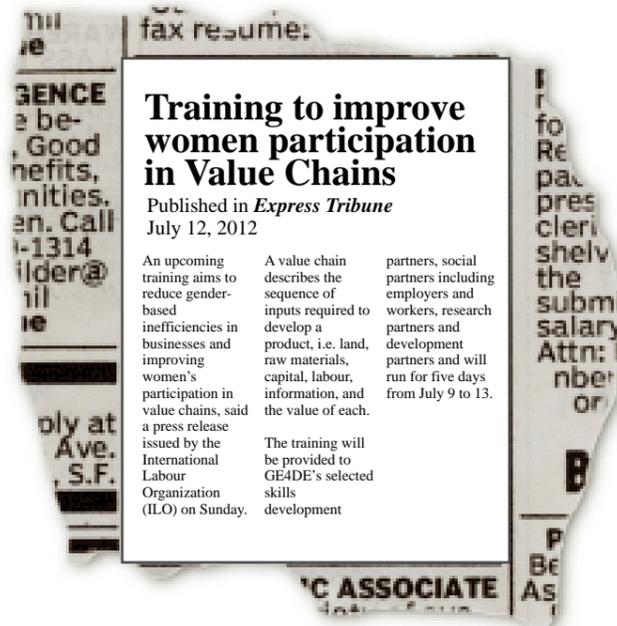
Mr Evaristo Madime is the Executive Director of CEDARTE (Centro de Estudos e Desenvolvimento de Artesanato), with 28 years of experience in management. He has carried out various studies on VCA for Growth Oriented Women Entrepreneur in the informal economy in Mozambique and of Crafts and Agro based activities for women.



Mr Abel Dabula has 12 years of experience in management and at present he is the Director of Capacity Building & Networking of CEDARTE (Centro de Estudos e Desenvolvimento de Artesanato). Under his portfolio he oversees the organizational development, business training and development of networks of stakeholders with in the Value Chain

"I was exposed to new ideas and concepts although some ideas were not crystal clear which mostly happens to be the case (my experience with internal and external trainings/discussions) when the issue at hand is gender mainstreaming in market development approach", shared Karim Ullah, Market Analyst, Agha Khan Rural Support Programme (AKRSP) who participated in the training.

For now the pool of practitioners: ILO constituents, skills partners, workers and others are busy networking on <http://wed-e-space.ning.com>. A pool of resource is available on Ning for all those who want to learn, share and apply GSVCA for Women economic development.



MODULES COVERED IN THE ILO GSVCA TRAINING

- Value chain development approaches and VCD cycle
- What is gender mainstreaming? Gender definitions and concepts
- Scoping the VCD process: What are the gender issues
- Preliminary mapping: Who where controls what
- Participatory Process: Why, Who and When
- Analysis and research integrating methodologies
- From gender analysis to gender equitable recommendations
- Implementation and monitoring
- Gender checklist for different stages of value chain development
- Road journeys: Strategic planning and SWOT analysis
- Stakeholder analysis

Updates & Upcoming

Updates

CIDA's experts guide the project

As a gender advisor to CIDA, Fareeha Ummar visited all CIDA partners including the ILO and shared her experience and gave her feedback on the planning and implementation approach of CIDA funded projects. Fareeha Ummar brings sixteen years of experience in the management of social development programmes with a focus on socio-economic empowerment of communities, gender mainstreaming and analysis, reproductive health, community development, policy advice and advocacy. Giving her feedback on GE4DE's progress and way forward she specifically highlighted two main points.

1. The project should review programme objectives in the context of the 18th amendment. It is crucial to identify new stakeholders and map resources, networks and platforms that can be utilized to redesign processes and formulate strategies.

In order to address this issue, the project has taken up a provincial level approach from the very beginning. Even though labour functions have been devolved to the provinces, reporting on ILS is still done at the federal level for which inputs from the provinces are required. The ILO is providing technical assistance to the DoLs to mainstream gender across their work and specifically in terms of their federal-provincial relationship important representation on one status of gender equality across all the ILS.

2. The project should document the process that is being used to engage Constituents, especially departments of labour at the provincial levels. It is important that strategies that work and show positive results are documented as best practice. This helps practitioners to replicate and scale out projects.

The project has a systemic integrated communications strategy that records process, progress and outputs throughout the project.

The project team welcomes Fareeha and looks forward to an exciting working relationship.

Journalism Plus goes to Universities
Journalism Plus (JP) is Pakistan's first ever multimedia training manual on gender responsive rights based reporting. The manual focuses on GE4DE themes and it is primarily meant for media practitioners, development organizations and stakeholders including corporate firms,

academicians and others who have influence on media policies and media content.

JP is now being mainstreamed through training of 700 journalists in 35 districts all over the country. The training will also orient academia; faculty and 300 students in at least 10 universities on gender mainstreaming in mass communication, as a result of which students will form civic action groups and take up researches as part of their degree courses. Universities with gender studies and mass communication departments will develop curricula that will help aspiring journalists depict to depict the real representation of women in all spheres of life, thus challenge stereotypes and gender blind media reports on the contribution of women in the world of work. Each module of JP features definitions, concepts, reflection exercises, discussion questions, in-class activities, and homework suggestions.

This approach will specially benefit academia; both faculty and students and help them in:

- Identifying different types of media and understand that media communicates and teaches individuals ideas.
- Think critically about how stereotypes of femininity and masculinity limit girls and boys, women and men.
- Examine the impact media has on a woman's ability to see herself as a leader and obtain a leadership position.
- Understand how behind the scenes decisions affect the way gender is represented in media and impact our economy both at the micro and macro levels.
- Become engaged in efforts to influence positive change in media and advertising industries.

If this model succeeds, the same can be replicated in other institutes across the country and we can be assured that the future media personnel will be much more aware of the need to be gender sensitive and recognize the contribution of women in the world of work.

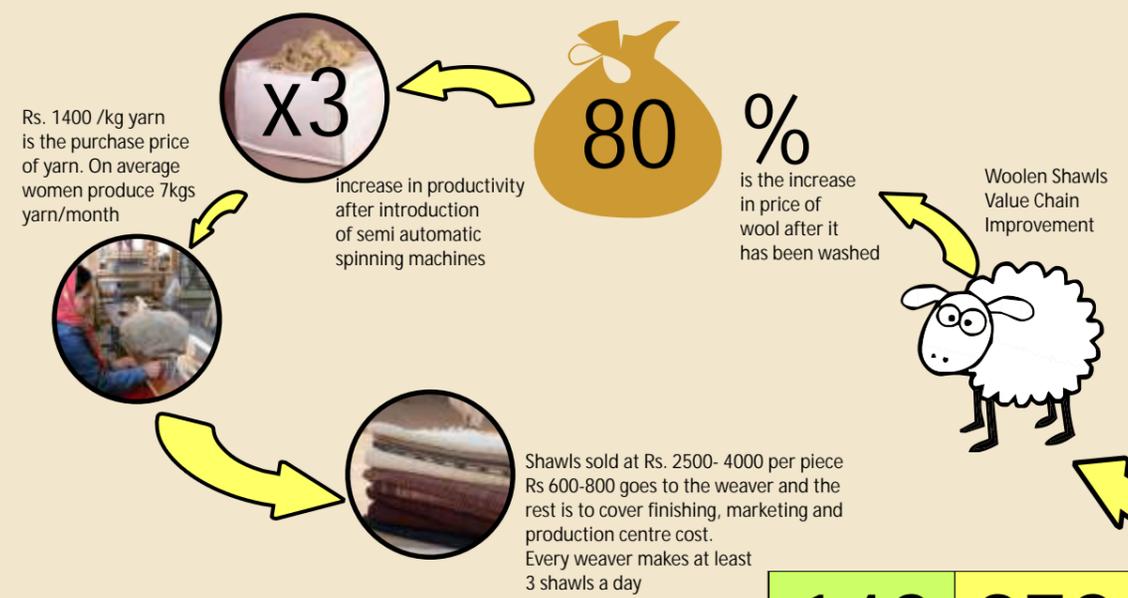


GE4DE film club shows Born into Brothels
Recognizing that documentaries are a strong medium of communication, GE4DE has started a film club which will screen films related to gender and work to increase the debate and discuss the topics on the issues. The first in this series was Born Into Brothels, based on experiences of a photojournalist working in

the Sonagachi Project.
The Sonagachi project is a sex workers' cooperative that operates in the red light area of Calcutta to empower sex workers to insist on [condom](#) use and to stand up against abuse. The use of collective right by sex workers has drastically improved their health condition and the lives of

GE4DE Success Stories

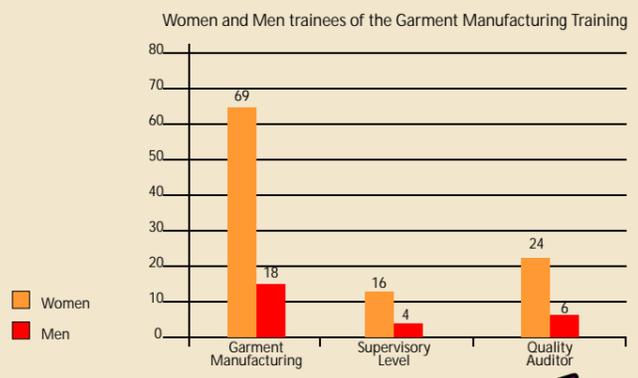
Baltistan Culture Development Foundation (BCDF): Woolen Shawls Value Chain Improvement



Samanzar: Ancient Knots for the Have Nots: revival of the ancient traditional embroidery

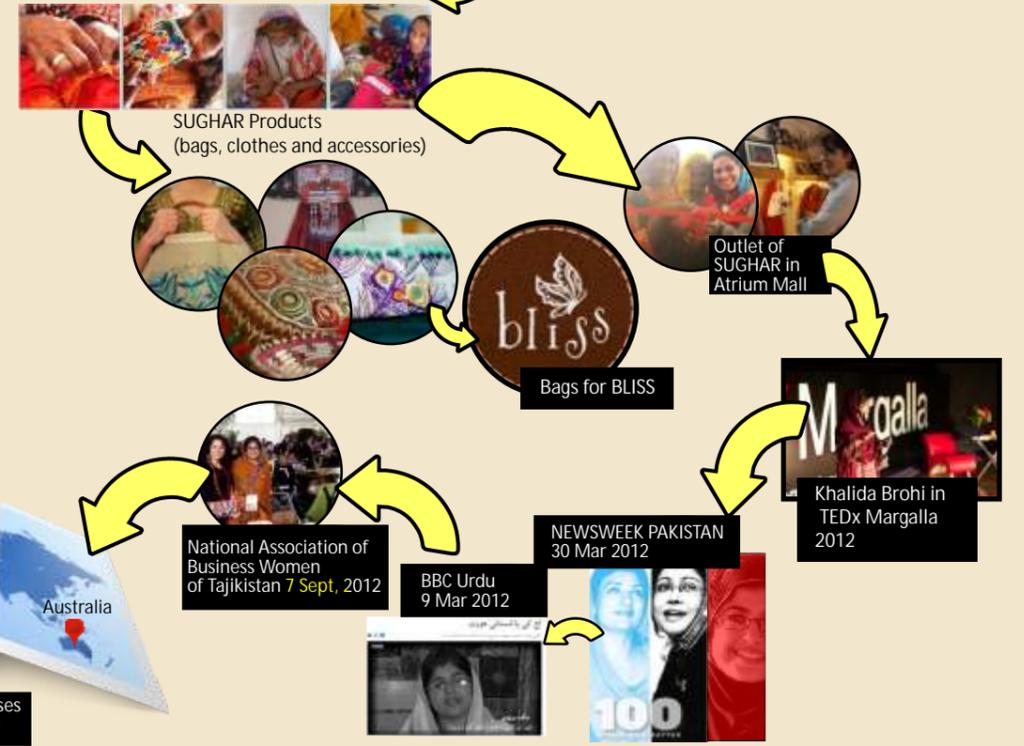


Pakistan Ready-made Garment Technical Training Institute: Skills training in Garment Manufacturing



142 Rural Men	978 Rural Women
190 Urban Women	104 Urban Men

Participatory Development Initiatives (PDI): SUGHAR – FIRST EVER RURAL FASHION BRAND trains 300 Women in Thatta



"I am religious preacher, due to ill health, I could not work. But I am happy to see Rabia working and taking care of all of us".

"Soon after I completed my training at PRGTTI, I got a job at Sapphire Textile Mills as Quality Auditor. I started with a salary of Pkr 8,000/ month, and now earn Rs. 10,000 per month and enjoy free transport which would otherwise cost me about Rs. 3,000/ month. We also get free meal and social security benefits. Being unwell and unable to do regular work, my husband took the responsibility of taking care of the household chores and children at home, and this has not only lessened my burden of having to look after home and work but also gave me psychological support to pursue my ambitions and move up the ladder and take on more responsible strategic positions", says Rabia.

workers' rights, more and more of these women are being linked to micro loans and literacy and vocational programs under various other initiatives

Born Into Brothels is a chilling documentary that brings you right into the red light district of Calcutta, India. Instead of its focus being on the lives of the sex workers who make up the majority of the females in the city, this film instead brings you into the lives of the children who were born into this place. The girls who are bred to take after their mothers and grandmothers as prostitutes, and the boys whose lives will be full of acts of crime in order to get by.

Photojournalist Zana Briski lived in Calcutta for several years and she teamed up with Ross Kauffman to make this film. People who reside in Calcutta typically become enraged when faced with the possibility of their picture being taken; even worse, the women are terrified of being found out as being sex workers. But instead of these reactions, Briski found that the children were intrigued by the camera; so she gave a group of eight children ranging from the ages of 10 to 14 a camera of their own to take photographs of things in their lives with. Briski frequently



meets with these children, and we see them interacting in lessons about how to properly use their cameras and how to get the best results in their photographs. As the lessons progress and they continue taking photographs, we see their creativity start to flourish and they become confident in themselves and in their abilities. They were finally given the chance to express themselves and they are reveling in something we have all taken for granted time and again.

The next film screening planned is *Miss Representation* in November 2012.

The National Highway and Motorway Police mainstreams Gender Equality in their operations



NH&MP has committed to mainstreaming gender into their work. The formulation of a Gender Responsive Strategy is an illustration of this commitment. The goal

is to cultivate gender sensitive thinking and practice within the police processes to foster inclusive participation and access to gender just policing. Some of the featuring elements of this strategy are:

- i) Improving representation of women in Police
- ii) Develop capacities and competencies
- iii) Enhance role, positioning and visibility
- iv) Cultivate gender sensitive work environment
- v) Assimilate gender learning into police training
- vi) Enrich policing services with equality perspective

The Gender Equality Strategy can be accessed on this link, <http://www.nhmp.gov.pk/Public/gs.aspx>

Visit of the Gender Specialist, ILO Decent Work Technical Support Team (DWT) for South Asia



After spending many years at ILO Pakistan as Senior Programme Officer, Saadya Hamdani worked for UNICEF Canada and is now the Gender Specialist, ILO Decent Work Technical Support Team (DWT) for South Asia. On a recent visit to the ILO office Pakistan, Saadya held detailed discussions with all GE4DE project partners and consultants and provided them with inputs and detailed comments on project activities and various knowledge and practice products under development.

Appreciating the headway made on gender equality in Pakistan, Saadya felt that the policy environment for gender equality in the world of work is conducive, however there is still much to be done to make decent work a reality for the millions of women in the labour market, not least of which is to increase their labour force participation but also to address the quality of the work women perform including the existing gender pay gap, low coverage of social protection and labour legislation, low participation in organized voice representation and increasing their opportunities for growth and development in their work, to name a few. She noted that there is keen interest in promoting gender equality in government, workers and employers organizations, however, the capacity to do so could be enhanced through technical assistance and support.

ILO's commitment to gender equality promotion through the project is tangible, strong and well-directed for maximum impact. Excellent strategic partnerships, particularly with the media is a big milestone to address gender stereotypes - particularly ideas and notions regarding what work is appropriate for women- that are still a pervasive factor contributing to sex-based discrimination at work. Common results of this stereotyping are occupational sex segregation that is directly linked to wage discrimination faced by women as their work is generally undervalued. Other results are lower opportunities for advancement at work and sexual harassment. The knowledge product Journalism Plus developed under the project is expected to be made part of a regional tool in the near future and it can be used to advocate for gender responsive reporting with media organizations in other projects and other offices. Saadya appreciated the work on gender mainstreaming in research methods and techniques, competency based curriculum design and skills development, proposal development and labour inspection. Her valuable technical feedback has helped the project refine these products. Once approved, these products will be published for wider dissemination and use. Saadya also shared some insights from the region vis-à-vis work of women:

- Lack of legislative coverage for certain categories of work where women predominate, such as domestic and casual work;
- Anti-discrimination laws that do not cover all aspects of employment and occupation (from recruitment to termination)
- Discriminatory legal provisions (for example, laws which place limitations on the types of work women can do, such as night work); the debate on whether women need to be protected from hazardous or night work is not over yet in this region. Even though in an increasing number of countries it is agreed that work needs to be made safe for both women and men rather than excluding women alone from certain occupations.
- Considerable difficulties remain in applying the principle of equal pay for work of equal value in law and practice. Contrary to popular belief, women's lower educational qualifications and intermittent labour market participation are not the main reasons for the gender pay gap. The gap is in fact a visible symptom of deep, structural sex discrimination. Factors such as the existence and persistence of gender stereotypes, occupational segregation, sex-biased job classification systems and pay structures, and weak collective bargaining are important determinants of pay inequalities.
- Women at the work place are regularly subjected to sexual harassment. Mechanisms to prevent and address sexual harassment, even if required by the law, are few and far between and where they exist, are ineffective.

A visitor from Bangladesh



Shahid Zaman from ILO Dhaka visited ILO Pakistan to get an insight into two of the approaches that have been successfully tested and applied in Pakistan; Know About Business (KAB) and Competency Based Training (CBT).

Shahid was invited by British Council Pakistan to attend one of their International Conferences. Taking this opportunity he contacted the ILO office Pakistan to get an insight of the ongoing projects on business development and from his visit he learnt that Pakistan has went a little further in this area. He therefore visited the GE4DE project area in Charsada to have a look at the khaddar project, in this project traditional weaving skills are being improved to make them more in line with market demand. Basic curricula for khaddar weaving are followed which outline the skills and knowledge required at every stage of production which clearly show the trainee and the employer exactly what the person is competent in. He was curious to find out whether the Small and Medium Enterprises are given KAB training. Bangladesh TVET

system is undergoing reforms from traditional training system to Competency Based Training. They are piloting 12 occupations on CBT and on National Technical and Vocational Qualifications Framework (NTVQF) in 04 industrial sectors. Shahid was interested to know how the GE4DE project has followed CBT in different rural and urban settings and gained insight to how it is being implemented to create income generation and employable opportunities with the help of industry and the support of constituents.

"I thought I would be tired travelling around 350 km, but it was fantastic, I did not even close my eyes. Especially, the communication infrastructure, the people, the partner organization and their knowledge on the subject, the Competency Based Training curriculum, the products developed are a valuable addition to ILO knowledge base. The systematic approach to addressing concerns of the TEVT System through CBT; delving labour market trends to develop skills strategy for the provinces, capacity building through institutional management committees and evolving entrepreneurship beyond its traditional definition is an excellent initiative taken by ILO Pakistan. It was a good exchange of knowledge and experiences for both the countries" shared Shahid Zaman, National Program Officer, TVET Reform Project, ILO Dhaka and the National Key Facilitator of KAB in Bangladesh.

GE4DE staffer as Office Facilitator



It is proven that women's representation in important positions in any organization raises the profile of women working in that organization and gives voice to their concerns. While the project advocates for women to take up positions of leadership and influence in organizations. Ms Rabia Razzaque, one of the GE4DE project staff has been selected as the office facilitator for conflict prevention.

In May, a group of 13 facilitators from ILO offices in the sub region attended a training workshop in Chiangmai, Thailand. There were 7 women who represented both management and staff positions. The facilitators' workshop focused on honing listening and facilitation skills including conflict diagnosis, helping relationship model. The aspect that makes the role of facilitator effective is that the body does not report to the management but instead to a Moderator who is independent, neutral and a complete authority that takes decision and is not influenced by the decisions of the management.

"The experience has been quite amazing. The training unfolds the many small issues that can accumulate and become bigger problems at workplace and give rise to conflict. I think the new skills I have acquired will certainly help me maintain personal and professional relationships and further facilitate my colleagues in helping them identify the causes of their conflicts, linking them to the pool of options that exist for their benefit and finally in

preventing conflicts to recur in the future" says, Rabia Razzaque, Programme Officer GE4DE and facilitator ILO Pakistan.

So far there have been orientations held both for the management and the ILO staff. The management has demonstrated commitment in improving office environment by dedicating office space, time for facilitation and understanding and appreciating the independency of the role of facilitator and the confidentiality of the process.

New Techniques in Event Management



A four day training programme on "Event Management Skills" was organized by the Pakistan Institute of Management (PIM), Karachi and attended by Ghulam Ahmed and Muhammad Anwar, staff of GE4DE team. The training course provided great opportunity to refresh event management skills. The participants were able to identify categories and characteristics of events, understand the process of conception, planning and resource management. A concept that is very new for development sector is Event Marketing. The project can particularly make use of event marketing to create awareness and to engage stakeholders specially in building their ownership. "We feel we have learnt a great deal from this training workshop" said Ghulam Ahmed and Muhammad Anwar.

A feminist look at 'Ghundi Run'

The Unsavoury Adventures of the Wild Consort sounds much more Hollywoodish, right? But feminists in the human righteous West would have raised the fighting sails over this chauvinistic nomenclature, so they would probably have renamed it the Unsavoury Adventures of the Slightly Aggressive Female Companion. But that would not have satisfied anybody, The Savoury Adventures of the Temperamental Companion? Close but no cigar. 'Temperamental' sounds demeaning for it belittles the emotional quotient of an individual who is subject to the same pressures and constraints that inhibit her male companion. Why does she have to be labeled 'temperamental', especially if mood swings are normal in all human beings regardless of gender? So, we have our new title: The Perfectly Normal Ups and Downs in the Domestic Life of the Female Companion. Better but it still does not tell the whole story, it somehow sounds as if ups and downs in domestic life occur exclusively for women. The Perfectly Normal Sporadic Hiccups in the Perfectly Normal Domestic Life of the Perfectly Normal Female Companion. 'Hiccups' you say, I say it should be The Perfectly Normal Digestive Complications in the Perfectly Normal Domestic Life of the Perfectly Normal Female Companion. Eureka!



What is in the Hash tags?

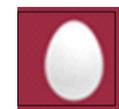
The Twitter micro-blogging site operates an algorithm to determine which topics are the most discussed via Twitter users at any given time. The most popular topics are known as "trending topics." On 14 September 2012, the first day of the media Training of Trainers on Gender Responsive Reporting, # GE4DE trended highest on Twitter in Pakistan.

Dr .Salman Asif, UN Gender Advisor gave an insightful presentation on culture and media and it was most liked in a group of seasoned media practitioners including producers and journalists. Dr Salman shared the most interesting facts about women portrayal in media and showed some advertisements that stereotype women as sex symbols, notorious 'glamour girls' or the 'spoiled rich brat'. 'Ghundi Run', 'Ghundi' in Punjabi is a female thug and 'run' is wife, so 'Thug Wife'; not impressive even after translation is about a woman who challenges the male chauvinists who mistreat women and deprive them of their rights. She finally raises her voice and becomes a threat to them when she lets go of the traditional submissive demeanor women of her society are expected to carry. She embraces this bold, unglamorous bitter facet and stands tall to the difficulties that come her way.



[nighatdad](#) Nighat Dad

Famous line frm a movie: Mujhay acha lagta hai sona, us say achi lagtee hai Mona aur us say bhee acha lagta hai mona kay sath sona [#GE4DE](#)
[19 days ago Reply Retweet Favorite 3](#)



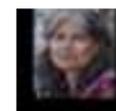
[sahargb](#) Sahar Gul

media is shaper of public opinion, negative or positive, depending upon the knowledge of the journalist. [#GE4DE](#)
[#ILO #Intermedia](#)
[19 days ago Reply Retweet Favorite 3](#)



[gogaaga](#) Farah Kim

A girl cannot work in Networking, System Administration or Telecom Networking in Pakistan. [#GE4DE](#)
[19 days ago Reply Retweet Favorite 2](#)



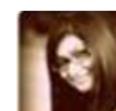
[afiasalam](#) afia salam

Promotion of positive female role models like Malala Yousufzai, Arfa Karim [#GE4DE #ILO #Intermedia](#)
[19 days ago Reply Retweet Favorite 5](#)



[nugsh](#) Sadaf Baig

Women across class divide are now idolizing talk show hosts, who are mostly guilty of perpetuating gender stereotypes [#GE4DE @IntermediaPak](#)
[19 days ago Reply Retweet Favorite 6](#)



[nighatdad](#) Nighat Dad

Women's Perspective: Many stories will be richer, more balanced and more interesting if they contain a woman's perspective. [#GE4DE #Media](#)
[19 days ago Reply Retweet Favorite 4](#)

Fixation of minimum wages in KPK

Government of Khyber Pakhtunkhwa's notifies the fixation of minimum wages. This is the outcome of concerted advocacy and capacity building exercises carried out by Islamabad through the GE4DE project. It is noteworthy that clear indication of our support is recognized by government in building their understanding of equal pay for work of equal value. We now have this principle embedded in two provincial commitments (Punjab in its Women's Empowerment Package that identifies the need to review/revise legislation and KPK in this notification) which is not a small achievement as we have moved away from "same or similar" work. The next step would be to build their capacity to undertake objective wage fixation and job classification systems.

ILO response to factory fires in Karachi

The International Labour Organization (ILO) is deeply shocked and concerned to learn of the death of more than 280 workers in a factory fire in Karachi. The ILO extends its condolences to the families of the victims.
Press release | 13 September 2012

ISLAMABAD (ILO News) - The International Labour Organization (ILO) is deeply shocked and concerned to learn of the death of more than 280 workers in a factory fire in Karachi. The ILO extends its condolences to the families of the victims.

In this tragedy, ILO stands ready to provide support to the victim's families help recover from their loss and strengthen the Sindh Labour Department to prevent re-occurrence of such incidents in the future. The ILO will provide the following assistance in immediate to medium term period:

1. Immediate
 - Quick need assessment of the families of the victims, to determine their income loss and the ways to help them recover, to get back on their feet again.
 - Extend skills training scholarships to 500 members of the victim's families and link them with Decent Jobs.
 - Extend technical assistance on rapid training of Labour Inspectors in Sindh on "Promoting Fire Safety at Workplace". Through labour inspection help enterprises to put in-place Safe Work culture at the work places.
2. Medium Term
 - Building institutional capacity of the Sind Labour Department to improve its efficiency of the labour Inspection.
 - Awareness for Employers Organization for self-regulation
 - Advocate for developing a Code of Conduct on OSH by Employers & Workers
 - Partnering with media to promote safe work concept in the country

ILO Country Director, Mr Francesco d'Ovidio along with his team will meet the Secretary, Sindh Labour Department on September 14 to further concretize ILO's support for the families of the victims and to help improve labour inspection to prevent such incidents in future. Mr d'Ovidio will also hold meetings with the Employers Federation of Pakistan and Pakistan Workers Federation.

Pakistan must ensure Decent Work for its 55 million work force - The Government, and employers' and workers' organisations in Pakistan reaffirmed their commitment to promoting social justice through decent work today!

Press release | 20 September 2012

ISLAMABAD (ILO News) - The Government, and employers' and workers' organisations in Pakistan reaffirmed their commitment to promoting social justice through decent work today! At its Office in Islamabad the ILO Country Office Director, with the Secretary of the Ministry of Human Resources Development, and representatives of the Employers' Federation of Pakistan and Pakistan Workers' Federation came together for their first joint Memorandum of Understanding on the 2nd Decent Work Country Programme. The DWCP II outlines key areas of ILO assistance to the tripartite constituents: federal and provincial governments, employers' and workers' organization over a six year period.



Mr Francesco d'Ovidio, the ILO Pakistan Country Director in his address noted that "Pakistan's total labour force is almost 55 million, thus making it the 9th largest country in terms of labour force size". He

stressed the need to ensure decent work for all workers, the majority of whom work in the large agriculture and informal sectors. While highlighting the decent work deficits in the country, he emphasized the need to align the labour legislation with the ratified International Labour Standards, remove ambiguities between the federal and provincial labour legislation, and drastically overcome the existence of weak to negligible labour regulation. He also hinted at the sluggish pace of implementation of policies on child labour and bonded labour. Mr d'Ovidio also indicated that the lack of a systematic delivery system of competency-based vocational/technical and employability skills; insufficient coverage of social security system; and poor application of Occupation Safety and health as also contributing to problems for workers, subsequently affecting the productivity of enterprises and the economy.

He thanked the federal Ministry of Human Resource Development (MoHRD), and provincial Labour Departments, Employers Federation of Pakistan (EFP) and Pakistan Workers (PWF) Federation for agreeing to five broad priorities to promote a) Employment, b) Social protection, c) Promoting Social Dialogue by Strengthening employers' and workers organizations, d) Application of International Labour Standards, and e) Policy Coherence. He assured ILO's full support to help the tri-partite constituents to implement the DWCP II priorities in the coming years.

Mr Muhammad Ahsan Raja Federal Secretary, Ministry of Human Resource Development, thanked the ILO for its continued support in Pakistan. He assured the gathering that the Government of Pakistan will continue to fulfill its commitments under the ratified ILO Conventions and coordinate with provincial labour departments to ensure that the benefits of decent work could be extended to all workers. Mr Haji Muhammad Javed, representing Employers Federation of Pakistan, said that employers are contributing towards the growth of Pakistan and also

create employment opportunities in the Country. He thanked ILO for helping the employers to continue to promote international labour standards and the productivity. Mr Zahoor Awan, representing Pakistan Workers Federation, highlighted the need to ensure the enforcement of labour legislation that could ensure the workers' rights but also their safety at the work places. Mr Awan also appreciated ILO for promoting the rights of workers in Pakistan and its continued support to the cause of workers.

The ceremony concluded with the symbolic signing of giant replica of the MOU on DWCP II by all delegates of governments, employers, workers and other stakeholders present at the occasion as sign of their commitment to promote Decent work for all in Pakistan.

Upcoming

Gender Mainstreaming in Departments of Labour: A National Consultation: A National Consultation to highlight opportunities and constraints regarding gender mainstreaming, followed by discussions on Gender Responsive Labour Inspection and Gender Responsive Budgeting..

Meet Our Hero: A woman of substance, she works and earns for a livelihood, in appalling conditions but doesn't give up.....

What are the WEE partners up to?
As development priorities of donors change, let's have a look at its impact on WEE partners too..

GE4DE gives Sherry Greaves a farewell
First Secretary Development, Sherry Greaves leaves Pakistan and GE4DE with fruitful advice and guidance..

Know About Business: Entrepreneurship training and business plan development for GE4DE trainees....

Screening of Miss Representation: Written and directed by Jennifer Siebel Newsom, the film exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America. The film challenges the media's limited and often disparaging portrayals of women and girls, which make it difficult for women to achieve leadership positions and for the average woman to feel powerful herself. The screening of the film will be held at Kuch Khaas.....

GE4DE's contribution to ILO's support to DoL Sindh in response to the factory fires tragedy...

Updates on the new Skills Development Programmes...

Results of the JP training being rolled out in the districts...lessons learnt

Testing GRLI: how is GRLI applied in the field? What does a model inspection entail? What are the outcomes of the model inspection? And how has this been institutionalized by the DoLs?

.....read details and more in our next edition