



ANNUAL REPORT

ACTIVITIES -2006

Centre for the Improvement of Working
Conditions & Environment Lahore

Industrial Relations Institute Lahore



CIWC&E
IRI
CLRC

Labour & Human Resource
Department
Government of Punjab



Save the Children
UK



Sudhaar-ITA Alliance

Report of Activities of Sudhaar-ITA Alliance's Support to the Child Labour Resource Centre

ANNUAL REPORT OF ACTIVITIES 2006

**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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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 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

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

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-2006

Project approved for distribution of Award winning Ergonomic Carpet Weaving Loom developed by CIWCE

During 2005, the CIWCE was awarded the highly prestigious Tech Award for Innovations benefiting Humanity by the Tech Museum of Innovations based in San Jose California USA. 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 Director CIWCE.

Mr. Awan was invited to speak at prestigious American public policy and academic forums like Stanford University, Berkeley, World Affairs Council, Google Foundation and the US National Institute of Occupational Safety and Health.



This Award is given to innovators and visionaries from around the world who are applying technology to profoundly improve the human conditions in the categories of education, equality, environment, health, and economic development. Mr. Awan has won the Equality Award.

Mr. Saeed Awan and his team from CIWCE designed a model loom, which was extensively tested to see its acceptability by poor and illiterate families. After repeated trials, the 30 model 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.



Mr. Saeed Awan receiving the Tech Award from Mr. Gordon Yamate Vice President of Knight Ridder Inc.

The Government of Punjab has approved a project for

distribution of 3000 ergonomic looms in Punjab as a measure to combat hazardous child labour and bonded labour in this sector. The looms will be provided at 50% subsidised cost². The project will be implemented in 3 years at a total cost of Rs. 73.96 million. The project aims to become a model for gradual elimination of hazardous child labour from carpet weaving by replacing it with adult workforce and empower carpet weavers specially the women workers through promotion of Ergonomic looms and OSH measures in the workplace.

The main features of the project are:

- A Project Management Committee will be established to provide overall guidelines and facilitate the project.
- A Project Management Unit will be established at CIWCE to implement the project activities including managing the accounts of project and proceeds from the sale of the looms
- A publicity campaign will be launched in the target districts to make the target beneficiaries aware of the loom and its acquisition modalities.
- The District Officers Labour and their staff along with project staff as well as other locally available organisations will be mobilised to identify and later on scrutinise the applicants.
- Expression of interest (EOI) shall be published to determine the manufacturing firm(s) whose rates will be asked to supply/install the loom on the terms & conditions to be set by PMU.
- The firm(s) shall be responsible for transportation of looms and OSH accessories to the targeted group. They will also install and commission the loom and provide one year after sales warranty at the premises where the loom is installed.
- The qualifying applicants will be provided with the ergonomic loom on 50% subsidised cost. The subsidy portion of the loom's cost will be met from the project funds.
- Contact will made with major financing/poverty alleviation institutions to facilitate the acquisition of loom by the deserving families.



The Chief Minister of Punjab Ch. Pervez Elahi being briefed about the loom and its features by Mr. Saeed Awan. The Chief Minister made the official announcement of the award in Pakistan on September 22, 2005. He appreciated this endeavour and directed the various government departments and agencies to work out projects for promotion of this loom as a measure to alleviate rural poverty and empowerment of

² Subject to approval of the subsidy by the Government

- Sessions on health and safety awareness, hazardous impact of work on child labour and benefits of the project will be regularly held in the respective districts.
- Regular monitoring of social and other impacts of the project will be carried out.
- Achievements and impact of the project will be highlighted through annual reports, brochures, advertisements and supplements in newspapers, website documentaries and participation in exhibitions.

Hostel for Trainees of CIWCE & IRI becomes operational

The hostel for the trainees of CIWCE was inaugurated by the Minister for Labour and Human Resource Punjab, Rana Muhammad



Qasim Noon on December 13, construction of this 2-storied costing rs. 17.335 million was 200. It can provide accommodation to upto 30 With the addition of hostel we able to welcome our trainees provinces and even from countries to come and in the training and other we organise for the promotion of occupational health and safety at work. The Minister for Labour



Rana Muhammad Qasim Noon , Minister for Labour and Human resource Punjab inaugurating the hostel for the trainees of CIWCE/IRI

2006. The hostel started in persons. will be from other regional participate activities

while inaugurating the hostel stated that this hostel was a long standing demand of the government functionaries employers NGOs and workers representatives who regularly attend training and other activities of the CIWCE. It will help bring the cost of training down for many institutions who could not send their trainees to Lahore due to high cost of hotels. It will add value to the training. He also requested the ILO and other organisations to use the facilities of CIWCE to hold their events in Lahore. This will make this institution self sustainable.

Construction of Auditorium/Conference Hall & Residential facilities at CIWC&E and IRI at Lahore starts

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. The government of Punjab has provided Rs. 73.48 million for construction of these facilities.

Lead Auditor training courses held for Capacity Building of the Labour Department to meet 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

Already Lead Auditor courses have been held by Burea Veritas a certification and accredited training body, in which the key officers from CIWCE, IRI as well a field and headquarters offices of the Labour Department have participated.

The training services of CIWCE & IRI are also being prepared for certification for ISO 9001 stands (quality management system) while the laboratories are beign prepared for the ISO 17025 certification. The audits for both these standards will be carried out in 2007 which are likely to lead to certification of these facilities.

Major facilities for assessment of occupational and general environment added

During the last three 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

S. #	Type of Hazard	Tests Available
1.	Noise	Noise level survey
		Noise dosimetry
		Octave band analysis
2.	Heat Stress	Heat exposure surveys
		Humidity surveys
3.	Lighting	Lighting survey
		UV light survey
4.	Ventilation	All ventilation related parameters pertaining to general ventilation and local exhaust testing: <ul style="list-style-type: none">▪ air velocity▪ temperature▪ volumetric▪ flowrate▪ static pressure▪ Pitot tube readings

		<ul style="list-style-type: none"> ▪ Humidity ▪ dew point ▪ wet bulb temperature ▪ heat flow
5.	Dust exposure	Personal dust exposure monitoring (gravimetric) Real time aerosol concentration for dust, fumes and mists including max, min, average, elapsed time, PM-2.5-10, and TWA
6.	Chemicals in workplace air	Fumes and metal dust in air Toxic gases & vapours through colour detection tubes. Following gases/vapours can be detected: <ol style="list-style-type: none"> 1. Acetaldehyde 2. Acetic acid 3. Acetone 4. acid mist 5. Acrylonitrile 6. Alcohol 7. Amines 8. Ammonia 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

		<p>Toxic chemicals and gases with facility to measure in confined spaces. Following parameters can be measured:</p> <ol style="list-style-type: none"> 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 <p>Toxic gases/vapours through ambient air analyzer. Following parameters can be monitored in the workplace air:</p> <ol style="list-style-type: none"> 1. ACETALDEHYDE 2. ACETIC ACID 3. ACETONE 4. ACETONITRILE 5. ACETOPHENONE 6. ACETYLENE 7. ACRYLONITRILE 8. AMMONIA 9. ANILINE 10. BENZALDEHYDE 11. BENZENE 12. 1,3 BUTADIENE 13. 1,3 BUTADIENE 14. BUTANE 15. BUTYL ALCOHOL 16. BUTYL CELLOSOLVE 1-BUTYL METHYL ETHER 17. CARBON DIOXIDE, 18. CARBON DISULFIDE 19. CARBON MONOXIDE 20. CARBON TETRACHLORIDE 21. CELLOSOLVE 22. CELLOSOLVE ACETATE 23. CHLOROBENZENE 24. CHLOROBROMOMETHANE 25. CHLOROFORM 26. M-CRESOL
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		27. CUMENE 28. CYCLOHEXANE 29. CYCLOHEXANE 30. CYCLOPENTANE 31. DESFLURANE 32. DWAFLURANE 33. DESFLURANE 34. DESFLURANE 35. M-DICHLOROBENZENE -DICHLOROBENZENE 36. P-DICHLOROBENZENE 37. 1,1-DICHLOROETHANE 38. 1,2-DICHLOROETHYLENE 39. DICHLOROETHYLEETHER 40. DIETHYLAMINE 41. DIMETHYLACETAMIDE 42. DIMETHYLAMINE 43. N,N-DIMETHYFORMAMIDE 44. DIOXANE 45. ENFLURANE 46. ETHANE 47. ETHANOLAMINE 48. ETHYLACETATE 49. ETHYL ALCOHOL 50. ETHYL BENZENE 51. ETHYL CHLORIDE 52. ETHYL ETHER 53. ETHYLENE 54. ETHYLE LACTATE 55. ETHYLENE 56. ETHYLENE DICHLORIDE 57. ETHYLENE OXIDE 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
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		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. Pgmea
		92. Phosgene
		93. Propane
		94. n-propanol
		95. Propylene oxide
		96. Pyridine
		97. Trichloromonofluoromethane
		98. Trichlorotrifluoroethane
		99. 1,2-dichlorotetrafluoroethane
		100. 1,2-ichlorotetrafluoroethane
		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-trichlorethane
		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: <ul style="list-style-type: none"> ▪ 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 ▪ Sodium ▪ Zinc
8	Stack/flue gas analysis	Analysis and real-time measurement of following stack-gas parameters: <ul style="list-style-type: none"> ▪ Stack/flue gas temp ▪ O₂

		<ul style="list-style-type: none"> ▪ CO₂ ▪ NO_x ▪ NO ▪ NO₂ ▪ CO ▪ SO₂ ▪ Gaseous combustibles/HC (CH₄) ▪ Combustion efficiency ▪ Excess air
9	Audiometric testing	<p>Onsite test of hearing of workers exposed to excessive noise (a test recommended for workers exposed to 85 dBA noise level and above).</p> <p>Pure tone, warble and speech by AC, BC and free field</p>
10	Pulmonary function testing	<p>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:</p> <p>FVC, FIVC, RV, TLC, RV/TLC, FRC, FEV1/FVC, FEF 25/50/75%)</p>

A description of the major equipment used for these tests is given below:

Atomic absorption spectrophotometer

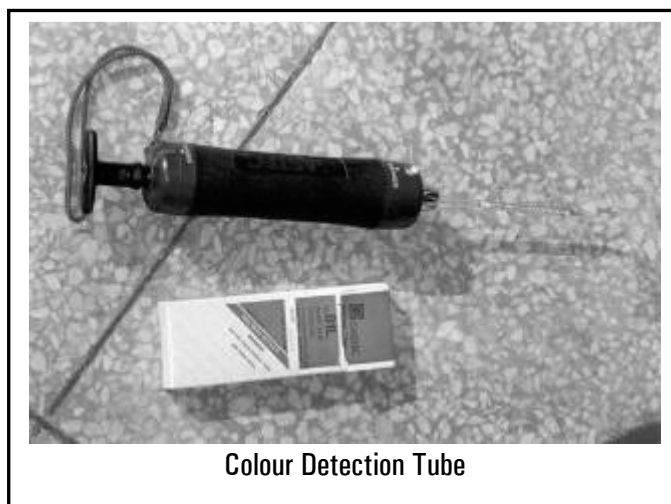
This instrument is used for the analysis of working environment and other samples for heavy metals. This instrument bought for CIWCE comes with a graphite furnace, which enhances the detection limit of this instrument by a factor of several thousand. At present hollow cathode lamps for copper, chromium,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



Atomic absorption spectrophotometer

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,



Colour Detection Tube

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.



PH Meter

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.

Training and Education-2006

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:

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 2006 is given below:

Details of OSH courses held in 2006

Sr. No.	Date	Title	Venue	No. of Participants
1.	24/25-1-2006	First-Aid	Suigas CIWCE	30
2.	20-2-2006	First-Aid	Bata Pakistan Ltd.	37
3.	25-4-2006	First-Aid	Descon Taunsa Barrage Layyaha	50
4.	27-4-2006	OSH Awareness	Nestle Warehouse Raiwind	57
5.	28-4-2006	OSH Awareness	ICI Kheura Jhelum	48
6.	16-5-2006	OSH Awareness	Ittehad Labour Union Lahore	21
7.	22-23-2006	Fist Aid	Suiagas CIWCE Office	30
8.	26/27-5-2006	First Aid	Suiagas CIWCE Office	32

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9.	20-9-2006	OSH Awareness	Rustam Sohrab Cycle Shahdra Lahore	40
10.	22-9-2006	Industrial Loss Prevention	Civil Defence Academy Lahore.	18
11.	30-9-2006	OSH Awareness	US apparel Ferozepur Road, Lahore	35
12.	7-10-2006	OSH First Aid	US apparel Ferozepur Road, Lahore	40
13.	11-10-2006	OSH First Aid	US apparel Ferozepur Road, Lahore	27
14.	11-11-2006	OSH First Aid	Ittehad Labour Union Lahore	41
15.	17-11-2006	OSH Awareness	Alashar Knitware	17
16.	18-11-2006	OSH Awareness	Ittehad Labour Union Lahore	22
17.	27-11-2006	OSH Awareness	Style Textile Kotlakhpat	54
18.	13-12-2006	OSH Awareness	ILS Conference	40

**Glimpses of training course on First Aid and CPR held for Sui Northern Gas
Pipelines Ltd.**



Special awareness campaign on occupational safety and health and hazardous child labour carried out for carpet weaving communities



During 2006 a campaign for promotion of occupational safety and health in the carpet weaving communities was launched with the collaboration of ILO's Carpet Project. The campaign was launched in the districts of Toba Tek Singh, Faisalabad, Sheikhupura, Nankana Sahib, Multan and Vehari. During the campaign a team of OSH professionals from CIWCE traveled to villages where carpet weaving is carried out. A training session was organized at the village in which carpet weaving children now enrolled at non formal education centres, adults carpet weavers, parents, contractors, teachers and other community members were invited. Videos depicting the hazards of carpet weaving and preventive measures specially the protection of young and child workers, nutritional needs of the family specially the children, their basic rights and special problems of girl children, importance of ergonomic loom and better hygiene and cleanliness at workplaces were shown. Also the participants were provided with posters and booklets illustrating the messages contained in videos and lectures of the experts. The team of professionals answered the questions of the audience. During this campaign 172 sessions on selected sites in which 12966 participants took part.

District Wise Details of The Training Sessions for Carpet Weavers

District	Number of training sessions held	Total number of participants
Multan-Vehari	54	3382
Faisalabad	36	2665
Toba Tek Singh	43	4126
Sheikhupura-Nankana	39	2793
Grand Total	172	12966

Glimpses of the OSH Awareness Campaign for Carpet Weavers





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. No.	Date	Name of factory	Type of Survey
1.	1/2/05	ASTA textile Mills Ferozepur Road Lahore	Noise
2.	2/2/05	-do-	Dusty & Lighting
3.	11/8/05	Kohinoor Textile Mills & Rawalpindi	
4.	12/8/05	_do-	Noise
5.	13/8/05	-do-	Dust
6.		Bata Pakistan Ltd.	Noise
7.		Packages Ltd.	Organic Solvent Test
8.		Schazoo Laboratories Lahore	Noise, Illumination, Stak gas emission
		Sapphire Dining, Raiwind	
		Sapphire Textile, Sheikhpura, Faisalabad Road, Sheikhpura	
		Akram Tannery, Kashur	
		Service Industries, Gujrat	

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.

The End of Child Labour: Within reach

ILO's Global Report on Child Labour gives a message of hope

The Secretary Labour and Human Resource Department, Punjab Mr. Hassan Nawaz Tarar Stated that the Punjab Government is fully committed to eradicate child labour particularly its worst forms. He was speaking at the launching ceremony of the new Global Report on Child Labour entitled "The end of child labour: Within reach", organised by the Child Labour Resource



Centre of the Labour Department Punjab. This report was launched throughout the world yesterday. He appreciated

Mr. Hassan Nawaz Tarar Secretary Labour & Human Resource Department, Government of Punjab and Mr. Taseer Alizai, Project Manager ILO arpet Project addressing the launching ceremony of ILO Report on Child Labour

the ILO's efforts in Pakistan which have been helpful in eliminating child labour from soccer ball and surgical instruments industries and a major programme has been launched in carpet weaving industry through which so far over 25000 carpet weaving children have been placed in non formal schools.



The new ILO report says that the number of child labourers worldwide fell by 11 per cent between 2000 and 2004, from 246 million to 218 million. Furthermore the number of children and youth aged 5-17 trapped in hazardous work

decreased by 26 per cent, to reach 126 million in 2004 as opposed to 171 million in the previous estimate. Among younger child labourers aged 5-14, this drop was even more pronounced at 33 per cent, says the report. The efforts of Government of Pakistan in the wake of devastating earthquake have been lauded which prevented a large number of children joining hazardous

work. The report sites the success stories of soccer ball industry in Pakistan for eliminating child labour. According to the report the greatest decrease in child labour has occurred in Latin America and the Caribbean in the 4 years. The success in Asia has been marginal, while the child labour situation is worsening in Sub Saharan Africa. With ILO's help so far over 5 million child workers have been rehabilitated worldwide.

The ceremony was also addressed by Mr. Taseer Alizai ILO's representative who stated that ILO is helping Pakistan in identification and rehabilitation of child labour from hazardous sectors. Through ILO's International Programme on Elimination of Child Labour (IPEC), over 70000 working children have been rehabilitated in Pakistan. He stressed that Government of Pakistan should ratify ILO Convention 138 on Minimum Age as this will result in remarkable improvement in the image of Pakistan and may also result in lifting of import duties on certain items in Europe and USA which may result in enhanced export worth millions of dollars.

The Secretary Labour Punjab told that the Labour Department has launched a campaign to build the capacity of all stakeholders on child labour issue. A website has been launched by the Child Labour Recourse Centre, training kits in Urdu and English have been developed. An ergonomic carpet weaving loom introduced by the department with the help of ILO loom has received prestigious international award as technology benefiting humanity from USA. This loom is adult friendly and helps fight hazardous child labour from carpet weaving. Over 15 research studies have been undertaken to assess the dimensions of child labour in different sectors of economy. The Government of Pakistan has launched a major action programme against child labour and the hazardous occupations have been notified in the law, where children's work has been prohibited. Earlier Mr. Saeed Awan Coordinator of Child Labour Resource Centre presented the Global report to the participants of the ceremony, which was attended by representatives of trade unions, NGOs, employers, government agencies and media.

National initiative

World Day Against Child Labour observed by the Labour and Human Resource Department Punjab

ILO has declared 12th June as World Day Against Child Labour. In order to mark the occasion a seminar and children's event was held on June 12, 2006 by the Child Labour Resource Centre of the Labour and Human Resource Department, Government of Punjab Lahore with the collaboration of ILO.



The event was presided over by Mr. Hassan Nawaz Tarar, Secretary

Labour & Human Resource Department, Government of the Punjab, The event was addressed by Mr. Hassan Nawaz Tarar, Secretary Labour Punjab who stated that government had embarked on a programme to eliminate child labour. Special focus of government's efforts is on hazardous forms of child labour. The Labour Department is running schools for children of workers with over 10000 children have been enrolled. He also disclosed that special campaign is being launched to establish non formal schools at brick kilns in Punjab



It was widely attended by working children enrolled at non formal and other schools, their parents, academics, officials of Labour Department and other relevant government agencies, NGOs, trade unions, journalists, news reporters, TV and radio channels. Over 250 working children, NGOs representatives, NGOs, government functionaries and other interested stakeholders participated in the event.

Glimpses of the event organised by the Labour & Human resource Department Punjab to mark the World Day Against Child Labour on June 12, 2006



Government of Pakistan Notifies Hazardous Occupations for Child Labour

The Labour and Manpower Division, Government of Pakistan has notified an amendment in the Employment of Children Act 1991 (SRO 1280(I)2005 dated 20 December, 2005) through which the schedules of this Act has been changed to incorporate hazardous occupations and processes for child labour. This is an important breakthrough in the government's resolve to eliminate hazardous forms of child labour from the country. It may be recalled that the Government of Pakistan had ratified ILO Convention 182 on Worst Forms of Child Labour in 2001. A series of stakeholders' consultations were carried out to identify and reach consensus on hazardous forms of child labour. The list notified by the Government reflects this national consensus. The Labour Department Punjab, through its Centre for the Improvement of Working Conditions & Environment played a key role in facilitating the consultative process for identification of these occupations and processes. The new schedules are reproduced below:

MINISTRY OF LABOUR, MANPOWER AND OVERSEAS PAKISTANIS

Islamabad, the 20th December, 2005

S.R.O. 1280(I) 2005. In exercise of the powers conferred by section 4 of the Employment of Children Act, 1991 (V of 1991), the Federal Government is pleased to direct that for the Schedule to the said Act. the following shall be substituted, namely:-

“THE SCHEDULE

(See section 3)

PART I

OCCUPATIONS

Any occupation – connected with ____

- (1) transport of passengers, goods or mail;
- (2) work in catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
- (3) work relating to the construction of railway station or with any other work where such work is done in close proximity to or between the railway lines; and
- (4) a part authority within the limits of any port.

PART II

PROCESSES

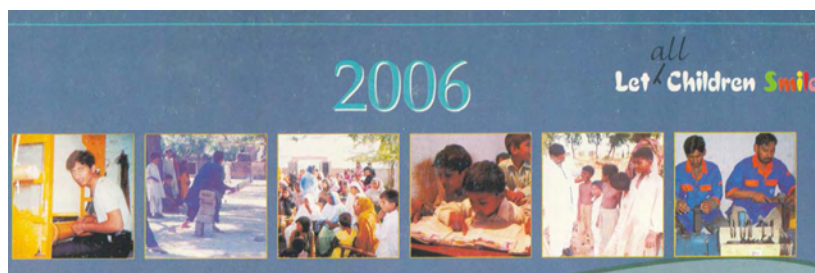
- (1) Work inside underground mines and above ground quarries including blasting and assisting in blasting.
- (2) Work with power driven cutting machinery like saws, shears, guillotines and agricultural machines, thrashers, fodder cutting machines.
- (3) Work with live electrical wires over 50 volts.
- (4) All operations related to leather tanning process e.g., soaking, dehairing, liming, chrome tanning, deliming, pickling, defleshing, ink application.
- (5) Mixing and manufacture of pesticides and insecticides; and fumigation.
- (6) Sandblasting and other work involving exposure to free silica.
- (7) Work with exposure to all toxic, explosive and carcinogenic chemicals e.g., asbestos, benzene, ammonia, chlorine, managense, cadmium, sulphur dioxide, hydrogen sulphide, sulphuric acid, hydrochloric acid, nitric acid, caustic soda, phosphorus, benzidine dyes, isocyanates, carbon tetrachloride, carbon disulphide, epoxy resins,

- formaldehyde, metal fumes, heavy metals like nickel, mercury chromium, lead, arsenic, beryllium, fiber glass.
- (8) Work with exposure to cement dust in cement industry.
 - (9) Work with exposure to coal dust.
 - (10) Manufacture and sale of fireworks and explosives.
 - (11) Work at the sites where liquid petroleum gas (LPG) and compressed natural gas (CNG) is filled in cylinders.
 - (12) Work on glass and metal furnaces; and glass bangles manufacturing.
 - (13) Work in the cloth weaving, printing, dyeing and finishing sections.
 - (14) Work inside sewer pipelines, pits and storage tanks.
 - (15) Stone crushing.
 - (16) Lifting and carrying of heavy weight (15kg and above) specially in transport industry.
 - (17) Carpet weaving.
 - (18) Working two meters or more above the floor.
 - (19) All scavenging including hospital waste.
 - (20) Tobacco processing and manufacturing including niswar and bidi making.
 - (21) Deep-sea fishing, commercial fishing and processing of fish and seafood.
 - (22) Sheep casing and wool industry.
 - (23) Ship breaking.
 - (24) Surgical instruments manufacturing specially in vendors' workshops
 - (25) Spice grinding.
 - (26) Work in boiler house.
 - (27) Work in cinemas, mini cinemas and cyber clubs.
 - (28) Mica-cutting and splitting.
 - (29) Shellas manufacturing.
 - (30) Soap manufacture.
 - (31) Wool cleaning
 - (32) Building and construction industry.
 - (33) Manufacture of pencils including packing.
 - (34) Manufacture of products from agate.

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.



Progress report on Activities undertaken under the Sudhaar-ITA Alliance's support to the Child Labour Resource Centre (CLRC)

Introduction

During 2005-06 the Sudhaar-ITA Alliance provided support to the activities of CLRC. The support included:

- Networking of the stakeholders particularly the NGOs, trade unions, students/teachers, employers, government agencies, journalists, local councilors, 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.

The Sudhaar-ITA Alliance being important partners of CLRC are providing important input to strengthen the CLRC. The support is focused on following areas:

- Carrying out a series of training courses for stakeholders (labour inspecting officers, social welfare officers, NGOs, CBOs, trade unions, academia) to enhance their capacity to take joint actions for combating child labour.
- Publication of a quarterly newsletter (1000 copies) with major focus on child and bonded labour and other related issues and to circulate it to all concerned stakeholders.
- Regular updating of the website of CLRC and making it more interactive to provided networking forum to international and local stakeholders and to keep them updated on the developments in Pakistan and elsewhere.

- Production and distribution of a table-top calendar amongst the stakeholders highlighting different dimensions of the child labour issue in order to mobilize their support.
- Holding of a regional experience sharing conference on child labour with possible input of ILO in order to bring regional stakeholders and experts together and promote intra-regional cooperation.
- Provision of essential equipment and accessories to CLRC to support its functions.

Activities Under taken

A summary of work performed with Sudhaar-ITA Alliance's collaboration is given below:

Up-gradation of hardware at CLRC

The support by Sudhaar-ITA has been very useful and a number of gaps and deficiencies specially in the hardware available for the activities of CLRC have been fulfilled. The specific items procured are:

- Improved display screen for the computer
- DVD writer
- Fax machine
- Video editing card
- Accessories for installing multimedia with the roof of training room
- Projection screen

Training activities

So far six training courses (5 at CLRC Lahore and one at Faisalabad) have been held for target groups which included labour department's inspecting officers, NGO representatives, corporate managers from some businesses , ILO staff and community reps have participated. The outline of training and a CD containing photographs of training are attached.

Networking and internet support

With the support of Sudhaar-ITA Alliance networking at CLRC has been put into operation and now all the staff and library are networked. Internet facility has also been

provided to all the essential staff. The websites of CIWCE and CLRC are under major overhaul and will soon be made available in much upgraded form.

Databases

With the support of Sudhaar-ITA, a database of all reports, publications, posters, CDs, videos and other materials received at CLRC is under preparation. The software for data entry has been prepared and the database is likely to be available in a month's time. It will then also be made available on the web.

Newsletters

A newsletter of Labour & Human Resource Department is under preparation and is likely to be printed by the end of February, 2006.

Maintenance and repair of facilities

Sudhaar-ITA support has been vital in undertaking repairs of the training room, vehicle and other infrastructure problems being faced by CLRC.

Training Courses

In order to build the capacity of the stakeholders (inspecting officers of labour department, NGOs, international agencies and others) a series of training courses were held by CLRC with the support of Sudhaar-ITA. For the courses, an Urdu “**Training Kit on Child Labour**” was developed. This Kit contains modules on statistics, economic, social legal, enforcement and other aspects of child labour.

With the support of Sudhaar-ITA Alliance, we one-day training sessions were held in which this Kit was introduced and some essential modules were taught. The participants of each training session included inspecting officers of Labour Department, NGO and trade unions representatives and other stakeholders. The training also provided an opportunity to the stakeholders to work out coordinated strategies for combating child labour. The same trainees were invited for a second session.

Schedule of the Training Courses

Dates of First Series	Dates of Second Series	Venue
Jan 24, 2006	March 07, 2006	CLRC Training Room Township Lahore
Jan 25, 2006	March 08, 2006	CLRC Training Room Township Lahore

Jan 26, 2006	March 09, 2006	CLRC Training Room Township Lahore
Feb 14, 2006	March 14, 2006	CLRC Training Room Township Lahore
Feb 15, 2006	March 15, 2006	CLRC Training Room Township Lahore
Feb 16, 2006	March 16, 2006	National Hotel (Opp. General Bus Stand Sargodha Road Faisalabad)

Outline of One Day Training Programme on Combating Child Labour

**held by the Child Labour Resource Centre
with the Collaboration of Sudhaar-ITA Alliance**

0900-0925	Registration of participants
0925-0930	Recitation from Holy Quran
0930-1000	<p>Introduction to the course objectives, Training Kit and issue of Child Labour and its dimensions in Pakistan</p> <p><i>by</i></p> <p>Mr. Saeed Awan Director Centre for the Improvement of Working Conditions & Environment/ Coordinator Child Labour Resource Centre Labour Department Punjab</p>
1000-1100	<p>Legal Aspects of Child Labour- <i>Role and Importance of Child Labour Inspection</i></p> <p><i>By Mr. Khalid Naseer Khan , former Joint Director Labour</i></p>
1100-1130	Tea Break
1130-1230	<p>Social Dimensions of Child Labour</p> <p>Dr. Gulzar Shah/Mr. Zahid Aziz</p>
1230-1300	<p>Introduction to the Worst forms of child labour and it implications</p> <p>Mr. Tahir Manzoor</p>
1300-1400	Lunch Break
1400-1500	<p>Social Mobilisation, non formal education and other practical intervention strategies used by Sudhaar ITA to combat child labour</p> <p><i>By Mr. Fawad Usman Khan/Ms. Sofia Aziz Sudhaar-ITA</i></p>
1500-1600	<p>Assignment of task for carrying out a district based assessment of child labour (case studies/rapid assessments) to be brought in the next course.</p> <p><i>By Mr. Tahir Manzoor</i></p>

Glimpses of Workshops





Case Studies on Child Labour

As one of the activities of training, case studies were assigned to the participants of courses on child labour held with the support of Sudhaar-ITA. Following assignments were given to the participants and asked to visit singly or jointly with participants from their own districts to the sites or offices to write a report which was presented in the second rounds of trainings by the participants. Following are the important questions which were addressed by these case studies:

- 1) Suggest steps to augment Government's efforts to combat Child Labour through public-private partnership
- 2) Comment on the concept of formation of "Rapid Response Centers" which should be staffed by the functionaries of the Labour Department, representatives of a NGO and if possible Office bearers of a Trade Union may also be included. The basic aim of the Centre should be unearthing of the Child Labour, its evaluation and subsequent rehabilitation.
- 3) Please assess the effectiveness of creating a community based Committees in your area to gear the community in action to take measure against child labour.
- 4) Scavengers are most visible target in the community .With the Collaboration of NGOs and City Governments a campaign may be initiated to motivate the parents and for imparting non formal education to the scavengers to reintegrate them. Please chalk out the scheme.
- 5) Domestic helpers , specially, young maids constitute a major segment of Child Labour in our country. Deprived of education, social activities and family links, they are prone to innumerable physical and psychological hazards. Please draw a comprehensive plan to establish a centre to create awareness amongst the domestic workers, their parents/ guardians and the employers about various hazards and to train the domestic workers in various skills and to provide them with basic education, counseling and legal advice.
- 6) Please identify the NGOs operative in your areas in the field Child Labour. Suggest plans for coordination with NGOs to identify, withdraw and rehabilitate the Child Workers.
- 7) How micro credit schemes can assist to combat child Labour in

rural and urban areas. Please assess the existing facilities and suggest improvements.

- 8) Critically examine existing legal provisions relating to Child Labour and propose improvements with supporting arguments.
 - 9) Review inspection procedures in relation to Child Labour, prescribed by the Labour Department. Please indicate snags in the implementation of relevant laws and give suggestions for efficacy of existing Inspection System.
1. Scavenging is a form of work declared as hazardous under the national list of hazardous occupations for child labour. Find a child below 18 years of age ask him/her about his/her work, background, family, economics, hopes, problems they face and any other issues which might help understand true dimensions of the problem and help find a solution. If necessary take pictures and spend a day with him.
 2. Repeat the above exercise with a child domestic worker, or a child in an auto workshop, brick kiln etc.
 3. Make an assessment of child labour in one sector (agriculture, auto workshops, restaurants, others_____) in your district. Try to give estimated number of children their gender profile, working hours, wages and earnings, educational status. You may like to interact with key informants like journalists, NGOs, trade unions on the issue to complete this assignment.
 4. Please interview some parents whose children are involved in child labour. Narrate their life stories and pen down their hopes and aspirations, their views about education health and other concerns about their children.
 5. Please interview some employers of child workers Ask them the benefits of child workers, and anything they can do to help alleviate the problems of child workers.
 6. Visit the office of Labour Inspector/Officer and understand how labour inspection is carried out specially those aimed at child labour. Describe the procedures, limitations and constraints of the inspecting officers. Try to suggest a mechanism whereby the child labour inspection can be improved. (for NGO reps)
 7. Identify the NGO(s) active on the issue of child labour in your area. Hold a meeting with them and work out a strategy whereby the government and NGOs can work together to combat child labour in a particular area.

8. Visit a non formal school being run in your area aimed at child labour and also visit a formal school in the same area and try to provide a comparison of the both approaches. Suggest measures how both can be integrated further to tackle child labour problem.

In the following pages excerpts from the case studies carried out by the participants are presented along with their names and identification.

Assesment of an NGO's Intervention to Combat Child Labour

By Asma Ayub, Asma Tabbsum

Kausar Perveen was leading a normal life with her husband Mohammad Younas, sons Umair Shazad, Zubair Younas, Shehzoor Younas and daughter Huma Younas. The children were going to local Schools. As the ill luck would have it, suddenly, the bread earner of the family Mohammad younas developed symptoms of mental disorder and could not continue his job. Due to prevailing poverty and unemployment the mental condition of Mohammad Younas deteriorated and he resorted to physical violence against his family members. Kausar Perveen got separated from her husband and was constrained to shift along with her children to the place of her parents who were dwelling with their sons family in a small house.

Kausar Perveen occupied a corner of a small room and to earn her livelihood started working as domestic help. The boys also had to make their contribution to make the both ends meet. They abandoned their educational pursuits and, initially, got themselves employed in the various occupations like colouring of cloth, menial jobs at auto workshops, to carry cloth bundles with cloth vendors but, ultimately, the three brothers landed in the shops gold smiths of the town.

EDUCATION

With the support of ANCE, all the children were got admitted in schools but it has become very difficult for them to keep balance between education and their commitments at work places. They are striving hard for a future without prangs of poverty. The boys are eager to seek higher studies and to alleviate the prevalent poverty in the family. The total income of mother and sons can not afford an independent house for them. The are constrained to live in the house of their uncles despite the mistreatment of the Uncles and their families.

Health

As the three boys are working in Gold Smith Shops, They have to confront numerous occupational health hazards as they have to use acidic materials for treating gold and ornaments made thereof without protective gears.

As the boys can not afford medical treatment, the fractured arm of Zubair Younus could not be treated appropriately. Hence, it has grown in a crooked manner and he can not grip any thing with full strength.

Aspirations

Their deprivations and growth as child labour have not dampened their aspirations to rise in life. The eldest of the boys Umair Shahzad wants to be a pilot in the Air Force of Pakistan. Rests of the two also wish to pursue a good career. But, all their ideals can be achieved if some welfare institutions come to their rescue. It is a long and hard struggle.

Survey and recommendations regarding child labour involved in fish industry District mianwall

By: Nadeem Aziz Khan, District Officer Labour, Mianwali

Survey

The undersigned along with Chairperson of Women Welfare Council Kundian District Mianwali(NGO) conducted a survey of the most neglected Child Labour which of course are small in numbers but require immediate attention of the Government. They are Child Labour Working with their parents engaged in Fishing in the river Indus.

District Mianwali is one of the backward District of the Punjab in spite of the fact that this city is located at junction of routes leading to all important trade centers of the country. In addition to above, the Projects like Chshma Nuclear Power plant, Chashma Barrage Jinnah Barrage and are surrounded by mountains laden with mineral wealth.

The above Barrages are full of unique and tasty fish, but the labour/children working in this occupation from early morning to late night rather over night through out the year are quite low paid and are deprived of their basic rights i.e. Education and Health resulting they remain untaught and involved in different diseases like skin ailments, Malaria, Dysentery etc. Resultantly in order to get temporary relief, they start using drugs to keep them alert and active.

The brief of the worker /child presently working in the area is as under.

A	Total Families	350
B	Children upto 10 years of age	600
C	10 to 14 year of age	500
D	14 to 18 years of age	800

All the above Children are not going to School and are having a poor health due to poverty and lack of awareness. On the other hand, the average income of the entire family is only Rs:3500/- Per month. Such low income, ultimately, compel the parents not to send their Children School but to put them on work.

Recommendations

1. Legislation like other workers
2. They may be granted Welfare measures like death grant.
3. School be established (free education) including provision of books and Uniforms. Rs. 20 be paid to every student each day as pocket money.
4. Health facilities including awareness regarding family planning.
5. Training and skill in different Government Institution related to Fish Industries free of cost or alternatively, reimbursement of actual expenses
6. Arrangements may be made from the financial Institution like bank and other Government and Private agencies for their financial help in shape of loans to extend their business
7. The District Government may be requested to register them under Local Government Ordinance in shape of CCBs
8. Free legal aid through NGOs

It is, therefore, strongly recommended that we may consider these recommendations on top priority basis for those children as they are leading their lives in a small “Jhuggis” on the belt of river without basic necessities of life where no School, sports ground, or medicines are available.

Brick kiln worker

By: MOHAMMAD SAEED DHILLON, District Officer Labour, Toba Tek Singh.

District profile

Toba Tek Singh district is an agricultural area. It consists of three sub- districts Kamalia, Gojra and Toba Tek Singh. The major crops of the area are wheat, sugar cane, cotton and tobacco. Most of the population is engaged in the agriculture sector in the villages. The ground water is saline which is not suitable for farming. People in the rural areas are daily wage workers, power loom workers, carpet weavers, shop keepers, vendors, business and government and private employee. The average income of the

families is very low which cannot support them to meet the expenses of the family. No major industry has been established in Toba Tek Singh except small industry in kamali and Gojra. The majority of this district in the villages is working of the brick kiln and in the agriculture sector. The education rate of Toba Tek Singh district is higher than other neighboring districts.

Name: Irfan

Father's Name: Satar

Address: Chak No. 327. JB. District Toba Tek Singh



Family Background

Irfan s/o Satar 14 years hails from a working class family. His father is died and mother left him two years ago. He has no brother and sister. When his father died and mother left him alone and went to her parent's house, he did not have any shelter. When he was hardly 6 years old he started working with his father on brick kilns. His father did not send him to school because of poverty prevalent in the family

Since last two years, he is living with his uncle. His uncle is not financially strong. He is also a brick kiln workers and the entire family is dependant on the daily wages being paid by the brick kiln owner. Though, his uncle family is not very large yet they are living hand to mouth. To meet the expense of his family, his uncle took Rs. 6,000 as a loan from the brick kiln owner. Living with his uncle, he does not feel happy. He feels himself alone and remains very quiet.



Economic conditions

The family does not have basic facilities of gas, electricity, better housing. As their income is too less to meet the needs of the family, their miseries and worries have compounded, and their economic condition is worsening day by day. Their quality of life is not as good as compared others in the village. This house where they are living has been built from the loan taken from the brick kiln owner. A part of the income goes for the payment of installment the loan. There is not other source of income in the family. The maternal aunt of Irfan often remains often sick and his uncle cannot get her proper treatment as the village lacks health facilities and the family can not afford expensive medical treatment in the cities. Whenever any member of the family gets sick, he is treated by the quakes available in the village.



Behaviour of brick kiln owner

The attitude of the owner of brick kiln is always very harsh towards the workers. It is so embarrassing when the manager deal us like animal at the time of giving us our weakly wage. Sometime they wonder why they are meted with such treatment. No one is allowed to speak out for the increase in the wage. They are never paid wage according to rates of the government notification.

The owners treat them like slaves and look down upon them. This attitude frightens them and adds to their fear, depression and tension. Some time the owners order them to do over time and for which they are not paid. And we cannot speak even a single word against them. They are not allow to work on an other brick kiln so certain tortuous ways are adopted to curb such treatment . The owner of the brick kiln make deductions from their wages every month to adjust the loan. He does not give to them any receipt of the payment. The owner always tries that the account of loan is kept secret and only he knows the details of the account. The wages of workers are never increased commensurating with price hike.

Difficulties

As the income of workers is low, they cannot get proper treatment and education. They feel insecure economically and socially. No recreation and amusement is available for them on the brick kilns. There is no respect of women who work on brick kilns. They are also being treated as salves and non human beings.

Aspirations

To improve the condition of the brick kiln workers there should be required legislation in the labor laws and practical and durable programs in labor policies. I wish that there should be just wages for the brick kiln workers. Children of the workers must go to school. There should be basic facilities of health, education and housing for every brick kiln worker on the brick kiln.

Mohammad Saeed Dhillon
District Officer Labour
Toba Tek Singh

Identification and activities of NGO working for elimination of Child Labour existing in a locality

- 1) *DR. MUMTAZ HUSSAIN QEFA Member Mohalla Talab Wala Chunian*
2) *DR. M. AMJAD MAQSOOD QEFA Member Mohalla Talab Wala Chunian*

Introduction of Locality

Locality Name: Gillan Wala

Union Council: Kot Sandras

Tehsil: Chuiian

District: Kasur

Distance from Tehsil Head Quarter: 5 Kilometers

Total number of House holds: 550 (Approximately)

Total Population: 4000 (Approximately)

Total Male Population: 1900

Total Female Population: 2100

Total Children below 14 Years: 1150

Total Male below 14 Years: 550

Total Female below 14 Years: 600

Total In-School Children (below 14 Years): 715

Total In-School Male (below 14 Years): 350

Total In-School Female (below 14 Years): 365

Total Out of School Children (below 14 Years): 435

Total Out of School Male (below 14 Years): 200

Total Out of School Female (below 14 Years): 235

Number of Schools in Locality:

Boys Primary 01

Girls Primary 01

Private School 01

NGOs School 01

Children-Education Situation in the Locality

Total Children below 14 Years:	1150
Total Male below 14 Years:	550
In-School Male:	350
Out of School Male:	200
Total Female below 14 Years:	660
in-School Male:	365
Out of School Male:	235

Total Out of School Children:	435
Male:	200
Female:	235

These 435 out of school children are either involved in child labor or potential child labor. There are two possible streams which can increase child labor pool in the locality:

- 1) Potential drop out from formal / non formal schools (Potential Child Labor)
- 2) Out of School Non-Working Children (Potential Child Labor)

Above mentioned situations needs two different kinds of strategies:

- 1) Prevention Strategies for potential child labor
- 2) Rehabilitation Strategies for children involved in labor

1) Prevention Strategies

a) Increase in Retention Rate of Schools

- improvement in School Environment
- Student-Teacher Ratio
- Friendly Teacher Behavior
- Adequate educational/ Infrastructure facilities
- Active Community (Parents) involvement
- Co-Curricular Activities
- Effective Monitoring

b) Awareness Raising and Social Mobilization

- Enrollment Campaigns
- Educational Seminars
- Role Plays

2) Rehabilitation Strategies

i) Social Mobilization

- Mobilizing Children involved in labour
- Mobilizing parents
- Mobilizing contractors

Educational Facilities for working Children

Sr. No	Age Bracket	Targets	Responsibilities	Possible Partners
1	0-3 years	Future Target for ECCE	Dist. Literacy Deptt. for future planning	Community, NGO
2	3-5 years	Present Target for ECCE	Dist. Literacy Deptt.	Community, NGO
3	5-7 years	UPE Target	Dist. Education Deptt	Community, NGO
4	7-12 years	Target for NFE	Dist. Literacy Deptt	Community, NGO
5	12-15 years	Literacy/vocational Training Target	Dist. Literacy Deptt	Community, NGO

All above-mentioned strategies need strong social mobilization at each level right from the community to district departments where planning is being done.

Comparative Analysis of Education and Objectives of a Formal and Non-Formal Education Center

Presented By: IFTIKHAR AHMED, Social Mobilizer, Sudhaar-ITA Alliance, Chunian (Kasur)

NAZAR IQBAL, Social Mobilizer, Sudhaar-ITA Alliance, Chunian (Kasur)

Locality Name Burj Ram Singh
 Union Council Mola Pur
 Tehsil Chunian (25 Kilometers)
 District Kasur (50 Kilometer)
 Households 425 (Approximately)

Population Analysis

Total Populations		Below 14 Years		In Schools		Out of Schools		Working	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1450	1550	400	450	275	250	125	200	50	75

Number of School in Locality with enrollment

Classification of Schools	Government			Private		
	Boys	Girls	Mixed	Boys	Girls	Mixed
Primary	150(1)	100(1)	0	0	0	275(2)
Middle	0	0	0	0	0	0
High	0	0	0	0	0	0

Number of Non-Formal education Centers in Locality

Classification of Schools	Non- formal Education centers			Literacy Centers		
	Boys	girls	Mixed	Boys	girls	Mixed
Primary	0	0	40(1)	0	30(1)	0
Middle	0	0	0	0	0	0
High	0	0	0	0	0	0

Target Non –Formal Educational Centre and Formal School

Formal School

Govt. girls Primary School Burj Ran Singh

Non- formal Educational Centre

Channan Centre K-122 (Suddhar-ITA Alliance)

Comparative Analysis of formal and Non-Formal Education

Formal Education	Non-Formal education
➤ Trainer role as Teacher	➤ Trainer role as facilitator
➤ Teacher is the center of instructions	➤ Participants can give input
➤ information “Push” (teacher decided which trainees are to be taught)	➤ Information “Pull” (focus on actual information needs)
➤ Teacher is responsible to deliver contents from the set curriculum	➤ Facilitator ensures the participants, learns basic contents and involves participants to determine additional learning goals
➤ Teacher has to prepare for all sessions	➤ Informal, open exchange: equal chance of participation to every trainee
➤ Teacher forced trainees into being experts	➤ Active cooperation and collaboration from all participants
➤ Teacher lectures trainees	➤ Facilitator is a group member
➤ Trainees are passive receivers of information	➤ Questions from the group can be answered by other groups (discussion/sharing of experiences. setting up of experiments Inviting resource person etc.)
➤ Working in large groups cause unequal attention to trainees	➤ Working in small groups leads to individual attention to every trainee
➤ Inputs from participant is minimal	➤ Facilitator can rely on inputs of the groups
➤ Teacher sticks to traditional way of teaching	➤ Facilitator stimulates critical thinking
➤ Proper Infrastructure	➤ Functional in rented or donated places
➤ Formal hierarchy/ set up for management and administration	➤ Informal set up for management and administration
➤ Have improper curricular facilities	➤ Have proper curricular facilities

Comparative Analysis of Formal and Non-Formal Education

Formal School: Govt. Girls Primary School Burj Ran Singh	Non-Formal Education Center: Chanan Center K-122 (Sudhaar-ITA Alliance)
➤ No Infrastructure (functioning in UC office building)	➤ Rented infrastructure (fulfilling minimum requirements for an NFE)
➤ Poor Student-Teacher Ratio	➤ Student-Teacher ratio is satisfactory
➤ No facilities (A/V Aides, co-curricular and infrastructure)	➤ Proper learning material (primary teaching kit, black board, printed charts, Models, sports material etc)
➤ Poor student-teacher relation	➤ Healthy student-teacher relation
➤ Learners are less confident	➤ Learners are more confident
➤ Traditional way of imparting education	➤ Participatory way of teaching (Need based)
➤ Teacher-centered approach	➤ Child-centered approach
➤ Minimum community participation/ involvement	➤ Maximum community participation/ involvement
➤ So-called monitoring	➤ Proper monitoring and live support
➤ On-Going (Long term) system	➤ Temporary (Short term) system
➤ Primary completion in five years	➤ Primary completion in less than five years

Suggestions to increase the affectivity and role in child labor reduction

1. Non-Formal education centers established by NGOs are not a long-term solution to reduce child labor as they are dependent on donors and approach is project based but they can only work on demonstrating the workable models for government to follow to reduce child labor through promoting education.
2. Focus must be strengthened on the existing formal set- up apart from building a parallel non-formal system.
 - Should have proper/sufficient attractive infrastructure
 - Should have sufficient learning material/ co-curricular activities' sports material
 - Effective implementation of annual academic calendar
 - Regular and effective monitoring and live support by management
 - Comparative Analysis of Specifically Targeted Formal and Non-Formal Schools
 - School based planning must be emphasized (School Development Plan by School Councils)

3. Formal schools should be attractive enough to attract a child towards itself and also let parents think about the cost they will have pay in future by not sending their children to school
4. The children should not be stopped from working but an environment may be created where it becomes feasible for children and families to pursue education

Suggestions to reduce child labour

- Mobilize and strengthen community to analyze UPE data of the locality and take initiatives accordingly
- Organize an enrollment campaign to cater for school children of 5- 7 years on annual basis
- Propose to District Literacy Department for establishment of NFE for 7- 12 years old children and Vocational/ Technical Training Center for 12— 14 years working and non working school going children

Introduction

Child labor is a complex social problem having roots in poverty, over-population, ignorance and lack of economic opportunities. Individual efforts alone cannot succeed in overcoming this issue. A broad based approach is required to be adopted by the whole society to combat this problem. An organized effort with practical strategy to alleviate the suffering of the working child by providing them with educational opportunities and health care facilities is the demand of the time.

If positive and accurate steps are taken definitely this issue may be resolved.

(AKHTAR ALI TAHIR)
MA, LL.B (Pb), D.L.L.
District Officer (Labour)
Bahawalpur /
Ph. No. 062-9250008-9 1

Zafar ALI



Zafar is 11 years old. He started working in sweet making shop one year back. He works as helper. He also brings tea and meals from the outside restaurants for his co-workers. In the beginning, he got only 200 rupees per month. Now he earns 600 rupees every month. He gives all his earnings to his parents. His timing for working is long from 7:00 AM to 7:00 PM. Since childhood he had no interest in education. He has 2 brothers and three sisters.

Parents Point of View:

Zafar Ali was sent to Madrassa and where Moallam punished him very severely for trivial aberrations. After that he refused to go to Madrassa. We do not have sufficient income to meet the expenditures of the six children.

When informed that government is providing free books and no tuition fee is being charged. In reply, the mother said that she sent her daughter to school where she was not attended properly and came back disappointed.

Muhammad Ajab



Muhammad Ajab is 9 years old. He is working in a tea stall. He has three brothers and three sisters. He is being paid 20 rupees daily. Working hours from 11:30 AM to 7:30 PM. In the morning he attends the Madrassa, where he receives religious education.

Parents Point of View:

Muhammad Ajab's mother Kalsoom Bibi is working in different homes and earns 800 rupees per month. His father is ill since last one year. Due to poverty, he thinks he is unable to educate his children. Hence, both the parents are working to earn their livelihood. If their income becomes better, they can educate all of their children. Now-a-days, their life is very miserable and to run their house have become very difficult. Hence, all their children and wife are working in different places. He is living in a rented house. The rent is 300 rupees per month. The house comprises of only one room and varanda.

Muhammad Shehzad



Muhammad Shehzad started working at the workshop 2 years ago. He is 10 years old now. He assists the owner of workshop. Shehzad never attended school. However he attends Madrassa in the morning. He has a large family consisting of five sisters and one brother. His father is a laborer. The financial burden of the family has fallen upon the shoulders of Shehzad and his father. Luckily, they have their own house. His parents being illiterate are not in favor of educating their children. Shehzad intends to continue working in the present workshop, and wishes to become a skilled technician. He is willing to attend part time education centre, if established.

Parents Point of View:

Having big family, Shehzad's parents along with their family, live hand to mouth. In the circumstances, they cannot afford the educational expenditures of their children. They think that after education there is no assurance of employment. As such they feel better to give the children technical skills from the very beginning. So that, they could lead a life better.

Observations

All the three cases are almost similar in nature and the problems and difficulties put forwarded by the parents are also genuine. I feel that parents are not aware of the steps taken by the government providing free education and other financial aids.

Further the attitude and behaviors of our traditional Teachers / Moallams are not good. CORPORAL punishment disheartens the children and segment of LEFT-OUT & DROP-OUT is increasing immensely.

The working environment is very congested and dirty. Non-formal and part time education for the child be arranged. Financial support in the shape of books, uniform, transportation etc be provided.

The full time schooling is not likely to work for these children as their families would not allow them to attend school due to poverty. Campaigns to impress upon parents, the importance of education and the dangers of child labor be initiated for creating awareness.

Quality Education For All

A Joint Effort of Sudhar ITA Alliance & Labour and
Human Resource Department District Nankana Sahib

By: Muddasar Rizwan Khan, Labour Officer (Factories & Weight), Nankana Sahib

Introduction

Child is a priceless gift from Allah because it is child who will take over our matters of life in the days to come. Children are our future. A wise and foresighted nation makes plans for its growth and development in future. So, it is our duty to secure our future by putting our children on the right course. We cannot deny our religious and legal duty to provide health, nutritional and educational facilities to our children so that they may be able to make our nation strong and respectable in the comity of nations.

Present conditions

Ignorance is a great curse. Though we cannot deny the role of poverty in the wide spread child labor yet there are many societies where a child is forced to work despite the availability of sufficient resources. According to ILO statistics, 25 corer children are actively engaged in child labor only in developing countries.

12 corers of them are full time workers. In Asia, 61 % of the child population is doing some sort of labor in this or that way. In Pakistan 3.3 million children are working as laborers. According to the Federal Bureau of Statistics, this figure is more than 5 million. In Punjab 22.63% children of the total child population are working as laborers.

In District Nankana Sahib, this situation is not different. There are miserable circumstances where children are forced to work due to many factors. Poverty, ignorance, family circumstances, social traditions etc. are responsible this menace.

Project Plan

The task assigned to me was to formulate a project plan to eliminate child labor in coordination with a local NGO working to combat this problem. There are several NGO's working for the Welfare of Children. I selected Sudhar ITA Nanakana Sahib. This NGO is actively involved in the elimination of child labor by bringing the working children in to main stream of society. The basic objective of this NGO is to provide minimum education besides vocational training to a child worker so that he may be a good and responsible citizen as well as a bread- winner of his family. My department will assist this NGO to eradicate child labor by educating children worker and enabling them to earn their own livelihood. The Labour Department is entrusted with the duties to implement the labor laws relating to the eradication of hazardous working environment to the physical as well as mental health of a child worker. The Labour Department regulates the working conditions of children working in various fields of trade & industry.

Salient Features

Nankana sahib is a newly created District. I have selected to assist the project of Sudhar ITA Alliance to rehabilitate working children. in the beginning, the target area is Tehsil Nankana Sahib.

Tehsil Nankana Sahib has been divided in to 34 localities.

One (Non Formal Education Centre) provides basic education to 35 child workers. This NFE is run by QEFA (Quality Education for All), a committee of 10 to 15 members who are devoted to do social work activities.

Trained teachers are there to educate these children.

Age Group

Working children and their brothers /sisters of 5 to 10 years are provided basic education so that they may be able to read and write. Working children of 12 to 14 years are provided with basic education in a literacy program of 6 months. Vocational skills are taught in the next 6 months. 29 literacy centers are working where 20 children each are getting education.

Timings

A child worker is taught for three hours at an NFE centre. Time schedule is framed according to the available time to a child worker so that his work is not disturbed.

Examination

Learning is not fruitful unless it reaches a fixed standard. These children have to pass exam to prove that they have qualified to achieve the target. A child worker has to pass Primary Education Certificate in three years under the rules of Education Department. Punjab Board of Technical Education Lahore is authorized to issue certificate to child workers who have qualified the exams of vocational training.

Development Schemes

Every class room at an NFE centre is equipped with all the basic facilities like furniture, electricity, drinking water, Black board etc. Under school development Program (SDP) improvement schemes of Government Schools are under way. Summer camps are also arranged for the child workers. Rupees 600 are given in four installments to a child worker for uniform who has been integrated in to the main stream at a Government School. In 36 Government Schools Tehsil Nankana Sahib working children have been brought in to main stream. These children have left work at workshops, hotels, factories etc and opted to read further

Conclusion

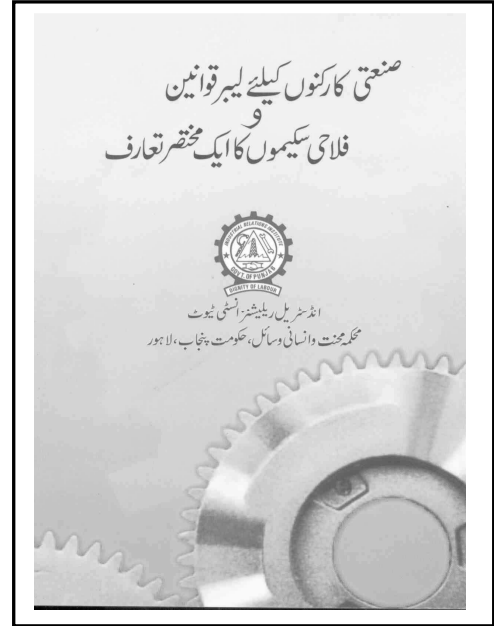
This project will contribute a lot in combating child labor. Education will be provided to child workers so that they may be able to prove their worth as useful citizens of Pakistan.

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 them 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

S.N O	Date	TITLE OF COURSE	Officers	NO OF PARTICIPANTS
1.	17-01-05	One day training programme on the Pb. Weights & Measure (Enforcement Act) 1975	Los, Lis	14
2.	27-10-05	One day training programme on the Pb. Weights & Measure (Enforcement Act) 1975	Los, Lis	14
3.	01-02-05	One month training course on different Labour Laws for Newly Inducted/Appointed (ADLW)	ADLWs	3
4.	22-02-05	One Day training programme on the topic of Human Resource	ADLWs, LOs	12

		Management		
5.	28-02-05	One Day training programme on the topic of Human Resource Management	ADLWs, LOs	12
6.	29-03-05	One day training programme on the topic of Calibration of tanks lorries & other Mobiles storage vessels	ADLWs	10
7.	30-03-05	One day training programme on the topic of Calibration of tanks lorries & other Mobiles storage vessels	Los	10
8.	18-04-05	One day training programme on the topic of Calibration of tanks lorries & other Mobiles storage vessels	ADLWs, LOs	10
9.	19-04-05	One day training programme on the topic of Calibration of tanks lorries & other Mobiles storage vessels	ADLWs, LOs	10
10.	26-04-05	One day training programme on the topic of Industrial Relations System in Pakistan.	ADLWs, Los	11
11.	17-05-05	One day training programme on the topic of "Wage Evasion"	ADLWs, LOs, Lis.	11
12.	19-05-05	One day training programme on the topic of "Wage Evasion"	ADLWs, LOs, Lis.	11
13.	24-05-05	One day training programme on the topic of "Wage Evasion"	ADLWs, LOs, Lis.	12
14.	14-06-05	One day training programme on the topic of "Shops& Establishment Ordinance, 1969"	ADLWs, Lis	10
15.	21-06-05	One day training programme on the topic of "Shops& Establishment Ordinance, 1969"	ASLWs, Lis.	10
16.	26-06-05	One day training programme on the topic of "Shops& Establishment Ordinance, 1969"	ADLWs, Lis.	10
17.	19-07-05	One day training programme on the topic of "Factories Act, 1934"	LOs.	10
18.	26-07-05	One day training programme on the topic of "Factories Act, 1934"	LOs.	10
19.	16-08-05	One day training programme on the topic of "Special Course on Weights"	LOs, Lis.	14
20.	23-08-05	One day training programme on the topic of "Special Course on Weights"	LOs, Lis	14
21.	30-08-05	One day training programme on the topic of "Special Course on Weights"	LOs, Lis	14

22.	13-09-05	One day training programme on the topic of “Court Procedure & Judgment writing under Workmen’s Compensation Act, 1923”	ADLWs	10
23.	20-09-05	One day training programme on the topic of “Court Procedure & Judgment writing under Workmen’s Compensation Act, 1923”	D.Directors, ADLWs	10
24.	27-09-05	One day training programme on the topic of “Court Procedure & Judgment writing under Workmen’s Compensation Act, 1923”	ADLWs	10
25.	15-11-05	One day training programme on the topic of “Office Works Routine & Financial Discipline”	DOLs	10
26.	22-11-05	One day training programme on the topic of “Office Works Routine & Financial Discipline”	DOLs	10
27.	29-11-05	One day training programme on the topic of “Office Works Routine & Financial Discipline”	DOLs	10
28.	29-30 Nov.2005	Two days Workshops on Regional Capacity Building Workshop for District Government Functionaries on Bonded Labour issue at ILO Building, Islamabad.	DOLs	11
29.	6-7 Dec. 2005	Two days Workshops on Regional Capacity Building Workshop for District Government Functionaries on Bonded Labour issue at Ambassador Hotel, Lahore.	EDOs, DOLs	27
30.	9-10 Dec. 2005	Two days Workshops on Regional Capacity Building Workshop for District Government Functionaries on Bonded Labour issue at Multan.	EDOs, DOLs	17
31.	20-12-05	One day training programme on the topic of “Use of Electronic Scales”	EDOs, DOLs	10
32.	27-12-05	One day training programme on the topic of “Use of Electronic Scales”	EDOs, DOLs	10

Capacity Building workshop held for stakeholders on International Labour Standards

A capacity building programme on International Labour Standards was held at IRI on December 13-14, 2006.

This programme was aimed at preparing the government department, employers, workers and NGOs in understanding the international labour standards enshrined in ILO's Conventions and to play their respective roles in preparing the country to meet these standards. These standards lay the foundation for all social standards applicable at workplaces which are becoming increasingly important in the wake of globalization of world trade.

The main resource person for the training was **Mr. Coen Kompier ILS Specialist at ILO Sub-Regional Office New Delhi**. The other resource persons included Raja Faiz-ul-Hassan Faiz of Ministry of Labour, Government of Pakistan, and Mr. Gagan Rajbhandari senior Programme Analyst at ILO Islamabad. The workshop was attended by 41 high ranking representatives from all the stakeholders institutions.

Programme

Tripartite Workshop on International Labour Standards: obligations and Opportunities

Lahore, 13-14 December, 2006

Venue: Industrial Relations Institute, Lahore-Pakistan

Resource Person: Mr. Coen Kompier ILS Specialist at ILO Sub-Regional Office New Delhi

Day One:

0900-0930 Registration

Inaugural Session

0930-1100 Recitation from the Holy Quran

Welcome remarks by Mr. Saeed Awan, Director
Industrial Relations Institute

Remarks by Raja Faizul Hassan Faiz, Central Labour
Advisor, Ministry of Labour, Govt. of Pakistan

Introduction to Workshop by Mr. Gagan Rajbhandari
ILO Office Islamabad

Remarks by Mr. Iftikhar Mahmood Randhawa
Employers Federation of Pakistan/Convener Webcop
Lahore

Remarks by Mr. Khurshid Ahmed General Secretary
Pakistan Workers' Federation

Remarks by Mr. Hassan Nawaz Tarar, Secretary Labour
& Human Resource Department, Government of the
Punjab

Address by Chief Guest, Rana Muhammad Qasim
Noon, Minister for Labour & Human Resource Punjab

Tea & Refreshments

Technical Session – I

1100 - 1145 Introduction to ILO: Structure and Standards-Setting
(adoption and submission)

1145-1230 ILO Standards and Pakistan

1230-1315 Activities on Fundamental Rights in Pakistan (IPEC,
PEBLISA, Gender Justice, Child Domestic Labour)

1315-1330 Q & A

1330-1430 Lunch & prayer break

Technical Session – 2

1430-1500 Articles 22 and 23 of ILO Constitution and tripartite
consultation: Reporting on ratified Conventions

1500-1530 Reporting by Pakistan under article 22
by Raja Faizul Hassan Faiz Central Labour Advisor,
Ministry of Labour

1530-1600 Comments sent by social partners under article 23

1600-1630 Q & A & Wrap up

DAY TWO

Technical Session – 3

- 0845-0900 Recap of day 1/Agenda setting of day 2
- By Mr. Gagan Rajbhandari ILO Office Islamabad
- 0900-0930 Pakistan at the International Labour Conference Committee
- 0930-1000 Article 24 and 26 of the ILO Constitution: Representations and Complaints
- 1000-1030 Q & A Wrap up
- 1030-1100 Refreshments

Technical Session – 4

- 1100-1130 Cases at the ILO Committee Freedom of Association
- 1130-1200 Q&A Discussions
- 1200-1230 The eight ILO fundamental Conventions and the ILO Declaration on Fundamental Principles and Rights at Work
- 1230-1300 Economic performance, productivity and trade: how do they relate to standards? Discussion paper introduced by ILO
- 1300-1315 Q&A Discussions
- 1315-1400 Lunch & Prayer Break

Working Session

- 1400-1415 Working-groups on burning issues: Legal and Practical (obligations and opportunities)
- 1415-1500 Break-up in groups (coffee/tea served)

Concluding session

1500-1530	Reporting back and agreement on short term action
1530-1600	Closing remarks by Workers Representative, Employers Representative MOL, ILO Vote of Thanks by Director IRI
1600	Certificate distribution & Refreshments

Glimpses of the Workshop





**Training Planner of
Center of Improvement of Working Conditions and Environment /
Industrial Relations Institute
for the year 2007.**

Sr. No	Title of course	No. of Participants			Duration	Month	Venue
		Government	Management /NGO's	Workers			
1	SA8000	20	-	-	4-Days	January	CWICE/IRI
2	Defensive Driving	5	7	4	1-Day	January	CWICE/IRI
3	Orientation Course and ISO9001-2000 and ISO 17025 for the Staff of CIWCE/IRI	11	-	-	1-Day	January	CWICE/IRI
4	Health and Safety workshop	10	10	10	1-Day	February	On Site
5	Introduction to Labour Laws	10	10	10	1-Day	February	CWICE/IRI
6	Health and Safety workshop	10	10	10	1-Day	February	On Site
7	Introduction to Labour Laws	10	10	10	1-Day	February	CWICE/IRI
8	Bonded Labour	10	10	10	1-Day	March	CWICE/IRI
9	Child Labour	10	10	10	1-Day	March	CWICE/IRI
10	Health and Safety workshop	10	10	10	1-Day	March	On Site
11	Health and Safety workshop	10	10	10	1-Day	March	On Site
12	Training on CNG	15	-	-	1-Day	April	CWICE/IRI
13	Training on CNG	15	-	-	1-Day	April	CWICE/IRI
14	Health and Safety workshop	10	10	10	1-Day	April	On Site
15	Health and Safety workshop	10	10	10	1-Day	April	On Site
16	Training on CNG	15	-	-	1-Day	May	CWICE/IRI
17	Training on CNG	15	-	-	1-Day	May	CWICE/IRI
18	Bonded Labour	10	10	10	1-Day	May	CWICE/IRI
19	Bonded Labour	10	10	10	1-Day	May	CWICE/IRI
20	SA8000	10	10	10	1-Days	June	CWICE/IRI
21	Orientation Course and ISO9001-2000.	10	10	10	1-Day	June	CWICE/IRI
22	Health and Safety workshop	10	10	10	1-Day	June	On Site

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23	Health and Safety workshop	10	10	10	1-Day	June	On Site
24	Training on CNG	15	-	-	1-Day	July	CWICE/IRI
25	Training on CNG	15	-	-	1-Day	July	CWICE/IRI
26	Introduction to Labour Laws	10	10	10	1-Day	July	CWICE/IRI
27	Introduction to Labour Laws	10	10	10	1-Day	July	CWICE/IRI
28	Bonded Labour	10	10	10	1-Day	August	CWICE/IRI
29	Health and Safety workshop	10	10	10	1-Day	August	On Site
30	Health and Safety workshop	10	10	10	1-Day	August	On Site
31	Weights and Measures	10	10	10	1-Day	August	CWICE/IRI
32	Introduction to Labour Laws	10	10	10	1-Day	September	CWICE/IRI
33	Introduction to Labour Laws	10	10	10	1-Day	September	CWICE/IRI
34	Health and Safety workshop	10	10	10	1-Day	September	On Site
35	Health and Safety workshop	10	10	10	1-Day	September	On Site
36	Orientation Course and ISO9001-2000.	10	10	10	1-Day	October	CWICE/IRI
37	SA8000	10	10	10	1-Days	October	CWICE/IRI
38	Health and Safety workshop	10	10	10	1-Day	October	On Site
39	Health and Safety workshop	10	10	10	1-Day	October	On Site
40	Bonded Labour	10	10	10	1-Day	November	CWICE/IRI
41	Bonded Labour	10	10	10	1-Day	November	CWICE/IRI
42	Training on CNG	15	-	-	1-Day	November	CWICE/IRI
43	Training on CNG	15	-	-	1-Day	November	CWICE/IRI
44	Health and Safety workshop	10	10	10	1-Day	December	On Site
45	Health and Safety workshop	10	10	10	1-Day	December	On Site
46	Introduction to Labour Laws	10	10	10	1-Day	December	CWICE/IRI
47	Introduction to Labour Laws	10	10	10	1-Day	December	CWICE/IRI

Important Announcements



Dear colleagues

I am delighted to introduce you to the Robert W. Campbell Award. This unique evidence-based award uses a rigorous review process to recognize and honor organizations that achieve high levels of excellence by integrating safety, health, and environmental (SH&E) management into their overall business operating system. The Award seeks successful business models from organizations that uphold SH&E as a key business value, and excel in both SH&E and business performance. Winning submittals are shared with business organizations and educational institutes worldwide through our network of Global Partners.

As a Facilitating CIS Centre, we at the National Safety Council (USA) believe that improved workplace and environmental conditions benefit not only the worker, but the company and the community as well. The principle function of the Award is to validate and document evidence through real-life cases and provide them as examples for others, thereby improving lives around the world.

In collaboration with Award's recipients and Global Partners, we share SH&E knowledge, emerging trends, and best practices with current and future business leaders through the Award's Business Leaders' SH&E Dialogue Series and its Business Case Study Series. We hope to influence these decision-makers in their understanding of the role that SH&E plays in the productivity and sustainability of their organizations.

The Robert W. Campbell Award and its related outreach efforts are made possible with the cooperation of many organizations and individuals. Please join us in a shared commitment to injury prevention and the improvement of lives worldwide by increasing awareness of the Award among the organizations you serve.

Your outreach assistance is greatly appreciated. Please identify appropriate groups who can contribute to or participate in the Award. I am pleased to attach the Call for Applications and the Information Packet containing application requirements and performance criteria for the 2007 award cycle. We would be most grateful for your help in increasing awareness of this important endeavor through your newsletters, websites, and other outreach venues. We also have printed promotional brochures available for direct mailing.

Inquiries or requests should be directed to CampbellAward@nsc.org. You can also link directly to our website at www.CampbellAward.org. We would appreciate it if you would please let us know how you have helped publicize the Award in your region.

In addition, if you would like to contribute further to the shared mission of improving lives through SH&E, we would like to invite you to become a [Global Partner](#). This network provides worldwide outreach and support for safety, health and environmental initiatives and foster collaborations that support the purpose and vision of the Robert W. Campbell Award.

Your involvement reinforces the importance of evidence-based case studies and shows the world that SH&E and business excellence can be achieved around the globe. If you have any questions, need more information, or are interested in becoming a Global Partner, please contact me at CampbellAward@nsc.org.

Together, we can help improve lives around the world.

With gratitude,
Mei-Li

Mei-Li Lin, PhD
National Safety Council | CIS Centre of Collaboration
Robert W. Campbell Award | Director
NSC Research & Statistical Services | Executive Director
Journal of Safety Research | Editor

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XVIII World Congress on Occupational Safety and Health

in Seoul, Korea

29 June – 2 July 2008

The XVIII World Congress on Occupational Safety and Health is a unique opportunity for decision-makers, safety and health professionals, employers' and workers' representatives and experts from social security to learn from each other and to exchange information with their peers from around the world.

The objectives of the Congress are:

- to provide a forum for the exchange of new information and practices with the aim of promoting safety and health at work worldwide.
- to reinforce and build networks and alliances while laying the groundwork for cooperation and strengthening relationships among all concerned
- to provide a platform for the development of knowledge, strategies and practical ideas that can be adapted to local conditions and immediately put into use.

Safety and Health Summit: Selected world leaders in safety and health at work will be invited to reflect on safety and health at work as a basic human right and as a means for economic growth and development.

There will also be an International Film and Multimedia Festival, technical visits, cultural excursions and social events.

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www.safety2008korea.org

The World Congress is organized by International Labour Organization (ILO), International Social Security Organization (ISSA) and Korea Occupational Safety and Health Agency (KOSHA)



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