

# GLOBAL COMPACT



## Pakistan Local Network Progress Communication

Issue No. 3 March 2008

### Global Compact on the March in Pakistan



Mr. Ashraf W. Tabani President Global Compact Pakistan Local Network & President Employers' Federation of Pakistan and Member ILO Governing body visited UN Global Compact Office in New York in February 08 and is photographed with Mr. George Kell, Executive Director UN Global Compact, Mr. Antonio Penalosa Secretary General, IOE and Member UN Global Compact Foundation and Mr. Katz.

#### THIS ISSUE COVERS:

- Annual Newtwrk meeting Event
- 2nd Steering Committee Meeting
- Draft Rules of Procedure
- 4th & 5th Business Talk CSR Events
- COP Workshop

#### UPCOMING EVENTS:

- Annual CSR Conferences at Karachi & Islamabad
- Monthly Business Talk CSR Events
- Natonal Campaign on Global Compact Awareness
- COP Workshops
- Academia Conference on Responsible Management Education



## **ANNUAL LOCAL NETWORK MEETING 2007**

### **BEST PRACTICE SHARING & CSR / GLOBAL COMPACT AWARENESS SURVEY REPORTS & ANNUAL GLOBAL NETWORK REPORT 2007 LAUNCHED**

The first Annual Meeting of the Global Compact Pakistan Local Network was held at Karachi Pearl Continental Hotel on 22nd January 2008 supplemented by a Workshop on "Realizing the Role of ILO Tripartite Partners in Promoting the Principles of Global Compact".

The event held by Global Compact Pakistan Local Network in collaboration with the Employers Federation of Pakistan and the International Organization of Employers was presided over by Mr. Ashraf W. Tabani President of Steering Committee of the Global Compact Pakistan Local Network and the President of the Employers Federation of Pakistan while prominent business leader acclaimed bureaucrat veteran colonist, Ex-Minister Finance and Planning Government of Sindh and currently Chairman of Pakistan Automotive Manufacturers Association (PAMA). Mr. Kunwar Idris was the Chief Guest. The event was attended by 72 participants drawn from among the GC Network members and other stakeholders.

The event was held in 2 sessions. The morning session was the Workshop on "Realizing the Role of ILO partners in Promoting the Principles of Global Compact". Mr. Ashraf W. Tabani, the President of the Network in his welcome address stressed upon the need of ILO tripartite partners forging a strong understanding and unity on a wide scale promotional campaign for internalizing the Global Compact principles in Pakistan business. He assured the total commitment of business community to this important cause for the sustainability of Pakistan in global business.

In the changing new socio economic world order, he said adherence to Global Compact principles is today's business reality and tomorrow's business need.

Mr. Muhammad Saifullah in his key note speech on the "Role of ILO in Global Compact" threw light on the initiatives ILO was taking globally and locally to support Global Compact as essential business needing the focused attention of its tripartite constituents. He assured that ILO in Pakistan will continue to provide a common platform to its tripartite partners for all initiatives taken by them individually and collectively for implementing GC principles. A Joint program on Decent Work, Child Labor and Women empowerment, programmes. He quoted, as good examples of such collaboration in Pakistan.

Mr. Khurshid Ahmed, Secretary General Pakistan Workers Federation and Member ILO Governing Body in his key note speech on "role of workers in Global Compact" extended full support of the trade Union and workers federation to the initiatives being taken by employers and particularly EFP in the development & implementation of decent work programme. He urged upon the trade unions to support employers at the enterprise level in internalizing the Global Compact principles as this will result in improving organizational efficiency with its positive consequence on workers welfare and benefits.

Ms. Shahana Kaukab, Sr. HR Manager of BASF in her key note address on "Role of Employers in Global Compact" highlighted various actions through which employees could demonstrate their involvement and progress in implementing GC principles at the workplace. She also presented her own organization's case study as a business case for adherence to GC principles.



## **ANNUAL LOCAL NETWORK MEETING 2007**

**BEST PRACTICE SHARING & CSR / GLOBAL COMPACT**

**AWARENESS SURVEY REPORTS & ANNUAL  
GLOBAL NETWORK REPORT 2007 LAUNCHED**

Mr. Kunwar Idris, the Chief Guest in his presidential speech lauded EFP & ILO and Local Network for organizing this Workshop and expressed the hope that the joint partnership of employers in promoting principles of Global Compact is in fact the new social contract which can drive our economy at much faster pace and will also help in protecting workers fundamental right to decent work and quality of life.

The Local Network Annual Meeting session was resumed after tea break. Mr. Fasihul Karim Siddiqi, Secretary GCPLN briefly presented the activities of the Global Compact Local Network and a sketch of the future action plan. He also presented to the EFP President and ILO representation the first copy of the Joint Publication of the Local Network in collaboration with EFP/ILO under the title Global Compact Awareness Survey Report/12 Companies Best Practices sharing in GC principles Report and Annual Report of Global Compact Pakistan Local Network and termed it a landmark achievement of the Network completed in record time. He mentioned that the Awareness Survey of 390 large, medium and small companies aimed to gauge the level of understanding of Global Compact principles, attitude towards CSR/GC issues and identify the barriers and reflections on Global Compact principles implementation and will serve as important guidelines in the preparation of future action plan of the Local Network. He also expressed the hope that the best practices of 12 surveyed companies will inspire other business enterprises in multiplying their CSR/GC initiatives.

Mr. Siddiqi also introduced the Local Network Report 2007 prepared by the UN Global Compact office in cooperation with the Barcelona Centre for Support of Global Compact launched at Annual Global Networks Meeting held at Mexico and urged upon the Network members to seek access and benefits from the GCLNs activities across the world. A copy of this report as well as the Joint publication were distributed among all the participants.

The General Meeting approved the Annual Report 2007 of Local the Network as well as the Action Plan 2008.

M/s. Attock Refinery, engaged in refining of Petroleum Products based in Rawalpindi also volunteered to subscribe to Principles of Global Compact on this occasion. Mr. Asif Saeed, Manager HR & Administration representing the Co's CEO signed the GC Charter and the company was inducted as the new member of Global Compact Pakistan Local Network.

A Recognition shield from the Global Compact Pakistan Local Network was presented by Mr. Ashraf W. Tabani to Mr. Saad Hussain, Corporate Director, Indus Motor Company in appreciation of their winning the Asian CSR Award 2007 being the first prize in the category of support and Improvement of Education for its initiatives in Road Safety Education.

Mr. K. M. Nauman, Vice President, Employers' Federation of Pakistan presented vote of thanks while Mr. Raza Ali Director, Newports Institute acted as the moderator of the entire event.



## PHOTO GLAMPSES OF NETWORK'S ANNURAL MEETING



Mr. Asraf Tabani presenting a memento to the Chief Guest Mr. Kanwar Idrees.



A pictorial view of Annual Network Review meeting



Mr. Saad Copreate Director IMC receiving Recognition Shield for being the recipient of ASIAN CSR Award.



HR Manager of Attock Refinery Rawalpindi signing the Charter of Global Compact.



Mr. Fasihul Karim Siddiqi Secretary Global Compact Pakistan Local Network presenting copy of Joint Publication to Mr. Saifullah of ILO and Mr. Khurshid Ahmed Gen. Secretary PWF.





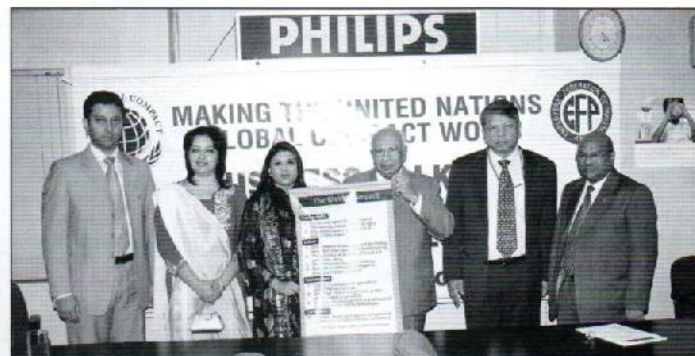
## **4TH BUSINESS TALK CSR SERIES MEETING HELD FEBRUARY 2008 AT PHILIPS**

- 4th Business Talk CSR Learning event on "CSR as a Global Responsibility for Business Survival and Sustainability" was held on 29th February 2008 from 05:00 to 07:00 pm at the premises of Philips Electrical Industries of Pakistan Limited, SITE, Karachi.
- Business Talk CSR series which was initiated in September 2007 has turned out into an important learning event for GC Local Network members with increasing interest in which members get a chance to focus on global compact related initiatives one at a time. The three Business Talk CSR series organized in September, October, November 2007 focused on Building Business Advantage through ethical practices, Labor Management relations and Responsible Management Education respectively.
- The 4th Business Talk CSR series was attended by 26 participants drawn from 15 member organization.
- Mr. Fasihul Kaim Siddiqi Secretary Local Network welcomed the members and introduced the theme of the meeting.
- Sustainability & CSR consultant and internationally experienced business and gender journalist Khadija Balkhi was the key note speaker of the event. Her presentation aimed got sensitivity business enterprise on "CSR as a global responsibility". She made her point by emphasizing that unless CSR initiatives are not linked with organizational strategy they will remain social philanthropy and will not contribute to organizational sustainability which is the core spirit embodied behind the philosophy of adherence to Global Compact principles. Her CSR evaluation matrix was highly appreciated as an interesting tool for measuring CSR's sustainability impact.
- Mr. Shahid Zaki, Managing Director & CEO of Philips Electrical Industries of Pakistan Limited in his very lively presentation on the occasion highlighted the initiatives taken by his organization in establishing strategy linkages with CSR initiatives as a good example of performance model framework.
- Mr. Ashraf W. Tabani President of the Network in his presidential speech appreciated the continued holding of Business Talk CSR series of events and considered it as a tranquilizer for energizing business in their GC initiatives. He also gave a brief account of his recent meeting with UN Global Compact Foundation members in which he apprised them of the activities of Pakistan Local Network which were highly appreciated.
- A significant breakthrough in the 4th Business Talk CSR event was the induction of the first NGO in the Local Network Karachi Executives Lions Club District 305 S1 Pakistan, an affiliate of the Lions Clubs International voluntarily subscribed to the Global Compact principles as its President Bushra Raza signed the Global Compact Charter in presence of Global Compact Local Network President Mr. Ashraf Tabani and District Governor 305 S1 Lions Clubs International Lion Huma Bukhari. The Lions Club of Karachi Executives was inducted as the member of the Global Compact Pakistan Local Network. It may be mentioned that apart from 3 lions clubs (2 in Brazil and one in Italy) the lions club of Karachi Executives in Pakistan was the first lions club in Asia to have joined the UN Global Compact initiatives Lions Clubs International Foundation has been judged as the Best NGO of the world for the year 2007 by Financial Times London and the UN Global Compact office.
- The Club President on this occasion vowed to act as a bridge between business and community projects as a part of the clubs commitment to promote CSR in business in a manner that it has a trickling down impact on the community and its quality of life which is a part of the "challenge of change" given this year by the International President of the Lions Clubs International Lion Mahendra AmaraSuriya. She also indicated that more lions clubs from a network of more than 300 lions clubs in Pakistan may find it interesting and challenging to join the Global Compact initiative.
- Mr. F. K. Siddiqi presented vote of thanks and hoped that the new dimension of CSR as Continuously Sustainable Relationship will receive due consideration by business organizations as they formulate their CSR policies as a tool for implementation of Global Compact principles.
- The event which was moderated by Mr. Raza Ali ended with a high tea hosted by Philips.



## 4TH BUSINESS TALK CSR SERIES MEETING HELD FEBRUARY 2008 AT PHILIPS

Mr. Tabani, Mr. Shahid Zaki, Khadija Balkhi, Mr. Fasihul Karim Siddiqi and Mr. Raza Ali addressing the Business Talk CSR event



Ms. Bushra Raza photographed with Mr. Tabani, Mr. Shahid Zakim, Ms. Huma Bukahari and others after signing the Charter of UN Global Compact.

## COMMUNICATION ON PROGRESS WORKSHOP ORGANISED ON 5<sup>TH</sup> MARCH, 2008 AT HOTEL MARRIOTT, KARACHI

The Global Compact Pakistan Local Network organized a Communication on Progress Workshop from 05:00 to 07:00 pm on 5th March, 2008 at Hotel Marriott Karachi. The Workshop was attended by Network Members whose COP becomes due in March – June 2008.

Almost all Network Members have an obligation to send their first COP to the UN Global Compact office which is following due in the next four months. 10 Local Network Members participated in the workshop.

The following documents were relied for COP at the Workshop:-

- a. Template for creating a COP Report.
- b. Instructions to submit your COP to the Website of the Global Compact.

The members present participated in a practical exercise of developing their COP based on the template which was easily understood and highly appreciated.

The Pakistan Network is thankful to Mr. Ravi Fernando, Director Corporate Branding & Strategic CSR MAS Capital (PVT) Limited and the focal point of Global Compact Sri Lanka Local Network for his very kind and prompt response in providing technical assistance for the workshop alongwith a copy of his Company's most recently submitted COP which helped the participants in assimilating the concept.

It was decided to hold another interactive COP session in April 2008 for the benefit of those Network members who could not attend this workshop.



### 2ND STEERING COMMITTEE MEETING OF GLOBAL COMPACT PAKISTAN LOCAL NETWORK

1. The second meeting of the Steering Committee of Global Compact Pakistan Local Network was convened on Tuesday 22<sup>nd</sup> January, 2008 at Pearl Continental Hotel Karachi at 02:00 pm. The meeting was convened by the President, Mr. Ashraf W. Tabani at the appointed time but was adjourned for lack of quorum. The adjourned meeting was thereafter resumed at 02:15 pm.
2. The meeting chaired by Mr. Tabani, President of the Steering Committee started with recitation from the Holy Quran.
3. The minutes of the 1<sup>st</sup> Meeting of the Steering Committee held on 10<sup>th</sup> March, 2007 were confirmed and approved.
4. As decided in the last meeting The Draft Rules of Business of the Network has been prepared and was presented for approval. It was decided to circulate the draft Rules of Business to all members of Steering Committee for comments. If comments are not received by 15<sup>th</sup> February 2008, the draft will be considered as approved. If comments are received the same will be placed for consideration in the next meeting.
5. The Annual Report of the Global Compact Pakistan Local Network and the six points plan of Action 2008 as presented in the General Body Meeting in the afternoon session and published in the Joint Publication were presented by the Secretary and adopted by the Committee.
6. Membership fee structure of the Network as currently existing was considered as too high to attract the membership from medium and small enterprises and it was agreed to restructure the Network Membership Eligibility Fees as under effective 1<sup>st</sup> February 2008:-

#### Entrance Fee (One time) Annual Subscription

a.	For large industrial and commercial establishment employing more than 150 persons.	Rs. 20,000	Rs. 5,000
b.	For medium size industrial & commercial establishments employing more than 50 but less than 150 persons	Rs. 5,000	Rs. 3,000
c.	For small industrial & commercial establishment employing less than 50 persons	Rs. 3,000	Rs. 1,000
d.	For Others	Rs. 5,000	Rs. 3,000

7. Mr. Khurshid Ahmed suggested for a vigorous campaign for bringing large companies within the fold of the Network. He also urged upon the Network to approach Government of Punjab and Sialkot Chamber for wider dissemination of social compliance initiatives.
8. Mr. Sohail P Ahmed suggested that to promote GC among medium & small enterprises, it was important to emphasize what benefit Global Compact offered to them. from their point of view.  
It was proposed to prepare a brochure continuing points of benefits for small/medium enterprises which the Secretariat may prepare for approaching them in the Awareness Campaign.
9. It was also suggested that core team of 3 – 4 members may be formed on industry/ sectoral basis to promote awareness of Global Compact and attract new members.
10. It was also proposed to strengthen the website of the Network as an important source of outreach.
11. It was suggested to involve CEOs for further intensifying both promotional & internalization efforts for which meetings of CEOs may be convened besides inviting CEOs to chair various global compact events including Business Talk CSR events.
12. Mr. Khurshid Ahmed suggested recognition of enterprises with better Productivity / HR Models and that role of education by employers needs to be highlighted.  
The Committee was advised to consider this aspect while chalking the detailed program of its future actions.
13. At the end the President commended the efforts of the Secretariat in steering the activities of the Network successfully.
14. The meeting was adjourned with a vote of thanks to the Chair.



## **GLOBAL COMPACT PAKISTAN LOCAL NETWORK RULES OF BUSINESS & PROCEDURES**

### **1. Title and Commencement:**

- i. These Rules shall be called the Rules of Business and Procedures for the Global Compact Pakistan Local Network (hereafter called the "Local Network")
- ii. These rules shall come into effect from \_\_\_\_\_

### **2. Operation Network:**

The Network shall be operated on a non-political, non-profit and non-religious basis.

### **3. Objectives:**

The following are the objectives of the Global Compact Pakistan Local Network:-

- i. To be the lead provider of knowledge, information, ideas and initiatives for promoting the principles of Global Compact.
  - ii. To attract more and more business enterprises within the Global Compact Network by creating awareness.
  - iii. To assist business operations in addressing social responsibilities, providing practical guidance related to areas of corporate social responsibility and help develop the social outlook of business organizations as a new dimension of competitive edge.
  - iv. To facilitate communication with the Global Compact office and among co-participants of the Network through its focal point.
  - v. To actively support efforts by participants to develop Communication on Progress and to help find solutions related to the integrity measure.
  - vi. To engage in training, learning, dialogue and partnership with the participants and among stakeholders, academia, Civil Society and other networking to increase awareness and intensify the promotion of and internalization of global compact principles.
  - vii. To collect and disseminate best practices and success stories on internalization of the principles of the global compact among participants.
  - viii. To produce Annual Activities Report on global compact activities and initiatives.
  - ix. To liaise and coordinate with global and regional networks and focal points for updating members on actions and initiatives besides fostering unity of action and understanding on key issues.
  - x. To undertake such other activities as Network may feel desirable to accomplish its objectives.
4. The office bearers shall not receive any remuneration for their services but may be reimbursed for out of pocket expenses.
5. The Network shall confine its activities only to the objects of the Network set forth herein and the income and property of the Network from whatever sources shall be utilized / applied solely towards promoting the objects of the Network and that no portion thereof shall be paid by way of dividend, profit, bonus to any member / office bearer of the Network or otherwise except for such sum as may be spent for administrative purposes as prescribed by Network.
- ### **6. MEMBERSHIP:**
- a) The Network shall comprise of enterprise members subscribing to the principles of Global Compact by sending their letters of consent to the Secretary General of UN. In addition members who are Experts / Professionals of high repute be co-opted for specific assignments / projects.



**GLOBAL COMPACT PAKISTAN LOCAL NETWORK  
RULES OF BUSINESS & PROCEDURES**

- b) Academic, NGOs and Civil Society organizations may also become member of the Network by paying necessary subscription.
  - c) Initially all the Founder Members whose list is attached at Annexure "A" shall form the General Council.
  - d) All application for Membership of the Network will be subject to approval by the Steering Committee of the Network.
7. The members shall pay an admission fee and annual subscription as under.

**Entrance Fee  
(One time)  
Annual Subscription**

a.	For large industrial and commercial establishment employing more than 150 persons.	Rs. 20,000	Rs. 5,000
b.	For medium size industrial & commercial establishments employing more than 50 but less than 150 persons	Rs. 5,000	Rs. 3,000
c.	For small industrial & commercial establishment employing less than 50 persons	Rs. 3,000	Rs. 1,000
d.	For Others	Rs. 5,000	Rs. 3,000

**8. Meeting of Members:**

- i. Steering Committee meetings shall be held as often as considered necessary but shall hold at least three meetings in a year, with a notice of at least 7 days to be issued in advance of each meeting with the Agenda for the meeting. The extra ordinary meeting of the Steering Committee may be called on three days notice and on specific agenda to be transacted there at.
- ii. General meeting shall be held at least once in a year. Notice of at least 14 days shall be issued in advance of each meeting with the Agenda. All other General meetings shall be extra-ordinary General Meeting for which at least 10 days notice shall be issued in advance with the agenda.
- iii. The quorum of the Steering Committee and the General Council shall be 1/3rd of the strength.
- iv. On requisition of 1/3rd members of the Steering Committee or the General Council the Secretary within 3 to 7 days respectively. Incase of no quorum within half an hour of the specific time, the meeting shall stand dissolved and the issue of the agenda can not be brought again.

**9. Management and Control:**

The Management and Control of the affairs of the Network shall rest in the Steering Committee which shall be elected by the General Council. The Steering Committee shall hold office for a period of 2 years and election shall be held every two years for this purpose. The first Steering Committee shall continue to function until new Steering Committee elected by the General Council in accordance with the Rules of Business. Such election shall be held within one month of the expiry of each term of office of the Steering Committee. The Steering Committee shall function until the next Steering Committee is elected. The Officers of Steering Committee shall be eligible for reelection.



**GLOBAL COMPACT PAKISTAN LOCAL NETWORK  
RULES OF BUSINESS & PROCEDURES****10. General Council:**

Shall comprise of all members of the Network and such Advisory Persons as may be decided by Steering Committee. The first General Council shall consist of members as per list at Annexure "A". The General Council will be responsible for over all supervision and control of the Network.

**11. Steering Committee:**

Shall comprise of 25 members as under:-

- a. President
- b. Two Vice Presidents
- c. Secretary
- d. 15 members from general membership
- e. 2 members from academia membership
- f. One representative to be nominated by FPCCI
- g. One representative to be nominated by Women Chamber
- h. Two representative to be nominated by Civil Society.

**12. Casual Vacancy:**

In the event of any vacancy existing or arising in the Steering Committee, the same shall be filled in by the Steering Committee for the remaining term by co-opting any member of the Network as a member of the Steering Committee.

**13. Functions of the Steering Committee:-**

The Steering Committee shall, inter-alia perform the following functions:-

- i. Management of the affairs of Network for the attainment of the objects as set herein.
- ii. To decide all matters relating to the affairs of the Network.
- iii. In general to do all such acts, deeds, matters and things as may be conducive or incidental to, functioning of the Network for the attainment of the objects set out herein.
- iv. To frame Rules & Regulations.
- v. Shall form Chapters of the Network in all Provinces, Provincial Chapters shall keep the Network informed in respect of their activities and programmes which shall be in conformity with the aim and objective of the Network.
- vi. The quorum of Steering Committee shall be 33% of its members.

**14. President:**

The President shall be overall responsible for the effective functioning of the Network and shall preside over all meetings of the Steering Committee and General Council and shall have a second casting vote in the event of equal votes being cast at any such meeting.

**15. Vice Presidents:**

Shall have the same powers to perform as President but only in absence of the President or if and when authorized by the President.

**16. Secretary:**

- a) The Secretary shall direct and supervise the work of the Secretariat including finance and shall coordinate the work of the Network. The Secretary shall submit report on the Network activities to the Steering Committee and the General Council.
- b) The Secretary will keep the record of the Network in order, record the minutes of the meeting, maintain accounts and keep informed about the work of the Network to the Chairman and the Steering Committee.
- c) The office of the Employers Federation of Pakistan will be used as Secretariat of the Network till an alternative arrangement is made.



**GLOBAL COMPACT PAKISTAN LOCAL NETWORK  
RULES OF BUSINESS & PROCEDURES****17. Bank Accounts:**

Separate bank account shall be opened by EFP in the name of Global Compact Pakistan Local Network with a scheduled Bank and such account shall be operated under the joint signatures of the Secretary Local Network, Secretary General EFP and one of the authorized members of the Steering Committee.

**18. Qualification / Disqualification of members:**

- a) The Steering Committee shall decide all applications of membership on the basis of merit/criteria on which may be defined for the purpose.
- b) All members of the Network shall abide by the Rules of Business Procedure.
- c) Any member acting against the interest / objectives of the Network be liable to disqualification from the Membership.

The disqualification rules shall be framed by the Steering Committee which may include absence from meetings, conviction on any criminal offence or who is in the opinion of the Steering Committee otherwise unfit to be a member.

**19. Resolution by Circulation:**

In the event of any urgency, the President shall have the authority to permit resolutions to be approved through circulation by the members of the Steering Committee and members receiving these resolutions shall note their views on the resolution itself and shall affix their signature. Such resolutions approved through circulation shall be placed before the Steering Committee at the next meeting for ratification and placed on record.

**20. Members not to hold office of profit:**

No member of the Network including its office bearer shall hold any office of profit or accept employment for remuneration in this Network. All such services shall be rendered in an honorary capacity.

**21. Amendment in Rules of Business:**

- i. The Rules of Business shall not be amended except by a resolution passed by at least 2/3rd of the total number of members of the General Council, entitled to vote and present at a special general meeting convened for such purpose and who shall have been given notice of the meeting with agenda and a copy of the amendments to be passed at least 21 days before the meeting is convened. The notice, agenda and copy of the amendment must be sent by registered post or approved courier.
- ii. The Steering Committee may, in any special circumstances and for reasons to be recorded in writing, permit resolution for the purpose of amendment to be approved through circulation among all the members and such resolution shall have to be passed by 2/3 or more members.

**22. Dissolution of Network and Transfer of Interest:**

In the event of dissolution of the Network for any reason, the assets and properties of the Network, after meeting all the liabilities, shall be handed over to another institution having similar objectives. No part of the assets and properties of the Network shall be taken over or utilized by any of members.



## **5th BUSINESS TALK CSR MEETING HELD AT PESHAWAR ON 19TH MARCH, 2008**

The Business Talk CSR series meeting started by the Global Compact Pakistan Local Network in September 2007 had a major breakthrough when the 5th Business Talk CSR series meeting was held on 19th March, 2008 at Hotel Pearl Continental at Peshawar, the first of its kind in the province of NWFP.

The event which was held in collaboration with the Employers' Federation of Pakistan was attended by 55 participants drawn from 28 organizations in the private and public sector, academia & NGOs.

Mr. Haji Muhammad Jawed, Member EFP Managing Committee and Chairman SDC Peshawar & Ex Minister Labor Transport & Social Welfare NWFP presided over the meeting while Mrs. Rozina Tofail EX MNA Parliamentary Secretary, Chairperson working Group on Citizen Empowerment & Institutional Reforms, Planning Commission of Pakistan was the Chief Guest. Haji Muhammad Asif President NWFP Chamber of Commerce & Industries was the Guest of Honor.

Mr. Fasihul Karim Siddiqi, Secretary Global Compact Pakistan Local Network in his presentation introduced the background and business case for enterprises voluntary initiative to embrace the ten principles of Global Compact and the requirements of Communication or Progress.

Mrs. Shahana Kaukab Member EFP Managing Committee addressed the issue of Gender Mainstreaming in employment and occupation and specially highlighted the major detriments in the ways of its institutionalization in the private sector. She also focused on interventions of the private sector to create firmly friendly work environment through HR policies for promoting gender equality in enterprises as an important area of human and women rights.

Mr. Asif Saeed, HR Manager Attock Refinery, the latest member to join the Global Compact in Pakistan made a very impressive key note presentation on the CSR initiatives his organization had taken with strategy linkages to ensure sustainability which was highly appreciated.

Mrs. Rozina Tufail, the Chief Guest in her speech lauded the efforts of the EFP and Network in holding this workshop in Peshawar which has a mispainted business image as a non progressive area. The fact that two third participants of the meeting were female dispelled such an impression. She urged upon the need of business to develop their competitive edge by responding to the initiatives of gender mainstreaming and global compact principles adherence.

Mr. Haji Asif, Resident Sarhad Chambers assured that the business community of NWFP fully supports the Global Compact initiative and this workshop will soon bring some good news to the Network.

Mr. Nooruddin Daud of Daudsons Armory Small Industries Estate Peshawar (a Network member) summing up the proceedings thanked the local Network & EFP for organizing the first Global Compact sensitization meeting at Peshawar and expressed the hope that it will inspire business

### **Group Photograph of Participants**

