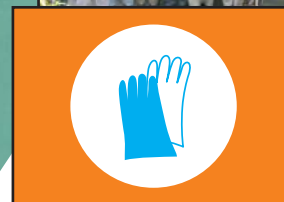


Annual Report

Activities 2007



Centre for the Improvement of Working
Conditions & Environment Lahore

Industrial Relations Institute Lahore

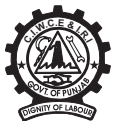


Labour & Human Resource Department,
Government of Punjab

ANNUAL REPORT OF ACTIVITIES 2007

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

Industrial Relations Institute Lahore



Labour & Human Resource Department
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:

In 2005 it was estimated that, globally, about 2.2 million people die every year from occupational accidents and diseases, Some 270 million workers suffer serious non-fatal injuries and another 160 million workers suffer from short or long term illness from work-related causes. The total costs of such accidents and ill health have been estimated by the ILO to amount to approximately four per cent of the world's gross domestic product, an amount that is over 20 times greater than official development assistance. The mortality rate in developing countries is five to seven times higher than in industrialized nations. 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 graver 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.

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

An Introduction to the CIWCE

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

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

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

Sphere of Activities of the CIWCE

- **Training & Education:** Training courses on safety, health and environmental problems for workers, supervisors, managers, trade union representatives and safety & health professionals are arranged
- **Research:** Research into safety, health and environmental problems in the industry as well as non formal sectors is carried out.
- **Information:** Information services on request on problems of safety, health and environment are provided
- **Monitoring:** Monitoring and analysis of most chemical and physical health hazards in the workplace is carried out.
- **Advisory Services:** The professional staff of CIWC&E can carry out OSH audits and provide advisory services for the solution of the problems of safety, health and working environment.

Activities-2007

Seminar and Expo held on World day for Occupational safety and health

April 28, is celebrated as World Day for Safety and Health at Work on the call of ILO. The CIWCE joined ILO in celebrating this event. On this occasion a seminar and expo were held at the premises of CIWCE. Approximately 300 participants, mainly EHS managers from industry, workers representatives, civil society organisations, government agencies, OSH professionals and academia participated in the event. The event was presided over by the Minister for Labour Punjab Rana Muhammad Qasim Noon and was addressed among others by Mr. Khurshid Ahmed, Secretary General, Pakistan Workers Federation. The event was extensively covered by media and. Experts of OSH presented their papers and a number of recommendations were finalized for promoting occupational safety and health in the country. The programme of the vent, alongwith its recommendations and glimpses are given below:

Programme of Seminar and Expo on the occasion of World Day for Safety and Health at Work (28 April 2007)

Seminar

0930-1000	Arrival and seating of guests
1000-1005	Recitation from the Holy Quran
1005-1015	Introduction to the event and welcome remarks by the Director Centre for the Improvement of Working Conditions & Environment (CIWCE)
1015-1200	Speeches (10 min each) on key aspects of OSH by speakers representing corporate, government sectors as well as workers and OSH specialists
1200-1210	Address by the Chief Guest Rana Muhammad Qasim Noon, Minister for Labour Punjab

Tea and refreshments to be provided during the seminar

1210-1240	Inauguration of the expo and visit to stalls of OSH equipment and service providers by the Chief Guest.
1240-1600	Screening of OSH training and awareness films in the meeting room-CIWCE (titles of films given overleaf)

	Presentations by OSH equipment and service providers in the meeting room – IRI
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Resource persons and topics for OSH day seminar

S. No.	Name	Topic
1.	Mr. Khurshid Ahmed, General Secretary Pakistan Workers Federation	Workers Perspective on OSH
2.	Mr. Shahbaz Munir, GM (HR) Koh-e-Noor textile group	Challenges in social compliance faced by Pakistani industry specially with reference to EHS
3.	Dr. Idrees Rana	Clean and safe drinking water an essential ingredient for healthy workforce- Global Enterprises
4.	Engr. Haseeb Baig CEO QMS 9000	Requirements of OSH and foreign buyers compliance in Pakistan

Technical Session

1.	Mr. Kashif DuPont Pakistan	Global dimensions of OSHE in the CSR policies
2.	Dr. M. Arif Saeed Company Medical Officer Nestlé Pakistan Limited	Occupational Health Activities at Sheikhupura Factory of Nestlé
3.	Dr. Ilyas Fareedi, Associate Professor of Occupational Health, Institute of Public Health, Lahore	Education and training in OSH
4.	M. Tanveer Latif	Fire safety challenges in the Industry
5.	Mr. Asif Iqbal, Retail Development Manager Total Parco Pakistan Limited	CSR policy and activities of Total Parco to promote safety and environment-
6.	Dr. Ata ul Haq	Experience of waste recycling
7.	Iqbal Sultan	Issues in safety at roads

Recommendations of the Seminar for improvement of occupational health and safety in the industry in Pakistan

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

1. National Safety and Health Council: The National OSH Council as proposed in the Labour Policy-2002 should be established immediately and made an effective organisation. The council must contain OHS professionals from various industries. We propose that fifty percent members of this Council should be health and safety professionals from the industry and various Government institutions. This Council should have a broad mandate for proposing the technical, legal and voluntary standards and Codes of Practice related to occupational safety and health. This Council should have sufficient budget and should meet frequently at least Quarterly in the initial phases. Adequate funding to hire national and international experts for providing guidelines on various issues will be a plus.
2. In order to cope with the challenges of globalization, modern technical safety and health standards should be adopted including limits for airborne contaminants in workplaces, and these standards should be periodically reviewed for updating.
3. Industry specific technical standards and voluntary codes of practice specially for textile industry , tanneries, power plants, should be adopted.
4. Effective inter-agency liaison within the government sector should be established especially between the Ministry and Departments of Labour and the Ministry and Department of Health at both Federal and Provincial level. The representatives from Ministries of Health and Environment should be included in National Safety and Health Council.
5. The workers in those sectors which due to some reason are not covered by laws (construction, agriculture, transport, informal sector etc.) should also be provided information and training through a focal institution and media to protect themselves from accidents and diseases at work.
6. It is recognized that present labour/factory inspection system cannot meet the requirements of modern days challenges. The inspectorates should be beefed up by induction of professionals of Safety, Health and Environment. The existing inspectors should also be required to undergo intensive training in these disciplines.
7. The government should encourage establishment of consultancy businesses in OSH area and criteria should be set in the laws for these agencies. The evaluations of OSH in enterprises carried out by the accredited consultancy

companies should be approved by the government. These consultancy companies can support the enforcement of technical OSH standards.

8. All enterprises employing more than 200 workers (whether permanent or contract) should be required to hire a safety, health and environment officer. The minimum qualifications for such an Officer should be prescribed in the law.
9. M.Sc. and PhD level programmes in disciplines of occupational health and safety should be started to prepare a professionally trained cadre of manpower in the country. The government and industry should sponsor such educational and training programmes at least for the next 5 years. The national OSH Council should work with educational insinuations to promote OSH education and training in the country.
10. A national focal institution on OSH should be established in order to facilitate legal reforms, research, publication and evolving training curricula on different OSH disciplines. The existing Centre for the Improvement of Working Conditions and Environment (CIWC&E) in Lahore can be given this status, as it has already an experience of over 15 years in the area. This institution can provide on-job training to OHS professionals from the industrial and Government department and can start certification of existing professionals.
11. The existing accident and disease reporting and recording system has become dysfunctional. Stiff penalties should be imposed for not or under reporting.
12. Each Chambers of Commerce and Industry in Large as well as federation of chambers of commerce and industry should establish safety, health and environment cells. Where environment cells already exist, their mandate should be enhanced to cover OSH area as well. These cells should be stuffed with qualified EH&S Professionals.
13. The government must allocate sufficient funding for promotion of awareness, training, and research in OSH. The National Electronic presenting of media must be underside to carry EH&S Awareness Company.

Glimpses of the Event

Seminar being addressd clockwise from top left Mr. Khurshid Ahmed, Mr. Shabaz Munir, Mr. Haseeb Baig and Mr. Rana Muhammad Qasim Noon





Stall at expo of products and services related to occupational safety and health



National Workshop on Labour Inspection held

A tripartite National Workshop on Labour Inspection was held on August 22-23 August, 2007 by CIWCE with the collaboration of Pakistan Workers Federation and International Labour Organisation.

The workshop was attended by key leaders of workers, employers and representatives of Labour Departments from all the four provinces of Pakistan. It was addressed by Secretary of Ministry of Labour, Government of Pakistan, ILO experts, Minister and Secretary of Labour Punjab and experts and professionals belonging to academia, government organisations and independent consultants. The workshop was attended by over 100 participants. This workshop was held in

the backdrop of cancellation of business arrangements by Nike Inc. Of USA with Saga Sports in Sialkot which supplied soccer balls to Nike. The major reason for the dispute between Nike and Saga was the compliance with labour standards. To avoid such disputes in future, a Sialkot Initiative has been launched the key features of which is to establish a credible inspection regime in Sialkot and Punjab.

The final programme and key recommendations of the workshop are given below:

Programme of Two Days National Workshop on Labour Inspection

- | | |
|-----------------|--|
| Main Objectives | <ul style="list-style-type: none"> • Re-examine government's prevalent labour inspection system, identify constraints and gaps, and suggest measures for revitalizing the system for Punjab Province in general and for Sialkot in particular. • Share good practices of other countries, especially those in Asia, on effective Labour Inspection • Identify and recommend various measures/ methods for strengthening the LI system • Seek consensus among key stakeholders on additional means that could complement national labour administration system/inspection system. |
|-----------------|--|

Day-1

Inaugural Session

0900-0930	Registration	
0930-935	Recitation from the Holy Quran	
0935-1000	Inauguration	Remarks by: <ul style="list-style-type: none"> - Mr. Khurshid Ahmed, General Secretary Pakistan Workers Federation - Mr. Muhammad Ali Gardezi, Secretary Labour Punjab - Mr. Gagan Rajbhandari ILO Office Pakistan - Mian Tajammal Hussain Employers Federation of Pakistan - Chief Guest Malik Asif Hayat, Secretary Ministry of Labour, Government of Pakistan
1000-1030	Tea	

Technical Session-I **(International Standards and best practices)**

1030-1100	Strategies and best practices for Labour Inspection and Decent Work	Mr. Gerd Albracht, Coordinator, Development of Inspection Systems, ILO SafeWork, Geneva
1100-1130	ILO standards for Labour Inspection	Mr. Malcolm Gifford, Labour Inspection Specialist, ILO SafeWork, Geneva
1130-1200	ILO IPEC experience of workplace monitoring in Pakistan and abroad	Mr. Sujeewa Fonseka, Chief Technical Advisor, ILO Islamabad
1200-1230	IMAC's experience in Workplace monitoring	Mr. Nasir Dogar, Chief Executive, IMAC
1230-1300	Q&A	
1300-1400	Lunch and prayer break	

Technical Session-II **(Labour Inspection policies and practices in Pakistan)**

1400-1430	Introduction to Labour Inspection Policy of Govt. of Pakistan	Mr. Muhammad Athar, Central Labour Advisor, Ministry of Labour, Islamabad
1430-1515	Introduction to Labour Inspection regime in Punjab and sharing of experiences on its implementation	- Mr. M. Zahoor Awan, Chairman Steering Committee PWF - Mr. Saeed Awan Director CIWCE - Syed Hasnat Javaid, DO Labour Faisalabad - Mr. Javaid Imtiaz Director I&C PESSI
1515-1600	Sharing of experiences of Labour Inspection from Sindh, Balochistan, NWFP	- Mr. Zahoor Khan Deputy Director Labour, NWFP - Mr. Abdul Sattar Daudpota, Joint Director Labour Sindh - Mr. Khaliq Dotani, Assistant Director, Labour Balochistan Mr. Dr. A. R. Kamal By delegates from respective provinces
1600-1630	Q&A	
1630-1645	Tea break	

Technical Session-III (Impact of Globalization)

Chair: Representative of the Pakistan Workers' Federation

1645-1715	Impact of Social Compliances & Buyers Codes of Conduct	--- Dr. A. R. Kamal --- Mr. Haseeb Tahir Baig CEO, QMS 9000
1715-1745	Impact of Foreign Buyers on Trade-Saga case study	Khawaja Zakauddin Sialkot Chambers of Commerce
1745-1800	Q&A	

Day-2

0900-0930	Recap of proceedings of Day one	Mr. Saeed Awan Director CIWCE
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Technical Session-IV (Group Work)

0930-1130	Group work to discuss: Strengths and weaknesses of present LI system and proposals for improvement. Ways that employers and workers can support the LI system. Role of voluntary inspections/private audits	
1130-1300	Presentations of group work	

Concluding session

1300-1330	Concluding session	Addressed by Rana Muhamamd Qasim Noon, Minsiter for Labour Punjab
1330	Lunch and prayer	

Key Recommendations of the Workshop on Labour Inspection

Existing Inspection mechanism in Punjab

The participants were of the view that the existing inspection regime was introduced in Punjab in order to promote an industrial friendly, non interventionist and transparent culture. However it was a general consensus that the system has failed to achieve its objectives, as most employers have not submitted the self declaration forms required under this mechanism. The employers from Sialkot recommended that all those industries failing to submit their declarations should be inspected, while 5% of those who do submit their declarations should be inspected. This will induce the industries to submit their declaration forms and fulfill their legal obligations.

Enhancing the quality and effectiveness of the inspection machinery

It was recommended that the quality and capacity of the inspection machinery in Punjab needs to be enhanced, and modern approaches to labour inspection have to be introduced. Inspections have to be made more effective by providing advice and information to the employers to help them with compliance, instead of adopting a punitive approach. A number of steps in this regard were required, including:

The technical capacity of the Directorate of Labour Welfare (inspectorate of factories) has to be enhanced by including engineers, doctors, chemists and other professionals as inspectors, so they can provide professional advice on the gender balance of the inspection machinery needs to be changed. It was recommended that 30-50% of the inspection officers should be females. A major capacity building programme needs to be launched with the help of ILO to introduce modern concepts of inspection including social auditing. The inspection machinery needs to be equipped with necessary equipment and vehicles. A Management Information System and computerization of inspection and follow-up activities has to be introduced to help with monitoring of inspection work and data compilation.

The direction of the Supreme Court in human rights cases like those pertaining to bonded labour at brick kilns can only be fulfilled if an effective labour inspection regime is introduced.

Labour Levies and special measures for labour protection in Sialkot

Most employers were concerned more about the labour levies instead of the labour inspection. They recommended that a one-window operation needs to be introduced to facilitate them. The employers from Sialkot offered to contribute a social protection fund through which all the workers whether working from homes or from small enterprises for the exporting industries can be covered

Implementation of Labor Inspection Policy of the Government of Pakistan

The participants were of the view that the Labour Inspection Policy announced by the Government of Pakistan contains a number of forward-looking steps which will promote compliance and introduce an employer and worker friendly as well as result oriented. It includes concepts like enhancement of inspection services to hitherto uncovered sectors and activities, outsourcing some of the technical aspects of inspection, labour extension services, prioritizing the inspection by assigning risk factors to various industries, self inspection and reporting. It was however felt that this Policy has not yet been tested anywhere. It was proposed that it be applied in Sialkot to gauge its effectiveness and improve it further before introducing it to rest of the country.

Sialkot specific actions

As the exports from Sialkot are facing a potential crisis situation in wake of Nike-Saga episode, therefore there is urgent need to start a project in Sialkot where a number of recommendations cited above can be tested and later on improved and gradually implemented in other parts of the country. The specific actions for Sialkot may include:

- Specially recruited inspection staff who may complement the existing mechanisms like IMAC in Sialkot to help the industry with social compliance.

- Re-orienting the inspection services in such a way that it provides a helping hand to the industry.
- Induction of technically qualified personnel and improving gender balance of inspection machinery.
- Seeking technical assistance from ILO to formulate a project to be launched in Sialkot for enhancing social and legal compliance.
- Examining the innovative proposals like covering the uncovered workforce from export oriented industry of Sialkot through a fund generated from contributions from exports.

National Award of Tamgha-e-Imtiaz conferred on Mr. Saeed Awan his services for Occupational Safety and Health

On 14 August 2007, the Government of Pakistan announced the names of persons to be awarded the civil awards to acknowledge their services for the nation. Mr. Saeed Awan, Director Centre for the Improvement of Working Conditions and Environment (CIWCE) has been awarded the Tamgha-e-Imtiaz, one of the highest civil awards in Pakistan for his services in the field of occupational safety and health. This is also a great honour for the CIWCE, which has been striving for promotion of occupational safety and health for last 22 years

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



Mr. Saeed Awan receiving the Tamgha-e-Imtiaz and the Citation from Governor of Punjab in the investiture ceremony held on Pakistan Day

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 Sheikhpura, 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.

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 has been established to provide overall guidelines and facilitate the project.
- A Project Management Unit is being 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 has been 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 have been mobilised to identify and later on scrutinise the applicants.
- Expression of interest (EOI) was published to determine the manufacturing firm(s) who will be asked to supply/install the loom on the terms & conditions to be set by PMU.

- 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 be made with major financing/poverty alleviation institutions to facilitate the acquisition of loom by the deserving families.
- 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 which was inaugurated in 2006, became fully operational during 2007. The construction of this 2-storied hostel costing Rs. 17.335 million was started in 2003. It provides accommodation to upto 30 persons. With the addition of hostel the CIWCE is now capable to welcome our trainees from other provinces and even from regional countries to come and participate in *the training and* other activities we organise for the promotion of occupational health and safety at work. The Minister for Labour 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 enters final stages



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 offices 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 Bureau 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 details of Training courses is given below.

Serial No.	Title of Course	Dates held	Number of trainees
	SA-8000 Social Accountability Standard	July 15-18 2007	12
	ISO 17025 Laboratory management System Standard	July 26-30 2007	20
	ISO 14001 Environmental Management System	November 6-10 2007	21
	OSHAS 18001 Occupational Health and safety Assessment Series Standard	November 13-15 2007	18
	ISO 9000:2000 Quality Management System	December 4-8 2007	19

ISO 9000:2000 Certificate awarded to CIWCE/IRI



The Centre for Improvement of Working Conditions & Environment and Industrial Relations Institute have been awarded the ISO 9000:2000 certificate for implementing quality management system. The third party audit for the certification was carried out by Bureau Veritas. This is a landmark achievement for the institution and it has become one of the few institutions and agencies within public sector, who have achieved certification for quality management system. It shows the commitment of the professional and support staff toward quality in all its services and facilities and to care for the satisfaction of its stakeholders.

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	<p>All ventilation related parameters pertaining to general ventilation and local exhaust testing:</p> <ul style="list-style-type: none"> ▪ air velocity ▪ temperature ▪ volumetric ▪ flowrate ▪ static pressure ▪ Pitot tube readings ▪ 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
		<p>Toxic gases & vapours through colour detection tubes. Following gases/vapours can be detected:</p> <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 though 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 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. DICHLOROETHYLETER 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)
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	62. HYDROCARBONS (METHANE)
	63. Halothane
	64. Heptane
	65. n-Hexane
	66. Hydrazine
	67. Isobutene
	68. Isopropyl alcohol
	69. Isopropyl ether
	70. Methane
	71. Methyl acetate
	72. Methyl acrylate
	73. Methyl alcohol
	74. Methyl cellosolve
	75. Methyl cellosolve acetate
	76. Methyl chloride
	77. Methyl chloroform
	78. Methyl ethyl ketone
	79. Methyl ethyl ketone
	80. Methyl isobutyl ketons
	81. Methyl methacrylate
	82. Methyl methacrylate
	83. Methylacetylene
	84. Methylamine
	85. Methylene chloride
	86. Nitrogen trifluoride
	87. Nitrous oxide
	88. Octane
	89. Pentane
	90. Perchloroethylene
	91. Pgmea
	92. Phosgene
	93. Propane
	94. n-propanol
	95. Propylene oxide
	96. Pyridine
	97. Trichloromonofluoromethane
	98. Trichlorotrifluoroethane
	99. 1,2-dichlorotetrafluoroethane
	100. 1,2-dichlorotetrafluoroethane
	101. Dichlorodifluoromethane
	102. 1,1,1,2-tetrafluoroethane
	103. Bromotrifluoromethane 1,1-dichloro-1-fluoroethane
	104. 1,1,1-trifluoroethane
	105. 1,1-difluoroethane
	106. Dichlorofluoromethane

		107. Dichloropentafluoropropane 108. Sevoflurane 109. Styrene 110. Sulfur dioxide 111. Sulfur hexafluoride (c) 112. Sulfuryl fluoride 113. Tetrahydrofuran 114. Toluene 115. 1,1,2-trichloroethane 116. 1,1,2,2-tetrachloroethane 117. Trichloroethylene 118. Trichloroethylene 119. Vinyl acetate 120. Vinyl chloride 121. Vinylidene chloride 122. Xylene
7	Waste water analysis	Following parameters can be measured with state of the art equipment: <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

		<ul style="list-style-type: none"> ▪ Manganese ▪ Mercury ▪ Nickel ▪ Potassium ▪ Sodium ▪ Zinc
8	Stack/flue gas analysis	<p>Analysis and real-time measurement of following stack-gas parameters:</p> <ul style="list-style-type: none"> ▪ Stack/flue gas temp ▪ O₂ ▪ 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

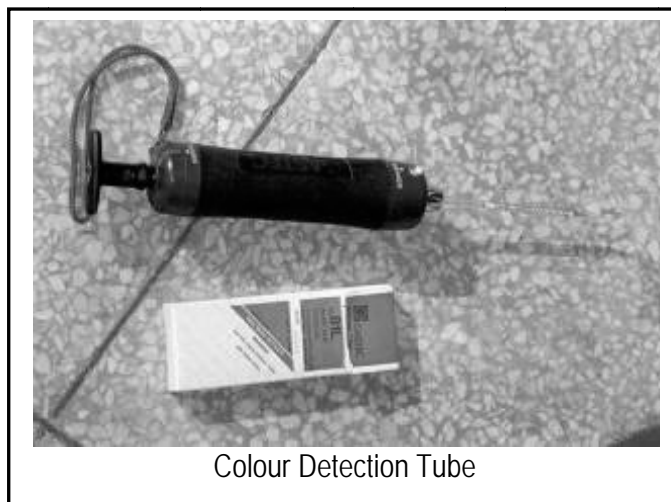


Atomic absorption spectrophotometer

hollow cathode lamps for copper, chromium, cadmium, lead, iron, cobalt, nickel, barium, magnesium, calcium, potassium, sodium, zinc, manganese, mercury and arsenic have been acquired.

Colour detection tubes for toxic gases/vapours

Colour detection tubes are workhorse accessories in the industrial hygiene measurements. These provide real time estimation of the dangerous substances in the air. The tubes for a large number of chemicals have been bought which include: acetaldehyde, acetic acid, acetone acid mist, acrylonitrile, alcohol, amines, ammonia, benzene, carbon dioxide, carbon monoxide, carbon tetrachloride, chlorine,



Colour Detection Tube

chloroform, cyclohexane, ethyl acetate, ethylene, ethylene glycol, formaldehyde, formic acid, hydrocarbons, hydrochloric acid, hydrogen sulphide, mercaptans, mercury vapors, natural gas, nitrous fumes, oil mist, ozone, petroleum hydrocarbons, phenol, phosgene, styrene, sulfur dioxide, sulfuric acid, toluene, trichloroethylene, vinyl chloride.

Pulmonary Function testing equipment

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

Water testing equipment

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



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.

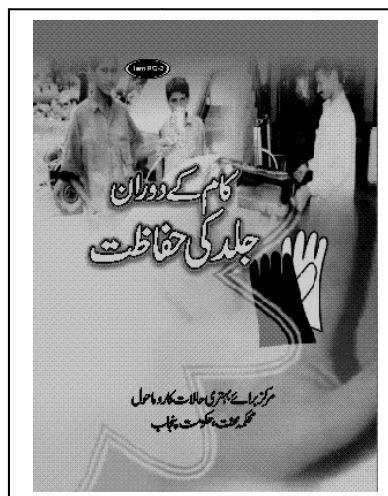
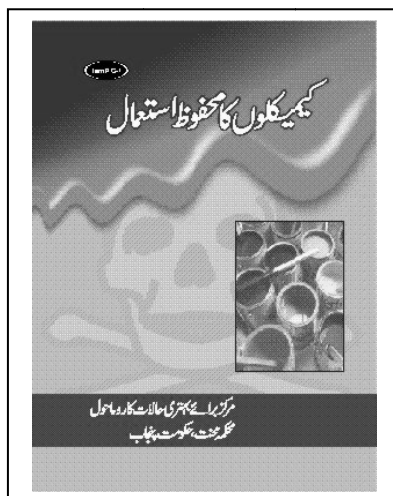
Training and Education-2007

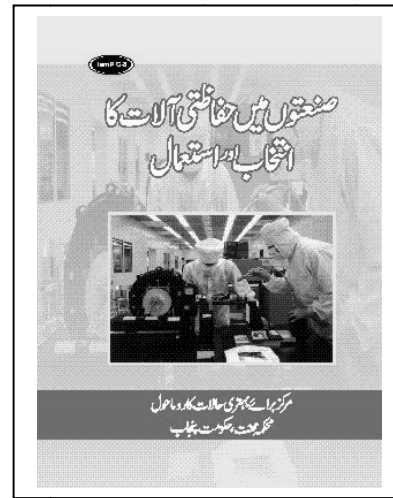
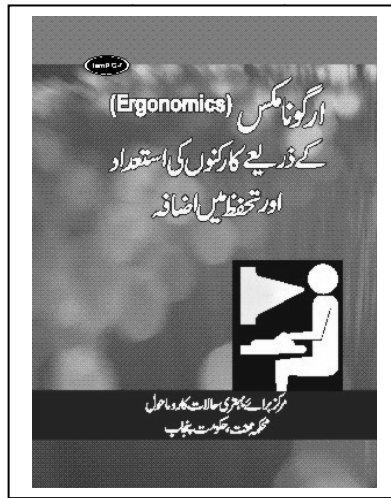
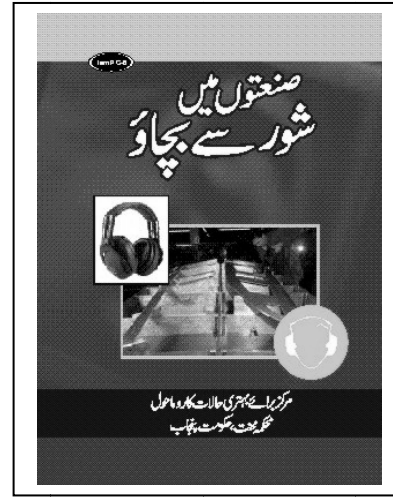
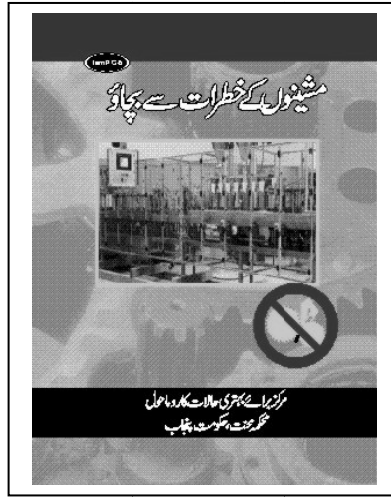
Training and Educational literature on occupational safety and health developed

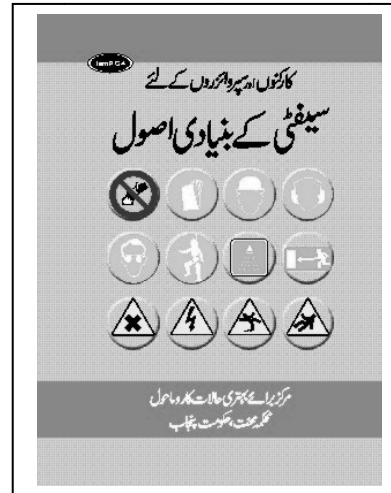
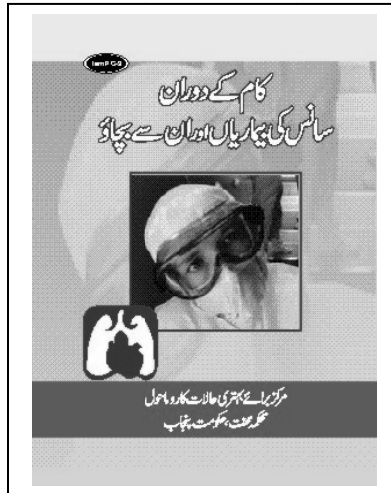
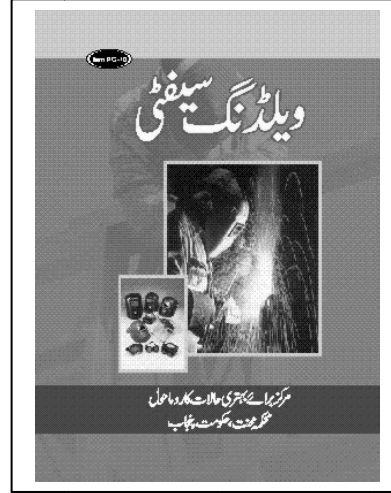
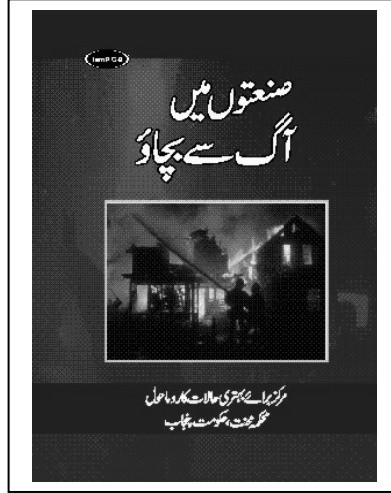
A hallmark of CIWCE's activities has always been the expertise to develop user friendly training and awareness materials. As the literacy level of workers in Pakistan is low, it is important to prepare training materials which suit to the needs of most workers. Keeping this in view a series of pocket 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 is presented below:

Booklets







Safety Signs



آگ کو پانی کے ساتھ مت بچھائیں



ایمرجنسی شاور



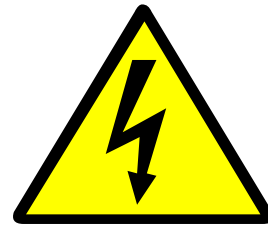
خبردار۔ نامہوار جگہ
گرنے کا خطرہ



خطرہ
انتھان دیکھنا نا۔ے



Biological risk



خبردار۔ برقی رو کا خطرہ



تکسیدی مادہ



خبردار۔ ٹھوکر لگنے کا خطرہ



تابکار مادہ



خبردار۔ پھسلنے کا خطرہ



یہاں حاشی دھاتوں کا استعمال ضروری ہے



تمباکو نوشی منع ہے



ہیلے یا چھنے والوں کے داخلہ منع ہے



یہ پانی پینے کے قابل نہیں ہے



غیر منجستہ افراد کا داخلہ ممنوع ہے



چھونا منع ہے



منجستہ گاڑیوں کا داخلہ ممنوع ہے



تھپا ہوا آگ اور کھلے شعلے ہیں



خیردار - ہستہ خیردار



خیردار - ٹرکوں سے ہوشیار رہیں



آتشگیر مادہ



دھماکہ خیز مادہ



زہریلا مادہ



گلا دینے والا مادہ



تابکار مادہ



نیچے گرنے کا خطرہ



غور کر گرنے کا خطرہ



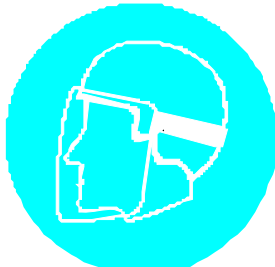
خطرہ



خبردار اوپر سے وزنی سامان گر سکتا ہے



ٹھنڈا میٹر پھر



یہاں پر بھرنے کے حفاظتی آلات پہنانا ضروری ہے



اس علاقے میں
سک پہننا ضروری ہے



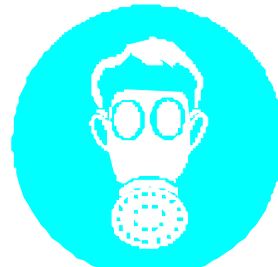
حفاظتی ہیلمیٹ پہننا ضروری ہے



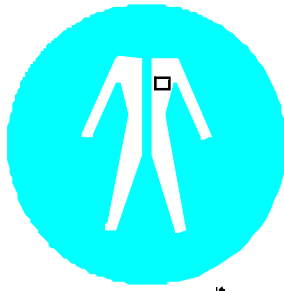
کالوں کے حفاظتی آلات پہنانا ضروری ہے



آنکھوں کے حفاظتی آلات پہنیں



یہاں پر گیس کے حفاظتی آلات پہنانا ضروری ہے



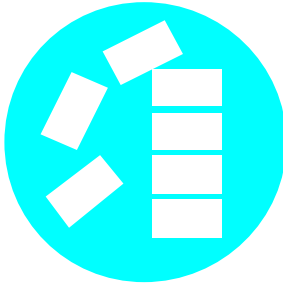
حفاظتی لباس پہننا ضروری ہے



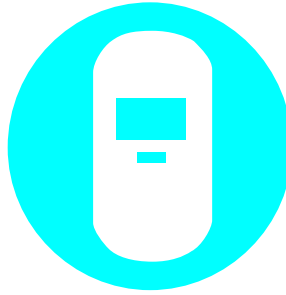
یہاں پر سفٹی بوٹ پہننا ضروری ہے



حفاظتی ٹائی پہننا ضروری ہے



اشیاء کو صحیح ترتیب سے رکھیں



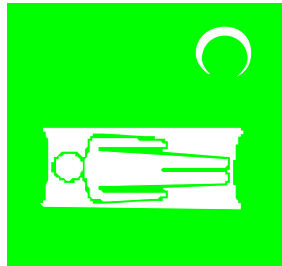
ویلڈنگ ماسک استعمال کریں



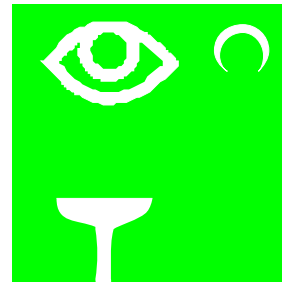
سارٹ کرتے سے پیسے حفاظتی کارا کا پتلا کٹہہ پر موجود ہونا ضروری ہے



وزن کو صحیح طریقہ سے اٹھائیں



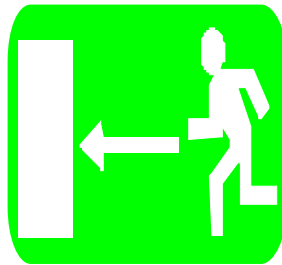
سٹرینچر



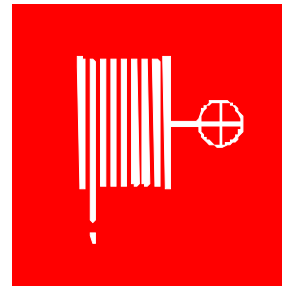
آنکھیں دھونے کی جگہ



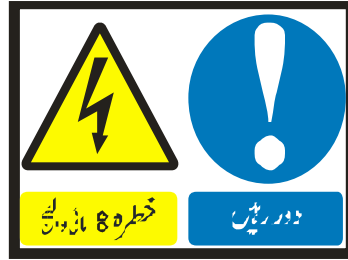
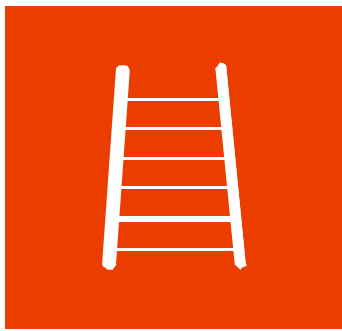
ابتدائی طبی امداد کی جگہ



ہنگامی انخلاء کا راستہ



آگ بجھانے کا پائپ (Fire Hose)

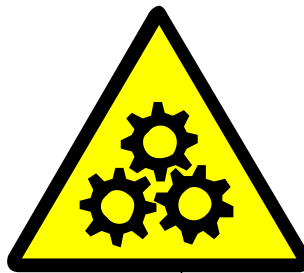
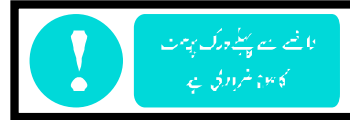




آگ بجھانے کا آلہ (Fire Extinguisher)

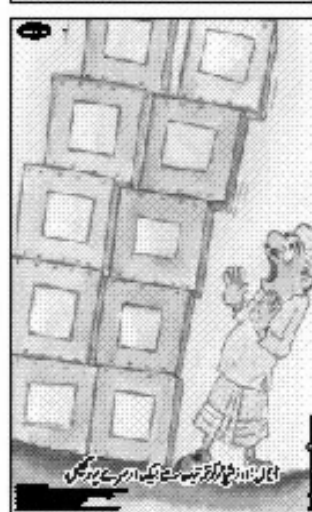
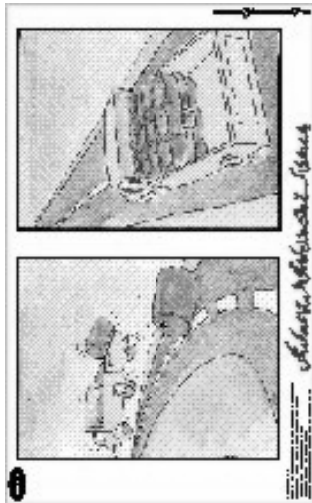


فیر مشینوں اور اس مشین کا استعمال سے گریز

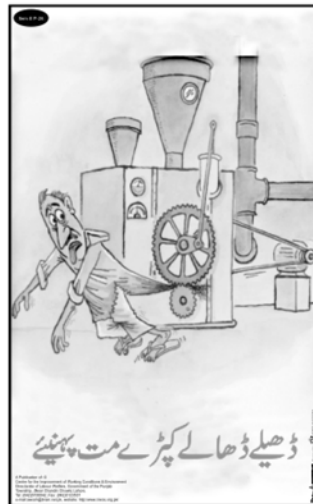
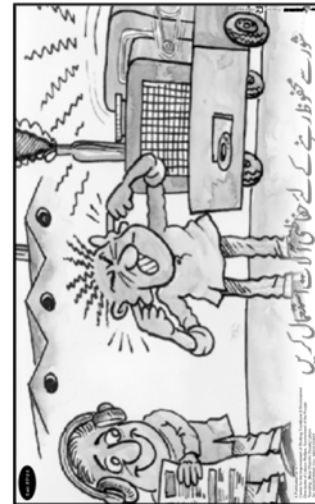


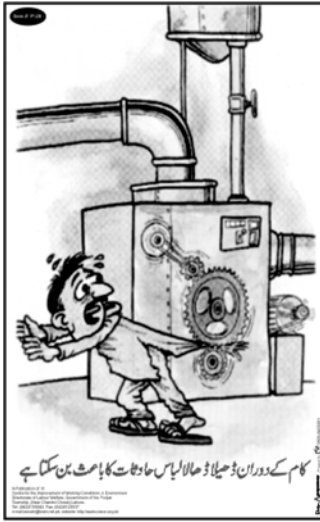
خبردار
اعضاء کو پکڑے ہوئے مشینوں سے گریز

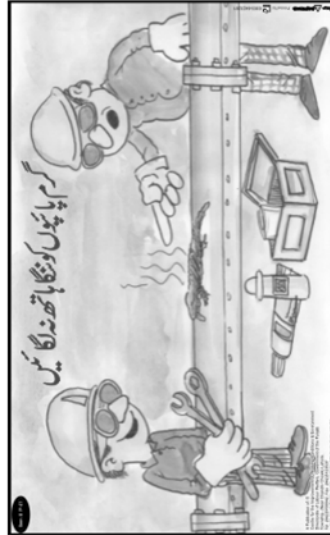
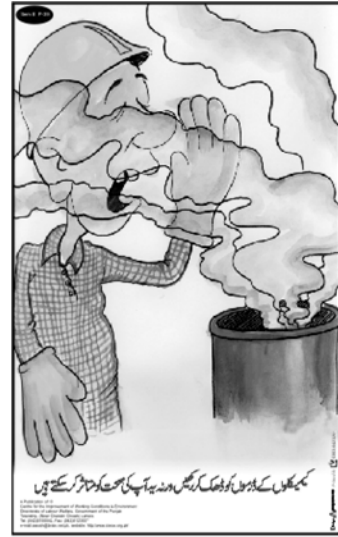
Posters

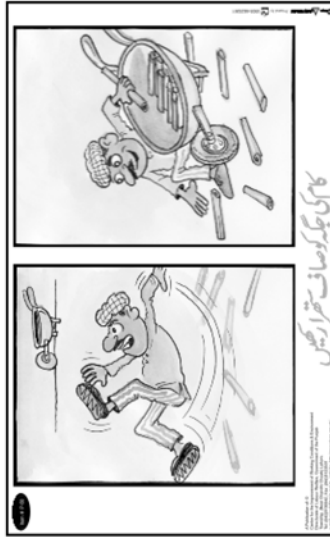
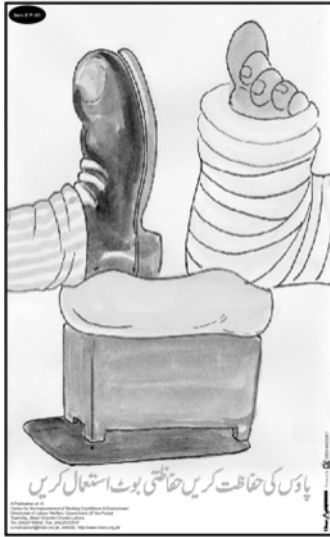
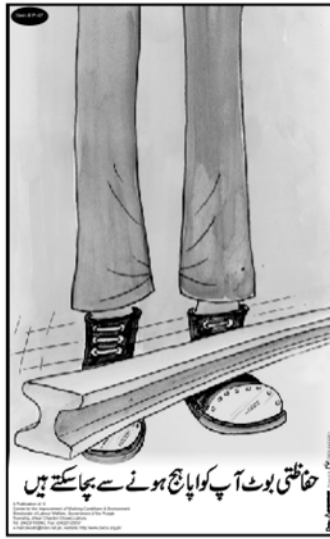


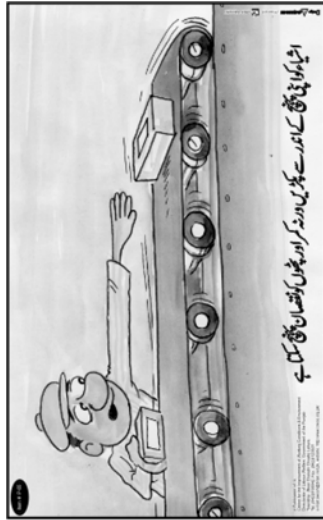












Project launched for up gradation of human and material resources at CIWCE

The Government of Punjab through its Annual development Programme (ADP) has approved a project at a cost of Rs. 29.496 million to strengthen the human and material resources of CIWCE.

The broader aim of the project is to provide quality facilities and services to industry, workers and other stakeholders to help them comply with international social compliance and related standards as well as other trade regimes and help the local industry meet globalization challenges while minimising burden on government exchequer for provision of services to the industry and stakeholders. The project is justified due to a number of reasons:

- a. The auditorium/conference hall the construction of which is likely to be completed in June 2008 is to be made functional and operational by provision of necessary equipment and furniture.
- b. The training and occupational safety and health testing facilities of CIWCE already accredited to international standards (ISO 9001:2000 and ISO 17025) now need to be made fully operational by having necessary professional and other staff in order to run these on sustainable basis in the long term.
- c. The existing mobile training unit is based in a van which is over 20 years old, originally provided by ILO and has become unserviceable, it needs to be replaced. Additional facilities like mobile training and testing unit on safety, health and environment accessories and equipment for laboratories, hostel, training rooms and library needs to be procured in order to maximize the impact and outreach of the CIWCE-IRI.

The immediate objectives of the project through which this broader aim will be achieved are:

- Equipping the auditorium/conference hall (under construction) to make it operational

- To enhance the scope and quantum of activities and services of CIWCE-IRI by provision of additional facilities including essential professional and other staff.
- Facilitating the industry to meet OSH and social compliance and related international standards as well as globalization challenges by providing quality training and testing facilities on cost basis.
- Offering joint trainings/events with other service providers
- An effort for making the training and lab testing self sustainable.

Topics of training courses to be offered by CIWCE in the next years

- Defensive Driving
- Electrical Safety
- Work permit system
- Occupational diseases and their prevention
- Confines spaces
- Machine Guarding
- Respiratory Protection
- Slips, Trips, & Falls , New Employee Safety Orientation
- Ergonomics
- Hazardous Material Transportation and disposal
- Construction safety
- Noise & Hearing Conservation
- Chemical Safety at workplace
- Machine-guarding
- Fire prevention and fire fighting
- Basic emergency first aid and CPR
- Accident investigation
- Selection and use of personal protective equipment
- Compliance with national and international health safety and environmental laws and standards
- Implementing social compliance standards
- Meeting customer's social codes of conduct

- Introduction to labour laws.
- Implementing ISO 9001
- Implementing ISO 14001
- Implementing OHSAS 18001
- Effective Communication Skills
- Time management
- Stress management
- Negotiation skills
- Effective team building in organizations
- Empowerment – building a committed workforce
- Mentoring in organization (for managers specifically)
- Awareness and tackling Harassment and Bullying at workplace
- Selection and Recruitment (selection procedures, interviews, employee assessment test and their use)

Training and Educational literature on occupational safety and health developed for surgical industry and young workers

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 number of training targeted materials were prepared during 2007 focusing on the special OSH needs of surgical industry and young workers.

A photo gallery of training and awareness materials developed is presented below



سرچیکل کی صنعت میں بچوں کے بنیادی حقوق

تعلیم کھیل اور مسکراہٹ

ان بچوں کو حقوق دلوانا ہم سب پر فرض ہے

A Publication of:

Centre for the Improvement of Working Conditions & Environment
Government of Punjab, Township, Lahore - Pakistan
Ph: 92-42-3521146, Fax: 92-42-3521146
Email: awosh@brain.net.pk
Internet: www.ciwce.org.pk

Financial Support:
Government of Italy
and
Surgical Instruments Manufacturers' Association of Pakistan (SIMAP)

An Italian Social Partners' Initiative

ILO-IPEC, Surgical Project, Sialkot - Pakistan

سرچیکل کی ورکشاپ میں کام شروع کرنے سے پہلے اوزاروں کا اچھی طرح معائنہ کر لیں

اور دقتی اوزاروں کو انتہائی احتیاط سے استعمال کریں

سرچیکل آلات کی تیاری کے دوران استعمال ہونیوالی مشینوں کے متحرک حصوں کو گارڈز سے ڈھانپ کر رکھیں

تخاطر پیچھے: ذرا سی بے احتیاطی سے موت واقع ہو سکتی ہے

A Publication of:

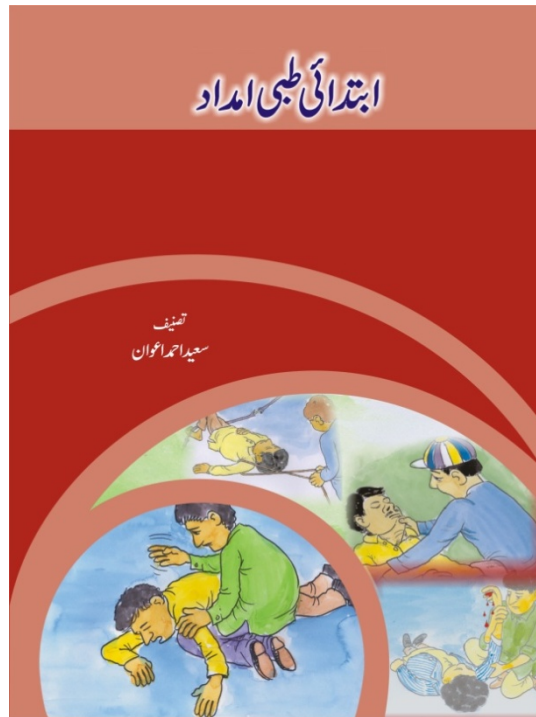
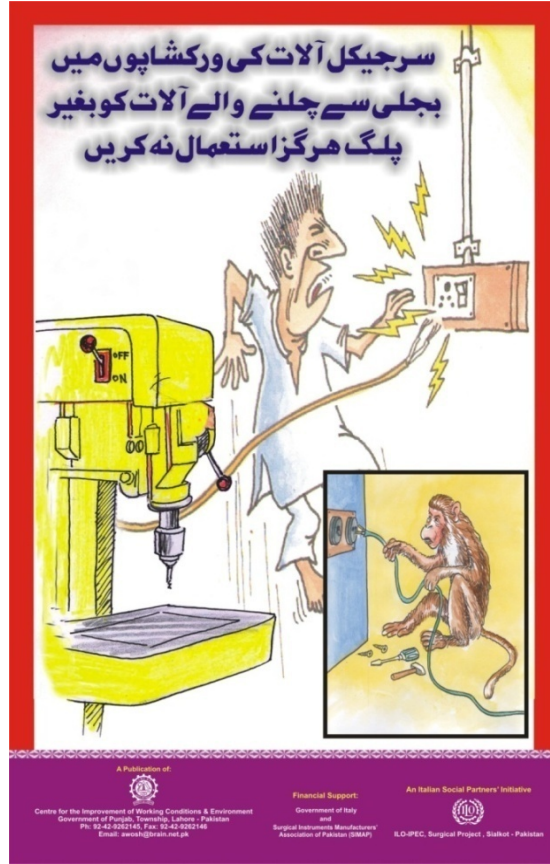
Centre for the Improvement of Working Conditions & Environment
Government of Punjab, Township, Lahore - Pakistan
Ph: 92-42-3521146, Fax: 92-42-3521146
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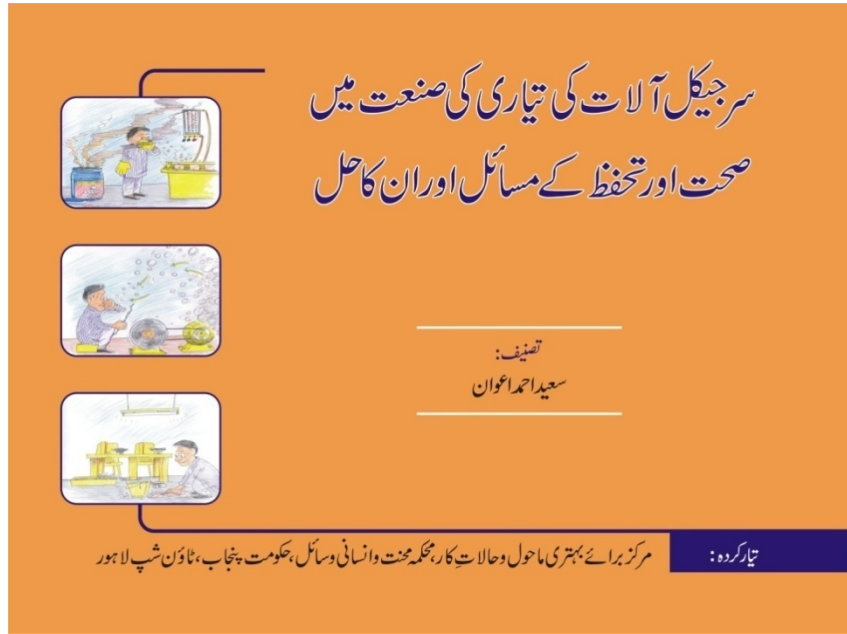
Financial Support:
Government of Italy
and
Surgical Instruments Manufacturers' Association of Pakistan (SIMAP)

An Italian Social Partners' Initiative

ILO-IPEC, Surgical Project, Sialkot - Pakistan







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 2007 is given below:

Details of OSH courses held in 2007

Sr. No.	Date	Title	Partner organization/industry	No. of Participants
1.	07-02-07	OSH problems and their solution in tanneries	Pakistan Tanners Association Kasur	39
2.	18-04-07	OSH problems and their solution in carpet washing	Ittehad Labour Union Carpets Workers Lahore	22
3.	19-04-07	Introduction to OSH hazards	Bata Pakistan	32
4.	01-02-06-07	First Aid, CPR and introduction to OSH	ICI- Soda Ash Khewra	67
5.	05-06-07	Introduction to OSH hazards	Sitara Chemicals Faisalabad	30
6.	26-06-07	Introduction to OSH hazards	US Demimn Defence Road Lahore	41
7.	28-06-07	Introduction to OSH hazards	Pansy Garments Bedian Road, Lahore	16
8.	29-11-07	Introduction to OSH hazards	Ambition Apparel Ferozpur Road Lahore	9
9.	17-12-07	Introduction to OSH hazards	US Apparel Defence Road, Lahore	10







Special Campaign to promote OSH in the Surgical Industry

The manufacture of surgical instruments is an important industry in Sialkot and its surrounding areas. Workers in the surgical instruments industry face a number of safety and health hazards. In 2007, a special campaign was launched in Sialkot to create awareness on OSH in the small surgical workshops. The details of the campaign are given below:

List of Awareness Raising Workshops held in Surgical Industries, Sialkot

S. No.	Name of Industry	Date	No. of Participants
1.	Accuray Surgical Ltd,	04-06-2007	42
2.	A. L. M. Surgicare	05-06-2007	32
3.	Arkay Pak Instruments (Pvt.) Ltd	06-06-2007	37
4.	Medisporex Pvt. Ltd	07-06-2007	62
5.	Bhindher Surgical Co. (Pvt.) Ltd	08-06-2007	57
6.	ACME Commercial Ways (Pvt.) Ltd	09-06-2007	62

7.	M. S. F. Surgical Co.	11-06-2007	18
8.	Friends Surgico (Pvt.) Ltd	12-06-2007	38
9.	Technimen Agha (Pvt.) Ltd	13-06-2007	71
10.	Dunani & Co, (Pvt.) Ltd	14-06-2007	56
11.	Carc & Cure Surgico	15-06-2007	53
12.	Hilbro Instruments (Pvt.) Ltd	18-06-2007	18
13.	Prime Star Instruments	19-06-2007	43
14.	Qayum Elahi Sons (Pvt.) Ltd	20-06-2007	39
15.	Hilbro International (Pvt.) Ltd .	21-06-2007	38
16.	Bromed Surgical (Pvt.) Ltd	22-06-2007	56
17.	Conqueror Surgical (Pvt.) Ltd	25-06-2007	36
18.	Royal Cosmo Industries (Pvt.) Ltd	26-06-2007	47
19.	B. Webber&Co.	27-06-2007	57
20.	Banzai Corp. (Pvt.) Ltd	28-06-2007	53
21.	Chand Jee Mfg. Co.	29-06-2007	62
22.	Dentech Surgical Co.	30-06-2007	26
23.	Cliff Trading Co. (Pvt.) Ltd	02-07-2007	42
24.	Enika Trading Co.	03-07-2007	49
25.	Surgicon (Pvt.) Ltd	04-07-2007	156
26.	Weldone md. (Pvt.) Ltd	05-07-2007	78
27.	Techno Instruments (Pvt.) Ltd	06-07-2007	85
28.	Rizwan Industrial Eliterprises	09-07-2007	39
29.	Nice Craft (Pvt.) Ltd	10-07-2007	37
30.	Scientific Instruments	11-07-2007	56
31.	Naushahi Surgico	12-07-2007	48
32.	TATA Surgical (Pvt.) Ltd	13-07-2007	58
33.	Techno Instruments (Pvt.) Ltd	16-07-2007	64
34.	Win Wings Corporation	17-07-2007	18
35.	Rhein Enterprises (Pvt.) Ltd	18-07-2007	57
36.	Surgicrafts	19-07-2007	52
37.	Towne Brothers (Pvt.) Ltd	20-07-2007	57
38.	Qureshi MFG Corp.	23-07-2007	43
39.	Garana Industries (Pvt.) Ltd	24-07-2007	56

40.	GA Surgical (Pvt.) Ltd	25-07-2007	51
41.	Add Begowala	16-08-2007	77
42.	Samberial (watermarks)	17-08-2007	54
43.	Daska (Chongi No. 8)	20-08-2007	62
44.	Adalatgarah	21-08-2007	53
45.	Feteah Garh	24-08-2007	59
46.	Mianapura	25-08-2007	56
47.	Muzzaffarpura	26-08-2007	63
48.	Pasrur (Dhodha Road)	27-08-2007	58
49.	Samberial (Mandi)	03-09-2007	58
50.	Malley Chack	04-09-2007	51
51.	Adalatgarha	05-09-2007	53
52.	Muhammad Pura	23-10-2007	61
53.	Bounkan	24-10-2007	56
54.	Paccagarha	25-10-2007	57
55.	Small Industrial Estates	26-10-2007	52
56.	Muradpur	29-10-2007	38
57.	Gujar Town	30-10-2007	53
58.	Harrer	31-10-2007	45
59.	Ugoki	05-11-2007	49
60.	Gohadpur	06-11-2007	57
61.	Lalpura (Rangpura)	07-11-2007	54
62.	Morr Samberial	08-11-2007	58
63.	Small Industrial Estates	09-11-2007	51
Totals			3324





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.	08-02-07	Packages Lahore	Different Solvent Exposure
2.	01-03-07	Bata Pakistan	Different Solvent Monitoring
3.	05-06/04-07	Kasur Tanneries Waste Management Agency (KTWMA) Kasur	Risk Assessment
4.	27-06-07	Bata Pakistan	Noise, Lighting Stack emission
5.	26-06-2007	US Demin Lahore	Noise, Lighting Dust, Stack emission
6.	28-06-07	Pansy Garments Bedian Road Lahore	Noise, Lighting Dust, Stack emission
7.	11-12-07	Ambition Apparel Lahore	Stack emission, Noise, Lighting

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 at CIWCE 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.

**One Day Seminar on Harvest for the future: Agriculture without Child Labour
Held on World Day Against Child Labour (12 June, 2007)**

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, 2007 by the Child Labour Resource Centre of the Labour and Human Resource Department, Government of Punjab Lahore with the collaboration of ILO. The programme and glimpses of the event are given below:

Programme of the Seminar

0930-1000	Arrival, registration and seating of guests
1000-1015	Introduction to the event and welcome remarks by Mr. Saeed Awan the Director Centre for the Improvement of Working Conditions & Environment (CIWCE)
1015-1030	Documentary of ILO on child labour in agriculture
1030-1050	Dimensions of Child Labour in agriculture in the world and Pakistan By Mr. Taseer Alizai Project Manager ILO-IPEC carpet Project Lahore
1050-1110	Employers' perspectives on child labour in agriculture, Mr. Iftikhar Mehmood Randhawa, Workers Employers' Bilateral Council of Pakistan
1110-1130	Problems of child workers in agriculture sector in South Punjab Mr. Sabir Farhat, Pakistan Rural Social Welfare Organisation Bahawalpur
1130-1230	Group formation and group work on identification of gaps and challenges in tackling child labour in agriculture and re-commendations for future action
1230-1300	Presentations of the group work
1300-1310	Closing remarks by the Chief Guest, Rana Muhammad Qasim Noon, Minister for Labour, Punjab
1310	Lunch

Key Messages

1. *Apply laws on child labour*

Actions in this regard should include:

- Effective application of the minimum legal working age to jobs in agriculture
- Prohibition of hazardous work in agriculture for girls and boys under 18 years of age and effective prevention of children from entering such work
- Protection of children who have reached the minimum legal age to work, by improving health and safety standards in the agricultural sector.

2. *Take action to ensure children do not carry out hazardous work in agriculture*

Agriculture is one of the three most hazardous work sectors — along with mining and construction — in terms of work-related deaths and injuries and ill health, and this is especially true for children, whose lack of experience or training and still-developing bodies make them particularly vulnerable. Some agricultural activities — mixing and applying pesticides, using certain types of machinery — are so dangerous that children should be clearly prohibited from engaging in them.

In many developing countries, farmers and waged workers are among the poorest groups in society who often lack knowledge of farm hazards and risks, with implications for child labourers.

3. *Promote rural strategies and programmes aimed at improving rural livelihoods, and bring child labour concerns into the mainstream of agricultural policy making*

The most important contributor to child labour is poverty. Poor parents in developing countries confront a difficult choice, they must weigh the family's need for food, shelter, and clothing here and now against an investment in their child's future that could take years to pay off.

Since agricultural child labour is rooted in the livelihood systems of rural areas and the economic vulnerability of families, rural development strategies and programmes aimed at improving rural livelihoods, creating alternative income-generating activities, and addressing

health and safety in agriculture, have a critical role to play in helping reduce the use of child labour and the level of hazards and risk associated with it.

Any sustainable solutions of child labour problems in agriculture require national governments, international organizations, donor agencies and civil society organizations to give priority to agriculture and rural development, so that farmers are able to obtain fair prices for their products. National governments, international organizations, donor agencies and civil society organizations should give particular attention in their agricultural policy work to the elimination of hazardous child labour. Child labour concerns should be integrated into the lending practices and conditions for loans of development banks.

Elimination of child labour also means dealing with issues affecting adult agricultural workers as child labour is linked to adult poverty. Policy coherence on child labour must centre on the concept of promoting decent work. Poverty reduction strategies at country level should support the elimination of child labour.

A key to reducing child labour in agriculture is building strong rural institutions, which include farmers' organizations and trade unions to collectively bargain to improve adult incomes, wages and labour standards. Without strong institutions change cannot be brought about.

4. *Overcome the urban/rural and gender gap in education*

Child labour is part of the survival strategy in many rural areas. In most cases parents would prefer to send their children to school, but two-thirds of the world's poor people live in rural areas, and many rural parents are too poor to pay school fees. Even if schooling is free, costs such as books and other school materials, clothes, shoes, and transportation can be a heavy economic burden. In many cultures, girls are even more disadvantaged as there is a preference to invest in the education of boys when money is limited.

Parents value education. They see it as an avenue for social advancement. They want their children to learn to read and write. When school fees are waived, there is a tremendous increase in the demand for education. It is therefore important that governments make efforts to provide free education, or education at a nominal cost that parents can afford, and to give encouragement for children to attend school.

The frequent shortage of schools in rural areas is an additional disincentive to pulling children out of work and into school. Before steps are taken to move children out of work, it is necessary to make sure they have somewhere to go. If declines in child labour further impoverish poor families or do not go hand-in-hand with high-quality schooling, they could leave children even worse off.

To help poor parents, some countries have decided to provide incentives to families to send their children to school. Programmes that transfer cash or food directly to households that send their children to school and meet other conditions can help significantly reduce child labour and increase school enrolment.

Education is an essential prerequisite for reducing poverty, improving agriculture and the living conditions of rural people and building a food-secure world. But rural children generally have poor access to quality education due to lack of schools, lack of or poorly trained teachers, and irrelevant curricula, or because their families cannot afford the school fees. Measures are urgently needed to overcome the urban/rural and gender gap in education and to improve the quality of basic rural education and access to it.

5. *Promote youth employment opportunities in agriculture and rural areas*

Children's participation in family farm activities helps them learn valuable skills, build self-esteem and contribute to the generation of household income, which has a positive impact on their own livelihoods. However, children should be prevented from participating in work that is harmful to their health, safety, development and well-being.

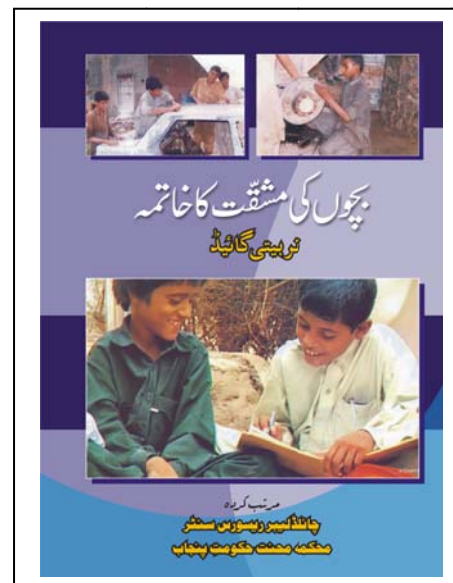
Young persons who have attained the minimum legal age for work should be encouraged to enter agricultural work as a means of promoting youth employment. However, it is important to ensure that they receive proper training and work under safe and decent conditions.





Urdu Training Kit on Child Labour

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



Website of CLRC

The website of CLRC (www.clrc.org.pk) is an important tool for dissemination of information. It is



used extensively by students, researchers and those interested in the issue of child labour.

Activities of Legal Aid service Unit for the Bonded Labourers

In Punjab bonded labour in different forms is found especially in the rural areas and in certain geographic regions. Most of the reported cases pertain to the brick kilns where traditional forms of manufacturing arrangements and low wages lead to abusive conditions.

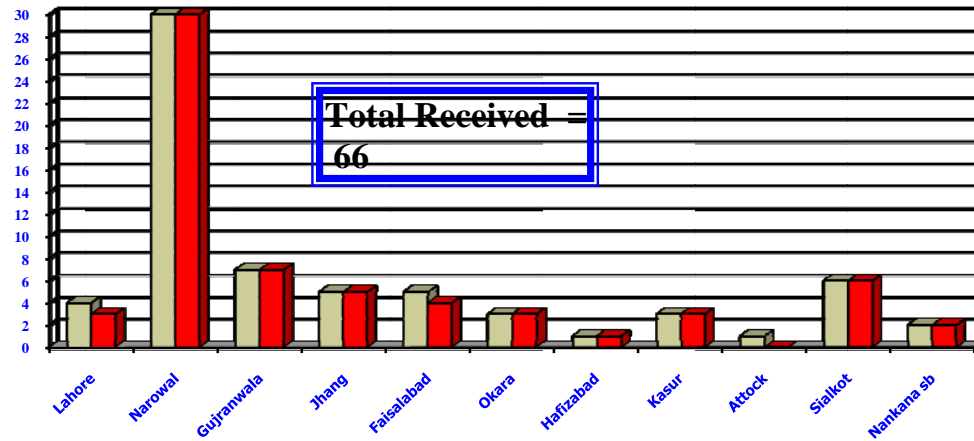
Government of Pakistan is fully committed to eradicate the problem of Bonded Labour from Pakistan. The present government is committed at the highest level to eliminate this problem. Pakistan has ratified ILO's Convention 29 and 105 on Forced Labour. These conventions are amongst the core 8 conventions of ILO and are universally recognized as fundamental rights of workers.

The Labour and Human Resource Department Punjab has set up a "Legal Aid Service for Assistance of Bonded Labourers" (LASU) through funding from the Bonded Labour Fund. (BLF). established in the Labour Division, Government of Pakistan. The main focal areas of LASU are:

- Establishment of a toll free helpline for documenting calls from the province on the bonded labour issue.
- To work as focal point for addressing the complaints of bonded labour throughout the province through informal inquiries as well as through formal legal assistance.
- Assistance with Publication of materials for raising awareness on bonded labour.
- Holding of training activities for capacity building of relevant stakeholders

Up to date Progress Report of Legal Aid Service Unit

Sixty nine complaints were received by Legal Aid Service Unit (LASU) from different resources. From which sixty six complaints were disposed off and all the information about disposal of complaints also included in this report. The status of complaints in tabular form is also included.



District wise complaints

Sr. #	No. of case / Complaints Registered*	Follow-up of cases	Industry-wise details of cases	Age group	District-wise distribution of cases of bonded labour	Type of bonded labour
1	69	69	Brick Kiln	25 to 50 years	Kasur: 03 Narowal: 30 Gujranwala : 08 Lahore: 04 Attock 01 Hafizabad: 01 Faisalabad : 05 Okara: 07 Jhang: 02 Sialkot : 06 Nankana Sahib :02	- Low Wages - Bonded Labour - Threatened - Harassment - Return of Articles

Training Material

The Training Kit (booklet) for the awareness about the bonded labour for the members of District Vigilance Committees and other stakeholders has been prepared and a brochure for the introduction about the LASU has been composed and published in Urdu. The brochure contained the establishment of LASU, objectives, working procedure of LASU, mode of payment to Advocates working on Bonded Labour cases. It creates the awareness about the working condition of LASU.

Video Film

A video Film has been prepared for the training of DVCs members to combat the Bonded Labour. The video film contains all aspects for eliminating the Bonded Labour and will be used as training tool of the DVCs members.

Visit Programme

LASU has visited districts Nankana Sahib, Lahore, Narowal, Gujranwala, Faisalabad, Okara, Kasur, Attock and Sialkot, in connection with complaints. He recorded the statements of the workers/ complainants and suggested the appropriate action against violators of law.





Consultation on Bonded Labour.

LASU has arranged a consultation on Bonded Labour on 10-01-2007 at Industrial Relations Institute to highlight the Human Rights Case No. 5091 of 2006 decided by the Honourable Supreme Court of Pakistan dated 20-10-2006. The Secretary Labour chaired the workshop. The representatives of Prosecution Department, Law and Justice Department, Human Rights Department, Total Parco, Brick Kiln Owners Federation and Brick Kilns Workers Associations were the participants.

This workshop debated the problems of brick kiln workers and suggested measures for tackling bonded labour problem.

Training workshops of District Vigilance Committee

A series of training workshops are being organised to build the capacity of the members of District Vigilance Committees. The training is being provided to the members of District Vigilance Committee (DVC) and other stakeholders working on Bonded Labour in the identified districts of Punjab. A training video and leaflet (attached) have already been produced, which are being used as the training module.

Workshop held at Kasur.

A one day training workshop on Capacity Building of Stakeholders on Bonded Labour was held on 14-12-2007 at the Office of District Coordination Officer (DCO) Kasur, in which Law Officer of Legal Aid Service Unit delivered a lecture on Bonded Labour. A documentary film on bonded labour for enhancement of capacity of members of DVC and other stakeholder was shown and training material for eradication of bonded labour prepared by the Legal Aid Service Unit was distributed to the participants.

**Workshop held at Okara.**

A one day training workshop on Capacity Building of Stakeholders on Bonded Labour was held on 18-12-2007 at the Zila Council Hall Okara, in which Law Officer of Legal Aid Service Unit delivered a lecture on Bonded Labour. A documentary film on bonded labour for enhancement of capacity of members of DVC and other stakeholder was shown and training

material for eradication of Bonded Labour prepared by the Legal Aid Service Unit was also distributed to the participants.



Workshop held at IRI, Lahore.

A workshop on the capacity building of stakeholders was held on 16-01-2008 at Industrial Relations Institute, Labour and Human Resource Department Township, Lahore. Law Officer of Legal Aid Service Unit (LASU) delivered the lecture to build the capacity of members of District Vigilance Committee and other stakeholders (List of participants attached) related to bonded labour.



Complaint Tracking System

Software of complaint tracking system has been developed and all the complaints received by LASU were entered. The status report of complaint through this software was also sent to Joint Secretary Labour Welfare Government of Pakistan, Secretary Labour Punjab and Director Labour Welfare Punjab.

Enter Personal Information

Name	<input type="text"/>
N.I.C No.	<input type="text"/>
Gender	<input type="radio"/> Male <input type="radio"/> Female
Age	<input type="text"/>
Contact No.	<input type="text"/>
Address	<input type="text"/>
U.C.No.	<input type="text"/>
Police Station	<input type="text"/>
District	<input type="text" value="Okara"/>

Enter Complaint Information

Complaint Type

Please select ...

Subtype

Origin of Source

Against Whom

Prayer

Date

June 10,2006

Complaint Detail

Save

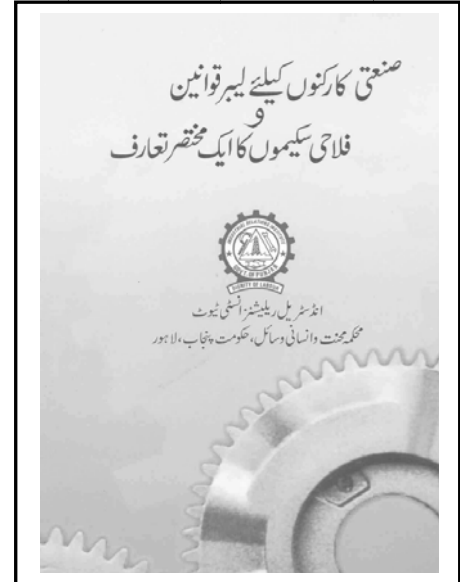
Cancel

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.



Capacity Building of planners for Mainstreaming Gender issue

The Constitution of Pakistan clearly and unequivocally mandates the State to eliminate gender-based discrimination, and ensure the equality of rights and status to all citizens. The Constitution further calls for affirmative measures for women's welfare and development, so as to mainstream them, and ensure their full participation in all spheres of life.

The Labour Policy announced by the Government of Pakistan in 2002 states “There is a need to improve the role and contribution of women in the labour force and to provide them equal opportunities for employment. The work places will be made conducive for women workers.

Pakistan is signatory, including the UN Convention on the Elimination of All Forms of Discrimination Against Women, 1979 (CEDAW), Convention on the Rights of the Child, 1989 (CRC) and the ILO conventions 111 and 100 which provide for the removal of gender-based discrimination and equal opportunities for all.

A Memorandum of Understanding (MoU) was signed by the Gender Mainstreaming in Planning & Development Department Project (GMPnD) Punjab and Centre for the Improvement of Working Conditions and Environment/Industrial Relations Institute (CIWCE/IRI) to build the capacity of planners from various government agencies to mainstream gender issue during planning and to give a gender dimension to the training and awareness activities of CIWCE and IRI.

With the collaboration of GMPnD, CIWCE and IRI carried out a number of activities. These included; organizing 7 training courses for key officers involved in planning from different departments and districts, mainstreaming gender issue in our own training,, establishing a computer lab and networks and production of a training video on the theme of the project for capacity building of government functionaries.

Schedule of Trainings held with the collaboration of Gender Mainstreaming in Planning & Development Department Project (GMPnD) Punjab

Serial #	Title of courses	Dated held	No. of trainees
1.	Gender Sensitive Project Planning	August 17-18, 2007	19
2.	Gender Sensitive Project Planning	August 22-24, 2007	23
3.	Gender Sensitive Project Planning	August 29-31, 2007	19
4.	Gender Sensitive Project Planning	September 3-4 2007	18
5.	Gender Sensitive Project Planning	September 6-8 2007	23
6.	Gender Sensitive Project Planning	September 11-12 2007	23

7.	Gender Sensitive Project Planning	November 16-17 2007	21
8.	Training of Trainers on Gender Sensitive Introduction to Labour Laws	November 21, 2007	12
9.	Training of Trainers on Gender Sensitive Bonded Labour	November 22, 2007	10
10.	Training of Trainers on Gender Sensitive Health & Safety	November 23, 2007	12
11.	Training of Trainers on Gender Sensitive Child Labour	November 29, 2007	12
12.	Training of Trainers on Gender Sensitive Social Compliance	November 30, 2007	10









Our interaction was an eye opener for us, as we ourselves were introduced to the drawbacks of gender blind planning and were able to imbibe and then disseminate the concepts of gender sensitive project planning. The trainees have found the trainings highly useful and very much related to their day to day work. We are thankful to the P&D Department, Government of Punjab and UNDP and their partners in selecting our institutions as one of their partners for carrying out training and capacity building activities.

As our institution provides training, information, awareness and advice on various labour related issues to industry, government agencies, and workers, the present project with GMPnD has helped us reorient our services. The training modules engendered through project's support have been appreciated by all our stakeholders, and will continue to be offered in future.

Similarly the computer lab, hardware and networking have provided tremendous boost to the quality and speed of our training and other activities.

The training video produced under the cooperation of GMPnD project will continue to provide a valuable tool for us as well as other partners of the project for continuing the training efforts. The cooperation of the management of the GMPnD project has been exemplary. They have provided timely input of financial and administrative support as well as useful advise to us on each phase of the project. We would like to express our gratitude and appreciation to the tireless efforts of Ch. Hasnat Ahmed Project Director, Ms. Shazia Khanum, Project manager and Mr. Mazhar , the admin/financial officer, who have worked like our team members and have made this assignment a success for us in a very limited time.

The details of other training courses held at IRI during 2007

Sr. No	Date	Title	No of participants
1	15/01/07 to 18/01/07 4 days training	Training course on international standards SA 8000 social Accountability	12
2	10/01/07 1 day training	Consultative workshop on bonded labour held at IRI	40
3	26/03/07 to 30/03/07 5 days training	Training course on international standards "ISO 17025:2005 Laboratory Management system	11
4	12/01/07 one day training	One day re-training on ISO04001 lead auditor courses	06
5	13/01/07 one day training	One day re-training on OHSAS 18002	08
6	20/03/07 one day training	Training course on social compliances held at IRI.	15
7	17/04/07 to 18/04/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of working standards laboratories.	20
8	23/04/07 to 24/04/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of working standards laboratories.	20
9	25/04/07 to 26/04/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of working standards laboratories.	20

10	03/05/07 to 04/05/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	20
11	09/05/07 to 10/05/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	17

11	09/05/07 to 10/05/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	17
12	16/05/07 to 17/05/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	16
13	23/05/07 to 24/05/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	24
14	30/05/07 to 31/05/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	17
15	5/06/07 to 6/05/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	24
16	12/06/07 to 13/06/07 two days training	Two days training course regarding capacity building for the inspecting staff of the directorate under ADP scheme "Provision of Working standards Laboratories.	17
17	5/07/07 one day training	One day re-training re-test on the SA8000 at IRI	04
18	17/08/07 to 18/08/07 two days training	Training on gender analysis, planning, monitoring & evolution under "UNDP-Gender Mainstreaming in planning and development division & departments project (GMPND) Punjab "at CIWCE & IRI Lahore.	19
19	22/8/07 to 24/8/07 three days training	Training course on Gender Sensitive Project Planning at IRI	23
20	16/11/07 to 17/11/07 two days training	Two days Training Course on "Gender sensitive Project Planning"	21

21	20/11/07 to 23/11/07 four days training	Training course on "Provision of Equipments for the inspection/Re-verification of CNG Dispensing Units, 2007-08" Under ADP scheme for the capacity Building of the Officers of the Directorate.	27
22	27/11/07 to 30/11/07 four days training	Training course on "Provision of Equipments for the inspection/Re-verification of CNG Dispensing Units, 2007-08" Under ADP scheme for the capacity Building of the Officers of the Directorate.	27
23	21/11/07 one day training	Training Trainers of the officers of labour & Human Resource Department Punjab on Engendered Module of Introduction to Labour Laws at CIWCE & IRI	11
24	22/11/07 one day training	Training Trainers of the officers of labour & Human Resource Department Punjab on Engendered Module of Bonded Labour at CIWCE & IRI	13
25	23/11/07 one day training	Training Trainers of the officers of labour & Human Resource Department Punjab on Engendered Module of Health & Safety at CIWCE & IRI	14
26	29/11/07 one day training	Training Trainers of the officers of Labour & Human Resource Department Punjab on Engendered Module of Child Labour at CIWCE & IRI	10
27	30/11/07 one day training	Training Trainers of the officers of Labour & Human Resource Department Punjab on Engendered Module of Social Compliance at CIWCE & IRI	11



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