ANNUAL REPORT
OF ACTIVITIES -2005

Centre for the Improvement of Working Conditions & Environment Lahore

Industrial Relations Institute Lahore

Labour & Human Resource Department
Government of Punjab
ANNUAL REPORT OF ACTIVITIES
2005

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

It gives me immense pleasure to introduce Annual Report for 2005 of Centre for the Improvement of Working Conditions and Environment, (CIWCE) Lahore. This is the focal institution within the Labour and Human Resource Department, 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 it in reducing the toll of accidents and diseases at the workplaces.

The year 2005 will be remarkable in the history of the CIWCE and the Labour and Human Resource Department, as the CIWCE was declared the winner of prestigious Tech Award of Innovation benefiting Humanity by the Tech Museum in San Jose California USA. It also won the top cash prize of US$ 50000 for being the best of the best in its category of awards. This Award and its background has been extensively covered in this report.

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. Major development schemes have been started. 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 or 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.

**Hassan Nawaz Tarar**  
Secretary  
Labour & Human Resources Department  
Government of the Punjab
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 Organisation\(^1\), 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

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

The Centre for the Improvement of Working Conditions & Environment (CIWCE), 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 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.

### Activities-2005

CIWCE wins prestigious Tech Award of Innovations for Technology benefiting Humanity.

This has been a remarkable year in the history of CIWCE. On November 09, 2005 the Tech Museum of Innovations based in San Jose California USA gave away the highly prestigious Tech Award for Innovations benefiting Humanity for the year 2005. For the first time in the history of this Award a Pakistani, Mr. Saeed Awan Director of Centre for the Improvement of Working Conditions & Environment (CIWCE) Lahore was declared as the Laureate. He was also declared as the best Laureate of all in his category and also received a cash prize of US$ 50000. An international panel of judges from Santa Clara University in California carefully reviewed nominations from 80 countries for over 560 innovations and selected the work of Mr. Saeed Awan. Among the other winners were top US and European academic and business entities and inventors including MIT, AMD, Oxford University Orasure. It was appreciated here a lot that an organization from government sector with no budget at all had won the award.
Mr. Saeed Awan receiving the Tech Award from Mr. Gordon Yamate Vice President of Knight Ridder Inc.
looms and working environment controls were installed in thirty workplaces in the districts of Sheikhupura, Gujranwala and Hafizabad. The Government of Punjab has already adopted this loom as a tool to tackle rural poverty, eliminate debt bondage in carpet production and to empower the poor rural women. A proposal to supply 6000 ergonomic looms and associated OSH controls on soft loan conditions is being considered by the government. This loom has potential to change the lives of millions of carpet weavers in India, Nepal, Afghanistan Iran, Morocco and elsewhere. Many American organizations and corporations have pledged their support to the activities of Mr. Awan and are have asked him to work out more innovative ideas where technology can use the human suffering.

The news of the award Mr. Awan’s Award was prominently carried by the media including TV, newspapers and websites in California and elsewhere in the USA.

Earlier the Chief Minister of Punjab Chaudhry Pervaiz Elahi

A number of projects and schemes are being worked out for the promotion of this loom. The Punjab Small Industries Corporation with the collaboration of Pakistan Carpet Manufacturers and Exporters Association (PCMEA) is contemplating a major project for provision of 12000 looms to the workers in Punjab. This imitative is intended to promote
better productivity, standardisation of designs to boost exports of the carpets. The Labour & Human Resource Department Punjab also intends to provide 1000 looms on soft loan conditions to the rural carpet weavers particularly the women. This move is aimed at encouraging the adult workers to take up the work presently being done by child workers, improve health and productivity of adult carpet weavers, to eliminate coercion and bonding of the carpet weaving families by the contractors and enhance the skills of rural workers specially women so they can earn more by using their skills.
Vaterless toilet, new loom, solar power system honored

San Jose tech awards pick innovations with potential for good

By Matthias Yi
Chronicle Staff Writer

An ergonomic carpet-wearing loom that discourages the use of child labor and an environmental-friendly toilet system that can turn waste into fertilizer were two of the ideas honored Wednesday for using technology to improve the human condition.

"Three billion people, that's half of the Earth's population, do not have access to fresh water and sanitation. My mission is to take this to those poor areas," said Brian La Trobe, a South African scien
tist behind the Eviwe Loft sanitation system.

He was one of five winners of this year's Tech Museum Awards, an annual contest that seeks to recognize those who have innovative ideas to help humanity.

La Trobe's Eviwe Options Ltd. was one of more than 500 organizations that were nominated to win a share of $150,000 prize. He was among the 25 finalists -- first in each of the five categories -- who were invited to the Tech Museum in San Jose this week to show off their projects.

"A lot of my early research was on ways to treat water and how waste can be used as a resource of energy," said La Trobe, a former industrial chemist for General Motors who later quit to become a dentist.

His work was done on the side as "a master researcher affiliated with the Rhodes University in South Africa," he said.

La Trobe's toilet system first drown urine in separate tank, while the solid waste is moved to a composting set.

South African waterless toilet turns waste into fertilizer

"The goal is for all of the poor families to have this new loom," Anaw said. "But also, we hope to combat exploitation of child labor." In addition, the ergonomic design has led to reduced production, he said. So far, he has seen production increase by at least 30 percent and by as much as 100 percent in some cases, he added.

Anaw hopes this loom design can be used outside Pakistan. His partner has also made contacts in Nepal, where the loom design will probably be licensed, he said.

Geoffrey Boxer, one of the judges of the awards, said two key factors in judging the winners are the product's sustainability and its potential for being scaled to make a much bigger impact.

"We're not after the highest technology solution but innovative use of technology," said Boxer, executive director of the Center for Science, Technology and Society at Santa Clara University.

The other three winners were: Setso Solar Light Pvt. Ltd. of Bangalore, India, which has developed an innovative solar power system that provides electricity in rural homes; the Massachusetts Institute of Technology's OpenCourseWare, a Web site that posts the university's course work, including syllabi, lectures and exams, and which can be accessed for free; and Hisdemic Team from Cuba and Canada has found a synergetic vaccine against bacteria that can cause meningitis and pneumonia.

Brian La Trobe of South Africa, chairman of Eviwe Options Ltd., explains how his company's waterless sanitation system operates.

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closed container outside using a conveyor belt. There, the waste is dehydrated by using heat from sunlight and a ventilation system that pipes in wind. The existing bacteria are killed, and what's left is fertilizer, he said. No water or chemicals are required.

Eviwe has found customers even in vacation houses in Tisara, Colombo, but La Trobe's real desire is to make the system available in poor areas. He said, "For now, the system has been installed in a number of countries including South Africa, Botswana, Mozambique, Ghana, India, Greece and Brazil."

Another winner was the Centre for the Improvement of Working Conditions & Environment, a government-funded project in Lahore, Pakistan, that designed an ergonomic loom for carpet weavers.

The rugs are made mostly in poor rural areas, where some 1.3 million lives are dependent on the industry, said Saad Ahem, director of the center. The problem is that the traditional looms force workers, who are 80 percent female and 69 percent children, to make the carpets sitting on the floor in an uncomfortable posture that causes backaches and even bone deformities, he said.

Among other improvements, the metal frames have replaced heavy metal chains that often come loose and hit workers in the face, Awan said. Also, the new design requires workers to sit on a bench rather than sitting on the floor, which encourages better posture. "He also means that young children cannot work on the looms, because they can't reach the foot pedal that operates the machine."
Genesis of the Ergonomic Loom, which won the Award

ILO-PEC with the help of US Department of Labor has started a major project for the elimination of child labour from this sector through education of carpet weaving children and empowering their families. Under this project around 24000 working children from carpet sector and their siblings have been enrolled at non formal education centres.

Health and Safety Problems of Carpet Weavers

A study by Centre for the Improvement of Working Conditions & Environment of the Punjab Labour Department revealed that carpet weavers suffer from frequent health problems related to pains of hands and joints as well as respiratory ailments. Bad working posture, long working hours and poor work environment was found to be the major cause of their health problems. Low productivity and earnings of which due to hygiene work and health problems was a major contributing factor for engaging children in this sector.
Carpet loom is a major cause of health problems & low productivity amongst carpet weavers.

Women and girls are more vulnerable to pain and back pain.

The heavy metal chain can come loose from its position and lash the face of weavers during tightening of the finished carpet causing grave facial injuries.

The genesis of a new ergonomically designed loom

It is portable and can be rearranged in the workers' comfort. There is a rent and optional arm rest.
The wooden rod for changing warp side has been eliminated and replaced by a locking gear, thus no head injuries are caused.

For winding of finished carpet, manual handles, levers and gears have been provided which do not cause any injuries during carpet winding.

The families have been provided with dust masks, first aid kits and training on the use of the new loom.

The carpet weaving families, contractors and community leaders were informed through an awareness campaign. They were made aware of the health and safety risks faced by carpet weaving children and were introduced to the benefits and practical methods for reduction of hazards.
Hostel for Trainees of CIWCE & IRI in final stages of Construction

As was reported in earlier Annual reports, 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. There have been delays in completion of the hostel mainly due to addition of more facilities. The cost of project has also escalated to Rs. 17.335 million from the original envisaged cost of Rs 14.721million. The construction of hostel is likely to be completed by the end of April, 2006. 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.
Initiative launched for Capacity Building of Labour & Human Resource Department to meet the globalization Challenges

Due to the globalization of the world trade, there is an increasing trend for adopting uniform labour, social environmental, safety and health standards in the world. The companies which achieve these standards (like ISO 9000, 14000, SA-8000, OHSAS-18001)) gain advantages in the trade. A project has been launched with the aim to build capacity of the CIWCE & IRI to play effective role in promoting the knowledge and awareness in the local industry and other stakeholders about global labour, social, environmental, occupational safety & health and quality related standards. This scheme has following major objectives:

**Capacity Building:**

- Hiring of consultancy firms for holding lead auditor courses for the training of the existing officers of CIWCE/IRI and selected officers from Labour Department on global standards related to social compliance, health, safety, quality and environment.
Getting the training and laboratory services of CIWCE & IRI necessary certifications of quality and accreditation (e.g., ISO 9000 & 17025)

Preparation of user-friendly training and awareness materials on global standards related to social compliance, health, safety, quality and environment and its dissemination in the industries through on-site training courses.

**Facilities**

- Provision of transport (mobile training unit) at IRI to be used for holding on-site training courses.
- Provision of books, journals, CD-ROMs and audio-visual materials on global standards related to social compliance, health, safety, quality and environment.

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**Project for Construction of Auditorium/Conference Hall & Residential facilities at CIWC&E and IRI at Lahore approved**

After the hostel two other major infrastructure facilities are being added at CIWCE and IRI. Conference Hall/auditorium is essential for CIWCE & IRI to hold large scale events like provincial, national and even international conferences, seminars, training courses, exhibitions etc. The facility once built can also hold events with the collaboration of other organizations specially trade unions, industrial enterprises, NGOs, line govt. departments and international agencies like ILO. This will be the first such facility in the Labour Department Punjab.

The residential facilities for the essential staff of CIWCE & IRI will provide much needed impetus and value addition to the services and facilities provided by these institutions. These facilities will help in using the full potential of existing facilities by operating them on a sustainable basis. In the long term these facilities will make the CIWCE & IRI self-sustaining institutions.

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**Major facilities for assessment of occupational and general environment added**

During the last two years the Government provided Rs. 19.65 million to CIWCE 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. As a
result of this addition our capacity to undertake occupational hygiene and environmental assessment has been enhanced remarkably. An overview of the specific tests we are now capable of performing is given next:

**Working environment and occupational health testing facilities now available at CIWCE**

<table>
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<tr>
<th>S. #</th>
<th>Type of Hazard</th>
<th>Tests Available</th>
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<tr>
<td>1.</td>
<td>Noise</td>
<td>Noise level survey</td>
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<td></td>
<td>Noise dosimetry</td>
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<td>Octave band analysis</td>
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<td>2.</td>
<td>Heat Stress</td>
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<td></td>
<td>Humidity surveys</td>
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<td>3.</td>
<td>Lighting</td>
<td>Lighting survey</td>
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<td></td>
<td></td>
<td>UV light survey</td>
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<td>4.</td>
<td>Ventilation</td>
<td>All ventilation related parameters pertaining to general ventilation and local exhaust testing:</td>
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<tr>
<td></td>
<td></td>
<td>▪ air velocity</td>
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<td></td>
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<td>▪ temperature</td>
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<td></td>
<td></td>
<td>▪ volumetric</td>
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<td>▪ flowrate</td>
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<td></td>
<td></td>
<td>▪ static pressure</td>
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<td></td>
<td></td>
<td>▪ Pitot tube readings</td>
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<td></td>
<td></td>
<td>▪ Humidity</td>
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<td></td>
<td></td>
<td>▪ dew point</td>
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<td></td>
<td></td>
<td>▪ wet bulb temperature</td>
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<td></td>
<td>▪ heat flow</td>
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<td>5.</td>
<td>Dust exposure</td>
<td>Personal dust exposure monitoring (gravimetric)</td>
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<td></td>
<td>Real time aerosol concentration for dust, fumes and mists including max, min, average, elapsed time, PM-2.5-10, and TWA</td>
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<td>Toxic gases &amp; vapours through colour detection tubes. Following gases/vapours can be detected:</td>
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<tr>
<td></td>
<td></td>
<td>1. Acetaldehyde</td>
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<td></td>
<td></td>
<td>2. Acetic acid</td>
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<td></td>
<td></td>
<td>3. Acetone</td>
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<td></td>
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<td>4. acid mist</td>
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<td></td>
<td></td>
<td>5. Acrylonitrile</td>
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<td></td>
<td></td>
<td>6. Alcohol</td>
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<td></td>
<td></td>
<td>7. Amines</td>
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<td></td>
<td></td>
<td>8. Ammonia</td>
</tr>
</tbody>
</table>
9. Benzene  
10. carbon dioxide  
11. carbon monoxide  
12. carbon tetrachloride  
13. chlorine,  
14. Cyclohexane  
15. Ethyl acetate  
16. Ethylene  
17. ethylene glycol  
18. Formaldehyde  
19. formic acid  
20. Hydrocarbons  
21. hydrochloric acid  
22. hydrogen sulfide  
23. Nitrous fumes  
24. Oil mist  
25. Ozone  
26. Phenol  
27. sulfur dioxide  
28. sulfuric acid  
29. Toluene  
30. Trichloroethylene

<table>
<thead>
<tr>
<th>Toxic chemicals and gases with facility to measure in confined spaces. Following parameters can be measured:</th>
</tr>
</thead>
</table>
| 1. Oxygen  
2. Flammable gas/methane  
3. Nitric Oxide  
4. Nitrogen Dioxide  
5. Hydrogen Sulphide  
6. Ammonia  
7. Flammable Gases LEL (0 – 100%)  
8. Chlorine  
9. Carbon Monoxide  
10. Carbon Dioxide  
11. Formaldehyde |

<table>
<thead>
<tr>
<th>Toxic gases/vapours though ambient air analyzer. Following parameters can be monitored in the workplace air:</th>
</tr>
</thead>
</table>
| 1. ACETALDEHYDE  
2. ACETIC ACID  
3. ACETONE  
4. ACETONITRILE  
5. ACETOPHENONE  
6. ACETYLENE  
7. ACRYLONITRILE  
8. AMMONIA  
9. ANILINE |
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<td>BENZALDEHYDE</td>
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<td>11.</td>
<td>BENZENE</td>
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<td>12.</td>
<td>1,3 BUTADIENE</td>
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<tr>
<td>13.</td>
<td>1,3 BUTADIENE</td>
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<td>14.</td>
<td>BUTANE</td>
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<td>CARBON DISULFIDE</td>
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<td>22.</td>
<td>CELLSOLVE</td>
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<td>23.</td>
<td>CELLSOLVE ACETATE</td>
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<tr>
<td>24.</td>
<td>CHLOROBENZENE</td>
</tr>
<tr>
<td>25.</td>
<td>CHLOROBROMOMETHANE</td>
</tr>
<tr>
<td>26.</td>
<td>CHLOROFORM</td>
</tr>
<tr>
<td>27.</td>
<td>M-CRESOL</td>
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<tr>
<td>28.</td>
<td>CUMENE</td>
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<td>29.</td>
<td>CYCLOHEXANE</td>
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<tr>
<td>30.</td>
<td>CYCLOHEXANE</td>
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<tr>
<td>31.</td>
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<td>32.</td>
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<tr>
<td>33.</td>
<td>DESFLURANE</td>
</tr>
<tr>
<td>34.</td>
<td>DESFLURANE</td>
</tr>
<tr>
<td>35.</td>
<td>M-DICHLOROBENZENE</td>
</tr>
<tr>
<td>36.</td>
<td>P-DICHLOROBENZENE</td>
</tr>
<tr>
<td>37.</td>
<td>1,1-DICHLOROETHANE</td>
</tr>
<tr>
<td>38.</td>
<td>1,2-DICHLOROETHYLENE</td>
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<tr>
<td>39.</td>
<td>DICHLOOROETHYLETHER</td>
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<tr>
<td>40.</td>
<td>DIETHYLAMINE</td>
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<tr>
<td>41.</td>
<td>DIMETHYLACETAMIDE</td>
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<td>42.</td>
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<tr>
<td>43.</td>
<td>N,N-DIMETHYLFORMAMIDE</td>
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<td>44.</td>
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<td>45.</td>
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<td>46.</td>
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<td>48.</td>
<td>ETHYLACETATE</td>
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<tr>
<td>49.</td>
<td>ETHYL ALCOHOL</td>
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<tr>
<td>50.</td>
<td>ETHYL BENZENE</td>
</tr>
<tr>
<td>51.</td>
<td>ETHYL CHLORIDE</td>
</tr>
<tr>
<td>52.</td>
<td>ETHYL ETHER</td>
</tr>
<tr>
<td>53.</td>
<td>ETHYLENE</td>
</tr>
<tr>
<td>54.</td>
<td>ETHYLE LACTATE</td>
</tr>
<tr>
<td>55.</td>
<td>ETHYLENE</td>
</tr>
<tr>
<td>56.</td>
<td>ETHYLENE DICHLORIDE</td>
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<tr>
<td>57.</td>
<td>ETHYLENE OXIDE</td>
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</table>
58. FORMALDEHYDE
59. FORMIC ACID
60. HALOCARBONS (CHLOROFORM)
61. HYDROCARBONS (HEXANE)
62. HYDROCARBONS (METHANE)
63. Halothane
64. Heptane
65. n-Hexane
66. Hydrazine
67. Isobutene
68. Isopropyl alcohol
69. Isopropyl ether
70. Methane
71. Methyl acetate
72. Methyl acrylate
73. Methyl alcohol
74. Methyl cellosolve
75. Methyl cellosolve acetate
76. Methyl chloride
77. Methyl chloroform
78. Methyl ethyl ketone
79. Methyl ethyl ketone
80. Methyl isobutyl ketons
81. Methyl methacrylate
82. Methyl methacrylate
83. Methylacetylene
84. Methylamine
85. Methylene chloride
86. Nitrogen trifluoride
87. Nitrous oxide
88. Octane
89. Pentane
90. Perchloroethylene
91. Pgmex
92. Phosgene
93. Propane
94. n-Propanol
95. Propylene oxide
96. Pyridine
97. Trichloromonofluoromethane
98. Trichlorotrifluoroethane
99. 1,2-dichlorotetrafluoroethane
100. 1,2-dichlorotetrafluoroethane
101. Dichlorodifluoromethane
102. 1,1,1,2-tetrafluoroethane
103. Bromotrifluoromethane 1,1-dichloro-1-
fluoroethane
104. 1,1,1-trifluoroethane
105. 1,1-difluoroethane
106. Dichlorofluoromethane
107. Dichloropentafluoropropane
108. Sevoflurane
109. Styrene
110. Sulfur dioxide
111. Sulfur hexafluoride (c)
112. Sulfuryl fluoride
113. Tetrahydrofuran
114. Toluene
115. 1,1,2-trichloroethane
116. 1,1,2,2-tetrachloroethane
117. Trichloroethylene
118. Trichloroethylene
119. Vinyl acetate
120. Vinyl chloride
121. Vinylidene chloride
122. Xylene

7 Waste water analysis
Following parameters can be measured with state of the art equipment:
- BOD
- COD
- pH
- Conductivity
- TDS
- Turbidity
- Toxic metals
- AOX
- Chloride
- Chromium
- Cyanide
- Fluoride
- Nitrite
- Phosphate
- Hardness
- Sulfate
- Sulfite
- TOC
- Arsenic
- Barium
- Calcium
- Cadmium
- Chromium
- Cobalt
- Copper
- Iron
- Lead
- Magnesium
- Manganese
- Mercury
- Nickel
- Potassium
| 8  | Stack/Flue gas analysis | Analysis and real-time measurement of following stack-gas parameters:  
- Stack/Flue gas temp  
- O₂  
- CO₂  
- NOx  
- NO  
- NO₂  
- CO  
- SO₂  
- Gaseous combustibles/HC (CH₄)  
- Combustion efficiency  
- Excess air |
| 9  | Audiometric testing     | Onsite test of hearing of workers exposed to excessive noise (a test recommended for workers exposed to 85 dBA noise level and above).  
Pure tone, warble and speech by AC, BC and free field |
| 10 | Pulmonary function testing | Onsite facility to conduct pulmonary function test (recommended for workers potentially exposed to dust and chemical agents in workplace which may harm the lungs. Parameters computed include:  
FVC, FIVC, RV, TLC, RV/TLC, FRC, FEV₁/FVC, FEF 25/50/75%) |

A description of the major equipment used for these tests 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 stored in 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 NOx, SOx, CO, CO₂, SO₂. It also computes combustion efficiency and related parameters.

Training and Education-2005

Training and Educational literature on occupational safety and health developed

A hallmark of CIWCE’s activities has always been the expertise to develop user friendly training and awareness materials. As the literacy level of workers in Pakistan is low, it is important to prepare training materials which suit to the needs of most workers. Keeping this in view a series of pocket books on different aspects of safety and health were prepared. Also a catalogue of materials available at CIWCE was developed.

A photo gallery of training and awareness materials developed during 2005 is presented below:
Booklets
Safety Signs
Posters
Activities of 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 2005. 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. A special campaign was carried out for promotion of occupational safety and health in small scale surgical instruments manufacturing workshops in Sialkot.

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

Glimpses of crash training programme on occupational health and safety for the surgical instruments workshops in Sialkot
The details of training sessions held by the mobile training unit during 2005 is given below:

### Details of awareness workshops held for workers in surgical instruments industry in Sialkot

<table>
<thead>
<tr>
<th>Sr.#</th>
<th>Date</th>
<th>Location</th>
<th>No. of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>01-10-05</td>
<td>Bonkan</td>
<td>40</td>
</tr>
<tr>
<td>2</td>
<td>01-10-05</td>
<td>Bhaneywali</td>
<td>34</td>
</tr>
<tr>
<td>3</td>
<td>03-10-05</td>
<td>Kotli Loharan East</td>
<td>40</td>
</tr>
<tr>
<td>4</td>
<td>03-10-05</td>
<td>Sahowali</td>
<td>37</td>
</tr>
<tr>
<td>5</td>
<td>04-10-05</td>
<td>Samberial (Qila)</td>
<td>45</td>
</tr>
<tr>
<td>6</td>
<td>04-11-05</td>
<td>Samberial (Alleywali)</td>
<td>34</td>
</tr>
<tr>
<td>7</td>
<td>15-11-05</td>
<td>Kotli Loharan West</td>
<td>37</td>
</tr>
<tr>
<td>8</td>
<td>15-11-05</td>
<td>Lalpur</td>
<td>55</td>
</tr>
<tr>
<td>9</td>
<td>16-11-05</td>
<td>Murad pur (Marala Road)</td>
<td>26</td>
</tr>
<tr>
<td>10</td>
<td>16-11-05</td>
<td>Gohad pur (Marala Road)</td>
<td>29</td>
</tr>
<tr>
<td>11</td>
<td>17-11-05</td>
<td>Bonkan</td>
<td>41</td>
</tr>
<tr>
<td>12</td>
<td>17-11-05</td>
<td>Muhammad pura</td>
<td>40</td>
</tr>
<tr>
<td>13</td>
<td>29-11-05</td>
<td>Adalat Garha</td>
<td>37</td>
</tr>
<tr>
<td>14</td>
<td>29-11-05</td>
<td>Adalat Garha</td>
<td>43</td>
</tr>
<tr>
<td>15</td>
<td>30-11-05</td>
<td>Muzzafar pur</td>
<td>32</td>
</tr>
<tr>
<td>16</td>
<td>30-11-05</td>
<td>ELMAD factory</td>
<td>40</td>
</tr>
<tr>
<td>17</td>
<td>30-11-05</td>
<td>Ugoki</td>
<td>43</td>
</tr>
<tr>
<td>18</td>
<td>05-12-05</td>
<td>Charind</td>
<td>60</td>
</tr>
<tr>
<td>19</td>
<td>05-12-05</td>
<td>Hundle</td>
<td>46</td>
</tr>
<tr>
<td>20</td>
<td>06-12-05</td>
<td>Boath</td>
<td>27</td>
</tr>
<tr>
<td>21</td>
<td>06-12-05</td>
<td>Daska</td>
<td>48</td>
</tr>
<tr>
<td>22</td>
<td>07-12-05</td>
<td>Gujar Town</td>
<td>27</td>
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<td>23</td>
<td>07-12-05</td>
<td>Rahim pur</td>
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<td>24</td>
<td>21-12-05</td>
<td>Gadgore</td>
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<td>25</td>
<td>21-12-05</td>
<td>Chawinda</td>
<td>34</td>
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<tr>
<td>26</td>
<td>22-12-05</td>
<td>Miana pura</td>
<td>45</td>
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<tr>
<td>27</td>
<td>22-12-05</td>
<td>Gunna Kalan (Rajkot)</td>
<td>41</td>
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<tr>
<td>28</td>
<td>27-12-05</td>
<td>Gattu Rora</td>
<td>46</td>
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<tr>
<td>29</td>
<td>28-12-05</td>
<td>Ugoki</td>
<td>38</td>
</tr>
<tr>
<td>30</td>
<td>28-12-05</td>
<td>Targa</td>
<td>50</td>
</tr>
<tr>
<td>31</td>
<td>29-12-05</td>
<td>Small Industrial Estate</td>
<td>36</td>
</tr>
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</table>
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. The organizations where specialized training workshops were held in the year 2005 is given below:

*Name of Enterprises where training workshops were held in 2005*

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Date</th>
<th>Name</th>
<th>No. of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>21/4/05</td>
<td>Ittehad Labour Union Lahore</td>
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<tr>
<td>2.</td>
<td>11/4/05</td>
<td>PITAC Lahore</td>
<td>22</td>
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<tr>
<td>3.</td>
<td>22/4/05</td>
<td>ICI Khewra Jhelum</td>
<td>54</td>
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<tr>
<td>4.</td>
<td>3/5/05</td>
<td>Haleeb Foods Limited Bhai Pheru</td>
<td>23</td>
</tr>
<tr>
<td>5.</td>
<td>10/6/05</td>
<td>Standard Hosiery Kot Lakhpat Lahore</td>
<td>48</td>
</tr>
<tr>
<td>6.</td>
<td>9/6/05</td>
<td>National Chip Board Kala Shah Kaku</td>
<td>13</td>
</tr>
<tr>
<td>7.</td>
<td>12/6/05</td>
<td>Geo Furnishers G. T. Road Gujrat</td>
<td>9</td>
</tr>
<tr>
<td>8.</td>
<td>13/6/05</td>
<td>Khatoon Soap (Pvt.) Ltd Kala Shah Kaku</td>
<td>10</td>
</tr>
<tr>
<td>9.</td>
<td>14/6/05</td>
<td>Decent Plywood Factory Kala shah Kaku</td>
<td>8</td>
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<tr>
<td>10.</td>
<td>15/6/05</td>
<td>National Plywood Works Lala Musa Gujrat</td>
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<tr>
<td>11.</td>
<td>16/6/05</td>
<td>Badar-313 Maize Product Ghakhar Mandi</td>
<td>57</td>
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<tr>
<td>12.</td>
<td>20/6/05</td>
<td>Lakson Tobacco Qadirabad Sahiwal</td>
<td>15</td>
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<tr>
<td>13.</td>
<td>21/6</td>
<td>Mehtab Foods (Pvt.) Ltd. Sahiwal</td>
<td>07</td>
</tr>
<tr>
<td>14.</td>
<td>22/6</td>
<td>Okara Textile Mills G.T Road Okara</td>
<td>12</td>
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<tr>
<td>15.</td>
<td>23/6</td>
<td>Mitchells Fruite farms Renala khurd</td>
<td>10</td>
</tr>
<tr>
<td>No.</td>
<td>Date</td>
<td>Company/Location</td>
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<td>----------------------------------------------</td>
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</tr>
<tr>
<td>16.</td>
<td>24/6/05</td>
<td>Technical Education &amp; Vocational Training Authority Sara-i-Alamgir</td>
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<tr>
<td>17.</td>
<td>25/6</td>
<td>Nawab Paper and Board mills Jhlem</td>
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<tr>
<td>18.</td>
<td>27/6</td>
<td>Coca Cola Beverages Peshawar Road Rawalpindi</td>
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<tr>
<td>19.</td>
<td>28/6</td>
<td>Murree Brewery Beverages Ltd Rawalpindi</td>
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<tr>
<td>20.</td>
<td>29/6</td>
<td>Lakson Tobacco Co Mandra Rawalpindi</td>
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<tr>
<td>21.</td>
<td>30/6</td>
<td>Kohinoor Textile Mills Rawalpindi</td>
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<tr>
<td>22.</td>
<td>01/07</td>
<td>AWC Hassanabadaal</td>
<td></td>
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<tr>
<td>23.</td>
<td>01/07</td>
<td>Sabro Air Conditioners Islamabad</td>
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<tr>
<td>24.</td>
<td>01/08/05</td>
<td>AWC Hassanabadaal</td>
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<tr>
<td>25.</td>
<td>09/08/05</td>
<td>ICI Khewra</td>
<td></td>
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<tr>
<td>26.</td>
<td>04/10/05</td>
<td>Ittehad Labour Union</td>
<td></td>
</tr>
</tbody>
</table>

**CIWCE assists Octara in holding a Conference on “New Horizons on Occupational Safety and Health”**

On November 24, 2005 a one-day conference on “New Horizons on Occupational Safety and Health” was held in Karachi. Octara is an independent business unit of TCS Private Limited. It specializes in event management, publications, marketing and corporate services. It is serving the corporate, government and NGO sectors in Pakistan and the UAE.

**Schedule of the Conference**

08:00 am  Registration & morning tea
09:00 am  Opening and Welcome Remarks - Jamil Janjua, CEO TCS Int. Business

**Session 1**

**New Horizons on OHSE**

09:10 am  **Corporate Social Responsibility: An International Imperative**
Keynote Address *Mr. Leonard Sassano - Executive Director, IAPA*

10:10 am  **Management perspectives on OHSE**
Presentation *Mr. Asad Umar - President, Engro Chemical Pakistan Ltd.*
State initiatives in regulating effective OHSE systems
Presentation Mr. Saqib Mohiuddin - Chief, NPO, MoIP&SI

Session 2
OHSE Management - National and Global Perspectives

OHSE in Pakistan - Where do we stand
Presentation Dr. Juerg Rueede - Regional Manager, SGS SA

Communicating the Safety Message - From Theory to Reality
Presentation Mr. Saeed Awan - Director, CIWE, Govt. of Punjab

The People's Voice - Perspectives from Labor and Communities
Presentation Mr. Karamat Ali - Executive Director, PILER

Session 3
Breaking Boundaries - Practical Measures

Vehicle and Road Safety
Presentation Mr. Zafar I. Usmani - CEO, Mobil Askari Lubricants Ltd.

Occupational Health Services
Presentation Dr. Salman Akhtur - Company Medical Officer, Unilever

Crisis & Emergency Response Management
Presentation Mr. Kazim Ali - Chief Fire Officer, CDGK

Session 4
Effective Implementation - What Needs To Be Done

Real Time Issues - Identification, Enforcement, Implementation and Accepting
Panel Discussion moderated by Mr. Leonard Sassano with representatives of international and national corporate, academic, NGO and government sectors.

This panel discussion was recorded and telecast by Business Plus TV Channel.

05:00 pm Closing and Thank you
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**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Date</th>
<th>Name of factory</th>
<th>Type of Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1/2/05</td>
<td>ASTA textile Mills Ferozepur Road Lahore</td>
<td>Noise</td>
</tr>
<tr>
<td>2</td>
<td>2/2/05</td>
<td>-do-</td>
<td>Dusty &amp; Lighting</td>
</tr>
<tr>
<td>3</td>
<td>11/8/05</td>
<td>Kohinoor Textile Mills &amp; Rawalpindi</td>
<td>Noise</td>
</tr>
<tr>
<td>4</td>
<td>12/8/05</td>
<td>-do-</td>
<td>Dust</td>
</tr>
<tr>
<td>5</td>
<td>13/8/05</td>
<td>-do-</td>
<td></td>
</tr>
</tbody>
</table>

**Website of CIWCE**

Major changes are being made in the outlook and content of the website of CIWCE available at [www.ciwce.org.pk](http://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.
Health and safety improvement campaign in the surgical instruments manufacturing industry

The ILO project for combating child labour in surgical industry based in Sialkot requested the CIWCE to provide expertise for improving the working conditions and environment in small scale surgical instruments workshops. The surgical industry is organized in such a way that most of the manual work is carried out in small workshops where children are also employed.

The Government of Pakistan in 2001 has ratified ILO Convention 182 on “Worst Forms of Child Labour”. The work by children in vendor workshops in surgical instruments manufacturing industry has been included in the Consensus list of 29 hazardous occupations identified by tripartite and stakeholders’ consultation throughout the country held by Ministry of Labour. Also as a result of stakeholders’ consultation, surgical instruments manufacturing industry in Sialkot District has been selected as a priority area of action under the National Timebound Programme (TBP). The TBP strategy emphasizes increasing awareness of stakeholders on OSH hazards faced by working children. Furthermore establishment of model OSH workplaces (in order to reduce hazards, enhance productivity and provide a venue for skill training for higher age group children who have attained the required education level) by providing them safe working conditions.

The CIWCE assisted on following areas:

- Adoption of basic OSH measures at workshops to enhance adult productivity and induce the adults to take up the work currently being done by child workers.
- Creating awareness among parents, children, workshop owners (vendors), adult workers, government officials, employers/exporters and the community on the health and safety hazards in the production of surgical instruments and their implications, and motivating them to take action to prevent or remove such hazards.
- Preparation of user-friendly training and awareness materials focusing on OSH hazards in surgical industry and their prevention and control also drawing the attention of stakeholders to the hazards faced by the child workers to solicit their support for elimination of child labour.
Creation of model workshops

With the advise of CIWCE, model workshops were established in Sialkot. These workshops are intended to serve as alternate to the employment of children by promoting adult productivity, safety and health. These workshops also provide a location where young workers can be trained under safe and healthy conditions. The main features of these workshops are depicted in the following pictures

Training and awareness materials

Specific posters, booklets and videos were developed for creating awareness on safety, health and environmental hazards faced by workers in surgical industry specially the children. These materials are being used to mobilize the employers workers, communities and other concerned stakeholders by CIWCE, ILO, partner NGOs and the major surgical manufacturers.
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.

Sudhaar-ITA Alliance provide assistance to CLRC

Sudhaar-ITA Alliance is major civil society organisation working for the elimination of child labour. Sudhaar-ITA provided a major help to the resource strapped CLRC to bring its activities on even keel. The major activities undertaken with the assistance of Sudhaar-ITA are described here.

Desktop Calendar on Child labour

A desktop calendar was developed and distributed to over 1000 stakeholders specially the concerned government officials, elected representatives, NGOs, trade unions, employers, academia and international organisations. This calendar described various activities in which children are engaged and the effective measures which can be adopted to combat child labour.
Urdu Training Kit on Child Labour

An Urdu Training Kit was developed as a tool for building capacity of stakeholders to play effective role in combating child labour. As very little capacity building material is available in Urdu so the training efforts of all our partners were hampered as most important trainees specially Labour Inspectors, trade union officials, community leaders, and common public do not understand English. This Kit was welcomed by all stakeholders and is being used extensively for holding training not only of CLRC but by other organizations.

Website of CLRC

The website of CLRC (www.clrc.org.pk) is an important tool for dissemination of information. It is used extensively by students, researchers and those interested in the issue of child labour.
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.

The Industrial Relations Institute conducted numerous training courses on various topics and imparted training to the officers and officials of the Labour Department among which included Labour Inspectors, Labour Officers, Assistant Directors and District Officers.

Two one day training courses were held on the “Punjab Weights & Measures (Enforcement Act), 1975”. These courses were aimed at refreshing the officers/officials and to make than conversant with the present day implementation of the Act and guide them regarding the problems faced in the field.

A one-month training course on various labour laws was held for the newly appointed Assistant Directors in Labour Department. The officers were imparted training regarding various labour laws to be implemented by them either in the field or during the course of performance of their duties.

Two one day each training programmes were held on the topic of Human Resource Management. This course was part of various training programmes/Workshops held by the Institute regarding the present days aspects of Human Resource Management. A number of lectures and discussions were held in various sessions.

A series of one day training programmes on the topic of “Calibration of tank Lorries and other Mobile Storage Vessels” was held and training was imparted to field formation of Assistant Directors and Labor Officers. Not only the law points were refreshed but also the technical aspects / problems were discussed for solutions in the different sessions. The experience of seniors was shared with rather junior lot of officers.

Another one day training programme was held on “Industrial Relations System in Pakistan” The participants were told about the present day industrial relations
system and in that scenario they were made conversant about various legal and social aspect of the subject and the importance of tripartite role of stakeholders in that respect. Legal and social remedies of various problems on the subject were also discussed during the different sessions.

A series of one-day training programmes was also held on “Wage Evasion” to departmental officers/officials. It was discussed as how the managements of an industry or industrial unit practice wage evasion and try to pay a lower rate of wages to their workers by not forming certain allowances as part of wages and as such the workers are deprived of their genuine wages.

Another two one day each training programme on “Use of Electronic Scales” was held for the EDOs and DOLs and important aspects of using the electronic scales and their checking under the law by field formation was displayed and discussed during various sessions.

The details of training courses held at IRI are given below:

**Details of Training Courses held at IRI**

<table>
<thead>
<tr>
<th>S.NO</th>
<th>Date</th>
<th>TITLE OF COURSE</th>
<th>Officers</th>
<th>NO OF PARTICIPANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>17-01-05</td>
<td>One day training programme on the Pb. Weights &amp; Measure (Enforcement Act) 1975</td>
<td>Los, Lis</td>
<td>14</td>
</tr>
<tr>
<td>2.</td>
<td>27-10-05</td>
<td>One day training programme on the Pb. Weights &amp; Measure (Enforcement Act) 1975</td>
<td>Los, Lis</td>
<td>14</td>
</tr>
<tr>
<td>3.</td>
<td>01-02-05</td>
<td>One month training course on different Labour Laws for Newly Inducted/Appointed (ADLW)</td>
<td>ADLWs</td>
<td>3</td>
</tr>
<tr>
<td>4.</td>
<td>22-02-05</td>
<td>One Day training programme on the topic of Human Resource Management</td>
<td>ADLWs, LOs</td>
<td>12</td>
</tr>
<tr>
<td>5.</td>
<td>28-02-05</td>
<td>One Day training programme on the topic of Human Resource Management</td>
<td>ADLWs, LOs</td>
<td>12</td>
</tr>
<tr>
<td>6.</td>
<td>29-03-05</td>
<td>One day training programme on the topic of Calibration of tanks lorries &amp; other Mobiles storage vessels</td>
<td>ADLWs</td>
<td>10</td>
</tr>
<tr>
<td>7.</td>
<td>30-03-05</td>
<td>One day training programme on the topic of Calibration of tanks lorries &amp; other Mobiles storage vessels</td>
<td>Los</td>
<td>10</td>
</tr>
<tr>
<td>8.</td>
<td>18-04-05</td>
<td>One day training programme on the topic of Calibration of tanks lorries &amp; other Mobiles storage vessels</td>
<td>ADLWs, LOs</td>
<td>10</td>
</tr>
<tr>
<td>9.</td>
<td>19-04-05</td>
<td>One day training programme on the topic of Calibration of tanks lorries &amp; other Mobiles storage vessels</td>
<td>ADLWs, LOs</td>
<td>10</td>
</tr>
<tr>
<td>No.</td>
<td>Date</td>
<td>Programme Description</td>
<td>Participants</td>
<td>No.</td>
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</tr>
<tr>
<td>10.</td>
<td>26-04-05</td>
<td>One day training programme on the topic of Industrial Relations System in Pakistan.</td>
<td>ADLWs, Los</td>
<td>11</td>
</tr>
<tr>
<td>11.</td>
<td>17-05-05</td>
<td>One day training programme on the topic of “Wage Evasion”</td>
<td>ADLWs, LOs,</td>
<td>11</td>
</tr>
<tr>
<td>12.</td>
<td>19-05-05</td>
<td>One day training programme on the topic of “Wage Evasion”</td>
<td>ADLWs, LOs,</td>
<td>11</td>
</tr>
<tr>
<td>13.</td>
<td>24-05-05</td>
<td>One day training programme on the topic of “Wage Evasion”</td>
<td>ADLWs, LOs,</td>
<td>11</td>
</tr>
<tr>
<td>14.</td>
<td>14-06-05</td>
<td>One day training programme on the topic of “Shops &amp; Establishment Ordinance, 1969”</td>
<td>ADLWs, Lis</td>
<td>10</td>
</tr>
<tr>
<td>15.</td>
<td>21-06-05</td>
<td>One day training programme on the topic of “Shops &amp; Establishment Ordinance, 1969”</td>
<td>ASLWs, Lis.</td>
<td>10</td>
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<tr>
<td>16.</td>
<td>26-06-05</td>
<td>One day training programme on the topic of “Shops &amp; Establishment Ordinance, 1969”</td>
<td>ADLWs, Lis.</td>
<td>10</td>
</tr>
<tr>
<td>17.</td>
<td>19-07-05</td>
<td>One day training programme on the topic of “Factories Act, 1934”</td>
<td>LOs.</td>
<td>10</td>
</tr>
<tr>
<td>18.</td>
<td>26-07-05</td>
<td>One day training programme on the topic of “Factories Act, 1934”</td>
<td>LOs.</td>
<td>10</td>
</tr>
<tr>
<td>19.</td>
<td>16-08-05</td>
<td>One day training programme on the topic of “Special Course on Weights”</td>
<td>LOs, Lis.</td>
<td>14</td>
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<tr>
<td>20.</td>
<td>23-08-05</td>
<td>One day training programme on the topic of “Special Course on Weights”</td>
<td>LOs, Lis</td>
<td>14</td>
</tr>
<tr>
<td>21.</td>
<td>30-08-05</td>
<td>One day training programme on the topic of “Special Course on Weights”</td>
<td>LOs, Lis</td>
<td>14</td>
</tr>
<tr>
<td>22.</td>
<td>13-09-05</td>
<td>One day training programme on the topic of “Court Procedure &amp; Judgment writing under Workmen’s Compensation Act, 1923”</td>
<td>ADLWs</td>
<td>10</td>
</tr>
<tr>
<td>23.</td>
<td>20-09-05</td>
<td>One day training programme on the topic of “Court Procedure &amp; Judgment writing under Workmen’s Compensation Act, 1923”</td>
<td>D.Directors, ADLWs</td>
<td>10</td>
</tr>
<tr>
<td>24.</td>
<td>27-09-05</td>
<td>One day training programme on the topic of “Court Procedure &amp; Judgment writing under Workmen’s Compensation Act, 1923”</td>
<td>ADLWs</td>
<td>10</td>
</tr>
<tr>
<td>25.</td>
<td>15-11-05</td>
<td>One day training programme on the topic of “Office Works Routine &amp; Financial Discipline”</td>
<td>DOLs</td>
<td>10</td>
</tr>
<tr>
<td>26.</td>
<td>22-11-05</td>
<td>One day training programme on the topic of “Office Works Routine &amp; Financial Discipline”</td>
<td>DOLs</td>
<td>10</td>
</tr>
<tr>
<td>27.</td>
<td>29-11-05</td>
<td>One day training programme on the topic of “Office Works Routine &amp; Financial Discipline”</td>
<td>DOLs</td>
<td>10</td>
</tr>
<tr>
<td>28.</td>
<td>29-30</td>
<td>Two days Workshops on Regional</td>
<td>DOLs</td>
<td>11</td>
</tr>
</tbody>
</table>
Regional capacity Building Workshops on Bonded Labour held for district government officials

Governance of Pakistan has ratified a number of ILO Conventions and international instruments which require proactive approach to tackle the issue of bonded and forced labour. Additionally the Bonded Labour Systems (Abolition) Act 1992 requires strong action by the district government to adopt to eliminate bonded labour. The District Vigilance Committees have been established in each district. However past experience has shown that the issue has not been given due priority in the activities and programmes of the district government.

In order to enhance the capacity of the key officers from district governments, regional capacity building workshops were held in Punjab by the IRI with the collaboration of International Labour Organization. Three workshops one each in Lahore, Rawalpindi and Multan were held. The objective of this workshop was to update the participants on the issue and to prepare a district plan which will be submitted before the Bonded Labour Fund established at the federal level. The workshops were highly successful as 100% districts participated through their District Officers (Labour) and Executive District Officers (Community development). Several district Nazims and District Coordination officers attended the inaugural sessions.
Workshop Programme

Day 1

0830-0900  Registration of Participants

Inaugural Session

0900-0905  Recitation from the Holy Quran

0905-0915  Welcome and Introduction to the Objectives of the Workshop

  by Mr. Saeed Awan Director CIWCE

0915-0925  Remarks/Comments

  by Director ILO-Pakistan

0925-0945  Keynote address

  by Maj. (R) Shahnawaz Badar, Secretary Labour & Human Resource Department, Punjab

0945-1000  Inaugural address

  by Malik Asif Hayat, Secretary, Labour & Manpower, Government of Pakistan

1000-1030  Refreshments

Technical Session – I

Legal Aspects of Bonded and Forced Labour

1030–1100  Bonded Labour and Pakistan’s International Commitments including C-29 and C-105

  by Dr. Tauqeer Shah, Advisor on Bonded Labour ILO Office Pakistan

1100-1130  National Legal Framework on Bonded Labour
by Barrister Zafarullah Khan

1130-1200 Introduction to National Policy and Plan of Action on Bonded Labour and Role of District Vigilance Committees in its Implementation

by Raja Faizul Hassan Faiz, Central Labour Advisor, Ministry of Labour, Government of Pakistan

1200-1230 Introduction to the Legal Aid Service for the Bonded Labour in Punjab

by Mr. Saeed Awan Director CIWCE

1230-1300 Introduction to ILO C-182 and List of Hazardous Processes for Pakistan and Role of Stakeholders in Further Improving the List

by Mr. Ahmet Ozirmak Chief Technical Advisor, International Programme on Elimination of Child Labour (IPEC)-ILO Islamabad

1300-1400 Lunch break

Technical Session– II

Trade Implications and Bonded Labour Fund’s Utilization

1400-1500 Trade Implications of Bonded Labour Issue Specially in Light of GSP Regime of EU and other Trade Agreements

by Dr. Muhammad Irfan, Section Officer, Ministry of Commerce, Government of Pakistan

1500-1515 Tea Break

1515-1600 Introduction to Bonded Labour Fund and Strategies for Utilizing it for District Based Projects

by Dr. Tauqeer Shah, Advisor on Bonded Labour ILO Office Pakistan

1600-1630 Assignment of Tasks for Identification of District Based Schemes for Submission to BLF and District Based Surveys to Assess Bonded Labour and Review of List of Hazardous Occupations
Day 2

**Technical Session– III**

**Facilitators:**
Dr. Tauqeer Shah, Mr. Saeed Ahmed Awan

0900-1300  Continuation of group work to firm up proposals for district based plans for submission to BLF

1300-1400  Lunch

1400-1500  Presentation of the outline of each district’s plan

1500-1510  Concluding session
GLIMPSES OF WORKSHOPS
Rs 100 million for child labourers

By Our Correspondent

The government is aware of the problems of the bonded labour in certain areas of the province.

This was stated by Maj (Rtd) Shakiruzz Zaman, Secretary Labour and Human Resource Department Punjab, while inaugurating a two-day capacity building workshop for the district government officers here on Wednesday. He said that Pakistan rated seven out of the eight core conventions of the International Labour Organization (ILO). “These conventions focus on forced labour, child labour, freedom of association, right to collective bargaining and non-discrimination,” he added. He said that the government had allocated Rs 100 million for the rehabilitation of the child labourers. A national policy and a plan of action for bonded labour has already been approved by the government in 2009,” he said.
Appendix-A

Response to the Activities-2005

Below are given the excerpts from letter written by various individuals, who benefited from the information training and advisory services provided by CIWCE in 2005.

Many thanks for your Annual Report that arrived yesterday - great work - many congratulations to you and your colleagues on all your achievements especially the ergonomic loom and your conferences/training seminars – the best way to improve standards.

Sheila Pantry
Sheila Pantry Associates Ltd.
UK

I wish to thank you for sharing with me your annual report. The excellent achievements are well noted. Very best regards!

Saadya Hamdani
Senior Programme Officer ILO Office Islamabad

I received with thanks the annual report of your Centre, which confirms, that the integration of CIWCE and IRI was profitable for both institutions and I congratulate you to the results of your activities in 2004 which included among others the ergonomic design of carpet weavers’ looms. I am happy, that the Centre under your direction confirmed its international renown and strengthened fruitful collaboration with AIHA. The number of participants of training courses organized by CIWCE is impressive. I also appreciate the decision of the Labour Department to establish the Child Labour Resource Centre. This proves the success of your efforts to eliminate the negative effects of child labour, which was and is also my concern. With best wishes and regards to you and to your colleagues.

Dr Jan Sedlak
Geneva Switzerland
I am a chemical engineer and working in an industry. We have received your annual report of activities-2004. In that booklet you have mentioned topics on page 18 for which you mobile training unit is dealing with. Kindly provide us details of all the courses you are dealing with in the form of mobile training unit or at your centre. We are very much interested in getting advantage from your institute.

Nadir Raza Ali  
Assistant Manager

I appreciate the training I gained from you during a course recently attended by me. I am a member of the Health & Safety Committee at Uch Power Station and we hold regular meetings to discuss health & safety issues at the site and ways to improve our safety standards. In our recent meeting, the issue of Confined space entry was discussed. I look forward to help from you in finding answers to these questions.

Ashok Kumar  
Operations Superintendent  
Uch Power Station

I recently visited CIWCE in Lahore and met Mr. Saeed Awan and other professionals here. The Centre is doing wonderful job for promoting occupational health and safety in the country. It is the only institution of its kind in Pakistan. Such institutions should be established in all provinces.

Dr Amanullah,  
ICOH, National Secretary for Pakistan-Karachi

Cleaner Production Centre is working for reduction of pollution emanating by the tanning industry with introduction & implementation of CP techniques. CPC is also working for the Socio Economic uplift of the Leather Industry of Pakistan.

Accordingly CPC is organizing an important training on awareness and implementation of Occupational Health & Safety Standard (OHSAS 18001) for the leather industry, the detail of the same is enclosed herewith. We shall appreciate assistance with our training from CIWCE

Muhammad Atif  
Project Manager, CPC Sialkot
Many thanks to you and the colleagues at the Centre for the kind wishes that Sheila Pantry brought to the European/Mediterranean regional meeting of CIS Centres in May. The CIWCE has been an active partner of the CIS ever since its establishment. It has been a pleasure for me to be associated with this partnership, and I regret having had only one opportunity to visit the Centre - much has happened in the 15 years since then.

**Emmert Clevenstine**  
*Head, International Occupational Safety and Health Information Centre (CIS)*  
*International Labour Office Geneva*

I am doing my LLM here in occupational health and safety law. and I am doing my dissertation on Comparison of Pakistani OSH Laws with those of the UK. I want to highlight the children working in different hazardous sectors in Pakistan. Could you provide me data/materials on health and safety laws and accidents/injuries occurring to workers while working in different sectors.

**Maira Khan**  
*Student UK*

I recently attended a conference in Karachi organized by Octara & was fortunate to attend the fabulous presentation by Mr. Saeed Awan. We would like to request your organization's help in improving safety health and environment in our organization.

**Faisal Jamal**  
*Safety Engineer*  
*Engro Chemical Pakistan Limited Daharki*

It was a pleasure meeting you. Thank you for briefing us on your efforts to promote safe working environment for carpet weavers. We will wait for the Needs Assessment Study on the measures taken thus far.

**Syed Sardar Ali**  
*Senior Partner, Sardar & Sardar, Development & Management Consultants Islamabad*
We are one of the largest business organization of the country which is most modern, vertically integrated textile organization in Pakistan. Training and development of employees at all levels is a part of our management practices. So, please assist us in carrying out OSH training of our employees.

Muhammad Ramzan  
Asst. Manager Quality Control-ISO  
Nishat Mills Limited,  
Lahore

Thank you for a very insightful visit to the CLRC and the information that you shared during our meeting on Saturday. Please keep in touch and let us know of any ideas you may have regarding collaboration between SC UK and your team at the CLRC.

Saima Anwer  
Programme Manager - Education  
Save the Children UK, Islamabad

It is our pleasure to notify you, on behalf of The Tech Museum of Innovation, that you have been selected as a Laureate for The Tech Museum Awards 2005. The Tech Awards was established to honor innovators who creatively apply technology to solve global challenges. We are proud to celebrate your accomplishment. Your work was chosen from a field of 560 outstanding standing candidates, representing 80 countries. You certainly represent the "best of the best" in technology innovation to benefit humanity and we welcome you into our community of Tech Laureates.

Meredith Taylor  
President  
The Tech Museum of Innovation san Jose California-USA

Congratulations from my end as well. As ILO-IPEC nominated your design for the award we are obviously very happy with this result. We were also hoping to give this award international exposure in collaboration with ILO' s communication department.

Guy Thijs  
Director IPEC,  
ILO Geneva
It is really a great news, and we all congratulate you and your team on winning the tech Award. We hope that if we will work hard and if will be persistent we can achieve a lot for the poor workers of our country.

**Dr Amanullah**  
Secretary ICOH Pakistan Chapter

I wish to congratulate you on your achievement. One of the real benefit of OH is indeed finding Engineering solutions to mitigate the harmful effects of health hazards in the working environment. Indeed you are a pioneering light in the arena of Occupational Health.

**Lt. Col. (R), Dr. A. H. H. Tahir Alavi**  
Medical Adviser  
Engro Chemical Pakistan Limited  
Daharki

Absolutely wonderful news - many, many congratulations to you and all the team for winning the prestigious tech Award. Hope the invention will be used in many places.

**Sheila Pantry**  
UK

My heartiest congratulations on winning tech Award. You really deserve more than that. You are the only hope of brightness in the country where OH is highly neglected and the ergonomic conditions are even worst. I believe people here hardly know what ergonomics is.

**Dr Altaf Hussain,**  
Specialist in Occupational Medicine,  
Multan.
I would like to you for this great innovation which will make a real difference for worker on looms, especially women workers. This is a well deserved award given the hard work you have been doing for many years for the promotion of better working conditions for workers in Pakistan. This innovative ergonomic device could also be used in other parts of the world.

Annick Virot  
CIS Centres Coordinator Geneva  
I would be grateful if you could help us understanding the labour laws in Pakistan. We are an INGO trying to set up in Pakistan and want to ensure we are properly set up.

Lorna Hay  
HR & Admin Officer  
Merlin Indonesia  

It was great to meet you in San Jose this week.. Just a reminder concerning your work on children in the fishing industry. I think this could be a really important area for us and I would like to learn more about your work in this area.

Dr Stephen J. Hall  
Director General  
The WorldFish Center  
Penang Malaysia  

I was absolutely delighted that you won the top round in your category. This is a national achievement. I am so glad that you are the first Pakistani to achieve this milestone. Many many congratulations on this wonderful achievement. When I look back, I see years of hard work and dedication put in this work. This is not just the loom, it is all yours work on child labour and OSH put together. I am very very proud to have known you, to have worked with you and to be sharing your happiness today. Inshallah, this window that you have opened with your sincere hard work will remain open forever.

Fawad Usman Khan  
Executive Director Sudhar
I congratulate you and CIWCE on your work and the award that you received in San Jose California. I am very proud of you. You really deserve it and the nation of Pakistan should be proud of you having received this kind of appreciation worldwide.

Dr. Abdu H. Khalid
USA

It was wonderful to look at the work you have done and was very pleased when you won the award; Hope to talk to you one of these days. I would sincerely like to visit your part of the country…

Dr. Harish Hande
Bangalore India

It was wonderful to have met you and have the opportunity to discuss your exemplary work and well earned award. I am certain that your work, and that of your colleagues in the region, can serve as an outstanding example internationally and you should be afforded the opportunity to make this happen. You do indeed have my support in your for networking on occupational health. Please let me know how I can assist you in your collaborative efforts and will be happy to offer advice if you feel it might be helpful.

Dave Zalk
President International Occupational Hygiene Association
USA

This is really good news about your getting the Tech Award of Innovation. I hope that you will continue with your noble efforts and would try to ameliorate the plight of child laborers in the whole Punjab Province.

Anees Jillani
Society for the Protection of Rights of Children (SPARC)
Islamabad
I am a citizen based in Lahore. Recently I came across the name of your site and paid a visit. I would like to extend my hands in any way I can to your organization. As a staunch supporter of the rights of every child, I would like to join your organization as a "free-lance" writer and volunteer.

Khaul Raizwan
Rizwan

I appreciate your artistic job regarding the working condition in construction section which is a prominent work in this field made so far. I am an Educational Advisor in ISCOS - CISL an Italian Project in Islamabad and found that book in my library which is very helpful for the illiterate workers. We can very easily use these cartoons in our teaching for the promotion of the poor workers.

Dr Muhammed Ishaque
Education Advisor
ISCOS CISL
Islamabad

I am living in the UK. I would like to know what I can do from here to help combat child labour in Pakistan. Please send me all the information you have.

Andreas Nazir
UK

I would like to congratulate IRI for its remarkable contribution in eliminating bonded labour in Pakistan by bringing out such a useful and thought provoking publication. This report will serve as a catalyst in understanding the specific forms of bonded labour and will create awareness among the affected people against the forces responsible for their exploitation.

Ashraf W. Tabani
President Employers federation of Pakistan
Karachi
I am thankful to you for sharing the report on capacity building workshops on bonded labour. I have gone through it and found that it is the first ever initiative of its kind on an issue hitherto ignored. It covers legal, economic, social and other aspects of the issue and indicates the support mechanisms available for addressing this problem from the society. It will prove highly useful for trade unions, NGOs and supplement Government of Pakistan’s efforts in this regard.

Sabir Farhat  
Secretary General  
Pakistan Rural Workers’ Social Welfare Organisation  
Bahawalpur

Many thanks for sharing the report of capacity building workshops on bonded labour. It is very useful for our department and will strengthen our research efforts on this issue

Prof. Dr. Iqbal Zafar  
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