

**GENERAL COUNCIL**Brussels, 16 - 18 December 2008

The ITUC General Council at its 4th meeting in Brussels on 16-18 December 2008

- NOTES** with concern the adoption of the Industrial Relations Act 2008 by the National Assembly and the Senate of Pakistan on 19 November 2008, without debate or consideration of proposed amendments;
- CONDEMNS** the fact that the Act bans the formation of free and independent trade unions and denies the right to collective bargaining for more than 70 percent of the total workforce of Pakistan, in flagrant violation of ILO Conventions 87 and 98 which Pakistan has ratified;
- DEPLORES** the refusal of the government of Pakistan to consult trade unions on the Bill before it was sent to the National Assembly in violation of ILO Convention 144 which Pakistan has also ratified;
- DENOUNCES** the fact that the Act enables employers to unilaterally impose employment terms and conditions on workers;
- DEMANDS** that the government of Pakistan bring its laws into full conformity with ILO standards and with the Constitution of Pakistan without delay; and,
- URGES** the President of Pakistan to return the Act to the National Assembly in order that it be brought into conformity with ILO Conventions and the Constitution of Pakistan.
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12 December 2008