



▶ Decent Work Country Programme Pakistan 2023-2027

Summary

The Decent Work Country Programme (DWCP) is the framework that guides all ILO activities in Pakistan from 2023 to 2027.

The DWCP focuses on working with tripartite partners – the Ministry of Overseas Pakistanis and Human Resource Development, the country's most representative organizations of employers and workers, and other national and provincial partners – to achieve our shared goal: **increasing access to decent and productive work for all women and men in Pakistan.**



Priorities

CROSS-CUTTING
Gender equality and leaving no one behind

PRIORITY 1

Promoting decent work at the core of Pakistan's economic recovery and development, including the response to climate change, natural disasters and crises

PRIORITY 2

Promoting social protection coverage for all

PRIORITY 3

Strengthening the application of international labour standards (ILS), fundamental principles and rights at work (FPRW), and harmonious industrial relations, including through enhanced social dialogue

PRIORITY 4

Promoting a world of work which is safe, healthy, gender-responsive and free of violence and harassment

► The DWCP responds to decent work-related challenges in Pakistan

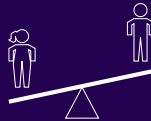
These challenges include violations of international labour standards, high levels of informal and vulnerable work, limited or no access to social protection, occupational safety and health deficits, gender inequality at all levels, discrimination against vulnerable groups, low wages, the non-payment of minimum wages, excessive working hours, violence and harassment, and a lack of safety in public spaces, including to and from work.



► High levels of informality

72.5%

of Pakistan's workforce are employed in the informal economy (73% of men and 65.5% of women), which is characterized by a high incidence of poverty and severe decent work deficits.



► Gender inequality

21.4%

rate of women's labour force participation (2020-21) is much lower than men's (67.9%). The gender pay gap was an estimated 18% in the formal economy in 2021, and 34% overall according to 2018-19 estimates.



► Lack of youth engagement

32.5%

of 15-29-year-olds are not in education, employment or training (NEET), a rate that is especially high for young women. The youth unemployment rate (11.56%) is twice the overall unemployment rate (5.8%).



► Lack of social protection

9.2%

of Pakistan's population is covered by at least one kind of social protection benefit, far lower than the global average (46.9%). Benefit levels are inadequate, as the scope of coverage is insufficient.



► Child labour and forced labour

8.23%

of 10-14-year-olds are engaged in child labour – 9.82% of boys and 6.4% girls (2020-21). An estimated 3.19 million people in Pakistan are trapped in forced labour, according to the Global Slavery Index 2018.



► Poor occupational safety and health

2.7%

of workers have suffered occupational accidents (2021) – on average every 37th worker in Pakistan experiences an occupational accident or injury each year.

How does it work?



The DWCP's priorities are aligned with, and contribute to, the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023–2027 for Pakistan, especially:



The DWCP will contribute to the UNSDCF through its own 4 targeted outcomes and 16 outputs, based on the ILO's unique 'world of work' mandate. The DWCP's outcomes and outputs further reflect the ILO's pillars of decent work: promoting jobs and enterprise, guaranteeing rights at work, extending social protection, and promoting social dialogue, with gender equality and leaving no one behind as cross-cutting commitments.

Together and each in their own right, these pillars are crucial for advancing the entire sustainable development agenda in Pakistan.

The DWCP is aligned with and contributes to achieving:

National and provincial frameworks

- ▶ Pakistan Vision 2025, Pillars II and V
- ▶ All decent work-related federal and provincial policies, strategies, plans and programmes

UN cooperation framework in Pakistan

- ▶ United Nations Sustainable Development Cooperation Framework 2023–2027

Global frameworks

- ▶ 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs)
- ▶ ILO Centenary Declaration
- ▶ ILO Declaration on Social Justice for a Fair Globalization
- ▶ ILO Global Call for a Human-Centred Recovery from COVID-19
- ▶ ILO Strategic Plan 2022–2025
- ▶ International labour Conventions

SDG targets



► By 2027, we aim to achieve the DWCP's outcomes

Social dialogue, tripartism and international labour standards are at the heart of the ILO's mandate. This strong comparative advantage will enable the ILO to implement the DWCP's outcomes, with tripartite partners and other national and international actors engaged in promoting socio-economic development in Pakistan, across the national and provincial levels.



Priority 1

Outcome 1.1

By 2027, the Government of Pakistan and social partners have put in place broad-based, job-rich, equitable, green and gender- and disability-responsive economic recovery policies and measures to ensure decent work opportunities for all, especially those most affected by the impacts of crises and traditionally left behind



Priority 2

Outcome 2.1

By 2027, improved gender- and disability-responsive federal and provincial policy, legal and strategic frameworks are in place and mutually aligned to progressively develop universal social protection in Pakistan, in line with ILO Recommendation No. 202 and Convention No. 102



Priority 3

Outcome 3.1

By 2027, the Government of Pakistan and social partners have put in place an enhanced enabling environment to increase access to fundamental principles and rights at work, and labour rights



Priority 4

Outcome 4.1

By 2027, the Government of Pakistan and social partners have adopted and implemented new or strengthened gender- and disability-responsive policies, laws and measures to improve occupational safety and health (OSH), and promote a violence and harassment-free world of work

Read the DCWP here

Contact details

ILO Country Office in Pakistan

ilo.org/islamabad

T: +92 (0) 51 227 6456 8

E: islamabad@ilo.org

