

CURRICULUM VITAE

Name: Shakir Hussain, **Email:** shakir25@msn.com, **Mobile:** +92-333-860-3157,

Degree: MSc Organizational 7 Industrial Psychology, **Hobbies:** Travelling, Trekking, Film Making,

Memberships: Pakistan Psychological Association (PPA), Human Resource Development Network (HRDN), Cross Route Club (CRC)

Language Proficiency: Fluent in English, Urdu, Punjabi

International Exposure for Conferences & Trainings: USA, Germany, Turkey, Azerbaijan, Uzbekistan, Iran, Afghanistan, Egypt, Mauritius, Kenya, Thailand, Malaysia, Indonesia, Sri Lanka, United Arab Emirates, Saudi Arabia, Kuwait,

Professional Certifications: ISO 45001, OHSAS 18001, SSAFE, BSAFE, Fire Safety Risk Assessment Control Level 3, Fire Safety Principles Level 3

Professional Skills:

Project Management (Planning, Work management, Stakeholder management, Communication, Monitoring, Financial management)

Training (Training need assessment, Training design, Manual development, Training delivery)

Grievance / Complaint Management (Complaint committees, Awareness raising, Grievance reporting)

Occupational Health & Safety (Hazard identification, Risk Assessment, Controls, Reporting)

Social Media Profile:

LinkedIn <https://www.linkedin.com/in/shakir-hussain-1a0204154/>

Facebook <https://www.facebook.com/shakir.hussain.90/>

Total Work Experience:

Organization	Total Service Period	Sector
Abnoy Enterprises	06 Months	Fairtrade Certification
Fairtrade Deutschland	15 Months	Textile & Apparel
GIZ Pakistan	09 Months	Textile, Apparel, Footwear, Sports Balls, Chamber of Commerce
ILO Pakistan	28 Months	Textile, Apparel, Handlooms
Assurance Services International	01 Month	Packaging material
UNICEF Pakistan	02 Months	Polio Eradication
Vision Technologies	03 Months	Sports Goods
European Union	02 Months	General Election
Fairtrade Asia & Pacific	44 Months	Sports Goods, Agriculture (Cotton, Rice, Fresh Fruits), Textile
C & A Foundation	01 Month	Agriculture (Cotton)
The Researcher	07 Months	Community Development, Election Observation

Masoom Support Foundation	16 Months	Prison support & Rehabilitation
UNDP Pakistan	08 Months	Health & Safety for Election Staff
National Rural Support Programme	09 Months	Socio Economic Analysis
British Council	12 Months	Youth Development

Devolution Trust for Community Empowerment	10 Months	Community Development
Concern Worldwide	04 Months	Enterprise Development
Engro Foundation	03 Months	Community Development
Urban Institute	07 Months	Local Government
Human Resource Development Network	12 Months	Community Development
Scissor Cut	84 Months	Business
Ministry of Tourism Pakistan	12 Months	International Tourism

PROFESSIONAL GOAL

Being a management expert, my commitment is to **build and strengthen a conducive work environment** in industrial and organizational sectors, that would prioritize safety, happiness, and the protection of **human rights** for all workers, especially for female workers.

For this purpose, **Training** indeed plays a pivotal role in developing appropriate behaviors, updating policies, and fostering a workplace culture where grievances and complaints are addressed effectively.

By taking these initiatives, my aim is to create a **safer workplace** which positively contribute to the business growth and **corporate reputation**.

By investing in comprehensive capacity building programs, we can create and promote a culture of safety and respect, where employees feel empowered, valued, and motivated to contribute in the **success of business**.

I believe, these **sustainable business practices** would certainly lead to the destination, where we can claim ourselves as a decent and responsible corporate entity, which have a safer workplace and organized work management system.

WORK HISTORY (Present to Past)

ABNOY ENTERPRISES

- Worked as **Certification Facilitator** to acquire the **Fairtrade** Hired Labour certificate for a sports ball company in Sialkot, Pakistan. My role was to assist in developing management system at workplace through trainings, onsite visits. (Service period Feb – July, 2024)
- Working as Certification Facilitator to get Fairtrade SPO certificate for a group of rice farmers and a rice processing mill in Lahore.

FAIRTRADE DEUSTCHLAND

- Worked as **Project Manager** for developing and strengthening factory-based **Grievance Management System** at **16 Pakistani Textile and Apparel factories in Karachi, Lahore and Faisalabad** for dealing with workplace grievances among workers and creating good working conditions and **worker's wellbeing** in resulting. In this regard, a **detailed assessment** was conducted for knowing current practices to deal with the workplace grievances, developed comprehensive **training material** and trained **90 Complaint Committee Members**, around **350 Master Trainers** by conducting **Training of Trainers** and created awareness about **Complaint Procedure** among around 25000 workers, by using master trainer's skills. This Complaint Management System have comprehensive **reporting portal**, running successfully and benefiting to enhance **productivity** by engaging a happy and **safe worker**. (Service period Feb, 2022 – April, 2023)

ILO PAKISTAN

- Worked as **Training Consultant** to design training material and delivered the **training of trainers to the mid-level factory management on OSH practices** to the 12 textile & apparel factories in Karachi and helped them to identify OSH related issues at their respective factories and developed an action plan, and also provided technical support for reactivation of **occupational health & safety committees** and establishing **Risk Management System** by visiting respective factories. (Service period May – August, 2023)
- Worked as team member for **developing, translation and editing** the Urdu edition of **ILO Code of practice of safety & health in Textile, Leather and Footwear** in accordance with its original edition – English Edition for making it more understandable for local community. (Service period Dec, 2022)
- Assisted ILO OSH specialist for **developing specific training material** and delivering **Training of Trainers on OSH practices to the 30 members from Pakistan Workers Federation**. (Service period Nov, 2022)
- Designed training material and implementation plan for **improving working conditions** of 60 workers from 17 Handloom in Swat. Service period (Oct-Nov, 2021)
- Worked as OHS Consultant to evaluate the impact about Workplace Safety Trainings to 36 textile & apparel factories in Karachi under ILES project. (Service period Sept-Oct 2019)
- Worked as OHS Expert at provided **training & coordination support** to ILO - ILES project for garments and textile companies in Lahore on **Occupational health & safety management system at workplace** through participation of workers and management of concerned companies. I was supposed to facilitate companies for identification of OHS issues and development of action plan for remedy. (Service period Jan-March 2019)
- Worked as OHS Expert and delivered awareness raising lectures and conducted **series of trainings** to Surgical Vendors on **Elimination of Child Labour** and Occupational health & safety at workplace and developed model surgical instruments manufacturing workshops according to OSH management system under ILO- IPEC project in Sialkot. (Service period Jan- Dec, 2006)

GIZ PAKISTAN

- Worked as Management Consultant with **Sialkot Chamber of Commerce & Industry** to facilitate for planning and implementing better cooperation among SCCI staff for **enhancing service delivery** to SCCI member companies. For this purpose, **Training Need Assessment** was conducted, developed **action plan and training modules** accordingly and executed series of trainings for SCCI staff, and also designed courses on business development for entrepreneurs. (Service period Feb-May, 2021)
- Worked as Safety Management Expert and facilitated to establish occupational Health & Safety Committees at footwear, sports goods, gloves and textiles companies in Sialkot, Lahore, and Faisalabad, and also conducted series of trainings to OHS Committee Members about their roles and responsibilities. (Service period Sept, 2020)
- Worked as OHS Trainer in District Sialkot to provide health and safety guidelines on COVID- 19 at household and community level, for making them safe from hazards and accidents at non-working environment under VISION ZERO approach. (Service period Aug, 2020)
- Worked as **OSH Trainer** for designing module and delivering **training to sports and textile industry**

on **VISION ZERO** approach in Lahore. (Service period Jan, 2020)

- Worked as **Co-ordination Consultant** and provided advice to public and business organizations to improve their performance by identification of skill policies, coordination level among vocational institutes and business community through managing visits to concerned government officials, head of technical & vocational institutes, universities, chambers of commerce across Pakistan. This assignment was part of development of new **skill strategy** for Pakistan. (Service period Sept-Oct, 2008)

ASSURANCE SERVICES INTERNATIONAL

- Performed as assessor facilitator for an assessment to a certification body for accreditation purpose on **FSC CoC** in Karachi, Kasur, and Lahore. (Service period Feb, 2021)
- Performed an **assessor facilitator** for an assessment to a certification body for accreditation purpose on **FSC CoC** in Faisalabad and Lahore. (Service period Jan, 2023)
- Performed an **assessor facilitator** for an assessment to a certification body for accreditation purpose on **FSC CoC** in Karachi. (Service period Sept, 2024)

CHIP TRAINING & CONSULTING

- Worked as **Training Facilitator** in polio eradication program and **developed training modules, training plans** for district level staff on mobilization and **safety at workplace** and in field. Provided training and support to **UNICEF staff** on development of work management system for efficient work. (Service period Dec, 2020-Jan, 2021).

VISION TECHNOLOGIES

- Designed **training modules** and delivered comprehensive training to the management of Vision Technologies for their **capacity building and work improvement**. Templates for different types of documents were also provided to the participants. (Service period Sept, 2021)
- Worked as Project Manager for **designing and implementing a project** “Productivity enhancement through nutrient diet for young female workers” in Sialkot through developing training program for male and female workers and made film documentary for sharing project information. This project helped vision to reduce absenteeism due to health issues, maintain worker’s health and enhanced productivity, in resulting. (Service period March, 2019)

EUROPEAN UNION

- Worked as field management expert and provided **coordination support** for arranging and organizing meetings and events for governmental officials, election candidates to identify the challenges regarding election and for observing General Election Pakistan 2018. (Service period July, 2018)

FAIRTRADE ASIA & PACIFIC

- Worked as program officer for Pakistan, Iran, Afghanistan and provided certification and compliance support to sports ball companies, **Rice & Cotton Farmers**, Dried fruit companies, and **Textile companies** on Fairtrade Standard e.g., **social development, improvement of working conditions, gap analysis, risk assessment, occupational health & safety** matters through site visits and trainings

of farmers, management and workers. Facilitated in **stakeholder engagement** for developing better policies for textile business in Pakistan, through using dialogue technique, and formed also different thematic groups, comprising producers, workers, NGOs government representatives. (Service period May, 2015-Dec, 2018)

C & A FOUNDATION

- Performed as **international evaluation team member** for **Multi Country Sustainable Cotton Program** implemented by Cotton Connect in China, India and Pakistan, through engaging cotton farmers, ginneries and textile companies. (Service period April, 2015)

THE RESEARCHERS

- Worked as **field management expert & team lead** for designing and implementing training program to surveyors in Chitral for execution **socio economic survey** under Norwegian Embassy intervention. And monitored their fieldwork for quality assurance. (Service period Jan- March, 2015)
- Worked as **Trainer** to conduct **series of trainings** across Pakistan to election observers under gender-based election observation project in General election 2008. (Service period Nov, 2007-Feb, 2008)

MASOOM SUPPPORT FOUNDATION

- Worked as Head of Programs and designed and established **business support** center under Stitch Project for **female prisoners** at District Jail Sialkot through establishing industrial unit and developed linkages to a garment company and converted it as commercial industrial unit. (Service period Aug, 2013-Nov, 2014)

DEMOCRACY REPORTING INTERNATIONAL

- Provided **coordination and translation support** to European Union election observers to share election observation report 2013 with political parties, media, and civil society in Islamabad, Lahore, Multan, Sukkur, Karachi, Quetta, and Peshawar through **seminars**. (Service period July, 2013)

REFERENCES

NAME	POSITION	ORGANIZATION	CONTACT
Bettina Von Redn	International Projects Manager	Fairtrade Deutschland	+491714741653
Sumedha Karunatilake	Regional Manager	Fairtrade NAPP	+94777898539
Sadia Hameed	Senior Project Officer	ILO	+923008486929
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