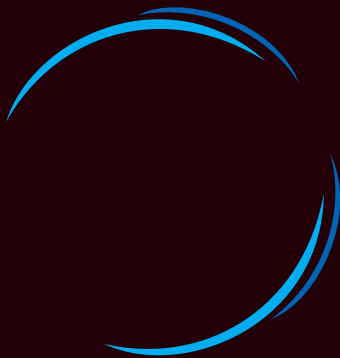


Annual Report 2009



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

Industrial Relations Institute Lahore



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

ANNUAL REPORT OF ACTIVITIES 2008

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

Industrial Relations Institute Lahore



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

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

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.

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

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

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.

Work related Accidents during 2009

From July 2007 onwards, the CIWCE started keeping newspaper clippings of the work related accidents reported in the 2 newspapers to which we subscribe. The purpose is mainly to document the injuries and accidents and to identify the sectors and activities where these accidents have been occurring. It may be remembered that this source is imperfect as lot of accidents are not reported. Also we have not included the traffic related accidents, in many of which the drivers transport workers are injured or lose their lives. Also the data mostly reflect the accidents occurring in or near Lahore, which are reported by the local newspapers. Only big accidents resulting on multiple fatalities from cities and regions outside Lahore are reported in the local newspapers. This data is indicative of the national trend. The data for 2009 is presented below:

Total accidents reported = 114

Total number of deaths = 62
Total injured = 114

We would like to emphasize again that this data is only indicative of trends of accidents, the actual number may be far too high as only a selected newspapers were examined. It may also be kept in mind that sectors like transport, services, agriculture, construction are not covered under the labour protection laws. So the victims do not receive any of the benefits like compensation, injury benefits, death grants and social security coverage available to workers in manufacturing sector.

Details of work related accidents and injuries reported Accidents

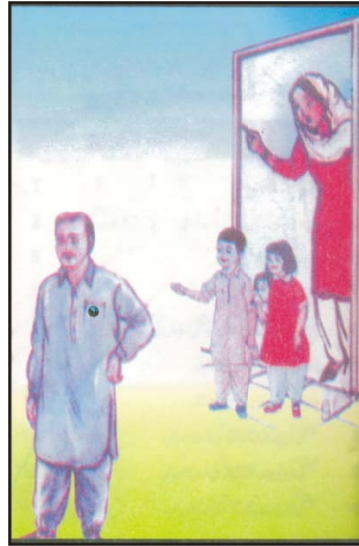
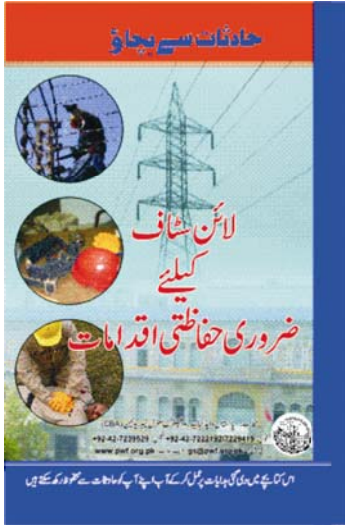
Sr. No.	Description of Accident	Sector	No. of Injuries	No. of Dead	location	Date reported	Newspaper
1.	Factory worker injured	Factory	01	-	Faisalabad	02-01-09	Jang
2.	Gas Cylinder Blast	Workshop	-	01	Sahiwal	04-01-09	Jang
3.	Electrocution	Power Utility		01-	Faisalabad	06-01-09	Jang
4.	Explosion of Boiler in a Factory	Factory	02	-	Lahore	03-11-09	Jang
5.	Gas Cylinder Blast	Factory	02	-	Lahore	17-01-09	Jang
6.	Electrocution	House Construction	-	1	Lahore	27-01-09	Jang
7.	Driver died with Crain Accident	Work Shop	1	1	Lahore	28-01-09	Jang
8.	Gas Cylinder Blast	Transport	01	1	Lahore	02-02-09	Jang
9.	Roof Collapse	Construction	07	-	Lahore	14-02-09	Jang
10.	Fire in a Factory	Factory	04	-	Lahore	01-03-09	Jang
11.	Coalmines Blast	Coalmines	25	14-	Quita	06-03-09	Jang
12.	Explosion of Boiler in a Factory	Factory	02	01	Kahana	12-03-09	Dawn
13.	Fire in a Factory	Factory	01		Lahore	13-03-09	Dawn
14.	Fire in a Factory	Factory	01		Lahore	12-03-09	Jang
15.	A man died	Agriculture	-	1	Lahore	18-03-09	Jang
16.	Poison in Sewerage	Sewerage utility	06	03	Sakhar	08-04-09	Dawn
17.	Poison in Sewerage	Sewerage utility	-	03	Lahore	16-05-09	Jang
18.	One died with ammonia Gas Leakage in a Factory	Factory	06	01	Gujranwala	20-05-09	Dawn

19.	Electrocution at disposal well	Well	-	07	Khaniwala	25-06-09	Dawn
20.	Worker died with Suffocation	Sewerage Utility	-	03	Lahore	03-07-09	Dawn
21.	Worker died with Suffocation	Sewerage Utility	-	03	Muslim Nager	03-07-09	Jang
22.	Cylinder Exploited during decanting	Shop	-	03	Sheikhupura	05-07-09	Dawn
23.	Toxic Gases killed three worker	Paper mills	-	03	Lahore	06-07-09	Jang
24.	Worker died with accident	Transport Company	-	01	Lahore	08-07-09	Jang
25.	Roof Collapse	Factory	03	01	Sheikhupura	22-02-09	Jang
26.	Blast in fire work Material	Factory	06	06	Muridkay	16-07-09	Jang
27.	Workers died in a well	Construction	1	01	Lahore	18-07-09	Jang
28.	Blast in a firework Material	Factory	08	04	Faisalabad	18-08-09	Dawn
29.	Cylinder blast in the factory	Factory	20	-	Lahore	18-09-09	News
30.	Men buried alive in a well	Agriculture	02	01	Multan	02-11-09	Jang
31.	Worker injured with roof collapse	Construction	03	-	Lahore	16-11-09	Dawn
32.	Gas Cylinder Blast	Hotel	12	0-	Lahore	17-12-09	Jang
33.	Line man Electrocuted	Power Utility	-	01	Kasur	30-12-09	Jang
	Total		114	62			

Activities-2009

Special campaign to promote safety of the electrical workers

The line staff employed by the electric utilities companies have been highly vulnerable to accidents. More than 100 workers of the electric utilities companies throughout the country get electrocuted during maintenance of power supply lines every year and a much larger number suffer injuries due to lack of safety arrangements. During 2009, the CIWCE on the invitation of Pakistan Wapda Hydroelectric Union produced a booklet and video for creating awareness among the line workers of the utilities companies. This booklet is being used throughout the country now as the main training tool by the workers' union.



CIWCE introduces low cost innovations to combat hazardous child labour in glass bangle manufacturing

Background and Introduction

Glass bangles of different types – are popular fashion accessories in Pakistan and South Asia region. Manufacturing of glass bangle is carried out mainly in Firozabad district of India and Hyderabad in Pakistan. Much of the work in this sector is home-based, with the involvement of all members of a household including children. Approximately 9800-10000 children² are engaged in Glass bangle Industry in Hyderabad in Southern Pakistan. The total number of workers engaged in this sector has been estimated to be 30000³. Hyderabad (approx. 100 km from Karachi) is the hub of this industry in Pakistan, as the traditionally bangle making families have migrated from India and settled here. The processes of glass bangle industry are described at the end of this article.

The CIWCE on the request of Ministry of Labour, Government of Pakistan had provided its expertise to carry out an occupational safety and health assessment of the work in glass bangle industry. Keeping in view the findings of the research, in 2008 the CIWCE provided further expertise to NRSP and ILO to improve the health and safety conditions in glass bangle sector. For this purpose, a number of interventions were carried out. This article describes these interventions and illustrates how these interventions may lead to remarkable improvement in the safety and health of workers and elimination of hazardous child labour from this sector.)

² Baseline survey of Child Labour in Glass Bangle Industry Hyderabad (for ILO by Akida Associates), 2003

³ A Rapid Assessment of Bonded Labour In Diverse Sectors: Glass Bangles, (Collective for Social Science Research, Karachi), 2003

Description of hazardous processes and the innovative improvements carried out to minimize or eliminate hazards.

Sadhaai (leveling)

Traditional method

During this process, the workers sit on their feet and, and place the bangles on a flame, as soon as the glass becomes soft, they press the other side to level the bangle, which was cut from a glass spring. The awkward posture causes musculoskeletal problems. There are also flame related burns. The bangles are places on the floors and sometimes the edges may poke into bare feet



Improvements

A modified work station has been developed, which is suitable only for the height of adult and young workers. They now sit on chairs and can relax their legs and backs while working. The finished bangles are placed in trays placed at both ends of the work station. A plastic matt on the floor ensures that the workplace remains clean as it can be wiped with a wet cloth. ***A major advantage of this design is that one flame can be used to heat two bangles at the same time. This reduces the fuel consumption by one half. Thus it is a green job initiative as well.*** The workers who have been provided have told that their aches and pains have reduced or completely vanished, thus they can finish more bangles and can earn better income.

**Jarai
or
glass**

joining

Improvements

Improvements are still being tested in this process. One major improvement being tried is a raised work station which is suitable only for the height of adult and young workers. Special finger protecting gloves have been developed for this process, which protect the exposed side of finger of the worker from possible burns of blown flame. The finished bangles are placed in trays placed at both ends of the work station. A plastic matt on the floor ensures that the workplace remains clean as it can be wiped with a wet cloth. CIWCE is developing a plexi-glass shield for protecting the face of workers.



Traditional method

During this process, the workers sit on their feet and weld the open ends of the glass bangle together on a flame blown with the help of a blower fan. The sitting posture is highly uncomfortable causing pains and aches and there is a chance of severe burns. Some other changes are also being tested for this process.

Tinsel coating (*maarvi*)

Traditional method

During this process, glass bangles placed on a roller are applied with wet paint and rolled on a heated rubber mat covered with a metal foil. The worker has to stop during rolling and put all his strength,. The process is highly cumbersome and leads to cumulative trauma disorders and wrist and back problems.



Improvements

While improved work stations have been designed for applying paint. A major breakthrough is the development of a **tinsel coating machine** developed by CIWCE which makes the work very easy and fast. The worker does not need to bend and apply manual force. In stead, the roller of bangles is rolled on a heated rubber mat covered with tinsel. A handle bar has to be pulled by one person, while another person maintains the required pressure on the tinsel. This innovation has been highly appreciated by the bangle making families



Moulded bangle making (aari process)

Traditional method

Special moulded bangles are made by melting the round glass bangles in metal dies on which a gas flame is blown. This process generates intense heat and worker has to operate the handle to rotate the dies thus exposing him to flames and heat.



Improvements

The molding process has been modified and now a modified machine has been developed in which all the process has been enclosed protecting the worker from the direct exposure to flame. Efforts are also underway to develop another machine for this process, on which the worker does not need to work close to the flame, in stead he/she will have to roll a moving conveyor and the flame will be totally out of way.



Grinding

Traditional method

In this process, patters are engraved on the bangle surface by grinding it on a wheel grinded. The posture of workers is very uncomfortable causing backache and shoulder pains and frequent cuts.



Improvements

The grinding platform has been raised and the workers have been provided with stools. Lighting has been improved. This has resulted in better posture and less mistakes improving the productivity and comfort of workers.



Paint spray process

Traditional method

Some bangles are painted by spraying paints. The process is done in open air or in closed rooms. The toxic paint and solvent vapors spread all around. The sprayed bangles placed on rollers are also placed in the same areas.



Improvements

Special frames have been developed to dry the sprayed bangle preventing widespread evaporation of the solvents. Spray booth has been designed to eliminate spread of solvents and spray vapors in the work environment



Other interventions

A number of other innovations and interventions have been carried out to make the work safer and productive for adult and young workers and to reduce and eliminate hazards. The specific interventions are:

- Whitewashing of the premises to improve lighting
- Provision of exhaust fans and if necessary improvement of natural ventilation to improve thermal conditions.
- Improvement of wiring to prevent electrocution hazards.
- Provision of work dresses to the workers
- Provision and training on the use of first aid boxes.
- Posters, booklets and videos have been developed to promote the health and safety interventions

Impact and future possible actions

These interventions have been carried out mostly in during March-July, 2008. The initial response to some of the interventions like improved work stations for levelling and joining and tinsel coating and moulding machines has been very positive and encouraging, it will take some time to know how much these interventions are resulting in reduction of hazards and combating hazardous child labour from this sector. However major effort has gone into *“engineering out”* child labour from key glass bangle manufacturing processes. The size of the intervention is also limited (1-2 of sites have been improved for each of the process described here). We are expecting that some of the improved processes will become sustainable as local expertise is was involved in implementing these solutions. it is expected these will be copied and adopted by others.

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.

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. During 2009, surveillance audit for the compliance with ISO 9000:2000 was carried out by Bureau Veritas of France and the certification of CIWCE/IRI was renewed.

Major facilities for assessment of occupational and general environment added

During the last four years the Government funds to the 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	<p>Fumes and metal dust in air</p> <hr/> <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 <hr/> <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
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	6. Ammonia 7. Flammable Gases LEL (0 – 100%) 8. Chlorine 9. Carbon Monoxide 10. Carbon Dioxide 11. Formaldehyde
	Toxic gases/vapours though ambient air analyzer. Following parameters can be monitored in the workplace air: <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. DICHLOROETHYLETHYER 40. DIETHYLAMINE 41. DIMETHYLACETAMIDE 42. DIMETHYLAMINE 43. N,N-DIMETHYFORMAMIDE 44. DIOXANE 45. ENFLURANE 46. ETHANE 47. ETHANOLAMINE 48. ETHYLACETATE 49. ETHYL ALCOHOL 50. ETHYL BENZENE 51. ETHYL CHLORIDE 52. ETHYL ETHER 53. ETHYLENE 54. ETHYLE LACTATE 55. ETHYLENE 56. ETHYLENE DICHLORIDE 57. ETHYLENE OXIDE 58. FORMALDEHYDE 59. FORMIC ACID 60. HALOCARBONS (CHLOROFORM) 61. HYDROCARBONS (HEXANE) 62. HYDROCARBONS (METHANE) 63. Halothane 64. Heptane 65. n-Hexane 66. Hydrazine 67. Isobutene 68. Isopropyl alcohol 69. Isopropyl ether 70. Methane 71. Methyl acetate 72. Methyl acrylate 73. Methyl alcohol 74. Methyl cellosolve 75. Methyl cellosolve acetate 76. Methyl chloride 77. Methyl chloroform 78. Methyl ethyl ketone
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		79. Methyl ethyl ketone
		80. Methyl isobutyl ketons
		81. Methyl methacrylate
		82. Methyl methacrylate
		83. Methylacetylene
		84. Methylamine
		85. Methylene chloride
		86. Nitrogen trifluoride
		87. Nitrous oxide
		88. Octane
		89. Pentane
		90. Perchloroethylene
		91. Pgmea
		92. Phosgene
		93. Propane
		94. n-propanol
		95. Propylene oxide
		96. Pyridine
		97. Trichloromonofluoromethane
		98. Trichlorotrifluoroethane
		99. 1,2-dichlorotetrafluoroethane
		100. 1,2-ichlorotetrafluoroethane
		101. Dichlorodifluoromethane
		102. 1,1,1,2-tetrafluoroethane
		103. Bromotrifluoromethane 1,1-dichloro-1-fluoroethane
		104. 1,1,1-trifluoroethane
		105. 1,1-difluoroethane
		106. Dichlorofluoromethane
		107. Dichloropentafluoropropane
		108. Sevoflurane
		109. Styrene
		110. Sulfur dioxide
		111. Sulfur hexafluoride (c)
		112. Sulfuryl fluoride
		113. Tetrahydrofuran
		114. Toluene
		115. 1,1,2-trichlorethane
		116. 1,1,2,2-tetrachloroethane
		117. Trichloroethylene
		118. Trichloroethylene
		119. Vinyl actate
		120. Vinyl chloride
		121. Vinylidene chloride
		122. Xylene

7	Waste water analysis	<p>Following parameters can be measured with state of the art equipment:</p> <ul style="list-style-type: none"> ▪ BOD ▪ COD ▪ pH ▪ Conductivity ▪ TDS ▪ Turbidity ▪ Toxic metals ▪ AOX ▪ Chloride ▪ Chromium ▪ Cyanide ▪ Fluoride ▪ Nitrite ▪ Phosphate ▪ Hardness ▪ Sulfate ▪ Sulfite ▪ TOC ▪ Arsenic ▪ Barium ▪ Calcium ▪ Cadmium ▪ Chromium ▪ Cobalt ▪ Copper ▪ Iron ▪ Lead ▪ Magnesium ▪ Manganese ▪ Mercury ▪ Nickel ▪ Potassium ▪ Sodium ▪ Zinc
8	Stack/flue gas analysis	<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

		<ul style="list-style-type: none"> ▪ SO₂ ▪ Gaseous combustibles/HC (CH₄) ▪ Combustion efficiency ▪ Excess air
9	Audiometric testing	<p>Onsite test of hearing of workers exposed to excessive noise (a test recommended for workers exposed to 85 dBA noise level and above).</p> <p>Pure tone, warble and speech by AC, BC and free field</p>
10	Pulmonary function testing	<p>Onsite facility to conduct pulmonary function test (recommended for workers potentially exposed to dust and chemical agents in workplace which may harm the lungs. Parameters computed include:</p> <p>FVC, FIVC, RV, TLC, RV/TLC, FRC, FEV1/FVC, FEF 25/50/75%)</p>

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

Atomic absorption spectrophotometer

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



Atomic absorption spectrophotometer

Colour detection tubes for toxic gases/vapours

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



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.



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 testing network for OSH hazards expanded by induction of new staff

The Government of Punjab through a project has expanded the human resources and facilities available at CIWCE. A number of professional and support personnel have been recruited and have become members of CIWCE team of professionals

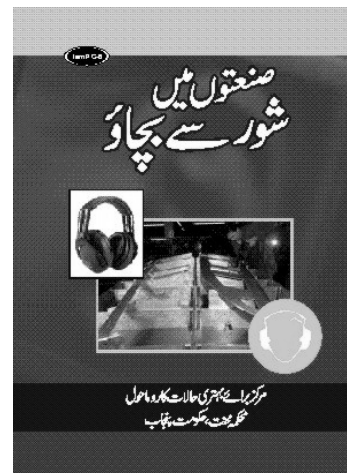
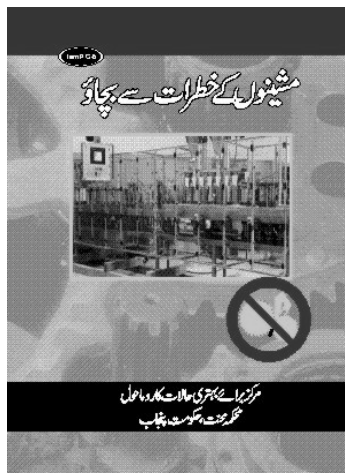
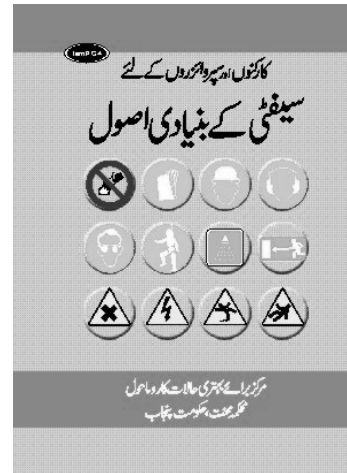
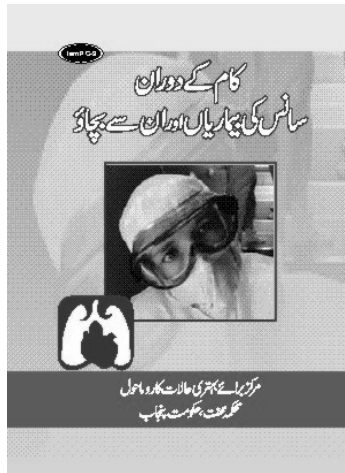
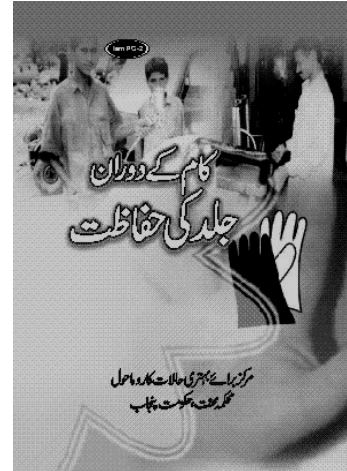
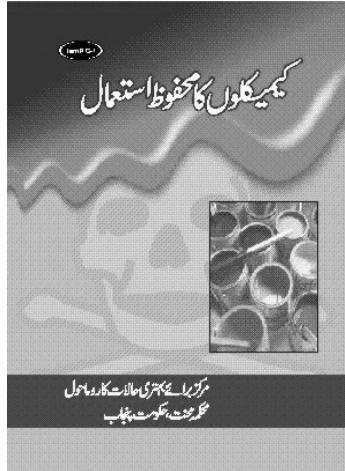
Training and Education-2009

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 Sign



اس علاقے میں
ماسک پہننا ضروری ہے



خطرہ
آرک ویلڈنگ



نیچے گرنے کا خطرہ



طاقتور مقناطیسی فیلڈ



خبردار۔ لیزر شعاع



آتشگیر مادہ



صنعتی گاڑیوں کا داخلہ ممنوع ہے



آگ کو پانی کے ساتھ مت بجھائیں



غیر متعلقہ افراد کا داخلہ ممنوع ہے



زہریلا مادہ



وزن کو صحیح طریقے سے اٹھائیں



ایمرجنسی شاور



چھونا منع ہے



یہ پانی پینے کے قابل نہیں ہے



غیر محفوظ افراد میں موبائل فون استعمال نہ کریں



خبردار۔ اوپر سے وزنی سامان گر سکتا ہے

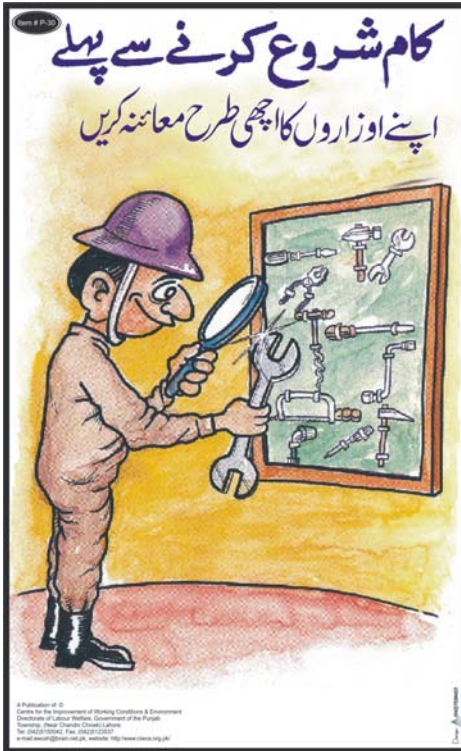
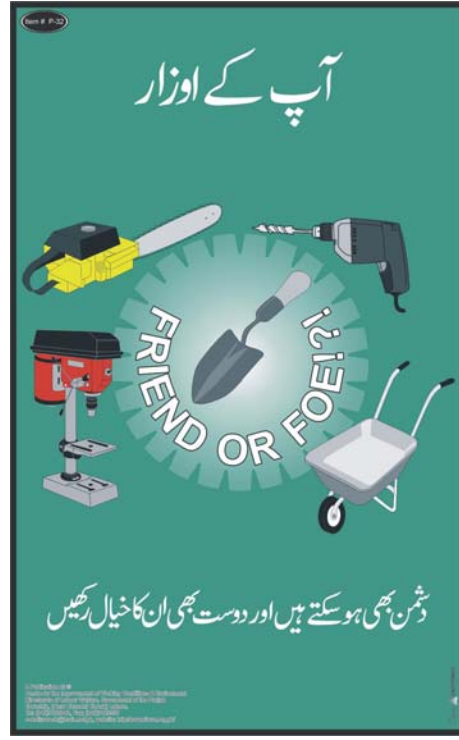


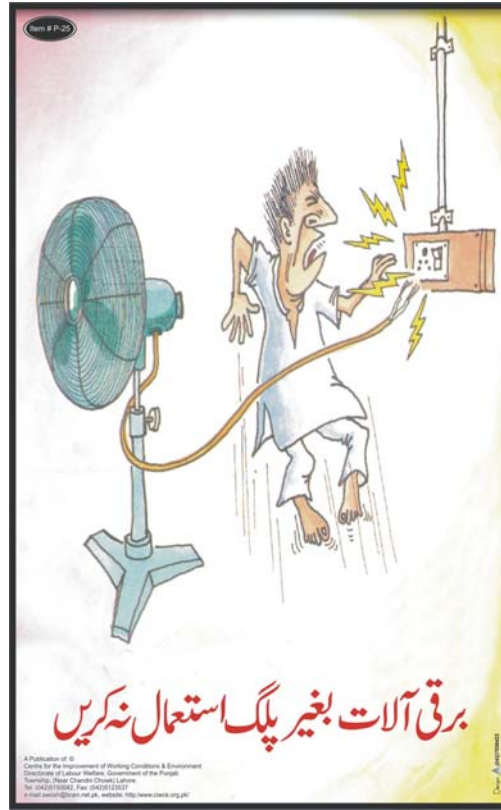
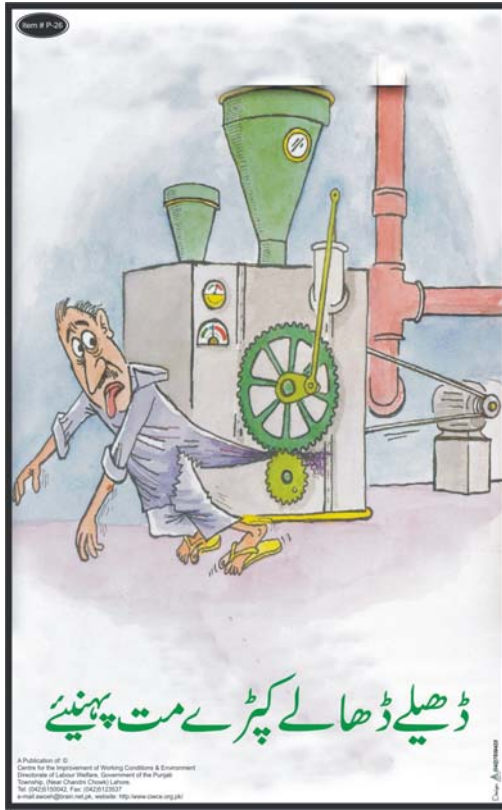
Biological risk



گلا دینے والا مادہ

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 2009 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)

Distribution of Training and Educational literature on occupational safety and health to the industry

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 have been prepared. These include posters, safety warning signs and pocket guides on specific OSH issues. Most of these materials are in Urdu. The industries and businesses as well as workers, government agencies and other key stakeholders in Punjab are provided these materials free of cost. The list of organisations which benefitted from this service during 2008 is given below:

List of organizations provided with OSH literature during 2009

Sr. No.	Name of Person/Organization	Type of Material	Quantity provided
Sr. No	Name of Person/Organization	Type of material	Quantity Provided
1	Modern apparels	Poster	9
		Safety Warning Signs	39
2	Ahmad Medix (Pvt.) Ltd	Poster	118
		Safety Warning Signs	130

		Urdu Training Booklets	50
		Pocket Guides	10
3	Pronto Promo	Safety Warning Sings	18
4	Awan sports Industries Pvt. Ltd. Sialkot	Poster	47
		Urdu Training Booklets	5
5	Coca Cola (Ltd)	Poster	95
		Safety Warning Sings	387
		Pocket Guides	30
		Urdu Training Booklets	30
6	Workers Education Lahore.	Poster	118
		Safety Warning Sings	130
		Urdu Training Booklets	20
		Pocket Guides	20
7	Adsells Advertising	Poster	106
		Safety Warning Sings	44
		Urdu Training Booklets	14
		Pocket Guides	20
8	Dr. Tariq Sultan Pasha	Pocket Guides	35
		Urdu Training Booklets	35
9	Bismillah Textiles Ltd.	Poster	225
		Safety Warning Sings	265
		Urdu Training Booklets	55
		Pocket Guides	30
10	Samir Textile Rawalpindi	Pocket Guides	20
11	Think Bit	Poster	44
		Safety Warning Sings	15
		Urdu Training Booklets	5
		Pocket Guides	20
12	Tevta	Safety Warning Sings	10
		Urdu Training Booklets	4
13	Total Quality Vision	Poster	65
		Safety Warning Sings	65
		Urdu Training Booklets	10
		Pocket Guides	10
14	Pakistan Atomic Energy Commission KCP-I	Pocket Guides	45
		Urdu Training Booklets	22
		Safety Warning Sings	260
		poster	170

15	Royal Leather Industries Ltd.	Poster	290
		Safety Warning Sings	330
		Urdu Training Booklets	50
		Pocket Guides	150
16	US Apparel 2	Labour Laws	5
17	Haseen Habib Corporation Ltd.	Pocket Guides	50
		Urdu Training Booklets	30
18	Kohinoor Dyeing Mills Ltd Kasur	Poster	16
		Safety Warning Sings	88
		Urdu Training Booklets	45
		Pocket Guides	30
19	Construction Training center	Poster	24
		Safety Warning Sings	8
		Urdu Training Booklets	6
		Pocket Guides	2
20	Spleen Manufacturing Pvt. Ltd.	Poster	75
		Safety Warning Sings	72
		Urdu Training Booklets	21
		Pocket Guides	30
21	Zulifiqar Knitting Pvt. Ltd	Poster	295
		Safety Warning Sings	330
		Urdu Training Booklets	50
		Pocket Guides	50
22	Pak Electronic Ltd PEL	Poster	100
		Safety Warning Sings	15
23	Comfort Knitwears Pvt. Ltd.	Poster	295
		Safety Warning Sings	330
		Urdu Training Booklets	50
		Pocket Guides	50
24	Fine Gas Company Ltd	Poster	28
		Safety Warning Sings	4
		Urdu Training Booklets	4
		Pocket Guides	1
25	SKB Engineering & Construction	Pocket Guides	10
		Urdu Training Booklets	20
26	Coca Cola Beverages (Ltd.), Multan	Poster	242
		Safety Warning Sings	200
		Pocket Guides	24
27	Vocational Training Institute Ludden	Urdu Training Booklets	13

		Poster	16
		Safety Warning Sings	6
28	Brighto Paints Pvt. Ltd.	Poster	59
		Safety Warning Sings	65
		Urdu Training Booklets	70
		Pocket Guides	90
29	Pronto Promo Pvt. Ltd.	Poster	18
		Safety Warning Sings	24
30	Trans Fab	Poster	4
		Safety Warning Sings	16
		Urdu Training Booklets	6
		Pocket Guides	7
31	Prime Chemical Pvt. Ltd.	Pocket Guides	3
		Poster	12
		Safety Warning Sings	30
32	Sui Northern Gas Pipelines Ltd.	Poster	100
		Safety Warning Sings	190
		Urdu Training Booklets	30
		Pocket Guides	60
33	Compmughal Engineering Pvt. Ltd.	Poster	19
		Safety Warning Sings	12
		Urdu Training Booklets	6
		Pocket Guides	8
34	Sui Northern Has pipelines Ltd.	Poster	100
		Safety Warning Sings	50
		Pocket Guides	20
35	Hammad Engineering Company Pvt. Ltd.	Poster	130
		Safety Warning Sings	72
		Urdu Training Booklets	8
		Pocket Guides	10
36	Orient Enterprises	Poster	635
37	Consultant Trainee	Poster	10
		Safety Warning Sings	6
		Urdu Training Booklets	1
		Pocket Guides	3
38	Briter Engineering Company Pvt. Ltd.	Poster	90
		Safety Warning Sings	72
		Pocket Guides	60

		Urdu Training Booklets	27
39	Briter Engineering Company Pvt. Ltd.	Poster	44
		Safety Warning Sings	50
40	Nishat Appsal Ltd.	Poster	552
		Safety Warning Sings	341
	Malik Auto & Agricultural Ind. Pvt. Ltd.	Poster	60
		Safety Warning Sings	50
		Pocket Guides	10
		Urdu Training Booklets	25

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 2008 is given below:

Update of Chemist's activities upto May 2009

Sr. No.	Date	Venue	No. of Participants
1	10/01/2009	Interloop (Pvt) Ltd Faisalabad	21
2	2/02/2009	Bata Pakistan Ltd Lahore	42
3	10/02/2009	Century Paper Mills Bahiphuru	35
4	11/02/2009	Fine Gas Ltd. Kot Lakhpat Lahore	19
5	27/02/2009	Pakistan Electron Ltd. Lahore	37
6	04/03/2009	Packages Ltd Lahore	28
7	05/03/2009	US Apparel Ferozpur Road Lahore	55
8	06/03/2009	Ittehad Labour Union Lahore	19
9	11/03/2009	Interloop (Pvt) Ltd. Faisalabad	59
10	31/03/2009	US Apparel Ferozpur Road Lahore	38
11	04/04/2009	Haier Electronic Ltd Raiwind	30

12	07/04/2009	LUMS Lahore	18
13	11/04/2009	Umer Siddique Apparel Defense Road Lahore	19
14	14/04/2009	Fine Gas Ltd Kot lakhpat Lahore	45
15	20/04/2009	US Apparel Defense Road Lahore	13
16	11/05/2009	Nishat Textile Mills Ferozpur Road Lahore	50
			528

Risk Assessment Activities

Sr. No.	Date	Venue	Test conducted
1	11/02/2009	Fine Gas Ltd. Kot Lakhpat Lahore	Noise Level
2	10/01/2009	Interloop Unit –I (Pvt)Ltd Faisalabad	Dust Level
3	11/01/2009	Interloop Unit -I (Pvt)Ltd Faisalabad	Acidic gases, CO, CO ₂ Level Monitoring
4	11/03/2009	Interloop Unit –I (Pvt)Ltd Faisalabad	Illumination Level
5	10/03/2009	Interloop Unit –III (Pvt)Ltd Faisalabad	Dust Level
6	10/03/2009	Interloop Unit -III (Pvt)Ltd Faisalabad	CO, CO ₂ Level Monitoring
7	11/03/2009	Interloop Unit –III (Pvt)Ltd Faisalabad	Illumination Level
8	14/03/2009	Patokee Sugar Mills Patokee	Dust Level survey
9	14/03/2009	Patokee Sugar Mills Patokee	Humidity & Temperature Level survey

Training activities from May 2009 to January 2010

Sr. No.	Date	Venue	No. of Participants
1	2/6/2009	US Apparel Defense Road Lahore	18
2	15/06/2009	Nishat Apparel Lahore	22
3	10/8/2009	Crescent Bahuman Textile Ltd. Hafizabad	35
4	28/8/2009	Coca Cola Multan	19
5	7/10/2009	US Apparel Defense Road Lahore	32
6	17/10/2009	Pronto Promo (Pvt)Ltd	38
7	31/10/2009	Business Standard Compliance Islamabad	25
8	30/11/2009	Pakistan Hunting and Sporting Arms Development Company Peshawar	30
9	31/11/2009	City Arms Company Attock	13
10	12/11/2009	PEL Lahore	29
11	16/11/2009	Interloop (Pvt) Faisalabad	39
12	23/11/2009	US-II Apparel Defence Road Lahore	37
13	12/12/2009	Sui Northern Gas Pipeline Manga Kasoor	55
14	14/12/2009	Pak Electron Limited Ferozpur Road Lahore	42
15	23/12/2009	CIWCE Training Hall Lahore	26

16	30/12/2009	Wazir Cutlery Wazirabad	15
17	31/12/2009	Hoffman Import & Export Sialkot	23
18	1/1/2010	Golden Industries Wazirabad	18
19	11/1/2009	Sword Master Cutlery Sialkot	19
20	14/1/2010	Sui Northern Gas Pipeline Wah (Rawalpindi)	89
			624

Testing Activities

Sr. No.	Date	Venue	Test Conducted
1	16/06/2009	Nishat Apparel Lahore	Audiometry, & Spirometry
2	22/6/2009	Interloop (Pvt) Faisalabad	Spirometry
3	29/6/2009	Interloop (Pvt) Faisalabad	Audiometry
4	28/7/2009	Crescent Bahuman Textile Ltd. Hafizabad	Spirometry
5	4/8/2009	Bata Pakistan Ltd Lahore	Audiometry
6	11/8/2009	Crescent Bahuman Textile Ltd. Hafizabad	Audiometry
7	29/8/2009	Coca Cola Multan	Audiometry
8	27/10/2009	Bayer Schering Pharma Lahore	Audiometry
9	3/10/2009	US Apparels Defence Road Lahore	Lung Function Testing
10	23-25/10/2009	US Apparels Defence Road Lahore	Audiometry
11	11/12/2009	Sui Northern Gas Pipeline Manga Kasoor	Spirometry
12	12/12/2009	Sui Northern Gas Pipeline Manga Kasoor	Audiometry
13	13-14/1/2010	Sui Northern Gas Pipeline Wah Rawalpindi	Lung Function Testing & Audiometry
14	15-16/1/2010	Sui Northern Gas Pipeline Wah Rawalpindi	Noise Level and Dust Level Testing

Anticipated Activities in the month of February, 2010

Sr. No.	Venue	Activity	Tentative Date
1	Sui Northern Gas Office Lahore	Ambient Air Analysis	15/2/2010
2	Interloop Faisalabad	Cotton Fluff Test	18-20/2/2010
3	Tentative Visits of Distt Vehari, Khenawal, TTSingh, Faisalabad	Carpet Loom Project	-do- or 22-28/2/2010

Case studies of a few Industrial Accidents

Below are given case studies of two accidents, which were investigated by the professional staff of CIWCE during 2009.

Accident at a Board Mill

Below are the excerpts from an inquiry conducted by CIWCE in 2009 at a paper and board mills, here a worker lost both his arms,.

The helper named X (age approx. 25 years) was working on a paper machine. His job was to remove the stuck up paper on the drier roller with the help of an iron rod with peg attached at its end. The workers tried to remove stuck up paper with his hand and his hand got stuck in the space between the moving hot drier roller and smaller roller which move against each other and press the paper sheet in between. He tried to remove his hand with his free hand, which also got stuck. The co-workers heard his cried and pressed emergency button and removed him from the roller, by unfastening the bolts of smaller roller. He was taken to the nearby hospital , where he was provided emergency treatment and shifted to Lahore, where his both arms had to be amputated as they were badly mangled.

Causes of Accident

The circumstances of the accident are explained below with the help of photos of the machine. From the visit of the machine in which the accident took place, it was clear that Mr. X had entered behind the roller and tried to pick out the stuck up paper with his hand instead of the iron rod with a peg provided to him. No guards were installed at the place to prevent the entry of workers into a dangerous area from which he stuck his hand. It seems that for workers it is much easier to enter this space and remove the stuck up paper

though it is a dangerous act. Furthermore, none of the workers talked to, seemed to have been properly made aware of hazards. No safety or danger signs were present, despite the fact that very hot rollers and were moving and workers were wearing loose dresses which might cause grave danger in the presence of moving machinery. So it is concluded that accident was caused due to poor safety practices, lack of information and training of workers leading them to take risks, and non-installation of barriers/guards to prevent entry of workers in the dangerous area.

Recommendations for prevention of similar accidents

A number of fatal accidents have happened in the paper and board manufacturing units in the last few years. These include explosion of drier and boilers, fires, inhalation of dangerous gases. Lot of workers have lost their lives in these accidents. Following recommendations are made to prevent accidents in this industry:

- A team of technical experts should inspect various paper and board mills to look into the risks and propose preventive strategy.
- Labour Inspection which is banned has to be allowed if meaningful changes in safety and health at workplaces have to be brought in.
- A training and awareness campaign to be coordinated by the respective inspecting officers and to be launched in such factories to apprise the management and workers of the hazards and preventive measures.
- The capacity of the inspectors is severely deficient to undertake health and safety related inspections. The existing inspecting officers should be required to complete a certain level of proficiency before they are allowed to undertake inspections.

Photographic analysis of accident



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 2010. 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 Unit

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, out-dated 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 Unit (CLU) has been established at CIWCE Lahore by the Labour Department.

Objective

The main objective of CLU 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 and Children’s Event on World Day Against Child Labour June 12, 2009

A seminar and children’s event were organised by the Child Labour Resource centre on the occasion of World day Against Child Labour on 12 June, 2009. The theme for this year was “Give the girls a chance: End child labour”. Approximately 200 participants joined the event including working children from carpet weaving sector kilns, their teachers, parent, prominent employers supporting educational initiatives, high level government officers from Labour Department, Education Department, Health Department, diplomats lawyers, media personalities







Highlights of the speeches made during the seminar

Mr. Abdur Rauf Khan Secretary Labour & Human Resource Department Punjab: welcomed the participants and gave an overview of the efforts of Government to combat child labour. He stated that

- Government of Pakistan had ratified ILO Conventions 138 and 182
- The Government had announced a National Policy and Plan of Action
- Processes and occupations hazardous for children had been included in the Employment of Children Act 1991.
- The Punjab government had launched a project for elimination of bonded labour at brick kilns. Through this project 11000 children prone to bonded child labour would be provided education and their parents would be provided micro credits and other social services.

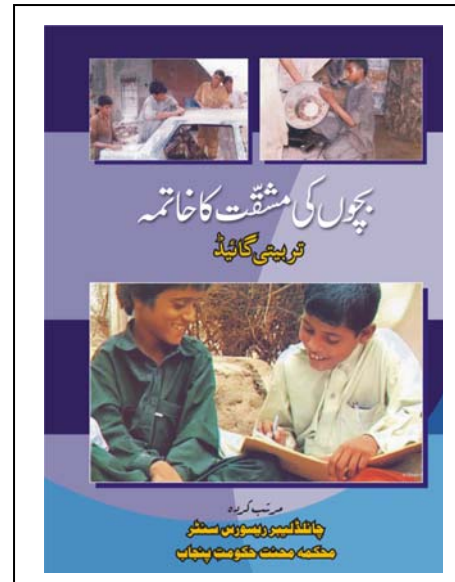
Ms. Naila Anjum ILO IPEC Carpet Project: highlighted the global dimensions of the child labour problem. She gave an overview of major ILO projects their strategies and achievements specially the Carpet project, TBP project, Surgical project and soccer ball project.

Mr. Usama Tariq Deputy General Secretary Pakistan Workers Federation sent his message and assured full support of his federation for the government's resolve to place all children in schools by the year 2010. He highlighted the role his organization is playing in mobilizing the workers against child labour.

Mr. Iftikar Randhawa of Employers Federation of Pakistan pledged full support of Employers federation in combating child labour.

Urdu Training Kit on Child Labour

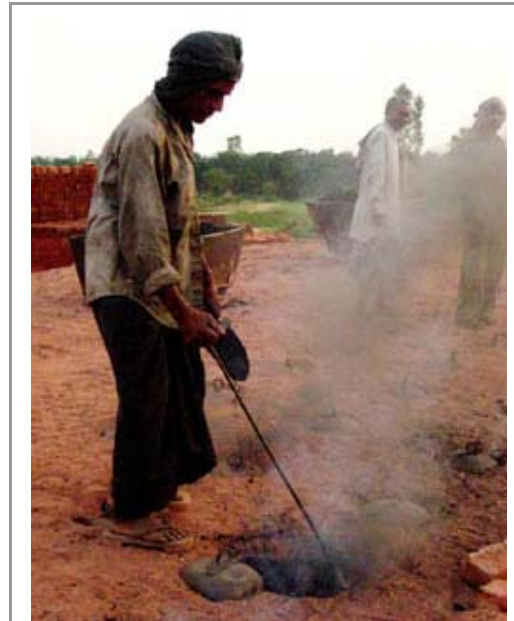
An Urdu Training Kit was developed as a tool for building capacity of stakeholders to play effective role in combating child labour. As very little capacity building material is available in Urdu so the training efforts of all our partners were hampered as most important trainees specially Labour Inspectors,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



Major project launched to combat bonded labour in Brick Kilns

The Labour Department, Government of Punjab through its Annual Development Programme has launched a project for the elimination of bonded labour in brick kilns in the Lahore and Kasur districts. This is the first time in history of Pakistan that development funds have been allocated to address the grave issue of bonded labour and cater to the social and economic needs of vulnerable groups of population. The brief data and progress of the project is given below:

Total Cost: Rs. 123.367 million
Duration: 72 months
Geographical area: Lahore and Kasur districts
Date of Completion: June, 2014



TARGET

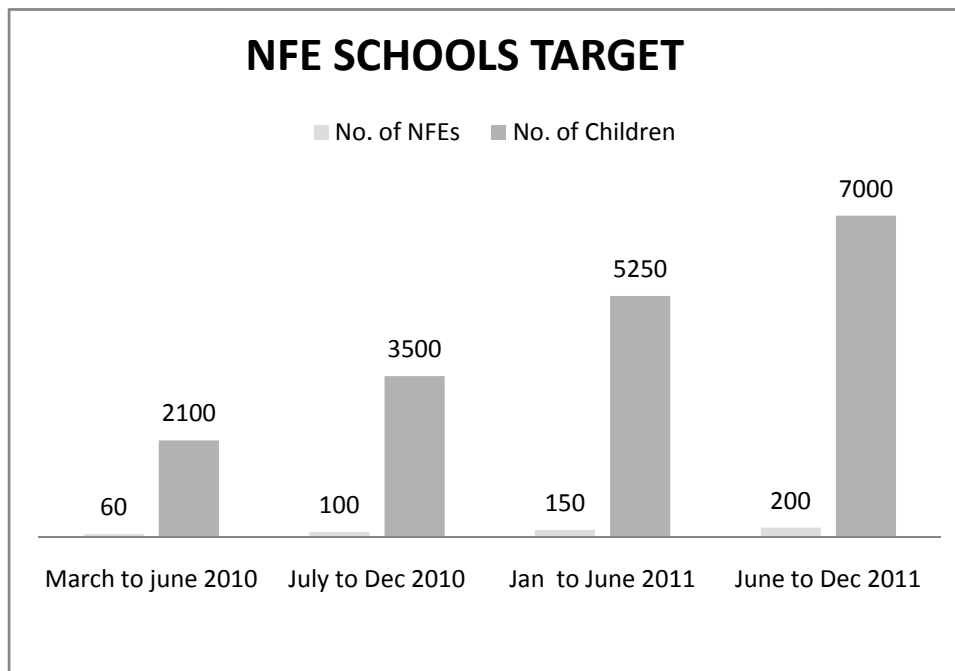
- 200 Non formal education schools will be established for approximately 7000 children and young person from brick kiln families.
- Facilitation of approx. 13000 workers to acquire CNICs.
- Provision of Rs. 40 million as microcredit in the form of small loans (to be rolled over for the project duration)
- Veterinary Services
- Enrolment in voter lists

Project Progress

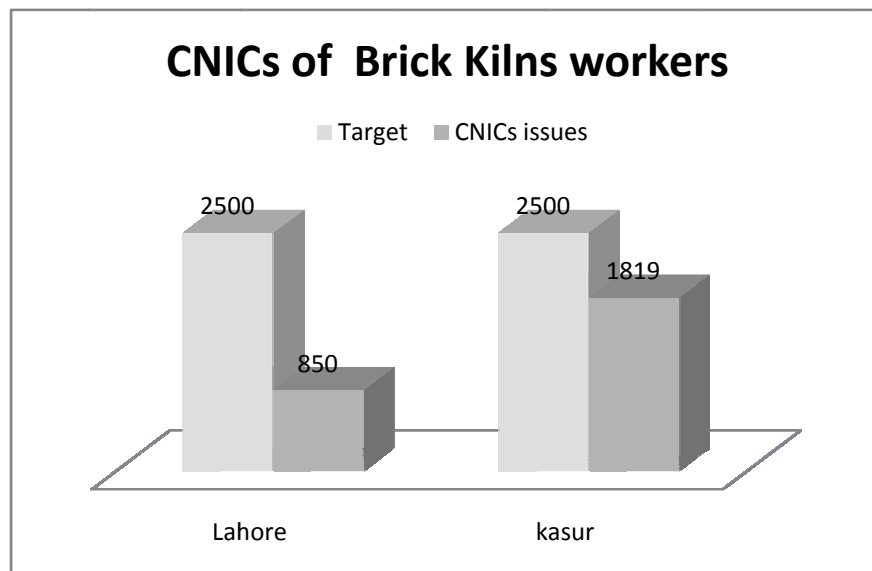
○ Non Formal Education (NFE) for children of families at brick kilns

200 non formal schools are being established under the project where 7000 children from brick kilns will be enrolled. Sixty schools have already been established with the help of ILO and local NGOs.





○ **Provision of CNIC**



Sr. No	District	No. of B.K	List prepared for CNIC	CNICs issued by NADRA
1	Lahore	144	3550	850
2	Kasur	49	2212	1819
Total		193	5762	2669

○ **Veterinary services**

- Veterinary Assistant is visiting field twice a day in a week he has visited 82 bricks and found different diseases in animals like buffalo, goats and i.e. foot and mouth pox, haemorrhagic septicemia, pneumonia, birds, rani khat and flow.



and

○ **Provision of micro finance (Rs. 40 Million interest free credit)**

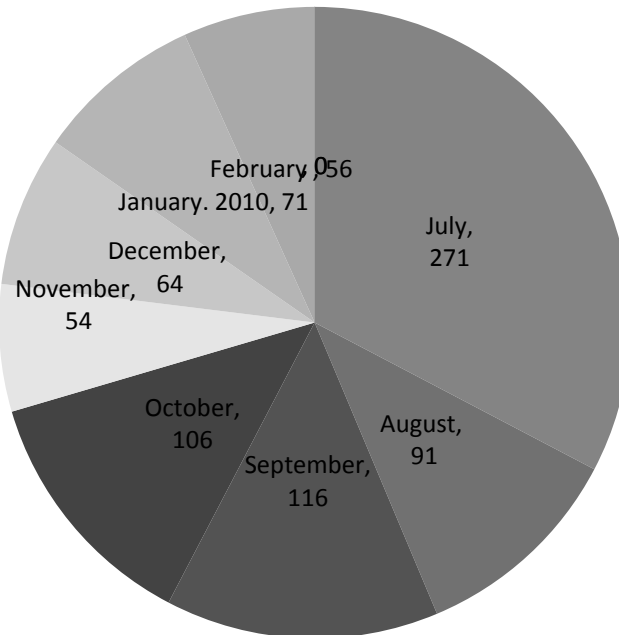
A fund has been established at a cost of Rs. 40 million to provide interest free small loans to the workers in brick kilns. So far approximately 14 million rupees have been disbursed to 829 workers. The details are given below:

Progress up to February, 2010

Activity	Lahore	Kasur	Total
Brick Kilns Profile	98	54	157
No. of Loans	537	262	829
Household Organized	2857	1022	3941
Cos formed	225	102	327
Male Cos	197	40	237
Male membership	2342	498	2895
Female Cos	28	62	90
Female membership	460	586	1046
Total Saving	91990	51500	143490
Credit Disbursed	9237000	4856000	14093000
Amount recover	3686539	1820000	5506539

Progress of Microfinance

■ June/July 2009 ■ August ■ September ■ October
 ■ November ■ December ■ January. 2010 ■ February



Sr. No	District	No. of B.K Covered	No. of borrowers	Amount in millions
1	Lahore	103	537	9.237
2	Kasur	54	262	4.856
Total		157	829	14.093

Sr. No	District	No. of B.K Covered	No. of borrowers	Amount
1	Lahore	95	467	8.032
2	Kasur	50	235	3.816
Total		145	702	11.848

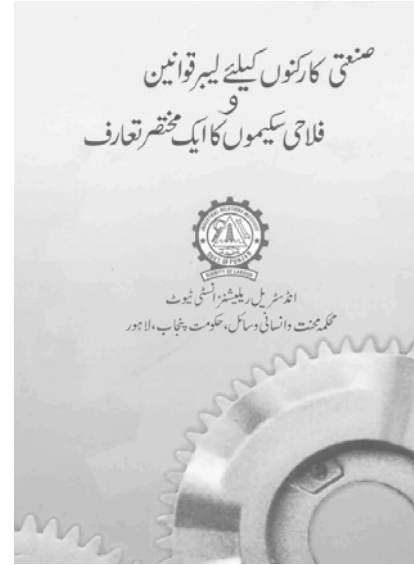
ACTIVITIES OF INDUSTRIAL RELATIONS INSTITUTE

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

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

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

- Payment of wages Act 1936
- Standing Orders Ordinance 1968
- Workmen's Compensation Act 1923
- Factories Act 1934
- Minimum Wages ordinance 1961
- Industrial relations Ordinance 1962
- Introduction to welfare schemes for workers
- Social Security ordinance 1965
- Special provisions for women workers in labour laws
- Employment of Children Act 1991
- Bonded Labour (Systems) Abolition Act 1992
- Employees Old Age benefits Institution (EOBI)
- Responsibilities of employers and workers in labour laws.



The details of other training courses held at IRI during 2009

Sr. No.	Date	Title	No. of Participants
1.	12 to 17-01-2009	Capacity Building of the Officers of Directorate	15
2.	27 -01-2009	Child Labour	15

3.	09 to 16-02-2009	Capacity Building of the Officers of Directorate	14
4.	23 to 24-02-2009	Capacity Building of the Officers of Directorate	15
5.	12 to 13-03-2009	Two Days Discussion and Brain Storming Course on the Draft Employment and Services Conditions Act. 2009	16
6.	24 to 28-03-2009	Capacity Building of the Officers of Directorate	10
7.	06 to 11-04-2009	Capacity Building of the Officers of Directorate	15
8.	15 -04-2009	Child Labour	18
9.	25 to 30 -05-2009	Capacity Building of the Officers of Directorate	15
10.	14-05-2009	Child Labour	20
11.	11-06-2009	Child Labour	19
12.	23-06-2009	Gender Concerns at Work Place	13
13.	09-07-2009	Gender Concerns at Work Place	15
14.	13 to 18 -07-2009	Capacity Building of Authorities Working Under Workmen compensation Act. And Payment of Wages Act.	15
15.	12-08-2009	Child Labour	23
16.	17 to 2 -08-2009	Capacity Building of Authorities Working Under Workmen compensation Act. And Payment of Wages Act.	15
17.	29 -08-2009	Gender Concerns at Work Place	17
18.	16-09-2009	Gender Concerns at Work Place	14
19.	27 to 30-09-2009	Four Days Training Course for Capacity Building of Registrar of Trade Union Working Under Industrial Relations Act. 2008	10
20.	13-10-2009	Gender Concerns At Work Place	16
21.	19 to 22 -10-2009	Four Days Training Course for Capacity Building of Registrar of Trade Union Working Under Industrial Relations Act. 2008.	10
22.	16 to 21-11-2009	Capacity Building of the Officers of Directorate	10
23.	25-11-2009	Gender Concerns at Work Place	12
23.	9-12-2009	Gender Concerns at Work Place	18
24.	14 to 19 -12-2009	One Week Training Course of Capacity Building of the Officers of Directorate.	15
			375



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