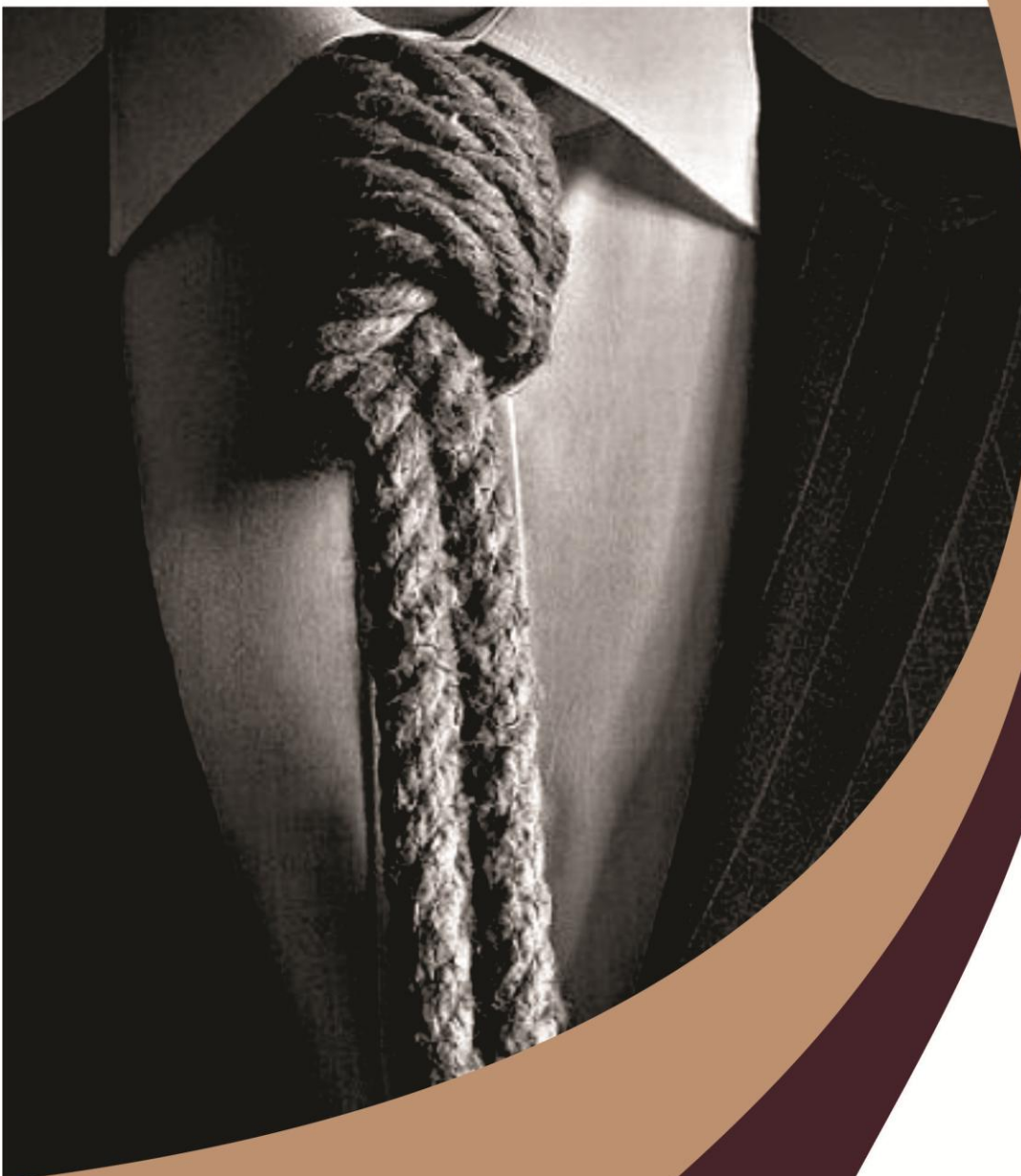


Slavery has many different forms, sometime its visible, sometime hidden in many folds. The “Starting-to-End Modern Slavery” is a policy guidelines and assessment tool(s) to identify and expose these layers to end modern slavery from Pakistan.



Starting to End MODERN SLAVERY

Conceived and Compiled by:

Shahzad Bukhari

Development and Labor Sector Specialist

for

Eco Azadi

Lahore - Pakistan

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1. Introduction

Slavery is a state and situation where a person is being a slave, which force the individual to work in pre-defined situation by the employer without proper remuneration, compensation, permissions or environment. The concept of slavery ways back to ancient times when Egyptian pyramids were built by Egyptian slaves, ancient Greeks and Romans often bought slaves with salt, and railway tracks were constructed by the slaves in British era of colonialism. Historical evidences show that black Africans and poor were exported, sold and kept as slaves by a master or slaveholders for the trade, agriculture, and/or any kind of labor along with household chores.

Despite of the fact that the old concept of legal slavery was abolished and eradicated, the dilemma is slavery still exists today but in the form of debt bonders, human trafficking, forced labor and marriages, and sex trafficking. It is roughly estimated that 21 to 36 million people worldwide involved in slavery today as compared to recorded numbers in human history which reflects the renaissance of slavery due to shifts in economies and societies of the world over the past years.

There is an encouraging change at international level to address this issue and motivate the employer to end modern slavery issues. The concept of SA¹ certification, GSP+ and the SDGs² (with special focus on goal 08) is providing added advantages and benefits in the form of rebate on taxes and more profitable business to the employers who ensure slavery free outlets and supply chains.

Modern slavery is when one person possesses or controls another person in such a way as to significantly deprive that person of their individual liberty, with the intention of exploiting that person through their use, profit, transfer or disposal.

- **45.8m People Enslaved**
- **Globally, 35.8m people are involved in various forms of modern slavery¹**
- **68.8% are subject to Forced Labour¹**
- **Nearly 1 in 3 detected victims of slavery is a child¹**
- **Slavery is Illegal in almost every nation on earth but still exists everywhere¹**
- **Over half victims of slavery are women and girls¹**
- **Slave labour contributes to the production of at least 136 goods from 74 countries worldwide¹**
- **Majority of victims are trafficked by someone they know & trust**
- **Slavery generates us \$150 billion in illegal profits per year**
- **Victims of slavery can be as young as 5 or 6 years old**

¹ Social Accountability

² Sustainable Development Goals.

What is Slavery / Modern Slavery

Slavery is a state of being a slave, which forces people to work very hard without proper remuneration or appreciation. The concept of slavery ways back to ancient times when Egyptian pyramids were built by slaves, ancient Greeks and Romans often bought slaves with salt, and railway tracks were constructed by the slaves in British era of colonialism. Historical evidences show that black Africans and poor were exported, sold and kept as slaves by a master or slaveholders for the trade, agriculture, and/or any kind of labor along with household chores. Despite of the fact that the old concept of legal slavery was abolished and eradicated, the dilemma is slavery still exists today but in the form of debt bonders, human trafficking, forced labor and marriages, and sex trafficking. It is roughly estimated that 21 to 36 million people worldwide involved in slavery today as compared to recorded numbers in human history which reflects the renaissance of slavery due to shifts in economies and societies of the world over the past years, for instance, can-cutters in Haiti, concubines in Sudan, cocoa farmers in Ivory

Coast, charcoal producers in Brazil, sugar fieldworkers in Jamaica, carpet-weavers in India, and carpet-weavers & brick makers in Pakistan and many other agonizing examples that are not restricted to developing countries. All these people live in, vulnerable conditions with no wages or minimal in the form of little food or cooked meal so they cannot be able to escape which restricts them to a never ending cycle.

Concepts of Modern Slavery

Modern slavery is defined as “one person possessing or controlling another person in such a way as to significantly deprive that person of their individual liberty, with the intention of exploiting that person through their use, management, profit, transfer or disposal.” Human trafficking, forced labor, debt bondage, forced or servile marriages, and the trade and exploitation of young children are novel structure of slavery.

Some modern slavery or slavery like practices are defined as follows³:

- The status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised e.g debt bondage, forced or servile marriage, sale or exploitation of children (including in armed conflict) and descent-based slavery
- All work or service which is exacted from any person under the menace of any penalty and for which said person has not offered himself voluntarily.
- Recruitment, transportation, transfer, harboring or receipt of persons;
- By means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person (these means are not required in the case of children);
- Intent of exploiting that person through prostitution, sexual exploitation, forced labor, servitude, and removal of organs, etc.

³ The Walk Free Foundation (2014)

2. Globalization and Modern Slavery

Modern slavery is directly correlated with globalization which affects both women and children, globally and locally. Due to shifting economies, gaps between wealthy and poor, and high numbers of migrating individuals, the threat for human slavery develops. Globalization introduced the revived forms of slavery, such as sex trafficking, sweatshop work, and industrialized child slavery. In relation to globalization, poverty intensification, less or poor access to basic necessities of life, less access to social services, a higher population higher disposable labor, a lack of awareness, increased migration to urban areas/bigger cities or to other countries, and lack of education or increased dropout rates in schools, these are the obvious factors contribute to the prevalence of slavery. Evidences suggest that recent trends, for instance, swift population, rapid social and economic change, poor safety or security, poor job, no job security or low salary, and most importantly government corruption contributing mostly in intensifying of modern slavery worldwide (International Labor Organization 2014).

After the abolition of traditional slavery, modern slavery is still at work in the form of debt bondage, caste and hereditary and social obligations, internal trafficking, and bonded labor. Globally, 35.8m⁴ people are involved in various forms of modern slavery in which Pakistan ranked third following India, China, Pakistan, Uzbekistan, Russia, Nigeria, the Democratic Republic of the Congo, Indonesia, Bangladesh and Thailand. However, the highest prevalence of modern slavery by population is estimated in Mauritania, Uzbekistan, Haiti, Qatar, India, Pakistan, the Democratic Republic of the Congo, Sudan, Syria and the Central African Republic.

On the other hand, the lowest prevalence of modern slavery is reported in Canada, Iceland, Ireland, and Scandinavian countries. Still, it is believed that 58 countries worldwide produce minimum 122 goods through forced labor generally resulted in profit of \$150 billion per annum as estimated by ILO.

Considering the fact, special incentive arrangement for sustainable development and good governance were introduced, which provides additional preferences to support vulnerable developing countries in their ratification and implementation of relevant conventions in the areas of human rights, labor rights, environment and good governments. These arrangements include the GSP+⁵ and Sustainable Development Goals⁶. The GSP+ has three core arrangements in the scheme, the respect of core human and labour rights; environmental; and good governance standards. The GSP Plus status will allow almost 20% of Pakistani exports to enter the EU market at zero tariff and 70% at preferential rates. The GOAL 8 of SDG promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. It goal (8.7 and 8.8) is...to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms; and protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

⁴ Walk Free Foundation 2014

⁵ List of GSP+ Conventions is given in Annex 01

⁶ List of SDGs is given in Annex 01

3. Modern in Pakistan

Modern slavery exists as a vicious circle throughout the generations and the true statistics of modern slavery is still obscure in Pakistan. The accessible data indicated approx. 2,058,200 people including women and children are slaves. The factual form is debt bondage but other forms such as forced labor, child labor, forced marriages, and human trafficking could not be ignored. Modern slavery is directly linked with poverty, globalization, shifting economies, social structure, and migration which affect men, women and children globally and locally. The modern slavery exists in governed bodies and ungoverned industries such as brick kilns, agricultural and/or carpet industries. The following are some alarming facts and examples with respect to modern slavery in Pakistan.

According to the GSI⁷ report, it means to fill gaps in information about the size and nature of the modern slavery, risk factors, and the effectiveness of responses by different stakeholders. The report aims to “inform and empower civil society groups working on this issue, and to assist governments to strengthen their efforts to eliminate all forms of modern slavery.” The GSI report provides a gloomy picture of Pakistan where it ranked on number 03 with other ten countries⁸ with 7% (2.2m of the total 29.8m) with the prevalence of highest modern slaves. According to the GSI report Pakistan’s porous borders with Afghanistan, displacement and poor rule of law are the reasons of modern slavery. Of the 179m people in Pakistan, about 2.2 people are caught in modern slavery; these slaves are abused, exploited, raped, tortured and killed which go unnoticed generally. The GSI report also suggests that poverty and illiteracy are also major reasons of making people, especially children, vulnerable to different forms of modern slavery.

In the world, Pakistan is amongst those top ten countries on the Index which has extremely poor or worst national response to address the issue of modern slavery. In Asia, due to highest prevalence and risk of enslavement, Pakistan is ranked number one and India number two; though India has 14.7m modern slaves as compared to Pakistan 2.2 million modern slaves. It means due to India’s national efforts risk of enslavement is decreasing or is lower, but in Pakistan due to absence of national efforts risk of enslavement is highest.

After the MDGs, Pakistan has also ratified SDGs (17 goals) to improve the thematic areas in governance. The modern slavery is one of the key area of concern in SDGs (goal 8). Pakistan is also integrated into the world economy and its sustainable economic development by granting it GSP+ trade preferences. In order to maintain GSP+ Pakistan has to keep ratification and effectively implement of 27 core international conventions on human and labour rights, environmental protection and good governance Pakistan has ratified 36 ILO convention with 08 core convention⁹ to ensure the labor compliance in the labor sector of Pakistan to meet the international labor standard. The government plans to revitalize and restructure the labour inspection through the Labour Inspection Policy 2006. The labour inspection is to ensure the compliance of labor laws¹⁰ in the following broader categories:

⁷ The Global Slavery Index (GSI) 2013 is the first report being prepared and published by the Walk Free Foundation (WFF).

⁸ Top ten list of the index are: Nigeria, Ethiopia, Russia, Thailand, Democratic Republic of Congo, Myanmar and Bangladesh

⁹ ILO Core conventions are given in Annexure 01, These 08 core convention is the same 08 labor convention of GSP+

¹⁰ List of key labor laws and thematic labor laws is given in Annex 01

- Wages and working conditions
- Work safety
- Occupational health
- Social security/social insurance

The goal of SDGs, GSP+ and ILO conventions are directly linked and supporting the implementation of Constitution of Pakistan and provincial labor laws in Pakistan.

About the Policy Guidelines to End-Slavery

The policy guide is a tool to respond to the national laws, international conventions and initiatives. The industries/ companies need to develop clear policy frameworks which cover the required, essential and relevant principles, and are backed up by due diligence and ongoing performance and monitoring. This proposed policy framework OR guide can be used as a master document to be used for the purpose.

The following Pilot Initiative is proposed to help and support the industrial sector in organizing themselves to meet the labor and buyer's standards with a special focus on modern slavery. The proposed initiative will provide the starting point to assess, act, implement and evaluate the efforts for ending modern slavery within the company/organization. This documents will help the industries/industrialists for setting minimum policy standards which implementation and audits can provide satisfactory evidences to the international buyers and labor organizations.

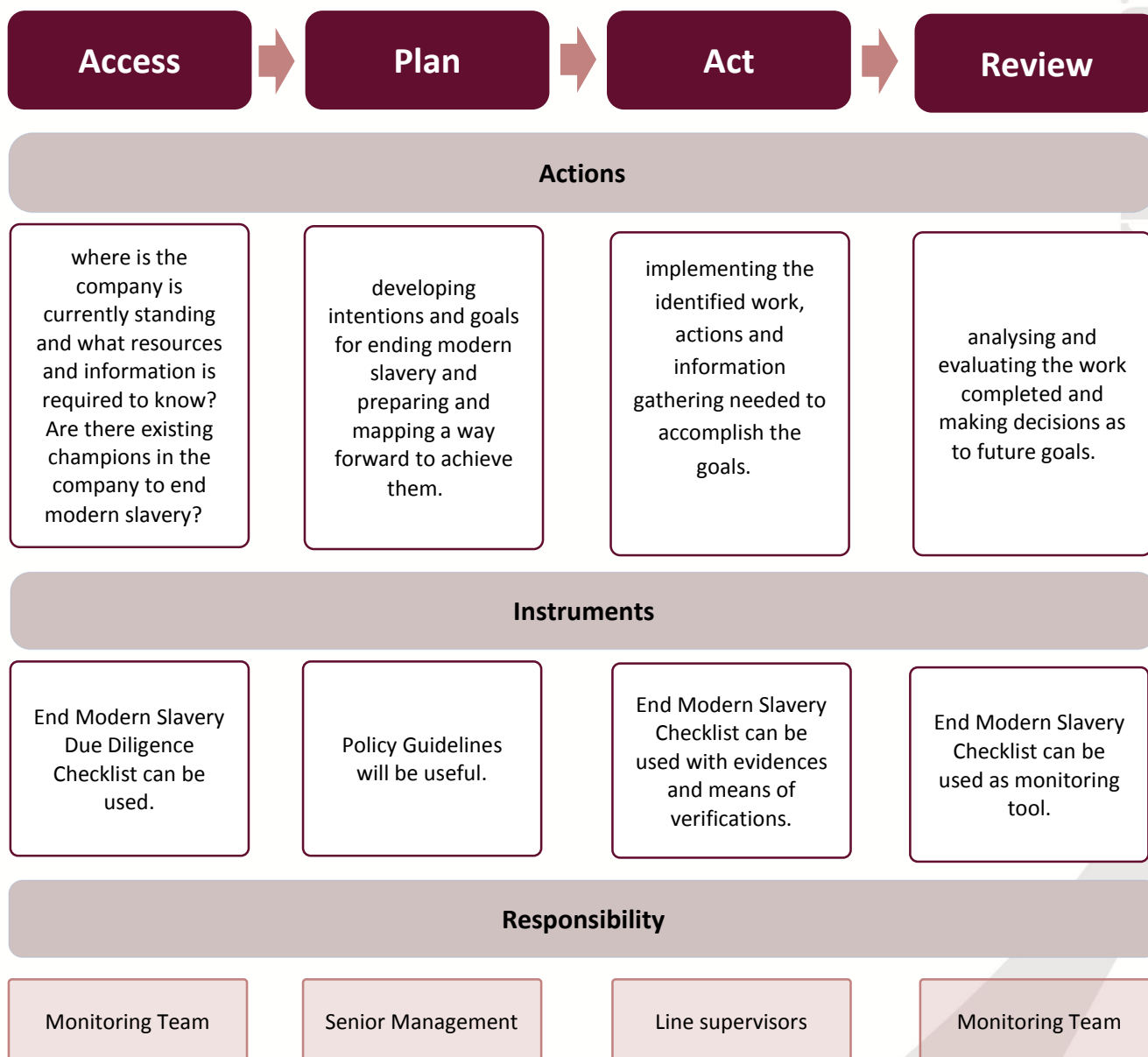
Objectives:

The following will be the key objectives of the Policy Guide

- To assessing and ensuring the existence of required policies, standards and resources to end modern slavery.
- To Increase the efforts, expanding the support mechanism to helping individuals for the compliance of respective laws to address the modern slavery
- To ensuring the effective implementation to achieve the policy objectives
- To evaluate the efforts and calculating the positive impact on ending slavery.

End-Slavery Performance Management Framework

The following four step framework will assist the company ending modern slavery:



4. Potential Policy Guidelines

The modern slavery is hidden in different forms in the world of work. If the following elements are not reflected in the company's policy document the slavery (modern slavery) will neither be identified or addressed. Generally, the majority of the elements are already exists in different forms and document in a company, in case some of them are new or missing, can be customized and added in respective policy documents.

1. Compliance

The company shall ensure the compliance of all laws related to modern slavery (including all local, national and international laws) governing both the jurisdiction where the work is performed and where the employer is headquartered.

2. Forced / Bonded Labour

The Company shall not engage in or support any form of forced, compulsory, bonded, indentured or prison labour. All work must be voluntary and workers shall have the freedom to terminate their employment at any time without penalty, given notice of reasonable length.

3. Freedom of Association and Right to Collective Bargaining

The company shall respect the right of all personnel to form and join trade unions of their choice and to bargain collectively. The company shall ensure that representative of such union are not the subject of discrimination and have access to their members at workplace.

4. Discrimination

The company shall not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national, origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age.

5. Harassment

The company shall ensure The workplace shall be free of any form of harsh or inhumane treatment. Disciplinary policies and procedures shall be clearly defined and communicated to all workers, and shall not include any inhumane disciplinary measure, including any corporal punishment, mental or physical coercion, or verbal abuse of workers; nor shall they include sanctions that result in wage deductions, reductions in benefits, or compulsory labour. The use or threat of physical or sexual violence, harassment and intimidation against a worker, his or her family, or close associates, is strictly prohibited.

6. Selection of Suppliers/ Sub-Contractor/Sub-Suppliers

The company shall not tolerate the use of any form of modern slavery in the supply chain practices and requires each of its suppliers to provide reasonable certification that the supplier does not engage in modern slavery. The company shall ensure verify the documentary evidence of no-forced labour, slavery or bonded labour at any level of supplier/sub-supplier or contractor's operations.

7. Child Labor

The company shall not recruit, engage or seek the services of children under the age of 15 years. The company shall have a system to communicate the policies and procedures to the interested individuals and parties for remediation of children found working in such situations which fall in the definition of Child.

8. Human Trafficking

The company shall ensure its own compliance in implementing these anti-trafficking policies, which may include corrective measures will be taken if human trafficking practice is found in the company operations; immediate attention will be given to suspected cases of human trafficking, the victim will be given first and foremost priority while considering the needs, the preventive mechanism shall also be adopted.

9. Workplace Equality

The company shall ensure that all workers, irrespective of their nationality or legal status, shall be treated fairly and equally. Migrant workers shall benefit from conditions of work (including but not limited to wages, benefits, and accommodations) no less favorable than those available to country nationals. Migrant workers (or their family members) shall not be threatened with denunciation to authorities to coerce them into taking up or maintaining employment.

11. Working Hours

The company shall ensure no forced work in excess of the number of hours permitted in national law. Where the law is silent, normal working hours shall not exceed eight per day and forty-eight per week, and total working hours including overtime shall not exceed sixty. All overtime shall be purely voluntary, unless part of a legally recognized collective bargaining agreement. No worker shall be made to work overtime under the threat of penalty, dismissal, or denunciation to authorities. No worker shall be made to work overtime as a disciplinary measure, or for failure to meet production quotas.

13. Freedom of Movement

The company shall ensure the workers' freedom of movement shall not be unreasonably restricted. Workers shall not be physically confined to the workplace or related premises, such as employer- or recruiter- operated residences; nor shall any other coercive means be used to restrict workers' freedom of movement or personal freedom. Mandatory residence in employer-operated facilities shall not be made a condition of employment.

10. Wages and Benefits

The company shall ensure that all workers are be paid at least the minimum wage (as per applicable laws) and benefits. Wage payments shall be made at regular intervals and directly to workers, in accordance with national law, and shall not be delayed, deferred, or withheld. Only deductions, advances, and loans authorized by national law are permitted and, if made or provided, actions shall only be taken with the full consent and understanding of workers. Clear and transparent information shall be provided to workers about hours worked, rates of pay, and the calculation of legal deductions. All workers must retain full and complete control over their earnings. Wage deductions must not be used as a disciplinary measure, or to keep workers tied to the employer or to their jobs. Workers shall not be held in debt bondage or forced to work in order to pay off a debt. Deception in wage commitments, payment, advances, and loans is prohibited.

12. Grievance Procedure

The company shall ensure that an effective grievance procedure shall be established to ensure that any migrant worker, acting individually or with other workers, can submit a grievance without suffering any prejudice or retaliation of any kind.

14. Migrant Workers

The company shall hire migrant workers directly whenever possible. When the subcontracting of recruitment and hiring is necessary, companies shall ensure that the labor agencies they engage operate legally, are certified or licensed by the competent authority, and do not engage in fraudulent behavior that places workers at risk of forced labor or trafficking for labor exploitation.

15. Terms and Conditions of Employment

The company shall have a written employment agreement in which an employee agrees to work on a full-time or part-time basis for an employer for a specified or indeterminate period of time, in return for salary or wages. The contract should have all required details about the terms and conditions of the employment (as per law). The employer has the right to decide where, when, and how the work will be done.

5. Due Diligence Checklists

The checklist below is a summary of the concerned areas for minimum compliance which can be used by the organizations / companies to identify and address the non-compliance found during onsite assessment. The checklist will not only help in ending the slavery from the supply chain but it will also helpful to improve the overall working environment and serve as a corrective action planning tool.

Potential Questions for Assessment & Corrective Action Plan

Sr.	Thematic Area	Questions	Total	Obtained	%age	Remarks
1	Compliance (Governance)	7	35	31	89%	SATISFACTORY
2	Forced / Bonded Labour	7	35	25	71%	Need INPUTS
3	Freedom of Association and Right to Collective Bargaining	8	40	22	55%	Need INPUTS
4	Discrimination	10	50	11	22%	SERIOUS Considerations
5	Harassment	13	65	31	48%	Need INPUTS
6	Selection of Suppliers/Sub-Contractor/Sub-Suppliers	13	65	54	83%	SATISFACTORY
7	Child Labor	6	30	27	90%	SATISFACTORY
8	Human Trafficking	7	35	22	63%	Need INPUTS
9	Workplace Equality	5	25	6	24%	SERIOUS Considerations
10	Wages, Remuneration and Benefits	13	65	37	57%	Need INPUTS
11	Working Hours	12	60	34	57%	Need INPUTS
12	Grievance Procedure	6	30	17	57%	Need INPUTS
13	Freedom of Movement	6	30	19	63%	Need INPUTS
14	Migrant Workers	20	100	61	61%	Need INPUTS
15	Terms and Conditions of Employment	12	60	38	63%	Need INPUTS
Total Score			725	435	60%	Need INPUTS

End-Slavery Score Card

Organization: **ABC Manufacturing**
 Assessor : **Mr.** _____

Date: **Wednesday, 19 July 2017**

Rating: 5 - 0 (Statement Yes to No.)

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
1	<i>Compliance (Governance)</i>	1	There is sufficient policies to cover modern slavery	5	Sample policies		<i>SDGs (08) GSP+ ILO Core Conventions Provincial Labor Laws CoP</i>
		2	These policies communicated with respective audience	5	Means of Communication		
		3	Workers are aware of such policy?	3	Ask Workers		
		4	There is a defined and documented modern slavery policy or related elements prominently is played in local language also?	4	Visual evidence		
		5	Policy includes a commitment to meet national laws related to modern slavery?	5	Reference in Policy		
		6	The top management reviews conducted formally regarding modern slavery nd arrive at divisions for improvement?	4	Minutes of Meetings		
		7	The undertakings obtained from suppliers and subcontractors on compliance to modern slavery requirements?	5	Sample undertaking/contracts		
Score				31			

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
2	Forced / Bonded Labour	1	Both men and women, working voluntarily, understand the types of forced labour that can exist (i.e. bonded labour or manifestations of forced labour not just captive labour).	5	Ask Workers		<i>SDG (08)</i> <i>GSP+ (09)</i> <i>IL C105, C29</i> <i>CoP 11 (1,2)</i> <i>Bonded Labour system abolition act, 1992</i> <i>SA 8000</i> <i>Factorie3s Act 1934</i> <i>Shop & Commercial Establishment Ord. 1969</i>
		2	The Managers understand the types of forced labour that can exist (i.e. bonded labour or manifestations of forced labour not just captive labour).	3	Ask Managers		
		3	The hiring is free of association with bribes or deposits upon hire?	5	Hiring process		
		4	Ther is no loans or credit schemes for men and women managed directly or indirectly by the factories?	4	Loan schemes		
		5	All accounts of payments and loans are documented?	5	Account information		
		6	The above accounts managed in a clear, transparent and fair manner?	1	Terms and Agreements		
		7	The men and women employees free to leave at the end of a shift.	2			
Score				25			
3	Freedom of Associatio	1	Employees have the right to form and join trade unions/associations of their choice.	2	Union memers form/lists		<i>SDG (08)</i> <i>GSP+ (14)</i>
		2	The company recognizes labor unions as a party to collective bargaining.	2	CBA name and sample agreements		<i>ILOC 87</i> <i>CoP 11, 17(1)</i>

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		3	Representatives and members of unions, including women, confirm that they are not discriminated against in the workplace and that the employer does not interfere with the realization of workers' union activities (IRA)	2	Last few activities		<i>Factories Act. 1934</i> <i>Industrial Relations Act</i> <i>SA 8000</i> <i>Factories Act 1934</i> <i>Shop & Commercial Establishment Ord. 1969</i>
		4	The means of resolution during strikes, lockouts, or related labour demonstrations occurred within a two-year period have been noted	2	Date and reason of such incident		
		5	There are no restrictions under national law parallel means of free association and collective bargaining	3	CBA rules		
		6	The alternative forms of collective bargaining procedures exist	3	sample procedure		
		7	These alternative means of collective bargaining recorded?	4	sample record		
		8	The alternative means of collective bargaining effectively communicate workers' position to management?	4	case study		
Score				22			
4	Discrimination	1	There is No discrimination based on sex, creed, color, race, political affiliation, religion or any other observed at the establishment?	1	Previous record, ask employees		<i>SDGs (08)</i> <i>GSP+ (03, 04)</i> <i>ILO C156, 111, 100</i> <i>CoP 25 (a)</i>
		2	There Procedures in place for the prevention of any form of discrimination?	1	Sample procedures		

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		3	The complaint mechanisms is in place for the prevention of harassment, coercion, or threatening behavior and for the legal hearing of such cases if they arise.	1	Sample complaint mechanism		<i>Payment of Wages Act, 1936 Working Women (Protection of Rights) Act, 2008 SA 8000 Factories Act 1934 Shop & Commercial Establishment Ord. 1969</i>
		4	Designated management representative(s) is/are authorized to prevent discrimination and to take corrective action should it occur.	1	Name and Titles		
		5	Workers have access to and are familiar with procedures for filing complaints about discrimination.	1	Means of communication / ask workers		
		6	Women are not restrained from approaching these complaint mechanisms	1	Ask female workers		
		7	The decisions of hiring and compensation, are documented and recorded for future reference, to ensure conformity and accountability.	1	Hiring records		
		8	The decisions of promotion and access to training documented and recorded for future reference, to ensure conformity and accountability.	1	Training participants lists		
		9	There is a policy that resonates with the provisions of protection defined in the Sexual Harassment Act.	2	Sample of policy		
		10	The provision of performance appraisals of men and women is in place	1	Last appraisal data		
Score				11			

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
5	Harassment	1	Workers understand that they are not to be subjected to sexual harassment of any kind and there are mechanisms for filing complaints about such harassment.	1	Complaint filing system		<i>CoP 25 GSP + (03, 04) Sexual Harassment Act 2010 Working Women (Protection of Rights) Act, 2008 ILO C100 SA 8000 Factories Act 1934 Shop & Commercial Establishment Ord. 1969</i>
		2	The complaint, case, incident of sexual harassment are reported?	2	List of cases		
		3	In case of such incident, there is an evidence of the use of corporal punishment.	3	Case study		
		4	There is No evidence of verbal or physical abuse or mental/physical coercion	1	Case study		
		5	The enquiry committee in case of disciplinary actions was formed	4	Name and Decision of committee		
		6	Measurements are in place to check the un-biasness of the process?	1	List of actions/measurements		
		7	The system is available for the management to warn workers about disciplinary action	1	Means of Communication		
		8	The record management of the disciplinary actions is available	1	Record		
		9	The sex desegregated data available for analysis	1	Sample data		
		10	There is an established system for workers to appeal against disciplinary action with documented rules	1	Action Flow Chart		
		11	There is a system available for workers (men/women) to appeal against disciplinary action with documented rules?	5	Sample Apeal		

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		12	The sex desegregated data available for appeals?	5	Sample data		
		13	No extra payment, compensation or gifts should be given to any worker but only if it is allowed in a policy guideline.	5	Sample policy/worker inquiry		
Score				31			
6	Selection of Suppliers/Sub-Contractor/Sub-Suppliers	1	There is a policy for the selection of supplier, contractors and sub-contractors?	2	Sample policy		<i>GSP + SDGs (08) SA 8000 Factories Act 1934 Shop & Commercial Establishment Ord. 1969</i>
		2	Company currently managing suppliers at risk of modern slavery?	3	Sample Case		
		3	There is an independent tool available for suppliers in relation to ongoing modern slavery due diligence?	4	Sample Tool		
		4	The suppliers are required to conduct a self-assessment questionnaire for modern slavery prior to selection?	5	Self Assessment Tool (if any or similar procedure)		
		5	The suppliers do understands their responsibility regarding modern slavery?	5	Evidence		
		6	The suppliers meets the end slavery objectives (As per the due diligence questionnaire)?	4	Sample of any audit conducted?		
		7	The supplier are transparent in their value chain or slavery risks or cases hidden in suppliers/contractors operations?	5	Suppliers policy evidence		
		8	The company frequently conduct supplier's modern slavery audits?	3	Last audit		

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		9	Does the audit meet the global audit methodology or guidelines?	5	Sample		
		10	There is no underpaid, delayed or withheld wages, or excessive wage deductions found in suppliers' operations?	5	Case study		
		11	The workers are nto charged fees for travel, health checks or work documentation?	3	Documentary evidicen (if any)		
		12	There is no case of suppliers that may suggest hidden risks of slavery? E.g. recent investigative journalism, NGO report, lawsuit etc.	5	Case study		
		13	We know exactly the supply chain of your supplier below the first tier	5	List of suppliers		
Score				54			
7	Child Labor	1	There is no girls/boys comply with the law on approved age for child labour?	5	List of workers with sex and age		<i>GSP+ (06)</i> <i>SDG (08)</i> <i>ILO C182</i> <i>The Employment of Children Act (ECA), 1991</i> <i>CoP 11(3), SA 8000,</i> <i>Factories Act 1934</i>
		2	The guidelines exist for the types of employment condition that are acceptable for employees as per existing law (with special consideration to sex and age).	4	Copy of guidelines		
		3	The documentary evidence exists for proof of age upon recruitment (special consideration and relaxation should be given to girls where there is a delay in birth registration process)?	5	Sample recruitment form (preferred girls		

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		4	There is a monitoring system to ensure that children (boys and girls) who are 12 or 14 years of age (if permitted to carry out light work under ILO convention 138) and young workers (subject to compulsory education) are not employed during school hours?	4	Sample of Policy		<i>Shop & Commercial Establishment Ord. 1969</i>
		5	The children (boys and girls) who are 12 or 14 years of age (if permitted to carry out light work under ILO convention 138) and young workers (subject to compulsory education) are registered with or monitored by provisional government's/ labour department's representative?	5	Enrollment form / school evidence		
		6	Apprenticeships are not being misused in order to pay young workers less than adults, while demanding the same amount and kind of work from them.	4	Salary slip of young workers		
Score				27			
8	Human Trafficking	1	There is a defined policy not to involve in any kind of human trafficking?	1	Sample of policy		<i>CoP 11 SDG (08) Factories Act 1934 Shop & Commercial Establishment Ord. 1969</i>
		2	There is a clear recruitment policy, for example, by requiring your recruiting managers to only use specified reputable recruitment agencies?	2	Sample of policy		
		3	There is a system to check your supply chains – the longer your supply chain the more opportunities there are for exploitation and poor practice.	3	Availability of system		

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		4	There is a policy to screen the supplier, contractors and sub-contractor not to involve in human trafficking?	4	Sample of policy		
		5	The SoPs available to deal with human trafficking situation or suppliers involve in human trafficking?	5	Sample SOPs		
		6	There is no a case of human trafficking in the supply chain?	4	Case study		
		7	Ther is a provision and access to services and support to victims during legal proceedings.	3	Case study		
Score				22			
9	Workplace Equality	1	Women are included in trade unions?	1	List of members		CoP 25, 37(e), Factories Act 1934 Working Women (Protection of Rights) Act, 2008 Sexual Harassment Act 2010, SA 8000, ILO 100 Shop & Commercial Establishment Ord. 1969 Fair Representation of Women 2014
		2	Both men and women have right to work as Collective Bargaining Agents (under the specified rules and regulations)?	2	Policy guidelines of union		
		3	Both men and women are allowed to work in workers' councils and management committee?	1	List of ouncils		
		4	There is a separate women's wing?	1	Location and picture		
		5	There is no difference between the punishment standards for men/women workers?	1	Case study		
Score				6			

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
10	Wages, Remuneration and Benefits	1	There is a system to ensure standard working hours (48 hours/week in accordance with the country's labor laws)?	1	Record		<i>GSP+ (06)</i> <i>SDG (08)</i> <i>ILO C30, C1, C38</i>
		2	The overtime is restricted to a maximum of 12 hours per week?	2	Sample of Policy		<i>SA 8000</i> <i>Factories Act 1934</i> <i>(34, 36, 37, 47)</i>
		3	The overtime is paid in accordance with national law to male workers?	3	Sampel OT receipts		<i>Minimum Wages Ordinance 1961</i>
		4	Overtime is not being extracted from women as per Factories Act 1934	4	Sampel OT receipts		<i>Minimum wages for Un-Skilled Workers Ordinance 1964</i>
		5	Workers are given at least one day off for every seven-day period or more when stipulated by national law.	3	Sample Pay slip/record		<i>Payment of wages Act, 1936</i>
		6	Workers/employees are given breaks in compliance with labour law.	4	Timing		<i>West Pakistan Industrial & Commercial Employment (Standing Orders) Ordinance, 1968</i>
		7	The minimum wages (as per regulation) are paid?	5	Sample Pay slip/record		<i>Notification of Wages Rates</i>
		8	Minimum wages meet basic needs of wages?	4	Sample Pay slip/record		<i>Shop & Commercial Establishment Ord. 1969</i>
		9	There is a system to maintain pay slips with full wage details, including explanation of deductions?	3	Sample Pay slip/record		<i>Shop & Commercial Establishment Ord. 1969</i>
		10	Premium rates are paid for overtime? Is the company avoiding ESI/PF etc. by engaging 'labour only' contracts?	2	Sample OT slip/record		<i>Shop & Commercial Establishment Ord. 1969</i>
		11	Workers time card is maintained	1	Sample time card		<i>Shop & Commercial Establishment Ord. 1969</i>

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		12	Workers made 'temporary' or 'permanent casuals' for months or years?	2	Sample agreement		
		13	Legal benefits like ESI, PF, maternity benefit etc. are provided to workers.	3	Sample receipts		
Score				37			
11	Working Hours	1	There are standard working hours observed by the company	1			<i>GSP+ (06) SDG (08)</i>
		2	Both men and women enjoy the similar number of hours	2			<i>ILO C30, C1, C38 SA 8000</i>
		3	The working hours in Summer and Wimnter are according to the local weather	3			<i>Factories Act 1934 (34, 36, 37, 47)</i>
		4	Is the worker being paid for the trial period?	4			<i>Minimum Wages Ordinance 1961</i>
		5	Is the timekeeping system record all hours worked?	3			<i>Minimum wages for Un-Skilled Workers Ordinance 1964</i>
		6	Is the non-exempt employees paid whenever they work more than 40 hours in a workweek?	4			<i>Payment of wages Act, 1936</i>
		7	Is there a controls in place to prevent "off-the-clock work?"	5			<i>West Pakistan Industrial& Commercial</i>
		8	Is the rest breaks included in hours worked	4			<i>Employment (Standing Orders) Ordinance, 1968</i>
		9	Is the employee's "regular rate of pay" in accordance with the local law?	3			<i>Notification of Wages Rates</i>

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		10	is the hourly rate of pay is before tax	2			<i>Shop & Commercial Establishment Ord. 1969</i> <i>Shop & Commercial Establishment Ord. 1969</i>
		11	Is start and finish times indicated to employees?	1			
		12	Is the meal and break times annoiunced to employees/workers?	2			
Score				34			
12	Freedom of Movement	1	Men and women employees free to quit when they want?	5	Last few woerkes exist forms		<i>CoP 17, 18 Bonded Labour system abolition act, 1992</i> <i>West Pakistan Industrial & Commercial Employment (Standing Orders) Ordinance, 1968 SA 8000</i> <i>Factories Act 1934 Shop & Commercial Establishment Ord. 1969</i>
		2	Workers understand the rules regarding due notice in case of resignation in order to receive their last salary?	2	Sample receipt of last salary of last person resigned		
		3	There is no punishment or penalty for leaving the organization?	2	Enquiry from last few workers		
		4	There is no case of harassment for male/female workers while leaving the organization?	5	Enquiry from last few workers		
		5	There is no evidence of social punishment or harassment in result of leaving employment?		Enquiry from last few workers		
		6	There is no case of physical or mental threat on changing the employer?		Enquiry from last few workers		
Score				14			
13	Grievance Procedure	1	The organization have a grievance procedure against modern slavery (or a general approach to address instances of slavery in their operations and supply chain)?	1	Sample of GP		<i>SDGs (08), GSP+ (03, 04), ILO C156, 111</i>

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		2	A standard checklist or procedure is available to remediate known instances of slavery uncovered during a site assessment (i.e. immediate action)?	2	Copy of Checklist		<i>Working Women (Protection of Rights) Act, 2008</i>
		3	There a complete record of all the incidents since the system established or at least last two years?	3	List of incidents		<i>CoP 25 Sexual Harassment Act 2010 ILO C100/C111, SA 8000</i>
		4	Tthere is a team to handle complaints or concerns in relation to modern slavery?	4	Name of teams		<i>Factories Act 1934, Shop & Commercial Establishment Ord. 1969</i>
		5	The employees at multi-supplier tiers feel able and empowered to raise concerns or complaints	5	Last complaint		
		6	The assessment of the effectiveness of the grievance system is done	2	Last schedule		
Score				17			
14	Migrant Workers	1	Workers are not forced to pay financial deposits or 'security' fees as 'runaway insurance'	1			<i>SDGs (08) GSP+ (11) ILO C29</i>
		2	No identity documents and passports confiscated or withheld	2			<i>GSP + (03, 04) Workplace</i>
		3	There is no documented migrant workers on site? If so, they are not threatene to leave employment	3			<i>Harassment Act 2010 ILO C100 / 111</i>
		4	There is no workers' visa and work permits tied to a single employer	4			<i>SA 8000 Factories Act 1934</i>
		5	There is a specific and formalize arrangements with licensed recruitment agencies to avoid fraudulent practices	3			<i>Shop & Commercial Establishment Ord. 1969</i>

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		6	There is a policy that sets out allowable fees and who is the responsible party for, e.g., recruitment, fees, renewal, work or exit	2			<i>Emigration Rules 1979</i>
		7	All employment fees paid by employer (recruitment, visa, medical, etc.)	3			
		8	The workers have full control over or access within 24 hours to their passport and similar documentation to ensure mobility is not restricted	4			
		9	The migrant workers maintain access their own passports or similar documentation	4			
		10	The workers are provided employment terms in advance of employment to avoid deception or misunderstanding which may result in forced labor situations	3			
		11	The company communicate the employment terms in worker's home country and in the local language	5			
		12	The company ensure that no additional terms or requirements are assigned after the employment contract is signed	3			
		13	The workers paid directly at least the legal minimum wage for hours worked and legally mandated benefits	2			
		14	There is a clear process to ensure workers are not discriminated against their religion, sex, country, age, sex orientation, etc.?	1			

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		15	The safe and timely return of migrant workers with all pay/benefits guaranteed	3			
		16	The work hour regulations complied with migrant workers policy	4			
		17	An adequate health and safety measures is in place and do migrant workers have unrestricted access to facilities (canteen, restrooms etc.)	3			
		18	The migrant workers treated equally in promotion, compensation, dismissal or other employment decisions	4			
		19	The migrant workers have access to a grievance mechanism	5			
		20	The freedom of association rights of migrant workers respected	2			
Score				61			
15	Terms and Conditions of Employment	1	All the workers are contract, men or women, matches services rendered	1			<i>SDGs (08) GSP+ West Pakistan Industrial & Commercial Employment (Standing Orders) Ordinance, 1968 ILO C111, C100 Factories Act 1934</i>
		2	The authenticity of appointment letter/contractual documents is confirmed and verified with original records	2			
		3	All the employees have written contracts	3			
		4	Workers are given employment contract as per employment contract act.	4			

#	Theme	#	Guiding Questions	Rating*	Source of Verification (Seen OR Witnessed)	Stauts	Compliance Reference.
		5	The contracts are understandable and legally compliant	5			<i>Shop & Commercial Establishment Ord. 1969 Payment of Wages Act, 1936</i>
		6	There is a risk that workers might be uninformed or misinformed about their terms of employment	3			
		7	The disciplinary and termination practices is described to the workers	5			
		8	There monetary penalties or the withholding of wages if contracts are terminated early	3			
		9	There is no excessive overtime work, beyond legal code of conduct limits	4			
		10	The guidelines available for the types of employment condition that are acceptable for employees as per existing law (with special consideration to sex).	5			
		11	The employee records (from six months prior to the audit) available to show a pattern of firing of underage workers?	2			
		12	The workers should be provided employment terms in advance of employment to avoid deception or misunderstanding which may result in forced labor situations.	1			
Score				38			

The CHECKLIST is available in MS Excel with automatic calculation and summarization.

6. Relevant Legislations and Conventions

a. Labour Rights & Constitution of Pakistan

The Constitution of Pakistan contains a range of provisions with regards to labour rights found in Part II: Fundamental Rights and Principles of Policy.

Article 11: of the Constitution prohibits all forms of slavery, forced labour and child labour;

Article 17: provides for a fundamental right to exercise the freedom of association and the right to form unions;

Article 18: proscribes the right of its citizens to enter upon any lawful profession or occupation and to conduct any lawful trade or business;

Article 25: lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone;

Article 37(e): Makes provision for securing just and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex, and for maternity benefits for women in employment.

b. National Legislation

The Government plans to revitalize and restructure the labour inspection through the following initiatives details of which are in the Labour Inspection Policy 2006. The labour inspection is to carry out inspection in the various areas:

- Wages and working conditions
- Work safety
- Occupational health
- Social security/social insurance

The following are the key labor laws are referred during the inspection.

1. Bonded Labor system abolition act, 1992
2. Factories Act. 1934
3. Shop and Commercial Establishment Ordinance 1969
4. Industrial Relations Act
5. Minimum wages for Un-Skilled Workers Ordinance 1964
6. Minimum Wages Ordinance 1961
7. Payment of Wages Act, 1936
8. Provincial Labor Laws
9. Publication of wages rates
10. Sexual Harassment Act 2010
11. The Employment of Children Act (ECA), 1991
12. West Pakistan Industrial & Commercial Employment (Standing Orders) Ordinance, 1968
13. Working Women (Protection of Rights) Act, 2008
14. Workplace Harassment Act 2010

c. ILO Key Labor Conventions

<i>Convention #</i>	87:	Freedom of Association and Protection of the Right to Organize, 1948
<i>Convention #</i>	98:	Right to Organize and Collective Bargaining, 1949
<i>Convention #</i>	29:	Forced Labour, 1930
<i>Convention #</i>	105:	Abolition of Forced Labour, 1957
<i>Convention #</i>	138:	Minimum Age Convention, 1973
<i>Convention #</i>	182:	Worst Forms of Child Labour, 1999
<i>Convention #</i>	111:	Discrimination (Employment and Occupation), 1958
<i>Convention #</i>	100:	Equal Remuneration, 1951

d. List of Conventions to qualify for 'GSP Plus'

1. International Covenant on Civil and Political Rights
2. **International Covenant on Economic Social and Cultural Rights**
3. **International Convention on the Elimination of All Forms of Racial Discrimination**
4. **Convention on the Elimination of All Forms of Discrimination Against Women**
5. **Convention Against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment**
6. **Convention on the Rights of the Child**
7. Convention on the Prevention and Punishment of the Crime of Genocide
8. **Minimum Age for Admission to Employment (No 138)**
9. **Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (No 182)**
10. **Abolition of Forced Labour Convention (No 105)**
11. **Forced Compulsory Labour Convention (No 29)**
12. **Equal Remuneration of Men and Women Workers for Work of Equal Value Convention (No 100)**

13. **Discrimination in Respect of Employment and Occupation Convention (No 111)**
14. **Freedom of Association and Protection of the Right to Organise Convention (No 87)**
15. **Application of the Principles of the Right to Organise and to Bargain Collectively. Convention (No 98)**
16. International Convention on the Suppression and Punishment of the Crime of Apartheid
17. Montreal Protocol on Substances that deplete the Ozone Layer
18. Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal
19. Stockholm Convention on persistent Organic Pollutants
20. Convention on International Trade in Endangered Species
21. Convention on Biological Diversity
22. Cartagena Protocol on Biosafety
23. Kyoto Protocol to the UN Framework Convention on Climate Change
24. UN Single Convention on Narcotic Drugs (1961)
25. UN Convention on Psychotropic Substances (1971)
26. UN Convention against Illicit Traffic in Narcotic Drugs and Psychotropic Substances (1988)
27. Mexico UN Convention Against Corruption

e. **Sustainable Development Goals (SDGs)**

1. End poverty in all its forms everywhere
2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture
3. Ensure healthy lives and promote well-being for all at all ages
4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
5. Achieve gender equality and empower all women and girls
6. Ensure availability and sustainable management of water and sanitation for all
7. Ensure access to affordable, reliable, sustainable and modern energy for all
8. **Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**
9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
10. Reduce inequality within and among countries
11. Make cities and human settlements inclusive, safe, resilient and sustainable
12. Ensure sustainable consumption and production patterns
13. Take urgent action to combat climate change and its impacts*
14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development
15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

GOAL 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
- 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training A/RES/70/1 Transforming our world: the 2030 Agenda for Sustainable Development 20/35
- 8.7 **Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms**
- 8.8 **Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment**
- 8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products

8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

8.a Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-related Technical Assistance to Least Developed Countries

8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization

7. Definitions & Terminologies

Company: The entirety of any organization or business entity responsible for implementing the requirements of standards, including all personal (directors, executives, management, supervisor and non-management staff, whether directly employed or contracted or otherwise representing the company).

Suppliers/Subcontractors: A business entity which provides the company with goods and/or services integral to, and utilized in/for, the production of the company's goods and/or services.

Sub-supplier: A business entity in the supply chain which, directly or indirectly, provides the suppliers with goods and/or services integral to, and utilized in/for, the production of the supplier's and/or company's goods and/or services.

Remedial Action: Action taken to make amends to a worker or former employee for a previous violation of a workers right.

Corrective Action: The implementation of a systematic change or solutions to ensure an immediate and ongoing remedy to a non-conformance.

Interested Party: Individual or group concerned with or affected by the social performance of the company.

Child: Any person less than 15 years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case of the higher age would apply, if, however, local minimum age law is set at 14 years in accordance with developing country expectations under ILO Convention 138, the lower age will apply.

Young Worker: Any worker over the age of a child as defined above and under the age of 18 years.

Child Labor: Any work by a child younger than the age specified in the above definition of a child, except as provided for by ILO recommendation 146.

Forced Labor: All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. (ILO Forced Labour Convention, 1930 (No. 29).

Remediation of Children: All necessary support and actions to ensure the safety, health, education, and development of children who have been subjected to child labour, as defined above, and/or dismissed.

Home based worker: A person who carries out work for a company under direct or indirect contract other than on a company's premises, for remuneration, which results in the provision of a product or services as specified by the employer, irrespective of who supplies the equipment, materials or other inputs used.

Harassment: Any unwelcome sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment".

Discrimination: any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

Slavery: The status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised. Includes slavery-like practices: debt bondage, forced or servile marriage, sale or exploitation of children (including in armed conflict) and descent-based slavery. (The Slavery Convention (1926) and Supplementary Slavery Convention (1956)).

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- ILO Conventions: C87, Freedom of Association and Protection of the Right to Organize, 1948, C98- Right to Organize and Collective Bargaining, 1949, C29 - Forced Labour, 1930, C105 - Abolition of Forced Labour, 1957, C138 - Minimum Age Convention 1973, C182 - Worst Forms of Child Labour, 1999, C111- Discrimination (Employment and Occupation), 1958, C100 - Equal Remuneration, 1951.
- Punjab Labor Laws, Factories Act. 1934, Payment of Wages Act. 1936, Employment of Children Act., Shop & Commercial Ordinance 1969, Sexual Harassment Act., Harassment at Workplace. Etc.

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