

# ADOPTION OF INTERNATIONAL LABOUR STANDARDS THE PAKISTAN EXPERIENCE

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## ABSTRACT

Like most of other developing countries Pakistan's attitude Towards adoption of international labor standards is not negative. Willingness and wish prevails usually for adoption of international labour standards but political instability, severe poverty, privatisation, employer and employees unfavourable attitude accompanied with other economic social and political problems are not allowing Pakistan to comply fully with international labor standards.

From its very first day Pakistan accepted the commitment of Government of India to adopt fourteen International Labor conventions. In its early history Pakistan remained in active collaboration with International Labor Organization(ILO) for adoption of International Labor Standard. Pakistan Federal Minister for Labor was a polished labor leader. He showed great enthusiasm for adoption of international labor standards. He not only got to ratified ten international labour conventions but also prepared the first even labor policy of pakistan, However, at the time Pakistan was passing through one of its severe span of industrial disturbance and political instability and his efforts for adoption of international labour standards and its implementation was no particular legislation was made and the first labour policy "remained a statement of intent."<sup>1</sup>

During the second decade of Pakistan history 1958-68 Ayub"s Martial Law government announced second labor policy (4th Feb:1959). The first principle of this policy was 'The policy shall be based on ILO conventions and recommendations ratified by Pakistan'. The policy was followed by adoption of huge body of labour laws and ratification of five international labour conventions. Though this labor policy with its consequential changes in labor laws gave way to the legislative system of industrial

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<sup>1</sup>. Usmani U.R. "PATTERN OF LABOR MANAGEMENT RELATION IN PAKISTAN", in LABOR RELATION AND DEVELOPMENT, THE PAKISTAN SITUATION, ARPLA, Bangkok, 1983, p.48.