

TextILES for Gender Competition

Introduction:

The textile and garment industry, with its large clusters in Punjab, is Pakistan's most important branch of the manufacturing industry. Some 15 million people (around 30% of the workforce) are employed in the textile and garment sector. The working conditions are characterised by poor workplace safety, low wages, as well as a lack of co-determination at company level and a lack of dialogue between the management and workers and state institutions and low interest level for engagement of women (diversity). Improving working conditions is one of the core tasks of the provincial Labour & Human Resource Department. These include workplace inspections, occupational health and safety, medical care and rehabilitation, including for work-related health damage, and compensation for a loss of income due to an accident, as well as compensation for total or partial work incapacity and death. Labour inspections are an important regulatory instrument for complying with social standards. Labour inspection encompasses all legal requirements with respect to working conditions and employee protection. The labour inspection system in Pakistan is both ineffective and inefficient. In the province of Punjab, the labour inspection system was practically abolished between 2003 and 2010 in order to create a business-friendly setting.

The overlap and close ties between the actors in the political and business sectors, along with state structures that are susceptible to corruption, as well as an under-funded provincial administration all make for a challenging environment. The interaction among the state institutions and authorities is insufficient for making evidence-based decisions on shaping the labour inspection system.

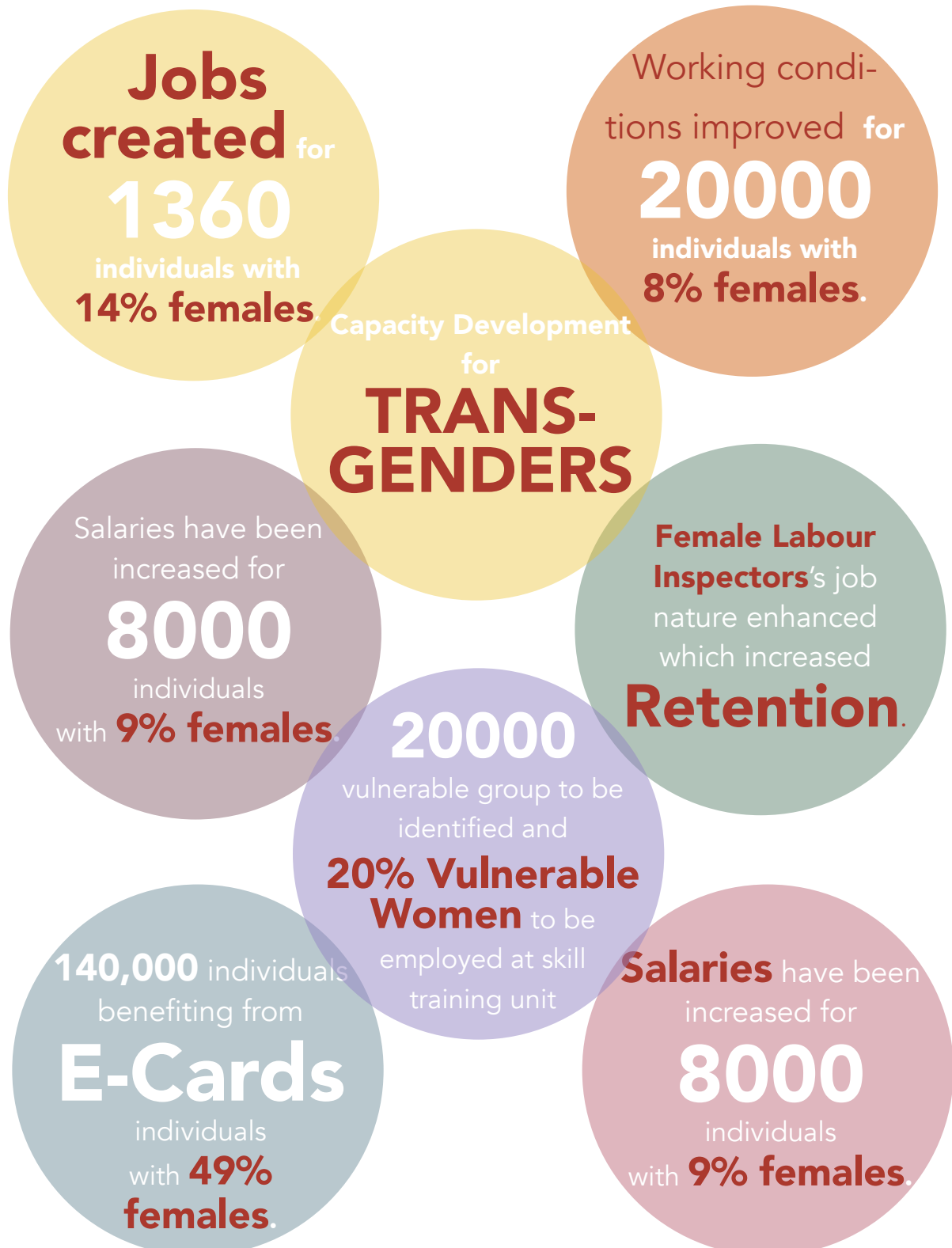
The private sector lacks recognisable incentives and advisory services to work towards delivering



improved compliance with labour and social standards for its own sake. The basic conditions for compliance with labour and social standards in the province of Punjab are inadequate (core problem).

Promotin Gender Equality:

The project and its activities in the textile and garment industry have been able to create the following impact:



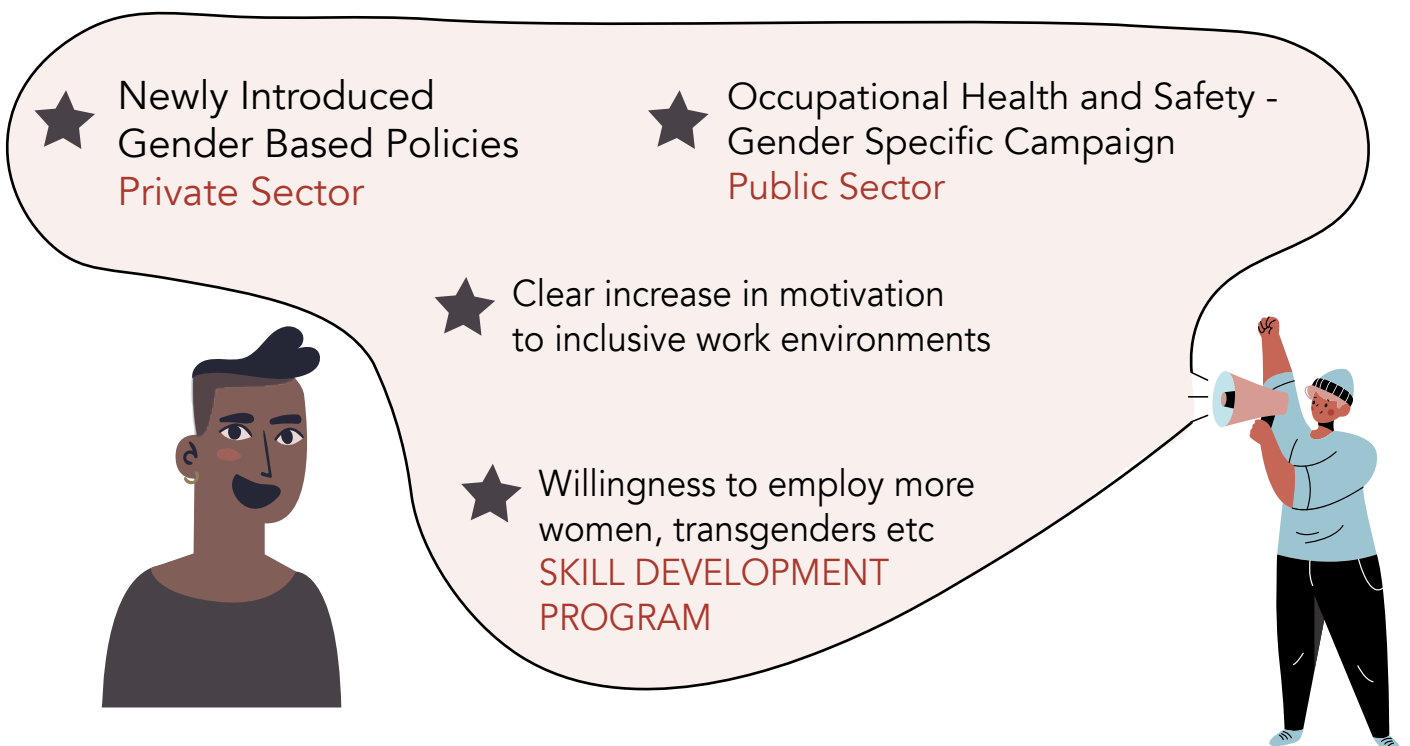
How?

These measures have been achieved by using the following:



Gender as a quality feature:

Gender has been made a quality feature for work as follows:



Gender and result based monitoring:

These monitoring measures are been used:

Activity Based
Gender Main-streaming
as a prime focus

Additional
Gender Equality Indicators were
added at Objective
and Output Level

Quantitative and Qualitative Gender
Responsive
Monitoring Data
Collected

Analysis Report generated on the basis of collected data and submitted to commissioning parties at different levels, i.e. **annual final reporting, aggregated results data and gender based reporting.**

Cooperation:

These measures are being taken with cooperative measures as:

