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A comparison of Major Political Parties' Position on Labour Issues

in 1997, 2002, 2008 and 2013 Election Manifestos

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Preface

The Labour sector in Pakistan is beset with gigantic challenges. Structural flaws in the social, political and economic systems of the country continue to exclude a large majority of workers from attaining their fundamental rights through a host of barriers. It is in this backdrop that the Pakistan Institute of Legislative Development and Transparency-PILDAT as a part of its efforts to promote and protect the rights of workers as well as to contribute to a more informed debate on the position taken by the major political parties in the country on labour issues in their Election Manifestos of 1997, 2002, 2008 and 2013, has prepared this comparative matrix. The matrix, which is an update of a similar document produced by PILDAT in 2008, presents a succinct comparison of the positions related to labour issue in the Election Manifestos of 1997, 2002, 2008 and 2013 of the six (6) major political parties-the Pakistan Peoples Party Parliamentarians-PPPP, Pakistan Muslim League Nawaz-PML-N, Pakistan Muslim League-PML, Muttahidda Qaumi Movement-MQM, Pakistan Tehreek-e-Insaf-PTI and Jamiat Ulema-e-Islam Fazul Rehman- JUI-F. PILDAT hopes that this study outlining the key areas of support by each of the six (6) major political parties on labour related issues will help to facilitate workers in general and their organizations in particular in better understanding the position of Political parties and to work for the adaptation of more worker-friendly manifestos by the political parties for the general elections scheduled for May 11, 2013.

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Disclaimer

PILDAT and its team of researchers have made every effort to ensure the accuracy of the contents of this study and do not accept responsibility for any omission and error as it is not deliberate.

Islamabad
May 2013

A comparison of Major Political Parties's Position on Labour Issues in 1997, 2002, 2008 and 2013 Election Manifestos

No.	Party	Position on Labour Issues			
		1997	2002	2008	2013
1.	PPPP	<p>i. A new pension scheme will be formulated for labour extending coverage and the quantum of pension in the existing scheme Rs. 425 to Rs. 700 per month. Under the new pension scheme, coverage will be extended from the present 100,000 workers to 7 million by the year 2010. The Peoples Government will provide a fixed annual amount of Rs. 1 billion to the Employees Old Age Benefits Institution (EOBI) for implementation of the scheme;</p> <p>ii. A new National Pension Scheme would be launched and all workers and self-employed persons would be eligible to join the new scheme;</p> <p>iii. Workers will be covered by the Peoples Government social safety net;</p> <p>iv. The Peoples Government will increase the number of housing schemes for workers and provide shelter to over one and a half million workers and their families by the year 2002;</p> <p>v. Contract Labour shall be abolished and minimum wages will be increased keeping inflation in view;</p> <p>vi. Workers shall be provided with an effective safety net for health care, education for their children and with old age pensions;</p> <p>vii. Health insurance cover will be provided to meet major health emergencies;</p> <p>viii. Funds from the Worker's Welfare Fund will be spent strictly for the sole benefit of the workers and with the consultation of the worker's representative;</p>	<p>i. Created as the party to protect Labour rights, the PPPP introduced the reform for minimum wages, cost of living, social security, medical cover, old age benefits, pensions and other such measures for the betterment of the working classes.</p> <p>ii. The PPPP is proud of its record where Labour rights were fully protected. PPP Parliamentarians opposes retrenchment of Labour. It pledges to hold high the banner of Labour rights with a view to ensuring that Labour enjoys a good working relationship with the government while enhancing productivity.</p> <p>iii. PPP Parliamentarians is opposed to contract labour as well as retrenchment of labour. It supports wage increases for labour given high rates of inflation. It supports laws in accordance with the International Labour Organisation.</p> <p>vi. Review the situation with a view to providing relief to retrenched workers. Additionally use Labour welfare funds to build residential colonies for workers. Establish cadet colleges for children of labour force.</p>	<p>i. IRO 2002 will be reviewed to bring it in conformity with the ratified ILO Convention & fundamental rights guaranteed by the Constitution. EOBI and other labour welfare programmes will be strengthened and public private partnerships to quality education. Healthcare & housing to labour and their families.</p> <p>ii. Review of the President's Special Powers of removal from Service ordinance 2000 related to trade union activities.</p> <p>iii. Enforcement of statutory Labour laws, through effective inspection systems.</p> <p>vi. Regularly holding National Tripartite Labour Conference to formulate labour, economic and social policies and devise mechanisms for their effective enforcement. Developing a safety culture for making working safe and prevention of accidents at workplaces and occupational diseases of workers.</p> <p>v. Enhancement of minimum wage to meet the escalating needs of labour</p>	<p>i. Labour representatives will get four seats in the National Assembly, and two seats in each provincial assembly, through legislation. We now pledge as follows:</p> <p>ii. Representation of Labour in the legislatures: Through legislation, give labour representatives four seats in the National Assembly, and two seats in each provincial assembly.</p> <p>iii. Improve Inter-provincial coordination: Improve coordination at the federal level to address post – 18th amendment issues and strengthen our position in the ILO, besides ratifying all ILO conventions.</p> <p>iv. Umbrella Trade Unions Act: Pass the Trade Unions Act as an umbrella law to address difficulties and anomalies in industrial relations laws.</p> <p>v. Commission for effective implementation of labour laws: Constitute a powerful and meaningful commission to ensure the implementation of labour laws, labour policy and ILO conventions already ratified</p> <p>vi. Repeal of all laws in contravention of ILO conventions: We will repeal all laws in contravention of ILO conventions.</p> <p>vii. Labour Housing Complexes: Construct a labour housing complex in Islamabad and in the provincial capitals.</p> <p>viii. Labour Committees at the District level: Set up labour committees at the district level to resolve labour difficulties and disputes.</p>

No.	Party	Position on Labour Issues			
		1997	2002	2008	2013
1.	PPPP	<p>ix. Major Labour intensive public works programmes will be undertaken to combat un-employment and build infrastructure;</p> <p>x. Ex-employees of closed industries will be given the option to run those industries together with financial institutions on a "own as u pay" basis. Those industries which the employees refuse to run will be liquidated, so that recoverable financial resources, land and human resources can be reinvested in profitable ventures.</p>			<p>ix. 25 % Shares under Benazir Employees Stock Options Scheme: Enhance shares up to 25 percent under the Benazir Employees Stock Option Scheme (BESOS)</p> <p>x. Removal of Section 27 B of Banking Companies Ordinance: Legislate for the removal of section 27B of the Banking companies Ordinance 1962.</p> <p>xi. Promotion of enlarged registration of Workers: Promote the registration of workers, including agriculture and general workers, in trade unions and</p> <p>xii. Include Agricultural and general Workers in Workers Welfare Fund: Improve the functioning of the Workers Welfare Fund for agricultural and general workers with the issuance of labour cards.</p> <p>xiii. Registration of Home-based worker and their right to unionize: Home-based workers, domestic workers, farm worker and peasants will be allowed to register for social security after the appropriate legal mechanisms are devised. All wage earners in a unit will be treated as bona fide workers of that unit.</p> <p>xiv. Expansion of Labour Laws to FATA Etc.: Expand the scope of labour laws to cover FATA, PATA, Gilgit-Baltistan and Azad Jammu and Kashmir.</p> <p>xv. Legislation to safeguard employment: Frame laws to safeguard employment and service conditions, enforce occupational health and safety measures, and promote human resource development.</p> <p>xvi. Minimum wage to be Rs. 18000 per month and adjusted for inflation: Further enhance the minimum wage to 18,000 rupees per month, with the wage rate to be adjusted for inflation.</p> <p>xvii. Strengthen Social Security: Strengthen social security, the EOBI and the Workers Welfare fund, and ensure that workers are registered in these institutions.</p> <p>xviii. Provincial Assemblies Labour Committees to be empowered: The Committee on Labour in the provincial assemblies will oversee the working of these institutions and will have the power to decide on complaints and petitions it receives.</p> <p>xix. Legislation for home-based worker: Enact special laws for home-based and domestic workers to establish trade unions.</p> <p>xx. End exploitation of worker through decent wages etc: Provide social security and a decent wage and to end the exploitation of workers by middlemen and employers.</p> <p>xxi. Home-based and other worker to be at par: We will ensure that the rights of domestic and home-based workers are at par with other members of the workforce.</p> <p>xxii. Fair Price Cooperative Shops for Workers: Set up special fair-price cooperative shops within the premises of large industrial units and in industrial areas, where bona fide workers will be able to buy monthly rations and items of everyday use up to a limit not exceeding their monthly wages.</p> <p>xxiii. Education and Health Facilities for Workers' Children: Make maximum resources available for the education and health of workers' children.</p> <p>xxiv. Public-private partnership for worker housing: Promote public-private partnership-based labour colonies to provide workers with housing units and community facilities. Provide special incentives, including land free of cost and bank credit, to private-sector units for the construction of housing colonies for their workers.</p> <p>xxv. No Industrial Unit employing 50 workers or more approved unless provision of housing for worker: No new unit employing more than 50 workers will be sanctioned unless a housing colony for workers is included in the project proposal.</p>

Position on Gender Issues (Related to Labour)				Position on Child Issues (Related to Labour)			
1997	2002	2008	2013	1997	2002	2008	2013
<p>i. Increase the recruitment of women in Labour Inspectorate to monitor the working conditions of women workers.</p>		<p>i. Preferences (GSP) in its trade with the US were withdrawn. The threat of withdrawal of these benefits in trade with the European countries continues in the face of the complaint lodged by the International Confederation of Free Trade Unions (ICFTU) to the European Commission. Therefore, the Peoples' Government if elected will ensure that child and bonded labour issues are vigorously addressed, laws are strictly enforced and Pakistan is liberated from the curse of child labour.</p>		<p>Child and Bonded Labour Agenda 1997-2002</p> <p>i. It is estimated through deductive measures and through the finding of the ILO survey that about 6 million children in Pakistan may be engaged in some economic activity, mostly in agriculture, informal sectors and home based industries. The prevalence of child and bonded labour in Pakistan came under severe international scrutiny in the past few years, accentuating negative propaganda. The benefits available to Pakistan under the Generalized System of Preferences (GSP) in its trade with the US were withdrawn. The threat of withdrawal of these benefits in trade with the European countries continues in the face of the complaint lodged by the International Confederation of Free Trade Unions (ICFTU) to the European Commission. Therefore, the Peoples' Government if elected will ensure that child and bonded labour issues are vigorously addressed, laws are strictly enforced and Pakistan is liberated from the curse of child labour.</p>		<p>i. Elimination of child labour forced labour & bonded labour, and education and rehabilitation of children who are withdrawn from the workplace.</p>	

No.	Party	Position on Labour Issues			
		1997	2002	2008	2013
2.	PML-N	<p>i. To ensure the well –being of workers by introducing labour reforms so as to cope with the expanding needs of industrialization.</p> <p>ii. A wide ranging programme of small scale industries in rural areas to provide employment and income for the population and to curb migration to urban areas.</p> <p>iii. Unemployment will be tackled by creating at least one million new jobs every year for skilled and semi-skilled workers through accelerated investment in agriculture and both large and small scale rural industries, and through special credit facilities for self – employment programs for the educated youth. Under the schemes self-employment schemes of providing Yellow taxis and loans for small scale industries and other enterprises around 500,000 persons will be provided employment. These schemes will further be expanded to rural and remote areas.</p> <p>iv. Under the new labour policy the well –being of workers, including their medical needs and free education of workers children, will be given special attention.</p> <p>v. The minimum wages will be Rs 3,000 per month. Implementing the national housing policy to provide at least 50,000 housing plots to low income groups for building shelters with financing from the private housing finance companies.</p> <p>vi. Allotment of state land to landless peasants and Haris with adequate credit for the purchase of tractors, tube wells, and other agricultural inputs.</p> <p>vii. Introduction and expansion of Yellow Tractors scheme to provide loans on easy terms to small for the purchase of tractors.</p> <p>viii. Significant improvements in agriculture marketing to ensure that farmers get remunerative prices for their output in line with international agriculture prices.</p>	<p>i. No economy can prosper without fair and equitable treatment of its workforce. PML-N developed a Labour friendly policy during its government. It shall be continued.</p> <p>ii. Safety at work and proper compensation for industrial injuries shall be legislated.</p> <p>iii. Quality of labour force shall be improved through technical training and apprenticeship.</p> <p>iv. Quality schools and colleges for children of labour shall be opened.</p> <p>v. Social security and health service shall be improved.</p> <p>vi. Fund shall be set up for helping families of workers whose death is caused by accident on job.</p> <p>vii. Special tourism programme shall be arranged for workers.</p> <p>viii. Parks community centers shall be developed near labour colonies.</p> <p>ix. Incentives shall be given to employers for offering scholarships for the talented children of Workers.</p>	<p>i. A friendly Labour policy will continue with special attention on:</p> <p>ii. A minimum wage for workers will be enhanced to Rs. 5000 a month.</p> <p>iii. Role of collective bargaining agents will be made more effective in line with the ILO Conventions.</p> <p>iv. Safety at work and proper compensation for industrial injuries backed by appropriate legislation.</p> <p>v. Quality of labour force will be improved through technical training and apprenticeship Parks & community centers will be developed near labour colonies.</p> <p>vi. Incentives shall be given to employers for offering scholarships for the talented children of workers.</p>	<p>i. Rights of labourers: The rights of labourers shall be protected.</p> <p>ii. Skills Development: Develop a skilled labour force to meet the challenges of a growing economy.</p> <p>iii. Labour Laws: Labour laws will be revised to ensure justice to all parties and to improve working relations and overall growth.</p> <p>iv. Tripartite National and Provincial Productivity Councils: Tripartite National and Provincial Productivity Council.</p> <p>v. National Health and Safety Council: National Health & Safety Council' will be set up to raise and develop “productivity” and “preventive safer culture” in the country through joint efforts of the Government, Employer and Workers.</p> <p>vi. Fair wage and safe working condition: Ensuring “Decent Work” for the national work force by ensuring fair wage and safe working condition to prevent accidents and occupational diseases at work place and provision of social protection.</p>

Position on Gender Issues (Related to Labour)				Position on Child Issues (Related to Labour)			
1997	2002	2008	2013	1997	2002	2008	2013
<p>The following specific policies and programs will be undertaken to upgrade the women's conditions and status:</p> <p>i. Effective formulation and implementation of laws to protect women against oppression, mal treatment and discrimination including ratification of the UN Convention on the Elimination of All Forms of Discrimination against Women.</p> <p>ii. A national employment policy for women will be formulated for female workers in the formal and informal sectors and steps taken to extend the legal cover of an adequate minimum wage, acceptable working hours, health and maternity benefits to casual, temporary and piece-rate workers.</p> <p>iii. Government will promote through the private sector the establishment of child-care centres and working-women's hostels to enable women to take up full time employment, according to their qualifications.</p> <p>iv. Stronger legislative and administrative measures will be taken to create a safe social and physical environment for women and combat all forms of violence against.</p>	<p>i. Give preference to women teachers in primary education.</p> <p>ii. Protection of employment quota for women.</p> <p>iii. Self-employment opportunities for women should be increased.</p>			<p>i. Children will be protected from child labour and child abuse through the full implementation of relevant laws and participation of NGOs to report of infringement.</p>	<p>i. Total prohibition of child labour through effective monitoring and strict enforcement of law shall be ensured.</p> <p>ii. Laws pertaining to bonded labor and unpaid labor shall be strengthened and effectively enforced.</p>	<p>i. Total prohibition of child labour through effective monitoring and strict enforcement of law shall be ensured.</p> <p>ii. Laws pertaining to bonded labor and unpaid labor shall be strengthened and effectively enforced.</p>	

No.	Party	Position on Labour Issues			
		1997	2002	2008	2013
3.	PML		<ul style="list-style-type: none"> i. Labour laws shall be updated in a manner to improve industrial relations. Minimum working hours shall be 48 hours per week. ii. Safety of workers and compensation for industrial injuries shall be enforced in accordance with the Law. iii. Laws pertaining to bonded labour and underpaid labour shall be further strengthened. Industries shall be encouraged to promote upgrading capacities of their workers through further training. iv. The minimum wages for industrial labour shall be Rs. 3,000 basic salary per month. 	<ul style="list-style-type: none"> i. The rights of the labour and peasant shall be protected and a skilled labour force will be developed to meet the challenges of a vast growing economy. ii. The minimum wages of labour will be periodically fixed to counter inflation to provide reasonable living standard of living for the wage earners. 	<ul style="list-style-type: none"> i. Review of IRO-2012: The industrial Relations Ordinance 2012 shall be reviewed to bring more clarity with respect to enforcement of worker's rights with ILO Conventions and fundamental rights guaranteed by Constitution of Pakistan. ii. EOBI will be improved: The EOBI and other welfare programs shall be qualitatively improved concluding increase in old age benefits pension. Public-private partnership shall be strengthened. iii. Occupational Health and Safety Laws to be improved: The recent massive destruction and loss of lives in the workplace draws attention to the importance of occupational health and safety laws for factory worker. iv. Improving laws and their implementation: PML will ensure implementation of existing laws and strengthen them as required. v. Minimum Wage to be periodically enhance: The minimum wage for workers will be periodically enhanced. vi. Law against bonded labour to be strengthened: Law against bonded labour and unpaid labour shall be strengthen and effectively enforced. vii. Amendment of Labour Laws regarding individual grievances: Labour laws with respect to individual grievance shall be amended and requirement of serving grievance notice shall be repealed.
4.	PTI				<p>The PTI government shall take the following actions and steps to ensure dignity of labour, increased productivity, industrial peace and welfare of the larger labour force vital for the economic growth of the country.</p> <ul style="list-style-type: none"> i. Minimum wage to commensurate inflation: PTI will ensure that the minimum wage is commensurate with the inflation level in the country and the real earnings of the poorest workers are protected. ii. Strict enforcement of labour laws: Laws relating to employment of contract labour will be strictly enforced. iii. Tripartite Labour Policy Boards: Tripartite boards consisting of the employer, labour and inspectors for each sector will be set up at provincial level to review, formulate and implement policies to ensure the freedom of association and collective bargaining, prevent under employment, low wages, poor occupational safety, health standers, gender inequality, long hours of work, poor working time arrangements, and lack of social protection, poor house and discrimination. These boards also ensure that the competitiveness of the sector is also not adversely affected. iv. Zero tolerance for bonded labour: There will be zero tolerance for bonded labour and culprits will be severely deal with. v. Country Laws to be brought in conformity with ILO conventions: All of the country's laws will be adjusted with advice from ILO to protect this vulner4able and exploited sector of the labour force. vi. Better utilization of Workers Welfare Fund & Workers Profit Participation Fund: Workers welfare funds and workers profit participation fund will be used for providing maximum benefits to the labour employees in the concerns from where the tax is collected.

Position on Gender Issues (Related to Labour)				Position on Child Issues (Related to Labour)			
1997	2002	2008	2013	1997	2002	2008	2013
	<p>i. Women industrial workers shall be given protection under the labour laws. These laws can be further strengthened for this purpose.</p>				<p>i. Child labour shall be disallowed and appropriate legislation enforced for the purpose. Effective enforcement of laws relating to prohibition of child labour shall be ensured</p>	<p>i. Ensure that the rights of the children and bonded labor are protected. Legislation will be swiftly undertaken against child abuse and exploitation, as well as their protection from prison sentences.</p>	<p>i. Strict Measures to enforce prohibition on Child Labour: Total prohibition of child labour through effective monitoring and strict enforcement of law shall be ensured.</p>
			<p>i. Women Home-Based Workers: To draft a National policy for WHBWs demands such that HBWs and other under registered women workers to be brought under the national labour policy, with rights equivalent to men in the formal sectors.</p> <p>ii. Facilities for Working Women: Facilitate working women by providing maternity benefits, flexible timings and transport facilities.</p>				

No.	Party	Position on Labour Issues			
		1997	2002	2008	2013
5.	MQM	<p>i. MQM is against all kinds of exploitation of the labour force and wants to provide them with their rights so that the labour force can live a peaceful and prosperous life and play their role to increase the national productivity.</p> <p>ii. For the progress of the country and welfare of the labour force it is essential that the industrials sector be cleansed completely of the prevailing 'contractual system'.</p> <p>iii. To improve the economic condition of the labour force and to inculcate a sense of belonging, the labour force needs to participate in the profits by owning shares in the industrial units. This policy would undoubtedly increase productivity of the units.</p> <p>iv. MQM wants the salaries and wages of labourers to increase in accordance with the cost of living and price rises in the country. Policies should be formulated for the welfare of the labourers and the education of their children, and for care of their families in case of sickness and subsequent rehabilitation.</p> <p>v. MQM wants to see an increase in productivity that can be achieved by allowing labourers to join trade unions for their rights, so they can actively play their role in the development of the country. MQM feels that there is a need for reforms in the labour laws of the country so that they can be made compatible with the laws of the ILO.</p>	<p>i. Revised Labour Policy that does not hamper the production and assures a reasonable wage structure, congenial working conditions and sense of security amongst the Labour.</p> <p>ii. Privatize all sick industries and such organizations that hamper industrialization with an inbuilt mechanism to regulate and monitor their activities to protect the interest of workers and consumers</p> <p>iii. Down sizing or right sizing will be resorted in such a way that the displaced are absorbed by the new/expanded projects under the new economic policy.</p> <p>iv. Compulsory Health Insurance for Government, semi-government, Corporate and Private Sector Companies employees including the retired ones for which 1/3rd premium will be paid by employees and 2/3rd by employers.</p>	<p>i. Support a reasonable wage structure to be balanced with inflation level.</p> <p>ii. Provision of healthcare insurance to workers. Provision of old age benefits to workers.</p> <p>iii. Provision of disability benefits to labour.</p> <p>iv. Provision of housing unit to low-income workers in public and private sector after retirement.</p> <p>v. Joint monitoring boards of entrepreneurs and labour would be established within industrial units to ensure reasonable wage structure to the workers and uninterrupted production.</p> <p>vi. Trade Union employees to be consulted before privatization of public assets to hedge against possible fall outs and to safeguard the interests of the employees.</p> <p>vii. Peasants (Haris/Muzarehs) would be declared as labour and legislation on the pattern of Labour Laws would be legislated for them Abolish the prevailing feudal system.</p> <p>viii. Introduction of effective land reforms by fixing a reasonable ceiling.</p>	<p>Industries and labour sector</p> <p>i. Equal Focus on Manufacturing, Light & Heavy Industries: Equal concentration on manufacturing as well as light and heavy industries to create a robust and sustainable industrial sector.</p> <p>ii. Private Sector Industrial Estates: It is imperative that stake holders from private sector are fully facilitated for the establishment of industrial estates.</p> <p>iii. Spreading Cottage Industries: To improve the economic conditions, MQM proposes to spread the net of cottage industries throughout the country.</p> <p>iv. More Women Industrial Homes: Also to increase the number of women industrial homes to provide an opportunity to learn skills to enhance their living standards and support their families.</p> <p>v. Encourage Public-private partnership: Encourage and deploy a public-private partnership mode to encourage investment and realise hidden opportunities.</p> <p>vi. One window facility for investors: Ensure introduction and smooth running of one-window operation to reduce inconvenience for investors and for rapid industrialization.</p> <p>vii. Reasonable Wage Structure and facilities for labour: Creation of an industrial-based economy with reasonable wage structure, provision of health care insurance, old age benefits, disability pension and a housing unit after retirement to the low income employees both in public and private sector.</p> <p>viii. Joint Monitoring Boards for respectable wages: Establishment of joint monitoring boards of entrepreneurs and labour within industrial units to ensure respectable wage structure for employees so that uninterrupted production could be ensured.</p> <p>ix. Meaningful Consultation with Labour Unions before privatization: Ensure meaningful consultation with trade unions of employees before the privatization of public assets.</p>

Position on Gender Issues (Related to Labour)				Position on Child Issues (Related to Labour)			
1997	2002	2008	2013	1997	2002	2008	2013
<p>i. It will be more appropriate to provide more opportunities to women to join teaching profession.</p> <p>ii. More training schools for female nurses, midwives and lady health visitors have got to be opened.</p> <p>iii. Population Welfare Centers need to have at least 75% female staff on their roll. Education, health and social welfare departments should place no restriction on appointment of female officers/officials</p>				<p>i. MQM wants to see an end to every form of forced and bonded labour in the country. Similarly, the curse of child labour should come to an end forthwith.</p>	<p>i. Provision be made to prohibit child labour and bonded labour houses/jails.</p>		

No.	Party	Position on Labour Issues			
		1997	2002	2008	2013
6.	JUI-F		<ul style="list-style-type: none"> i. Development of Cottage and Agro Industry. ii. Equilibrium in Imports and Exports and uplift of unnecessary Taxes and Duties. iii. Assure the laborers' share in factories, surety of their jobs, rights of union and rise in wages & facilities for them. 	<ul style="list-style-type: none"> I. Along with industrialisation it will support a new labour policy. ii. Sick industries will be revived to promote better relations between the employers and the workers rights of association and unionization will be supported. iii. Privatisation of industry will be resisted and industries with are privatized at unsatisfactory terms will be reviewed. iv. Consultations with trade union leaders will be held in case of budget making and privatization and they will be offered a share in the industry in which they work with the assurance of safeguarding their interest. v. Workers will be provided with educational and technical training opportunities. Housing and healthcare will be provided to workers and free education to workers children. vi. Workers wage will be reasonable and reviewed each year and increased with the level of inflation in the country. vii. Pension scheme for workers after retirement will be launched System of Contract work will be abolished. viii. Workers will be included in the management structures of companies. ix. Workers welfare Fund will be reviewed and used only for the benefit of the workers. x. Labour courts will be made more efficient and effective. xi. Provision of interest free loans to home based-and small-scale enterprise workers. 	<ul style="list-style-type: none"> i. Labour Housing: Houses will be provided to Labours. ii. Free Education to Children of Labour: Free education will be provided to children of the labours. iii. Free Medical facilities: Free Heath facilities will be provided to workers and their family members. iv. Maximum Wage difference to be 1:5: Difference between Employer and workers income will be minimized up to 1:5 Ratio. v. Better Labour Policies: Policies should be formulated for the welfare of the labourers and the education of their children, and for care of their families in case of sickness and subsequent rehabilitation. vi. Proper Compensation to families in case of Worker's death or disability: Proper compensation will be provided to families of the workers who lose their lives during work. vii. Working Hours to be minimized: Working hours will be minimized.



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