



Draft Report of National Conference on Skills in Demand in GCC Countries

Challenges and Opportunities for Pakistan

2014

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Acronyms

BE & OE	Bureau of Emigration and Overseas Employment
CBT	Competency Based Training
CoD	Country of Destination
CTA	Chief Technical Advisor
FATA	Federally Administered Tribal Area
GCC	Gulf Cooperation Council
GDP	Gross Domestic Product
ILO	International Labour Organization
KPI	Key performance Indicator
KPK	Khyber Pakhtunkhwa
MoOP&HRD	Ministry of Overseas Pakistanis and Human Resource Development
MRCs	Market Resource Centres
NAVTTTC	National Vocational & Technical Training Commission
NADRA	National Database and Registration Authority
OPF	Overseas Pakistanis Foundation
OP	Overseas Pakistanis
OEPs	Overseas Employment Promoters
POEPA	Pakistan Overseas Employment Promoters Association
P- TVETA	Provincial Technical Education and Vocational Training Authorities
TEVTAs	Technical Education and Vocational Training Authority
SAARC	South Asian Association for Regional Cooperation
UAE	United Arab Emirates

1 Background

Pakistan is the sixth most populous country in the world with an estimated population of 184.35 million in 2012-2013, and has the 9th largest labour force in the world. According to the labour force survey 2012-13, the total labour force in the country is 59.74 million. Out of this, 3.73 million people are unemployed and 56.01 million people are employed. In 2012-13, the unemployment rate was 6.2 percent (male 5.4 % & for female 9.0). As one way to tackle the high levels of unemployment, Pakistan has seen a steady increase in the number of workers moving to other countries in search for work. Over the past 60 years migration from Pakistan has largely been for seeking better economic opportunities. Unfavorable socio economic conditions and uncertain political circumstances have acted as push factors. Since 1971 to 2013, more than 7 million Pakistanis have officially proceeded abroad for employment (Bureau of Emigration). Out of this total manpower export, about 96% have proceeded to the Gulf Cooperative Council (GCC) Countries. Migration from Pakistan peaked in 2012 when 628,452 left the country. The key country of destination is Saudi Arabia followed by UAE, Kuwait, Oman, Qatar and Bahrain. (%). In terms of professions, during 2008-13, of all emigrants from Pakistan 1.9% were highly qualified, 0.8% highly skilled, 42.3 % skilled, 16.5% semi-skilled and 38.5% unskilled.

The Dubai 2020 expo, the Qatar 2022 World Cup and the planned massive construction projects in Saudi Arabia is likely to continue to increase the demand for Pakistan migrant workers particularly in construction but also other sectors. Despite this, there is a lack of a comprehensive overview on the economic and policy environment for labour migration, related employment opportunities and recruitment systems, as well as occupations - including qualifications, skills and wages - that currently are in demand in the GCC countries, and how demand will evolve in the short, medium and long-term. As a result, prospective migrant workers and related public and private institutions have an unreliable basis for forward planning of migrant labour. Ultimately this knowledge gap is likely to result in lost opportunities or training investment mistakes in both source and recipient countries.

Responding to a call from the Abu Dhabi Dialogue Ministerial Meeting in Manila in April 2012 to generate labour market information, the International Labour Organization (ILO), through its EU funded project Promoting Effective Governance of Labour Migration from South Asia (2013-2016) and in collaboration with the GIZ, have contracted a research team to conduct a comprehensive research on occupations and skills in demand in key countries of destination for low-skilled migrant workers from South Asia, including Kuwait, Malaysia, Qatar, Saudi Arabia and UAE – and in a second stage for selected countries of origin including India, Nepal and Pakistan. The study will generate analytical and up to date information on occupations in demand during the 2014-2025 period, including skills requirements, working and living condition and wages. In countries of origin, it will review current systems for provision of skills training including courses on offer and capacity of training providers in countries of origin and review the capacity and system for certification/skills testing for outgoing and returning migrant workers. The findings will be used to develop roadmaps for better alignment between

training courses (in source) vis-a-vis occupations and skills in demand (in destination) and among returnees.

2 Introduction

Realizing the opportunities in emerging markets in GCC countries, the Overseas Pakistanis Foundation (OPF), under the Ministry of Overseas Pakistanis and Human Resource Development (MoOP&HRD) and the International Labour Organization (ILO), through its EU funded project Promoting Effective Governance of Labour Migration from South Asia (SALM) held a National Conference on 'Skills in Demand in GCC Countries: Challenges and Opportunities for Pakistan' on Thursday, June 26, 2014 in Islamabad. The conference was held to create awareness about current and future skills in demand specifically in GCC countries with the aim to enhance manpower export from Pakistan which will in return enhance remittances to Pakistan. The Conference brought together some 70 representatives including government officials, policy makers, technical training institutes, provincial TEVTAs, overseas employment promoters, employers' and workers' representatives as well as non-governmental organizations, media officials from all over the country. The list of participants of the conference is at Annexure 1. Various sessions of the conference (detail given below) were successfully carried out with the active participation of the attendees through detailed question & answer sessions and group work. The conference lead to the initiation of discussion among key stakeholders and brought forth a number of recommendations (detail given below under the recommendations heading) which will help in the process of developing a road map on how to respond to the current and future skills and occupations in demand in GCC countries.

2.1 Inaugural Session

The Inaugural session of the conference commenced with the recitation from the Holy Quran and included welcome address and statements by the following key speakers:

- Welcome by Mr. Saif Ullah Chatta- Secretary, MoOP&HRD
- Statement by Mr. Francesco d'Ovidio- Country Director, ILO
- Statement by Chair Mr. Pir Syed Sadaruddin Shah Rashidi- Minister for MoOP&HRD

Mr. Saif Ullah Chatta, Secretary, MoOP&HRD in his welcome address highlighted the importance of having such platforms which help direct focus on improvement of Labour migration governance systems, in determining skill demands and issues with reference to the Gulf collaboration Council (GCC) countries. He said that Pakistan has the sixth largest population in the world and the worlds' ninth largest workforce of 56 million men and women. Since 1971-2013 more than 7 million Pakistanis have officially proceeded abroad for employment. Out of this total manpower export, 96% have proceeded to the GCC countries. During the last Financial Year (FY) Pakistan received US\$ 1438.36 million as remittances, which plays an important role in the social and economic development of Pakistan therefore interests of our overseas workforce's needs to be focused upon at both at home and abroad. Emphasis

on soft skills of the migrant workers was also stressed upon. He encouraged the participants to actively contribute to the conference in order for it to achieve its objectives. He also thanked ILO, donor agencies (EU, GIZ) for holding such an event and pressed upon the need for such events to be organized in the future.

Country Director-ILO, Mr. Francesco d'Ovidio, in his statement gave an overview of the Labour migration from Pakistan to the Gulf countries and highlighted the joint effort of ILO and other UN agencies in this regard. He stressed upon the need to focus at both the demand and supply side of the migration process. Country Director, ILO explained that ILO's current study will help generate analytical and up-to-date information on occupations in demand during the 2014-2025 period, including skills requirements, working & living condition and wages. In countries of origin, including Pakistan, it will review current systems for provision of skills training including courses on offer and capacity of training providers in countries of origin and review the capacity and system for certification/skills testing for outgoing and returning migrant workers. He said that there was a need to also have research on destination countries receiving immigrants in order to assess the resources of destination countries in handling incoming pool of workers. He said that the findings of the present study will be used to develop roadmaps for better alignment of training courses (in source) vis-a-vis occupations and skills in demand (in destination) and among returnees."

The Chief Guest Mr. Pir Syed Sadaruddin Shah Rashidi, Federal Minister, MoOP&HRD highlighted Pakistan's potential to lead and compete in the emerging Labour market. He stated that with the Dubai 2020 Expo, the Qatar 2022 World Cup in addition to the planned massive constructions projects, especially in Saudi Arabia are likely to continue to increase the demand for Pakistani migrants, both for skilled and semi-skilled workers. In order to meet such challenges, it is important that all stakeholders both in Public and Private sectors, especially the Skills Development Institutions and Overseas Employment Promoters should play their active role and prepare the manpower in marketable skills. He further ensured that all possible efforts will be made to meet the challenges in the GCC countries, including increasing the protection of migrant workers. He also recognized and acknowledged the role of overseas employment promoters in the export of manpower from Pakistan. He praised the conference organizers for providing this opportunity to relevant stakeholders to come forth with recommendations to respond to the current and future skills and occupations in demand in GCC countries.

2.2 Plenary Session –I (Skills in Demand in GCC)

The first plenary session was chaired by Mr. Pir Syed Sadaruddin Shah Rashidi- Minister for MoOP&HRD with Mr. Saif Ullah Chatta- Secretary, MoOP&HRD Mr. Francesco d’Ovidio- Country Director, ILO as the Co-Chair. The first plenary session included presentations on the study “skills and occupations in demand in countries of destination and linkages to training, certification and accreditation in countries of origin” carried out under the project Promoting Effective Governance of Labour Migration from South Asia (SALM).

The first presentation on the introduction to the study and its objectives was given by **Ms. Anna Engblom, CTA, ILO South Asia Labour Migration Governance Project**. Ms. Engblom gave a snapshot of the project which aims to promote well-managed labour migration from South Asia, to ensure effective protection of the rights of vulnerable migrant workers and reduce irregular flows. The 36 months (June 2013 – May 2016) project focuses on low- and semi-skilled migrant workers in construction, hospitality and domestic work occupied in India, Nepal and Pakistan with selected activities in Gulf Cooperation Council (GCC) states (Kuwait, United Arab Emirates, Qatar). The project is being implemented by Ministry of Overseas Pakistanis & Human Resource Development in Pakistan, Ministry of Labour and Employment in Nepal, Ministry of Overseas Indian Affairs and the India Centre for Migration in India. The present study carried out under the project aim to develop a road map on how to match demand with supply, thus an analysis of Labour market trends of migrant workers to GCC countries is undertaken. The study is carried out in three parts: i) in countries of destination GCC (Kuwait, Qatar, Saudi Arabia and UAE), Malaysia and India, ii) in countries of origin Pakistan, Nepal and India and iii) lastly development of a road-map. Findings of both studies will be used to develop a road-map for better aligning training courses and systems for certification (in source) vis-a-vis occupations and skills in demand (in destination). She informed that five of six CoD reports have been finalized while work drafting of the overall report is under progress by the International team leader. She also informed that a similar conference based on the recommendations to develop a roadmap will be held in the future.

Ms. Sabine Roth, ILO/GIZ gave a presentation on the labour market trends analysis of migrant workers in Kuwait, Malaysia, Qatar, Saudi Arabia and UAE. She explained that the purpose of the study was to understand the main actors and beneficiaries, costs and benefits for migrant workers and to target public and private investments in migrant Labour preparation, training and assessment. The research study also assesses the positive and negative aspects of recruitment and the selection process. Country of Destination (CoD) reports look at the population, economy and employment, recruitment and selection and migrant policies. With regards to Labour migration, Ms. Roth highlighted that it is a challenge to get information on the number of migrants and the kinds of skills they possess. Ms. Roth also talked about the Labour market policies prevalent in the Gulf countries. She informed that Qatar, UAE and Kuwait continue with the Kefala system which has strong implications for Pakistan in the future. Ms. Roth explained that the recruitment and selection practices have shifted from government

to the private sector and are profit-oriented and are poorly defined, inconsistent and complicated. The economic and employment trends of GCC countries were presented, with the construction sector being the lead followed by trade & hospitality and manufacturing sector. She also explained the structural problems in recruiting, selecting, training and employment of migrant workers. At the end of the presentation valuable suggestions and recommendations for different sectors were shared in detail with the participants of the conference.

Mr. Syed Iftikhar Babar, Managing Director, OPF gave a brief introduction of OPF and said that OPF seeks to advance the social welfare of Pakistanis working abroad and to provide assistance to their families. He explained that about 95% of the workers are engaged in GCC countries of which 53% are employed in Saudi Arabia. The highest category employed is of semi skilled worker coming mostly from KPK and FATA. He said that remittances are on the increase since 2013 and is the second largest component contributing to the GDP, after trade in exports. The mission, departments, and key function which OPF is performing were explained in detail. Some of OPF's key functions performed include; overseas remittance cards, facilitation counter on all airport, NADRA swift centers setup in provincial headquarters, 25 educational initiations to support OP in the education sector, 20% discounted rate for overseas Pakistanis' families in the health sector, reserved plots for OP etc. He informed that OPF also has the mandate to provide skills training which is being carried out in collaboration with other skill development organizations.

A detailed question and answer session followed through after the presentations which further helped in bringing clarity in the minds of the participants.

2.3 Plenary Session-II (Skills in Demand in GCC)

The second plenary session was Chaired by Mr. Habib ur Rehman Khan, Director General, BE & OE and Mr. Iftikhar Baber, Managing Director, OPF along with by Mr. Ishaque Mehar, Joint Secretary, EMIG/OP and MoOP & HRD as the Co-Chair.

Mr. Aqeel Awan, Member, Central Committee, Pakistan Overseas Employment Promoters Association (POEPA) gave a detailed overview of POEPA. He explained that POEPA is sole legal representative trade body of all Pakistan Overseas Employment Promoters (Recruiting Agencies). It deals with trade related collective matters of manpower recruitment for foreign countries and promotes the trade and export of Pakistani manpower. He explained that around 3,000 Overseas Employment Promoters (OEPs) are sending more than 400,000 Pakistani workers to foreign countries every year. The issues and challenges in recruitment of appropriate skilled workers were also discussed along with detailed recommendations.

Mr. Sabur Ghayyur, ILO consultant highlighted the importance of technical education and vocational training. He informed that the majority of the existing migrating Labour is unskilled (38.46%) or semi-skilled (16.53%) with only a few educated beyond the primary level. He said

that there was a need to retain and expand the Labour market share in the GCC countries with more focus towards South East Asian and Asian countries. He said that currently negligible numbers of women, less than 10,000 are employment abroad and those to confine to the fields of health, finance, beautician and fashion designing. The structure of TEVET management, programmes, testing and certification process was explained in detail. He said that while institutions for testing and certificate verification do exist, issues of autonomy and transparency in this regard are still largely encountered.

Mr. Saif ur Rehman Khan, DG-Training, OPF spoke about the market trends and demand of manpower in GCC countries. He said that the Dubai Expo-2020, the third largest event after Olympics and the FIFA World Cup would employ a large Labour force including that from the South Asian countries. The event offers potential job opportunities for Pakistan not only in the construction but also hospitality sector. He also highlighted the need to improve the soft skills of migrant workers.

Mr. Ishaque Mehar, Joint Secretary, EMIG/OP and MoOP & HRD stated that in order to meet the Labour demand of GCC countries an action plan should be prepared in the light of the current study in consultation with relevant stakeholders. A market resource centre is planned to be setup by the ministry in collaboration with ILO and would be replicated in all provinces on successfully being implemented.

The last speaker of the second plenary session **Mr. Habib ur Rehman Khan, Director General, BE & OE** said that while migrant workers bring back knowledge and technology to the country they also face multiple problems in the origin and host countries. The Bureau of Emigration is the central agency dealing with Pakistani emigrants and serves to not only control emigration but to also protect the migrants' interests. He stressed that there is a need for more transparent procedures and clear outlines in the migration process. The Bureau, he emphasized is gender sensitive with resources for women being allocated. The Bureau has also established an 'E-Gate' System to streamline the migration process, eliminate illegal activities and to compile data and facilitate the process for potential migrants. Currently, more work is being carried out on the 'E-Gate' system to ensure that it is a safe and easy platform without any glitches.

A detailed question and answer followed through after the presentations with active engagement of the conference participants.

3 Group Work

The process of group work along the following three thematic areas was carried out:

1. Current mechanism for education and vocational training and how to match with current and future demand in GCC
2. Current mechanism for skill recognition, certification and accreditation and how work towards recognition in GCC
3. Current mechanism for labour market information and analysis and how to improve them?

Each group selected a group leader and raptor and examined current situation, issues and recommendations/suggestions on the given thematic area.

Group 1: Current mechanism for education and vocational training and how to match them with current and future demand in GCC

The first group presentation was made by Dr. Zahir Javed Paracha who explained that short courses for duration of 6 months to a year, 2 year, 3 year and BS- technology were being carried out. The group highlighted that soft skills are being ignored in the vocational trainings being administered, it is therefore imperative to focus on work ethics, language and interpersonal skill development. Some of the key recommendations presented by Group 1 are as follows:

- Work of different training providers carried out in pockets needs to be integrated in order to avoid duplication of work. Furthermore sharing of good practices needs to be done.
- A comprehensive national vocational qualification framework needs to be developed.
- In order to overcome the lack of public and private partnership the industry needs to be taken on board.
- Development of Competency-Based Training (CBT) curricula needs to take place.
- NAVTTC should plan to update the obsolete machinery currently existing.
- A task force needs to be setup including members from all stakeholders to ensure effective communication for integrated training system under NAVTTC and Ministry of OP.
- Currently, the GCC countries' demand is not being met, so the Ministry of Overseas HRD should roll out more information on skills and demand and integrate systems.

Group 2: Current mechanism for skill recognition, certification and accreditation and how work towards recognition in GCC

The second group presentation was given by Mr. Sajjad Ali who identified two categories of skilled persons (Formally & Ustad Shagird trained persons). Some of the issues identified by the group include lack of well-defined skill standards, poor teaching & training and lack of proper equipment at institutions. It was explained that in the Ustad/Shagird system skills are generally

recognized by employers from the GCC countries despite no formal certifications. Some of the key recommendations given by Group 2 are as follows:

- Skill standards offered by the TEVTAs should be recognized at international and regional level.
- Government should establish regulatory bodies to keep a check on the training and certification process and also to improve the quality of training in the private sector.
- The private sector should be encouraged to give updated trainings.
- Accreditation improvement should be introduced in all the TVETA institutions.
- Incentives should be given to the private promoters by the government based on the KPIs.
- MOU should be signed with overseas promoters to encourage employment in GCC countries.
- A crash program should be launch to cover the skills demand by all TVETAs especially for the Dubai Expo-2020.
- An E-Forum should be set up to help connect overseas employment promoters and other agencies with regard to each other activities and information.

Group 3: Current mechanism for labour market information and analysis and how to improve them?

Mr. Rana Matloob presented the group work which identified lack of systematic LMIS and information/web linkages as some of the major issues being encountered. The group stated that employment agencies in host countries are not very effective and visa bargaining takes place to a large extent. Lack of career counseling and gap between TEVTAs and foreign market demand for manpower, were mentioned as issues which need to be focused on. After highlighting the issues and current situation, the following recommendations were given by the group:

- An effective market information system needs to be established to illustrate industry demand and skills required and would also help the government to set up policies and priorities of the future.
- a 'Labour Market Information Portal' should be developed to show global job vacancies and skills required for each job.
- Various websites need to be integrated for effective dissemination of information.
- Systematic skills matching mechanism is need of the time and should be established.
- Demand-driven quality training needs to take place and proper evaluation and monitoring needs to be conducted in a collaborative manner.
- Reliable linkages with international labour market information portals need to be established.
- Market Resource Centres (MRCs) should also be established.
- Effort to capture the labour market of UAE and Qatar needs to be focused upon.

4 Sum up Session

The sum up Session was Chaired by Mr. Pir Syed Sadaruddin Shah Rashidi, Minister for MoOP&HRD and Co-Chaired by Mr. Saif Ullah Chattha, Secretary MoOP&HRD and Ms. Anna Engblom, CTA, ILO South Asia Labour Migration Governance Project. The key recommendations/outcomes of the conference were summed up by Ms. Roth. She highlighted the need for all the stakeholders to work together; the key to success is to act now as a group and not on individual basis. She said that the need of the hour is to have efficient labour market information to support provision of matching skills with demand. She said that there is a lot of demand for skilled workers however the supply side has lot of issues which need to be addressed.

Ms. Anna Engblom CTA, ILO South Asia Labour Migration Governance Project on behalf of Country Director, ILO in her concluding remarks thanked all the participants for their active participation. Summing up she said that a number of useful recommendations have come forth; however from the projects point of view some of the key recommendations which can be taken up in the future are as follows:

- The recommendation of the establishment of a task force will be taken up to enhance collaboration of all stakeholders in the future.
- Soft skills curricula development would be focused on to facilitate overseas workers.
- Findings of the research study on being finalized would be made accessible to all relevant stakeholders.
- A market resource centre will be setup, logistical arrangement in this regard to be examined.
- Review of the immigration ordinance to be undertaken to have the immigration policy endorsed by the parliament.

Lastly, **Mr. Iftikhar Babar, Managing Director, OPF** presented his concluding remarks and stressed on the need for mutual exchange of views in order to improve on the deficiencies to meet the current and future skills and occupations demand in GCC countries. There is a desperate need to send more people abroad as remittances form the backbone of the Pakistani economy. Furthermore, the 'E-Gate' system would serve to curb illegal migration and practices. He thanked the organizer of the conference and hoped that such events will continue to be held in the future. The conference was concluded with souvenirs presented to key guest speakers (for detail see annexure 2) of the conference.

4.1 Key Recommendations of the Conference

Some of the key recommendations coming forth during the proceedings of the one day conference are as follows:

- Work of different training providers carried out in pockets needs to be integrated in order to avoid duplication of efforts. Furthermore sharing of good practices needs to be done.
- A comprehensive national vocational qualification framework needs to be developed.

Summary of key recommendations

- In order to overcome the lack of public and private partnership the industry needs to be taken on board.
- A task force needs to be setup including members from all stakeholders to ensure effective communication for integrated training system under NAVTTC and MoOP & HRD.
- The MoOP & HRD should roll out more information on skills and demand and integrate systems in order to meet the demand of GCC countries.
- Development of Competency Based Training (CBT) curricula avoiding duplication needs to be undertaken.
- NAVTTC should take the lead to rollout the 175 developed CBT curricula to all the provinces.
- Effective mechanism of teacher training as per CBT curricula needs to be developed.
- NAVTTC should rollout plan to province for updation of machinery and equipment as per revised CBT Curricula.
- Coordinated information management system of all stakeholders should be developed by NAVTTC.
- MoOP&HRD should rollout the skill demand of GCC countries to NAVTTC and P- TVETA to prioritize skill trainings.
- National Placement Bureau should develop an integrated system for placement in GCC countries.
- Skill standards offered by TEVTAs should be recognized at international and regional level.
- Government should establish a regulatory body to keep a check on the training and certification process and also to help improve the quality of private sector trainings.
- The private sector training programs should be encouraged to give updated trainings.
- Accreditation improvement should be introduced in the TVETA institutions.
- Incentives should be given to the private promoters by the government based on the KPIs.
- MOU should be signed with overseas promoters to advance employment in GCC countries.
- A crash program should be launch to cover the skills demand by all TVETAs especially for the Dubai Expo- 2020.

- An E-Forum should be set up to help connect overseas employment promoters and other agencies with regard to each other activities and information.
- An effective market information system needs to be established to illustrate industry demand and skills required, which would also help the government to set up policies and priorities for the future.
- A Labour Market Information Portal should be developed to show global job vacancies and skills required for each job.
- Various websites need to be integrated for effective dissemination of information.
- Systematic skills matching mechanism is need of the time and should be established.
- Demand-driven quality training needs to take place and proper evaluation and monitoring needs to be conducted in a collaborative manner.
- Reliable linkages with international labour market information portals need to be established.
- Market Resource Centres (MRCs) should also be established.
- Effort to capture the labour market of UAE and Qatar needs to be focused upon.
- A soft skills curriculum (including behavioural, psychological module, foreign language training) needs to be focused in order to facilitate overseas workers.
- Review of the immigration ordinance needs to be undertaken to have the immigration policy endorsed by the parliament.
- Governments of GCC countries should be requested to establish a minimum wage schedule for each category which would serve as an incentive to attract more skilled labour.
- Collaboration with SAARC countries (origin countries) should be done to ensure proper procedures are set up for labour migrants.
- A comprehensive training program at the government as well as private sector level to train unskilled workers should be focused on in order to meet the needs of the GCC countries.
- Aggressive marketing in destination countries about the origin countries' labour pool should be carried out.
- Pre-departure orientation and training needs to be given to the migrant workers.
- A liaison between the technical training providers and overseas employment promoters needs to be established.
- Strong government regulatory body to keep checks on training institutions in different provinces is required.

5 Annexures

Annexure 1: List of Participants

Sr.No	Name	Designation	Agency
1.	Francesco D' Ovidio	Country Director	ILO
2.	Frida Khan	National Project Coordinator	ILO
3.	Anna Engblom	Chief Technical Advisor - SALM Project	ILO
4.	Sadia Hameed	National Programme Officer	ILO
5.	Naima Aziz	Admin and Finance Assistant	ILO
6.	Zainub Ahmad	Intern (SALM Project)	ILO
7.	Pir Syed Sadaruddin Shah Rashidi	Federal Minister	MoOP&HRD
8.	Saif Ullah Chattha	Secretary	MoOP&HRD
9.	Ishaque Mehar	Joint Secretary	Emig/OP
10.	Muhammad Asif	Joint Secretary	HRD
11.	Ghulam Mustafa Wahachu	Deputy Secretary	Emig/OP
12.	Iftikhar Baber	Managing Director	OPF
13.	Anjum Siddique Nagra	Asst Director, Trainings	OPF
14.	Muhammad Fazal Ur Rehman	Asst Director/Editor	OPF
15.	Najeeb Khilji	Director General	OPF
16.	Mohammad Asghar Qureshi	Executive Member, Board of Governors	OPF
17.	Khurram Sheeraz	Asst. Director	OPF
18.	Saif ur Rehman Khan	DG-Training	OPF
19.	Khawar Tanoli	Secretary to DG Training	OPF
20.	Habib Ur Rehman Khan	Director General	BE&OE
21.	Rana Matloob	Director Training	BE&OE
22.	Saeed Ahmed Shaikh	Managing Director	OEC
23.	Jamshed Ahmed		OEC
24.	Qazi Fareed Ahmed	National Deputy - Component 1, Governance and Institution Building	GIZ
25.	Umer Siddiq	Sr. Technical Advisor	GIZ
26.	Mansoor Zaib Khan	Labour Market Analyst	GIZ
27.	Masud M Khan	Hon. Consul General	CRL
28.	Saadia Ainuddin	Development Advisor-Human Resource Development	EU
29.	Munir Abro	Senior Project Officer	ADB
30.	Fatima Afzal	Private Sector Advisor	DFID

31.	Waleed Jahangir	Manager (Service Center)	P-TEVTA
32.	Younis Shakir	Deputy Manager (R&D)	P-TEVTA
33.	Imtiaz Hussain Malik	Deputy Director	P-TEVTA (Apprenticeship)
34.	Qazi Zaheer Ahmad	Director General	NTB
35.	Javed Ahmed Shaikh	Deputy Director	S-TEVTA
36.	Engr. Sajjad Ali Shah	Director Operation	KP-TEVTA
37.	Engr. Mian Khuram Ahsan	Director (ICT) /Deputy Director (Coordination)	KP-TEVTA
38.	Mr Muhammad Nadeem Akram	Area Manager	PVTC
39.	Imtiaz Yousaf	Director IC	NAVTTTC
40.	Shahzad		NAVTTTC
41.	Abdul Hameed Chaudhry	Acting Central Chairman	Recruitment Agencies POEPA
42.	Muhammad Aqeel Awan	Former Central Chairman	Recruitment Agencies POEPA
43.	Aftab Ahmad Khan	Member Central Executive Committee	POEPA
44.	Syed Habib Ali Shah	Ex-Chairman (POEPA)	Shabnam Travels Agency
45.	Muhmmad Nazir	Managing Partner	Al-Rehman Trading Corporation
46.	Naik Muhammad	Managing Director	Qabail Recruiting Agency
47.	Capt. Retd. Naseem Akhtar	Chairman	POEPA
48.	Nasarullah Khan	Director	BE&OE
49.	Dr. Sabur Ghayur	Chairman	CLAD
50.	Fasihul Karim Siddiqi	Consultant-in-Chief	Employers Federation of Pakistan
51.	Javaid Qadeer Qureshi	Director	Skill Development Council
52.	Colonel Ijaz Husssain	Director	Construction Technology Training Institute (CTTI), Rawalpindi
53.	Mehreen Sarwar	Communication and Management Support Executive	City and Guilds
54.	Zaigham Abbas Mazahar	Director Labour	DoL Punjab
55.	Aftab Ahmad Khan	Manager Technical	Punjab Skills Development Fund
56.	Shahid Nawaz	Senior Consultant	FCG HC
57.	Dr Tahir Noor	Director Coordination Vocational Training	BISP
58.	Javaid Ashraf	Director ATIN(s) - NLC	NLC
59.	Asif Waseem	HR Coordinator	Al-khidmat

			Foundation
60.	Aisha Maqsood Ahmed	Consultant	ILO
61.	Dr. Zaheer Paracha	Director Computer Engineering Department	University of Lahore
62.	Fiaz Malik	Chief PPU	Policy and Planning Unit (MoOP&HRD)
63.	Faisal Raza Khan	Sr. Correspondent	Dunya News
64.	Amina Amir	Correspondent	Geo
65.	Agha Amjad Ali	Senior Analyst/Columnist	The Media Profile
66.	Wisal Khalil	Manager, Market linkages	TUSDEC
67.	R. Isran		Media
68.	Ajmal Rana	Media Coordinator	Media
69.	Iftikhar Shah	Asst. Admin	Daily AAJ, Peshawar
70.	Mohmmad Javaid Iqbal Gill		DoL Punjab

Annexure 2: Souvenir Presentation List

- i. Pir Syed Sadruddin Shah Rashidi, Federal Minister of Overseas Pakistanis & Human Resource Development.
- ii. Mr. Said Ullah Chatta, Federal Secretary, Ministry of Overseas Pakistanis & Human Resource Development.
- iii. Mr. Francesco d'Ovidio- Country Director, ILO
- iv. Mr. Iftikhar Baber, Managing Director, OPF
- v. Mr. Khalid Hanif, Executive Director, NAVTTC
- vi. Ms. Blinda Chanda, Programme Analyst, ILO
- vii. Mr. Abdul Hanif Chudary, Acting Central Chairman, Pakistan Overseas Employment Promoters Association(POEPA)
- viii. Mr. Habib-ur-Rehman, Director General, Bureau of Emigration and Overseas Employment
- ix. Mr. Ishaq Mehar, Joint Secretary , Ministry of Overseas Pakistanis & Human Resource Development
- x. Mr. Saif-ur- Rhman Khan, Director General (Training), Overseas Pakistani Foundation.

Annexure 3: Conference Picture Gallery