

**ANNUAL REPORT
OF ACTIVITIES -2004**

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

Industrial Relations Institute Lahore



Labour & Human Resource Centre
Township Lahore
(Near Chandni Chowk Lahore)

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Preface

Good working conditions and environment are essential not only for the health and safety of the workers but better productivity, satisfactory work performance and economic growth of the enterprises. 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 providing essential facilities like hostel for trainees, equipment for the testing and surveillance of working and general environment as well as occupational health hazards faced by workers. 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.

Major (R) Shahnawaz Badar
Secretary
Labour & Human Resources Department
Government of Punjab

Foreword

It gives me immense pleasure to introduce the annual report of the Annual report for 2004 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.

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.

I would request all our stakeholders specially the workers and employers to benefit to the maximum for the facilities and services provided by the CIWCE and IRI. In fact these institutions can play vital role in helping the industries to meet the challenges of globalization by providing them with technical input and advice to meet various social compliance related standards.

Zarar Haider
Director Labour Welfare
Punjab

C O N T E N T S

An Introduction to the CIWC&E	2
Activities-2004	5
Hostel for Trainees of CIWCE & IRI in final stages of Construction	5
Major New Equipment for OSH monitoring procured	5
Atomic absorption spectrophotometer	6
Colour detection tubes for toxic gases/vapours	6
Pulmonary Function testing equipment	7
Water testing equipment	7
Stack gas analyzer	7
AIHA Donates its Publications to CIWCE	8
The Occupational Environment: Its Evaluation, Control, and Management	8
American National Standard Laboratory Ventilation	9
Chemical Protective Clothing, 2nd Edition	9
The Noise Manual Fifth edition	9
A Strategy for Assessing and Managing Occupational Exposures, Second Edition	10
Investigations: A Handbook for Prevention Professionals	10
Occupational Health and Safety Management System Performance Measurement: A Universal Assessment Instrument	10
Training Kit for prepared for awareness of Carpet Weaving Communities on OSH problems and their solution	11
Booklet and video on nutritional problems	11
Booklet and video on musculo-skeletal problems	12
Health Problems and their management	13
Ergonomic carpet Weaving Loom designs at CIWCE	13
P O S T E R S	15
Training and Education-2004	
Mobile Training Unit	17
Specialized Training Courses on OSHE	19
Glimpses of Training – 2004	25
Conference on Challenges and Opportunities in Safety, health and Environment in Pakistan	28
Recommendations for improvement of environmental conditions	32
Risk Assessment Surveys of Working Environment in the Industry	33
Details of Risk Assessment Surveys on Safety, Health and Environment in the Industry Carried Out by CIWCE in 2004	33
Website of CIWCE	34
Child Labour Resource Centre	34
Training Booklet and posters on Child Domestic Workers prepared	35
Glimpses of Booklet on Child Domestic Workers	36
Activities of Industrial Relations Institute	38
Pocket Training Guide on Workers Rights and facilities under labour laws prepared	38
Details of Special Training Courses and advisory services on labour laws, safety and health and Welfare Schemes provided by Workers' Education Centre Lahore in 2004	39
Employers and workers need to be prepared for globalization challenges--- discussion held by IRI and PILER on new inspection regime	42
Details of Training Courses Held at IRI in 2004	43
Two Days Training Programme on Tripartism and Social Dialogue May 18-19, 2004	45
TRANSCRIPTS OF GROUP WORK	48
GLIMPSES OF WORKSHOP	52
Appendix-A	55
Response to the Activities-2004	55

The right to life is the fundamental human right. But the diseases and accidents at work remain one of the most appalling tragedies of modern industrial age and a sheer form of economic waste. According to International Labour Organisation¹, around the world, millions of men and women work in poor and hazardous conditions:

- Every year, more than 2 million people die of work-related accidents and diseases.
- More than 160 million workers fall ill each year due to workplace hazards.
- The poorest, least protected - often women, children and migrants - are also among the most affected.
- Micro- and small enterprises account for over 90 per cent of enterprises where conditions are often very poor and the workers in them are often excluded from all labour protection.

In many developing countries, death rates among workers are five to six times those in industrialized countries. Yet the phenomenon is still largely undocumented and there is insufficient political will to address the problem. Global competition, growing labour market fragmentation and rapid change in all aspects of work creates a mounting challenge for labour protection, especially in developing countries. Workers in rural areas and the urban informal sector are often ignored or difficult to reach.

Nearly two out of three workers, or some two billion workers worldwide are exposed to one or more of the thousand of potentially hazardous chemicals and biological agents used at work. The situation in many developing countries like Pakistan is even more grave owing to a number of factors like lack of reliable information and data of the deaths and injuries suffered by the workers every year. The country lags in the enabling legislation in the area of occupational safety and health, the infrastructure to promote and enforce occupational safety and health are inadequate. A large proportion of the workforce is illiterate (thus unaware of

¹ Source: InFocus Programme on Safety and Health at Work and the Environment (SafeWork) of International Labour Office Geneva

the dangers of processes and products with which they deal) and is employed in the informal and unregulated sectors of economy like construction, agriculture and small sized enterprises. Some segments of the workforce especially the women and children are even more vulnerable as they are largely employed in the informal and unregulated sectors, with little or no access to basic occupational health and safety services.

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.



Syed Akhter Hussain Rizvi Minister for Labour being briefed about activities of CIWCE

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 as well as non formal sectors is carried out.
- **Information:** Information services on request on problems of safety, health and environment are provided
- **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.

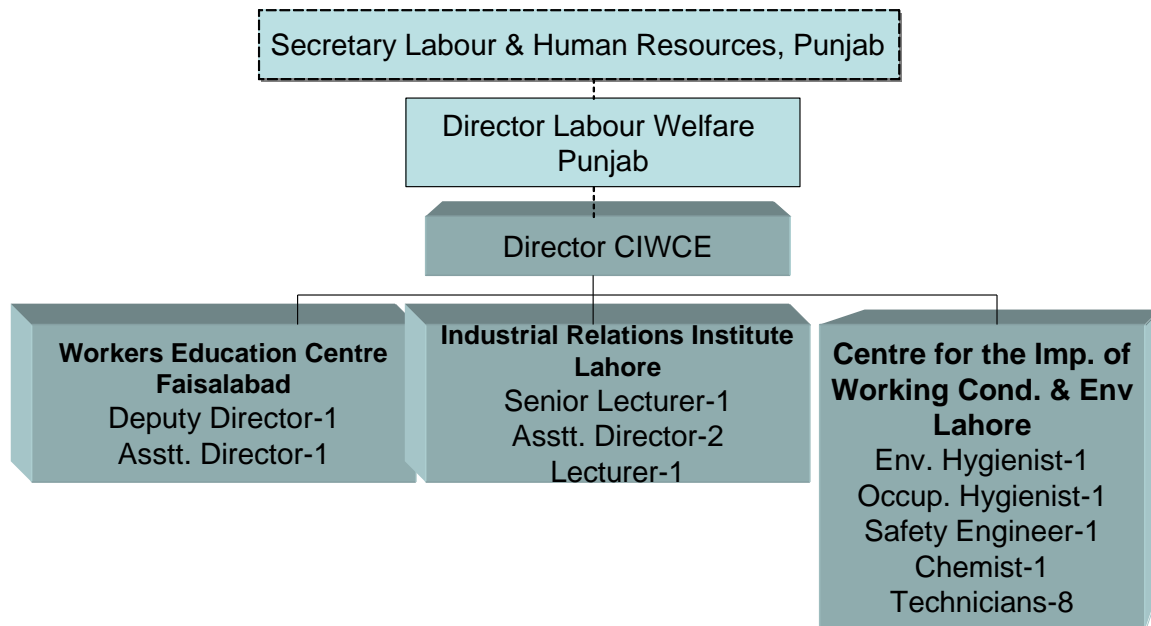
Integration of CIWCE & IRI

In the year 2002, some restructuring was carried by the government of Punjab through which the Industrial Relations Institute was integrated 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)**



Activities-2004

Hostel for Trainees of CIWCE & IRI in final stages of Construction

The Government of Punjab has provided funds for the construction of a well furnished hostel for the trainees of Centre for the Improvement of Working Conditions and Environment and Industrial relations Institute. This hostel will be able to accommodate around 30 trainees at nominal cost to them. The construction of this 2-storied hostel was started in 2004 and now its structure has been completed. Final finishing of the floors, bathrooms and other facilities is underway. The total cost of project is Rs 14.721million.



Syed Akhter Hussain Rizvi Minister for Labour being briefed about activities of CIWCE

The construction of hostel is likely to be completed by the end of April, 2005. With the addition of hostel we will be able to welcome our trainees from other provinces and even from regional countries to come and participate in the training and other activities we organise for the promotion of occupational health and safety at work.

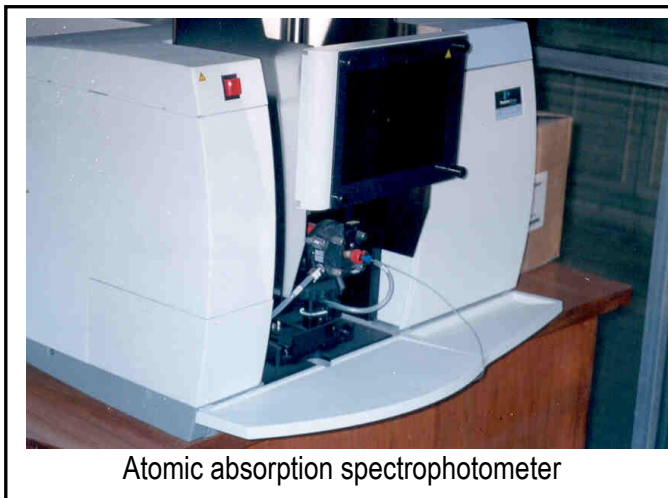
Major New Equipment for OSH monitoring procured

The Government of Punjab has provided Rs. 19.65 million for a major project to procure new equipment and upgradation of existing training, information,

advisory and other services of CIWCE. The amount is to be spent in two years. It is for the first time since its establishment in 80s that CIWCE has received such an influx of funds for its activities and facilities. During 2004 a number of items were purchased. A description of these items is given below:

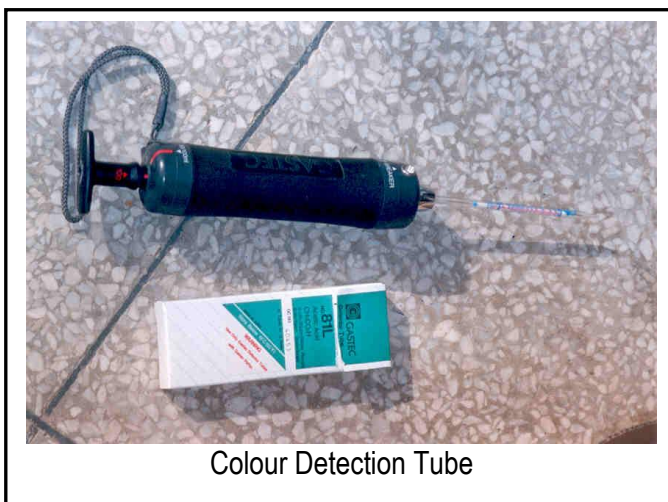
Atomic absorption spectrophotometer

This instrument is used for the analysis of working environment and other samples for heavy metals. This instrument bought for CIWCE comes with a graphite furnace, which enhances the detection limit of this instrument by a factor of several thousand. At present hollow cathode lamps for copper, chromium, cadmium, lead, iron, cobalt, nickel, barium, magnesium, calcium, potassium, sodium, zinc, manganese, mercury and arsenic have been acquired.



Colour detection tubes for toxic gases/vapours

Colour detection tubes are workhorse accessories in the industrial hygiene measurements. These provide real time estimation of the dangerous substances in the air. The tubes for a large number of chemicals have been bought which include: acetaldehyde, acetic acid



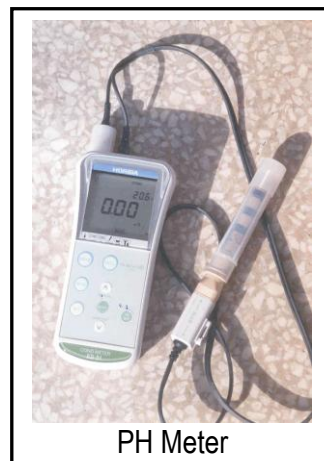
,acetone acid mist, acrylonitrile, alcohol, amines , ammonia, benzene, carbon dioxide, carbon monoxide, carbon tetrachloride, chlorine, chloroform, cyclohexane, ethyl acetate, ethylene, ethylene glycol,. formaldehyde, formic acid, hydrocarbons, hydrochloric acid, hydrogen sulphide, mercaptans, mercury vapors, natural gas, nitrous fumes, oil mist, ozone, petroleum hydrocarbons, phenol, phosgene, styrene, sulfur dioxide, sulfuric acid, toluene, trichloroethylene, vinyl chloride.

Pulmonary Function testing equipment

This device is extensively used to assess the lung function of workers specially those who have been exposed to dusts and different forms of aerosols and particulates and are at risk to develop occupational lung diseases. It is portable and can be used for on-site monitoring of workers' pulmonary health. The data is store din computer, which can be later analysed.

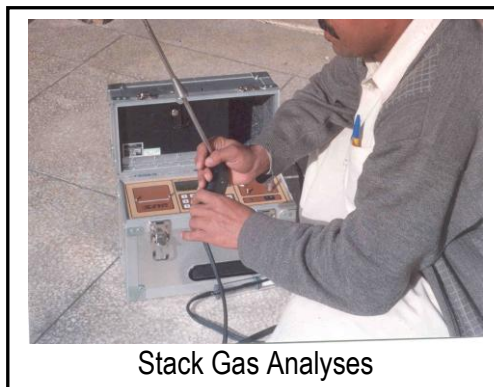
Water testing equipment

A number of water testing equipment were procured, which provide an assessment of pollution criteria including pH, conductivity, biological oxygen demand, chemical oxygen demand and other parameters.



Stack gas analyzer

This instrument was purchased to assess the air pollutant emissions from stacks in the industrial enterprises. Important air pollution parameters like NO_x, SO_x, CO,



CO₂, SO₂. It also computes combustion efficiency and related parameters.

AIHA Donates its Publications to CIWCE

American Industrial Hygiene Association (AIHA) is the apex body of safety, health and environmental professionals. AIHA promotes, protects, and enhances industrial hygienists and other occupational health, safety and environmental professionals in their efforts to improve the health and well being of workers, the community, and the environment. Founded in 1939, AIHA is a nonprofit organization with more than 75 local sections. AIHA's 12,000 members are highly educated professionals; 96 percent are college graduates, 61 percent hold master's degrees, and 6 percent possess doctoral degrees. AIHA is one of the largest international associations serving the needs of occupational and environmental health professionals practicing industrial hygiene in industry, government, labor, academic institutions, and independent organizations. AIHA works in conjunction with the American Board of Industrial Hygiene to promote certification of industrial hygienists. Certified Industrial Hygienists (CIHs) are recognized for their expertise after fulfilling a demanding qualification process. AIHA administers comprehensive education programs that keep occupational and environmental health and safety professionals current in the field of industrial hygiene. AIHA also operates several highly-recognized laboratory accreditation programs, based on the highest international standards. These programs help ensure the quality of the data used in making critical worker protection decisions.

During 2004, the CIWCE received a major donation of publications from AIHA. This donation was made possible by Dr. Muhammad Akram of Columbia University USA, who has made tremendous contribution in the training and other activities of CIWCE. Below is given an introduction to the important publications received from AIHA.

The Occupational Environment: Its Evaluation, Control, and Management

Edited by Salvatore R. DiNardi, PhD, CIH, Chair of the Department of Environmental Health Sciences, University of Massachusetts, Amherst.



Annual Report of CIWCE & IRI, Lahore, Pakistan-2004

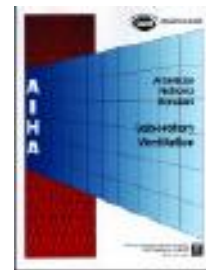
This is a must have for a practitioner, educator, or student and addresses the critical issues facing OEHS professionals today. Its 49 chapters include information on: hazard recognition and evaluation, physical agents, the human environment, controlling the occupational environment, program management, and much more. This new edition contains updated information on:

- Air contaminants
- Indoor air quality
- Dermal exposure assessment
- Ionizing radiation
- Laboratory health and safety controls

American National Standard Laboratory Ventilation

The latest information in this standard thoroughly outlines laboratory ventilation requirements. New chapters include performance tests, air cleaning, preventive maintenance, and work practices. You need this updated standard if you are:

- Chemical hygiene officers
- Campus and institutional health and safety staff
- Industrial hygienists
- Environmental health and safety staff
- Laboratories
- Architects
- University/medical research institutions
- Pharmaceutical companies



Chemical Protective Clothing, 2nd Edition by Daniel H. Anna, PhD, editor

AIHA's Protective Clothing and Equipment Committee updated this bestselling resource and it now contains 10 chapters of the most current information for health and safety professionals, CPC users and chemists covering the following topics:

- Practical coverage of selection guidelines
- Decontamination
- Test methods and standards
- Program development strategies
- Full-body protection
- Managing heat stress



The Noise Manual Fifth edition Edited by Elliott H. Berger, Larry H. Royster, Julia D. Royster, Dennis P. Driscoll, and Marty Layne

Edited by the top names in hearing conservation and authored by 16 experts in the field, the latest edition of *The Noise Manual* is a must-own for both the serious hearing conservationist and the newcomer. Every chapter contains numerous citations to the current literature complemented by the 200-item appendix on references for good practice.

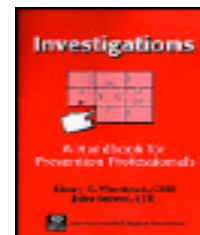
A Strategy for Assessing and Managing Occupational Exposures, Second Edition Edited by John R. Mulhausen and Joseph Damiano

IH professionals will find this resource beneficial in allocating resources for assessing and managing occupational exposures to chemical, physical, and biological agents. Basic characterization; qualitative and quantitative risk assessment and priority setting; monitoring, interpretation and decision making; recommendations; reporting; and evaluations are among the topics addressed. Multiple flow diagrams and thirteen appendixes detail various aspects of the assessment process, including a glossary and an extensive bibliography.



Investigations: A Handbook for Prevention Professionals by Henry C. Woodcock, and John Seibert

Step-by-step principles for investigating illnesses and indicators of exposure with the goal of simplifying even the most complex investigation.



Occupational Health and Safety Management System Performance Measurement: A Universal Assessment Instrument by Charles F. Redinger and Steven P. Levine

Combining OHSMS principles initiated by OSHA, BSI, AIHA, and ISO, the Universal Assessment Instrument is a resource unlike any other on the market. Developed to provide a means for measuring the effectiveness of OEHS management systems, UAI assists organizations in strategically managing OEHS, reducing costs and injury, integrating OEHS functions, and preparing audits.



In addition distant learning training modules based on training videos were provided by AIHA to CIWCE. Over 7800 OEHS professionals worldwide have benefited from AIHA's Distance Learning Program. Distance Learning combines expert knowledge and proven continuing education methods to create high-quality, cost-effective professional development opportunities that give you a solid review of key IH issues and hot topics via a variety of training formats. For a complete and current listing of all AIHA's DL Courses and formats, go to www.aiha.org/DLProgram.htm.

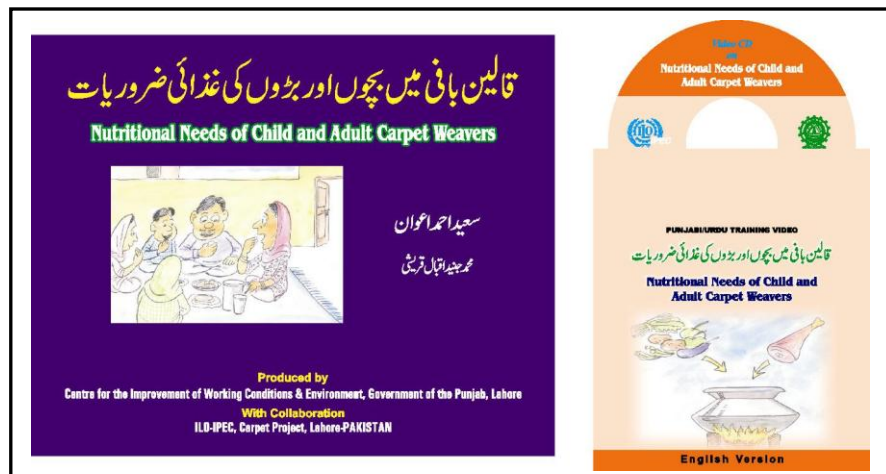
Training Kit for prepared for awareness of Carpet Weaving Communities on OSH problems and their solution

During 2004, the CIWCE prepared a training kit consisting of booklets, training videos and posters for the awareness of carpet weaving communities on the safety and health hazards faced by them particularly the young workers, children and women. These materials were the result of health and safety risk assessment studies carried out by CIWCE, during which specific health and safety issues of carpet weavers particularly the working children were identified. In order to mobilise the community including parents, employers and relevant stakeholders it was essential to produce user-friendly awareness material on the issue. The contents of the booklets and videos are explained below:

Booklet and video on nutritional problems

The booklet and accompanying video explains the

- Consequences of insufficient and unbalanced nutrition.
- Cooking and distribution of



food

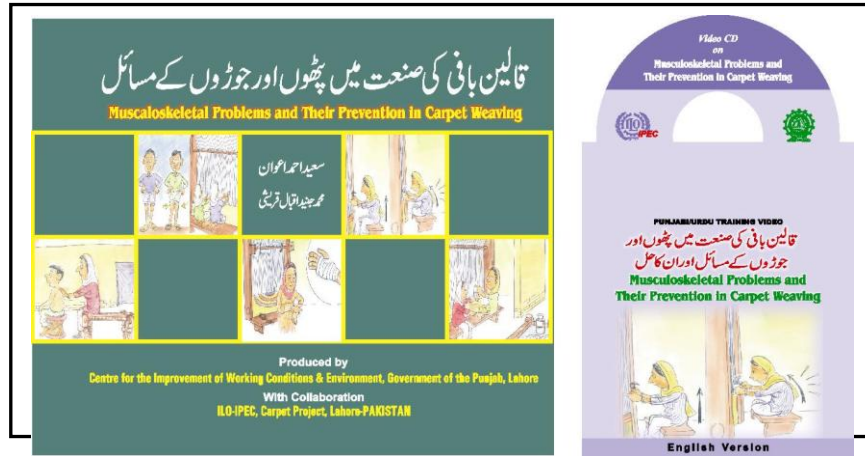
- Ingredients of food
- Special needs of children
- Cost effective, balanced and easily prepared foods

Booklet and video on musculo-skeletal problems

The body aches and pains, problems of joints, bones and muscles are very common in our society. Although many people can suffer from these problems, but the carpet weavers are more susceptible to such problems. The musculo-skeletal

problems can severely reduce the productivity of carpet weavers. The adult carpet weavers can become bedridden due to these

problems, thus forcing the children to work and earn the livelihood from carpet weaving.

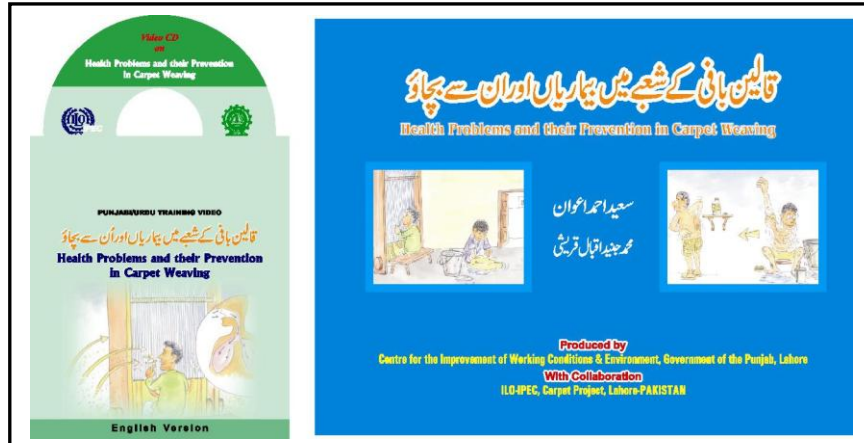


The carpet weaving children also face these problems resulting in hampered physical growth, body weakness and vulnerability to a number of diseases. Furthermore their capacity to study and work is also affected. Following issues are discussed in this module:

- Headache
- Back pain
- Slips and trips
- Exercises for pack pain
- Pain in the neck shoulders and arms
- Neck and shoulder exercises
- Joints pain
- Knee deformities
- Repetitive strain injuries

Health Problems and their management

A number of diseases are found in the carpet weavers particularly in the child carpet weavers. Many of these diseases and health problems can be avoided by proper precautions and care. Following health issues have been discussed in this booklet and video:

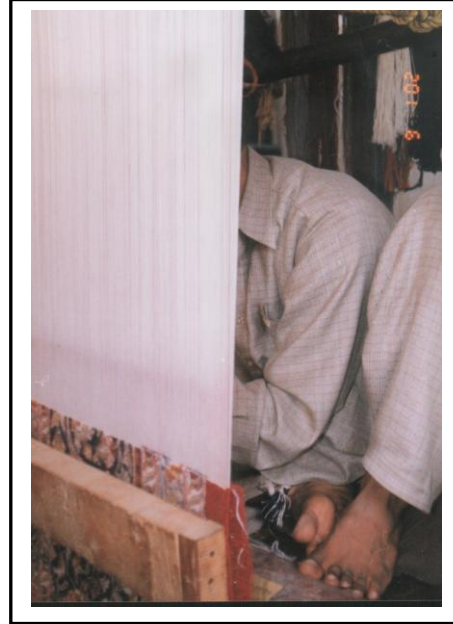


- Respiratory problems
- Skin diseases
- Ear, nose and throat problems
- Eye problems
- Gastrointestinal problems

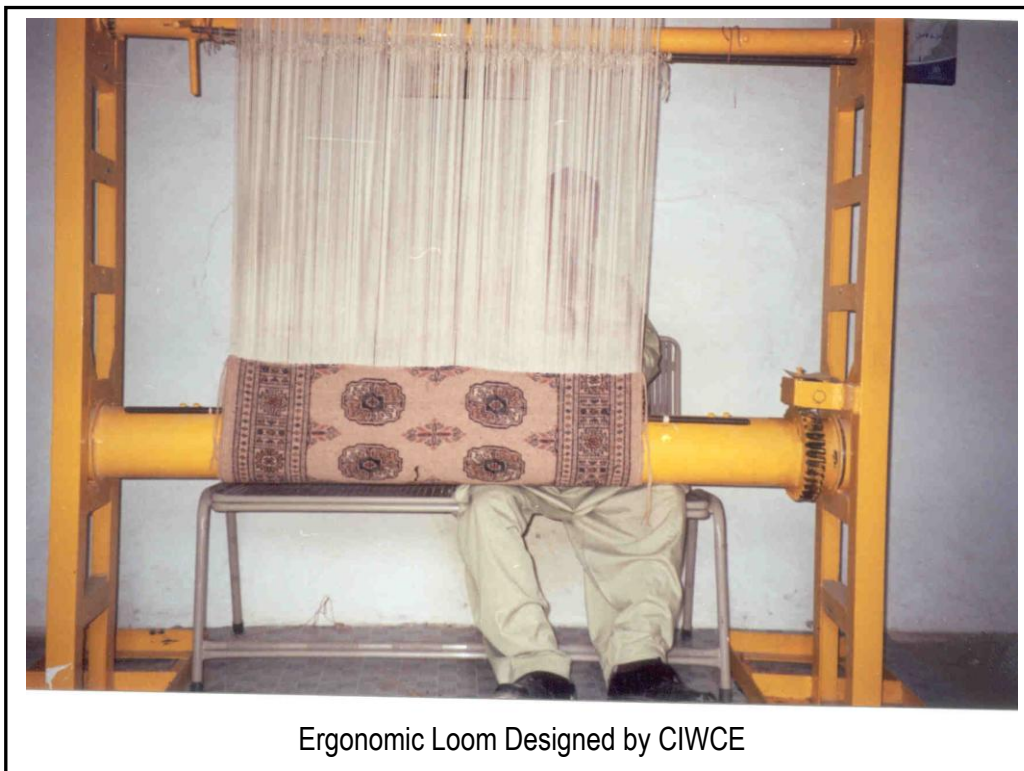
Ergonomic carpet Weaving Loom designs at CIWCE

An important cause of the musculo-skeletal disorders in the carpet weaving sector is the uncomfortable posture caused due to poor design or the loom which has not undergone any major change over the centuries. The ergonomic loom was designed after extensive discussions with industry experts, workers, managers and design engineers. This loom gives an opportunity to the workers to stretch their legs and backs while working. Arm and foot rests have been provided. A work bench instead of the traditional wooded plank has been provided. The winding mechanism of the carpets has been altered by replacing metal chain (which frequently caused severe injuries to workers) with a winding gear, which does not reel back. The loom has been installed at 30 model sites, where other OSH

controls like better lighting, ventilation, dust controls and first aid has been provided. This model has succeeded in enhancing the productivity of adults and to enhance their incomes. Also the families have to rely less on the work of children. The ergonomic loom in any case is adult friendly rather than child friendly. The response of the communities has been encouraging. Many employers are replacing the old model with the new looms and better OSH controls with their own investment. This is a unique example of direct OSH intervention with broad impact on economies and social dimensions of work in the traditional communities.

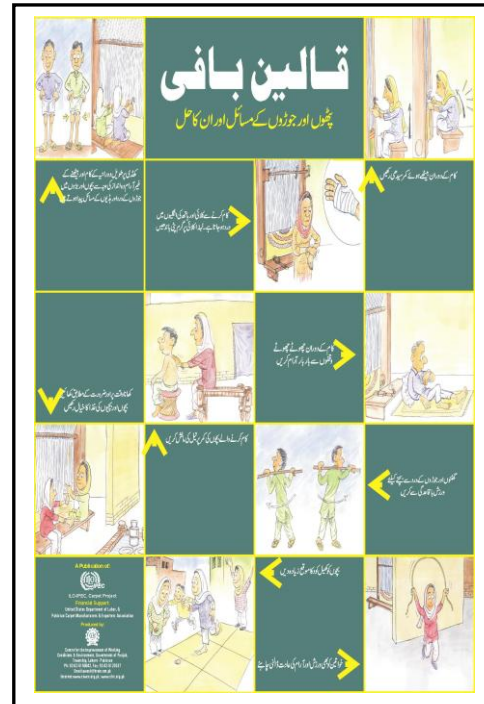
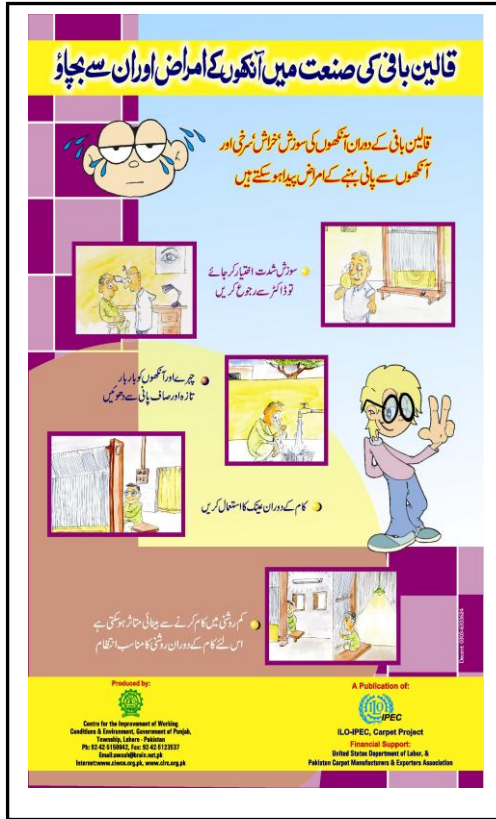


Traditional Loom causes health disorders



Ergonomic Loom Designed by CIWCE

POSTERS



قالین بافی

پیاروں سے بچیں - صحت مند رہیں
اپنی آمدن میں اضافہ کریں

گود سے نیچے لیٹے لڑکیاں لڑکوں کو پکارتے ہیں اور صاف کرتی ہیں۔
کچالوں پر چائے کی پتی پھاڑتی ہیں۔

کھڑکی کے سرے کے دروازے کو کڑیاں لگی رکھیں۔
باکسوں کا مناسب کر رہو گے۔

آگوں کو اب دہلے سے بجائے لیٹے بار بار صاف اپنی سے بھریں۔

کام کی جگہ پر رہائی کا مناسب انتظام کریں۔

خارش کا علاج روکنے کی صورت میں ڈاکٹر کی دوا کے مطابق
فولن استعمال کریں۔ بچوں اور مسروں کی صفائی کریں۔

کام کے دوران گود سے نیچے لیٹے بائیں
میں سب سے زیادہ کام کریں۔

چائے کی دھالے اور رات کو صاف کرنا کہہ دیتے ہیں۔
لیٹا اٹھانے سے کام کریں۔

A Publication of:
ILO-PECC, Carpet Project

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Produced by:
Centre for the Improvement of Working Conditions &
Environment, Township, Lahore - 54000, Pakistan
Ph: 3524-11000, Fax: 3524-11001
Email: ciwce@ciwce.org.pk
Internet: www.ciwce.org.pk, www.iri.org.pk

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ILO-PECC, Carpet Project

Financial Support:
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Pakistan Carpet Manufacturers & Exporters Association

قالین بافی

مناسب غذا - صحت مند لوگ

بازار سب سے غذائی ذخیرہ کرنا سب سے بہتر ہے۔

میری بھانجریاں بڑی ناہول رہ کر کھانا کھاتیں۔
کریں۔ سبزیوں اور دھنسی جیسے دھار پکا کریں۔

بچوں اور بچیوں کی غذائی ضروریات کا خیال
رکھیں اور مناسب کھانا وقت پر کھائیں۔

پچے اگر کسی ماں کو پھندہ کر کے ذوق نہ ملتا ہو
اور بار بار ایک ہی طرح کا سامان نہ پکا کریں۔

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Centre for the Improvement of Working Conditions &
Environment, Township, Lahore - 54000, Pakistan
Ph: 3524-11000, Fax: 3524-11001
Email: ciwce@ciwce.org.pk
Internet: www.ciwce.org.pk, www.iri.org.pk

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قالین بافی کی صحت میں سائنس کی بیماریاں

اور ان سے بچاؤ

قالین بافی کے دوران سائنس کے کئی امراض پیدا ہو سکتے ہیں

قالین بافی کی گود کی وجہ سے سانس کا پھولنا خشک اور
پانی کھائی گئی آواز کا کام اور بخار کی شکایت ہو سکتی ہے۔

فشار کی صفائی کا خیال رکھیں۔

کھڑکی کے پاس بچھا چائے کرتے ہوئے

کام کے دوران ماسک کا استعمال کریں۔

بچوں کو قالین بافی کے کام پر نہ لگائیں ان کو
کھیلنے کو لے کر باہر لے جائیں اور باہر کھیلنے کو فراموش کریں۔

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Centre for the Improvement of Working Conditions &
Environment, Township, Lahore - 54000, Pakistan
Ph: 3524-11000, Fax: 3524-11001
Email: ciwce@ciwce.org.pk
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A Publication of:
ILO-PECC, Carpet Project

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قالین سے تعلیم تک

غیر رسمی تعلیم
صحت اور تفریح کے مواقع
آبادی میں اضافہ کی سکیمیں
صنعت کے انتظام
شعور پیدا کر کے خوشبین

قالین بافی سے منسلک بچوں کی برائی کے لئے کوشاں

Produced by:
ILO-PECC, Carpet Project

Centre for the Improvement of Working Conditions &
Environment, Township, Lahore - 54000, Pakistan
Ph: 3524-11000, Fax: 3524-11001
Email: ciwce@ciwce.org.pk
Internet: www.ciwce.org.pk, www.iri.org.pk

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Training and Education-2004

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 travel 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 2004. 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 discussed.

The important topics discussed in these workshops include:



Training session of community of OSH in carpet weaving

- Chemical Safety at workplace
- Noise control and prevention & hearing conservation



Training session of community of OSH in carpet weaving

- 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

During the year 2004, 68 sessions were held by the Mobile training unit, in which 2397 workers, managers and owners of the enterprises participated.

Specialized Training Courses on OSHE

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 2004 will reveal, how current and relevant the topics were.

S. No.	Dates	Title of Course	Venue	No. of participants
1.	16 to 17-02-04	Noise Control & hearing Conservation	CIWCE Lahore	25
2.	18 to 19-02-04	Hazardous waste Management	CIWCE Lahore	21
3.	20-02-04	Conference on Challenges And Opportunities For Safety, Health And Environment in Pakistan	Ambassador Hotel Lahore	77
4.	7-04-04	Chemical hazards and personal protection for ICI supervisors and workers	ICI Khewra	57
5.	12-04-04	First aid and resuscitation for ICI supervisors and workers	ICI Khewra	61
6.	13-04-04	Introduction to OSH	Dr. Frizz Surgical	24

Annual Report of CIWCE & IRI, Lahore, Pakistan-2004

			Ltd/Sialkot	
7.	23-05-04	Combating safety and health hazard sin carpet washing sector	Lahore-Ittehad Labour Union	17
8.	28-05-04	Chemical safety and hazard communication	Bata Pakistan Lahore	35
9.	29-05-04	First aid and CPR	Bata Pakistan Lahore	41
10.	22-07-04	Workers' orientation to OSH	Mian Tyre & Rubber Works Sheikhupura	19
11.	26-07-04	Introduction to OSH	Woodworking Centre Gujrat	19
12.	27-07-04	Introduction to OSH	Riaz FurnishesCentre Gujrat	13
13.	31-07-04	Introduction to OSH	Jodhala Oil Mills Sheikhupura	12
14.	8 to 10-08-04	First aid and CPR for supervisors of Sui Northern Gas Pipelines Ltd.	CIWCE	40
15.	23-08-04	Chemical hazards and personal protection for ICI supervisors and workers	ICI Khewra	68
16.	30-08-04	First aid and resuscitation for ICI supervisors and workers	ICI Khewra	51
17.	4-09-04	Chemical safety and first aid	CDL Bhai Pheru	21
18.	21-09-04	OSH problems in tanneries and their prevention for PTA/NEC	Tannery Association Kasur	37
19.	29-09-04	Introduction of safety, health and environment	Pakistan Tobacco Company Jhelum	23
20.	8 to 10-10-	Introduction to EHS	Earth Science	40

Annual Report of CIWCE & IRI, Lahore, Pakistan-2004

	04		Deptt. Punjab University	
21.	26 to 28-10-04	Introduction to EHS	Earth Science Deptt. Punjab University	45
22.	3-12-04	Combating safety and health hazard sin carpet washing sector	Lahore-Ittehad Labour Union	14
23.	13-12-2004	Training of Trainers from NGOs on occupational safety and health	ISCOS (Italian NGO) Islamabad	18
24.	15-12-04	Combating safety and health hazard in carpet washing sector	Lahore-Ittehad Labour Union	23
25.	22 to 24-12-04	Chemical hazard Communication and Hazardous waste management	CIWCE Lahore	35
26.	29-12-04	Introduction to safety and health at workplace	Gulshan Textile Mills Feroze Wattoowan	23
Total Number of Trainees in 2004				859

Outlines of selected training workshops are presented below:

**Three Days Training Course on
Basic Emergency First Aid and Resuscitation
Day 1**

Time	Topic
09.00-10.30	Pre-Test + Introduction to First Aid
10.30-11.00	Burns
11.00-11.30	Tea Break
11.30-12.30	Bleeding control + Shock
12.40-13.00	Video
13.00-14.00	Lunch break
14.00-14.30	Electric Shock
14.30-15.30	Fractures
15.30-16.00	Practice Session

Day 2

Time	Topic
09:00-11:00	Emergency rescue + Transportation & practice session
11.00-11.30	Tea Break
11:30-12:00	Heat related emergencies
12.00-13.00	Inhalation of toxic gases and fumes + Bites (Snake, dog, Insect bites)
13:00-14:00	Lunch break
14:00-14:30	Common medical emergencies

14:30-16:00	Introduction to resuscitation techniques
16:00-16:30	Tea break

Day 3

Time	Topic
09:00-12:00	Practice session of CPR
12:00-1430	Lunch and Jumma prayer break
1430	Conclusion and certificate distribution

Three Days Training Course on Occupational Safety and Health

organized by

Centre for the Improvement of Working Conditions & Environment Lahore
with the collaboration of

Centre for Earth Sciences, University of the Punjab Lahore

Day #	Main theme	Contents
1	Introduction to the EHS	Importance of the subject, its relevance to the modern day economy, role of professionals, principles of hazard assessment and control
	Physical hazards evaluation and control	Noise, its properties, measurement and control, hearing conservation programmes, heat stress and its management, vibration, radiation
	Video on EHS hazards	
2	Chemical safety	Types of chemical hazards in workplace, evaluation of chemical exposures, control measures including exhaust ventilation, health surveillance, risk communication, labeling and MSDS, selection and use of personal protective equipment
	Video on chemical safety	
3	Accident Prevention and investigation	Case studies of some major industrial disasters (Bhopal/local). Principles of ergonomics, machine guarding, safety audits, checklists, management practices and
	Test, discussion, conclusion	

Glimpses of Training - 2004

Annual Report of CIWCE & IRI, Lahore, Pakistan-2004

Group Photo taken on the occasion of
Two Days Training Course on
Noise Control and Hearing Conservation
held by Centre for the Improvement of Working Conditions & Environment, Lahore
February 16-17, 2004



First Row (From L to R)

Mr. Awais Ansari, Mr. Muhammad Naeem Chaudhry, Dr. Muhammad Akram (Columbia University-USA),
Maj (R) Shahnawaz Badar Secretary Labour & Human Resource Department, Punjab, Dr. Abdul H. Khalid USA, Mr. Nadir Khan Yousafzai

Group Photo taken on the occasion of
Two Days Training Course on
Hazardous Waste Management
(February 18-19, 2004)
held by Centre for the Improvement of Working Conditions & Environment, Lahore,



First Row (From L to R)

Mr. Naveed Ehsan, (Assistant Engineer HSE Sitara Chemical Industries, Limited), Mr. M. Owais Ansari HSE Officer, Cracow Ltd, Mrs. Seemal V. Ejaz, Asstt. Professor Botany Govt. College for Women Samanabad, Lahore
Dr. Ejaz Mahmood Ahmad Qureshi Sr. Demonstrator, Institute of Public Health, Lahore, Dr. Abdul H. Khalid USA, Mr. Saeed Awan Director CIEWCE, Lahore, Mr. Khalaid Iftat Khan Asstt. Director, IRI, Lahore, Mr. Fida Muhammad Khan
Station Chemist/HSE Coordinator, ESSBI Contracting Ltd Khanewal, Raja Kamran Hassan Janjua Manager Q.A., ASCO Plastic Industries, Islamabad.

Group Photo Taken on the Occasion of
Three Days Training Programme on
First Aid and Resuscitation
Held for Sui Northern Gas Pipelines Limited by CIWCE
08 to 10 September, 2004



1st Row (L to R)
Mr. Farrukh Majeed, Mr. Rohail Sibtain, Mr. Saeed Awan (Director CIWCE), Dr. Huma Javed (Course Director), Syed Tauqeer Abbas Kazmi, Mr. Shah Jahan Khan Khurram, Mr. Faisal Ishaque, Mr. Muhammad Ali Adnan, Mr. Munawwar Hussain
2nd Row (L to R)
Mr. Noor Muhammad, Mr. Hamza Bilal, Mr. Tahir Iqbal, Mr. Shahid Akram, Mr. Iqbal Hussain, Mr. Muhammad Tariq Awan, Rana Muhammad Khan, Mr. Abdul Rehman, Rao Zahid Mahmood.
3rd Row (L to R)
Mr. Taskeen-ul-Islam Hashim, Mr. Muhammad Saleem, Mr. Khurram Shahbaz, Mr. M. Qasim Mirza, M. Tanvir, Malik Ejaz .
4th Row (L to R)
Mr. Ashiq Hussain, Mr. M. Waqas Ejaz Khan, Mr. Muhammad Aurangzeb Arshad, Mr. Fahad Tariq Assistant Engineer, Mr. Muhammad Rohtas, Mr. Muhammad Imran Ayaz, Engr. Zulqurnain Abbas, Mr. Khalid Hussain



Practice of emergency reason during a training course



Training of CPR under progress



Training of students of Environmental Science in Punjab University

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 February 20, 2004. 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.	<i>Recitation from the Holy Quran</i> Introductory remarks by Mr. Saeed Awan, Director CIWCE, Lahore Statement by Dr. Muhammad Akram, Associate Director, Environmental Health and Safety, Columbia University, New York, NY, USA. Statement by Mr. Khurshid Ahmed General Secretary, All Pakistan Federation of Trade Unions Mr. Iftikhar Mehmood Randhawa, Coordinator Webcop/Employers Federation of Pakistan Inaugural Address by the Chief Guest Major (R) Shahnawaz Badar Secretary Labour & Human Resources, Government of the Punjab)
9:35 a.m.-9:40 a.m.	
9:40 a.m.- 9:45 a.m.	
9:45 a.m.- 9:55 a.m.	
9:50 a.m.- 10:05 a.m.	
10:05 a.m. – 10:15	
10:15 a.m.-10:30 a.m.	Refreshments

Working Session	
10:30 a.m.-10:50 a.m.	Vision of Government of Pakistan to promote occupational health and safety <i>Raja Faiz-ul-Hassan Faiz, Central Labour Advisor, Ministry of Labour, Islamabad</i>
10:50 a.m. – 11:10 a.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 University, NY, USA</i>
11:10 a.m. – 11:35 a.m.	Guide to selection Respiratory Protective Equipment (RPE)" <i>Mr. M Saleem European Technical Specialist, OH&ES, 3M</i>

11:35 a.m.-12:00 noon	Managing HSSE in Business Dr. Tahir Barlas Country HSSE Adviser, Shell Pakistan
12:00 noon-12:20 p.m.	Introduction to major environmental Laws in USA <i>Dr. Abdul H. Khalid Hazardous Waste Specialist from USA</i>
12:20 p.m.-12:40 p.m.	Outline for establishing a professionals' association of occupational safety, health and environment <i>Dr. Ata-ul-Haq, Green Technology, Lahore</i>
12:40 p.m.-01:00 p.m.	Strategies for hospital waste management in Lahore Dr. Fuad Hameed Rai Project Director, Hospital Waste Management, Lahore
01:00 p.m-02:00 p.m.	Final Recommendations and Conclusion
02:00 p.m.	Friday prayer/lunch

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 then 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.

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 2004

Sr.	Factory	Service Provided
1.	Pakistan Tobacco Co. Jhelum	Noise survey
2.	Eastern Leather Company Muridke	Ammonia, carbon monoxide testing
3.	Pakistan Tobacco Co. Jhelum	Illumination survey
4.	Sepcol Raiwind	Risk assessment of work environment
5.	Pakistan Tobacco Co. Jhelum	Dust survey
6.	Kohinoor textile mills Gujjar Khan	Noise survey
7.	Gulshan textile mills	Risk assessment of environment
8.	Kohinoor textile mills Gujjar Khan	Illumination

Website of CIWCE

Major changes are being made in the outlook and content of the website of CIWCE available at www.ciwce.org.pk. It will be updated more frequently in future. An interactive forum is also being

launched to post your inquiries. You will soon notice the changes. Please keep in touch with us through our site and suggest how we can make it even more useful.



Child Labour Resource Centre

Building Networks to Combat Child Labour

Introduction

Child labour is not an isolated phenomenon. It is an outcome of a multitude of socio-economic factors and has roots in poverty, lack of opportunities, explosive rate of population growth, growing unemployment, uneven distribution of wealth and resources, outdated social customs and norms and a plethora of other factors. Elimination of child labour is one of the top priorities of present government. Keeping this in view a National Policy and Plan of Action to eliminate child labour has been announced by Government of Pakistan. The Labour and Human Resource Department is the main agency spearheading the government efforts for combating child labour in Punjab. A Child Labour Resource Centre (CLRC) has been established in Township Lahore by the Labour Department.

Objective

The main objective of CLRC is to provide a platform to the stakeholders for networking and sharing their experiences and launching joint efforts to combat child labour.

Activities

- Networking of the stakeholders particularly the NGOs, trade unions, students/teachers, employers, government agencies, journalists, local councillors, political leaders and academia for joint action to combat child labour.
- Establishment of reference centre having publications on child labour issue from all over the world and encourage research by universities and other institutions on different aspects of child labour.
- Preparation of training materials for the government inspectors, social workers, and other stakeholders.
- Holding of regular training sessions for all the stakeholders focusing mainly on identification of “worst forms of child labour” and direct and indirect interventions for elimination of such child labour.
- Holding of consultative meetings, workshops and seminars for planning joint action on child labour issue by all social partners.
- Interaction with international donor agencies for mobilizing support to the initiatives by different partners.

Training Booklet and posters on Child Domestic Workers prepared

Domestic service is probably the single largest employer of young girls. The exploitative nature of engagement of children into the workforce and the lack of recognition of their work as a viable market commodity leaves them with little or

no recourse for personal or social development. The duties they are expected to carry out are numerous and sometimes dangerous. They must serve under very poor working conditions, such as no rest, no pay, isolation, discrimination, and lack of job security or benefits. One of the significant aspects of domestic work is the daily. worktime requirements. Many children are on duty at all hours of the day and night. They are often the first ones to rise in the morning and the last to go to bed at night. Young domestic workers can have an average of a 12- to 18-hour workday in private homes with no rest periods and can still be on call to perform errands during the night. A work day could begin as early as 5:00 to 6:00 and finish at 21:00 to 22:00. If caught sleeping on the job, they are disciplined.

As an attempt to create awareness on the issue of child domestic workers and to propose strategies to communities particularly the child workers and their parents to improve the lot of these workers, a picture guide and a series of posters were prepared by CLRC in 2002 for the National Commission of Child Welfare and Development (NCCWD) of the Ministry of Women Development, Government of Pakistan. Such materials will be used for mobilisation of stakeholders on the issue of child domestic workers.. Below are given a few glimpses from this guide:

Glimpses of Booklet on Child Domestic Workers



مختلف تحقیقات سے ظاہر ہوتا ہے کہ چھوٹی عمر میں بچوں سے کام لینے کے منفی اثرات مرتب ہوتے ہیں۔ جس سے ان کے نہ صرف بنیادی حقوق سلب ہوتے ہیں بلکہ اس کا نتیجہ ان میں اعتماد میں کمی، شخصیت میں بگاڑ، عدم تحفظ، والدین سے دوری، جتنی اور جسمانی تشدد، کھیل کود سے دوری، احساس خردی اور کمتری، نامناسب نگہداشت کی خرابی اور بے راہروی کی صورت میں نکلتا ہے۔ یہ بچے بنیادی طور پر معاشی ناہمواری، بے روزگاری اور ان کے بڑوں کے لئے فوری کے مواقع نہ ہونے جیسے عوامل کی وجہ سے شقت پر مجبور ہوتے ہیں۔ یہ بچے پولیس کے تشدد کا بھی نشانہ بنتے ہیں۔

بچوں کی گھریلو مشقت معاشی، اخلاقی اور قانونی ہر سطح پر ممنوع ہے اس کے باوجود ہزار ہائے مختلف گھروں میں کام کرتے ہوئے نظر آتے ہیں۔ خاص طور پر اعلیٰ طبقہ میں تو بعض اوقات ان بچوں کو بطور فیشن ملازم رکھا جاتا ہے اور ملازمت کے لیے لڑکیوں کو ترجیح دی جاتی ہے۔ ان بچوں سے کئی طرح کے کام لیے جاتے ہیں۔ مثلاً

- گھریلو صفائی
- کپڑوں کی دھلائی
- کھانا پکانے اور تقسیم کرنے میں معاونت
- مکان کے بچوں کو سکول لانے اور لے جانے کے لیے تیار کرنا
- گھریلو خریداری کے لیے بازار جانا

گھریلو ملازم بچے

حقوق اور ذمہ داریاں

● اگر آپ استاد ہیں تو اپنے طلبہ میں یہ شعور پیدا کریں کہ گھریلو ملازم بچوں کو ان کے حقوق سے آگاہ کریں اور ان بچوں کو بنیادی تعلیم کی فراہمی میں اپنا کردار ادا کریں۔

● اگر آپ عالم دین ہیں تو اسلام میں دینے گئے بنیادی انسانی حقوق خاص طور پر بچوں کے حقوق سے متعلق معاشرہ میں آگاہی پیدا کریں۔

● اگر آپ سماجی ہیں تو اپنی تحریروں میں گھریلو ملازم بچوں کے حالات زندگی اور ان کے مسائل اجاگر کریں۔

● آئیے خوشحال پاکستان کے لیے ان بچوں کے شانہ بشانہ چلیں تاکہ بچوں کی مشقت سے پاک معاشرے کی تشکیل ہو سکے۔

● کوششوں کا آغاز کرنا ضروری ہے اور یہ آغاز کا بہترین وقت ہے یہ قدم کون اٹھائے گا؟

● اگر آپ نے ان بچوں کو گھریلو ملازم رکھا ہے تو ان بچوں سے ایسا برتاؤ کریں جو آپ اپنے بچوں سے کرتے ہیں اور ان کی خوراک صحت اور تفریح کا خیال رکھیں۔

● اگر آپ کسی مقامی ادارے یا غیر سرکاری تنظیم سے تعلق رکھتے ہیں تو ان بچوں کے لئے تعلیمی سہولیات اور معلومات کی فراہمی کا انتظام کریں۔

● اگر آپ کسی سرکاری ادارے سے منسلک ہیں تو ان بچوں کی بھلائی کے لیے بہتر قانون سازی کے لیے اپنا کردار ادا کریں۔

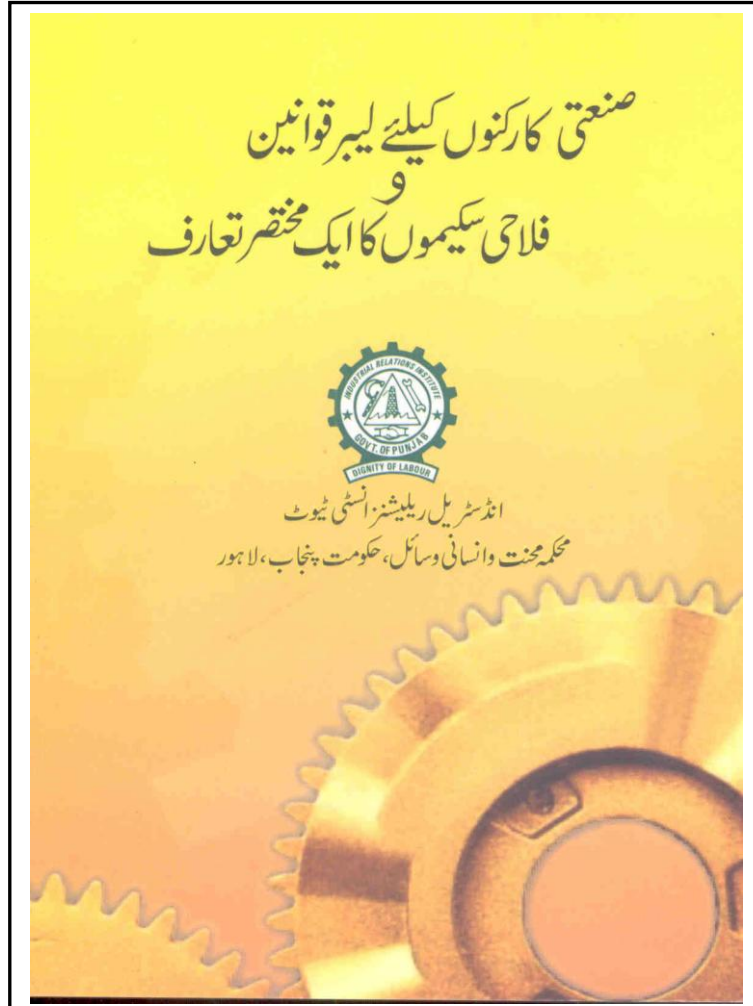
● ان کی کوئی آواز نہیں ہوتی۔ بہت سارے ملکی قوانین اور عالمی ادارے ان کوششوں میں مصروف ہیں کہ ان بچوں کو بہتر مستقبل اور کارآمد شہری بنانے کے لیے ان پر سرمایہ کاری کی جائے اور گھریلو ملازمت کی حوصلہ شکنی کی جائے۔ اس سلسلہ میں بچوں کے حقوق کا عالمی معاہدہ اور عالمی ادارہ صحت کے قوانین بڑے اہم ہیں جو ان بچوں کو بنیادی حقوق کی فراہمی کے لیے کوشاں ہیں۔ بچوں کی گھریلو ملازمت کو مشقت کی بدترین اشکال میں گردانا جاتا ہے۔

● یہ بچے سب کے بچے ہیں۔ تعلیم، صحت، خوراک، رہائش اور والدین کا چارہان کا بھی حق ہے۔ ہم سب مل کر ان بچوں کو ایسا شہری بنا سکتے ہیں جو نہ صرف والدین بلکہ معاشرے کے لیے بھی کارآمد ثابت ہو سکتے ہیں۔ اس کے لیے

Activities of Industrial Relations Institute

Pocket Training Guide on Workers Rights and facilities under labour laws prepared

A pocket Urdu training guide was developed in order to create awareness among workers and employers on the rights and duties of workers as well as the facilities available to the worker under the labour welfare and related laws. It explains in layman's terms the rights, privileges and duties of workers and employers under the labour laws. This pocket book became very popular amongst



the workers and was extensively used as a training tool during the training courses held at enterprises as well as the premises of IRI. The contents of this guide are given below:

- Payment of wages Act 1936
- Standing Orders Ordinance 1968
- Workmen's Compensation Act 1923
- Factories Act 1934

- Minimum Wages ordinance 1961
- Industrial relations Ordinance 1962
- Introduction to welfare schemes for workers
- Social Security ordinance 1965
- Special provisions for women workers in labour laws
- Employment of Children Act 1991
- Bonded Labour (Systems) Abolition Act 1992
- Employees Old Age benefits Institution (EOBI)
- Responsibilities of employers and workers in labour laws.

An extensive training and awareness programme was carried out in industrial enterprises to spread awareness about the issues discussed in this guide. The details of this training and advisory programme are given below:

Details of Special Training Courses and advisory services on labour laws, safety and health and Welfare Schemes provided by Workers' Education Centre Lahore in 2004

Sr. No.	Date	Name of Factory	No. of Participants
1.	6-1-2004	M/s. Idara Kisan, Bhai Pheru Pattoki Road, Distt. Kasur.	18
2.	8-1-2004	M/s. Chaudhry Dairies Ltd, Multan Road, Phool Nagar.	20
3.	13-1-2004	M/s. Pakistan Electronics Ltd, Ferozepur Road, Lahore.	35
4.	15-1-2004	M/s. Haeir Limited, Lahore Road, Raiwind	40
5.	20-1-2004	M/s. Charag Textile Ltd, Manga Raiwind Road, Distt. Kasur.	40
6.	27-1-2004	M/s. Bibi Jan Private Limited, Raiwind Road, Lahore.	10
7.	12-2-2004	M/s. Platinum Textile Mills, Manga Raiwind Road, Distt. Kasur.	20
8.	26-2-2004	M/s. Hi-Tech Poultry, Raiwind Road, Lahore.	17

Annual Report of CIWCE & IRI, Lahore, Pakistan-2004

9.	6-3-2004	M/s. Friends Dairies, Kot Lakhpat Lahore.	24
10.	9-3-2004	M/s. Hamdard Dawakhana, Kot Lakhpat, Lahore.	20
11.	17-3-2004	M/s. Rubi Textile Mills, Raiwind Road, Lahore.	43
12.	20-3-2004	M/s. Superior Textile Mills, Raiwind Road, Lahore.	37
13.	31-3-2004	M/s Dada Enterprises, Lahore Road, Distt. Kasur.	27
14.	6-4-2004	M/s. Hi-Tech Feeds, Raiwind Road, Lahore.	35
15.	8-4-2004	M/s. B.P. Bread, Ferozepur Road, Lahore.	25
16.	13-4-2004	M/s. Tapal Tea, District Kasur.	35
17.	20-4-2004	M/s. Marhaba Laboratories, Kot Lakhpat, Lahore.	23
18.	22-4-2004	M/s. Master Textile Mills, Kasur.	35
19	6-5-2004	M/s. Umar Spinning Mills, Raiwind Road, Lahore.	46
20.	12-5-2004	M/s. Mehran Ramzan Textile Mills, Raiwind Road, Lahore	40
21.	20-5-2004	M/s. Asian Food Private, Limited, Manga Raiwind Road, Lahore.	40
22	4-6-2004	M/s. Ever Green Plastic Industries, Multan Road, Lahore.	20
23.	9-6-2004	M/s. Kohinoor Energy, Rohi Nala, Raiwind District Kasur.	40
24.	18-6-2004	M/s. Mian Textile Mills, Multan Road, District Kasur.	35
25.	23-6-2004	M/s. Monno Textile Mills, Defence Road, Lahore.	14
26.	2-7-2004	M/s. Recto Sports Private Limited, Manga Raiwind Road District Kasur.	37
27.	7-7-2004	M/s. Walls Ice Cream Factory, Phool Nagar, District Kasur.	10
28.	28-7-2004	M/s. Sheikh Spinning Mills, Manga Raiwind Road, District Kasur.	25

Annual Report of CIWCE & IRI, Lahore, Pakistan-2004

29.	4-8-2004	M/s. Textile Asia, Manga Raiwind Road, District Kasur.	37
30.	24-8-2004	M/s. Ijaz Dyeing, Raiwind Road, Rohi Nallah, Lahore.	30
31.	27-8-2004	M/s. Shahkam Industries, Defence Road, Lahore.	25
32.	10-9-2004	M/s. Azam Textile Mills, Phool Nagar, District Kasur.	50
33.	15-9-2004	M/s. N & K Private Limited, Raiwind Road, District Kasur.	35
34.	17-9-2004	M/s. Guard Private Limited, Raiwind Road, Lahore.	14
35.	24-9-2004	M/s. Klass Textile Mills, Pvt, Ltd, Defence Road, Lahore.	20
36.	29-9-2004	M/s. Al-Riaz Knitwear Pvt.Ltds Multan Road, Mohanwal, Lahore.	16
37.	12-10-2004	M/s. Ravi Textile Mills, Manga Raiwind Road, District Kasur	27
38	14-10-2004	M/s. Sayyed Stationery, Manga Raiwind Road, District Kasur	9
39.	18-11-2004	M/s. Abbas Corporation, Defence Road, Lahore.	24
40.	24-11-2004	M/s. Premier Dairy, Defence Road, Lahore.	33
41.	8-12-2004	M/s. San Pak Engineering pvt. Ltd, Manga Raiwind Road, Distt: Kasur.	8
42.	23-12-2004	M/s. Samin Textile Mills, Manga Raiwind Road, Distt: Kasur.	30
Total number of beneficiaries			1169

Employers and workers need to be prepared for globalization challenges--- discussion held by IRI and PILER on new inspection regime

A one-day training course on new inspection regime under the industrial policy of Punjab Government was held by the Industrial Relations Institute with the collaboration of Pakistan Institute of Labour Education & Research (PILER) in November, 2004. Besides the inspecting officers of Labour Department, prominent labour leaders participated in the workshop. The participants were provided training on the practical aspects of new inspection regime of industrial units announced by the Punjab Government. The workshop was addressed by Mr. Khalid Naseer Khan, Mr. Saeed Awan, Mr. Hanif Ramay and Mr. M. Yaqoob. Discussions were held to make this inspection regime in line with the changing global trends. It was felt that Pakistan has to prepare itself for the challenges of post WTO social compliance standards and consumer driven audits of the industrial enterprises. In order to prepare the industry for such challenges, changes need to be made in the inspection policy and the capacity of the Labour inspecting officers, trade union representatives and the employers need to be built to meet the challenges of globalization. They should be capable of providing helping hand to the workers and industry whenever needed. Female inspecting officers have to be recruited to better understand and take care of gender related problems in the workplace. Respect for core conventions of ILO and fundamental rights of workers have to be the cornerstone of any policy and programme issued by the government. The workshop was facilitated by Mr. Khalid Itaaf Khan.

Details of Training Courses Held at IRI in 2004

S. No.	Dates	Subject	Nature of Participants	Total No. of Participants
1	16 January 2004	One Day Training Course on Child Labour.	Departmental Officers & Managers	20
2	17 January 2004	One Day Training Course on Labour Market and Employment	Departmental Officers & Managers	27
3	23-30 January 2004	One Week Training Course of newly appointed Labour Inspectors on Various Labour Laws.	Departmental Officers	20
4	12-14 February 2004	Two Days Training Course on Weights & Measures	-do-	9
5	16-18 February 2004	-do	-do-	11
6	24 February 2004	One Day Training Course on Industrial Relations Ordinance, 2002	-do-	10
7	25 February 2004	-do-	-do-	10
8	30 March 2004	One Day Training Course on Standing Order Ordinance.	-do-	10
9	31 March 2004	One Day Training Course on Shops & Establishment Ordinance, 1969	-do-	10
10	21 April 2004	One Day Training Course on Employment Children Act	-do-	10
11	22 April 2004	-do-	-do-	10
12	18-19 May 2004	Two Days Workshop on Tripartism and Social Dialogue	-do-	140
13	17 June 2004	One Day Workshop on the role of Labour Inspectors and Child Labour Issues (Sialkot)	-do-	15

Annual Report of CIWCE & IRI, Lahore, Pakistan-2004

14	21 June 2004	One Day Training Course on Minimum Wages Ordinance, 1961	-do-	10
15	23 June 2004	-do-	-do-	10
16	15 July 2004	One day Workshop on Chief Minister's announcement made on the international day.	All Managers of Employment Exchange in Punjab	22
17	20 July 2004	One Day Training Course on Punjab Weights & Measures Enforcement Act, 1975	-do-	11
18	27 July 2004	-do-	-do-	11
19	2 August 2004	One Day Departmental Examination of Stenographers / Assistants for the promotion post of Labour Officer	-do-	18
20	24 August 2004	One Day Workshop on Tripartism & Social Dialogue	-do-	10
21	31 August 2004	-do-	-do-	10
22	28 September 2004	-do-	-do-	9
23	30 September 2004	-do-	-do-	10
24	4-10-2004 to 30-11-2004	Four Weeks Training Course for Newly Recruited Labour Officers on Labour Laws.	-do-	15
25	15 December 2004	One Day Training Course on Industrial Relations Ordinance 2002	-do-	9
26	20 December 2004	One Day Course on Industrial Relations Ordinance 2002 / New Inspection Regime	Departmental Officers, participants of P I L E R & Trade Unionists	18
27	23 December 2004	One Day Programme on Industrial Relations Ordinance 2002	Departmental Officers	9
G. TOTAL :				474

Two Days Training Programme on Tripartism and Social Dialogue May 18-19, 2004

The topic of Tripartism and social dialogue is becoming more and more relevant in view of the challenges of globalization. With the opening of markets to competition, only the fittest enterprises will survive. Besides product quality, the productivity of the workforce as well as the social and physical environment in which they operate will determine the economic health of the enterprises. Pakistan has a long history of policies and legislative framework for Tripartism and social dialogue. Successive labour policies have promoted interaction of employers and workers within the enterprises. The primary function of the Labour Department is to promote the process of social dialogue between the workers and employers. It should be noted that harmonious industrial relations are essential for the economic progress of a country. There may be different models of social dialogue. In the US, it is mostly bipartite between the workers and employers, while in Western Europe the state is also an important partner in social dialogue. In fact the process of social dialogue has contributed to political stabilization and economically driven class compromises in these countries.

In order to prepare the workers and employers for playing effective role as partners in economic progress through social dialogue, a 2-days training programmes was held by the IRI with the assistance of ILO, in which prominent trade union leaders, employers representatives and government officials participated. The schedule of the Programme is given below:

Day One:

	Draft Programme
0900-0930	Registration
Inaugural Session	Moderator: Mr. R. Mehrotra, Sr. Specialist on Employers Activities, ILO, New Delhi
0930-1030	Welcome note by Mr. Johannes Lokollo Director ILO, Islamabad Address by Employers Representative – Mian

	Tajammul Hussain Address by Trade union representative – Mr. Khurshid Ahmed General Secretary APFTU Keynote address by the Secretary Labour & Human Resources Punjab
1030 – 1100	Tea Break
Technical Session – I	Moderator: Mr. P.S. Ahn, Sr. Specialist on Workers Activities, ILO, New Delhi.
1100 - 1330	ILO concept of Tripartism and Social Dialogue with reference to ILO convention 144 – Mr. Mehrotra, ILO New Delhi.
	Best Practices of Social Dialogue in Other Countries – Mr. Ahn, ILO, New Delhi.
	Social Dialogue and Labour Practices in Pakistan under the Global Perspective- Mr. Khalid Mehmood Wattoo Joint Director (HQ), Directorate of Labour Welfare Punjab
1330-1430	Lunch

Technical Session – II	Moderator: Mr. R. Mehrotra, ILO, New Delhi
1430 – 1530	Sharing WEBCOP Experiences: Achievements and Challenges <ul style="list-style-type: none"> - Mr. Iftikhar Mehmood Randhawa representative of employers' group - Mr. Muhammad Yaqoob representative of workers' group
Technical Session – III	Moderator: Mr. P.S. Ahn, ILO, New Delhi
1530 – 1700	Relevant Legal framework for Strengthening Labour management cooperation at the enterprise level By Mr. Khilaid Naseer Khan Retired Joint Director Labour
<u>DAY TWO</u>	
Technical Session IV	Moderator: Mr. R. Mehrotra, ILO
0900 – 1100	Social Dialogue (case examples) adopted by enterprises in Pakistan for the improvement of corporate competitiveness and welfare. <ul style="list-style-type: none"> - Mr. Mr. Iftikhar Mehmood Randhawa, Convenor Webcop Lahore - Mr. Gulzar Ahmed Chaudhry, President APTUF
1100 – 1130	Tea Break
Technical Session V	Moderator : Mr. P.S. Ahn, ILO
1130-1300	Case examples of social dialogue in South Asia -Mr. Mehrotra, Employers' Activities Specialist ILO -Mr. Ahn Workers Activities Specialist ILO
1300-1400	Lunch
Technical Session VI	Moderator Mr. R. Mehrotra ILO
1400 – 1500	Innovative approaches to Institutionalize Social Dialogue, which can benefit workers and employers - Dr. Gulzar Shah, Lahore University of Management Sciences
1500 – 1530	Tea Break
Technical Session VII	Moderator: Mr. Mehrotra & Mr. Ahn, ILO
1530 – 1730	Group Work
1730 – 1800	Conclusion

TRANSCRIPTS OF GROUP WORK

Question No.1: What are barriers in the existing tripartite bodies operating in the Punjab?

Question No.2: How to make the existing tripartite bodies work more effectively – Suggestions for improving the effectiveness of tripartite social dialogues?

Composition of Groups

Group-1	Group-2	Group-3
1. Mr. M. Akbar 2. M. Hanif 3. M. M. Farooq 4. Nazir Ahmad 5. Shahid Latif 6. Tariq Rafi 7. Muhammad Akram 8. Amjad Mahmood Waraich 9. Ch. Abdul Rehman 10. Sardar Lall Khan	1. Mirza Naseem Baig 2. Haseeb-ul-Najam 3. Muhammad Naeem 4. Muhammad Latif 5. Raja Ghulam Abbas 6. Malik Imran Tajammal 7. Naseer-ud-Din Humayino Malik 8. Arif Javed 9. Mirza Naseem Baig 10. Saghir Ahmad Mughal	1. Fouzia Noreen 2. Altaf Hussain Balouch 3. Muhammad Yaqoob 4. Muhammad Rafiq Watto 5. Zahid Masood 6. Niaz Khan 7. Said Zaman Rhan 8. Sardar Rehmat Ullah Khan 9. Syed Ashraf Ali Shah 10. Bashir Ahmed

GROUP NO. 1

BARRIERS

1. LACK OF POLITICAL WILL ON PART OF THE GOVERNMENT AND STAKEHOLDERS.
2. NON COOPERATIVE ATTITUDE OF ALL THE STAKEHOLDERS.
3. SELECTION OF PERSONS FOR DIFFERENT COMMITTEES BASED ON PERSONAL LIKING AND DISLIKING.
4. RULES OF BUSINESS & AUTHORITIES HAVE VERY LITTLE AWARENESS ABOUT THEIR TASKS
5. TENDENCY ON PART OF GOVERNMENT FUNCTIONARIES TO DOMINATE THE SESSIONS.
6. LACK OF MEETING SCHEDULES.
7. LACK OF TRAINING & EDUCATION AND AWARENESS OF ALL STAKEHOLDERS.

SUGGESTIONS

1. MORE EFFECTIVE PARTICIPATION OF KEY DEPARTMENTS (FINANCE, PLANNING, INDUSTRIES ETC.) FOR GREATER CONSENSUS AT INTER-DEPARTMENT LEVEL ON EMPLOYMENT AND SOCIAL ISSUES.
2. TRANSPARENT CRITERIA FOR SELECTION OF MEMBERS OF ALL BODIES CONCERNING WORKERS' WELFARE.
3. INDUSTRIAL RELATIONS INSTITUTE SHOULD BE STRENGTHENED AND SHOULD BECOME A FORUM FOR HOLDING SOCIAL DIALOGUE.

4. RESEARCH ORIENTED EVALUATION OF PERFORMANCE OF TRIPARTITE BODIES IS ESSENTIAL TO QUANTIFY THEIR UTILITY AND EFFECTIVENESS.
5. CREATE AWARENESS REGARDING MANDATE AND FUNCTIONS OF TRIPARTITE BODIES ESPECIALLY AT LOCAL LEVEL (DISTRICT HUMAN RESPOURC BOARD IS ONE SUCH IMPORTANT BODY)

GROUP NO. 2

1. THE MEMBERS OF TRIPARTITE BODIES DO NOT COME WITH TRUE SPIRIT FOR OPEN SOCIAL DIALOGUE.
2. THE COMPOSITION OF TRIPARTITE BODIES DOES NOT INCLKUDE PROFESSIONALS AND EXPERTS ON SOCIAL AND ECONOMIC FIELDS.
3. LACK OF TOLERANCE BY THE EMPLOYERS.

SUGGESTIONS

1. LEGISLATION IS REQUIRED TO ENSURE THE PARTICIPATION OF MEMBERS IN TRIPARTITE BODIES IN THE MEETINGS.
2. OBJECTIVES MUST BE CRYSTAL CLEAR BEFORE HOLDING SUCH MEETINGS.
3. AWARENESS SHOULD BE CREATED THROUGH IMPARTING OF TRAINING TO THE MEMBER SOF ALL TRIPARTITE FORUMS AND HOLDING SEMINARS AT DISTT. LEVEL.

GROUP NO. 3

1. LACK OF PROPER EDUCATION AND TRAINING OF SOCIAL PARTNERS IS AN IMPORTANT BARRIER FOR SUCCESSFUL SOCIAL DIALOGUE.

2. COMPETENT AND REAL REPRESENTATIVES FROM THE SOCIAL PARTNERS SHOULD BE INCLUDED IN THE TRIPARTITE BODIES, AVOIDING FAVOURITISM AND POLITICAL AFFILIATION.
3. GOVERNMENT HAS IGNORED THE WORKING CLASS AND IS NOT SAFEGUARDING ITS INTERESTS. BALANCE HAS SHIFTED IN FAVOUR OF THE EMPLOYER JEOPARDIZING THE SOCIAL DIALOGUE IN THE COUNTRY.
4. JUDICIAL SYSTEM SHOULD BE STRENGTHENED FOR SPEEDY JUSTICE. FOR REMOVAL OF GRIEVANCES. FULL TIME JUDGES SHOULD BE APPOINTED IN THE LABOUR JUDICIARY ON LONG TERM BASIS.
5. PERSONAL PRESENCE OF ACTUAL EMPLOYER IS MUST TO MAKE THE DIALOGUE SUCCESSFUL. THE MANAGERS DO NOT HAVE AUTHORITY TO MAKE DECISIONS.
6. FEUDAL MINDSET OF EMPLOYERS WHO DO NOT RECOGNIZE WORKERS AS EQUAL PARTNERS IS A GREAT BARRIER.
7. PROPER REGISTRATION OF THE GENUINE TRADE UNIONS BE MADE POSSIBLE.
8. MEETINGS OF THE TRIPARTITE BODIES SHOULD BE HELD AT REGULAR INTERVALS.
9. EVEN SEPARATE LABOUR JUDICIARY BE ESTABLISHED.
10. PUNJAB INDUSTRIAL POLICIES BE REVIEWED AND DISCUSSED IN TRIPARTITE FORUM.
11. STRENGTHENING THE LABOUR DEPARTMENT FOR EFFECTIVE IMPLEMENTATION OF LABOUR LAWS.
12. TO EXTEND LABOUR LAWS TO AGRICULTURE AND INFORMAL SECTORS AS WELL.

GLIMPSES OF WORKSHOP

Inaugural Session



Group Work



Technical Sessions were addressed by eminent experts



Appendix-A

Response to the Activities-2004

Below are given the excerpts from letter written by various individuals, who benefited from the information training and advisory services provided by CIWCE in 2004

We are from Loss Prevention Association of India Ltd., a not-for-profit twenty-five-year old safety organisation in India sponsored by the public sector general insurance companies. Would like to collaborate with you in promoting the cause of safety in Pakistan. We have developed excellent safety educational products. For more info you may please log on to www.lpaindia.org.

K A Manavalan
Loss Prevention Association, India

I am health, safety and environment incharge o in my enterprise and my colleagues want to attend the courses organized by CIWCE. Please let me know the schedule for 2004.

Mr. Zaka Ur Rehman
Tchno Engineering PVT LTD.

I am looking for your help for the ChemCon (conference on world-wide chemical control) in Berlin to be held in May, 2004. I am busy preparing several papers for the delegates, one of which is on Pakistan. Attached is my current brief. You informed me last year that the government is working on a single Occupational Health and safety Law. Has this been presented yet. I would be very grateful for any other information, or changes you could provide for my paper.

Mr. John Moore
Regulatory Manager
Avecia Ltd, UK.

Please let me know of the details of your institute and what trainings & courses your institute is currently offering for HSE professionals..

Mr. Amir Iqbal

HSE Officer
Oil & Gas Explorlation Company Cracow Ltd.

Can you pl. keep me in your mailing list for any environment related courses that will be held in Karachi

Mr. Haroon Tabani
Safety Manager
Hub Power Station

We are developing and vending a software package on the international Chemical law, called ChemGes EB. As we are very interested to extend our databases, we would like to ask, if there is a Threshold Limit Value list available for Pakistan

o.i. Evelynne Schillab
DR Software GmbH
Austria

I am Civil Engineering graduate of Mehran University of Engineering and Technology, Jamshoro, Pakistan. Now I am studying towards Master of Civil Engineering Degree at University of Toronto, Canada. I am working on a class project "Safety Standards in Construction". I wanted to get some information regarding CIWC&E. I need to include this information in my project as I have to make a comparison of safety standards practiced in Canada with those practiced in Pakistan.

Mr. Ishtiaque Tunio
MENG (Civil Engineering)
University of Toronto Canada

We would request the assistance CIWCE in holding a training course on OHS in tanneries at the Cleaner Production centre of EPB in Sialkot

Mr. Muhammad Javaid Cheema
Manager
National Environmental Consulting (Pvt) Ltd Lahore

I would be interested in knowing about courses that you are going to run at the Centre this year. I am looking for some good courses for my clients and this information will be of assistance to me.

Mr. M Y Qureshi
HSE Consultant

I am working for an American company and we are building an LPG plant and will also operate it for 5 years. I have come to know of the contribution of CIWCE in HSE. I would like to attend courses regarding LPG.

Dr. Atif Ahmad Jan
HSE Supervisor
The Hanover Company
Jamshoro

We are an apparel buying house. We would like start initiatives on HSE with the help of CIWCE in the industrial units from which we are sourcing our products..

Mr. Kashif Izhar
Director QA & CRC
Matrix Sourcing, Lahore

I work for the Systems & HR Department Sapphire, one of the largest textile group of Pakistan. Our department is responsible for development and implementation of health and safety and environmental plans through out our group. We have some of your publications, which are very informative. Please send me list of your all publications and other facilities provided by CIWCE

Mr. Shahzad Quamar
Systems & HR
Sapphire-Lahore

I shall appreciate receiving surveys regarding child labour in Football Industry, Surgical Industry , Brick kiln and Auto Workshops in Sialkot carried out by your organization

Mr. Manzar Badar Alam
Project Manager, CSDO
Sialkot Chamber of Commerce & Industry

I am studying occupational health psychology. I need information about the legislation related to safety and health in Pakistan. I have visited the website of

CIWCE which was quite informative. I shall appreciate your help with my research.

Ms. Maliha Latif.

Student

Institute of Work Health and Organizations

University of Nottingham-UK

We have been asked to conduct a thorough working environment assessment (based on safety and well being) that includes ambient environment (noise, illumination, etc); work analysis; design (control room, workspace, etc); organizational culture (communication, etc) for a facility in Pakistan including a gas processing facility and office headquarters). What are the regulations that apply to working environment in Pakistan? In addition, what working environment regulations apply to the oil and gas industry?

Dr.Nalini Suparamaniam-Kallerdahl, Ph.D, Consultant

Det Norske Veritas (DNV)

Safety, Health and Environment (SHE) Consultancy Management

Norway

We are working for the certification of OHSAS 18001. We found from your website that very valuable OSH training and information materials are prepared by your organisation. We shall appreciate if you can send a copy of these to us.

Ms. Razia Zahid

Management Representative

Searle Pakistan Limited

Karachi

It was great pleasure to know you and work with you for a few days in conjunction with the workshop on Tripartism and Social Dialogue I thank you and your staff again for kind collaboration given to me during the mission.

Pong-Sul Ahn

Sr. Specialist on Workers Activities,

ILO, New Delhi

I appreciate your dedicated efforts to develop OSH in your country. Hopefully you will be able to provide us with information on your activities to reflect them in our reports as your centre is collaborating with WHO until the official accreditation. The news regarding the training hostel sounds excellent. Also, I greatly

recommend you to approach the WHO Office to coordinate with them the implementation of some activities or at least to participate in some of them.

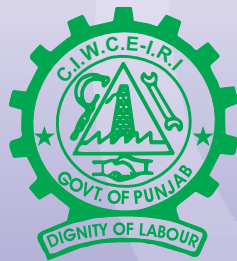
Dr. Said Arnaout
Regional Adviser
Health of Special Groups
WHO/EMRO, Cairo-Egypt

We are carrying out a study on labour productivity in car garage enterprises. This study is sponsored by the ILO-Geneva. Dr Frank Hagemann (ILO Geneva H.O) and Dr Peter Dorman are directly engaged in this study. We find that your study on car garage to be of great interest and would a very helpful reference for us. We request you to kindly forward us a copy of the the studies you have carried out in Lahore and Sialkot

Ms. Karen Sherry
Institute of Human Development
New Delhi-India

I thank you for your annual report 2003. I am proud, that I played some role in the establishment of the CIWCE, which is now, thanks to your devotion, experience, technical qualification and managerial capacities playing an important role in the improvement of safety and health of the Pakistani workers and thanks to the creation of the Child Labour Resource Center intensifying the protection of working children and contributing to the eradication of hazardous forms of child labour with the ultimate goal to combat the child abuse. I wish you and your colleagues good luck and I congratulate you to the excellent results you achieved.

Dr Jan Sedlak
Geneva Switzerland



Centre for the Improvement of Working Conditions & Environment
Township (Near Chandni Chowk), Lahore - Pakistan.
Phone: (042)99262145, Fax: (042)99262146
Email: awosh@brain.net.pk
www.ciwce.org.pk

Designed by: **SHAHKAR** 042-7539423, 0314-4093423