



**Permanent Mission of Pakistan to the UN
Geneva**

Statement

349th Session of the Governing Body of ILO

Agenda Item GB.349/INS/6

**Review of the implementation of the strategy to give effect to the
resolution concerning the elimination of violence and harassment in the
world of work**

**Statement delivered by Mr. Zulfiqar Ahmad, Ministry of Overseas
Pakistanis and Human Resource Development**

(1 November 2023)

Honorable Chairperson,

We thank the Office for providing a follow-up strategy on the elimination of violence and harassment in the world of work and presenting a very promising way forward.

The Government of Pakistan (GoP) has taken proactive steps in its commitment to evaluate and address the gaps in the implementation of Convention 190 (C190), with substantial support from the International Labour Organization (ILO). This collaborative effort involves conducting a comprehensive gap assessment of C190 to identify areas that require special attention and rectification.

In this endeavor, we have displayed a strong commitment to capacity-building initiatives, which have been extensively rolled out in various provinces. These initiatives are conducted in close collaboration with social partners, emphasizing the importance of a multi-stakeholder approach to addressing violence and harassment in the world of work. The emphasis on capacity building is a testament to our dedication to ensuring that the

principles and provisions of C190 are effectively integrated into the national labor landscape.

Furthermore, both the Employers' Federation of Pakistan (EFP) and the Pakistan Workers' Federation (PWF) have made significant contributions to advancing the cause of C190. EFP's development of a gender policy underscores the importance of promoting gender equality and addressing gender-based violence and harassment within the workplace. This policy not only exemplifies the alignment of national policies with international labor standards but also sets a progressive example for other organizations and employers.

PWF's efforts in creating a pool of national experts and ambassadors for C190 are also commendable. By nurturing a community of experts on the subject and conducting national-level campaigns to encourage C190's ratification, PWF has played a pivotal role in raising awareness and generating support for this vital cause.

In addition, it is noteworthy that we have placed a high priority on the ratification of C190 during the 2024-25 period. This demonstrates a strong commitment to advancing labor standards, ensuring a safe and harassment-free work environment, and ultimately protecting the rights and well-being of workers across Pakistan. This endeavor is not only a significant step forward for the country but also contributes to the broader global efforts to create a world of work that is free from violence and harassment.

We endorse the draft decision presented in paragraph 37 of the document.

I thank you.

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