

## **BRIEF ON BETTER WORK PROGRAMME**

- Pakistan is a signatory of more than 30 ILO conventions including 8 core conventions with focus on Labour inspections, occupational safety and health, consolidation of key social services and issues relating to social security needs.
- Better work program (BWP) is an extensive program, requiring certain administrative and legislative frameworks to be in place before a BWP could be initiated. This would require engagement with provinces to fulfill these conditions.
- Better Work Program aims at creating compliance with the International Labor Standards, at the factory as well as national level. The funding for the program is sponsored by the international donors like International Finance Corporation (IFC).
- The program has the following three components:
  - i. *Compliance Assessment Activities in Factories:* Auditors evaluate if the factories are adhering to the ILO Core Labour Standards and national labour laws.
  - ii. *Continuous Improvement:* Better Work Staff facilities, dialogue between the managers and workers to address the reported findings and submit regular progress reports.
  - iii. *Stakeholders' engagement:* Buy-in for the program and activities occurs at all levels, including government, employers, union and workers and international buyers.
- It will require private sector's strong involvement for taking BWP as an investment to produce international level compliant products. Its primary theme is that Change of attitudes would lead to reforms and better work environment. Associations and trade federations will be active partners in BWP.
- Many rounds of meetings have been held at the Ministry of Overseas Pakistanis and HRD with the representatives of Employees, Employers and the Provinces in this regard.
- In the latest meeting held at the Ministry of OP & HRD with the leading exporters it was suggested that the Secretary OP & HRD from the platform of APTMA shall have a meeting with the major exporters in order to sensitize them about the urgency and importance for the adoption of BWP in Pakistan.
- Resources will be arranged through public- private partnership and foreign assistance.
- At the federal and provincial levels, capacity of Ministry of Overseas Pakistanis and Human Resource Development and Labour/HRD Departments of the provincial government will be equipped to undertake this extensive venture. This will require an exclusive team that develops a comprehensive proposal, in consultation with all stakeholders, gets it approved from competent authority, implements it with the support of provinces and assumes full responsibility in respect of a national action plan in this regard.
- Federal level coordination will entail collaboration with different ministries, including Textile, Commerce, Foreign Ministry keeping in mind each other's exclusivity in own spheres of competence. M/O Overseas Pakistanis & Human Resource Development will take the lead role in Pakistan and embark upon a strategy ensuring putting in place necessary safeguards while interacting with outside players in Pakistan.