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I. Introduction

This report outlines stakeholders and activities to promote decent work in cotton cultivation in Pakistan. The narrative report contains a table of detailed information on specific projects which have been identified as promoting decent work in agriculture in Pakistan.

Decent work has been understood as farmers' and workers' rights at work (compliance with ILO core labour standards and national legislation) and the promotion of safe and productive work, as encapsulated within the BCI Production Principle and Criteria on Decent Work.

I.1 Context of labour issues in Pakistani cotton

Cotton is important to the Pakistani economy on two counts: it supplies the textile industry (the country's largest export earner), and is also exported in its own right. Over 75% of Pakistan's cotton is grown in the Punjab, with the rest coming from Sindh. The bulk is produced by small farmers with a low average yield of 1680kg/ha, versus the 2700kg/ha of larger farmers (those with over 60 ha of land). There are over 1.6 million cotton farmers employing more than 2 million seasonal pickers.

Smallholder farmers (up to 10ha) in Pakistani cotton	
No. of farmers involved in cotton cultivation across Pakistan (estimated)	1.6 million ¹
Smallholder share of cotton farming	94% (with 70% of land)
Smallholder cotton farmer share of land	70%
Smallholders (up to 10ha) average yield	1680kg/ha
Average production cost	\$0.23/kg
Average market price	\$0.37/kg

¹ Pakistan: Growth and export competitiveness, World Bank, 2006.

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Labour arrangements and land ownership

Labour and other arrangements will vary depending on the size of the farm. It may be a large farm (more than 10 ha) held by a landlord (*zamindar*) and farmed by tenants or sharecroppers (*hari*, though term is also applied to day labourers) who work for wages or a share of revenue from the crop (not usually a share of the crop itself in cotton); a medium-sized farm (between 2-10 ha) or a small farm of less than 2 ha. The crop is hand-picked (with very few exceptions).

Land ownership thus has the major influence on labour arrangements. Various types of labour contracts prevail for different operations in Pakistani cotton cultivation processes, including both skilled and unskilled workers employed on regular and casual terms. Unskilled labour is employed on a regular basis, particularly for the application of fertilisers, sowing, soil-softening and irrigation. Regular waged labourers may be used to supervise casual and seasonal labourers employed on the farm in harvesting and picking – locally known as a *kamdar*, or overseer. Regular workers can expect to earn Rs.1000-1500 per month. Day labourers (such as women cotton pickers) will earn about 60Rs/day. Some arrangements between landlords and tenants - or labourers own household arrangements - are fairly complex and tenants often engage in a combination of labour and tenancy arrangements to maximize their earnings.

Employment Status of Rural Workers: Labour Force Survey (2001-02)	
<i>Farm and non-farm</i>	<i>Non-farm workers</i>
42% Self-employed	59% Paid employees
31% Wage employees	32% Self employed
26% Unpaid family workers	8% Unpaid family workers
Source: 'Issues in the Development of Rural Finance in Pakistan', Sohail J. Malik, University of Sargodha www.pide.org.pk/pdf/Rural/RuralFinance.pdf	

Casual workers, migrant workers and labour contractors

Agricultural labour statistics from Pakistan show that the use of family labour and of permanent hired labour has declined – matched with a corresponding increase in the hire of casual workers.² There are also migrant workers (including women for cotton). These groups of workers receive advances from the labour contractor who is, in turn, given an advance by the landlord. Migrant workers often live on the field in temporary dwellings for the duration of the season.

In Sindh province, labour contractors who arrange for labour for landlords have also developed as a recognized intermediary institution in the agricultural sector, including cotton. The labour contractor (*jamedar*) fills the landlord's seasonal requirements for labour and charges the landlord a finder's fee per labourer, usually in advance. Some contractors also charge landowners a specific share of the crop. In some arrangements, part of the

² According 15% of Pakistan's rural poor are landless agricultural labourers (Source: 'Issues in the Development of Rural Finance in Pakistan', Sohail J. Malik, University of Sargodha). Agricultural labour can also be a major source of non-farm income for farming households.

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labour payment is paid upfront as a cash advance and the rest is paid later, either in cash or as a share of the crop. In order to ensure the supply of labour at critical times in the agriculture cycle, landlords extend advances to the *jamedar* as well as directly to the labourers, thereby binding both.

Contractual arrangements

Arrangements for labour and tenancy work are verbal, with little or no written record of understandings or transactions. Work by the ILO in 2004 in Sindh³ indicated that what record-keeping does exist (eg of inputs supplied to the tenant, crop produce and the share of tenants) is maintained for the landlord by his overseer, whereas tenants and labourers are mostly illiterate and therefore maintain no records. Tenants/labourers have no recourse to any enforcement mechanism. In a contract system where one party is illiterate, the second often absent and a third keeps records that are often incomplete and inaccurate, disputes and disagreements may be expected. The ILO research showed that many tenants contest the accounts of their landlords.

Sharecropping contracts

A typical sharecropping contract requires that the *hari* bear the cost of tillage and land preparation and half the cost of seed, fertilizer and pesticides. Thus, the use of purchased agricultural inputs and mechanization has dramatically shifted the burden and cost of farming. The combination of a changing labour-input cycle, the higher cost of inputs and the more lucrative cash-value of crops, coupled with closer supervision, has undermined traditional *hari*-based agriculture. The *hari* is now expected to pay the market rate for hiring tractors for ploughing. As the *hari* cannot afford to pay these cash costs upfront, he accepts a loan from the *zamindar*⁴. Finally, more recently there has been a trend away from sharecropping arrangements and towards a pure labour arrangement in which no share of crop yield is given.

Absence of producer organisation

Producer organisation (often called ‘social mobilisation’ in Pakistan) is at an early stage of development in Pakistani cotton. Some groups do exist in rural areas, mainly linked to savings and credit opportunities, many organised through the National Rural Support Programme. Other groups exist through farmer field school methodologies, but these are rare. Larger farmers do have a representative group (Farmer’s Association of Pakistan, see ‘Stakeholders’ in Section 3). However, small farmers are rarely organised, giving them very little voice or power to represent their interests or negotiate re prices and inputs.

³ Bonded labour in agriculture: a rapid assessment in Sindh and Balochistan, Pakistan, ILO 2004

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Bonded and child labour

Furthermore, there are major issues of child labour and bonded labour resulting from the situation outlined above, and poor working conditions for the many workers involved in cotton-picking, almost all of which is performed by women and girls. Workers involved in soil-softening (usually also performed by women) may also be especially poorly paid.⁵ Women cotton pickers' main issues are low wages, sexual harassment, poor working environment and lack of capacity to organise.

Political barriers to improving tenants/labourers' situation

In some agricultural areas (including Punjab and Sindh), the nexus between religious and spiritual leadership, tribal affiliation and land-ownership has placed the large landlords in powerful positions, and some have also acquired political power by standing in elections. They are able to use their powerful positions to block any attempts at land reform or at enforcement of the tenancy act that would accord *haris* their due rights. BCI's earlier work in Pakistan with a range of stakeholders confirmed that BCI will need to take into account this situation in trying to address the rights and conditions of wage labourers and tenants.

⁵ 2007 research findings from Sustainable Development Policy Institute (SDPI) and Centre of the Improvement of Working Conditions & Environment at the Government of Punjab (CIWCE)

1.2 Promoting decent work in the Pakistani cotton context

Promoting decent work in a context where the bulk of employment is informal is likely to be very different from promotion activities in a formalised working context with paid, contracted employment relationships. Stakeholders in Pakistan indicate that addressing the issues of bonded and child labour and poor working conditions of women is a major challenge, owing to the complex causes of those issues. It is further complicated by the challenge of simply reaching those concerned (especially women), and the socio-political structures behind labour arrangements.

While labour law is under review (see section 3.1.1 below), currently statutory protection for agricultural workers is non-existent. Given that most existing and international and bilateral aid and technical cooperation programmes appear to be focussed on emergency reconstruction, promotion of democracy and good governance, health and education, there are few funding opportunities regarding decent work in agriculture. *Few organisations are working directly on promoting decent work in agriculture in Pakistan.* For those that are, campaigning for the extension of statutory protection is of high priority, following by initiatives addressing bonded and child labour. Existing initiatives focus on addressing these issues and their causes, taking into account:

- lack of statutory protection
- rural poverty
- lack of opportunity (eg schooling)
- inherited disadvantage and dependency
- social marginalisation
- cultural views regarding the situation of women and children.

There are some initiatives regarding production of organic cotton (private sector-led), cotton produced with integrated pest management techniques (FAO), or promotion of health and safety in agriculture (local government in Punjab). These overlap with the promotion of improved working conditions and are areas where BCI can learn from existing projects in place.

Avenues for BCI

Economic analysis in Pakistan suggests that alleviating poverty for the rural poor requires specific interventions targeted to agricultural labourers and the rural non-farm poor – those who are landless.⁶ Landlessness has increased steadily in the last twenty years, affecting nearly ¾ of rural households in Sindh and over half in Punjab (figures from 1999)⁷. Many of those working in cotton have no land of their own.

⁶ www.pide.org.pk/pdf/Rural/RuralFinance.pdf

⁷ Social Policy and Development Centre, 'Growth, inequality and poverty', Oxford University Press, Karachi, 2001

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Nevertheless, many interventions are aimed at improving rural development target farmers *without* including their workers, or without giving workers' situation due weight. While improving yields (or agricultural practice intended to improve yields) may reap benefits for farmers, there is no guarantee that labourers will feel benefits to their income, though their health may be positively affected.

BCI-led activities both on decent work and responsible finance have much to learn from farmer field schools and other approaches for working with those in agriculture. But they can also improve on some of those interventions by ensuring that all workers – especially the landless, not just those who combine hired labour with their own farm work – are explicitly included, and their needs explicitly assessed and addressed.

The ILO's analysis of interventions which successfully improve working conditions in the informal economy reveals a number of useful lessons for those workers who are especially difficult to reach⁸. These can be especially useful for BCI in the Pakistani context and include:

- the importance of working with networks/groups or building capacity of networks as part of the project
- allowing informal economy workers to define their own needs (not their needs as perceived by others)
- understanding the institutional will of government and other players towards such workers
- working with a wide range of partners, some unexpected.

In Pakistan, interventions exist which are aimed at child and bonded labourers. Yet it would appear from ILO's assessment work that though both problems are prevalent in agriculture including cotton, the majority of labourers are not bonded or children – they are adult women with very poor conditions and operating in a complex cultural context.

This analysis would suggest the following avenues for development:

- *Build on existing initiatives* by starting with health and safety for farmers and workers, pesticide reduction and use of IPM, perhaps using a *farmer/worker* field school approach and investigating joint work with the ILO's Decent Work country programme
- *Learn from and work with the National Rural Support Programme* approach to community organisation in order to be able to reach farmers and workers in groups – not just for micro-finance purposes
- *Prioritise women workers* by contacting those who have reached women workers to understand and replicate how this can be done successfully, including innovative approaches such as literacy classes and interactive theatre

⁸ 'Designing programmes to improve working and employment conditions in the informal economy: a literature review', ILO, 2004: www.ilo.org/public/english/protection/condtrav/pdf/10cws.pdf

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- *Go beyond current action targeting child and bonded labour* to ensure that BCI's work is giving added value, not just replicating existing programmes.
- *Take advice from those who had engendered change for rural society's most vulnerable sections* (women; male and female landless labourers; children; bonded labourers) against a backdrop of powerful vested interests (see section 3.7.2 on PILER) and learn from their approach.
- *Explicitly target women workers and landless labourers* by ensuring they are included at project design phase and that their needs with regard to working conditions (self-defined) are taken into account.

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2. Table of activities promoting decent work in Pakistani agriculture

Project name Originating agency/ date implemented/ Funder	Stated aims	Relevant activities to date regarding promotion of Decent Work in agriculture Implementation methodology/ needs assessment/ monitoring methodology	Stated benefits/outcomes
	Target beneficiaries		
INTERNATIONAL GOVERNMENTAL ORGANISATIONS AND UN AGENCIES			
International Labour Organisation (ILO)			
Decent Work Country Programme, Pakistan ILO and Ministry of Labour plus social partners/ 2004 – onwards/ Government of Netherlands www.ilo.org.pk/?page=ilo_pakistan&sublink=dwcp DW Country programme framework: www.ilo.org.pk/DWCP%20Document.pdf	<ul style="list-style-type: none">Labour law reformEmployment generation through human resource development specifically by way of skill trainingExpansion of social protection including the informal economyPromoting tripartism for social dialogue	Planned activities include: <ul style="list-style-type: none">Amendment, rationalisation, consolidation and extension of labour law and welfare provision – including proposed extension to cover agricultural workers.Improve implementation of national policy and action on bonded and child labour, including provision of rehabilitation to both categoriesExpansion of social security system to informal and agricultural workersDraft law on occupational health and safety, reinvigorate national OSH councilExpand representation and membership base of workers organisations (including women, rural and informal economy workers)Strengthening capacity of social partners	<ul style="list-style-type: none">Reduction in child labour and debt bondage in agricultureSocial security expanded to informal and agriculture sectors;Improved and efficient social security systems;Efficiency and productivity of workers increasedIncreased awareness of OSH, workplace hazards and diseases reducedConcept of decent work promotedImproved social dialogueExpanded representation of workers organisations
	All Pakistani workers		
Prevention and Elimination of Bonded Labour in Pakistan (PEBLIP) ILO + partners/ 2005-ongoing/ Government of Netherlands www.ilo.org.pk/?page=ilo_pakistan&sublink=project_detail&projid=59	<p>Aims to support Govt of Pakistan to fulfil ILO commitments on forced labour through:</p> <p>Knowledge generation, sharing and advocacy; capacity strengthening of institutional partners; policy and legislative improvements and other direct interventions.</p>	<ul style="list-style-type: none">Development of an integrated rehabilitation package for 850 families, organized in groups (primarily of women household members), including specially tailored micro-finance products and income generation support, vocational training, health services, non- formal education and social empowerment.Land lease scheme that enables participants to secure National ID cards, access to micro-credit and savings programme, (see joint programme with NRSP ‘Prevention of family indebtedness Microfinance and related services project’, <i>Access to finance Pakistan</i> report)Provision of a legal advice service through CSOs and Trade Unions and in some areas through local government (incl. Punjab)Reconstitution and training of district-level Vigilance Committees (established under the 1992 Act).Development of a guidelines manual to help CSOs and local	Evaluation yet to take place

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Project name Originating agency/ date implemented/ Funder	Stated aims	Relevant activities to date regarding promotion of Decent Work in agriculture	Stated benefits/outcomes
	Target beneficiaries	Implementation methodology/ needs assessment/ monitoring methodology	
		<p>government's access the Bonded Labour Fund</p> <ul style="list-style-type: none"> Development of a comprehensive training module on International Labour Standards for government training institutions. Rapid Assessments of bonded labour in nine different economic sectors were undertaken by top Pakistani researchers, under the guidance of the Bonded Labour Research Forum, in active collaboration with the Ministry of Labour. 	
<p>Women's employment concerns and working conditions (WEC-PK)</p> <p>ILO + partners/2005-08/ Canadian Intl. Development Agency</p> <p>www.ilo.org.pk/?page=ilo_pakistan&sublink=project_detail&projid=53</p>	<ul style="list-style-type: none"> Ensuring non-discrimination and equality at the workplace through national application of ILO Conventions 100 Strengthening women's participation in trade unions for effective bargaining and voice representation particularly for securing adequate social protection 	<p>Methodology:</p> <ul style="list-style-type: none"> Build national institutional capacity, provide policy and legislative development advice and extend direct support to women for income generation by working with key ILO partners including government, workers organisations, employers' organisations and the civil society. 	<ul style="list-style-type: none"> Economic empowerment of women Developing women's skills for effective participation in the wage labour market, especially by developing their entrepreneurial capabilities Encouraging the private sector to develop affirmative action strategies at the industrial level Especially relevant regarding affirmative action by private sector.
Food and Agriculture Organisation (FAO)			
<p>IPM Programme for Cotton in Asia</p> <p>FAO-EU/2001- 2003</p> <p>http://mpira.ub.uni-muenchen.de/2540/1/MPRA_paper_2540.pdf</p>	<p>Aims:</p> <ul style="list-style-type: none"> Achieve a significant improvement in the crop and pest management knowledge and promote best agricultural practices of the farmers for sustainable crop production <p>Target: Cotton farmers</p>	<ul style="list-style-type: none"> Implement integrated pest management in cotton farming in Sindh, later expanded to Punjab and Balochistan. Establishment of a National IPM Programme of Pakistan Training of Facilitators (TOF) and Farmers Field School (FFS) activities Impact assessment study (incl. methodology) – see web reference. 	<ul style="list-style-type: none"> Improved crop management skills (seed selection, seed treatment, land preparation, soil fertility management, irrigation, agro-ecosystem analysis, plant protection measures, and harvest and post-harvest handling) Reduction in use of pesticides = lower costs = higher income; reduction in hazards associated with use of pesticides Other 'soft benefits' re farmers' rational decision making.

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Project name Originating agency/ date implemented/ Funder	Stated aims Target beneficiaries	Relevant activities to date regarding promotion of Decent Work in agriculture Implementation methodology/ needs assessment/ monitoring methodology	Stated benefits/outcomes
BILATERAL ASSISTANCE			
US Agency for International Development (USAID)			
Promoting market-based opportunities in the rural economy USAID + FAO + Ministry of Agriculture/2005-2007/USAID www.usaid.gov/pk/mission/downloads/USAID_Pakistan_Interim_Strategic_Plan.pdf	<ul style="list-style-type: none"> Improve agricultural practices and create agricultural market linkages for small scale-farmers 	<ul style="list-style-type: none"> Community-based, sustainable arid land management activities in order to improve the livelihood and food security of the rural poor in Balochistan. 	<ul style="list-style-type: none"> New agricultural technologies applied in targeted areas Households benefiting from improved production and access to markets
Federal and Provincial government			
National Rural support Programme http://nrsp.org.pk/index.htm	<ul style="list-style-type: none"> Rural support through community organisation 	<ul style="list-style-type: none"> Organising groups. Advocacy, capacity building and awareness-raising. Training, support to institutions, micro-credit, infrastructure development, natural resource management and 'productive linkages'. 	<ul style="list-style-type: none"> Poverty alleviated and livelihoods improved.
Punjab Provincial government			
CIWCE / Punjab Resource Management Programme Training on health and safety/ongoing www.ciwce.org.pk/index.html	<ul style="list-style-type: none"> Aim to enhance the capacity of employers to meet labour, environmental, quality and OSH standards and WTO regulations 	<ul style="list-style-type: none"> Centre for the Improvement of Working Conditions and Environment (CIWCE) is provincial hub for several decent work promotion activities, and potentially a key partner for BCI Health and safety workshops with farmers associations (including cotton ginneries) 	<ul style="list-style-type: none"> Training materials available from CIWCE
TRADE UNIONS			
Trade Union Institute of Development Cooperation (ISCOS)			
Strengthening Civil Society Participation to Promote and Defend Workers' Rights Istituto sindacale per la	<ul style="list-style-type: none"> Inform and create awareness on labour rights among NGOs, CBOs, workers organisations, employers and their organisations, 	<ul style="list-style-type: none"> Support the Pakistan Workers Federation (PWF), the largest federation of trade unions in Pakistan. Provide appropriate training to the representatives of Civil Society Organisations (CSOs) 	www.iscos.org.pk/Project.htm

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Project name	Stated aims	Relevant activities to date regarding promotion of Decent Work in agriculture	Stated benefits/outcomes
Originating agency/ date implemented/ Funder	Target beneficiaries	Implementation methodology/ needs assessment/ monitoring methodology	
Cooperazione Allo Sviluppo Onlus / 2004 -2007 / EU http://ec.europa.eu/europeaid/where/worldwide/eidhr/documents/full_report_thematic_en.pdf	local communities and local authorities, enhance the capabilities of these organisations to play a proactive role within the civil society.	<ul style="list-style-type: none"> Create a network of local NGO's that can implement activities of mobilisation and information on workers' rights 	
INTERNATIONAL NGOs			
Save the Children			
Integrated Child Rights Programme in Cotton Growing Districts of Pakistan Save the Children/2009/ IKEA www.mdcpk.org/projects/baselinestudy.php	<ul style="list-style-type: none"> Realising rights of children working in cotton fields to a healthy and secure childhood and access to quality education in 11 districts 	<ul style="list-style-type: none"> This work is just beginning (Jan 09), with a baseline study as part of a long term agreement between Save the Children and IKEA. Study aims to collect, analyse and present data about education, health, child protection and livelihoods in Muzaffargarh and Sanghar district to provide data for project design, planning, monitoring and evaluation. The programme will start simultaneously in Muzaffargarh (Punjab) and Sanghar (Sindh). 	Further information on methodology, available from consultants (Management and Development Centre, see web reference) who are conducting survey.
Worldwide Fund for Nature (WWF)			
Pakistan Sustainable Cotton Initiative WWF/2004 – 07/IKEA HK Ltd www.panda.org/about_wwf/where_we_work/asia_pacific/where/pakistan/projects/index.cfm?uProjectID=PK0071	<ul style="list-style-type: none"> Developing and promoting best management practices for sustainable cotton production. Cotton farmers 	<ul style="list-style-type: none"> Organizing Farmer Field Schools (FFS) and Farmer Training of Facilitators (FToF), in collaboration with Farmer Organisations, Research Institutes and Agriculture Extension Department, Punjab. FToFs were also established to train master trainers to educate farming communities. While facilitators are being trained, participants organize FFS to educate the farmers so that they immediately practise what they have just learning in training sessions. 	<ul style="list-style-type: none"> Demonstration of best water management practices and significant reduced applications of pesticides and fertilizers in cotton production without significantly affecting the yield WWF-Pakistan case study documentation ("I keep my son away from the fields" – children and their lives in relation to cotton farming) suggests positive effect on children's well-being
Action Aid			
Hungerfree Women Campaign	<ul style="list-style-type: none"> Food rights for women farmers including a call for the right to land and 	<ul style="list-style-type: none"> Campaigning activities with an alliances of farmers and landless peasants rights, networks on food rights, land rights movement and women's' organizations, conducting journeys from village to 	<ul style="list-style-type: none"> AAPK may have learning and partner organisations useful for BCI

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Project name Originating agency/ date implemented/ Funder	Stated aims	Relevant activities to date regarding promotion of Decent Work in agriculture	Stated benefits/outcomes
	Target beneficiaries	Implementation methodology/ needs assessment/ monitoring methodology	
Action Aid + partners/2008/ www.actionaid.org/pakistan/index.aspx?PageID=3775	fair wages	village, meeting at provincial levels and culminating in a joint National Convention in Islamabad.	<ul style="list-style-type: none"> AAPK has also undertaken work on internal trafficking and forced labour
NATIONAL NGOS			
Sindh Agricultural and Forestry Workers Coordinating Organization (SAFWCO)			
Empowering farming communities SAFWCO/ 2004 ongoing www.mdcpk.org/safwco/view.htm	<ul style="list-style-type: none"> Empowering farming communities 	<ul style="list-style-type: none"> Various activities including women's literacy classes (small, local night schools for women, including cotton pickers). Female cotton-pickers in Sindh were able to get better wages after negotiating terms and conditions with landlords. 	<ul style="list-style-type: none"> "Earlier, we didn't know how much cotton we'd picked. Now we write down the amount that the <i>zamindar</i> (landlord) weighs. There is less bickering and we get the wages due to us. We can now protect ourselves from being exploited by the literate."
Sustainable Development Policy Institute (SDPI)			
Situational Analysis of Cotton Farming in Pakistan SDPI + IKEA + Jawaharlal Nehru University Delhi/2007 ongoing/IKEA www.sdpi.org/research_Programme/human_development/ikea.html	<p>To understand needs and constraints in Pakistan's cotton sector through socio-economic analysis</p> <p>To improve socio-economic conditions, in particular the situation of women and children</p>	<ul style="list-style-type: none"> Conducted a literature review on emerging socio-economic issues in Pakistan's cotton belt (commissioned by IKEA) Conceptualized a study on situational analysis of cotton farming in Pakistan <p>Study involved:</p> <ul style="list-style-type: none"> Field work in eight villages in the Rahimyar Khan and Khairpur districts; gathering village profile information; structured questionnaire interviews with 10% of village households; focus group discussions held with women and children. 	Results of survey not yet available
Clean Pick Campaign SDPI /2006 www.sdpi.org/advocacy/clean_pick_campaign.htm	Aim to highlight conditions of female cotton pickers, in particular problems associated with pesticides.	<ul style="list-style-type: none"> Production and distribution of brochures on preventive and protective measures against pesticide poisoning for cotton pickers/sprayers in English, Urdu and Sindhi. 	
Interactive Theatre Pakistan			
Zero tolerance of sexual harassment at workplace	Ensure a safe work environment for all women	<ul style="list-style-type: none"> Interactive theatre 	http://ec.europa.eu/europeaid/where/worldwide/eidhr/documents/full_report_

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Project name Originating agency/ date implemented/ Funder	Stated aims	Relevant activities to date regarding promotion of Decent Work in agriculture Implementation methodology/ needs assessment/ monitoring methodology	Stated benefits/outcomes
	Target beneficiaries		
Interactive Resource Centre + Alliance Against Sexual Harassment at Workplace /2007 – 2009/ EU	and men so that they can claim their right to work with dignity in abuse-and-sexual-harassment free working conditions	<ul style="list-style-type: none"> Influence policy to amend laws to include sexual harassment at workplace as offence. Encourage private sector responsibility to curb sexual harassment at workplace. 	thematic_en.pdf (p.181) [Unclear whether project has also operated in rural areas]
PRIVATE ENTERPRISES			
Kings Apparel			
Organic cotton King's Apparel/2000 www.kingsapparel.com/organic.htm	<ul style="list-style-type: none"> To produce organically grown cotton for garment production for a number of international brands. Cotton certified by Ecocert International. 	<ul style="list-style-type: none"> Farmers on 3000 acres of land continuously trained in organic agriculture and provided with scientific support, onsite laboratories established to rear the organisms required for healthy crops and monitor the quality of cotton. Primary school established by company; model farm established to train young farmers in organic cotton production and modern agricultural techniques. 	<ul style="list-style-type: none"> Partnerships with 40 farmers who are evaluated in terms of cultivation and status of land, then inducted into programme.
Mountain Fruits			
Dry Fruits Project Mountain Fruits/2000/Aga Khan Rural Support Programme www.fairtrade-dryfruits.com/ www.youtube.com/watch?v=Nb_bhZ9luQg	Adding more value by introducing improved fruit drying technology, organic farming system and fair-trade. Empower/organize disadvantaged rural women by involving them in entrepreneurial activities 150 female seasonal workers. 4,500 contract small farmers organized in to 78 village organizations and a farmers association	<ul style="list-style-type: none"> Training and disseminating new techniques for cultivation, harvesting and drying Farmer organization: programme organises and trains small farmers to produce high value dry fruits and nuts to increase from income. Interest-free loans of equipment Worker organisation Some further information on methodology available at http://partnershipsinaction.org/downloads/briefs/Growing_Apricots_Pakistan.pdf 	Market access; higher prices; higher return on labour for pickers; private company for sale of fruit now established. FT premium used for purchase of an electricity generator, computer for a library, construction costs for community school projects, school fees, repair of an irrigation channel, sewing machines and cloth for women's vocational centers, 300 apricot plants for distribution among farmers, fruit trays and farm inputs to farmers on interest-free credit/at cost.

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3. Overview of stakeholders involved in promoting decent work in Pakistani agriculture

This section is not an exhaustive list of every stakeholder, but indicates the main players whose role should involve promotion of decent work in Pakistani agriculture.

3.1 Pakistani federal and provincial government

3.1.1 Federal government

The Ministry of Labour, Manpower and Overseas Pakistanis and Employment (MOLE) has primary responsibility for policy and programmes related to decent work, including labour policy and legislation, health and safety, social security, gender equality, child labour, industrial relations, worker education, worker emigration, employment services and vocational training. Its current priorities are to rationalise and consolidate national labour law, and reduce child and bonded labour. There is an annual Tripartite Labour Conference for discussion of labour matters, as well as a Workers and Employers Bilateral Council of Pakistan (WEBCOP), formed in 2000.

Ratification of ILO core conventions/other conventions relevant to agriculture in Pakistan	
<i>Ratified</i>	<i>Not ratified</i>
29 (Forced labour)	110 (Plantations)
87 (Freedom of Association)	141 (Rural workers' organisations)
98 (Right to Organize)	184 (Safety and Health in Agriculture)
100 (Equal Remuneration)	
105 (Forced labour)	
111 (Discrimination)	
138 (Child labour)	
182 (Worst forms of child labour)	
Source: ILO NATLEX	

While all ILO core conventions have been ratified, political commitment to enact and enforce concomitant national law has been missing, though there is some evidence of recent change. A number of national laws contradict ILO Conventions, and a large number of workers are excluded under national legislation. Child labour and bonded labour remain widespread, especially in agriculture, for reasons already outlined above. Labour inspection services are weak, and policies of provincial governments may also be in breach of national commitments.

Currently no labour law is applicable to agricultural workers, as they are not included in the definition of 'worker'. Draft laws on occupational safety and health and conditions of employment are currently in consultation, to be discussed by Pakistan's Tripartite Labour Conference during February 2009. It appears that the draft laws may extend coverage to agricultural workers.

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New labour inspection and protection policies and implementation plans, 2006⁹

Documents from the Ministry of Labour, 2006, indicate that Pakistan's Labour Policy 2002, Labour Protection Policy 2005 and related legislation have been recently revised and consolidated (though it is not clear what the final outcomes have been). Under the terms of the ILO's Decent Work Programme, there is a proposal to introduce a unitary, integrated labour inspection system. The new inspection system would also give a more comprehensive definition of the term worker, and there is implicit reference to the inclusion of agricultural workers where an employee/employer relationship can be found.

The new Labour Protection Policy (2006) proposed to extend protection on basic rights, working conditions, working environment, social security and living environment to all workers, including those in the informal economy and in agriculture. The proposal suggests introducing (on a pilot basis) a 'labour extension service' to provide a range of advisory and information services to informal economy workers who have traditionally fallen outside the coverage of labour protection. The policy states that informal agricultural workers will benefit from increased information on work safety and health as applied to the agricultural sector, and eligibility for some social security services. Labour extension and protection services will be provided by different officers, however, maintaining close cooperation with each other under the overall responsibility of provincial directorates of labour.

Ministry of Food, Agri-food and Livestock (MINFAL)

The Ministry of Food, Agri-food, Agriculture and Livestock is responsible for policy formulation, economic coordination and planning in respect of food grain, agricultural & livestock. It also covers procurement of fertilizer, import price stabilization of agriculture produce, international liaison and , economic studies for framing agricultural policies. There is also a Ministry of Local Government and Rural Development which oversees the new local government structures of municipal management introduced in 2001.

National Rural Support Programme (NRSP)

Running since 1991, NRSP's mandate is to alleviate poverty by harnessing people's potential and undertake development activities in Pakistan. It is present all over Pakistan, and has branches in Punjab and Sindh. NRSP works with poor households through a network of over 50 000 'Community Organizations' (groups of around 20 members). NRSP uses 'social guidance' (recruiting local men and women who will take on a leadership role), advocacy, capacity building and awareness-raising. Its programmatic tools are training, support to institutions,

⁹ Labour Protection and Inspection Policies; Ministry of Labour, Manpower and Overseas Pakistanis, Islamabad June 2006

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micro-credit, infrastructure development, natural resource management and 'productive linkages'. It also has experience of undergoing impact assessments by others, as well as conducting its own village-level studies re its results.

3.1.2 Provincial government

Under the Pakistani Constitution, labour is regarded as a 'concurrent subject' - the responsibility of both the Federal and Provincial Governments. However, for the sake of uniformity, laws are enacted by the Federal Government, stipulating that Provincial Governments may make rules and regulations of their own according to the conditions prevailing in/for the specific requirements of the Provinces. Provinces are ruled by an elected Provincial Assembly. Provincial level labour departments in Sindh and Punjab are structured as follows in the table below. There are also tripartite Labour Advisory Boards, and tripartite monitoring committees established to gauge conditions at district level.

Centre for the Improvement of Working Conditions & Environment (CIWCE), Punjab

www.ciwce.org.pk

CIWCE is part of the Directorate of Labour Welfare Punjab. It provides training, information and research facilities for promoting safety, health and better work environment in the industries and businesses. It aims to assist industry in combating safety, health and environmental problems at the workplaces. It conducts training, information, research, monitoring and advisory services and has some contact with the cotton industry.

As the Provincial hub within Punjab for Decent Work promotion, CIWCE is a *key potential partner – and stakeholder – for BCI*.

Provincial Labour and Human Resource Departments	
Punjab	Sindh
Directorate of Labour Welfare	Directorate of Labour
Minimum Wages Board	Minimum Wages Board
Labour Courts	Labour Courts
Employees Social Security Institution	Employees Social Security Institution
Punjab Province Workers Welfare Board	Worker Welfare Board
Centre for the Improvement of Working Conditions and Environment	Directorate of Manpower and Training
	Mines Labour Welfare Organisation

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3.2 International and intergovernmental organisations

The majority of international and intergovernmental organisations in Pakistan have a large focus on boosting government capacity, promoting health and education and women's empowerment. There are some programmes which target rural growth and employment opportunities. However, these are predominantly focused either on small/medium sized enterprises – not usually defined to include small agricultural businesses – or on generating employment, not improving existing employment and with little mention of agriculture.

Therefore it appears that existing development assistance does not often overlap with recognisable activities to promote decent work in an employment context (formal, informal or for farmers). Work in agriculture tends to be addressing agricultural yield, good agricultural practice and access to more diverse streams of income generation.

International Labour Organisation (ILO)

www.ilo.org.pk

The Decent Work Country Programme indicates all of ILO Pakistan's priorities with regard to promotion of decent work in Pakistan. The Programme has published a framework for action detailing the programmes plans, indicating all partners (reference in table above). All relevant areas of the programme are outlined above.

UNICEF

www.unicef.org/pakistan/index.html

The United Nation's Children's Fund Pakistan office is focused on children's health and education; child protection; water, environment and sanitation and adolescents, HIV and AIDS. as well as emergency relief. It works with the Ministries of Ministry of Health, Ministry of Education, Ministry of Environment and the Ministry of Social Welfare and Special Education, as well as government agencies on earthquake reconstruction and rehabilitation. Its country programme for 2009-2013 is not yet available. UNICEF's Child Protection Programme in Pakistan deals with both child labour and trafficking issues. However, child labour in agriculture is not mentioned.

Food and Agriculture Organisation (FAO)

www.un.org.pk/fao

The FAO's priority areas in Pakistan include biodiversity, biotechnology, climate change, emergency relief and development aid, food security and safety, trade and prices and water resources and use. Programmes relevant for cotton include one on integrated pest

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management. FAO has also supported a very recent economic study regarding the future of the Pakistan cotton and textile industry and its potential impacts on poverty.¹⁰

United Nations Development Programme (UNDP)

www.undp.org.pk

UNDP supports governments to implement inclusive poverty reduction programmes and initiatives that promote income opportunities for poor people. In Pakistan its focus areas are: Poverty Reduction and Gender, Democratic Governance, Energy and Environment and Crisis Prevention and Recovery. Its poverty reduction and gender programme project do not appear directly relevant for promoting decent work in agriculture. However, there may be some learning from these projects on methods for reaching and supporting women (See www.undp.org.pk/poverty-reduction-and-gender.html) and one project in Balochistan worked with women on irrigation and water and natural resource management (see www.undp.org.pk/area-development-programme-baluchistan-adp-b-ii.html) including for agricultural purposes.

The UNDAF (United Nations Development Assistance Framework) for 2004-2008 prioritised the following areas: encourage civil society participation and partnership, particularly for the poor, women and marginalized groups. Four priority areas of cooperation were chosen: Participatory Governance, Poverty Alleviation, Health, and Education. Fundamental cross-cutting themes are: population, gender, environment, humanitarian affairs, drugs control and crime prevention, and culture and development. The programme framework recognizes the need to strengthen the social protection system owing to its failure to encompass workers in the agriculture sector, as well as women's low labour value, including in agriculture. Moves to improve extension services and social protection are mentioned but not elaborated.¹¹

United Nations Development Fund for Women (UNIFEM)

www.unifem.org.in/programmes.html

UNIFEM has a South Asia office based in India. Its current strategy aims to facilitate the implementation of national commitments to advance gender equality and women's empowerment in stable and fragile states. One focus is on excluded women: including women migrant workers and rural women. UNIFEM's work will build on their leadership and capacity to advocate for relevant policies and programmes, budgets and processes, including highlighting

¹⁰ *Pakistan's Cotton and Textile Economy: Intersectoral Linkages and Effects on Rural and Urban Poverty* Caesar B. Cororaton and David Orden, December 2008; www.ifpri.org/pubs/abstract/rrl58.asp also *Cotton-Textile-Apparel Sectors of Pakistan: Situations and Challenges Faced*, Caesar B. Cororaton, Abdul Salam, Zafar Altaf, David Orden, Reno Dewina, Nicholas Minot, Hina Nazli, September 2008, www.ifpri.org/pubs/dp/ifpridp00800.asp

¹¹ www.undp.org.pk/images/publications/undaf.pdf

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women's work and economic contribution. No further details are available, but BCI may wish to contact them for further details.

European Union Assistance and Trade Development

The EU has a Co-operation and Partnership Agreement with Pakistan. Current strategy (2—7-2013) focuses on poverty reduction, notably through assistance in rural development and natural resources management (where the objective is to improve livelihoods, income-generation and employment in rural communities) as well as education and human resources development. However, the programme targets the North-West Frontier Province (NWFP) and Baluchistan. (See http://ec.europa.eu/europeaid/where/asia/country-cooperation/pakistan/pakistan_en.htm)

The EU Relex Multiannual Indicative Programme for 2007-2010 includes funding support for trade development, with a view to further integration of Pakistan into the world economy, human rights, and democratisation.

3.3 International financial institutions

World Bank

www.worldbank.org.pk

World Bank projects in Pakistan are focussed on infrastructural improvements (water for sanitation and irrigation, electricity), education alongside poverty alleviation, micro-finance and some income generation especially for those affected by disasters. There appear to be no current projects related to decent work in agriculture.

Asian Development Bank (ADB)

www.adb.org/Pakistan/default.asp

ADB is working with the Pakistani Government and the private sector to improve the country's infrastructure, energy security, and basic public services. Aligned with national development objectives, ADB's partnership priorities aim to attract investment, create champion industries and jobs, and improve the quality of life of citizens. One project related to providing water for rural women may have relevant tools in gender analysis as well as reaching and engaging with rural women. The project ran from 2002-07, with the title *Punjab Community Water Supply and Sanitation (Sector) Project*. Details including project tools such as a social impact assessment can be found at: www.adb.org/projects/project.asp?id=35314

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3.4 Bilateral assistance

Bilateral assistance to Pakistan has been erratic in the last decade. Major donors have included Canada, Japan the UK and US. Contributions have fluctuated related to the international political situation following 11 September 2001, and earlier owing to Pakistan's nuclear programme.

UK Department for International Development (DFID)

www.dfid.gov.uk/countries/asia/pakistan.asp

DFID's priorities for assistance to Pakistan aim to achieve: increased incomes for the poor; improved service delivery of education, health and population services to the poor; and greater accountability of the state to its citizens. This is both at state level and in the North West Frontier Province, Balochistan and Punjab. Aid to Pakistan from the UK will double between 2008-2011 (from 2006 levels). There is no mention of agriculture in the current Country Assistance Programme (2008-11), though there is mention of micro-finance schemes and income generation for the rural poor.

Canadian International Development Agency (CIDA/ACDI)

www.acdi-cida.gc.ca/pakistan-e

CIDA's overarching goal in Pakistan is poverty reduction. Currently, its program of assistance is concentrated on: democratic governance, basic education and equality between women and men. Projects in rural areas focus on post-emergency activities, especially in the North-West Frontier Province, and a broad approach to social development. Aside from the CIDA-funded ILO project on women's employment (in table under ILO) no projects are related to decent work.

United States Agency for International Development (USAID)

www.usaid.gov/pk/

USAID to Pakistan has been through a period of suspension and then reinstatement. Currently, priorities are to stimulate economic growth, improve education, health and governance and to assist with earthquake reconstruction. USAID states that it is seeking and undertaking initiatives that it can implement immediately 'with a minimum of planning and discussion'. It aims to fund projects which promote equality, stability, economic growth and improved well-being of Pakistani families through: increased knowledge, training, and infrastructure provided to develop high quality education program for girls and boys throughout Pakistan; more participatory, representative, and accountable democracy in Pakistan; increased economic opportunities for the poor; improve health of vulnerable population in Pakistan.

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With regard to agriculture, USAID does have projects which aim to increase access to micro-credit and microfinance services in the rural economy; expanded access to quality education in business and agriculture for the poor; and increase market-based opportunities in the rural economy.

Japanese Ministry of Foreign Affairs (MOFA)

www.mofa.go.jp/policy/oda/region/sw_asia/pakistan_o.pdf

Japan reintroduced overseas development assistance to Pakistan in 2005, following suspension in 2001. Priorities from 2005 are: securing human security and human development (mainly in the area of education and health); development of a sound market economy (agricultural sector, diversification of industries, economic infrastructure); achievement of balanced regional socio-economic development (especially in Karachi and Peshawar economic area). The only details for an agricultural project are improving and maintaining irrigation canals for farmers in Punjab, on which no further information is available.

Dutch Ministry for Foreign Affairs

www.minbuza.nl/en/developmentcooperation/PartnersAZ,pakistan.html

The Dutch government has also cancelled and then reinstated aid owing to concerns for democratic freedom in Pakistan. Its priorities have been water, environmental and educational programs, as well as strengthening of democracy.

German Technical Cooperation (GTZ)

www.gtz.de/en/weltweit/europa-kaukusus-zentralasien/1176.htm

Pakistan is now a priority partner for GTZ, having had aid suspended and then reinstated. Priorities are: basic education; basic health, family planning and HIV/AIDS; renewable energies and energy efficiency; and good governance - democracy and civil society. There are no projects related to decent work in agriculture.

3.5 Trade unions

Workers in Pakistani cotton cultivation are not organised; an assertion confirmed by BCI scoping meetings with Pakistani trade unions. In the country as a whole, only 2.4% of the labour force is unionised and has access to collective bargaining for their wages and working conditions.¹²

¹² Understanding Labour Issues in Pakistan, Pakistan Institute of Legislative Development and Transparency, 2005.

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3.5.1 International trade unions

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)

The vast majority of IUF affiliates' members are those working in plantation agriculture, not small farmers or their workers. While the IUF does have affiliates in Pakistan, none are working in the cotton industry.

Trade Unions Institute for Development Co-operation (ISCOS)

www.iscos.org.pk

ISCOS is an Italian NGO established in 1983 by the Italian Confederation of Trade Unions (CISL) with the aim of promoting solidarity amongst Italian workers and the workers from developing countries. Their Pakistan office runs programmes encouraging peace, democracy and respect for human rights. This includes a project strengthening civil society's organizations to promote worker's rights and access to justice, detailed in the table.

3.5.2 National and state-level unions

Pakistan Workers Federation

www.pwf.org.pk

The union federation ILO constituent is the Pakistan Workers' Federation (PWF). The PWF has eight regional offices in the four provinces of Pakistan, including two in Sindh and three in Punjab, with an affiliation of 419 unions, representing around 880 000 workers from the formal and informal sectors. PWF is also an affiliate of ICFTU-APRO. There is no further information regarding any work with cotton or other agricultural workers, and there appears to be no union membership among agricultural workers outside processing of crops such as tobacco.

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3.6 Producer organisations and trade bodies

Kissan Board of Pakistan (KBP)

A body of agricultural producers across all crops which lobbies the government with regard to prices, subsidies and government policy. KBP is also the representative of Pakistani farmers to IFAP.

Farmers Association of Pakistan

An organisation of larger farmers, covering a range of crops but many of whom come from the cotton belt. Their activities are to represent their interests and lobby the government.

Pakistan Cotton Ginners Association (PCGA)

www.pcga.org

Pakistan Cotton Ginners' Association represents 1200 ginneries. It lobbies on their behalf to resolve relevant issues with the federal and provincial government agencies.

3.6.1 Private enterprises

King's Apparel

www.kingsapparel.com

King's Apparel is a (vertically-integrated) clothing manufacturer based in Karachi which has an organic cotton project, started in Balochistan in 2000, producing cotton and textiles for a number of international clothing companies. (Details in table above.)

Management Development Centre

www.mdcpk.org

MDC is a consultancy working in field of development support. It conducts research, training and policy analysis needs of the public and private organizations seeking expertise in different development fields.

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3.7 Multi-stakeholder initiatives and other private initiatives

Currently no international multi-stakeholder initiatives have specific projects aiming to improve working conditions in Pakistan, though clearly some will have members sourcing garments and cotton there.

Fairtrade Labelling Organisation (FLO)

FLO is the international standard setting body of the Fairtrade-certification national agencies. FLO developed a standard for Fairtrade cotton in 2005. Fairtrade Contract Production standards for cotton are open to Pakistan, however there is no certified group for cotton in Pakistan at the moment. However, there are Fairtrade apricots produced in Pakistan through Mountain Fruits company. Mountain Fruits learning includes experience on farmers organisation, quality, pricing, and labour standards for women apricot pickers (majority are women). Tools may be available to share with BCI.

IFOAM

www.nfrdf.com.pk

The International Federation of Organic Agriculture Movements (IFOAM) has one relevant member in Pakistan, the Nature Farming Research and Development Foundation, which researches, produces and sells products for organic farming. They have previously produced research on the *Effect of Pesticides on the cotton picking women in South Punjab* (NFRDF and Ministry of Social Welfare and Informal Education).

3.8 NGOs and other civil society organisations

3.8.1 International NGOs

A number of international NGOs have offices in Pakistan, including Oxfam UK/NOVIB and the International Save the Children Alliance. In common with other agencies and donors, their focus is on education, health, promoting gender equality, access to social services, and emergency relief. Some have a sustainable livelihoods element, which often includes the recent trend for micro-finance programmes, including to landless farmers (NOVIB). Others have had links to ILO programmes to address child labour in the football industry in Sialkot, or on child domestic labour. However, there are few programmes relevant to decent work promotion in agriculture.

Save the Children

Save the Children does not have an independent member in Pakistan, however, national members from Denmark, Germany, Italy, Netherlands, Sweden and the US all have

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programmes there, and there is a Pakistan office. Priorities include: health, education and microfinance programs, working with Afghan refugees and with Pakistani children and women. Save the Children does have programmes in Pakistan which relate to child labour. There is one current programme, in collaboration with IKEA, addressing children's rights in cotton growing districts in Punjab and Sindh (outlined above).

Action Aid

www.actionaid.org/pakistan

Action Aid has an office in Pakistan whose priorities are:

- Promoting women's rights and gender equality
- Securing peoples' right to quality education
- Enhancing people's capacity to prevent and mitigate the impact of HIV/AIDS
- The right to food and eradication of hunger
- Citizens right to just and democratic Governance
- Promoting peace and human security
- Responding to emergencies

They appear to have projects which overlap with promoting decent work in agriculture, especially regarding improvements to women agricultural workers' conditions (see table).

Campaigning organisations

At a campaigning level, the following international NGOs, working with local partners, have been engaging in advocacy work through the ILO and with relevant Pakistani state authorities with regard to child labour, bonded labour and economic exploitation:

- UK: Anti Slavery International (ASI); Action Aid.
- Germany: Coalition against Bayer-Dangers, Germanwatch and the Global March Against Child Labour.
- USA: International Labour Rights Forum (ILRF) and the International Centre on Child Labour and Education (ICCLE).

3.8.2 National NGOs

Pakistan Institute of Labour Education and Research (PILER)

www.piler.org.uk

PILER was originally an organisation set-up to support trade unions. However, as trade unionism has declined in Pakistan in recent years, PILER now concentrates almost exclusively on training informal economy workers, including training of trainer (TOT) courses, focussing on rights, gender, and occupational health and safety, as well as training on mobilisation, advocacy

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and networking. While PILER's work does not currently engage with cotton workers, it does work with vulnerable workers in fisheries, including taking on powerfully, politically-well supported institutions, and may have relevant learning for BCI. PILER has worked with a number of international unions (such as FNV Mondiaal in the Netherlands) and international NGOs (such as Anti-Slavery International in the UK), as well as with provincial and local government.

Sindh Agricultural and Forestry Workers Coordinating Organization (SAFWCO)

www.safwco.org

SAFWCO is a development NGO established in 1986 aiming to mobilize the poor under a common platform and to support them to carry out sustainable development. It works on social development; credit and enterprise development; community infrastructure; education; health, water and sanitation; human and institutional development as well as monitoring and evaluation of activities – all in agriculture in Sindh.

Shirkat Gah

www.shirkatgah.org

Shirkat Gah is a women's resource centre, established in aiming to integrate consciousness raising with a development perspective, and to initiate projects translating advocacy into action. It has programmes on Women Law and Status; Women and Sustainable Development; Green Economics and Globalization (GEG) and Reproductive Health and Reproductive Rights.

Interactive Resource Centre (IRC)

www.interactivetheatre.org.pk

Established in 2000, IRC uses interactive theatre to explore community mobilization and dialogue in order to assist people in their struggle to regain collective strength.

Society for the Protection of Rights of the Child (SPARC)

www.sparcpk.org

SPARC was established in 1992. It focuses on child labour, juvenile justice, education and violence against children, as well as issues with an indirect effect on children such as corruption, freedom of association and the "myth or reality" of NGOs. It works with a number of international partners, including on child labour projects.