



F.No.1(14)TID/13-RDA
GOVERNMENT OF PAKISTAN
MINISTRY OF COMMERCE
(TEXTILE WING)

Islamabad, the 21st December, 2022

Subject: REDUCING USES AND RELEASES OF CHEMICALS OF CONCERN, INCLUDING POPS IN TEXTILES AND APPAREL SECTOR – GLO/22/41/UNP

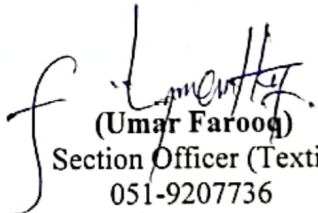
Please refer to the subject cited above.

2. International Labor Organization (ILO) has been collaborating with United Nations Environment (UNEP) on the design of a regional project on reducing uses/releases of chemicals of concern, including Persistent Organic Pollutants (POPs) in textiles and apparel sector to promote environment and social sustainability. This project would focus on improving the working conditions in textiles and apparel sector through application of the ILO's new "*Code of practice on safety and health in textiles, clothing, leather and footwear*". The Code addresses specifically the risks of chemicals and other hazardous substances in the sector and provides the measures for preventing and reducing accidents/diseases related to chemical use and management.

3. In Pakistan, ILO has been working on two projects in textiles and leather sector related to safety and health in chemicals, through the provision of training and advice for adoption of preventive measures and mechanisms of control to reduce accidents/diseases related to the use, management and disposal of chemicals by these industries. These projects include ILO-IFC flagship project Better Work Program (BWP) and International Labor and Environmental Standards application in SMEs (ILES) in Pakistan. Both these projects are geared to support the textiles and apparel sector in sustainable production and enable a triple dividend which translates into social, economic and environmental favorable outcomes.

4. Any inputs/feedback on attached draft concept note (prepared by ILO Pakistan Office) may please be shared with this office on priority.

Encl: As Above (19 Pages)


(Umar Farooq)
Section Officer (Textile)
051-9207736

Distribution:

- i. Chairman, All Pakistan Textile Processing Mills Association (APTPMA)
- ii. Chairman, Pakistan Hosiery Manufacturers and Exporters Association (PHMA)
- iii. Chairman, Readymade Garments Manufacturers and Exporters Association (PRGMEA)
- iv. Chairman, Pakistan Textile Exporters Association (PTEA)
- v. Chairman, All Pakistan Textile Mills Association (APTMA)
- vi. Chairman, Pakistan Textile Council (PTC)
- vii. Chairman, All Pakistan Bedsheets and Upholstery Manufacturers Association (APBUMA)
- viii. Chairman, Towel Manufacturers Association (TMA)

Copy for Information to:

PS to Director General (Textile), Textile Wing, Ministry of Commerce, Islamabad

Reducing uses and releases of chemicals of concern, including POPs in the textiles sector – GLO/22/41/UNP

Country	Global, Regional (Asia) and Pakistan
ILO Office	Sectoral Policies Department – SECTOR
Responsible ILO Official	Alette van Leur, Director, SECTOR
Collaborating Units	LABADMIN/OSH, DWT-Bangkok, CO-Islamabad
Partners	UNEP/GEF
Time Frame	January 2023 – December 2024
Budget	USD 209,957

► The challenge

Workers around the world are facing a global health crisis due to occupational exposure to toxic chemicals. Every year more than 1 billion workers are exposed to hazardous substances, including pollutants, dusts, vapours and fumes in their working environments. Many of these workers lose their life following such exposures, succumbing to fatal diseases, cancer and poisonings, or from fatal injuries following fires or explosions. Workers and their families face additional burden from non-fatal injuries resulting in disability, debilitating chronic diseases, and other health sequela, including impacts on women's reproductive health. All of these deaths, injuries and illnesses are entirely preventable. Nevertheless, workers continue to be disproportionately exposed to chemicals across almost all sectors. Production of chemicals as well as the industries using them are expanding, which means a high potential for increased occupational exposure. Moreover, with new chemicals introduced every year, mechanisms for regulating exposure such as the implementation of occupational exposure limits, struggle to keep up. There is therefore an urgent need to take action and implement a range of effective measures to prevent harm to workers, their families, and wider communities.

This project aims at improving the knowledge and capacity of tripartite constituents to address the main risks on the use and management of chemicals in accordance with ILO standards and tools. It will be implemented under the GEF/UNEP Project *Reducing uses and releases of chemicals of concern, including Persistent Organic Pollutants (POPs), in the textiles sector*.

▶ ILO's comparative advantage

The ILO is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to decent work, through employment creation, rights at work, social protection, social dialogue and gender equality.

The sound management of chemicals and waste is directly linked to the world of work. The ILO has long recognized that the protection of workers from hazardous effects of chemicals is essential to ensuring healthy populations as well as sustainable environments. Nevertheless, workers, in particular women, continue to face disproportionately high exposures to hazardous chemicals, and exposure to hazardous substances claimed the lives of almost 1 million workers in 2015 alone.

The ILO follows an all-encompassing approach to chemical hazards and risks and addresses all chemical-related exposures across all work-related processes. This includes the production, handling, storage and transport of chemicals, the disposal and treatment of chemical waste, the release of chemicals from the workplace, as well as the maintenance and cleaning of chemical equipment and containers. It also addresses the responsibility of chemical suppliers (manufacturers, importers and distributors) and deals with the trade of hazardous chemicals. This all-encompassing approach is reflected in the main ILO chemical instruments, which have a general scope, covering all hazardous substances present in all branches of economic activity. In addition, the ILO's instruments address chemical risks that affect the public and the environment.

With its unique tripartite structure, the ILO brings together governments as well as workers' and employers' organizations from around the world to negotiate, adopt and monitor implementation of international standards in a tripartite setting.

In the last 103 years, the ILO has adopted more than 50 legal instruments on the protection of workers, but also the public and the environment, from chemical hazards.¹ These include the [Chemicals Convention, 1990 \(No. 170\)](#)², the [Prevention of Major Industrial Accidents Convention, 1993 \(No. 174\)](#), the [Benzene Convention, 1971 \(No. 136\)](#), the [Occupational Cancer Convention, 1974 \(No. 139\)](#), the [Working Environment Convention, 1977 \(No. 148\)](#) and the [Asbestos Convention, 1986 \(No. 162\)](#). The ILO has also produced various Codes of Practice and guidelines on the safe handling of chemicals in all kinds of hazardous working environments.³

Moreover, the 2022 International Labour Conference decided to include a "safe and healthy environment" as the fifth fundamental principle and right at work. As such, all

¹ [The sound management of chemicals and waste in the world of work](#), ILO, 2020.

² See also [Brochure: All You Need to Know: Convention No. 170](#)

³ See the full list of international labour standards, codes of practice and guidelines in [The sound management of chemicals and waste in the world of work](#), ILO, 2020.

ILO Member States are mandated to promote, respect and realize these principles, even if they have not ratified the Conventions in question.⁴

In addition, the ILO offers technical assistance and provides training and guidance tools, with the goal of guaranteeing safe and healthy working conditions and minimizing chemical risks at work.⁵

The ILO created a [Framework for Action on Chemicals and Waste](#), informed by findings from a [global review on exposure to hazardous chemicals at work](#).⁶ This global review was undertaken to provide a sound evidence base towards policy efforts. As such, it represents a necessary and comprehensive analysis of recent trends and priorities when it comes to protecting the health and safety of workers from occupational chemical exposures.

In order to increase visibility of the work on chemicals and the resources available, the ILO created the [ILO Toolkit on Chemicals and Wastes](#), an online portal that brings together all ILO information on chemicals, as well as further resources from interagency groups. The ILO also produced a [promotional video on chemicals](#), highlighting common chemical exposures in the world of work and outlining the work being done by the ILO in this area, including International labour standards.

The ILO continues to be a major actor in international fora on chemical safety and waste management. In 2006, the ILO Governing Body approved the (Strategic Approach to International Chemicals Management (SAICM) and endorsed follow-up action “of most relevance to the ILO, in consultation with our constituents (governments, employers and workers) at country, regional and international levels.” In that sense, the ILO is implementing the project [Sustained engagement of the world of work actors in international chemicals management, Phase II](#) which aims to promote the engagement of the labour sector in the SAICM, including the participation of world of work stakeholders in key meetings of the intersessional process and at the forthcoming 5th International Conference for Chemicals Management, including in ILO side events. In addition, the ILO has been implementing the project [Implementation of the GHS, preventing chemical accidents, and strengthening occupational safety and health](#), scheduled to finalize by the end of 2022.

The ILO works closely with the United Nations Environment Programme (UNEP) and the World Health Organization (WHO) and collaborates with the Inter-Organization Programme for the Sound Management of Chemicals (IOMC), the Secretariats of the Stockholm Convention on Persistent Organic Pollutants, the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, the Basel Convention on the Control of Transboundary

⁴ [ILO Declaration on Fundamental Principles and Rights at Work](#), 1998 (amended in 2022).

⁵ [The sound management of chemicals and waste in the world of work](#), ILO, 2020.

⁶ [Exposure to hazardous chemicals at work and resulting health impacts: A global review](#), ILO, 2021.

Movements of Hazardous Wastes and Their Disposal, among others.⁷ ILO instruments on chemical safety are complementary to these Conventions and to the Globally Harmonized System of Classification and Labelling of Chemicals.⁸ The ILO also manages the Occupational Safety and Health Management Scheme of the [IOMC Toolbox](#), which brings together resources and tools on sound chemicals management from IOMC participating organizations.

The textiles, clothing, leather and footwear sector

According to UNEP, every kg of textiles produced requires an input of 0.58 kg of chemicals⁹. From a total of 3,500 substances used in the sector, 750 are hazardous for human health and 440 for the environment.¹⁰

Workers in the textiles, clothing, leather and footwear industries are exposed to hazardous chemicals such as dyeing agents, detergents and glues, resin in footwear, hazardous dusts from textile fibres, among others. Due to exposure to these substances, many textile workers contract respiratory diseases and other serious illnesses.

As indicated in the GEF/UNEP Project, "in wet processing mills, POPs are used as durable water repellents (PFOS & PFAS) and flame retardants (deca-BDE, HBCD, and SCCPs). PFOA/PFOS, Polyaromatic hydrocarbons (PAH) and SCCPs are used in amounts surpassing limits set by the Apparel and Footwear International RSL Management (AFIRM) Group and ZDHC's MRSL. Furthermore, a scan of Safety Data Sheets (SDS) of chemicals used in chemical factories show that formulations containing POPs (e.g., Dieldrin, Endosulfan, Lindane, PCB, SCCPs, and deca-BDE) are used.⁴⁶ Many other POPs and CoCs are used throughout the entire value chain of textile production, on all types of materials, both synthetic and natural. Products most likely to contain or use POPs and CoCs include technical apparel and outerwear, rainwear, carpets, furniture upholstery, firefighting and military uniforms and protective gear."

Whilst some hazardous chemicals have been phased out, a number of toxic substances are still used globally, and workers in low- and middle-income countries (LMIC) are particularly exposed. Cancer is the main cause of work-related death, and more than 200 different substances have been identified as known or probable human carcinogens, with many of these exposures occurring in the workplace. Occupational chemical exposures have toxic effects on different body systems, including reproductive, cardiovascular, respiratory and immune systems, as well as specific organs, such as the liver and brain. Although the health effects of some occupational chemical exposures are well established, it is likely that the long-term health impacts of certain chemicals will only become evident in years to come.

⁷ [The sound management of chemicals and waste in the world of work](#), ILO, 2020.

⁸ [Analysis and synergies with other international frameworks on the sound management of chemicals](#)

⁹ UN Environment Programme (2020). Sustainability and Circularity in the Textile Value Chain - Global Stocktaking. Nairobi, Kenya

¹⁰ KEMI. 2014. Chemicals in Textiles. Risks to Human Health and the Environment. (cited in UN Environment Programme (2020). Sustainability and Circularity in the Textile Value Chain - Global Stocktaking. Nairobi, Kenya.)

In order to assist reducing the number of accidents and diseases in the industry, a new ILO [Code of Practice on safety and health in textiles, clothing, leather and footwear](#) was adopted by a tripartite Meeting of Experts in October 2021 and subsequently endorsed by the ILO Governing Body in March 2022. The Code provides practical guidance to governments, employers, workers and other stakeholders on how to identify, prevent and address the occupational risks in the sector, including on chemicals management. The Code promotes a culture of prevention in which the right to a safe and healthy working environment is respected at all levels; where government, employers and workers actively participate in improving safety and health through a system of defined rights, responsibilities and duties; and, where the principle of prevention is accorded the highest priority. It further promotes OSH management systems as well as cooperation between employers and workers and their representatives.

The ILO has a large portfolio of development cooperation programmes implemented at global, regional and country levels. They aim at promoting decent work, e.g, employment, labour rights, social protection and social dialogue, along the TCLF supply chains. In relation to chemicals management, these projects provide support to governments, employers and workers organizations, national and multinational enterprises and other stakeholders to improve working conditions in the industry and to reduce safety and health risks. They also build the capacity of constituents to implement chemicals international conventions and national legislation in the countries.

The ILO-International Finance Corporation (IFC) [Better Work Programme](#) brings together all levels of the clothing industry to improve working conditions and respect of labour rights for workers as well as to boost competitiveness of apparel businesses. It is implemented in 12 countries around the world, benefiting more than 2.4 million workers and their families and providing advice to about 2,000 factories to comply with international labour standards and national legislation, included on occupational safety and health. Better Work collaborates with governments to improve labour laws, and with brands to ensure progress is sustained. We also advise trade unions on how to ensure their voice is heard.

Launched by the G7 and endorsed by the G20, the multi-donor [Vision Zero Fund](#) mobilises governments, employers, workers and the private sector in communities and countries around the world, to build sustainable, safe and healthy supply chains. Its main goal is to contribute to a world with zero workplace deaths, accidents and diseases, looking beyond conventional approaches to find new solutions to the challenge of workers safety and health in global supply chains. In the clothing sector, the Fund is supporting the development of projects in Ethiopia, Madagascar and Myanmar.

The ILO-SIDA [Decent Work in Garment Supply Chain in Asia](#) Project aims at strengthening knowledge, tools and best practices to drive decent work and sustainability in the Asian garment sector. The project has three thematic priorities: gender equality; productivity and competitiveness; and environmental sustainability,

together with a fourth crosscutting component on regional knowledge sharing and exchange. At the regional level, the project produced several research on gender equality in the sector ¹¹. The report [Moving the Needle: Gender equality and decent work in Asia's garment sector](#) sheds light on the importance of addressing gender equality in the garment sector, while also providing ILO constituents and industry stakeholders with a holistic roadmap for action that places decent work and social justice at the heart of the post-pandemic business model. The project also developed a [Just Transition Toolkit for the Textiles and Garment Sector](#) in Asia and established the [Asia Garment Hub](#) together with GIZ. At country level, the project supported factories in Bangladesh, Cambodia, China, Indonesia and Viet Nam to enhance productivity and competitiveness, promote gender equality and assessing the environmental impact of the sector.

In Pakistan, the ILO has been implementing the [International Labour and Environmental Standards Application in Pakistan's SMEs \(ILES\)](#) project in partnership with the Delegation of the European Union to Pakistan. The project supports tripartite partners and other stakeholders to strengthen national labour and environmental standards compliance with international standards to increase competitiveness, sustainable and inclusive growth in the country. The project's interventions in selected enterprises in textile and leather sectors also develops business cases for compliance with labour and environmental standards. In collaboration with its technical partner WWF, the ILO helps partner factories in RMG and leather sectors in sustainable water management practices and handling hazardous chemicals.

With the support of the Government of Pakistan, the European Commission and Australia, [Better Work Pakistan](#) was launched in 2021 despite the restrictions imposed by COVID-19. In 2022, the programme has registered approximately 50 suppliers across Sindh and Punjab that receive advice and training on different topics.

In October 2021, the ILO organized the [tripartite regional meeting](#) Towards a More Resilient, Inclusive and Sustainable Garment and Textiles Sector in Asia and the Pacific. During the meeting governments, employers and workers from 10 Asian countries took stock of recent developments in the textiles and garment sector in Asia and shared information and good practices to address the impact of COVID-19 and other drivers of change in the industry.

The ILO also works with other UN agencies and global stakeholders to enhance policy coherence and partnerships. The ILO is a founding member of the UN Alliance for Sustainable Fashion that promotes a better coordination among UN agencies working in the sector. For instance, the ILO and UNEP promote a better integration of environmental and social sustainability into new research and explore synergies among the UNEP's Eco-Innovation and ILO's country level programmes.

¹¹ Please see all research reports [here](#).

► Broader policy framework

The project will contribute to the realization of the following outputs under the [2022-23 ILO's Programme & Budget](#):

- Output 2.4. *Increased capacity of Member States to apply sectoral international labour standards, codes of practice and guidelines* by contributing to the development of new or improve initiatives to apply ILO sectoral standards and sectoral codes of practice and guidelines endorsed by the Governing Body.
- Output 7.2. *Increased capacity of Member States to ensure safe and healthy working conditions* by contributing to the implementation of national OSH policies or programmes, accompanied by institutional frameworks, addressing specific risks.

At the global level, the project is linked to the Global Products GLO314. *Increased capacity of Member States to apply sectoral international labour standards, codes of practice and guidelines* and GLO362 - *Increased capacity of member States to ensure safe and healthy working conditions* by supporting the application of the provisions of international labour standards and the new Code of Practice on safety and health in textiles, clothing, leather and footwear for the effective management of chemicals in textiles industries.

In Pakistan, the project will contribute to the Country Programme Outcome (CPO) PAK 826. *Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations* by supporting enterprises in textiles sector to comply with international labour standards.

The project will also contribute to achieving the 2030 Agenda for Sustainable Development, particularly:

3 GOOD HEALTH AND WELL-BEING
Target 3.9
"By 2030 substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination"
All ILO instruments and policies on chemicals further Target 3.9, by addressing chemical risks for workers as well as the public and the environment around the world.

8 DECENT WORK AND ECONOMIC GROWTH
Target 8.8
"Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment"
Target 8.8 is promoted by the ILO policies on chemicals, which all aim at creating safe working environments and at minimizing chemical risks all around the world. All of the ILO's activities in this field feed into the Target's indicators, by aiming to reduce the number of occupational accidents and work-related diseases caused by chemicals, and to promote the respect for worker rights on occupational safety and health.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Target 12.4
"By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment."
Target 12.4 is promoted by all ILO instruments and policies on chemicals, which all aim at the sound management of chemicals throughout their life cycle.

▶ The change

The present project is implemented under the UNEP/GEF Project *Reducing uses and releases of chemicals of concern, including POPs on the textiles sector*, which aims at achieving significant reductions in the use, release, and exposures to Chemicals of Concern (COCs) and Persistent Organic Pollutants (POPs) in the textile sector in Bangladesh, Indonesia, Pakistan and Viet Nam.

This project will follow the Theory of Change developed by the GEF/UNEP Project as described in the Annex 1. It will use the same approach to identify and address root causes underlying the continued use of hazardous chemicals in the textile value chain, and the barriers to achieve the reduction and elimination of COCs, including POPs in textile factories.

It will contribute to the following components of the GEF/UNEP Project:

Component 1: Information sharing and chemical management pilots on priority COCs including gender-sensitive POPs in textile facilities to address the lack of technical knowledge on chemicals use and management in wet processing mills, by providing training and technical support at factory level. It covers the four stages required for wet processing mills to manage chemicals:

- a) Identifying chemicals used
- b) sharing chemicals data with regulators and downstream value chain buyers
- c) transitioning to safer and more sustainable alternatives
- d) improving storage and handling, occupational safety and health, facilities, and environmental management practices.

Component 2: Eco-innovative strategies toward a non-toxic and circular textiles economy to identify and foster public and private policy changes to transition away from the use of POPs and other chemicals of concern in the textiles sector. It will promote a systemic approach from sourcing raw materials to production and recycling in line with UNEP's *Recommendations for action for a sustainable and circular textile value chain: Global roadmap*.

Component 3: Knowledge management for scaling up. It will develop a global knowledge management strategy and a national knowledge management and awareness plan for each of the target countries. It will also prepare a gender and social action plan to help stakeholders understand how the reduction of chemicals use and release would contribute to social, physical and environmental well-being of both women and men. It will conduct a gender assessment and provide training for women workers.

The project will benefit from the vast knowledge and experience of the ILO in the sector. ILO contribution will focus on three levels:

- Global level: promoting the alignment of the Project with OSH international labour standards and sectoral tools relevant to chemicals use and management.
- Regional level: sharing the knowledge and practice of the ILO on the promotion of decent work in the sector, in particular regarding gender equality and sustainability.
- Country level: advocating for the ratification of up-to-date OSH Conventions; advising on the process of formulating national /provincial OSH laws and rules and programmes; and, supporting the implementation of the ILO Code of Practice on safety and health in selected textile mills in Pakistan.

In the delivery of the above-mentioned activities, the ILO will collaborate with the other technical partners of the project.

▶ The ILO approach

The objective of the ILO project is to improve the knowledge and capacity of tripartite constituents and other stakeholders to address the main risks to the safety and health of both women and men workers on the use and management of chemicals in accordance with ILO standards and sectoral tools, with a focus on textiles mills in Pakistan.

It will support the development of selected activities under the following Outcomes and Outputs of the GEF/UNEP Project:

Outcome 1. Information sharing and chemical management pilots on priority COCs including POPs in textile facilities

Output 1.1. Chemical Inventories for POPs and CoCs delivered to at least 500 chemical suppliers and SMEs

ILO Activities: Technical inputs will be provided for the development of the inventories in line with international labour standards and sectoral tools related to chemicals use and management. The inventories will be used to prepare the risk assessments described in Output 1.4. (LABADMIN/OSH)

Output 1.2. SMEs report use of POPs and CoCs to clients and regulators via textile value chain chemicals information sharing campaign and tools

Output 1.3: Company-specific business plans and operational substitution plans developed, and support provided to implement them in at least 10 textile mills

Output 1.4. Chemicals knowledge compiled and delivered to SMEs for risk reduction measures

ILO Activities: Technical support will be provided to support safety measures in textile facilities to reduce releases of and exposure to CoCs. The ILO will

strengthen the capacity of representatives from governments, workers and employers in Pakistan to promote occupational safety and health in textiles industries.

The project will provide training to tripartite experts for the implementation of the new Code of Practice on safety and health in textiles, clothing, leather and footwear at the ILO International Training Center in Turin (ITC-Turin). It will subsequently assess the main risks to safety and health in selected textiles mills and provide the necessary training and technical assistance for the adoption of control measures related to use and management of chemicals in these mills, with a special focus on the situation of women. A monitoring system will be put in place to measure progress in selected textiles mills. (SECTOR, ITC-Turin, CO-Islamabad)

In addition, a community of practice with employers will be fostered for the exchange of knowledge, ideas, best practices. It will also bring together expertise to draw support to common areas of concern. (CO-Islamabad)

Activities of the project will be developed in collaboration with other ILO programmes in Pakistan working on safety and health in other tiers of the supply chain (garment and leather production), including home-based workers working on dyeing as appropriate. (CO-Islamabad/ILES and BW Pakistan)

Outcome 2. Eco-innovative strategies toward a non-toxic and circular textiles' economy

Output 2.1. Global eco-innovation and circular economy guidance piloted with global value chain actors and textile mills SMEs

ILO Activities: As part of the on-going collaboration between ILO and UNEP, the project will foster the coordination of the activities between the GEF/UNEP project and other ILO programmes implemented in Pakistan. (SECTOR and ILO-Islamabad)

Output 2.2. Actions to coordinate and raise ambition of supply chain policies and initiatives are proposed and agreed by global supply chain stakeholder

ILO Activities: Support will be provided for developing and delivering a brand engagement strategy in the country (CO-Islamabad/BW Pakistan).

Output 2.3. National regulations for textile SMEs submitted for adoption and implemented by national stakeholders

ILO Activities: Gender-responsive technical advice will be provided for drafting and submission of new policies, regulations and guidelines on chemicals based on agreed roadmaps. Assistance will focus on the revision of legal texts to ensure they are in line with the provisions of international labour standards and sectoral tools. Technical support will be provided to promote the coordination

with other circularity initiatives being developed by UNEP, the ILO and other international organizations at the global level. (LABADMIN/OSH and SECTOR)

Outcome 3 Knowledge management for scaling up

Output 3.1. National capacity and awareness programs developed and implemented to increase ability of textile sector and policy makers to control POPs and CoCs.

ILO Activities: The project will provide technical inputs for the development of the knowledge management and awareness plans to raise awareness on the importance of addressing safety and health risks related to the use and management of chemicals. (SECTOR)

Output 3.2. Global Knowledge Exchange and Management tools produced and accessed by users globally (global buyers, suppliers, governments, textiles experts and researchers)

ILO Activities: The project will share the experience and lessons learned in establishing a knowledge base in the sector and promote collaboration with the [Asia Garment Hub](#) developed by the ILO and GIZ.

Output 3.3. Gender and Social Action Plan implemented, and benefits accrued to women workers

ILO Activities: The ILO will share the results from the mapping of initiatives and other research on gender equality carried out in the sector as a contribution for the development of national gender action plans. It will also provide technical advice for conducting a gender assessment of key project outcomes and reports as well as and for delivering a gender-specific training for women workers to be developed by the GEF/UNEP project. The project will also assist in the dissemination of the technical work among a network of global, regional and sectoral initiatives which focus on gender, social and labour issues. (DWT-Bangkok)

In Pakistan, the project will explore complementarities with the gender assessment the ILES project is undertaking in the sector with the objective of identifying drivers and challenges and recommending policy and other measures to encourage more female labour force participation and their access to decent jobs in the sector. (CO-Islamabad)

The project will also contribute with the GEF/UNEP Project on the delivery of training for downstream value chain actors who may be exposed to hazardous chemicals. The trainings will be rolled out in partnership with existing initiatives in the garment sector, notably by ILO and GIZ, to ensure maximum reach and sustainability and include information on reproductive health.

▶ Institutional arrangements

The present project is implemented under the UNEP/GEF Project *Reducing uses and releases of chemicals of concern, including POPs on the textiles sector*. ILO and UNEP will sign an Agreement for undertaking the activities and administering the contribution in accordance with its financial regulations, rules, policies, procedures and administrative instructions.

The GEF/UNEP Project is implemented by UNEP and executed by the Basel & Stockholm Convention Regional Centre South-East Asia (BCRC-SEA), located in Indonesia, and the Natural Resources Defence Council (NRDC). Other UN agencies and technical partners are responsible for the delivery of different outputs of the project. A Project Steering Committee (PSC) has been established to provide overall guidance to the Project, and to ensure country ownership and governance. At country level, National Focal Points from the Ministry of Environment and Ministry of Industries were nominated to ensure engagement with relevant stakeholders. National Working Groups (NWG) have also been established to supervise and manage information gathering from respective entities, review national project outputs and ensure that national priorities are being met. The NWG will consist of national stakeholders relevant for each activity, including representatives from CSOs/NGOs and the private sector, and is chaired by the National Focal Point. NWG members are also responsible to ensure that gender mainstreaming is considered throughout the Project.

The ILO will collaborate with the BCRC-SEA, NDRC and other technical partners and UN agencies involved in the project. It will also participate in the Project Steering Committee as an observer without decision rights. The ILO will be also invited to participate in the National Working Groups to ensure the activities of this project are in line with the general GEF/UNEP Project framework in the countries.

Within the ILO, the Sectoral Policies Department (SECTOR) will be responsible for the overall coordination and management of the project in close collaboration with other the Decent Work Team for East and South-East Asia and the Pacific (DWT-Bangkok) and the ILO Country Office for Pakistan (ILO-Islamabad). It will promote synergy and exchange of experiences with other ILO programmes in the textiles sector to ensure that project activities benefit from the knowledge and practice developed by the ILO. Moreover, SECTOR will be responsible for enhancing strategic partnerships and policy coherence with UNEP and other UN agencies and sectoral initiatives. At country level, SECTOR will provide technical backstopping for the implementation of the pilot project in textiles mills in Pakistan.

The Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH) will provide technical advice and support to the project on OSH related components, in particular on the promotion and implementation of related OSH Conventions, Recommendations and Protocols.

The Decent Work Team for East and South-East Asia and the Pacific (DWT-Bangkok), through its gender and OSH regional specialists, will provide technical guidance and backstopping. It will also contribute to develop gender-responsive OSH training programme in a participatory action-oriented manner, with particular focus on the control of chemical risk.

It will also share regional experiences in industry knowledge development and provide opportunities for the project to utilise and further develop existing knowledge platforms that can support project objectives (e.g. industry visibility and engagement, advocacy and dissemination of project outputs, etc), particularly the Asia Garment Hub, which was co-developed by ILO (Decent Work in Garment Supply Chains Asia) and GIZ.

ILO Country Office for Pakistan (CO-Islamabad) will be responsible for the implementation of the activities in the country and for ensuring consistency among the other ILO programmes in the sector. It will develop a sectoral strategy to draw complementarities, build synergies and foster partnerships with sector-specific initiatives. It will also administer the funds allocated to the country under Output 1.4.

The Country Office will consult regularly national, provincial and sectoral stakeholders to provide inputs during the project implementation and will represent the project at the national working groups to be established by the GEF/UNEP Project. It will also engage with the different levels of government, employers and workers organizations to promote their participation of in the project.

▶ **Monitoring and evaluation**

This project will contribute to the Results Framework under the GEF/UNEP Project. Once the project is approved, targets and monitoring milestones related to the work of the ILO will be revised and adjusted if necessary. Changes will be subsequently proposed to UNEP for approval of the PSC as appropriated. A detailed workplan will be established in the beginning of the project for monitoring the project implementation.

According to ILO evaluation policy, this project is submitted to a self-evaluation that will be conducted at the end of the project as part of the final progress report. The evaluation will take into account the revised logframe and workplan.

▶ **Indicative budget**

The ILO estimates the budgetary requirements of the activities outlined above to be US\$ 209,957 over a 24-month implementation period.

This amount includes direct and indirect costs, as follows:

- International experts/consultants

- National consultants
- National Project Coordinator in Pakistan
- Administrative assistant in Pakistan (50%)
- Travel costs
- Seminars and trainings
- Equipment and IT services
- Security costs
- Miscellaneous
- Evaluation
- Support costs

Outcomes	Cost
1. Information sharing and chemical management pilots on priority COCs including POPs in textile facilities	99,886
2. Eco-innovative strategies toward a non-toxic and circular textiles' economy	0
3. Knowledge management for scaling up	42,130
4. Project Management & Oversight	54,205
Project staff in Pakistan (related to Outcome 1)	40,600
Operational Cost in Pakistan (related to Outcome 1)	11,600
Evaluation	2,004
5. Support cost	13,736
Total Budget	209,957

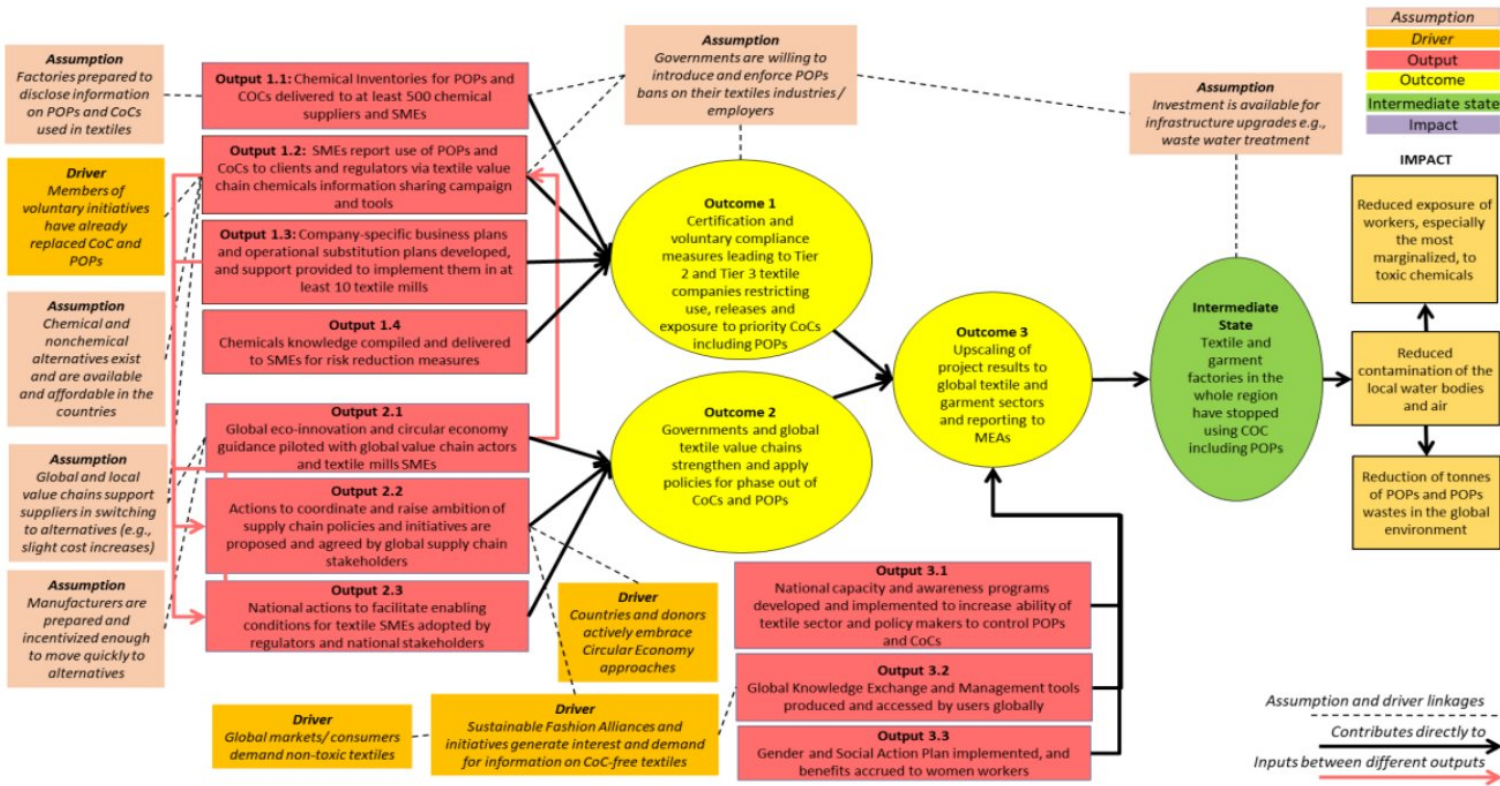
The ILO will contribute to the project as follows:

- Technical support (3 w/m) – USD 60,000
- Training of trainers in Turin for 6 countries for one-week (programme training, development of materials, administrative support, facilities and equipment, etc) – USD 40,000
- Translation, editing, lay-out and publication of the Code in Urdu – USD 8,000
- Other related costs

For more information, please contact Ms Beatriz Cunha, Textiles, clothing, leather and footwear specialist, SECTOR Policies Department (cunha@ilo.org)

Annex 1: Theory of Change

Figure 3: Theory of Change Diagram



Annex 2: Intervention matrix of the GEF/UNEP Project

Outcome 1. Information sharing and chemical management pilots on priority COCs including POPs in textile facilities *(overall technical support to be provided by NRDC)*

Output 1.1. Chemical Inventories for POPs and CoCs delivered to at least 500 chemical suppliers and SMEs

Activity 1.1.1. Map all SME wet processing mills (Tier 2 & 3), including informal/illegal facilities.

Activity 1.1.2. Develop practical inventory guidance and methodology.

Activity 1.1.3. Recruit mills and roll-out site-level inventories.

Activity 1.1.4. Map chemical suppliers to the textiles industry.

Activity 1.1.5 Monitor chemical imports and trade.

Activity 1.1.6 Develop inventory reports.

Output 1.2. SMEs report use of POPs and CoCs to clients and regulators via textile value chain chemicals information sharing campaign and tools

Activity 1.2.1. Modify and develop sector specific tools to measure and report chemicals pollutants use by the textile sector in the 4 countries.

Activity 1.2.2. Train and pilot the declaration and reporting tools with chemical suppliers and textile mills.

Activity 1.2.3. Pilot blockchain technological solutions to collect and exchange reliable and confidential data on chemicals in textile value chains *(to be implemented by UNECE)*.

Output 1.3: Company-specific business plans and operational substitution plans developed, and support provided to implement them in at least 10 textile mills

Activity 1.3.1. Prepare pilot delivery methodology.

Activity 1.3.2 Develop technical guidance documents to be used by pilot service providers and partners.

Activity 1.3.3 Roll out phase 1 pilots in an initial group of wet processing mill confirmed to be using POPs.

Activity 1.3.4 Prioritize and select process of the mills submitting their chemical inventories (Output 1.1) to select and engage additional mills for phase out and substitution pilots.

Activity 1.3.5 Roll out of phase 2 mills pilot projects, based on the experience in Phase 1 and add additional technical solutions in line with international and national requirements (e.g., Viet Nam & Indonesia Laws on Environment Protection 2020).

Output 1.4. Chemicals knowledge compiled and delivered to SMEs for risk reduction measures

Activity 1.4.1. Develop a social and economic analysis of potential costs and benefits of phasing out, and sharing information on, chemicals of concern at company and society levels. *(UNEP technical review and support under BRS reporting)*

Activity 1.4.2. Produce analysis and knowledge products based on results and learning from the chemical inventory and chemicals reporting and pilot project outputs above.

Activity 1.4.3. Support initial safety measures in textile facilities to reduce releases of and exposure to CoCs.

Outcome 2. Eco-innovative strategies toward a non-toxic and circular textiles' economy
(overall technical support to be provided by NRDC)

Output 2.1. Global eco-innovation and circular economy guidance piloted with global value chain actors and textile mills SMEs (to be implemented by UNEP Eco-Innovation)

Activity 2.1.1. Pilot UNEP's 2020 global eco-innovation textiles supplement guide.

Activity 2.1.2. Pilot country financing for eco-innovation and production of bankable proposals.

Activity 2.1.3. Developing case studies and updates of training materials from eco-innovation pilots.

Output 2.2. Actions to coordinate and raise ambition of supply chain policies and initiatives are proposed and agreed by global supply chain stakeholder

Activity 2.2.1. Monitor brand and value chain initiatives and advocating for higher ambition levels.

Activity 2.2.2. Support participation of SME suppliers at global events.

Activity 2.2.3. Develop and deliver brand engagement strategy.

Output 2.3. National regulations for textile SMEs submitted for adoption and implemented by national stakeholders (to be implemented by UNEP)

Activity 2.3.1. Develop and adopt national circular textiles, policy and enforcement roadmaps. (UNEP technical review)

Activity 2.3.2. Develop international guidance to support the agreed country roadmaps. (workshop on policy based on UNEP LIRA guidance)

Activity 2.3.3. Draft and submit new policies, regulations and guidelines on chemicals.

Activity 2.3.4. Strengthen compliance promotion and enforcement actions.

Outcome 3 Knowledge management for scaling up (to be coordinated by NRDC)

Output 3.1. National capacity and awareness programs developed and implemented to increase ability of textile sector and policy makers to control POPs and CoCs.

Activity 3.1.1. Develop a national KM and awareness plan for each country,

Activity 3.1.3. Develop national awareness materials and modules for the textile sector (UNEP to technical review of some communication materials).

Activity 3.1.4. Develop and deliver awareness and capacity building training.

Output 3.2. Global Knowledge Exchange and Management tools produced and accessed by users globally (global buyers, suppliers, governments, textiles experts and researchers) (to be implemented by UNEP in collaboration with UNIDO)

Activity 3.2.1. Refine the Global KM strategy.

Activity 3.2.2. Create a Global KM Hub.

Possible collaboration with ILO and GIZ Fabric on the textiles knowledge hub:

Activity 3.2.3. Deliver the KM strategy.

Activity 3.2.4 Organize a global meeting bringing stakeholders from the two projects in Asia and Africa together to exchange information and connect stakeholders for South-South learning and networking opportunities. *(to be implemented by UNEP Eco-Innovation Programme)*

Output 3.3. Gender and Social Action Plan implemented, and benefits accrued to women workers

Activity 3.3.1. Organize national stakeholder workshops to adopt national gender action plan.

Activity 3.3.2. Gender assessment of key project outcomes and reports.

Activity 3.3.3. Deliver gender-specific training for women workers.