



# Towel Manufacturers' Association of Pakistan (Head Office)

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**Points of Seminar on “Concept Note Employers' Consultation on Freedom of Associations and Collective Bargaining Reform and Sustainable Capacity of Development through KAIZEN held on 10<sup>th</sup> August 2023 at Star Avenue, Ramada Plaza, Karachi**

**BY**

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The seminar on "Concept Note Employers' Consultation on Freedom of Associations and Collective Bargaining Reform," held on August 10th, 2023, at Star Avenue, the International Labor Organization (ILO) organized Ramada Plaza, Karachi. The session aimed to emphasize the importance of these concepts within the business association and private sector.

Key points from the seminar:

1. Opening Remarks: The seminar began with opening remarks from Mr. Majyd Aziz representative of the Employer Federation of Pakistan.
2. ILO's Role: Mr. Geir T. Tonstol discussed Pakistan's significant role in the International Labor Organization (ILO) since 1947, ratifying 36 ILO Conventions, including fundamental Conventions. He highlighted the importance of regular reporting on Convention implementation and responding to recommendations from the Committee of Experts on Application of Conventions and Recommendations (CEACR). This action could also affect trade benefits under the EU Generalized Scheme of Preferences Plus (GSP+).
3. Seminar Sessions:
  - Session 1: Ms. Khemphone ILES Project Manager emphasized GSP+ and compliance with labor standards.
  - Session 2: Ms. Elena Gerasimova, ILO DWT for South Asia, discussed Freedom of Association and Collective Bargaining principles and the role of ILO supervisory bodies.
  - Session 3: Mr. Conor Cradden, FOA/CB Consultant, presented a Technical Note on the relevant Conventions and shared research findings and reform recommendations.
  - Session 4: This focused on identifying employers' needs and required support through group discussions and proposals.
  - Session 5: Sustainable Capacity Development Programme: The seminar also highlighted the Sustainable Capacity Development Programme for Textile & Leather Enterprises in Pakistan, supported by the ILO and funded by the EU. Key points included:
    - Enterprise Support Package through KAIZAN Institute to improve productivity and labor law compliance.



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- The program's Started Oct 2016 and validity until September 2024, funded by the EU.
- Benefits achieved:
  - reduction in production time i.e. **5.5 days to 2hours.**
  - increased productivity by **85%**
  - Rework reduced from **25% to 5%**
  - Electricity consumption reduced by **-8%**
  - reduced energy consumption by **-6%**
  - reduced water consumption **-14%**
  - reduced wastage **8 to 10%**
- 4. Program Features:
  - Formation of an enterprise improvement team (EIT) and a Champion from various employee categories.
  - Involvement of EIT in meetings and implementation of improvement initiatives.
  - MD/CEO's role in reviewing project progress and promoting improvement measures.
  - Confidential handling of required data for analysis and improvement purposes.

**Enclosed materials include the seminar's brochure and working papers for reference.**

Overall, the seminar shed light on the significance of freedom of association, collective bargaining reforms, and sustainable capacity development in Pakistan's business landscape, aiming to improve labor standards and productivity while maintaining compliance with international standards.

