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Labour Policy, 2010

[1st May, 2010]

PREFACE

Since creation of Pakistan, five labour policies have been announced by the governments in the year 1955, 1959, 1969, 1972 and 2002. All these policies basically laid-down the parameters for the growth of trade unionism; the protection of workers rights; the settlement of industrial disputes and redressal of worker grievances. After 2002, no Labour Policy has been introduced although a number of developments took place in the intervening period, which would have necessitated the same. In this scenario the Prime Minister of Pakistan in his first speech emphasized the need to address the labour issues and announced the lifting of ban on trade unionism, repeal of Industrial Relations Ordinance, 2002, Removal from Service (Special Powers) Ordinance, 2000 and other anti labour laws. In pursuance of Prime Ministers directions a new Labour Policy of the Government is placed.

Of all the previous policies, the Labour Policy of 1972 taken out by Shaheed Zulfiqar Ali Bhutto was the most progressive one, which reformed the labour laws and set out new benchmarks including new administrative infrastructure to manage the workers welfare, viz Workers Welfare Fund Ordinance; Employees Old-Age Benefit Act; amended Industrial Relations Ordinance with enhanced protection of workers rights like imposing condition on the authority of employer to terminate workers job. The scope of labour laws was enhanced and benefits such as Workers participation in factory management; increase in workers shares in companys profits from 2% to 4% and then to 5%; Nomination/election of shop-stewards to attend day to day workers problems; Settlement of disputes through Works Councils; Establishment of Workers Children Education Cess; Representation of workers on the Governing Body established under Workers Welfare Fund Ordinance; and increased profit-sharing, statutory bonus, group insurance scheme, group incentive scheme, etc. were granted.

The present Governments fundamental commitment today is to create an enabling environment for the application of universal principles of equality and social justice as well as the constitutional and international rights of workers. The rights and commitment based approach to labour issues is being followed also in accordance with the edicts provided by the Constitution of the Islamic Republic of Pakistan. In order to fulfill the obligations under the Constitution as well as under the international covenants with regard to well being and socio-economic protection of the workers, the announcement of the new policy of the Government has become inevitable.

The Governments vision for the new Labour Policy contents are entrenched in the four main guiding features. The process of globalization is posing a serious problem of economic survival for the developing country. The foreign investments demand restructuring and decentralization of the system. The new technologies demand the new labour policy is supported by the four pillars outlined in therein.

The new technologies demand a high level of professional competence along with specialized skills. Considering the changes requirements of the time, it was imperative re-establishing technical training and human resource development programmes to train manpower in multiple trades. The new labour policy proposes to restructure training activities in order to meet the demand of new technologies.

To have a fruitful consultation with the stakeholder, Pakistan Tripartite Labour Conference under the Chairmanship of the Prime Minister was held on 16th February, 2009 after about eight years, which culminated in useful recommendations for legislative, institutional and administrative reforms to meet the emerging challenges of the time. These recommendations were further discussed in Provincial Tripartite Committees, and all these recommendations are the basis of this new labour policy. The objective before the government is that the new Labour Policy should ensure a harmonious working relationship between workers and employers for improving performance and efficiency of the industry. The text of the Labour Policy that follows consists of four parts, Part-I: Legal Frame Work; Part-II: Advocacy: Rights of Workers and Employers; Part III Skill Development and Employment; and Manpower Export.

In the end, I extend on behalf of the Government of Pakistan, my thanks to the Secretary Ministry of Labour & Manpower and his team for their hard work and dedication in finalizing the draft of the labour policy, which was overdue for the past eight years. I also pay special tribute to Workers and Employers Organizations, Ministries, Provincial Governments and all other stakeholders for their contributions and useful suggestions towards the realization of this labour policy.

Syed Khursheed Shah
Federal Minister for Labour and Manpower
May 01, 2010

LABOUR POLICY 2010

Social and economic well-being of the people is one of the principal objectives of the present peoples government. Labour Policy, like policies in other fields, should also aim in attaining the objectives in a manner best suited to the resources of the country and the present state of economy. There is an urgent need to revitalize the economy, required sustained efforts, to increase the level of productivity, promotion of investment and maximization of employment. There is an equally genuine requirement to create among workers and employers, a better awareness of their obligations to the national objectives stated above. At the same time, the Government recognizes that workers and employers must enjoy reasonable benefits as can be sustained by the economy without suffering set-backs. Keeping these priorities in view, the Government considers that a balanced labour policy should be based on the following objectives:-

Workers right to form unions and unions should be protected and an institutional framework be made available to foster close cooperation between workers and employers at establishment level.

Equitable adjustment of rights between workers and employers should be ensured in an atmosphere of harmony, mutually beneficial to the workers and the management.

Consultations between workers and employers on matters of interest to the establishment and welfare of workers should be made more effective.

Adequate security of jobs should be available to the workers and there should be expeditious redressal of their grievances.

Conditions should be created that workers and employers are committed in enhancing the labour productivity.

Promotion to higher jobs be ensured at all levels based on suitability and merit and for this purpose arrangements should be made for in-service training facilities.

Facilities for proper matching of job opportunities and the job seekers be strengthened and standard procedures be streamlined.

Social insurance schemes to be further strengthened.

Just and humane conditions of work be guaranteed to all workers.

Forced labour in all its forms to be eliminated.

Provisions relating to the employment of children to be strictly adhered to and be enforced.

2. The Labour Policy has accordingly been divided into four parts, i.e.

- i) Legal Frame Work;
- ii) Advocacy: Rights of Workers and Employers;
- iii) Skill Development and Employment;
- iv) Manpower Export.

LEGAL FRAME WORK

3. The Government is of the considered view that an atmosphere of industrial peace and understanding is the need of the hour. The Government would encourage and assist the process with volition of both workers and employers. It will protect legitimate rights and interests of workers and employers and minimize the areas of friction which compel either of them to agitate. The question of unwilling and reluctant workers has, however, remained a source of concern equally for the Government, employers and trade unions leadership. The Government is committed for the welfare and protection of workers

4. The unions having the support of sizeable number of members shall be, recognized, given due protection, and provided all facilities to further the interests of their members. Only those unions shall be recognized who to their credit have the support, of a minimum of 15 per cent of total membership of the establishment, which they represent. The rest of the unions by default shall stand dissolved.

5. The institutions of Shop Stewards, Work Councils and Joint Management Boards which have up till now remained dormant, shall be encouraged and re-activated for their rightful participation in improving labour-management relations at plant level.

6. The Government repealed the Industrial Relation Ordinance 2002 through the Industrial Relations Act 2008. Now a new law in conformity with the International labour Standards will be promulgated. Section 27B of the Banking Company Ordinance shall be repealed.

RATIONALIZATION AND CONSOLIDATION OF LABOUR LAWS.

7. The Labour Laws are quite complex, over-lapping, anomalous, and at times render the subject matter difficult to understand, besides creating confusion for those who deal with them. Further, the penalties prescribed for offences and non-compliance are very low, since some of these laws were framed during pre-

independence period.

The Labour Laws will be consolidated and rationalized into five core laws, viz;

- i) Laws relating to industrial relations.
- ii) Laws relating to employment and service conditions.
- iii) Laws relating to occupational safety and health.
- iv) Laws relating to human resource development.
- v) Laws relating to labour welfare and social security.

UNIVERSAL/VOLUNTARY COVERAGE

8. A comprehensive Social Insurance for old-age benefits and health services will be introduced on self-registration/voluntary basis to allow all workers in formal and informal sector of economy, including self employed persons, to benefit from it.

ISSUANCE OF SMART CARDS

9. The registration of workers will be linked with the Smart Cards being issued by NADRA. All particulars of the workers with respect to name, employment history, education, skills will be placed on the Chip of the Smart Card. This card will also serve the purpose of registration under Social Security, EOBI and workers Welfare Fund and will be a source of Data Bank of labour force for re-skilling of workforce with respect to enhancement of employment within the country and overseas.

WAGES

10. The Government is committed to implement the system of minimum wage as a fundamental element of labour protection, and proposes to continue with the existing tripartite minimum wage determination arrangements. An independent National Wage Commission will be set up and the government will establish a Working Group to make detailed recommendations for the purpose of specific functions and operational arrangements for such a Commission, including its technical and secretarial support requirements and its relations with provincial wage fixing authorities.

11. The deliberations of the Working Group will involve close cooperation with workers and employers organizations, and will result in the preparation of a detailed policy paper for the development and implementation of national wage policy, including minimum wages, in the medium to longer term.

12. In line with Manifesto of the Pakistan Peoples Party the Government shall gradually enhance wages of the workers. The wages shall continue to be reviewed at least once in a year and minimum gross emoluments will be progressively raised.

13. The minimum wage was raised from Rs. 4600/- to Rs. 6000/- in the year 2008, which will be further enhanced to Rs.7000/- there are increase of about 17%.

14. All industrial, commercial and other establishments registered under any law shall pay wages to the employees through Cheque/Bank transfer.

WOMEN EMPOWERMENT AND GENDER EQUALITY

15. International Labor Organizations project Women Employment Concerns and Working Condition in Pakistan (WEC-PK) funded by CIDA has been Implemented in collaboration of Ministry of Labour and Manpower to enhance the quality and number of women employment in Pakistan with ultimate goal of economic empowerment of women in rural and urban areas. A number of productive programs have been completed under this project aimed at creating conducive working environment for women such as Sensitization and capacity building of policy makers and implementing partners in public and private sectors; Direct Assistance to Women in getting Decent Employment; Promoting Gender Equality in Private Sector Employment in Pakistan; and promoting Womens participation and Leadership in Trade Unions in Pakistan

16. Another project titled "Towards Gender Parity" was initiated in January 2010 in collaboration of Ministry of Labour for the period of one year. The focus of the project activities would be on capacity building of stake holders on relevant areas and International Labour Standards (ILS); Establishment of coordination mechanism among partners to monitor, learn and share experience; Promotion of gender- responsive data collection, analysis and reporting through a joint effort of all stake holders; strategy for gender equality in skill development and small and medium enterprise program; strategy for implementation of Women Empowerment Act; Advocacy for the implementation of national policy of Home-based Workers and pilot activities for integration of HBWs into main stream.

WOMEN WORKERS

17. Women workers will benefit from the application of ILO Convention on Equal Remuneration, 1951 (No. 100), ratified by Pakistan in 2001. Minimum and above-minimum wages will be ensured on the basis of equal pay for equal work, and equal pay for work of equal value, as between men and women, in accordance with

Pakistan's obligations under ILO Conventions 100 and 111 concerned with equality and non-discrimination respectively.

18. Women will also benefit from better information concerning their working conditions and arrangements in the informal economy, from improved maternity arrangements, codes of conduct relating to sexual harassment and, where possible, day care arrangements for their children.

19. The Government is committed to providing women with equal opportunities for employment and will re-examine existing legislation to ensure that women are not denied access to suitable jobs that are arising due to Pakistan's changing labour markets.

YOUNG PERSONS

20. Workers between the ages of 14 and less than 18 years will not be engaged in hazardous working conditions and other working environments that adversely affect their physical and moral development. They will also be provided greater access to education and training, particularly training, tailored to identified labour market needs.

21. Children and young persons will be withdrawn and prevented from hazardous nature as, for example, mining, tanneries, brick kilns, construction, and glass bangles etc. Special programmes will be designed to focus young domestic workers employed in private households. Payment of minimum wage will also be ensured to the young persons.

MINE WORKERS

22. The majority of workers in Pakistan's mining industry are employed on a contract basis, often through a somewhat complicated system of sub-contracting making it difficult to identify the actual employer. Mine workers are covered by special legislation that places them outside mainstream labour legislation.

23. Mine workers, whether contract or permanent, will be provided with same protection as other workers. They will benefit from minimum wage payments, access to social security and improved safety and health in their workplaces.

ERADICATION OF BONDED LABOUR

24. The Government shall abolish bonded labour in all its forms and shall make appropriate amendments in law to make it more stringent, strictly implemented and safeguard the interest of workers who have hitherto remained under forced labour.

CONSTRUCTION LABOUR

25. Construction industry is the back-bone of all the development activities and is estimated to employ more than two million workers. Since the sector is witnessing rapid expansion, health, safety and occupational hazards in this industry are likely to pose new challenges and problems. In order to guard against occupational hazards and to provide safe working conditions for those employed in this vital sector of the economy, the Government shall enact suitable legislation to ensure health and safety of construction workers and to provide benefits available to other formal sector workers such as Workmen's Compensation, Social Security, Old-age Pension etc.

CONTRACTUAL EMPLOYEES

26. The Government has already started the process to regularize/confirm contract employees. All contract employees in public sector will be regularized/confirmed within shortest possible time.

CHILD LABOUR

27. The Government shall take legal as well as other measures to regulate and control the employment of children in certain occupations and processes considered hazardous and injurious to their health.

AGRICULTURE LABOUR

28. The agriculture sector is being rapidly mechanized and requires technical skill. Resultantly, the unskilled workers of this sector are becoming un-employed. Moreover the labour laws are not applicable to this sector, therefore, the agriculture labour force remains deprived of the benefits available under various welfare legislations to their counterparts in the industrial establishments. The Government, in the first instance, proposes to extend the coverage of Workmen's Compensation Act, 1923, to provide compensation in case of injury as well as death to workers of mechanized farms in the rural sector.

INFORMAL ECONOMY WORKERS

29. Extending labour protection to the country's large and diverse informal economy is a major challenge. The informal economy supports millions of people across a large geographic area, undertaking a wide variety

of low-paid, low-productivity jobs, under working conditions that are frequently harsh, unhealthy, and hazardous. Informal economy workers are not covered by labour laws. Government is planning to make it mandatory for the labour administration to take the initiative to see how it can best reach out to such workers and provide them with basic protection through the provision of advisory services, based on a labour extension approach.

30. Workers in the informal economy, including home workers and domestic workers, will benefit from improved safety and health arrangements, access to social security arrangements, and the payment of minimum wages, where an employee- employer relation is evident. The employment of children less than 14 years will be eliminated, and the employment of those between the ages of 14 and less than 18 years will be strictly controlled, through a combination of stronger legislation and the introduction of labour extension services.

HEALTH AND SAFETY

31. A Tripartite Council on Health and Safety be set-up to identify health and safety hazards for workers of all economic sectors and to make recommendations for safety measures on a continuous basis.

PAKISTAN TRIPARTITE LABOUR CONFERENCE AND STANDING LABOUR COMMITTEES-

32. Industrial peace is a pre-requisite for economic development and social progress of any country. The necessity of enlightened and constructive outlook on the part of both workers and employers, which will promote understanding and, obviate confrontation is, therefore, essential. The Pakistan Tripartite Labour Conference and Standing Labour Committee shall be activated to play more effective role in resolving differences, if any, between workers and employers and to create an environment of mutual trust and understanding for the promotion of industrial peace. With a view to draw the maximum benefit out of the experience of both the workers and the employers, greater representation shall be given to their nominees while framing new social and economic policies of the country, particularly at the time of the framing of budget and Five Year Plans.

33. Tripartite Monitoring Committees will be set up at District, Province and Federal level to monitor implementation of Labour Laws, particularly with reference to payment of wages, working environment and working time.

EXPANSION IN SCOPE OF WORKERS WELFARE FUND:

34. The scope of Workers Welfare Fund Ordinance, 1971 will be extended; e.g.

- i) Labour Colonies will be established by developing 100,000 houses for allotment to the workers.
- ii) To encourage the private sector for providing housing facilities to the workers, the cost of construction of houses for the workers shall be considered as direct deduction against income as an admissible expenditure in the year in which such costs are incurred by establishments constructing houses for their employees.
- iii) Community buildings i.e. mosques, schools, dispensaries, community centers, shops and parks will be provided in labour colonies to make them self-sufficient.
- iv) Scholarships will be awarded to workers children for higher studies e.g Ph.d, FRCS, etc and to study abroad also.
- v) Marriage grant for female workers and daughters of the workers will be without any balloting and without any restriction on number @ Rs, 70,000/- per female worker/daughter.
- vi) Two medical colleges will be established for children of workers at Karachi and Lahore. In these colleges 60% admissions will be given to the children of workers and 40% to the general public.
- vii) All workers registered under the universal registration scheme of the EOBI will be eligible to get benefits from the WWF.
- viii) On request of an officer of the registered trade union, and subject to recommendation of the Monitoring Committee, any dismissed/retrenched worker will be paid legal aid subject to maximum of Rs.15000/-.

SOCIAL SECURITY

35. Provincial Employees Social Security Ordinance, 1965 is in operation and covers the contingencies of employment injury, sickness and maternity. It is financed entirely through employers contribution at the rate of 6 percent of the wages of the secured workers up to Rs. 10,000/- p.m. The scheme is administered by the Provincial Governments.

36. Though the Social Security Scheme has been in operation for many years, it has not achieved its full potential. Its coverage has remained almost static over the last more than ten years. Implementation of the scheme would be improved and intensified by undertaking the following activities:

- i) Steps would be taken to adopt geographical coverage rather than by notification of establishments.
- ii) The amount of death grant to meet funeral expenses of a worker will be raised from Rs.1500 to Rs.15000.
- iii) Scope of social security medical services would be expanded to public health to cover prevention of illness and promotion of good health.
- iv) The entitlement condition for seasonal labour would be considerably improved.
- v) In cases where the social security hospital has no facilities for treatment, the worker shall be referred to any public/private hospital and the respective Social Security Institution will bear all costs of treatment.
- vi) The retired registered worker will be provided medical facilities from the Social Security Scheme.
- vii) The Social Security Ordinance will be suitably amended to remove the lacunas and difficulties experienced by the Provincial Governments.

EMPLOYEES OLD-AGE BENEFITS SCHEME

37. The scheme is operated under the Employees Old-Age Benefits Act, 1976 and covers establishments employing 5 or more persons. All the employees irrespective of their wage are covered under the scheme. However, contributions by employers and benefits to the workers are payable on minimum rate of wages notified under the Minimum Wages for Unskilled Workers Ordinance, 1962. The scheme is financed through employers contribution at the rate of 5 percent of the minimum wages and insured persons contribution at the rate of 1 percent of the minimum wages. The scheme provides Old-Age Pension, Invalidity Pensions, and Survivors Pension (minimum Rs. 2000/- p.m.) and Old-Age Grant. It is a federally administered scheme. This scheme has also not achieved its full potential in terms of coverage of eligible establishments and employees.

38. An in-depth review of the scheme would be made and effective measures would be adopted to achieve the following objectives:-

- i) Measures would be taken to gradually expand the coverage, including self employed persons and increase the benefits under the EOB Scheme.
- ii) All eligible establishments and employees would be registered and evasions would be checked through vigorous and efficient administration of the law.
- iii) The Act will be made applicable to the contingent/project employees of such statutory bodies which are otherwise exempted under the provisions of the Act.
- iv) Collection of contributions and recovery of arrears would be fully ensured through proper decentralization, regular inspection and continuous vigilance.
- v) Maintenance of accurate and up-to-date records of registration of employers, employees and contributions and benefit management system would be ensured on computerized basis.
- vi) The survivors of a registered insured person under the EOB Act will be paid Survivors Pension without any condition of minimum insurable employment.
- vii) The survivor pension shall be paid to disabled children for life and unmarried daughters till their marriage without any reference to the age.
- viii) Pension shall be enhanced with the enhancement of Government Servants Pension at the same ratio.
- ix) The age for entitlement of old-age pension will be reduced from 55 years to 50 years in case of mine workers.
- x) Amendments be made in the law to remove any lacuna or administrative problem.

ESTABLISHMENT OF REVIEW BOARD

39. A review Board shall be established to review the cases of such workers who had been dismissed under the Removal from Service (Special Power) Ordinance, 2000.

ADVOCACY; RIGHTS OF WORKERS AND EMPLOYERS:

DECENT WORK.

40. The Labour Policy envisages a harmonious working relationship between workers and employers for improving the performance and efficiency of the industry. The rights and obligations based approach to labour issues is being followed also in accordance with the Constitution of the Islamic Republic of Pakistan. In order to fulfill obligation under the Constitution as well as under international covenants with regard to well being and socio-economic protection of the workers, a strategy has to be evolved and pursued in accordance with the concept of decent work in the employment sector.

41. The economic growth is a pre-condition for expanding productive employment. But economic growth in itself could not reduce poverty. Only productive and remunerative employment could eliminate poverty and deprivation. Pakistan has ratified many international commitments relating to labour standards such as 34 ILO Conventions (33 in force) which include seven of the eight fundamental conventions encompassing freedom of association, the abolition of forced labour, equality at work, the elimination of child labour, the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination Against Women, Universal Declaration of Human Rights, International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights and Anti-Slavery Convention of the UN. The Government believes that in the light of its international commitments the strategic goal of decent work means paying equal attention to economic and social development, with special attention to safeguarding the rights and interests of the workers. The economic globalization offers new opportunities, but at the same time it presents challenges to workers all over the world. The decent work strategy responds to the social challenge. The decent work strategy of the country comprises four elements that are closely related:

- " opportunities for productive, remunerative and safe work;
- " social protection;
- " respect for workers basic rights and interests; and
- " Social dialogue.

42. The preliminary focus for the decent work strategy at present is employment promotion and further improvement of the social security system. Experience has shown that rapid economic development and technological progress do not automatically lead to more employment opportunities; however, individuals depend on employment opportunities to earn a living and meet their basic needs. The Government will insure full adherence of labour laws and workers friendly environment in all establishments to promote decent work in the country.

SKILL DEVELOPMENT AND EMPLOYMENT

43. The main elements of Human Resource Development and Employment strategy are outlined below:-

- i) In the absence of determined measures to bring down the rate of population increase efforts to enhance employment generation are expected to produce limited success.
- ii) Given the need to create 1.25 million man years of additional employment annually and recent declining employment elasticity, the growth rate of the economy need to centre around a minimum of 8.3 percent per annum.
- iii) Primary emphasis will be on employment generation in rural areas and surrounding small towns through development of physical and social infrastructure and rural industries.
- iv) Special measures will be taken to reduce unemployment among the educated not through unproductive public sector employment in administrative jobs but to meet real needs of the economy especially in the social sectors and private sector employment.
- v) Effort will be made to accelerate development, increase productivity of small scale/informal sector enterprises and to generate employment in less developed regions to remove regional disparity .
- vi) Self-reliance and austerity will be taken as cardinal planks of the entire policy package.
- vii) A concerted effort will be made to radically improve the participation of females in income generating economic activities.
- viii) Well trained skilled labour force will be developed to help achieve significant gains in productivity and efficiency primarily through the efforts of the private sector.
- ix) Full support will be provided to Pakistanis seeking employment opportunities abroad and assistance in productive re-absorption of returning migrants.
- x) Opportunities for self-employment will be incurred for those with education, skills and entrepreneurship especially through better access to credit facilities.

SKILL DEVELOPMENT

- i) Particular emphasis will be given on Training of Trainers to maximize the multiplier impact.
- ii) Training in para-medical services, of which presently there is an acute shortage will be increased.
- iii) The industrial apprenticeship schemes will be revitalized and intake will be enhanced.
- iv) The production of skilled manpower for assimilation and spread of new modern technologies especially in the application of electronics, computers and modern production systems will be encouraged.
- v) Mobile training units and trade-tests (through the National Training Board Skills Standard and Certification System) for those who are trained through the informal "Ustad-Shagird" system will be introduced.
- vi) The government will encourage the involvement of private sector to organize intensive in-plant training, actively participate in the establishment and management of vocational training institute; and the National Training Board will be reconstituted with a large representation of the private sector.
- vii) Matric Tech scheme shall be introduced in all schools run by the Workers Welfare Fund to impart Technical Education to the students.
- viii) Increasing the proportion of workers in the labour force with higher levels of education and skills will be encouraged. This will be achieved by complementing general school education with technical/vocational training and by easing the path of school graduates to higher education with an emphasis on professional training.
- ix) The government will standardize courses/curricula and ensure uniform quality control.
- x) The trade unions will be engaged in identifying training needs and priorities and the management of training programmes and training institutes.
- xi) A full-fledged Labour Market Information System shall be established with creation of Human Resource Center at different cities.

EMPLOYMENT

44. The most challenging issue facing Pakistan today is the high rate of growth of population and labour force growing at over 3 percent per annum, amongst the highest in the world. Its population has a literacy rate of less than 60 percent. It possesses an insignificant base for the production of high level scientific and middle level technical manpower, and the quality of education has seriously deteriorated in recent years. The main objectives of the countrys Labour Policy shall be to meet the requirements of the economy, the employers and the working classes.

45. In formulating a strategy to respond to these challenges the following key factors are taken into account:-

- i) During the past decade with an expected growth rate of the labour force of 3.3 percent per annum, the economy is faced with the formidable task of creating 1.25 million jobs annually, if the unemployment and under-employment situation is not to worsen.
- ii) The problem of the educated unemployed youth is serious thus requires special programmes.
- iii) Educational level and skill training of the industrial work force remains very low.
- iv) Women are Pakistans least utilized human resource. Woman labour force participation depicts a gloomy picture.
- v) The scientific manpower base in Pakistan lacks strategic depth in meeting contemporary needs of the country. Only 20 percent of the relevant age groups pass matriculation and only a quarter of these students pursue further studies in science.
- vi) Labour Market Information is presently not collected in a consistent and systematic manner.
- vii) The global financial crisis has aggravated Pakistan's economic difficulties.

PERSONS WITH DISABILITIES

46. The Government will ensure the special quota for employment of disabled persons in all establishments in private as well as public sector. It will be ensured that discrimination in any case should not be practiced in appointments and/or promotions of persons with disabilities. Equal status and equal opportunities will be provided to all workers including the handicapped. The Government will establish complexes for education and training of disabled workers and disabled children of workers under one roof, especially in remote parts of the country from the Workers Welfare Fund.

47. The eunuchs are the most neglected human resource segment of the society, subjected to humiliation and molestation. They are not exposed to education and instead are trained to beg, dance or forced into prostitution. Transgendered people are misunderstood and ridiculed for being born in the wrong body and are condemned to exist at the bottom rung of Pakistans social ladder. Such people are even denied their right to inheritance, civil rights and registration in the formal workforce. The Government will take cognizance and provide them opportunities for education, job and all other facilities of social welfare which a common citizen is entitled to.

EXPORT OF MANPOWER

48. Human resource is one of the major capitals of any country. Presently, the highest amount of foreign exchange is being earned through the remittances by the expatriate Pakistanis. Procedures regarding export of manpower will be simplified and streamlined by making necessary amendments in the Emigration Rules to ensure expeditious processing of demands for overseas jobs.

49. The Overseas Employment Promoters will be given further incentives to enable them to improve their performance. Pakistan Embassies abroad will be asked to extend necessary co-operation to the delegations of OEPs when they visit the labour importing countries for procurement of manpower demands so that they may be able to procure maximum demands for Pakistani labour.

50. Regular export promotion campaigns and visits to main employers especially in the Gulf region will be encouraged.

51. Return migrants will be viewed as a potential asset (a package of labour skills, experience and investible resources) which will be tapped for the benefit of the economy. Existing schemes to attract investments by migrants while abroad as well as on return will be expanded and made more effective.

52. In addition to above to enhance the export of manpower, major steps will be taken by the Government, which shall include:

- " Formulation of Manpower Export Committee in the Ministry to:
- " Prospects of Pakistani emigrant workers
- " Promoting emigration and protecting emigrants
- " Re-integration of returning emigrants and effective use of diaspora resources
- " Supporting measures and implementation mechanism
- " Manpower Export Committee at National Level with following role and functions:
- " Prepare marketing plan and strategy for enhancement of manpower export.
- " Approve training plan, functional language courses.
- " Arrange financial resources for training in Pakistan.
- " Approve Road Shows/Job fairs in different countries.
- " Extend invitation to important employers and key government functionaries of labour receiving countries to assess the training facilities in Pakistan - invest for up-gradation.
- " Enhance the strength and capacity of skill training system of Pakistan - at par with standards of Labour importing countries.
- " Establishment of a Manpower Export, Research and Information Center (MERIC) - in Bureau of Emigration.
- " Coordinate with Ministries and Provincial Governments.
- " Coordination and Liaison Committee in Pakistani Missions
- " Coordinate with Manpower Export Committee.
- " Liaison with Pakistani community as well as the private and public sector foreign employers.
- " Develop Market strategy and action plan for employment abroad.
- " Provide information on the skills requirement, occupation wise emerging opportunities to the Manpower Export Committee.
- " Recommend leading foreign employers & key Government functionaries, to be invited to Pakistan for showcasing the prevalent training/skill standards, investment in training institutions and hiring of manpower.

53. Performance evaluation of Pakistani Missions inter-alia needs to be made in terms of their initiatives for raising the number of Pakistani workforce, to provide feedback on the key labour market developments, major economic programs and projects.

(The End):-

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ADVOCACY; RIGHTS OF WORKERS AND EMPLOYERS: DECENT WORK.

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39. A review Board shall be established to review the cases of such workers who had been dismissed under the Removal from Service (Special Power) Ordinance, 2000.

ADVOCACY; RIGHTS OF WORKERS AND EMPLOYERS: DECENT WORK.

40. The Labour Policy envisages a harmonious working relationship between workers and employers for improving the performance and efficiency of the industry. The rights and obligations based approach to labour issues is being followed also in accordance with the Constitution of the Islamic Republic of Pakistan. In order to fulfill obligation under the Constitution as well as under international covenants with regard to well being and socio-economic protection of the workers, a strategy has to be evolved and pursued in accordance with the concept of decent work in the employment sector.
