

Labour and General Elections 2024

Comparing Political Party Manifestos in Pakistan

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Employment Creation

PML-N



- A buoyant economy with a higher level of GDP growth to help absorb new entrants into the workforce, **creating over 10 million jobs in the next five years**
- Reduce unemployment to below 5% level by the end of year 2029

PPP



- Large scale increase in employment opportunities to be created to reduce unemployment and underemployment through **doubling public investments**
- All investment and job-creation initiatives to focus first and foremost on the **needs of local communities**

PTI



- Create **10 million new jobs**, with an annual target of 2 million new jobs in the private sector
- Implement **labour-intensive programs** to reduce unemployment and enhance livelihoods, particularly in sectors with the potential for high employment generation
- Encourage the establishment of businesses and industries in these areas to create **job opportunities locally**



Overseas Employment

PML-N



- Promote and **protect overseas labour force through international agreements**, elimination of human smuggling and strict actions against holding Pakistani labour hostage
- Maximize **overseas employment opportunities**, including for highly skilled workers
- Increase **workers' remittances** to more than \$40 billion annually as compared to the current level of \$27.3 billion, driven by the increase in manpower exports and other inflows channelized through formal channels

PPP



- Implement measures to boost foreign **workers' remittances** and improve the efficiency of formal banking channels

PTI



- Launch of the Kamyab Overseas Pakistanis Program, for providing microloans to Pakistanis who secure overseas employment offers but do not have enough resources to pay for travel, visa and allied expenses



Youth Employment

PML-N



Launch National Youth Portal

- Digital platform, connected to a labour market information system, **matching jobseekers with employers**
- Expand the Punjab **e-Rozgaar initiative** nationwide
- Consolidate knowledge, skills, and financial empowerment programs under a **single-window operation** for easy access

PPP



Youth Card

- **One-year stipend** for educated, deserving young women and men to transition to work
- Link-up with **internships and trainee jobs** in the public and private sectors
- career and employment facilitation services through **Youth Centres**

PTI



Internship Programs

- Collaborate with industry leaders to provide **internship opportunities** for students, allowing them to gain practical experience.
- Expand the **Kamyab Jawan Program**, aiming to empower youth across Pakistan, and to invest in youth skills and entrepreneurship.
- **Sectoral initiatives** focusing on employment generation in the IT sector, agriculture, tourism, construction, and small businesses
- **Youth Guidance Centres** to offer access to government incentives and support programs for aspiring entrepreneurs and job seekers

Women Employment

PML-N



- Extend 2017 Initiative “**Women on Wheels**” to offer Scooties and Bikes to Girls/Women
- Mandate **5% Government Procurement** from firms employing at least 50% women
- Issue **working women transport cards** for subsidised public transport
- Implement measures to eliminate the **Gender Pay Gap**
- Facilitate and **protect female workers** against social, financial, sexual, and administrative harassment and exploitation
- Bridging the Gender Digital Divide: Promoting **self-employment and entrepreneurship** of girls/ women through launching specific programs

PPP



Gender Specific Data Collection

- Measures will be taken for gathering gender-specific data and capturing economic contributions of women in the fields of agriculture, home-based work and domestic labour.

Day Care Centers

- Enact legislation in all provinces requiring public and private organizations to establish day care centers to facilitate working women

Expansion of Pink Bus Service

- Expand the transportation initiative of Pink Bus Service to facilitate girls pursuing their education without hindrance

PTI



- Introduce policies to ensure **equal pay for equal work** across all government roles
- Mandate the **establishment of nurseries** in all major workplaces and **improve transportation** systems to ensure safety and accessibility for working mothers
- A registration system will be established to **formalize home-based and informal sector work**, securing fair wages and conditions for women workers



Social Protection

PML-N



- Interest-free loans, **specialised social safety nets** and economic support to hawkers, fishermen, and small farmers
- Ensure social protection of labour by **actively implementing minimum wage**, health card and education card
- Ensure SSI and EOBI benefits for private and domestic workers through **digitised banking operations**
- Introduce Tiered EOBI retirement plans
- Introduce **Senior Citizen Card** and Benefits to workers over 60 years of age, providing EOBI Insurance, travel subsidies, and certain tax exemptions

PPP



Ghurbat Mitao - BISP Expansion

- Expand the Benazir Income Support Programme Network to provide much needed support to the additional citizens who have fallen below the poverty line because of the unprecedented inflation and unemployment
- Registration of workers in the informal sector and those in self-employment for social protection through the **Mazdoor Card. Universalize EOBI to all** (informal sector) who wish to participate in a pension fund plan with matching contributions from government.

PTI



Ehsaas Rerhiban

- Scale up the Ehsaas Rerhibaan program nationally to benefit 1 million+ informal street vendors and affect 10 million livelihoods.
- limit **Workers' Welfare Fund (WWF)** and Workers' Profit Participation Fund (WPPF) applicability to manufacturing operations only
- **Labour colonies:** Factory owners using the Workers' Profit Participation Fund benefiting labourers during their employment to build labour colonies

Labour Law Reform

PML-N



- Launch **New Labour Policy** in line with ILO and UNICEF laws and recommendations

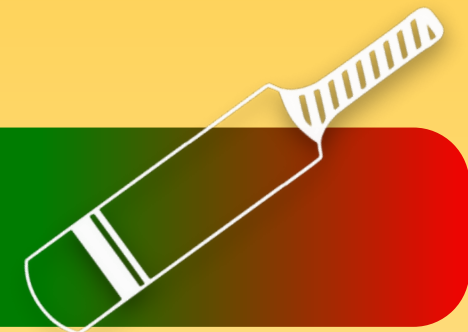
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Labour Policy

- Replicate the salient features of Sindh labour policy nationwide in consensus with other political parties

PTI



Labour Rights and Standards

- Align local labour laws with international standards, particularly those that protect the working rights of women, and create watchdog agencies to enforce these standards

Child Labour

PML-N



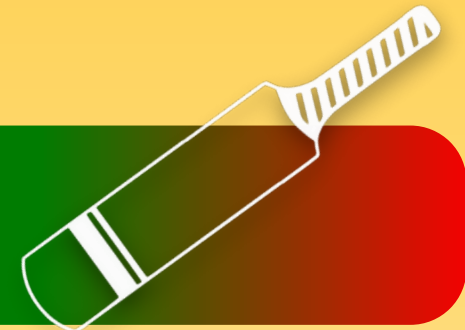
- Protect child rights and **end child labour through** comprehensive legislation and active policy measures

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- Implement existing laws on child issues including preventing **child labour** and child marriage
- Impose a complete ban on employing children in **domestic service**

PTI



Child labour

- Redefining of child and minor rights
- Amendments in the law to prioritize increased penalties for crimes related to child trafficking, child pornography, and employment of child domestic workers

Employment Discrimination

PML-N



- End exploitation and **discrimination of labour** by creating processes and complaint redressal systems to end all forms of discrimination
- **Increase quotas** and ensure effective implementation of quotas for minority communities
- Ensure **equal opportunities for transgender people** in education, health, social protection schemes and employment
- **Penalise discrimination** against and degradation of transgender people at all levels of society

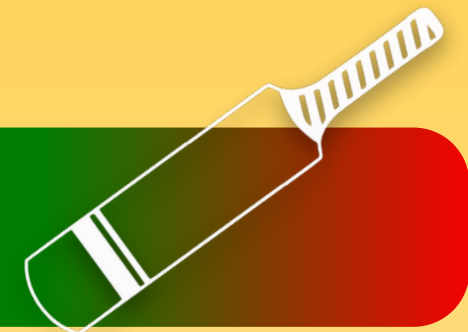
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Review of Discriminatory Laws

- Undertake a thorough examination of discriminatory laws against women and introduce amendments addressing harassment, domestic and sexual violence, and forced conversions
- Implementation of **5% job quota for minorities**
- Ensure implementation of the **Transgender Persons (Protection of Rights) Act 2018**
- Undertake legislation and policy measures to ensure **jobs in public and private sectors to persons with disabilities**, with special attention to the inclusion of women living with disabilities in the workforce.

PTI



Abolishing Discriminatory Laws

- Conduct a thorough review of all legislation, identifying and eliminating laws that discriminate against women
- New laws to be introduced to protect and empower women, ensuring equality before the law



Sectoral Initiatives

PML-N



- Take legislative and administrative measures for the benefit of **fishermen**
- Enforce safety and security protocols for workers, in line with international best practices, especially in the **mining industry**
- Promote and protect **Home-Based women entrepreneurs** through Public-Private Partnerships

Ecosystem for Freelancers

- Expand the professional digital training programs and certifications for freelancers to develop a highly trained tech workforce of Pakistan through the continuation of the Digiskills program launched by PML-N in 2018 and train 05 million Pakistanis in the next 5 years following a multi-dimensional training program.
- Recognise, facilitate, and **promote e-commerce workers as an industry**

PPP



- Introduce legislation for social protection of **digital platform workers** by mechanisms including extension of social security coverage under the Workers Welfare Fund (WWF) and Employees Old-Age Benefit Institute (EOBI) etc

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- A comprehensive registration process to be implemented to **protect home-based workers** from exploitation and ensure fair treatment



Sectoral Initiative (Agriculture)

PML-N



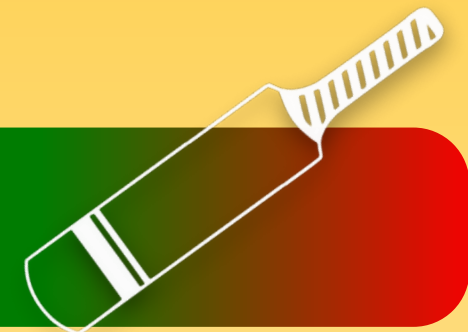
- Elevate the **agriculture sector** to the status of an industry, incorporating it into chambers of commerce and industry
- Enact comprehensive **land reforms** to empower tenant farmers and sharecroppers
- Provide economic and operational facilitation through awareness, Kisan Packages, **elimination of middle-man exploitation**

PPP



- Women and men, small farmers, kisaan, haari and agricultural workers will be treated as stakeholders in the agricultural sector through registration with the **Haari / Kisaan Card**
- A **reform of tenancy and labour laws** to boost agricultural investment, leading to inclusive growth
- Legal recognition of women agricultural workers and introduction of supportive measures such as right to pay, equal and minimum wages, recognition of women as beneficiaries of various government programmes, etc.

PTI



- Encourage the **formation of youth-led cooperatives** for the collective management of farming ventures
- **Allocate government land to young farmers**, providing essential financial support for their initial investment



Other Initiatives

PML-N



- Facilitate and expedite conflict resolution by establishing a “**National Labour Helpline**”
- Increase in **public wages** to always match inflation

PPP



Living Wages

- Double Real Incomes for Wage Earners by ensuring growth, investments and job-creation as a real-time priority
- Minimum Wage to be increased in real terms by 8 per cent every year to take it to the Living Wage
- Guarantee (workers) a wage commensurate to their work
- link the minimum wage with living wage to remove arbitrary determination of minimum wage

PTI



- No specific initiatives located in the PTI manifesto

Employment Rights of Media Persons/Journalists

PML-N



- Establish the National Security and Safety Commission under the Security and Safety of Journalists Act 2022
- Ensure implementation of the **Implementation Tribunal for Newspaper Employees (ITNE)** by establishing regional offices
- Expand **National Health Insurance for Media Workers**
- Expand Life Insurance for Media Workers who lose their lives in the line of duty

PPP



Protection of Journalists

- Operationalize the federal legislation on the protection of journalists and encourage provinces to enact similar legislation

PTI



- **Revise existing labour laws** to account for the unique challenges faced by media personnel
- enforce anti-harassment and workplace safety laws to create a safer working environment
- Establish a government-backed **Journalist Safety Fund** to offer a safety net to media workers during job loss, legal challenges, or threats to their personal safety
- Comprehensive insurance coverage for journalists by their employers
- **Compensation scheme** to support journalists who have been unjustly terminated, offering them financial security during the transition
- Encouragement of **Fair Employment Practices**



