



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

Statement by Pakistan

350th Session of the ILO Governing Body

Agenda Item GB.350/INS/4

**Mid-term report on the implementation of the ILO Action Plan for Gender
Equality 2022–25**

**Statement delivered by Mr. Muhammad Abdullah, Counsellor, Permanent
Mission of Pakistan to the UN, Geneva**

(5 March 2024)

Honorable Chairperson,

We thank the office for providing us with comprehensive insights into the mid-term progress of the ILO Action Plan for Gender Equality 2022–25. We firmly believe that promoting gender equality and flexibility in the workplace is crucial for achieving sustainable development and ensuring inclusivity.

In Pakistan, there is a growing recognition of the importance of gender equality and flexibility in the workplace. Promoting work-life balance initiatives is essential for creating a supportive and inclusive work environment. This includes flexible working arrangements, remote work options, and access to support services such as childcare facilities.

Key sectors in Pakistan that stand to benefit from increased support under the UNSWAP (UN System Wide Action Plan) include:

1. Textile and Garment Industry: Enhancing gender equality and work-life balance can benefit female employees in this vital sector.

2. Information Technology: Promoting women's participation and inclusivity is crucial for the growing IT industry.
3. Healthcare: Gender equality measures can create a more supportive environment for all healthcare workers.

To effectively implement these measures, collaboration between government, employers, workers, and research entities is essential. Training programs, awareness campaigns, and monitoring mechanisms can help track progress and ensure the successful implementation of gender equality and flexibility initiatives in Pakistan's workforce.

Pakistan prioritizes reducing inequalities as a top agenda under the global coalition on social justice. The government is taking proactive steps to combat gender-based discrimination by implementing institutional systems and effective grievance redressal mechanisms to ensure violence-free workplaces. Additionally, the gap assessment of C190, C183, C189 reflects the government's commitment to identifying and addressing legal framework gaps, particularly in vulnerable sectors like domestic work dominated by women.

I thank you.

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