



Anti-Slavery Policy

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Organizational Profile

Bargad is a youth development organization actively working to promote peace, justice and cooperation amongst the youth¹ in Pakistan. The organization has focused on creating opportunities and amplifying the voices of the youth ever since its inception in 1997, leading to a vast network of around 3000 youth volunteers, known as the Bargad Volunteer Network (BVN) throughout the country.

Bargad's Vision:

Politically, socially and economically empowered youth and women, respect, protect and promote peace and harmony.

Bargad's Mission:

- Empower vulnerable youth (ages 12-19) and (ages 15 -29) to reach their full potential through education, mentorship and innovative interventions designed to enhance their total well-being.
- To invest in youth-led and youth-centred ideas, to convene key stakeholders in the sector and advocate for systems and policy changes that meet youths' needs.
- Empower women to end violence against women.

Programme Areas:

- Inclusion of Vulnerable Youth²
- Youth Health
- Peace and Youth Cooperation
- Amplifying Women Voices

Bargad has implemented more than 100 projects on youth training³, youth mobilization and policy advocacy, including the provision of technical assistance to all the provincial governments of Pakistan, regions of Gilgit-Baltistan and the State of Azad Jammu Kashmir (AJK) for the formulation of their respective youth policies. These policies have been approved by the provincial governments of Punjab (2012), Khyber Pakhtunkhwa (2016) and Sindh (2018), resulting in governments' pledges to allocate 4% budget to sports and youth affairs, 15% on the women employment quota, implementation of the E-Rozgar programs, and on youth participation in the local governments, respectively. Bargad has also conducted Capacity Enhancement workshops on youth development with officials of the youth affairs departments of Punjab, Balochistan and Sindh.

Bargad has a youth network of 782 individuals, civil society organizations and government institutions, with Youth engagements with 64 Universities, 40 Colleges and 35 Higher Secondary Schools.

The organization has previously partnered with 26 membership based student organizations and 15 Youth Groups over Pakistan; producing the largest pool of researches and publications on various aspects of youth than any other civil society organization in Pakistan, while also pioneering a youth track of peace and diplomacy in the South Asian region.

The hallmark of the organization is that its core youth volunteers participate in all aspects of the projects - from action-planning to project execution, while also mapping in the course of its work; issues as well as challenges identified by the youth across the country⁴.

¹ Adolescents: 12-19; Youth age bracket in Pakistan: 15-29

² Minority Youth, Youth with different abilities and transgender youth

³ Since 2003, the organization has trained 7880 youth activists and young faculty only through training workshops and peer sessions in issues of social development.

⁴ The Youth in the mapping is part of the Youth Cohorts in the districts where Bargad has actively worked or is presently working.

Introduction:

BARGAD Society of Human Resources (hereinafter referred to as “BARGAD”) is committed to upholding the highest standards of ethical conduct and social responsibility in all aspects of our project/activities. We recognize the grave injustice and human rights violation that slavery represents, and we are unwavering in our commitment to combat modern slavery in all its forms. This Anti-Slavery Policy outlines our approach to eradicating slavery within our operations and activities, as well as our zero-tolerance stance against any form of slavery or human trafficking.

Policy Statement:

Prohibition of Slavery:

BARGAD strictly prohibits the use of forced labor, bonded labor, child labor, or any other form of modern slavery in all our activities. We uphold the principles of international labor standards, including the International Labor Organization's (ILO) conventions, and relevant laws and regulations in the countries where we operate.

Partners for Field Activities and vendors/supplier's Due Diligence:

We are committed to ensuring that slavery and human trafficking do not occur within our filed activities and vendors/suppliers. We try to select and evaluate our partners in our filed areas and suppliers/vendors for their ethical conduct and prioritize engaging with the ones who agree to our commitment to eradicating slavery.

Employee Awareness and Training:

We provide training and awareness to our employees emphasizing the importance of identifying and reporting any suspicious activities related to slavery or human trafficking in our internal meetings. We encourage a culture of vigilance and responsibility, where every team member plays a role in eradicating slavery.

Reporting Mechanism:

We maintain an anonymous reporting mechanism, allowing anyone within or outside the organization to report concerns related to slavery or human trafficking. Reports can be submitted by dropping a complaint in the “**Complaint Box**” provided for this purpose near the main entrance or writing an email complaints@bargad.org.pk. Appropriate actions will be taken to investigate and address the reported issues promptly.

Investigation and Remediation:

In the event of any suspected or confirmed case of slavery or human trafficking within our organization or filed areas/vendor's/suppliers, we will conduct thorough investigations. If violations are found, we will take immediate remedial actions, which may include termination of relationships with non-compliant filed partners or vendors/suppliers or disciplinary measures for employees involved.

Conclusion:

BARGAD is resolute in its commitment to act responsibly and ethically, striving to create a world free from slavery and human trafficking. We hold a zero-tolerance stance towards any violations of this Anti-Slavery Policy and will take decisive action against those who defy these principles. Through our collective efforts and unwavering dedication, we believe that we can make a significant impact in the fight against modern slavery and create a better, more just world for all.