

Newsletter



QUARTER 3, 2024 | STORIES FROM THE SUPPLY CHAIN & BEYOND



Project updates

Better Work at Texpo Karachi

Promoting effective and inclusive cooperation in the workplace

Promoting gender equality in the workplace

Better Work Pakistan (BWP) is pleased to share our 2024 Quarter 3 newsletter, highlighting the programme's latest updates and key activities aimed at improving working conditions and business competitiveness in Pakistan's garment industry.

Better Work Pakistan in Numbers (as of 30th September 2024)



19
BRANDS AND
RETAILERS



98
FACTORIES ACTIVE IN
OUR PROGRAMME



219,327
WORKERS



12,5%
FEMALE WORKERS



Project updates

Better Work Pakistan is committed to supporting sustainable industry practices in Sindh and Punjab provinces. BWP provides advisory, assessment and training services in 98 factories, aiming to reach over 150 factories by 2025. More than 40 factories are now in their second cycle. We encourage our buyer partners to continue nominating suppliers for the programme. Open registrations have started from July 2024.

Following endorsement by the project steering committee, Better Work Pakistan plans to extend its running pilot phase until December 2025 with the support of its main donor, the Pakistan Export Development Fund. Opportunities for a second phase beyond 2025 are being explored.

Strategic goals:

By the end of its pilot phase in 2024, Better Work Pakistan aims to achieve the following outcomes:

Outcome 1:

Enhance workplace compliance with national labour laws and **ILO fundamental principles and rights at work**

Outcome 2:

Strengthen sectoral social dialogue and labour market governance.

Outcome 3:

Promote responsible business conduct among participating enterprises.

Outcome 4:

Share learnings and methodologies for broader social and environmental impact.

Better Work at Texpo Karachi

The Better Work Pakistan programme will participate in Texpo, Pakistan's premier textile and leather exhibition organized by the Trade Development Authority of Pakistan (TDAP), from October 23-25, 2024. The event will bring together leading global buyers, stakeholders, and industry professionals to showcase the full range of Pakistan's textile and leather industries.

Better Work will host a stall to engage brands and audiences, highlighting

its efforts in driving innovation and promoting sustainability in the sector. We will also join the panel discussion under "Green Threads: Weaving Sustainability into Pakistan's Textile," focusing on compliance, eco-friendly practices, and the growing importance of sustainability in global supply chains.

Please visit us at Hall 1, Stall 55; If you would like to meet with our team, please contact Muhammad Hashir Faruqi at faruqi@ilo.org

Promoting effective and inclusive cooperation in the workplace

Better Work's research studies suggest that bipartite dialogue platforms are effective in enhancing cooperation between management and workers. Better Work promotes social dialogue and strong industrial relations at the workplace, underpinned by an enabling environment for freedom of association. Our factory engagement supports mechanisms led by the social partners, which can include the establishment of bipartite dialogue platforms, promoting social dialogue between management and workers representatives, enhancing existing factory committees, grievance mechanisms, and strengthening sectoral constituents.

Better Work provides training to enrolled factories in Pakistan to sensitize worker and

management representatives to proactively address challenges faced in the workplace. Through these trainings, worker representatives have gained insights into their rights and how they could effectively address issues, particularly related to wages, overtime, and leave and benefits. At the same time, management has been trained to respond proactively to these challenges, thereby improving their ability to handle workplace issues and contributing to a more cooperative and productive work environment.

At several Sindh-based factories, Better Work supported a transparent and inclusive election process for workers to designate their representatives on the committee. These elections were observed by senior factory management and Better Work Enterprise Advisors.

“Better Work has offered us a comprehensive framework for continuous improvement. Through their unique combination of advisory support and independent assessments, we have been able to close gaps effectively and meet the high standards expected by our international customers. The programme has also alleviated audit fatigue, making it a vital asset to our ongoing success.”

**Mr. Rehan Dawood, Compliance Manager,
Nishat Mills Apparel Division II, Lahore, Punjab.**

Promoting gender equality in the workplace

Better Work Pakistan conducts compliance assessments to identify areas for improvement, including gender aspects relating to discrimination between women and men in contractual and working conditions. Our assessments have identified barriers to women's employment, such as the lack of functional childcare facilities, rest areas for women, awareness of maternity entitlements, and effective policies against harassment. Better Work Pakistan will be developing a country-specific strategy and approach on gender equality, factoring in national sector demographics and challenges.

We provide technical support to align factory policies with national laws and international labour standards. We also support suppliers in involving female representatives in root cause analysis for factory improvements and to develop effective social dialogue mechanisms that include women. Find out more about Better Work's approach to promote gender equality and inclusion [HERE](#).

Upcoming Training:

- Identification of Problem Statement and Effective Root Cause Analysis in Sindh.
- Gender-Based Violence and Harassment in Sindh
- Workplace communication and a safe and respectful workplace in Punjab

In the News From Better Work:

APTMA, minister discuss issues facing textile industry

Brecorder | Oct 2

A high-level delegation from the All Pakistan Textile Mills Association (APTMA) on Tuesday held a meeting with Minister of State for Finance Ali Pervaiz Malik and discussed issues being faced by the textile industry.

Textile millers say exports \$9b below potential

Tribune | Oct

Textile millers have voiced concern over the ongoing challenges faced by the industry as it has underperformed in export markets, trailing by \$9 billion compared to its actual potential.

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 <https://www.facebook.com/betterworkprogramme>

 twitter.com/Better_Work

 [instagram.com/betterwork4all](https://www.instagram.com/betterwork4all)

Better Work is a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC). On-the-ground in eight countries across three continents, Better Work brings together all levels of the garment industry to improve working conditions and respect of labour rights for workers, and boost the competitiveness of apparel businesses.



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Organization



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Creating Markets, Creating Opportunities

Better Work Pakistan is supported by the following donor partners:

