



**ANNUAL REPORT
OF ACTIVITIES -2002**

**Centre for the Improvement of Working
Conditions & Environment**

Industrial Relations Institute Lahore



LABOUR & HUMAN RESOURCES DEPARTMENT
GOVERNMENT OF PUNJAB
LAHORE - PAKISTAN

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ANNUAL REPORT-2002

**Centre for the Improvement of Working
Conditions & Environment Lahore**

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Industrial Relations Institute Lahore

**Labour & Human Resource Department
Government of the Punjab
Lahore**

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Preface

The improvement of safety, health and working conditions of the workers result in better productivity, satisfactory work performance and economic growth. The Labour & Human Resources Department Punjab is the focal government agency striving for welfare of the workers through its various wings. Medical treatment and related facilities are provided to the workers by the Punjab Employees Social Security Institution. The housing, education marriage grants and other financial benefits to the workers are arranged through the Workers' Welfare Board. The labour laws including those relating to compensation, health and safety and working conditions are enforced through the Directorate of Labour Welfare.

The Centre for Improvement of Working Conditions and Environment is our focal training, advisory and information-providing institution. We have further strengthened this institution by integrating the existing Industrial Relations Institute into the Centre. Thus the scope and sphere of the activities of this institution has been considerably enhanced, which is reflected in the present Annual Report. I am really impressed by the response from the users of services of this Centre, who have expressed appreciation and have asked for different kinds of information of services.

As this is the only institution of its kind in the country, it can play vital role in policy formulation and devising implementation strategies for occupational safety, health and environment in the country. It is ideally suited to act as the focal national institution in the field of occupational safety and health and support other provinces as well through, training, research and advisory services.

Maj (R) Iqbal Ahmad
Secretary
Labour & Human Resources Department
Government of Punjab

Foreword

It gives me immense pleasure to introduce the annual report of Centre for the Improvement of Working Conditions and Environment, (CIWCE) Lahore. This Centre is the focal institution within the Directorate of Labour Welfare Punjab, providing information, training and advisory services to the industry, workers and concerned agencies for the improvement of working conditions and environment. It is encouraging for us that the industry has given full backup and support to the activities of CIWCE and has joined hands with us in reducing the toll of accidents and diseases at the workplaces.

During 2002, the Industrial Relations Institute was also integrated into the CIWCE, thus enhancing its sphere of activities to include training on labour laws, weights and measures and other areas, in which laws enforcement is carried out by the Directorate of Labour Welfare Punjab.

A special feature of the activities of CIWCE for the year 2003 was the focus on child labour specially the hazardous forms of child labour. The CIWCE assisted the Federal Government in identifying the potential hazardous occupations for child labour, which led to national consensus list of hazardous occupations for child labour. A Child Labour Resource Centre has also been established at CIWCE, which is a milestone in the efforts of Directorate of Labour Welfare to network the stakeholders on this issue.

Zarar Haider
Director Labour Welfare
Punjab

An Introduction to the CIWC&E

The Centre for the Improvement of Working Conditions & Environment (CIWC&E), was established in Lahore by the Directorate of Labour Welfare Punjab, assisted by ILO/UNDP, at a total cost of Rs.33.38 million including a foreign exchange component of Rs. 11.5 million (in the form of equipment, expert services and training of professional staff of the Centre). The construction of building started in 1985 and was completed in 1988, when the Centre became operational.

It is a pioneering institution in Pakistan with professionally trained staff, modern laboratories and facilities for assisting the industry in combating safety, health and environmental problems at the workplaces. The total number of staff working at CIWC&E is 33, which include hygienists, safety, engineers, chemists, technicians and secretarial staff.

The principal aim of this Centre is to combat the safety, health and working environment hazards in the industries in Punjab, and to create awareness and change the attitudes of the employers/workers regarding safety, health and working environment.

Sphere of Activities of the CIWCE

- **Training & Education:** Training courses on safety, health and environmental problems for workers, supervisors, managers, trade union representatives and safety & health professionals are arranged
- **Research:** Research into safety, health and environmental problems in the industry is carried out.
- **Information:** Information services on request on problems of safety, health and environment.
- **Monitoring:** Monitoring and analysis of most chemical and physical health hazards in the workplace is carried out.

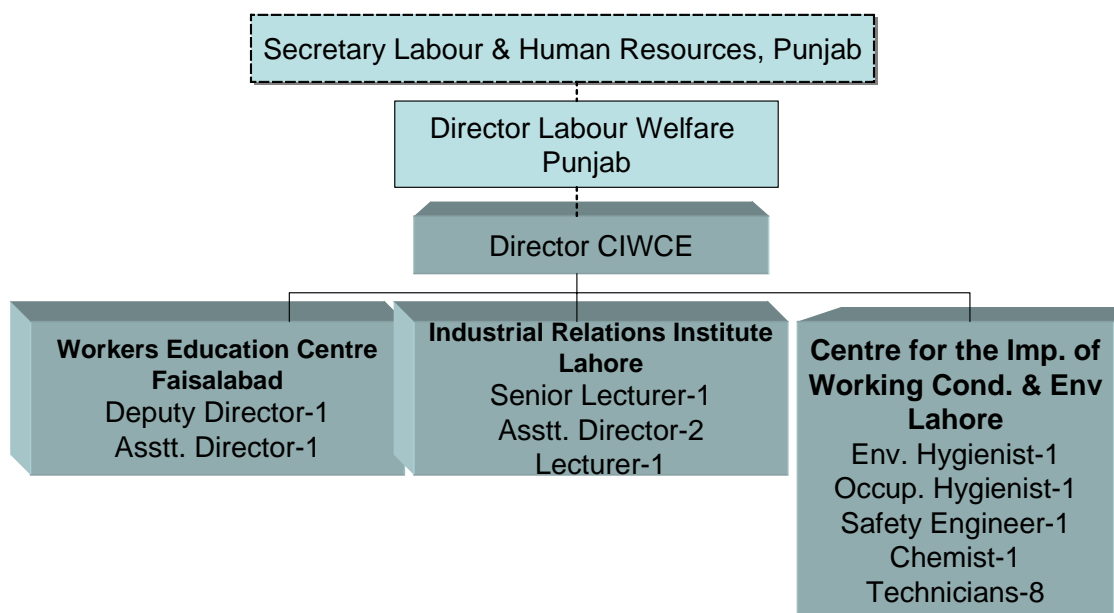
- **Advisory Services:** The professional staff of CIWC&E can carry out OSH audits and provide advisory services for the solution of the problems of safety, health and working environment.

Restructuring of the CIWCE & IRI

The year 2002 saw a major restructuring drive in government departments and institutions. A devolution of powers plan was introduced, under which district governments were set up and most government departments and government agencies underwent restructuring in one form or the other. The CIWCE also underwent some restructuring. The Government of Punjab integrated the Industrial Relations Institute with Centre for the Improvement of Working Conditions and Environment. Both institutions are already housed in the same premises. The step was taken to streamline the training and advisory activities of both institutions. The Industrial Relations Institute was established in 1968 to provide training to the workers, Labour Department officials and representatives of employers in labour laws. The integration with CIWCE means that both institutions will coordinate their activities together, share the resources and take on some additional areas which include:

1. Creation of a focal institution to mobilise the social partners for combating child and bonded labour.
2. To help the local industry to face the challenges of globalisation.
3. To educate consumers and departmental functionaries for ensuring accuracy in weights and measures of consumer goods and fuel.
4. Commercialisation of training services on safety, health and environment available with Centre for the Improvement of Working Conditions and Environment, Lahore.
5. To provide technical assistance and consultancy services to the industry on safety, health and environmental issues by charging fees for these services, in order to generate revenue to run and maintain the equipment and compensate the professional staff.

Organizational Setup of CIWCE & IRI (after integration)

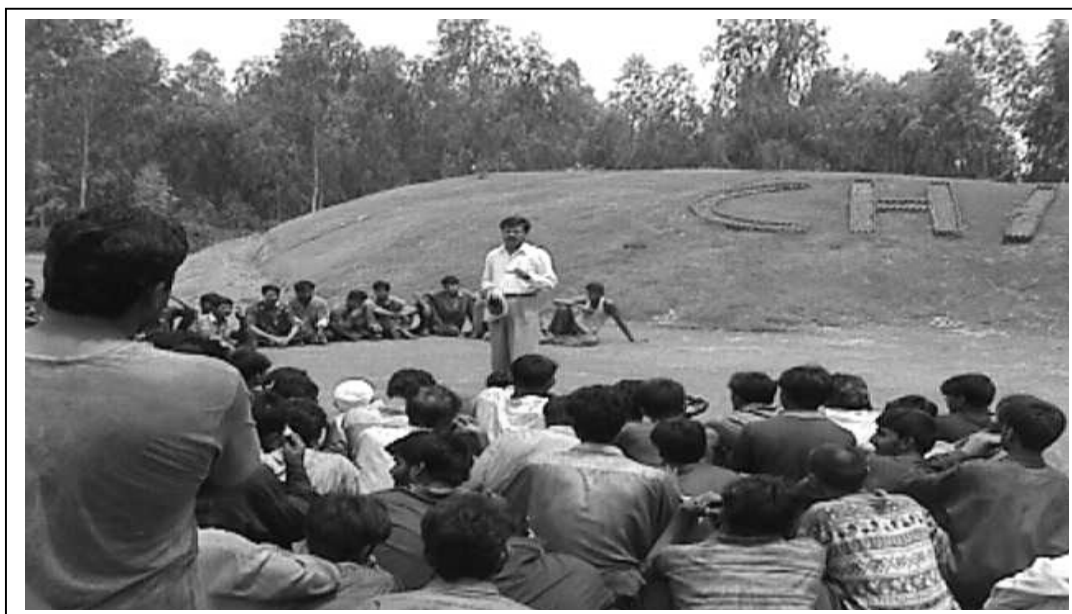


Training and Education-2002

Mobile Training Unit

Keeping in view the limitations of the workers and industries particularly the small scale enterprises and the lack of accommodation facilities for trainees from outside of Lahore, a mobile training unit has been established in order to bring the training services of the CIWC& at the doorsteps of the industrial enterprises. For this purpose the van of the CIWC&E was turned into Mobile Training Unit in 1998. This unit has been equipped with audio-visual equipment and materials. The training staff of CIWCE coordinates and travels to the industrial enterprises and holds brief orientation sessions for workers, supervisors and managers and distributes free literature. This unit has been a huge success with the industry. The activities of this unit continued at full pace during 2002. This unit traveled to the industrial units even in the far flung areas

of the province. One day workshop in each unit were conducted in which safety, health and environment related topics pertinent to those enterprises were



On-site training by the Mobile Training Unit have been highly successful- workers in small enterprises also benefit from them

discussed.

The month wise details of the training workshops held by this unit since in 2002 are given below:

The important topics discussed in these workshops include:

- Chemical Safety at workplace
- Noise control and prevention & hearing conservation
- Machine-guarding
- Ergonomics as a tool for enhancing productivity
- Fire prevention and fire fighting
- Basic emergency first aid and CPR
- Work in confined spaces
- Accident investigation
- Selection and use of personal protective equipment
- Management of heat stress
- Industrial lighting
- Construction safety
- Electrical safety
- Hazardous waste management
- Compliance with national and international health safety and environmental laws and standards
- Formation and work of safety committees

Details of the Training Workshops on OSH held by the Mobile Training Unit

Month	Number of Workshops held	Number of Workers, Supervisors and Managers Provided Training
February	5	59
March	3	35
April	8	157
May	9	164
June	5	69
July	7	109
August	6	49
September	7	64
October	10	123
November	9	109
December	5	59
TOTAL	74	997

Specialized Training

Like the past years, the CIWCE continued to hold specialized training on issues of paramount importance for the industry on topics related to occupational safety and health. Top notch managers, professionals, CEOs from the industrial sector as well as from the government agencies and trade unions participated in these training workshops. These workshops also provided a great opportunity to the OSHE professionals from different sectors to socialize and network with each other, to learn from each other's experiences and to call each other in case a particular skill is available somewhere.

The topics for the specialized training workshops are always based on the feedback from the industry and other trainees of CIWCE. A look at the topics

of specialized training workshops held in the year 2002 will reveal, how current and relevant the topics were.

Specialized Training held-2002

Title of Training Workshop	Venue	Number of participants
Chemical safety and spill management (3 workshops)	Crescent Greenwood Limited Pindi Bhattian	125
Introduction to basic health and safety at workplace	Bata Pakistan Ltd.	45
Combating safety, health and environmental problems in tanneries	Hotel Sunfort Lahore (sponsored by Pakistan Tanners Association)	56
Basic Emergency First Aid and resuscitation (2 workshops)	Crescent Greenwood Limited Pindi Bhattian	75
Combating safety, health and environmental problems in tanneries	Kasur (sponsored by Kasur Tanneries Pollution Control Project)	49
Working Women's safety and health problems and their solution	Piler training hall Lahore	25
Basic Emergency First Aid and Resuscitation	Sitara Chemicals Ltd. Shahkot	35
Combating safety, health and environmental hazards in carpet washing sector	CARITAS Hall and CIWCE Training room, Lahore (2 workshops)	75
Basic Emergency First Aid and Resuscitation	Wärtsila Pakistan (Pvt.) Ltd.	22
Management of Hazardous waste	CIWCE Training room, Lahore	28
Modern Trends and Developments in Occupational Safety and Health	CIWCE Training room, Lahore	22

The detailed outlines of a few of the training workshops are given below,

which will educate the readers of this report of the type of specialized training available at CIWCE.



Secretary Labour & Human Recourses Department Punjab Maj. (R) Iqbal Ahmad giving away certificates to the participants of training workshop on “Management of Industrial Hygiene and Safety at Enterprises”. The resource person for the workshop was Dr. Muhammad Akram Associate Director of EHS at Columbia University USA



Participants of the specialised training workshop on “Management of Hazardous Waste” during a study visit of the Kasur Tanneries Pollution Control project

Contents of
One day Training Workshop on
Chemical Safety and Spill Management
Crescent Greenwood (Pvt.) Ltd.

04-04-02

Resource Person: Mr. Saeed Awan, Director CIWCE

9:00 – 11:00	Chemical Hazards, their recognition and control
11:00-11:15	Video on Handling & Transport of Hazardous materials
11:15-11:30	Tea Break
11:30-13:00	Spill Management
13:00-13:15	Video on Handling Hazardous Spills
13:15-14:00	Lunch
14:00-16:00	First Aid & Resuscitation
16:00-17:00	Discussion

Contents of Workshop on Occupational Health & Safety In Tanneries of Punjab

Tuesday April 02, 2002
At Hotel Sunfort, Liberty Market
Gulberg-III, Lahore

Resource Person: Mr. Saeed Awan, Director CIWCE

09:00 – 09:15	Welcome Address By Chairman PTA-NZ
09:15 - 09:30	Keynote Address By Mr. Rab Nawaz, Director Labour Welfare Department
09:30 – 10:00	Safety Hazards and Ergonomics
10:00 – 10:30	Tea Break
10:30 – 11:30	Physical Hazards in Tanneries
11:30 – 12:30	Chemical Hazards in Tanneries
12:30 – 13:30	Occupational Diseases in Tanneries
13:30 – 14:15	Lunch Break
14:15 – 15:30	Usage of Check Lists
15:30 – 15:45	Tea Break
15:45 – 17:15	First Aid and Resuscitation
17:15 – 17:30	Distribution of Certificates

Note: Each presentation was accompanied by a video film.

Contents of One day Training Workshop on

Basic Emergency First Aid and Resuscitation

To be held at Wartsila Pakistan (Pvt.) Ltd.
03-12-02

Time	Topic
9:00 – 9:15	Introduction to First Aid
9:15-9:45	Shock, fainting and hypothermia
9:45-10:00	Bleeding, wounds and fracture
10:00 – 10:30	Dressing & bandages and removing the victim including practical demonstration
10:30-11:00	Video
11:00-11:30	Electrical emergencies
11:30-12:00	Frostbite and suffocation
12:00-12:30	Poisoning and sudden illnesses
12:30-2:00	Mouth to mouth and Cardio-pulmonary resuscitation including practical demonstration and Q&A

Contribution of the US-based experts in the training activities of CIWCE

A number of USA-based experts have helped the CIWCE in organizing training activities on important occupational safety, health and environment related topics. These experts devoted a considerable amount of their personal time resources and energies for the training activities of CIWCE. The quality of training offered by the CIWCE received a quantum jump due to the valuable inputs provided by these experts. A brief description of the contribution of each of these experts is given below:



The participants of training workshop on “Management of Hazardous Waste” with the resource persons Dr. Akram and Dr. Khalid, both from the USA

Name of Expert	Training held
Dr. Muhamamd Akram Associate Director of Environment, Health and Safety Columbia University Health Sciences New York USA	Was the main resource person in a 5 days training workshop on "Management of industrial hygiene and safety at enterprises" and a one-day conference on "Challenges and opportunities for safety, health and environment in Pakistan"
Dr. Abdul H. Khalid Hazardous Waste Specialist in the US Government	Was the main resource person in a 4 days training workshop on "Management of hazardous waste" and a one-day conference on "Challenges and opportunities for safety, health and environment in Pakistan"
Ad. Abdul H. Qazi, former Director of Occupational Safety and Health Administration (OSHA) of US Department of Labour	Was the main resource person in a 4 days training workshop on "Modern Trends and Developments in Occupational Safety and Health"



Participants of training workshop on "Management of Industrial Hygiene and Industrial Safety with the resource person and the Secretary Labour & Human Resources, Punjab

An outline of the two training workshops held by Dr. Khalid and Dr. Akram is given below:

Contents of Workshop on Management of Industrial Hygiene and Safety in Enterprises

Day I. Introduction and Background:

History and Exposure Limits; Regulations and Standards; Surveillance;

Review of Basic Sciences- Mathematics, Chemistry, Biochemistry;
Environment and Occupational Toxicology; Environmental Pollution;
Principles of Evaluating Workers Exposure.

Day 2. Hazard Recognition and Evaluation:

Instrumentation-Calibration & Use; Sampling & Interpretation- gases,
vapors, particulate; TLV's; Biological Hazards and Control; Risk
Assessment in the Workplace;

Noise and Noise Control, Ionization and Non-Ionization Radiation;
Thermal Stresses,

Day 3. Controlling the Occupational Environment:

Principles of Ventilation-general vs. local exhaust; Personal Protection
Equipment (PPE); Industrial lighting;
Fundamental of Ergonomics

Day 4. Occupational Safety:

Lock-Out/Tag-Out; Confined Space Entry; Machine Guarding;
Electrical hazards; Fire Emergencies and Evacuation; Workers Injury
Record-keeping.

Field Exercise: Industrial Survey and Audit; Employees Interview;
Noise Measurements; and Ventilation Assessment.

Day 5. Program Management:

Writing EH&S Programs; Hazard Communication; Emergency and Fire
Evacuation Plan; Safety Plans; Periodic Assessment.

Field Report Presentations; Critique & Evaluation; Award of
Certificates.

Contents of Workshop on Management of Hazardous Waste

Day 1. Introduction and Background:

History; Regulations-Pakistan vs. USA; Definitions; Classification of Hazardous Waste; Characterization of Hazardous Waste; F, K, P, U listed Hazardous Waste; Adverse Health Impacts due to Hazardous waste Exposure.

Accumulation Point Management: Requirements and Accumulation Point Inspections; Waste Compatibility; Local Hazardous Waste Issues;

Day 2. Preparation and Transportation of Hazardous Waste:

Container Selection; Preparation of manifest; Markings, Labels, Loading, Placarding Requirements; Preparing Lab Packs;

Contingency Plan and Preparedness and Prevention; When and How to Implement Plan, Emergency Coordinator; Materials, Equipment, and Training Requirements.

Day 3. Recyclable Materials and Waste Minimization:

Local Problems; Special Waste; Universal Waste; Waste Oil; Requirements; Waste Management Overview

Field Exercise: Waste Identification and Classification; Waste Pollution Sources; Impact on Local Environment; Recyclables.

Day 4. Program Management:

Elements of Waste Management Program; Recycling Program; Waste Minimization Program; Contingency Plan

Field Report Presentations, Critique & Evaluation and Award of Certificates.

Conference on Challenges and Opportunities in Safety, health and Environment in Pakistan

A one-day conference on “Challenges and Opportunities in Safety, health and Environment in Pakistan” was held on January 06, 2003. Although this Conference does not fall in the calendar year for which this report is meant, but since very important issues were discussed in this conference and useful recommendations came out of it, therefore we feel compelled to bring its proceedings to the notice of our valued readers. The conference was attended by more than 50 professionals, academics, top government officials and others. The outline of the conference is given below:

8:30 a.m.-9:30 a.m.	Registration of Participants
Inaugural Session	
9:30 a.m.-9:35 a.m.	Recitation from the Holy Quran
9:35 a.m.-9:40 a.m.	Introductory remarks by Mr. Saeed Awan, Director CIWCE, Lahore
9:40 a.m.- 9:45 a.m.	Statement by Dr. Muhammad Akram, Associate Director, Environmental Health and Safety, Colombia University, New York, USA.
9:45 a.m.- 9:50 a.m.	Statement by Mr. Iftikhar Mehmood Randhawa, Coordinator Webcop/Employers Federation of Pakistan
9:50 a.m.- 10:00 a.m.	Statement from the Secretary Labour & Manpower, Government of the Punjab
10:00 a.m.-10:30 a.m.	Refreshments

Working Session-I (Occupational Safety and Health) <i>Chair Muhammad Akram, Ph.D, CH MM-Columbia University, USA</i>	
10:30 a.m.-10:50a.m.	Sharing of USA Experiences in Implementation and Promotion of Occupational Safety and Health <i>Dr. Muhammad Akram, Associate Director, Environmental Health and Safety, Columbia</i>

	<i>University, NY, USA</i>
10:50 a.m. – 11:10 a.m.	Development Trends and Future Perspectives of Occupational Health and Safety in Pakistan <i>Mr. Saeed Awan, Director, Centre for the Improvement of Working Conditions and Environment, Lahore</i>
11:10 a.m. – 11:30.m.	Occupational Health---The ICI Pakistan Experience <i>Dr. D.N. Farooki, Occupational Health Manager, ICI Pakistan</i>
11:30 a.m. – 12:45 a.m.	Discussion & recommendations

Working Session-II (Environment) <i>Chair Muhammad Akram, Ph.D, CHMM-Columbia University, USA</i>	
1:00.p.m.-1:20 p.m.	Major Environmental Laws in USA <i>Dr. Abdul H. Khalid Hazardous Waste Specialist from USA</i>
1:20 p.m.-1:40 p.m.	<i>Experience of ICTP Project in Treatment of Hazardous Waste in Tanneries.</i> <i>Mr. Javed Cheema, Coordinator ICTP Project, Pakistan Tanners Association</i>
1:40 p.m.-2:00 p.m.	<i>Final Presentation of Recommendation to Attendees and Media. Management of Municipal Solid Waste in Urban Areas of Pakistan</i> <i>Dr. Ata-ul-Haq, Green Technology, Lahore</i>
2:00 p.m.-2:45 p.m.	<i>General Discussion to establish an organization of Environmental Health, and Safety Professionals in Pakistan.</i>
2:45 p.m. -3:00 p.m.	<i>Final Presentation of Recommendation to Attendees and Media.</i>
3:00 p.m.-3:15 p.m.	<i>Closing Remarks</i>
3:30 p.m.	Lunch

A detailed report of the Conference is under preparation and will soon be shared with our valued readers, but the recommendations which were finalised during the conference are of paramount importance. A summary of these recommendations is presented below:

Recommendations for improvement of occupational health and safety in Pakistan

The participants of Conference were invited to express their views about the challenges faced in the area of occupational safety and health and make practicable suggestions for improvement in the current situation. A number of useful recommendations were finalized which identify the steps to be taken by the stakeholders including the government, professionals, employers, workers' representatives, educational & training institutions, international organizations and others.

1. National Safety and Health Council: The National OSH Council as proposed in the Labour Policy-2002 should be established immediately and made into an effective organisation. For this purpose it has to be backed up by professional expertise. Therefore 50% members of this Council should be health and safety professionals. This Council should have a broad mandate for proposing the technical, legal and voluntary standards and Codes of Practice related to occupational safety and health. This Council should have sufficient budget and should meet frequently at least in the initial phases. It may also be provided funding to hire national and international experts for providing guidelines on various issues.
2. In order to cope with the challenges of globalization, modern technical safety and health standards should be adopted including limits for airborne contaminants in workplaces, and these standards should be frequently reviewed for updating.

3. Industry specific technical standards and voluntary codes of practice specially for textile industry , tanneries, power plants, should be adopted.
4. Effective inter-agency liaison within the government sector should be established especially between the Ministry and Departments of Labour and the Ministry and Department of Health at both Federal and Provincial level. The representatives from Ministries of Health and Environment should be included in National Safety and Health Council.
5. The workers in those sectors which due to some reason are not covered by laws (construction, agriculture, transport, informal sector etc.) should also be provided information and training through a focal institution and media to protect themselves form accidents and diseases at work.
6. It is recognized that present labour/factory inspection system cannot meet the requirements of modern days challenges. The inspectorates should be beefed up by induction of professionals of Safety, Health and Environment. The existing inspectors should also be required to undergo intensive training.
7. The government should encourage establishment of consultancy businesses in OSH area and criteria should be set in the laws for these agencies. The evaluations of OSH in enterprises carried out by the accredited consultancy companies should be approved by the government. These consultancy companies can support the enforcement of technical OSH standards, which the inspectorates are not capable of.
8. All enterprises employing more than 200 workers (whether permanent or contract) should be asked to hire a safety, health and environment officer. The minimum qualifications for such an Officer should be prescribed in the law.
9. Diploma, MSc and PhD level programmes in disciplines of occupational health and safety should be started to prepare a

professionally trained cadre of manpower in the country. The government and industry should sponsor such educational and training programmes at least for the next 5 years. The national OSH Council should also work to promote OSH education and training in the country.

10. A national focal institution on OSH should be established in order to facilitate legal reforms, research, publication and evolving training curricula on different OSH disciplines. The existing Centre for the Improvement of Working Conditions and Environment in Lahore can be given this status, as it has already an experience of over 15 years in the area. This institution can provide on-job training to the professionals and can start certification of existing professionals.
11. The existing accident and disease reporting and recording system has become dysfunctional. Stiff penalties should be imposed for not or under reporting.
12. All the Chambers of Commerce and Industry should establish safety, health and environment cells. Where environment cells have been established, their mandate should be enhanced to cover OSH area as well.
13. The government should allocate funding for promotion of awareness, training, information dissemination and research in OSH.
14. Awards should be started for the enterprises having good track record of OSH.

Recommendations for improvement of environmental conditions

The participants of Conference after the session on Environment discussed the current drawbacks and ways to overcome them. Following specific recommendations were finalized during this session:

- 1) It was agreed that the provisions of Pakistan Environmental Protection Act (PEPA) specially the National Environmental Quality Standards (NEQS) were not being implemented. It was felt that the government should enforce the laws strictly.
- 2) There is a need to bring about special environmental standards for special industries for example tanneries, textile, power production etc.
- 3) No provision was made in the present laws for contingency plans in case of natural or man made environmental disasters. No provision for a contingency plan to save marine environment in case of major oil spill was in pace. Such plans have to be adopted and rehearsed urgently.
- 4) The present laws do not take into consideration the special requirements of different areas. For example Baluchistan and Sindh have marine environment to protect, which NWFP has mountainous and water reservoirs to care for. It was emphasized that provinces should make their Environmental Rules urgently to give protection to their own ecosystems and environment.
- 5) The subject of environment should be added in the school curricula to create awareness at grass roots level.
- 6) Communities should be involved in law making process, only them sustainable strategies can be worked out.
- 7) An environmental impact of all urban development and infrastructure projects should be carried out before undertaking any development.
- 8) The use of industrial and municipal waste water for irrigation should be strictly prohibited.

- 9) Use of excess pesticides and fertilizers should be discouraged and farmers should be educated on adopting environmental friendly agri-practices.

Formations of an Association of OSHE Professionals

During the recently held Conference and training courses, a strong need was felt to form an association of the occupational, safety, health and environmental professionals in Pakistan, in order to provide them with the professional forum for exchange of views and professional build-up. Tentative the name PEOSHA (Pakistan Environmental, Occupational Safety & Health Association) has been proposed initially to be based at CIWCE. The by-laws and other formalities of this association are being worked out, more information will be provided to our readers through the forthcoming issues of our newsletter.

Newsletters

An important activity of the CIWCE was the issuance of a newsletter on bimonthly basis. This is an 8-page newsletter in Urdu and English called as "Safety, health and Environment News". This year only four issues of the newsletter were produced, as we had to divert our attention to a number of other pressing issues. The newsletter was circulated to over 500 industrial enterprises, trade unions, safety and health professionals, government agencies and international organisations. This newsletter has been received very well by the industry and they have expressed their appreciation for this endeavour. Important issues pertaining to OSH and environment were discussed in each issue and the readers were informed of the events and conferences in OSH. Special projection was given to the activities of ILO for the promotion of OSH throughout the world.

Training and information materials

Over the years, the CIWCE has developed a large number of training, information and publicity materials on different aspects of safety, health and environment. Many of the training videos and CD-ROMs have been donated by the friends of CIWCE from abroad. These materials are a valuable asset for us, as they form the backbone of our training and information services. A list of these materials is given below:

**List of Training Guides on Safety, Health & Environment
Available in Urdu**

Sr. Number	Title
1	Safe Use of Chemicals
2	Accident Prevention during Construction (Picture book)
3	Improving Safety, Health and Environment in Industry
4	Fire Prevention in Industry
5	Accident Prevention in Industry
6	Safety and Health Problems in Important Industries-Their Solution
7	Ergonomic Lessons (Safety and Productivity at workplace)
8	First Aid and Resuscitation at workplace
9	Safety at school and home (colour guide for children)
10	Safety of children at home (for parents)

List of Brochures on safety, health and environment produced in Urdu

Sr. Number	Title
1	Skin Diseases Caused by Work-Their Prevention
2	Noise Prevention in Industry
3	Chemicals and Your Health
4	Handling and Transport of Hazardous Materials
5	Basic Emergency first Aid at work
6	Safety, Health and Environmental Problems in Tanneries and their Solution
7	Safety, Health and Environmental Problems in Pharmaceutical Industry and their Solution
8	Fire prevention in industry
9	Occupational Respiratory Diseases and their Prevention
10	Selection and Use of respiratory Protection Equipment

List of Stickers on safety, health and Environment produced in Urdu

Sr. Number	Theme
1	Transport of Hazardous materials
2	Use of Safety Hat
3	No smoking in Near Flammable Materials
4	Hazards of Loose dress at Work
5	Hazards of defective electrical wiring
6	Importance of Correct Use of Hand tools
7	Machine Guarding
8	Protection of eyes
9	Ventilation and Respiratory Protection for Prevention of chemical hazards
10	Dangers of Liquid Wastes produced by the Industrial Operations
11	Importance of Cleanliness to Prevent Accidents at Work
12	Use of water to wash eyes in Case of Spill of Chemicals into Eyes

List of Posters on Safety, Health and Environment in Urdu

Sr. Number	Theme
1	Fire safety
2	Dangers of overloading lifting machinery
3	Hazards of Hot pipes and machinery
4	Correct method of lifting weights at work
5	Precautions during the use of chemicals at work
6	Tripping Hazards at workplace
7	Correct use of fire extinguishers
8	General safety and health
9	Precautions near moving machinery
10	Precautions during handling of chemicals

List of Safety Warning Signs in Urdu

Sr. Number	Title
1	Use of eye protection
2	Use of safety boots
3	Use of respiratory protection
4	Emergency exit
5	Prohibition of smoking and flames
6	Beware of trucks
7	Hot area warning
8	Hearing Protection zone
9	Danger of fall due to obstacles
10	Danger of moving machine parts
11	Use of protective gloves
12	Proper use of machine guards
13	Do not touch this
14	Danger of electric current
15	Face protection equipment required
16	Fire hose indicator
17	Slippery area- risk of falling
18	Danger of compressed gas
19	Use of helmet mandatory

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List of Training Videos on Safety, Health, Environment, Energy Conservation and Related Topics

S. No.	Title	Subjects discussed
1.	Safety Lessons	Different messages on safety at workplace
2.	Nice to Hear	Noise, its measurement, use of ear protection
3.	Ear Protection	How the noise effects the health of a person
4.	Asthma	Causes of asthma, control, correct use of medication
5.	Occupational cancer	Causes of cancer in a factory, study and analysis of control of cancer
6.	First aid	Stopping bleeding, bandaging, moving patients
7.	Accident investigation	Slips, trips & near misses, their investigation and control
8.	Working in confined spaces	Instructions for working in confined spaces, especially tanks and pipes
9.	Industrial fire prevention	Causes, investigation and control
10.	Respirator safety	Correct use of respirators
11.	Handling and transport of Hazardous materials	Precautions in the handling and transport of hazardous materials, accidents with them, and safety measures.
12.	Pesticide safety	Pesticide safety for mixers, loaders and applicators
13.	Making Air Pollution Connections	Information about miscellaneous topics related to the topic
14.	Steam	Role of steam in industry, its production and conservation
15.	Low temperature heat recovery	To be reviewed
16.	Cast iron saving	-do-
17.	Managing energy-- pipe insulation	-do-
18.	Local authority buildings	-do-
19.	Best Practice-An overview	-do-
20.	High temperature heat recovery	-do-
21.	Industrial combined heat and power	-do-
22.	Class A compressed gases	-do-
23.	Introducing WHMIS	-do-
24.	The round table	-do-
25.	Working Together	-do-
26.	Cleaning up the act	-do-

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27.	Making it stick	-do-
28.	General overview	-do-
29.	MSDS	-do-
30.	The right to know	-do-
31.	The body and the workplace	-do-
32.	The finest tool	-do-
33.	Getting a grip	-do-
34.	Toxic effects	-do-
35.	Other toxic effects	-do-
36.	Biohazardous/infectious materials	-do-
37.	Corrosive materials	-do-
38.	How WHMIS works	-do-
39.	Hazardous materials	-do-
40.	Protecting yourself	-do-
41.	Message from heaven	Improving communication between financial and energy managers
42.	Those were the day.....	Saving energy in the work environment
43.	Money for nothing and your waste tips for free	About minimising waste, saving money and helping protect environment
44.	Better sign story	Explanation of useful safety signs
45.	What do you mean green	Explanation of steps which can be taken to protect environment
46.	Your house in order	Reasons for accidents and their control
47.	Manuals handling-fall arrest system	
48.	One little mistake	Rules for safe driving
49.	Plumbers, purlins and parachutes	Safe work practices
50.	Respiratory Protection Training	A training guide for the selection and proper use of respiratory protection equipment
51.	Sound Advice	A guide for the prevention of noise induced hearing loss and selection of hearing protectors
52.	Handling hazardous spills	Training guide on emergency procedures for handling spills and leakage of hazardous materials
53.	Press Brake Safeguarding	Training guide on safe use of press brakes
54.	Ergonomics- Drivers Mentor Programme	A video training seminar by the Safety and Environmental Affairs Journal
55.	Working Around Scaffolding	A video training seminar by the Safety and Environmental Affairs Journal
56.	Hazardous Waste Standard Training	
57.	Preventing Accidents	A safety and health training video by

	Protecting Profits	Construction Safety Council
58.	Lifelines	Avoiding accidents from overhead electricity lines and underground power cables (6 case studies of accidents are discussed)
59.	Cutting Costs by reducing waste	A training video on environmental technology best practice programme
60.	Power 2 Shock	The video describes 4 accidents caused by machinery or equipment coming into contact with overhead electricity lines or underground cables
61.	Its Easy-A Guide to Access Control	Prevention of accidents and crimes in multi-occupied buildings is discussed
62.	The Bottom Line	A training guide for cost savings for smaller businesses through improved energy and environmental management
63.	Radionuclide Hazards	A training video on radiation safety practices and procedures for labs and facilities
64.	Chemical storage hazards	Provides guidance for the prudent storage of chemicals used in modern laboratories
65.	Assessing Risks of Toxic Chemicals	Provides guidelines for assessing the risks of chemicals in modern labs/plants
66.	Practicing safe science	Includes demonstrations of good safety techniques, re-enactments of actual laboratory accidents and questions that challenge the viewer to recognize risks in the lab/plant
67.	Chemical Hazards	Safety principles that apply to working with many of the hazardous chemicals found in modern labs/plants are demonstrated in this video.
68.	Preventing Hepatitis B: The vaccination decision	An educational and training video for health managers and relevant decision makers
69.	Emergency response	A demonstration of responding to emergencies in modern labs and facilities

List of CDs containing data-bases related to Safety, Health & Environment

S. No.	Title	Contents
1.	HSDB	Hazardous Substances Database including special precautions in their use
2.	RTECS	Registry of Toxic and Explosive Chemical substances
3.	Toxline	Toxicity and medical information about most chemical substances, Compiled by US National Library of Medicine
4.	NIOSH pocket guide to chemical hazards	Also contains International chemical safety cards, IDLH concentrations of chemicals, Recommendations for chemical protective clothing, special medical tests for OSHA regulated substances and North American Emergency Response Guidebook
5.	NIOSH Criteria Documents Plus (2 CDs)	Detailed information about common chemicals posing health, safety and environmental problems
6.	ILOLEX	Trilingual database on international labour standards
7.	NASD	National Agricultural safety database of USA containing information about health, safety and injury prevention in agriculture
8.	OSH Inter-Data	Bibliographic data about studies on occupational safety and health
9.	NIOSH Health Hazard Evaluations (2 CDs)	Studies on Health Hazards from chemical, physical and biological sources
10.	NIOSHTIC	Abstracts of published literature on occupational health and safety
11.	CHEM Source	Source of chemical safety information
12.	OSH CanData	Canadian studies on occupational health and safety
13.	NATLEX	National labour laws of most countries
14.	MAXI SIGNS	Preview version of software for safety Signs from USA
15.	OSHA Technical	US regulatory standards for workplace environment

	Manual	hazard assessment
16.	REG TRIEVE Ver 3 & 4 (2 CDs)	US Government regulations related to environment, health and safety
17.	TRANSPORT- Trieve	US regulatory Information on transport of hazardous materials
18.	Chemical Lists	Lists of Chemicals and MSDS of chemicals regulated under different laws and by different agencies in USA
19.	MSA/AUER Kwik Ref	Database of Detector Tubes and TLVs from MSA
20.	Your health and safety at work	An interactive training guide covering a wide range of topics
21.	Training with the Masterly Advantage- Elements of an Ergonomics program	An interactive training guide including video clips covering ergonomics
22.	Responding to Aids at workplace	A manager's kit to workplace policy, employee education, family education, community service on AIDS
23.	Solutions for Safety and Facility Identification	A make-it-yourself CD-ROM for designing safety signs and identification tags for plant and machinery
24.	Example Tools for small Business	A guide on safety and health for the managers/owners from OSHA
25.	Answering your health and safety questions	Answering your questions on issues like biological hazards, chemicals & materials, diseases & injuries, ergonomics, health & safety committees, information services, personal protective equipment, physical agents, prevention of hazards, safety, work schedules
26.	Substances Hazardous to Health	CD Version of the book containing essential information about health and safety aspects of chemicals
27.	Respiratory Protective Equipment Programme	A guide from 3M for the industries on devising and implementation of respiratory protection equipment programme
28.	Breathe Easy Plus	A respirator maintenance guide from 3M
29.	Workers Deaths by Electrocution	Database of US electrocution deaths from NIOSH USA
30.	Airstream Respirator	A guide from 3M on maintenance of Airstream

	Maintenance CD ROM	respirators
31.	Health and Safety Case Law	CD Version of a pocket book on health and safety case law (specially with reference to UK) from Croner
32.	Management of Construction safety	A managers' guide to safety at construction sites by Croner
33.	Health and safety Manager & Health and safety Database	A guide for management of health and safety at the workplace by Croner
34.	Industrial Health and safety	CD version of pocket book on industrial health and safety by Croner
35.	Risk assessment	A guide to carry out risk assessment for OSH by Croner
36.	Office Health and safety	A managers' guide to OSH at office by Croner
37.	Respiratory Hazards Audit	A guide on carrying out respiratory hazards audits at workplaces
38.	CHEMpendium	A list of chemicals with their safety, health and environmental hazards and control measures
39.	HSELINE	A bibliographic database on occupational safety and health from Health and Safety Executive of UK
40.	INCHEM	Contains a number of databases including Environmental Health Criteria of different chemicals produced by International Programme on Chemical Safety (IPCS), Health and Safety Guides produced by World health Organisation (WHO), International Chemical Safety Cards by IPCS, Pesticide data sheets by WHO, Poison Information Monographs, database on food additives and pesticide residues, IPCS/EC Evaluation of Antidote series, Evaluations by International Agency for research on Cancer,
41.	Copy ready (2 CDs)	Safety sign designer/sampler for in-house preparation of safety signs

Risk Assessment Surveys of Working Environment in the Industry

Like the preceding years, the industry approached the CIWCE to carry out risk assessment surveys of various occupational health, safety and environmental hazards in their premises. These surveys were intended to provide useful data essential for controlling these hazards. Following surveys need special mention:

Details of Risk Assessment Surveys on Safety, Health and Environment in the Industry Carried Out by CIWCE in 2002

S. No.	Name of Industrial Unit	Type of Survey Conducted
1.	Shakam Industries Lahore	OSH risk assessment
2.	Crescent Greenwood Ltd.	OSH risk assessment
3.	Kohinoor Raiwind Mills Raiwind	Noise level
4.	Kohinoor Weaving Mills Raiwind	Noise level
5.	Kohinoor Dyeing Mills Riawind	Noise level
6.	Kohinoor Raiwind Mills Raiwind	Illumination
7.	Kohinoor Weaving Mills Raiwind	Illumination
8.	Kohinoor Dyeing Mills Riawind	Illumination
9.	Medipak Pharmaceuticals Lahore	Dust exposure measurement
10.	Crescent Greenwood Ltd.	Lung Function testing
11.	Crescent Greenwood Ltd.	Audiometry

CD-ROM of PDF version of Urdu International Chemical Safety Cards (ICSCs) produced

A major achievement of the CIWCE in the past years was the conversion of a database of International Chemical Safety Cards (ICSCs) into Urdu. Two versions were prepared due to unique typographic requirements of Urdu. One *Nastaleeq* printed version was prepared for copying and display. The other web version was prepared and included in the web page of CIWCE. This makes them accessible to anyone requiring Urdu chemical safety information about any particular chemical substance. As the hard copy of all the cards is too voluminous for ordinary industrial units to keep, as they might need information about a few chemicals, the web-version is not highly reader-friendly as it is available in *nasikh* style, which is not commonly used in



Pakistan. To overcome this problem, a CD-ROM of these Cards was produced, in which the cards appear as **pdf** files, which most web-users are familiar with, can open. They won't have to use the cumbersome Urdu software. This CD is searchable alphabetically as well as through CAS numbers.

Behind the Cards lies an immense collaborative effort. The International Programme on Chemical Safety, a joint endeavour of the International Labour Organization, the World Health Organization and the United Nations

Environment Programme, relies on a network of scientists in 15 countries to draft and review International Chemical Safety Cards in original English versions. These data sheets are composed on the basis of a library of standard phrases. This requires extra effort in the creation of the cards, but it not only ensures consistency in their content, but also facilitates their translation with the help of computers. The CD-ROM version of the Urdu database of ICSCs is an important milestone in establishing a chemical hazard communication system in Pakistan.

Introduction of the CIWCE on Internet

The modern information technology is becoming rapidly popular in Pakistan. Internet is becoming an important source for information and recreation. Although most workers and supervisors in the industries do not have access to Internet, but most managers and professionals use it frequently. A web page of the CIWC&E highlighting the activities being carried out here, has been created and is being hosted on the internet. This web page also contains the data base of over 1000 International Chemical Safety Cards in Urdu. On the web, this page can be found at: <http://www.ciwce.org.pk>

Activities on Child Labour

An important area in which the CIWCE and now IRI are together striving is to assist in government's efforts to combat child labour. Following activities were held during the year 2002 in the areas of research, awareness and training on the child labour issue:

Establishment of Child Labour Resource Centre

During the year 2001, the Labour and Manpower Department with the

assistance of IPEC programme of ILO established a Child Labour Resource Centre. This Centre will act as a reference and information centre for researchers and planners. Also the CLRC will act as focal point for training, information and awareness activities on child labour for all the stakeholders. All reports of activities of all the NGOs, government agencies, international bodies and other related organizations focusing on the issue of child labour will be made available in the CLRC and a bibliography will also be prepared for easy reference.

Meeting with the Media

A one-day meeting on “Building Partnerships with Media to Combat Child Labour” was held with the media in which leading playwrights, journalists, TV and Radio producers, columnists and authors participated. The participants had a consensus on following issues as :

- Immediate attention to the worst forms of child labour
- Focus on women and families for awareness activities.
- Improvement of the education system specially with reference to technical and skill training.
- Comprehensive poverty alleviation.
- Involvement of district government reps. in efforts to combat child labour.

Specific Activities recommended

Following were the recommendations made by different participants during their discussion.

Radio & TV:

- To develop and transmit a theme song on child rights/child labour.
- Documentaries on successful programmes for elimination of child labour and socio-economic perspectives of the problem..
- To develop drama serials & series on child labour and rights
- To seek the time and commitment of celebrities.
- Hosting of talk shows



Prominent personalities from print and electronic media pledged their support for the efforts to combat child labour

Newspapers:

- Articles, columns & coverage of activities and policies on child labour issue.
- Special forums on the issue.
- Sensitization of reports/editors.
- Liaison with owners' and editors' associations
- Liaison with reporters at district level

District Government:

- Sensitisation of councilors, nazims and government representatives etc. on their role in combating child labour, special emphasis on lady councillors.

Additional Activities

- Interactive theatre.
- Working children festivals/melas
- Puppet shows

Global day Against Child Labour Observed

The 12th of June, 2002 was globally observed as the “Global Day Against Child Labour”. On this occasion, a mega event in the form of a “working children’s festival” was organized, in which leading folk and popular artists, musicians, puppeteers, children, martial arts experts and magicians performed amidst messages against child labour. Over 1000 working children from Lahore and vicinity participated in the event, which was widely covered by the media.

Training on Child Labour Issue

Following training activities were carried out:

Some Glimpses of Working Children's Festival observed on the occasion of Global Day Against Child Labour on June 12, 2002



Study on Occupational Health and Safety Risk Assessment of Child Labour in Carpet Weaving Sector

A major achievement of the CIWCE was the research study on OSH risk assessment of carpet weaving children, which was completed this year. The study has laid the foundation of a concrete plan to improve the health and safety for child and adult workers in this sector. Following are the main findings of the study:

- Majority of the workers in carpet weaving sector (60.37%)¹ are children below the age of 14.
- A total of 628 carpet weaving children including 456 girls and 172 boys enrolled at Non Formal Education Centres (NFEs) being run under ILO-IPEC Carpet Project in Sheikhpura and Gujranwala districts were examined for health and safety risks they face.
- A control group of 292 school-going non-working children (117 boys and 175 girls) from same localities and belonging to same social and economic strata were examined. The data of health and safety indicators of working children was compared with that from control group.
- The average family size of working children was 8.7, while those of control group was 7.95. The difference was found statistically significant.
- Majority of the working children 75.6% males and 82.4% of females worked at homes, while the remaining worked at production centres or 'sheds'.
- The mean experience of male working children was 4.07 and that of females was 4.39 years.
- After reduction of their working hours due to enrollment at NFEs, the male children worked an average of 7.2 hours a day, while the females worked for 6.7 hours.

¹ Source: Unpublished data from a survey carried out by ILO-IPEC Project on Elimination of Child Labour from Carpet Industry.

- Majority of the working children (77%) had two weekly rest days, while 20% had one rest-day.
- The game participation ration in working children was lower (70%) compared with the control group (80%).
- The ration of children reporting physical punishment was high in working children (30% in males and 34% in girls) compared with the control group (3% in males and 7% in females).
- Sleep disturbances were reported by 20% of working children and 25% of the control group children.
- Bed-wetting at night was reported by 7.6% of working and 6.5% of control group children.
- The ration of children who had no meat in the diet was almost double (29%) in working children than the control group (16%).
- The ration of health-related complaints like headache, cold, cough, backache, joints pain, fatigue and cuts & bruises was higher in the working children than the control group.
- No major differences in pattern of height, weight, vital capacity and other lung function indicators were found between the control group and working children of the same age and sex.
- The status of personal hygiene and cleanliness was poor in the working children than the control group.
- The incidence of anemia, swollen lymph nodes, and enlarged thyroid was higher in the working children than the control group, but not statistically significant.
- The incidence of knee deformities in the form of knock-knees and bowlegs was very high (45.2%) in working children than the control group (20.5%). The differences were statistically significant.
- The incidence of cuts and bruises (70.1%) and scabies (30.7%) in working children was high and statistically significant compared with the control group (9.5% and 15.8% respectively).

- The incidence of pain chest (49.7%) and dry cough (44.4%) in working children was high and statistically significant compared with the control group (20.5% and 24.0% respectively).
- The incidence of abdominal pain in working children (57.3%) was high and statistically significant compared with that of control group (39.7%).
- Large number of both working (28.5) and control group (28.4%) children were diagnosed having intestinal worm infestation.
- The incidence of conjunctivitis of eye was high (30.6%) in working children than control group (17.5%)
- The incidence of tonsillitis was high (61.0%) and statistically significant in the control group than working children (48.1%).
- The incidence of musculo skeletal disorders like carpal tunnel syndrome, low back pain and pain neck & shoulders was very high and statistically significant in the working children than the control group.
- The working environment survey revealed that lighting was inadequate in most workplaces, The mean dust exposure was higher than the internationally recommended standards in the home based workplaces.
- Adequate first aid facility was not available in 88% of home based and 89% of the shed-based workplaces.

Consultation on hazardous Child Labour

The CIWCE acted as national focal institution to facilitate dialogue and consultation on identification of hazardous occupations for child labour as defined in the ILO Convention 182 on “Worst Forms of Child Labour” ratified by the Government of Pakistan in 2001. Consultative workshops for tripartite representatives and civil society reps were held in Punjab and other provinces. These workshops have achieved a consensus on the types of work to be declared as hazardous for children under the age of 18 and rehabilitation programmes are to be launched in selected sectors. Following types of work/occupations have been identified as hazardous as result of inter-provincial tripartite consensus

Sr. No.	Identified Occupation/Work
1.	Work inside underground mines over ground quarries including blasting and assisting with blasting.
2.	Work with power driven cutting machinery like saws, shears, guillotines [Thrashers, fodder cutting machines and marble cutting as well]
3.	Work with live electrical wires over 50V in electrical repair and wiring occupations
4.	All Operation related to leather tanning process e.g. soaking, dehairing, liming chrome tanning, deliming, pickling, defleshing, ink application
5.	Mixing or application of pesticides
6.	Sandblasting and other work involving exposure to free silica
7.	Work with exposure to ALL toxic and carcinogenic chemicals e.g. asbestos, benzene, ammonia, chlorine, sulphur dioxide, hydrogen sulphide, sulphuric acid, hydrochloric acid, nitric acid, caustic soda, phosphorus, benzidine dyes, isocyanates, carbon tetrachloride, carbon disulphide, epoxy resins, formaldehyde, metal fumes, heavy metals like nickel, mercury chromium, lead, arsenic, beryllium, fiber glass
8.	Work in cement manufacturing industry
9.	Work with exposure to coal dust
10.	Manufacture and sale of fireworks and explosives
11.	Work at the sites where Liquid Petroleum Gas (LPG) and Compressed natural Gas (CNG) is filled in cylinders
12.	Work on glass and metal furnaces
13.	Work in the cloth printing, dyeing and finishing sections of textile industry

14.	Work inside sewer pipes, pipelines, pits, storage tanks
15.	Stone crushing
16.	Lifting and carrying heavy weight specially in transport industry (15 kg and above)
17.	Work between 10 pm to 8 am [hotels and restaurants]
18.	Carpet weaving
19.	Working 2 meters above floor level [construction industry]
20.	All scavenging including hospital waste
21.	Tobacco processing [including Naswar] and manufacturing
22.	Deep sea fishing, commercial fishing and seafood processing
23.	Sheep casing and wool industry
24.	Ship-breaking
25.	Surgical instruments manufacturing specially in vendor workshops
26.	Bangles/glass manufacture
27.	Spice grinding
28.	Work in boiler house
29.	Work in cinemas, mini cinemas and cyber clubs

Activities of Industrial Relations Institute



Participants of a training workshop at IRI

Details of Training Courses Held at IRI in 2002

S. #	Dates	Duration	Title of Course	Type of Participants	No. of participants
1.	21-1-02	One Day	Bonded Labour System (Abolition Act 1992)	DDs/ADS	7
2.	24-1-02	One Day	Industrial Relations Ordinance 1969	LOS	6
3.	26-1-02	One Day	Child Labour & related Laws.	LIs	11
4.	30-1-02	One Day	-do-	DLOs/LOs	7
5.	11-3-02	One Day	Payment of Wages Act 1936	Ads/Los/LIs	11
6.	13-3-02	One Day	Minimum Wages Ordinance 1961	Los/LIs	8
7.	20-3-02	One Day	Workmen's Compensation Act 1923	DLOs/Ads	7
8.	28-3-02	One Day	Industrial & Commercial Employment (Standing Orders) Ordinance 1968	LOs	7

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9.	19-20,4-02	Two Days	Payment of Wages Act	LOs/LIs	6
10	24-25,4-02	Two Days	Workmen's Compensation Act 1923	ADSs/LOs	5
11	25-26,5-02	Two Days	Payment of Wages Act & Minimum Wages Ordinance	ADs/LOs/LIs	8
12	27-28,5 - 02	Two Days	-do-	ADs/Managers.DLOs/ Distt. Labour Welfare Officers	18
13	29-30,5-02	Two Days	Factories Act 1934 & Standing Orders Ordinance 1968	LOs	8
14	19-20,6-02	Two Days	Industrial Relations Ordinance 1969 & Workers Education Cess.	DDs/Distt. Labour Welfare Officers	7
15	24-25,6-02	Two Days	Standing Orders & Workers Education Cess.	LOs & DOLs	13
16	26, 27 June 02	Two Days	Standing Orders & Workers Education Cess.	Managers	5
17	27 -28 June 02	Two Days	Shops & Establishment Ordinance & Workers Education Cess.	LIs	10
18	8 – 13 July 02	1 Week	Labour Laws	LIs	06
19	15 – 16 July 02	Two Days	Child Labour Inspection & Implementation of Laws	LIs	15
20	22 – 23 July 02	Two Days	-do-	LIs	15

Appendix-A

Response to the Activities-2002

Below are given the excerpts from letter written by various individuals, who benefited from the information training and advisory services provided by CIWCE in 2002

Once I attended your training session at our Nestlé Head Office Lahore. That session was very helpful for us. We have improved our safety system. We have developed with your guidance a safety policy booklet to improve our safety management.

Mr. Abdul Rauf
General Services & Safety Engineer
Nestlé Milkpak (Kabirwala Factory)

I am interested in research in the occupational and environmental health I shall be obliged if CIWCE can provide me guidance and assistance with my research work.

Dr. Zafar Hayat
Health Services Academy
Islamabad

Thank you and my compliments on a fine Calendar-2002, that is a daily reminder of the need to combat and eliminate child labour, and the images that depict their potential if provided better opportunities. Keep up the good work.

Mr. Rueben Dudley
Deputy Regional Director
ILO Regional Office for Asia and the Pacific

Thanks for your regular communication; we have received annual report of CIWCE for the year 2001, which is informative and contains lot of very useful information. We do hope that the communication will continue with each other for the improvement of working condition and environment for the workers.

Ms. Rubina Jamil
President Working Women Organization
Lahore

I am a post doc researcher working at the Department of Economics,

University of Bergen, Norway. I am interested in to work on economic aspects of child labour problems in Pakistan. Could you help me with my project.

Ms. Ghazala Naz
Department of Economics,
University of Bergen
Norway

Your project with child workers sounds quite interesting. I would certainly entertain the possibility of assisting you in interpretation of results and development of recommendations.

Robert J. Marley, Ph.D., CPE
Dean, College of Engineering
Associate Editor, *IJIE*
Montana State University
USA

Thank you for sending us a copy of the Centre for the Improvement of Working Conditions and Environment (CIWCE)'s Annual Report of Activities 2001. This is much appreciated and we look forward to your future publications.

Dr. Dulce P. Estrella-Gust
Executive Director
Occupational Safety and Health Center
Diliman, QUEZON CITY
The Philippines

Please let me have some material on accident analysis. How to gather the data & analyse and work out indicators indicators.

Mr. Zafar Iqbal
Deputy Manager (EHS)
Crescent Bahuman Ltd

I happened to see your Website that I came to know that so much has been done by our experts hence necessitating greater areas of coordination and cooperation within ourselves. I never thought that so much is being done in this area in Pakistan. We will be grateful if you could guide us on the availability of some hard text info on the health and safety laws, rules / regulations specific to Pakistan / Punjab as well as Sind.

Amanullah Khan
Wing Commander
Institute of Air Safety,
Karachi

I read your article on child labour in Asian Pacific newsletter. I am studying for LL.M. I am writing my thesis on child labour in Pakistan and for that I am focusing on the case study on child labour in Pakistan. I wonder if you could help me in this matter because I am finding it a bit hard to find cases on this

Mr. Muhammad Tariq
Faculty of Law
University of Hull-UK

We are working on ISO-14000 Certification and we need safety data sheets of different chemicals in Urdu language so you are requested to kindly send us a complete list of safety instruction that you can provide us for different chemicals.

Mr. Asim Iqbal
Manger ISO
Master Textile Mills Ltd.
Lahore

We are currently looking at the possibility of exporting some of our chemical products into Pakistan. Can you advise us whether there are any legal requirements in Pakistan such as: 1) applying for an certificate for certain chemicals, 2) any chemicals that would need special registration etc.

Mr. Paul Yeung
Leader, Asia Regulatory Team
Dow Corning Australia Pty Ltd
Australia

I am looking for the following information for my thesis in Journalism

1. What has the Pakistani government done to curb child labor?
2. Why does the problem persist despite efforts made by the government and NGOs?
3. Is there any legal action that can be or has been taken by the government against people who employ children as laborers?
4. Can the international community chip in and do anything to help with the problem of child labor?
5. What do you feel are the national and international impacts of child labor?
6. As someone who is a government employee and who is familiar with its issues, what do you think are the main problems the government faces when trying to solve this problem of child labor?

Ms. Sobia Aslam
College of Communications-Journalism
University of Illinois at Urbana-Champaign
USA

We are working on cleaner production under Cleaner Production Program (CPP). We require the standard specifications of Personal Protective Equipment for refineries. Kindly provide us information.

Mr. Zubair Ahmed
Deputy Project Coordinator
Cleaner Production Program

I would request you to please send us your Newsletter regularly. Secondly we want to develop some illustrative materials on Cleaner Production concept as well as occupational Health & Safety for the awareness of the industry especially tanning community. If you could depute someone to work with us we would be grateful.

Mr. Shuja-ud-Din Siddiqui
Director General, Export Promotion Bureau
Project Director, CPC
Sialkot

My research field in PhD is Safety Construction Management. I browsed through the website of your organisation and got a pleasant surprise to see such an organisation on web. I am interested developing a model framework for measuring and enhancing the safety climate in construction industry in Pakistan. I will be highly obliged if your organization can help me by providing data and other related information.

Mr. Tauha Hussain Ali
School of Engineering
Griffith University
GoldCoast Campus
Queens Land Australia

Your newsletters helps me a lot in launching safety awareness campaigns at my power plant. Thank you very much for keeping me in the mailing list.

Lt. Cdr. (R) Mazhar Pervez
Safety Officer
Southern Electric Power Co.
Lahore

I have visited your website, and found most of the material very interesting, and am proud that an organization in Pakistan is taking such an avid interest in the HSE of workers.

Mr. Salman Naveed
Operations Manager
Inspection Division
Moody International Pakistan
Karachi

I'm doing a report on "safety and environmental protection in the dyeing units situated in Lahore" Kindly help me by giving some information in this area

Ms. Farah Javed
Home Economics College
Lahore

I would be interested in seeing the guidance and training material you publish in Urdu, particularly that which is relevant to construction sector.

Mr. Mohammad Abrar
H M Inspector of Health and Safety
Construction Sector
Health and Safety Executive
England

Our company sells industrial chemicals world-wide, so keeping up to date with regulations world wide is a major need. I have prepared a brief on Pakistan under 4 headings. I really would appreciate any information you have which would allow me to expand the information I have gathered to date

Mr. John Moore
Regulatory Manager
Avecia Ltd
UK.

It makes me a great pleasure and satisfaction, that you coordinated and developed the Child Labour Resource Center with the assistance of the IPEC. I am sure that the Centre will efficiently and successfully combat child labour in hazardous conditions and assist in education and further training and development of health of the young generation. I wish you and your collaborators full success.

Docteur Jan Sedlák
Geneva Switzerland