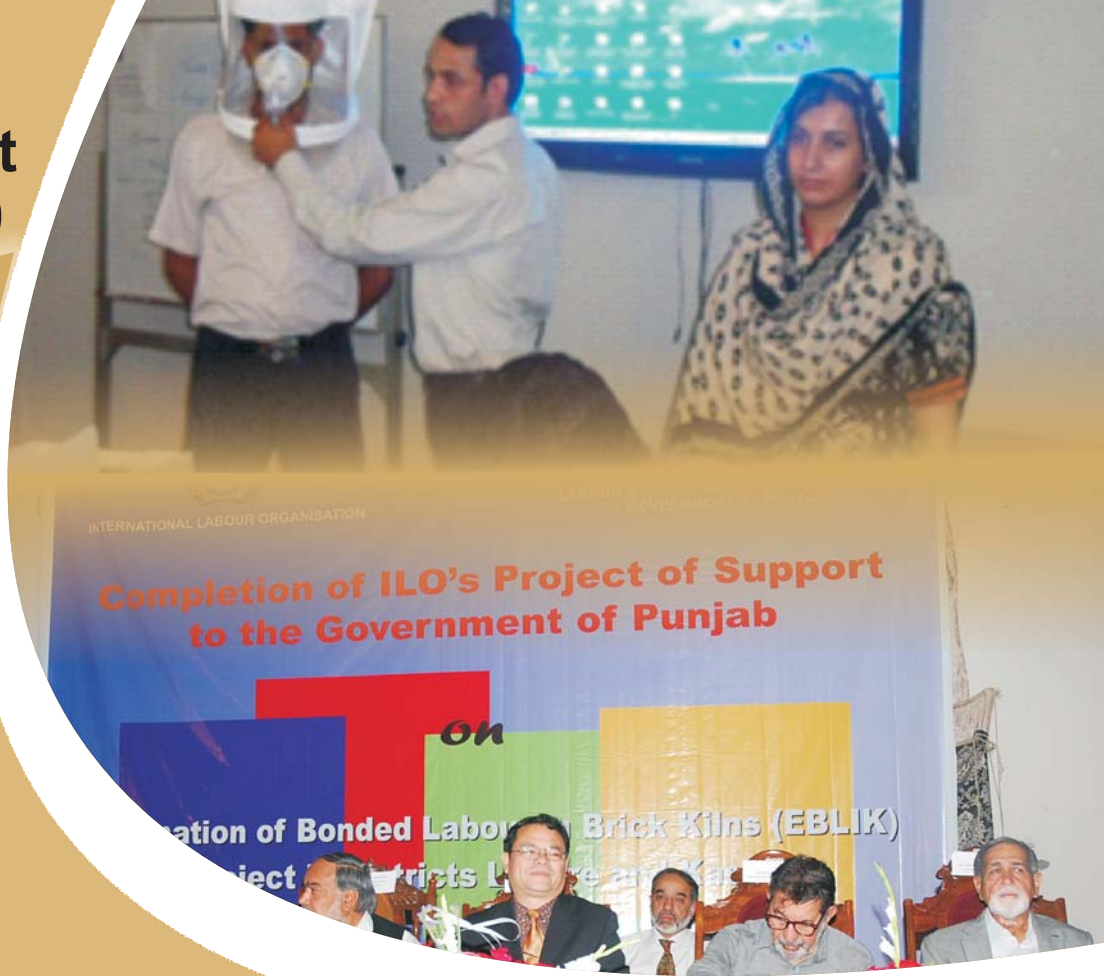


Annual Report Activities 2010



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



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



**National Collaborating Centre of International
Occupational Safety & Health Information Centre of ILO**

ANNUAL REPORT OF ACTIVITIES 2010

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

Industrial Relations Institute Lahore



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

Foreword

It gives me immense pleasure to introduce the annual report of Centre for the Improvement of Working Conditions and Environment, Industrial Relations Institute (CIWCE/IRI) Lahore. This Centre is the focal institution within the Directorate of Labour Welfare Punjab, providing information, training and advisory services to the industry, workers and concerned agencies for the improvement of working conditions and environment and improving the compliance with labour laws. It is encouraging for us that the industry has given full backup and support to the activities of CIWCE and has joined hands with us in reducing the toll of accidents and diseases at the workplaces.

A special feature of the activities of CIWCE for the year 2010 was the focus on bonded labour. A major project for elimination of bonded labour in the brick kilns has been started in districts of Kasur and Lahore. This is a flagship project of the Department and will help in addressing the need of vulnerable segments of labour force and help the government in prioritizing critical social need of the vulnerable segments of the workforce.

A Child Labour Unit has also been established at CIWCE, which is a milestone in the efforts of Department to promote better networking of stakeholders and to facilitate research on this issue.

Dr. Ijaz Munir

Secretary

Labour & Human Resources Department

Government of Punjab

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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.

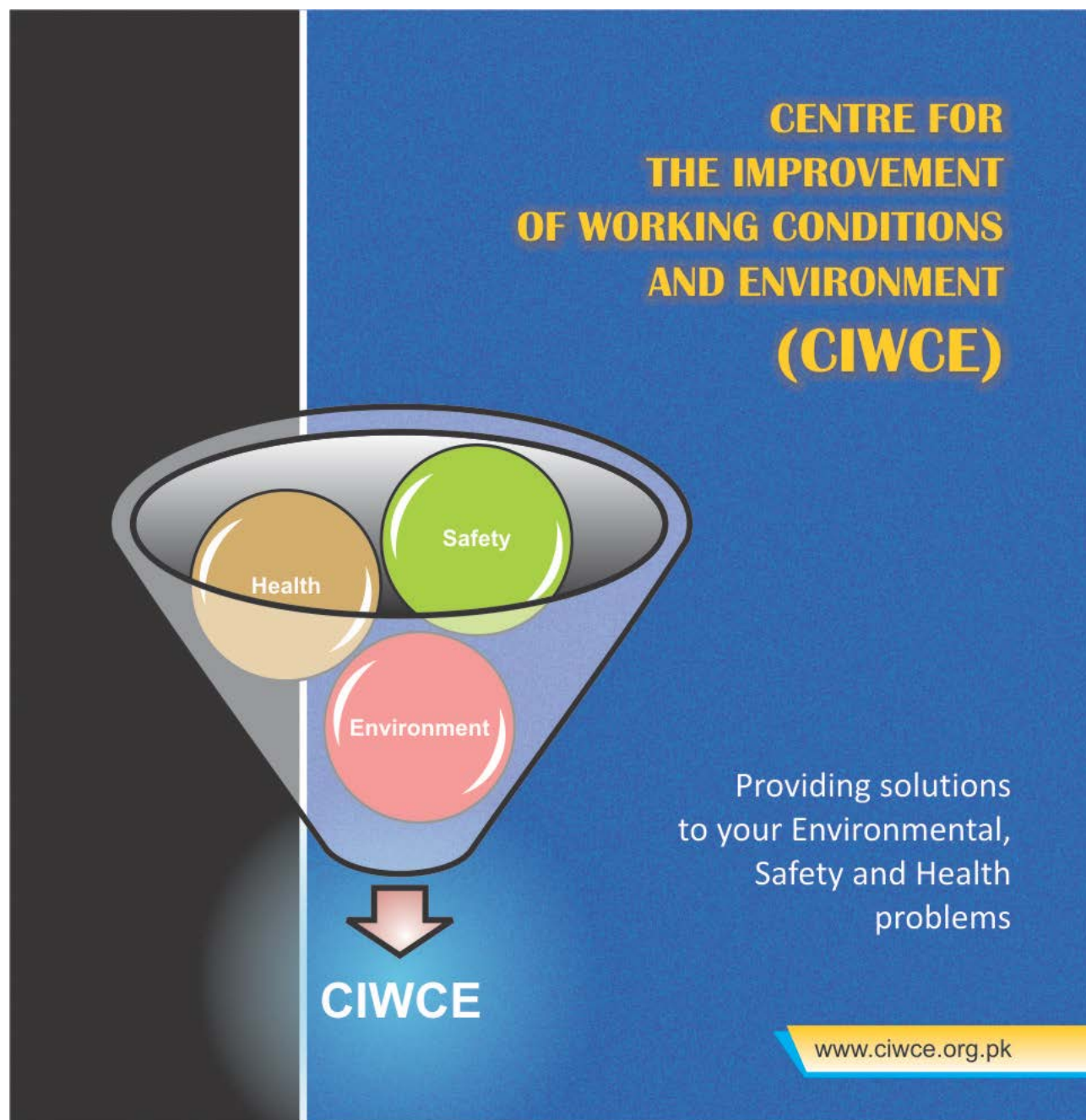
In many developing countries, death rates among workers are five to six times those in industrialized countries. Yet the phenomenon is still largely undocumented and there is insufficient political will to address the problem. Global competition, growing labour market fragmentation and rapid change in 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

During 2010 a brochure was developed, which provides a glimpse of the activities of CIWCE. This brochure is reproduced here.

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



Health <<<< Safety <<<< Environment <<<<

WHO ARE WE?

The Centre for Improvement of Working Conditions & Environment (CIWCE) Lahore is a pioneering institution in Pakistan providing professional services in the fields of occupational, safety, health and environment. This is the only institution with foreign qualified professionals, state-of-the-art equipment and a strong relationship with businesses, industry as well as international organizations and the government agencies. Compliance with national and international as well as corporate environmental,



Occupational Safety and Health standards are becoming essential for industries, in view of the globalization. CIWCE provides top quality professional services to the business and industry in Pakistan to meet these standards. Our services and values embody excellence, innovation and reliability.





TRAINING



We provide trainings tailored to the needs of all types of clients. From intensive in-house training to onsite training we offer a variety of options to our clients. The key features of our trainings are:

- ❖ High relevance to the needs of the clients
- ❖ High quality modules
- ❖ Extensive use of videos and other a/v aids
- ❖ Case studies and quizzes from local scenarios
- ❖ Hands on practical training
- ❖ Well-equipped class rooms, hostel and auditorium meeting needs of all kinds of clients
- ❖ Special courses designed to the needs of specific industries and processes
- ❖ Onsite training through a well-equipped mobile training unit
- ❖ Picture based training and awareness sessions for illiterate and semi-literate workers
- ❖ Trainings offered by high caliber professionals with long experience and foreign training



Training modules are available in following areas:

- » First aid and CPR
- » Understanding and implementing OSH laws in Pakistan
- » Implementing chemical safety and hazard communication at workplace
- » Preventing slips, trips and falls
- » Confined space entry
- » Accident and incident investigation
- » Permit to work and lockout/tagout system
- » Industrial Hygiene measurements
- » Selection and use of personal protective equipment
- » Industrial ergonomics
- » Carrying out Environmental Impact Assessments
- » Complying with environmental laws
- » Noise and hearing conservation
- » Industrial lighting
- » Hazardous waste management
- » Respiratory protection
- » Fire prevention and fire safety
- » Preventing occupational diseases
- » Industrial safety inspections
- » Handling gases and pressure vessels
- » Handling and transport of hazardous materials
- » Spill management at workplace
- » Pollution and hazard control technologies
- » Biohazard and laboratory safety
- » Safety of special equipment like forklift trucks, cranes, boilers and abrasive wheels
- » Machine guarding
- » Implementation of ISO 14001
- » Implementing OHSAS 18001
- » Implementing SA-8000 and WRAP
- » Implementing Corporate EHS standards



EHS TESTING & MONITORING

At CIWCE, we have laboratories with state-of-the-art equipment operated by professionally qualified staff. The labs of CIWCE are unique in Pakistan offering complete range of services in the fields of EHS. Most of the equipment used by CIWCE teams is portable and provides immediate results. The areas where monitoring and testing services are provided, include:

» Exposure monitoring of workers » Safety and physical hazards testing

- Total dust exposure
- Respirable dust exposure
- Cotton dust exposure
- Aerosols exposure monitoring
- Metals in the air
- Silica dust
- Volatile organic compounds (VOCs)
- Toxic gas exposure (NH₃, SO₂, HS₂, CO and other gases and mists)



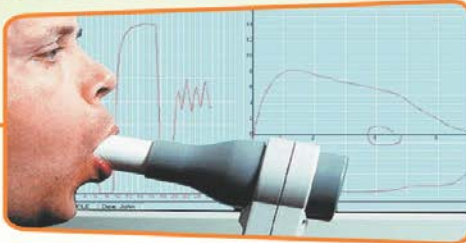
- Noise measurement (Leq, dosimetry and spectrum analysis)
- Heat stress surveys
- Ventilation testing
- Lighting surveys
- Testing of hazardous equipment





» Workers' health monitoring

- Pulmonary function testing for checking
- Audiometry for testing noise induced hearing loss
- Psychological testing for critical jobs
- Heavy metal in biological fluids



» Environmental sampling

- Stack gas emissions monitoring
- Particulates monitoring
- Ambient air quality monitoring
- Waste water analysis (BOD, COD, heavy metals and other criteria as per requirements of clients and national laws)



CONSULTANCY AND INFORMATION SERVICES

CIWCE has a team of professionals and practitioners, who can provide consultancy services to the specific needs of the businesses and industries. We can interpret and help on the technical advice of the foreign business partners.



Consultancy Services

- Emergency Preparedness Plan
- Safety Audits
- Fire Safety plan
- Respiratory protection plan
- Workers' health monitoring plan
- Environmental plan and EIAs
- Preparing checklists for internal safety audits
- Spill management plan
- Waste water treatment

Information services

- Top quality material available on our website (www.ciwce.org.pk)
- A database of international chemical safety cards on the format of ILO-WHO
- Safety warning signs
- Safety posters
- Custom made signs
- Safety handbooks




Management Team of CIWCE

	<p>Mr. Saeed Awan Director CIWCE</p> <p>Mr. Saeed Awan has over 23 years of research, training and consultancy experience in the field of EHS and labour issues like compliance with labour laws and inspection, child labour, bonded labour and gender issues at workplace. He has authored over 200 publications mainly to create awareness on key labour issues. With a degree in chemistry and occupational health, he has extensive experience of working with international organizations, trade unions, employers, communities, industries and civil society organizations. He has received a number of national and international awards for his valuable contributions in improving the working conditions of workers particularly the vulnerable segments of the workforce. He was awarded the national Civil Award of Tamgha-e-Imtiaz by the President of Pakistan. He is also the Laureate of Tech Award of Innovations benefitting Humanity from Tech Museum, San Jose California USA. He received the Gold Medal from Punjab University for his outstanding performance in MSc. Chemistry.</p>
	<p>Mr. Tahir Manzoor Hotiana, Deputy Director IRI</p> <p>Deputy Director and senior trainer Industrial Relations Institute. Qualification: M.A., LL.B., Specialization: Labour laws/lead Auditor ISO 9000;2008, SA 8000, LMS 17025, OSHAS 18000, and EMS 14000, Over 22 years' experience in training, implementation & inspection of labour laws in industries, and working with ILO, UNDP.</p>
	<p>Mr. Arshad Mahmood, Environmental Hygienist</p> <p>Mr. Arshad Mahmood is M.Sc. Chemistry and served as chemist for the last fifteen years at CIWCE, Lahore. He is lead auditor in LMS 17025, ISO 14001, OHSAS 18000, SA 8000 and ISO 9000: 2008, He has a vast experience of analysis of physical and chemical hazards at workplace. He also has an extensive experience of training at workplace on the issues of Occupational Health and Safety. He is working with international organizations and industries on EHS issues. Recently, he has assumed the charge of Environmental Hygienist at CIWCE.</p>
	<p>Syed Hamid Arshad, Lecturer Industrial Relations Institute</p>

	<p>Syed Hamid Arshad has over 30 year experience of training, staff management, and public dealing. He worked on a project of Federal Government for establishment of Labour Market Information System & Analysis. He organized and conducted a number of trainings on the topics of Labour Laws and Gender Reforms Process. He also organized and conducted workshops on the subjects of Labour Market Information System & Analysis and Employment Services Delivery in public and private sector in collaboration with ILO, FES and GTZ.</p>
	<p>Mr. Muhammad Nazir Malik, Programme Manager</p> <p>has over 14 year of project management and implementation experience in the filed of social development like elimination of child labour in soccer ball industry of Sialkot, Universal Primary Education (UPE), Early child Care and development (ECC), formal, non-formal education & female function in Literacy and Microfinance. He worked in public and private sector at different management positions. Presently he is working as Programme Manager in the project of Elimination of bonded Labour in Brick Kilns. He got number of training in project management and implementation at national and internationally. Mr. Nazir Malik hold a Master degree in Social work from Punjab University. He is executive member of Alumini Association of Social Work Department University of Punjab and General Secretary of Umang Welfare Society Sialkot.</p>
	<p>Muhammad Kamran Akhtar, Accounts Officer</p> <p>An experienced and versatile professional with over 10 years of proven successful track record in Finance, Accounts, Administrations, Monitoring & Evaluation and Policy formulation and Bonded Labour issues in Pakistan. He is Master trainer on Gender issues and Procurement rules 2004. Mr. Mian Muhammad Kamran Akhtar is currently working as Monitoring & Evaluation/ Accounts Officer. He has extensive experience of working in different Departments and Ministries of Government of Pakistan in middle management positions. Mr. Kamran holds a Master's degree in Commerce from Hailey College of Commerce, (Halian) Punjab University. During his academic days he was actively involved in various social and cultural activities and received various awards.</p>

	<p>Mr. Muhammad Mansha, Education Officer</p> <p>has over 9 year working experience in National and International Organizations in mobilization, monitoring and non formal education sector on child labour and soccer ball & surgical industries. He has attended number of trainings/ workshops on child labour /gender issues. Mr. Mansha has a master degree in Economics from Punjab University. He is presently working as Education Officer in the project Elimination of Bonded Labour in Brick Kilns on education component.</p>
	<p>Mr. Shaukat Niazi, Programme Coordinator</p> <p>has 9 years working experience in Media Management and Public Relations in various organizations including Government College University Lahore and National Commission for Human Development (NCHD). He started his media management career as Chief Reporter Public Relations Bureau from Government College University Lahore when he was studying at GCU. He holds postgraduate degree in Development Journalism with distinction from University of the Punjab Lahore. He has promoted adult literacy, education and health through various media channels. He has attended many conferences and seminars arranged by the UN agencies in Pakistan. He has accelerating in his Public Relations career in development sector.</p>
	<p>Mr. Muhammad Mujahid, EHS Officer</p> <p>Mr. Muhammad Mujahid has magnanimous experience of four years in Environmental consultancy, Laboratory testing, HSE trainings and monitoring. He has experience in the field of Environment and Health Safety with specialization in Environmental Impact Assessment of major developmental projects in Pakistan. He has worked on several national and international EIA projects. He has done his M.Sc & M.Phil in environmental Sciences from University of the Punjab, Lahore. His major responsibilities in this organization include; preparation of Modules on different HSE issues and conducts trainings on these issues, Carried out Environmental and Health Safety monitoring in different industries, research on HSE related problems in Pakistan and last but not the least carried out accident investigations.</p>

	<p>Mrs. Wajiha Amjad, EHS Officer/Trainer</p> <p>She has the professional expertise in field of Quality, Occupational Health & Safety and Environmental Management, Trainings, Auditing and Consultancy services as well as Hands on HSE experience of industries. She has done MS degree in Environmental Sciences from Punjab University with distinction in BS Environmental Sciences and having various certification courses related to Quality, Safety & Environment, has over three years' experience of industry based issues regarding health and safety of workers and environmental problems. Her aim is to help and educate people in building a positive safety culture in a Pakistan. Her scope of work includes carrying out trainings on EHS and International standards, conduct EHS monitoring in the industrial units, preparation of periodical reports and maintenance of databases. In addition to this she carry out safety audits in industrial units and research work in the field of EHS to improve the working conditions and environment.</p>
	<p>Mr. Zeeshan Mustafa, I.T Coordinator</p> <p>Solutions-focused, team oriented with more than 7 years' experience and hands-on skill in the successful implementation of highly effective computer Network operations and the cost-effective management of innovative user and technical support strategies. Extensive LAN/ WAN/ hardware/ software experience & broad understanding of computer hardware like server machines ,desktop laptops, notebooks and software, including installation, configuration, management, troubleshooting, and support.</p> <p>With a MCS degree in Networks, looking to continue making a continued significant contribution within I.T. networking and potential opportunities, and develop innovative solutions for increasing.</p>
	<p>Mr. Muhammad Haris, Marketing Officer</p> <p>Mr. Muhammad Haris has ample experience in the field of Marketing and Planning. He has done his Master in Business Administration in the specialized field of Marketing & Finance from Superior University Lahore..</p> <p>He plans & manages the trainings on the issues of OCCUPATIONAL HEALTH & SAFETY, ISO STANDARDS, SOCIAL COMPLIANCE & LABOR LAWS. He also manages the on floor trainings and Industrial testing in Punjab based industries and arranged the CIWCE/IRI seminars in auditorium.</p> <p>He engaged in the affair of procurement of CIWCE/IRI Scheme “ Provision of Additional Facilities and Human Resources at CIWCE-IRI”</p>

Work Related Accidents During 2010

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 = 283
Total number of deaths = 67
Total injured = 216

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, and 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 Deaths	Location	Date Reported	Newspaper
1.	Gas explosion in Shop	Shop	5	0	Lahore	19-01-2010	Jang
2.	Wall Collapse	Construction	0	2	Bahawalpur	25-01-2010	Dawn
3.	Gas Tanker Explosion	Services	50	14	Hadarabad	29-06-2010	Dawn
4.	Fire in a Factory	Factory	3	0	Veharri	06-07-2010	Dawn
5.	Roof Collapse	Factory	6	0	Lahore	04-08-2010	Dawn
6.	Ammonia Leaks in a Factory	Factory	53	0	Lahore	11-08-2010	Dawn
7.	Workers Died in a well	Services	0	3	Bahakar	11-08-2010	Express Tribune
8.	Oil Tanker Explosion	Services	4	5	Faisalabad	23-08-2010	Nawa-i-Waqat
9.	Roof Collapse	Services	2	1	Lahore	24-08-2010	Dawn
10.	Fire in a Shoe Factory	Factory	3	0	Lahore	26-08-2010	Nawa-i-Waqat
11.	Fall from building	Construction	0	1	Islamabad	30-08-2010	Dawn
12.	Burn with Acid in Factory	Factory	1	0	Lahore	06-09-2010	Express

13.	Well Suffocation	Construction	0	1	Sherakot	26-09-2010	Jang
14.	Electric Shock	Services	2	0	Lahore	27-09-2010	Express Tribune
15.	Electrocution	Services	1	0	Lahore	13-10-2010	Nawa-i-Waqat
16.	Fire Explosion	Factory	3	0	Lahore	18-10-2010	Nawa-i-Waqat
17.	Electrocution	Factory	0	2	Lahore	29-10-2010	Nawa-i-Waqat
18.	Electrocution	Services	1	1	Lahore	13-11-2010	Nawa-i-Waqat
19.	Fire Explosion	Services	4	0	Lahore	04-09-2010	Nawa-i-Waqat
20.	Fire Explosion	Factory	1	1	Lahore	03-09-2010	Nawa-i-Waqat
21.	Roof Collapse	Home	0	1	Lahore	26-08-2010	Nawa-i-Waqat
22.	Road accident	Service	0	2	Berki	03-08-2010	Nawa-i-Waqat
23.	Roof collapse	Service	0	1	Lahore	07-08-2010	Nawa-i-Waqat
24.	Roof Collapse	Factory	6	0	Lahore	13-08-2010	Nawa-i-Waqat
25.	Fire Explosion	Factory	1	0	Lahore	19-08-2010	Nawa-i-Waqat
26.	Electrocution	Factory	1	0	Lahore	23-08-2010	Nawa-i-Waqat
27.	Fire Explosion	Factory	3	0	Lahore	25-08-2010	Nawa-i-Waqat
28.	Murder of worker	Construction	7	4	Quetta	05-07-2010	Nawa-i-Waqat
29.	Fire Explosion	Factory	3	0	Lahore	05-06-2010	Nawa-i-Waqat
30.	Fire Explosion	Factory	1	0	Lahore	12-06-2010	Nawa-i-Waqat
31.	Roof Collapse	Construction	3	0	Lahore	18-06-2010	Nawa-i-Waqat
32.	Electrocution	Factory	0	1	Lahore	07-04-2010	Nawa-i-Waqat
33.	Bridge Collapse	Construction	0	2	Lahore	03-05-2010	Nawa-i-Waqat
34.	Roof Collapse	Construction	1	1	Hedara	26-04-2010	Nawa-i-Waqat
35.	Fall Hazardous	Factory	2	1	Lahore	02-04-2010	Nawa-i-Waqat
36.	Fire Explosion	Factory	0	1	Ferozewal a	03-02-2010	Nawa-i-Waqat
37.	Fire Explosion	Factory	3	0	Ferozewal a	13-01-2010	Nawa-i-Waqat
38.	Fall in Well	Construction	1	2	Multan	06-01-2010	Nawa-i-Waqat
39.	Fire Explosion	Services	1	0	Ferozewal a	15-09-2010	Nawa-i-Waqat

40.	Suffocation	Construction	1	1	Sherakot	25-09-2010	Nawa-i-Waqat
41.	Electrocution	Services	0	1	Kasur	01-01-2010	Express
42.	Fire Explosion	Factory	0	1	Shadara	13-01-2010	Express
43.	Fire Explosion	Factory	5	0	Shadara	19-01-2010	Express
44.	Fire Accident	Factory	0	1	Chichawatni	26-01-2010	Express
45.	Electrocution	Construction	2	1	Lahore	28-01-2010	Express
46.	Accident	Factory	0	1	Sheikupura	25-02-2010	Express
47.	Roof collapse	Construction	2	1	Lahore	26-02-2010	Express
48.	Electrocution	Factory	1	0	Lahore	27-03-2010	Express
49.	Electrocution	Services	1	0	Lahore	20-04-2010	Express
50.	Fire Explosion	Services	0	1	Rehyana	30-04-2010	Express
51.	Fire Explosion	Services	1	0	Qasowal	03-05-2010	Express
52.	Fire Explosion	Services	1	0	Lahore	16-05-2010	Express
53.	Roof Collapse	Construction	9	0	Lahore	23-05-2010	Express
54.	Fire Explosion	Factory	0	1	Lahore	30-05-2010	Express
55.	Cylinder Blast	Factory	0	1	Lahore	3-06-2010	Express
56.	Cuts in factory	Factory	1	0	Lahore	3-06-2010	Express
57.	Death during loading goods	Services	0	1	Lahore	08-06-2010	Express
58.	Fire explosion	Factory	1	0	Lahore	12-06-2010	Express
59.	Death during unloading	Services	2	1	Okkara	14-06-2010	Express
60.	Death in a well	Construction	0	2	Harronabad	15-06-2010	Express
61.	Roof Collapse	Construction	3	0	Lahore	18-06-2010	Express
62.	Fire Explosion	Factory	0	1	Lahore	25-06-2010	Express
63.	Roof collapse	Construction	4	0	Chichawatni	2-07-2010	Express
64.	Death during fall	Construction	0	1	Lahore	3-07-2010	Express
65.	Fire Explosion	Factory	0	0	Lahore	3-07-2010	Express
66.	Electrocution	Services	4	0	Lahore	5-08-2010	Express
67.	Death in a well	Construction	1	1	Nankana sahib	13-08-2010	Express
68.	Electrocution	Factory	1	0	Lahore	23-08-2010	Express
69.	Electrocution	Factory	0	1	Lahore	05-09-2010	Express
70.	Accident due to acid exposure	Factory	1	0	Lahore	6-09-2010	Express
71.	Electrocution	Services	0	1	Pakpattan	19-09-2010	Express
72.	Electrocution	Services	2	0	Lahore	26-09-2010	Express
73.	Electrocution	Services	0	1	Lahore	10-10-2010	Express
74.	Cut in a machine	Factory	1	0	Kasur	2-12-2010	Express
	Total		216	67			

Activities-2010

Seminar and Expo on the occasion of World Day for Safety and Health at Work 28 April, 2010

On the occasion of World Day for Safety and Health, a seminar and expo was held at CIWCE. The seminar was addressed by eminent resource persons on health and safety subjects. An expo of safety services and equipment providers was held on the occasion. The seminar was chaired by Mr. Abdur Rauf Khan, Secretary Labour and Human Resource Department, Punjab. Over 200 participants from industry, academia and government institutions participated in the event.

Resource persons and topics for OSH day Seminar

S. No.	Name	Topic
1.	Mr. Engr. Khalid Pervaiz President Institute of Mining Engineer Pakistan	Impacts of new technologies and the emerging risks on mineral sectors of Pakistan
2.	Mr. Faheem Public Relation Officer (PRO) Rescue 1122	History and Working performance of Rescue 1122 (Punjab Emergency and Rescue Service)
3.	Dr. Atta-ul-Haq CEO Kissan Compost	Briefing of Pak Environmental, Occupational Safety Health Association (PEOSHA)
4.	Dr. Tahir Barlas Manager Corporate HSE Azgard9	Occupational Health & Safety related Challenges/ Risks in Textile Sector
5.	Engineer Col. (R) Mumtaz Chief Executive Environ Monitor	Occupational Safety and Health problems at Workplaces

Glimpses of OSH Day Seminar/Expo





News Paper Coverage

THE JANG LAHORE

جنگ لاہور

**Seminar & Expo on
World Day for Safety and Health at Work**

28th April 2010

The International Labour Organisation (ILO) has declared 28th April as World Day for Safety and Health at Work. The event is being observed world over. On this occasion the Centre for the Improvement of Working Conditions and Environment (CIWCE) in the Labour and Human Resource Department, Government of Punjab is organising an event, the highlights of which are:

- Seminar with speeches, roundtable and facilities for the leading experts.
- Exhibition of health, safety and security products and services.
- Screening of training videos on occupational safety and health.
- Free distribution of safety materials to workers.

The event will be held at the premises of CIWCE in Township Lahore. Participation will be through invitation only. Those interested in participating in the event are requested to send their names, contact details and nature of work or interest in the subject to conferences@ciwce.gov.pk

Seminar Timing
10.00 am to onward

Mr. Muhammad Haris
Marketing officer
(CIWCE) (Tel: 942-89252145
mobile: 0322-4672624)

Address: CIWCE (Near Rescue 1122), Township Lahore

BUSINESS RECORDER

Thursday 29 April 2010, 14 Jamadi-ul-Awwal

World Day for safety, health at workplace observed

RECORDED REPORT
LAHORE: The World Day for safety and health at workplace was observed across country. In this regard a seminar was held under the umbrella of Labour department government of Punjab.

Abdul Rauf Khan Secretary Labour and Human Resource Department, Punjab, under the direction of Chief Minister Mufti Nadeem Khan, Labour department, is making all out efforts to promote better health and safety for workers through awareness raising and provision of technical assistance to facilitate to the industries.

He was addressing a seminar held by the Centre for Improvement of Working Conditions and Environment of the Labour Department Punjab here on Wednesday.

He said that as many as 10,000 million accidents at work happen every year the world over, 250,000 of which, is fatal. The mortality rate in developing countries is five to seven times higher than in industrialized nations.

Daily Times

Thursday, April 29, 2010

'Industry must comply with health, safety measures'

LAHORE: All industries of the country have to comply with health and safety standards in order to be competitive and to enhance workers' productivity, participants at a seminar held to mark the World Day for Safety and Health at Work said on Wednesday.

The event was organised by the Centre for Improvement of Working Conditions and Environment (CIWCE), where participants said that Pakistan faces immense challenges in the fields of safety, health and environment at workplaces.

According to the data provided by the International Labour Organisation (ILO), 337 million accidents at workplaces happen every year around the globe, 3.5 million of which are fatal. The ILO said work-related accidents and illnesses approximately cost four percent of the world Gross Domestic Product (GDP).

Speaking on the occasion, Labour Secretary Abdul Rauf Khan said the Punjab government has been making all-out efforts to promote better health and safety of workers through awareness campaigns and provision of technical assistance to industries. CIWCE Director Saeed Awan also highlighted efforts being taken by the Punjab government to ensure workers' safety at workplaces. People from different media organisations and other officials concerned participated in the seminar. **STAFF REPORT**

The Frontier Post, Lahore

Thursday, April 29, 2010

Expo & seminar held on World Day for safety and health at work.

Abdul Rauf Khan Secretary Labour

Our Reporter:

LAHORE: According to ILO 337 million accidents at work happen every year in the world 358,000 of which are fatal. The mortality rate in developing countries is five to seven times higher than in industrialized nations.

Pakistan faces immense challenges in the fields safety health and environment at the workplaces, which are mounting as result of globalization.

All industries whether small or large have to comply with health and safety standards in order to be competitive in the marketplace and to enhance the workers productivity.

This was the consensus view of experts on the occasion of seminar on the occasion of "held by the Centre for Improvement of Working Conditions & Environment of the Labour Department Punjab.

On this occasion an expo of safety and health related products and services was also organized in which safety gadgets, rescue equipment training materials and consultancy services.





Serious injuries of young and child workers due to fodder chopper (*toka*) machines in Pakistan

Need for research and interventions

Background Introduction

The fodder chopper machine (*Toka* in local dialect) is one of the most common agricultural machines used in the households and animal shed. Most of the farmers usually keep dairy animals to supplement their income through sale of milk and dairy products and for sale for meat. Pakistan with current estimates is the 4th largest milk producing country in the world with 33 Billion litres of milk produced annually. There are 8 Million farming households in Pakistan with a total herd size of 50 million animals.

Toka is an integral part of the household in rural areas as fodder is brought from fields and chopped before feeding to the animals. Though the law prohibits the employment of children on *Toka*² as a regular occupation, children and young persons (including girls and boys) regularly work on these machines, mostly to help in the family chores.

Accidents due to Toka

Accidents are regularly reported in press where children, young persons or adults have lost hands, fingers or arms or suffered serious body injuries during work on Toka. In order to explore the dimensions of the problem two villages were visited in Punjab province. Both villages (Maqboolpur Miani in district Sheikhupura and Lak Bahdhar district Jhang) had total population of approximately 1000 persons each. Following are the brief findings:

- 1- In the Maqboolpur Miani village, three persons (all males) were found who had suffered serious injuries at *Toka*. The brief description is:
 - a. One person who is presently 46 years old had lost his arm due to entanglement in the Toka about 13 years ago. (*Photo-1*)
 - b. Another person who is 22 years of age, lost his fingers when he was 17 years old. (*Photo-2*)
 - c. Another person who is presently 25 years old had lost his arm when he was 18 years of age.
- 2- In village Lak Bahdhar, two women were found to have suffered *Toka* related injuries.
 - a. One woman who is presently 41 years old, and is mother of 5 children had lost her three fingers before her marriage at the age of 18 years.

² Prohibited processes under the Employment of Children Act, 1991

- b. The other woman, who is presently 37, and is mother of 3 kids, had also lost her 4 fingers at the age of 16.

This information gives a glimpse of widespread injuries and terrible accidents suffered by the children and young persons in rural areas. It is suspected that there would be hardly a village where a victim of Toka is not found.





Photo-1





Photo-2

Hazards of *Toka*

A description of Toka and its various dangerous components is given in this section.

	<p>Hands pushing the fodder can get caught into Toka blades</p>
	<p>Two sharp blades moving at high speed driven by 1-2 HP motor can immediately chop off the hand</p> <p>The side gears can entangle the loose clothes commonly worn by the farmers, leading to serious injuries</p>

	<p>Electrical hazards of Toka are serious due to outdoor installation and loose wiring</p>
	<p>The fast moving belt can trap the person working near the toka</p> <p>Removal of the chopped fodder accumulated in front of running toka can lead to head injury, entanglements and deaths.</p>

Recommendations:

- 1- A detailed study of the extent of injuries and risks faced by young persons and children from Toka needs to be carried out.
- 2- Practical interventions are needed to design a safe Toka, first a prototype needs to be developed and then tested and demonstrated.
- 3- Public awareness for safe practice in agriculture especially on Toka needs to be carried out.
- 4- There is need for interaction between experts and officials from ILO, FAO, WHO at international level and Ministries/departments of Labour, Livestock and Agriculture at national, provincial and district level to promote safe work practices.

Auditorium of CIWCE becomes functional

During 2010, the auditorium/conference hall of CIWCE became operational. A number of events were held in the facility. This is a well-appointed hall accommodating up to 250 people in comfortable seats, with additional space for disability access. The sight lines are excellent, and the hall has an acoustically correct sound environment. Full, front-screen projection and a variety of audio and video options are included. Arrangements can be made to use the latest I.T technology.



The CIWCE/IRI Auditorium has proven to be ideal for business meetings, expos seminars, educational seminars, marketing presentations, annual meeting and lectures. The facility can also hold events with the collaboration of other organizations specially trade unions, industrial enterprises, NGOs, line government departments and international agencies .This will be the first such facility in the Labour Department Punjab.



For security purpose Security gate, CCTV cameras and Fire safety system is installed in auditorium. Public Address System is installed for business meetings, Expo seminars, educational seminars, marketing presentations, annual meeting and lectures. There are 3 high powered multimedia projectors installed on the front of auditorium's stage and one is installed back side of auditorium.



Auditorium having wide range of seating area of 250 persons.

Auditorium having 2 back stage preparation/ rehearsal rooms for anchors and guests persons.

Auditorium is fully equipped with I.T equipment like laptops and wireless internet facility, movable video and still cameras.





Neat and clean fully tiled wash rooms having soap dispersers and electric hand dryers are available for the men and women



Auditorium has spacious area for dining hall for 100 persons.

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	All ventilation related parameters pertaining to general ventilation and local exhaust testing: <ul style="list-style-type: none"> ▪ air velocity ▪ temperature ▪ volumetric ▪ flowrate ▪ static pressure ▪ Pitot tube readings ▪ 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	Fumes and metal dust in air

	workplace 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
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		<p>9. Carbon Monoxide 10. Carbon Dioxide 11. Formaldehyde</p> <hr/> <p>Toxic gases/vapours though ambient air analyzer. Following parameters can be monitored in the workplace air:</p> <p>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</p>
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		38. 1,2-DICHLOROETHYLENE
		39. DICHLOROETHYLETHER
		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
		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 analysis	water Following parameters can be measured with state of the art equipment: <ul style="list-style-type: none"> ▪ BOD ▪ COD ▪ pH ▪ Conductivity

		<ul style="list-style-type: none"> ▪ 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 ▪ SO₂ ▪ Gaseous combustibles/HC (CH₄) ▪ Combustion efficiency ▪ Excess air

9	Audiometric testing	Onsite test of hearing of workers exposed to excessive noise (a test recommended for workers exposed to 85 dBA noise level and above). Pure tone, warble and speech by AC, BC and free field
10	Pulmonary function testing	Onsite facility to conduct pulmonary function test (recommended for workers potentially exposed to dust and chemical agents in workplace which may harm the lungs. Parameters computed include: FVC, FIVC, RV, TLC, RV/TLC, FRC, FEV1/FVC, FEF 25/50/75%)

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

Atomic Absorption Spectrophotometer

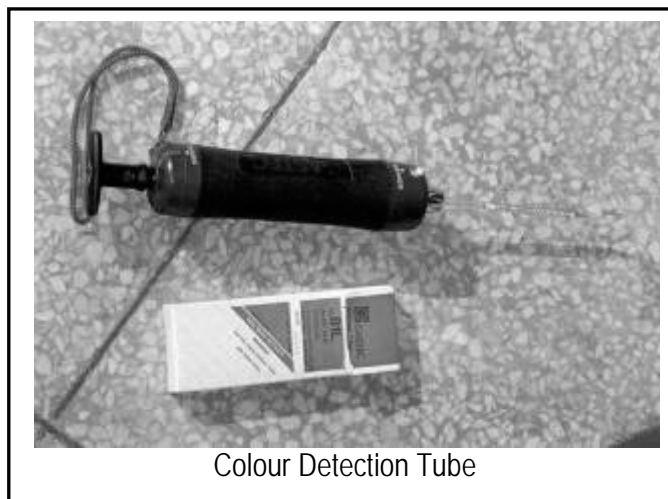
This instrument is used for the analysis of working environment and other samples for heavy metals. This instrument bought for CIWCE comes with a graphite furnace, which enhances the detection limit of this instrument by a factor of several thousand. At present hollow cathode lamps for copper, chromium,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



Atomic absorption spectrophotometer

Colour Detection Tubes for Toxic Gases/Vapours

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



Colour Detection Tube

hydrocarbons, hydrochloric acid, hydrogen sulphide, mercaptans, mercury vapors, natural gas, nitrous fumes, oil mist, ozone, petroleum hydrocarbons, phenol, phosgene, styrene, sulfur dioxide, sulfuric acid, toluene, trichloroethylene, vinyl chloride.

Pulmonary Function Testing Equipment

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

Water Testing Equipment

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

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.



pH Meter

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

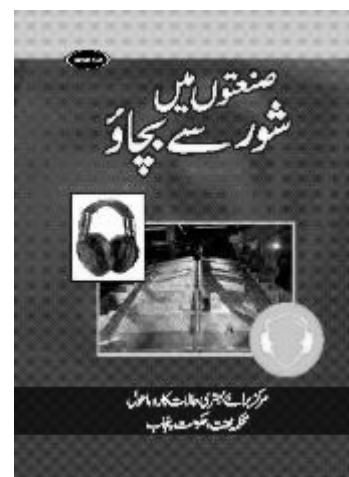
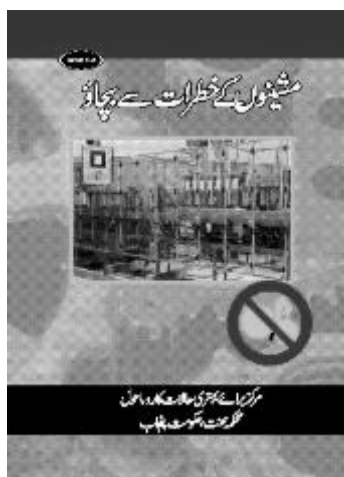
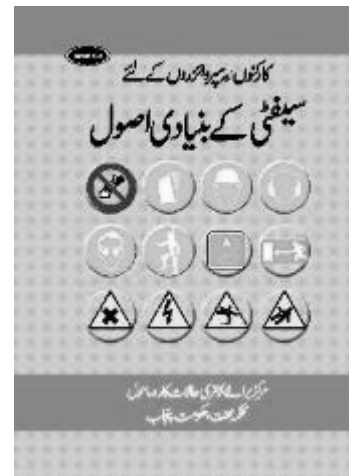
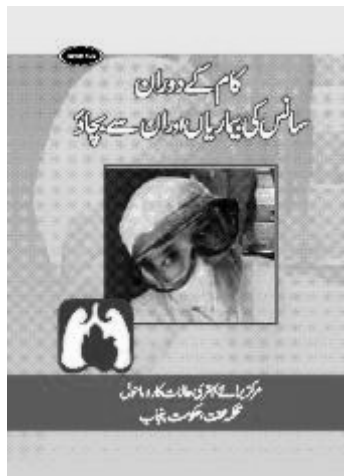
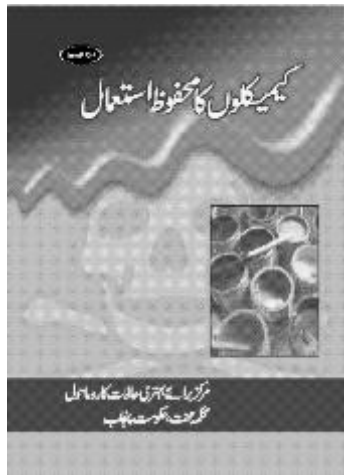
Training and Education-2010

Training and Educational Literature on Occupational Safety and Health Developed

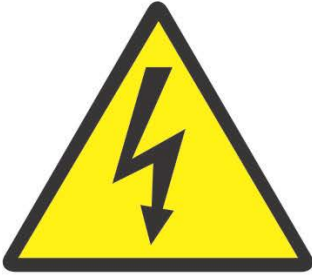
A hallmark of CIWCE's activities has always been the expertise to develop user friendly training and awareness materials. As the literacy level of workers in Pakistan is low, it is important to prepare training materials which suit to the needs of most workers. Keeping this in view a series of pocket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



خبردار۔ برقی رو کا خطرہ



خبردار۔ ناہموار جگہ
گرنے کا خطرہ



زہریلا مادہ



تابکار مادہ



دھماکہ خیز مادہ



تمباکو نوشی منع ہے



تمباکو نوشی اور کھلے شعلے منع ہیں



یہاں حفاظتی دستاؤں کا استعمال ضروری ہے



یہاں سیفٹی ہیلمٹ استعمال کریں



خبردار بلندی پر مچ



ابتدائی طبی امداد کی جگہ



آگ بجانے کا آلہ (Fire Extinguisher)



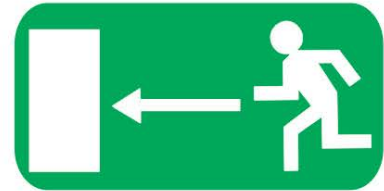
یہاں تنفس کے حفاظتی آلات پہننا ضروری ہے



یہاں پر سیفٹی بوٹ پہننا ضروری ہے

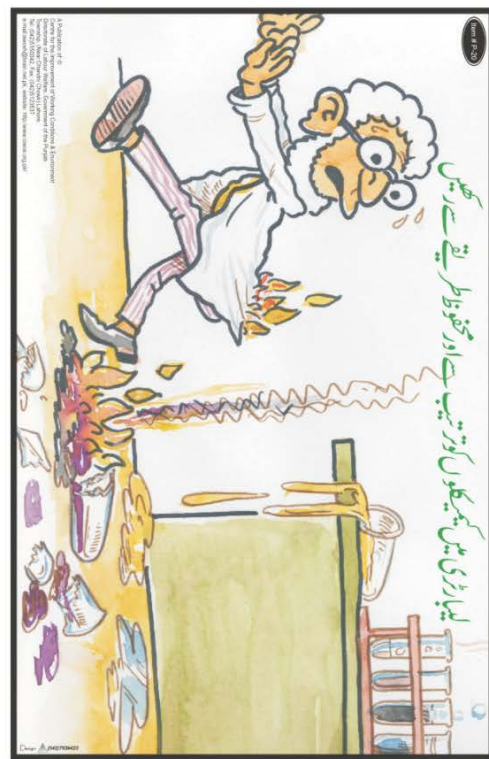


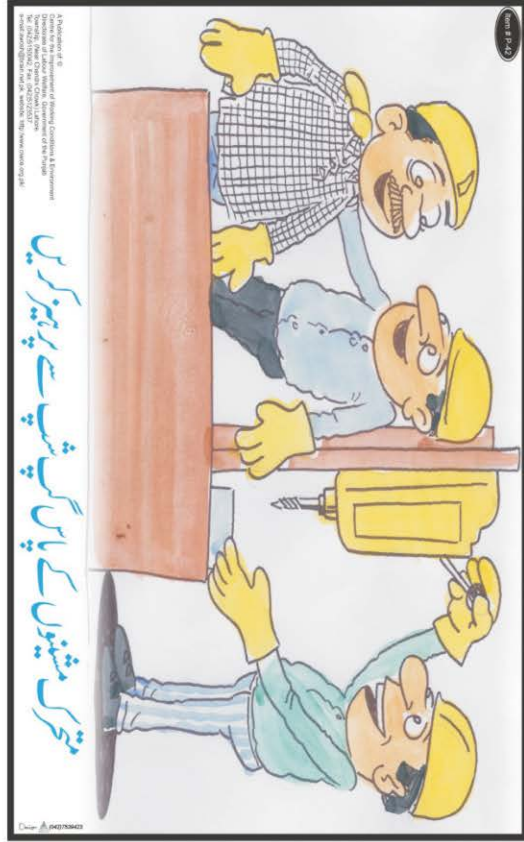
شارٹ کرنے سے پہلے حفاظتی گارڈ
کا اپنی جگہ پر موجود ہونا ضروری ہے



ہنگامی انخلاء کا راستہ

Posters





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 2010 is given below:

List of organizations provided with OSH literature during 2010

Sr. No	Name of Person/Organization	Type of material		Quantity Provided
1	Compined Fabrics Ltd. LHR	Poster	9, 17, 21, 34, 36, 38, 39, 48	3 each
		Safety Warning Signs	2, 4, 18, 45, 50, 52	3 each
		Pocket Guides	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	1 each
		Urdu Training Booklets	1, 2, 3, 5, 7, 9	1 each
2	Chawla Rubber & Plastic industry Pvt. Ltd.	Poster	2, 8, 19, 26, 46, 39, 20, 30, 57, 5, 11, 21, 31, 18, 6, 12, 23, 42, 7, 13, 25, 45	4, 4, 4, 5, 5, 5, 10, 3, 2, 10, 4, 2, 3, 5, 5, 2, 4, 2, 20, 2, 4, 10, 4
		Safety Warning Signs	1, 11, 19, 41, 52, 62, 6, 15, 21, 42, 55, 56, 8, 13, 26, 45, 58, 46, 10, 18, 28, 49, 60, 35,	5, 20, 52, 5, 5, 50, 10, 5, 5, 20, 10, 10, 4, 5, 3, 5, 1, 5, 10, 10, 10, 5, 2
		Pocket Guides	5-11	15
3	Pyramid Gas (Pvt.) Ltd.	Poster	1-2-5-8-9-10-12-14-17-18-23-25-27-33-38-40-44-47-49-57	Five each
		Safety Warning Signs	S1 to S65	Five each
		Pocket Guides	G1 to G10	Two each
		Urdu Training Booklets	B1 to B10	Two each
4.	CIWCE			Providing solution to your environment problems 30 books only

5	Kamal Limited Faisalabad	Poster	5-7-9-11-12-14-15-16-17- 18-19-20-21-22-23-24	8 each
		Safety Warning Signs	40-41-42-46-47-55-56-61 41-46 64	Five each 10 each 8 each
		Pocket Guides	1-4-5-6-7-8-9	Five each
		Urdu Training Booklets	2-5-9-10	Five each
6	PEL	Poster	49-32-3-46-47	10 each
		Safety Warning Signs	12-32	10 each
		Pocket Guides		
		Urdu Training Booklets	4-8	One each
7	Hammad Eng. Co. Pvt. Ltd.	Poster	57-37-47-9-12-5	6-6-4-6-2-4
		Safety Warning Signs	17-59-62-52-41-38 36-34-31-33-29-10-8	2-4-2-4-2-4-2-2-4- 4-4-2-2
		Pocket Guides	1-4-2-10	2-2-2-6
		Urdu Training Booklets	5-10-3-1	2-2-2-2
8	Colony Industries Manga Road	Poster	14-6-17-33-8-24-9-12-25- 13-28	25 each
		Safety Warning Signs	10-46-15-49-32-50-34-55- 41-56-42	50 each
		Pocket Guides	4-3-6-8-9-10	20 each
		Urdu Training Booklets	2-3-5-8-9-10	15 each
9	Hammad Engineering Company Pvt. Ltd.	Poster	1 to 59	One each
		Safety Warning Signs	3-6-8-11-14-29-32-33-34- 35-62	One each
		Pocket Guides	1-2-3-4-5-6-7-8-9-10	One each
		Urdu Training Booklets		
	CIWCE	Poster		
		Safety Warning Signs		
		Pocket Guides	1-2-3-4-8	30
		Urdu Training Booklets	5	30
	CIWCE	Poster		One each
		Safety Warning Signs		One each
		Pocket Guides		One each
		Urdu Training Booklets		One each
	Consultect	Poster		All 2 set
		Safety Warning Signs		All 2 set
		Pocket Guides		

		Urdu Training Booklets		
	OSH Unit	Poster		
		Safety Warning Signs		
		Pocket Guides	1-2-3-8	30
		Urdu Training Booklets	5	30
	Fine Gas Co. QIE Kot. LHR	Poster		
		Safety Warning Signs		
		Pocket Guides		
		Urdu Training Booklets	School and home save accident	4
	Consultech	Poster		All one set
		Safety Warning Signs		All one set
		Pocket Guides		All one set
		Urdu Training Booklets		All one set
	DDFC Group of Companies			One training module social compliance
				One training module on Health and safety at workplace
	Total Atlas Lubricants Pakistan	Poster	7-9-12-13-16-37-40-43-46- 57-58	4 each
		Safety Warning Signs	3-8-15-18-27-42-55-56	4 each
		Pocket Guides	6-4	10 each
		Urdu Training Booklets	5	10 each
	Fine Gas Co. Ltd.	Poster	2-5-6-9-12-18-25-26-30-33- 49-52	1 each
		Safety Warning Signs	12-15	2 each
		Pocket Guides		
		Urdu Training Booklets		
	Sui Northern Gas Pipelines Limited	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	1-2-3-4-5-6-7-8-9-10	1 each
		Urdu Training Booklets	1-2-3-4-5-6-7-8-9-10	1 each
	Style Textile (Pvt.) Ltd.	Poster	41-21-49-40-43-54-26-11- 15-18-26-28-29-47-57	25 each
		Safety Warning Signs	41-49-42-1118-39-40-37-	25 each
		Pocket Guides		
		Urdu Training Booklets		
	Crest Garments	Poster		

		Safety Warning Signs		
		Pocket Guides		100 each
		Urdu Training Booklets		50 each
	Wings Enter Prises	Poster	7-8-9-12	5 each
		Safety Warning Signs	11-17-18	3 each
		Pocket Guides	21-25-27-38	3 each
		Urdu Training Booklets	39-40-57-1-2-4-15-41-40	4 each
	TEVTA Govt. of the Punjab	Poster	1 to 65	2 each
		Safety Warning Signs	1-65	2 each
		Pocket Guides	1-10	2 each
		Urdu Training Booklets	1 to 10	2 each
	Kohinoor Textile Mill	Poster	On set	On set
		Safety Warning Signs	On set	On set
		Pocket Guides	On set	On set
		Urdu Training Booklets	On set	On set
	CIWCE/IRI	Poster		
		Safety Warning Signs		
		Pocket Guides	1 to 10	2 each
		Urdu Training Booklets		
	Fine Gas Co. Kotlakhpat LHR	Poster	48-41-38-34-35-28-30-25-21-18-9-2	2 each
		Safety Warning Signs	18-13-12-6	2 each
		Pocket Guides		
		Urdu Training Booklets	2-1-7	1 each
	Sui Northern Gas Pipelines Ltd.	Poster		
		Safety Warning Signs		
		Pocket Guides		
		Urdu Training Booklets	5	10
	Punjab Industries Estate	Poster	1 to 59	1 each
		Safety Warning Signs	1 to 64	1 each
		Pocket Guides	1 to 10	1 each
		Urdu Training Booklets	1	1 each
	125/- Quaid-e-Azam Industries	Poster	1 to 59	1 each
		Safety Warning Signs	1 to 65	1 each
		Pocket Guides	1 to 10	1 each
		Urdu Training Booklets	1 to 10	1 each
	Ihsan Cotton Production Pvt Ltd.	Poster	1 to 59	10 each

		Safety Warning Signs	1 to 65	10 each
		Pocket Guides	G1 to G10	5 each
		Urdu Training Booklets	B1 to B8	3 each

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 2010 is given below:

Specialised training courses on occupational safety and health held-2010

Sr. #	Date	Training Course Name	Number of Participants
1.	March 26-27, 2010	First Aid & CPR	25
2.	April 7-8, 2010	EHS Practitioner Course	29
3.	May 13, 2010	Respiratory Protection	30
4.	May 26, 2010	First Aid & CPR	30
5.	August 2, 2010	Respiratory Protection	27
6.	September 26, 2010	First Aid & CPR (Onsite)	30
7.	October 7, 2010	Occupational Ergonomics, Selection & Use of PPEs	32
8.	September 16, 2010	Respiratory Protection	34
9.	October 8, 2010	Occupational Ergonomics, Selection & Use of PPEs	35
10.	October 14, 2010	Occupational Ergonomics, Selection & Use of PPEs	30
11.	October 19, 2010	QMS ISO 9001	29

12.	November 2-3, 2010	Introduction to EIA and Major Environmental Laws in Pakistan	25
13.	November 10, 2010	First Aid and CPR (Onsite)	25
14.	November 11, 2010	SA 8000	30
15.	November 25, 2010	Introduction to Environmental Impact Assessment	34
16.	December 22-23, 2010	Chemical Hazard Communication and Hazardous Waste Management	29
17.	December 30, 2010	First Aid and CPR	35
		Total	509

Training Course on Environmental Impact Assessment & Introduction to Major Environmental Laws Applicable in Pakistan

The course was held by **Center for the Improvement of Working Conditions and Environment** within their premises in training hall of CIWCE on November 2-3, 2010. This course was attended by 19 professionals from different industries and other institutions. The courser provided introduction to impacts of developmental projects on environment and on policy making procedures. Professionals were rained on different environmental issues occurring in their industries and how to manage them. The second portion of the training was on Environmental laws which provide the professionals how to deal with legal issues. The course also trained them how to comply with local environmental Standards. It also provided them guidelines to prepare their own environmental Management Plan (EMP) and Environmental Monitoring Plan (EMtP). This course was announced for the professionals to build their skills to cater environment related problems in their industries and other institutes. List of the participants and their group photo is given hereunder.





Report of Training Course on Ergonomics

The course was held by **Centre for the Improvement of Working Conditions and Environment** within their premises in training hall of CIWCE on October 7, 2010. This course was attended by 31 professionals from different industries. The course aims to provide excellent additional skills for people who contribute to the evaluation and design of tasks, jobs, products, environments and systems in order to make them compatible with the needs, abilities and limitations of people. This was to identify and investigate ergonomics problems and propose and critically evaluate solutions based on a thorough grounding. The course contents were emphasized on the proper selection, use and maintenance of personal protective equipment. This enabled trainees to have better sense of PPEs which will increase the work efficiency. List of the participants and their group photo is given hereunder.



Training Course on Respiratory Protection

The course was held by **Centre for the Improvement of Working Conditions and Environment** within their premises in training hall of CIWCE on August 2, 2010. This course was attended by 33 professionals from different industries and institutions. The aim of the training course was to evaluate the respiratory conditions in different industrial enterprises. This course was specially appreciated by the industrialists as the attention to this program in industries is inadequate. Workers, even supervisors don't know how to use respirators and which type of respirator will be used in certain conditions.

To enable the professionals from all the stakeholders for practical inventions including implementation, prevention and system development for respiratory protection at workplace. To built the capacity of the professionals on the key area Respiratory Protection. Government certificates will be issued to the trainees at the end of the training.



New mobile training and EHS testing facility added



During 2010, the government of Punjab provided a new vehicles, which is to be used as mobile training and testing facility for onsite training on OSH in the workplaces and provision of testing facilities to the industries.

Onsite trainings at industrial enterprises held by mobile training unit in 2010

Sr. No.	Date	Venue	No. of Participants
1	11/02/2010	Style Textile Mills Kotlakhpat Lahore	57
2	13/04/2010	Ittehad Labour Union Lahore	32
3	4/08/2010	Interloop (Pvt.) Ltd. Faisalabad	68
4	11/02/2010	Fine Gas Ltd. Kot Lakhpat Lahore	19
5	22/09/2010	ICI Khewra Jhelum	70
6	08/10/2010	IMMI Garments Lahore	27
7	23/10/2010	PEL Ferozpur Road Lahore	35
8	26/10/2010	Ittehad Labour Union Lahore	29
9	25/10/2010	Interloop (Pvt.) Ltd. Faisalabad	34
9	13/11/2010	Interloop (Pvt.) Ltd. Faisalabad	59
10	14/12/2010	Hammad Engineering Multan Road Lahore	27
11	28/12/2010	University of the Punjab Lahore	78
12	30/12/2010	Training Room CIWCE Lahore	15
13	31/12/2010	US Apparel Ltd Ferozpur Road Lahore	41
Total			591

Risk Assessment Activities

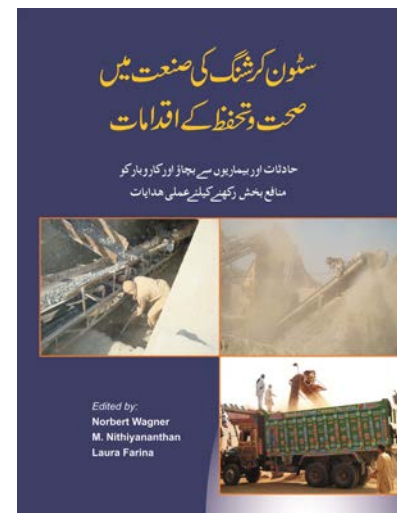
Various industries continued to request the CIWCE for assistance with assessment of hazards at workplaces. The data of these activities is given below:

Sr. No.	Date	Venue	Test conducted
1	20-24/4/2010	District Vehari	Risk Assessment of carpet industry
2	27-29/4/2010	District Khanewal	Risk Assessment of carpet industry
3	12-17/04/2010	Style Textile Mills kotlakhpat Lahore	Lungs Function Testing
4	8-10/06/2010	Crescent Bahumann Hafizabad	Lungs Function Testing
5	21/06/2010	Crescent Bahumann Hafizabad	Dust Level
6	4/09/2010	US-I Apparels Ferozpure Road Lahore	Dust, Noise, Illumination Level Surveys
	3/08/2010	Interloop Unit -I (Pvt.) Ltd Faisalabad	Lungs Function Testing
8	04/08/2010	Interloop Unit –II (Pvt.) Ltd Faisalabad	Lungs Function Testing
9	05/08/2010	Interloop Unit -I (Pvt.) Ltd Faisalabad	Dust Level survey
10	06/08/2010	Interloop Unit –II (Pvt.) Ltd Faisalabad	Dust Level survey
11	4/09/2010	US-I Apparels Ferozpure Road Lahore	Dust and Noise, Level Surveys
12	09/10/2010	IMMI Garments Lahore	Dust, Noise, Lighting and Spirometry level Surveys

Urdu training and awareness guide on safety and health in the stone crushing sector prepared

A manual was prepared Prof. Norbert Wagner University of South Florida, Tampa USA, Mr. Mannarswami Nithiyananthan Sri Ramachandra University, Chennai India and Laura Farina University of South Florida, Tampa USA. The manual has been published with the support of Ecohealth Program International Development Research Centre , Canada.

The Centre for the Improvement of Working Conditions & Environment (CIWCE) in Lahore Pakistan requested for the Urdu translation of this manual. Stone crushing is a prominent industrial operation carried out in several parts of Pakistan.



The major geographical areas where stone crushers are extensively installed are:

- Hills surrounding Islamabad
- Hills in Charssada
- Hills in Abbotabad
- Hills in Sukkur
- Baluchistan province
- Sargodha area in Punjab

In addition cement factories, marble quarries and several other mineral extraction industries use operations similar to those mentioned in the manual. Since the contents of the manual were quite pertinent to the situation in Pakistan, the CIWCE made the request for supporting the translation and subsequent publishing of the Urdu translated version of this manual.

During the translation 10 different stone crushing operations were visited by teams from CIWCE and photographs were made, which have been used in the Urdu manual. The manual was found to depict the conditions very similar to those prevailing in Pakistan.

Distribution plan:

The copies of manual have been circulated to

- Major stone crushing enterprises
- Organizations of mines and minerals industry
- Cement industries
- Mines and mineral departments
- Trade unions
- Ministry and Departments of Labour
- Ministry and Departments of Environment
- Mines Departments of Universities

Furthermore the manual will be used during onsite training sessions on OSH at brick kilns

Website of CIWCE upgraded

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 2011. The site will have complete access to most of the literature and publications produced by CIWCE. It will also provide complete database of International Chemical Safety Cards of ILO-WHO in Urdu. The website also has special sections devoted to innovation, child labour, bonded labour, labour law compliance, gender issues and other issues in which CIWCE is engaged.

Child Labour Unit

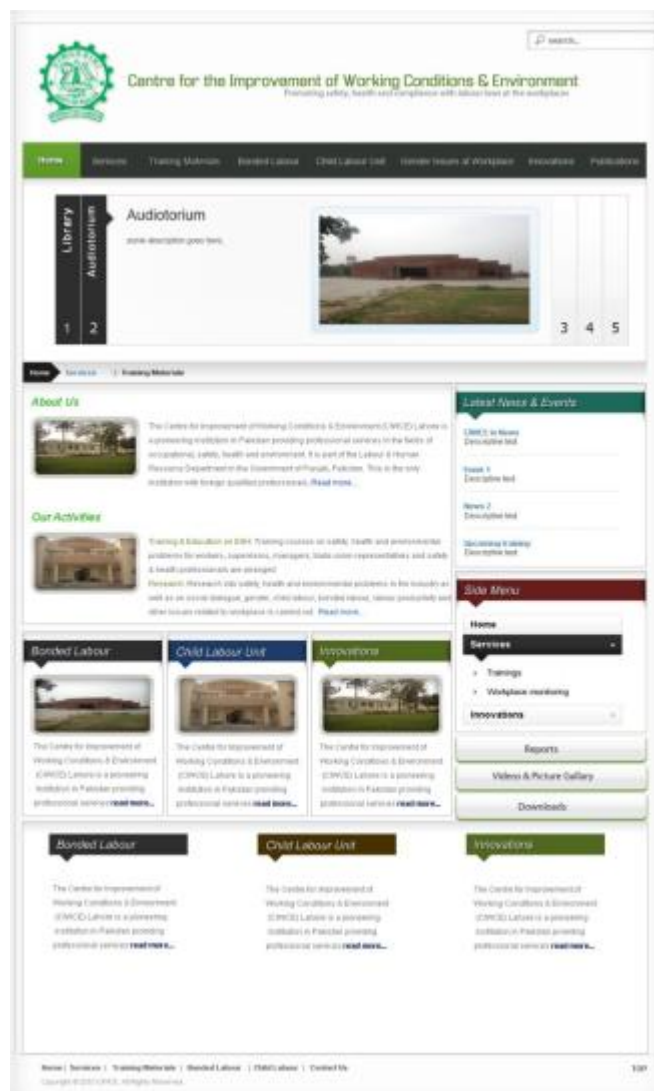
Building Networks to Combat Child Labour

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.

Child Labour Unit officially launched

The Child Labour Unit was officially launched on 02 November, 2010. Secretary Labour and Human Resource Department Mr. Abdur Rauf Khan inaugurated the unit. On this occasion a seminar was held at the Unit to introduce its role and functions.

The Secretary Labour Punjab while inauguration the Unit told that it will serve as the focal point for research awareness and community mobilization activities to curb child labour in Punjab. A Project has already been launched in Sahiwal district with help of ILO and EC to eradicate child labour through education, microcredit skill training and community monitoring. Under this project 3250 children are getting education. Secretary Labour said that 4 districts in Punjab will be selected for testing and implementing the methodologies evolved by ILO & EC for eradicating child labour. He stressed the need for strong ownership by the government of any programmes for their success. He told that the Punjab government had allocated staff, resources and facilities for the Child Labour Unit. He also told that Punjab Labour Department has opened the school for children at brick kilns, where 3200 children have been enrolled Rs. 25 million have been given as microcredit to brick kiln workers.

Earlier Mr. Taseer Alizai, representative of ILO introduced the outline of ILO’s assistance. He told that through ILO’s assistance major projects were launched in the football manufacturing, surgical instruments, carpet weaving and other sectors in Punjab and over 100,000 child labourers had been rehabilitated. Capt. (R) Jehanzeb Khan Director Labour Welfare Punjab told that the Inspecting Officers of the Labour

Department will be trained and involved in monitoring, research and community awareness activities to curb child labour. The seminar was also addressed by Mr. Saeed Awan Incharge of Child Labour Unit and Mr. Niaz Hassain Regional General Manager of Punjab Rural Support Programme. A large number of working children, government officers, NGOs, trade unions and employers participated in the event.

Picture Gallery of the inauguration of Child Labour Unit





One Day Seminar and Children's Event on World Day Against Child Labour June 15, 2010

A seminar and children's event were organised by the Child Labour Resource centre on the occasion of World day Against Child Labour on 15 June, 2010. The theme for this year was "Red Card to Child Labour". The event was presided over by Mr. Muhammad Ashraf Sohna, Minister for Labour Punjab. Approximately 200 participants joined the event including working children from brick kilns, their teachers, parent, prominent employers supporting educational initiatives, high level government officers from Labour Department, Education Department, Health Department, diplomats lawyers, media personalities

The Minister for Labour and Human Resource Department, Punjab Mr. Ashraf Khan Sohna stated that the Punjab Government is fully committed to eradicate child labour particularly its worst forms. The day was observed in the backdrop of Fifa Football World Cup. The theme was "Go for the Goal: End Child Labour and Red Card to Child Labour". Children and families from brick kilns participated in the event and presented songs and programmes highlighting the importance of education. A contest of drawings prepared by children enrolled at schools at brick kilns was also held.

The ceremony was also addressed by Mr. Taseer Alizai ILO's representative who stated that ILO is helping Pakistan in identification and rehabilitation of child labour from hazardous sectors. Through ILO's International Programme on Elimination of Child Labour (IPEC), over 70000 working children have been rehabilitated in Pakistan. He stated the ILO with cooperation of European Union has launched a project to address child labour in Sahiwal and Sukkur districts.

Mr. Altaf Ezid Khan Director Labour Punjab said that Punjab government is launching action oriented programmes to eliminate child labour. A project has been started in Lahore and Kasur Districts to educate 7000 children at brick kilns. He also mentioned the contribution of the worker's welfare schemes including high quality education system established by Punjab government for the children of workers, which is benefiting thousands of children in Punjab. Mr. Shoaib Khan Niazi president of Brick Kiln Owners Association expressed his full support in making brick kilns free of child and bonded labour.

Earlier Mr. Saeed Awan Director of Child Labour Unit mentioned that survey by Government of Pakistan shows there are 3.3 million child labourers in Pakistan, most of them in Punjab. He stated that tailor made programmes are being launched to address worst forms of child labour in Punjab. A large number of NGOs, trade unions, employers, and government officers participated in the seminar.

Picture Gallery of World Day Against Child Labour 15 June, 2010.



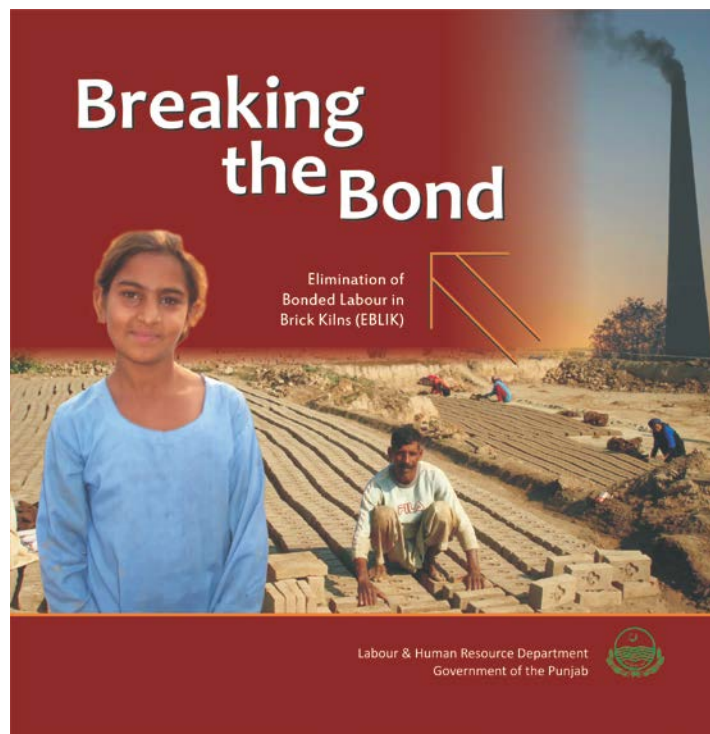


Highlights of the speeches made during the seminar

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.

Major project launched to combat bonded labour in Brick Kilns





Background

In Pakistan bonded labour in different forms is found especially in the rural areas and in certain geographic regions. Bonded labour is condemned not only by our religion but our Constitution and laws also prohibit it. The Government of Punjab is fully committed to eliminate the bonded labour in the province. The problem of bonded labour is outcome of poverty backwardness, illiteracy and outdated customs. In Punjab the phenomenon of bonded labour is more common in the brick kiln sector. In this sector, the Peshgis or advances are at the heart of the problem. Despite the judgment of the Supreme Court of Pakistan and the promulgation of Bonded Labour System (Abolition) Act 1992, the complaints of bonded labour persist.

What is Bonded Labour?

The Bonded Labour System (Abolition) Act defines the 'Bonded Labour System' as a system of forced, or partly forced, labour under which a debtor enters, or is presumed to have entered into an agreement with the creditor to the effect that:

- ❖ in consideration of an advance (*peshgi*) obtained by him or by any of the members of his family (whether or not such advance (*Peshgi*) is evidenced by any document) and in consideration of the interest, if any, due on such advance (*Peshgi*), or
- ❖ in pursuance of any customary or social obligation, or
- ❖ For any economic consideration received by him or by any member of his family;



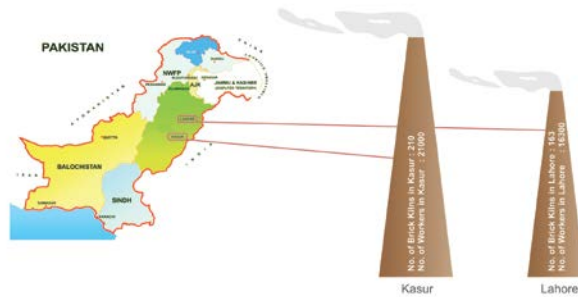
- ❖ Render, by himself or through any member of his family, or any person dependent on him, labour or service to the creditor, or for the benefits of the creditor, for a specified period, or for an unspecified period, either without wages or for nominal wages, or
- ❖ Forfeit the freedom of employment or adopting other means of livelihood for a specified period or for an unspecified period, or
- ❖ Forfeit the right to move freely from place to place, or
- ❖ Forfeit the right to appropriate or sell at market value any of his property or product of his labour or the labour of a member of his family or any person dependent on him
- ❖ Includes the system of forced, or partly forced, labour under which a surety for a debtor enters, or has or is presumed to have, entered, into an agreement with the creditor to the effect that in the event of the failure of the debtor to repay the debt, he would render the bonded labour on behalf of the debtor

Brick Kilns and Bonded Labour

Brick Kilns play vital role in the economy of the country. Fired clay bricks play pivotal role in the construction industry. According to some estimates there are approximately 8000 to 10,000 brick kilns across Pakistan. Half of these or approximately 5000 brick kilns are in Punjab. This industry provides livelihood to 1.5 million people. The work at brick kilns is manual in nature involving a number of skills. The hand molding process is the most labour intensive and the workers engaged in this process generally are susceptible to bonded labour. Many of the brick making (or *pathera*) families are migrants who continue to move from one brick kiln to the other. The low social status, lack of identity and isolation from settled communities sometimes result in vulnerability for these families to coercion and bonded labour.

Elimination of Bonded Labour in Brick Kilns (EBLIK) Project

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:



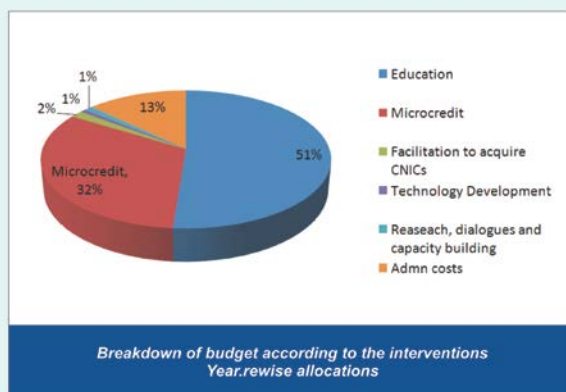
Main Components of the Project

This project attempts to bring the social services hitherto denied to the brick kiln workers. It aims to bring the industry and its workforce at par with the modern day industry. The key components of the project are:

	Provision of education to the children of the families residing at brick kilns through non formal schools		Facilitation of workers to acquire computerized national ID cards and registering in voters list.
	Provision of interest free micro credit to the workers at brick kilns		Provision of veterinary services for the livestock of the families residing at brick kilns
	Testing a model contract to formalize the labour arrangements at brick kilns		Development and testing of the prototype brick making technology suitable to the needs of workers
	Carrying out research studies on various aspects of work and impact of project interventions		Holding of dialogues between workers and employers to find solutions to the problems of workers



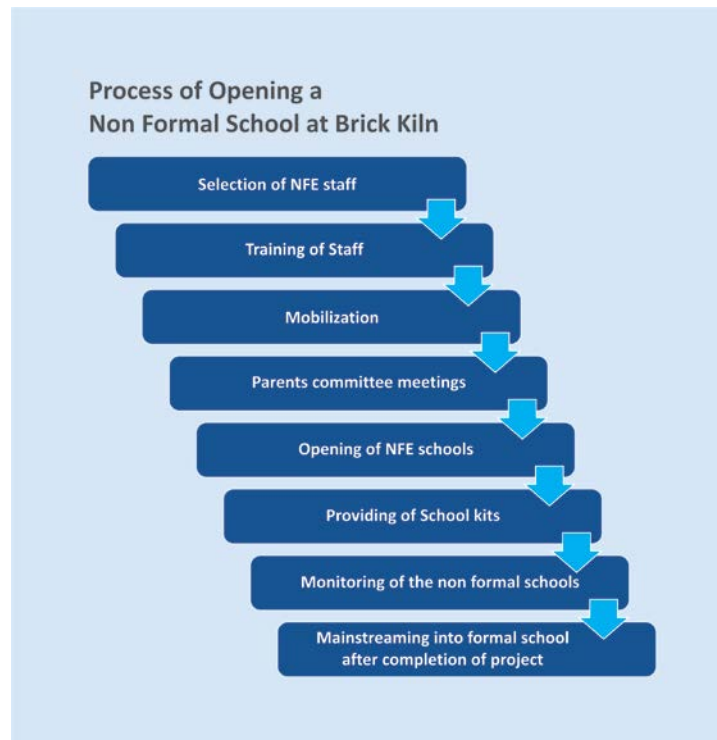
Strengthening the capacity of existing institutions dealing with the bonded labour issue like District Vigilance Committees and Legal Aid Service Unit

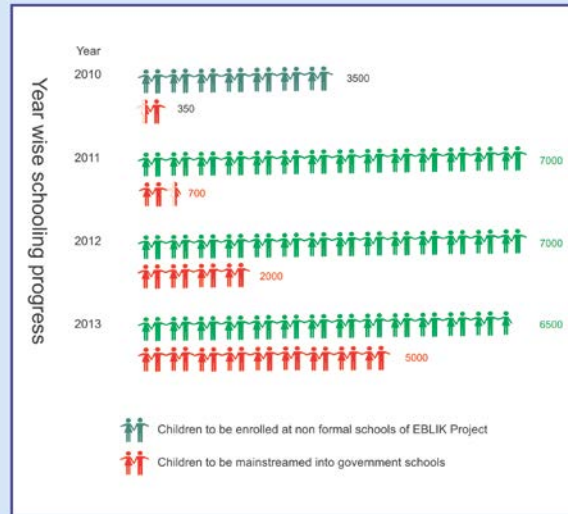


In the subsequent section, the key components, achievement and future plan are discussed



This project uses a unique model of non formal schooling tailored to the needs of the families living at brick kilns





EDUCATION CHANGES THE LIFE OF A FAMILY

Rahila Anwar, 7 is living with her parents at a brick kiln in Kasur district. She has three sisters one brother and total family members are seven. She worked with her parents as Pathera to make bricks. She had never attended the school. She works whole the day with her parents to earn money.



A project representative came at the brick kiln and held a meeting with parents of brick kiln worker families. He told them the importance of education and told that a free school is going to be opened at your kiln. The children between the age 5-14 who are not going to school and working with parents were to be enrolled in the school.

My parents decided to send me to school. Now, I am studying and helping my parents along with my younger sisters in the school regularly. Now I am very happy.



ILO's role in launching the EBLIK Project

International Labour Organisation (ILO) has been at the forefront of global efforts to address forced and bonded labour. Abolition of forced labour is at the heart of ILO's activities in Pakistan. ILO's Conventions 29 and 105 which deal with the forced labour issue have been ratified by Pakistan. These Conventions are part of the core conventions of ILO. According to ILO at least 12.3 million people around the world are trapped in forced labour. The ILO works to combat the practice and the conditions that give rise to it. The ILO has worked since its inception to tackle forced labour and the conditions that give rise to it and has established a Special Action Programme on Forced Labour to intensify this effort. In March 2007, ILO launched the current phase of the project "Promoting Elimination of Bonded Labour in Pakistan (PEBLIP)" funded by the Government of Netherlands.

The most fruitful cooperation has taken place between the PEBLIP project and the Labour & Human Resource Department (DOL) in the Government of Punjab. PEBLIP project management played a catalytic role in prompting the government to allocate resources for the EBLIK project and to select this project as a priority area for funding in the Annual Development Programme. A consultant was hired through PEBLIP project to formulate the project document in the form of PC-I which is requirement of funding in the government sector projects.

After the project was approved in 2008, ILO was again requested by the Labour & Human Resource Department to help in starting non formal education component of the project. Acting on the request of Government, ILO provided technical assistance and with the help of two NGOs (Bunyad Foundation and Pak Swedish Teachers Association) established 60 non formal schools in the target districts of EBLIK i.e., Lahore and Ksur. These schools have been transferred to the EBLIK project and provided much needed foothold and experience for the EBLIK project to start education activities at brick kilns. This is a landmark example of successful cooperation between international organizations, government and civil society to launch concerted and sustainable efforts to combat bonded labour.

Facilitation of workers to acquire CNICs

As most of the workers on brick kilns are vulnerable to poverty, bonded labour and lack of identity due to their migratory nature of work is an important intervention for empowerment of these workers is to help them in acquiring CNICs and registering in voters lists. EBLIK Project is facilitating the issuance of CNICs at door steps of brick kiln workers by arranging NADRA mobile Swift registration Vans, which visit the brick kilns and process the documents of workers onsite.

What is CNIC?

CNIC (Computerized National Identity Card) is issued by National Database Registration Authority and is the main proof of the citizenship of the holder of CNIC. Every Pakistani who is of 18 Years is must have CNIC for availing various citizenship rights.

CNIC is the most important identity document without which a person cannot vote. He/she cannot avail a loan or transact property

Why is importance of CNIC?

Acquiring CNIC is a fundamental right of every one. It is a proof of registration as Pakistani National. It is a basic requirement to get any kind of benefit from social services / schemes introduced by the Government or Civil Society Organizations.

What EBLIK Project is doing?

NADRA mobile Swift Van on site at a brick kiln in Kasur



Waiting for their turn outside NADRA Van at a Brick Kiln

Provision of interest free micro credit to the workers at brick kilns

Empowering the impoverished through small loans

Micro credit in Pakistan is the extension of small loans to people too poor to qualify for traditional bank loans. The basic purpose is to provide financial assistance to the poor of the brick kiln workers so that they would be able to establish their businesses and increase their family income by taking part in various economic activities.

Punjab Rural Support Programme (PRSP) an NGO has been selected to implement the microcredit facility under the project. This credit will be interest free brick kiln workers will be provided loans amounting to 5000 to 25000 rupees as loans without any interest and no collateral will be required.

40 million rupees

Total amount to be provided as interest free loans to brick kiln workers

107 million rupees

Total amount to be disbursed after revolving credit

8400

Total number of beneficiaries

20%

Beneficiaries will be women workers

Process Map for getting Loan



What is Microcredit?

Micro credit programme extends small loans to poor at Brick Kilns for self employment that generate income, allowing them to meet the needs of their families.

How Microcredit will empower Brick Kiln Workers?

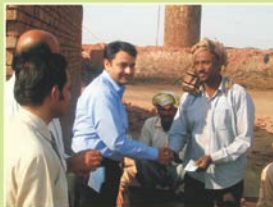
The ultimate objective of free of Interest Microcredit is to eliminate the "Peshgi" and thus root out bondage. Workers would be able to start their small businesses to add to their family income.

Why Microcredit is needed at Brick Kilns?

As the Brick Kiln workers are not literate and have no access to the soft loans. This EBLIK project is specifically targeting the Brick Kiln workers to mainstream them through interest free loans enabling them to opt for self employment.

What is Special in our EBLIK Project?

Our loan is interest free for Brick Kiln Workers. We help them in getting all necessary documentation. Women can benefit equally and no collateral is required for this loan.

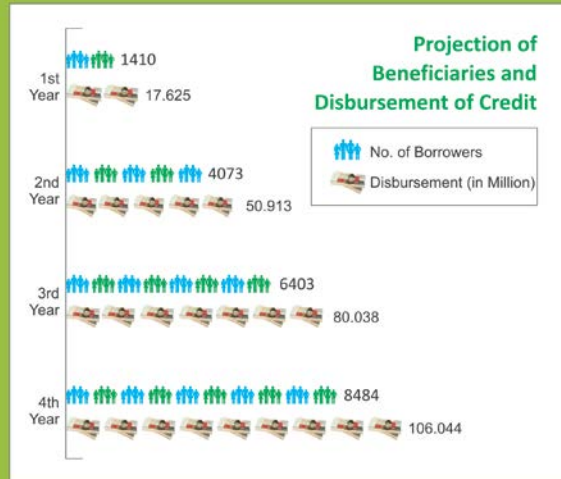


A worker receiving cheque



Community Organization meeting at Brick Kiln

Free of Interest Credit Facility Make Bondage Free Labour



Progress so far Rs. 15 million credit disbursed to 1000 brick kiln workers at Lahore and Kasur

FREE FROM DEBT BONDAGE (PESHGI)

Sharif Masih, 38 working as a laborer (Pathera) for last eight years in Lahore. He has two daughters and two sons and their family size comprises of six members. He makes 3000 to 4000 bricks daily with the help of his family. The owners of brick kiln is paying Rs.300/- per thousand bricks.

He is receiving less amount because he got Rs.22,000/- Peshgi from the owner of brick kiln.

One day a micro credit organization held a meeting at the brick kiln. In this meeting, a scheme of credit for brick workers free of interest was introduced. I applied for credit and received Rs.20,000/- from the micro credit organization (PRSP) working on behalf of Govt. of Punjab. He returned his peshgi to the brick kiln owner. He and his family were free from debt bondage and became Ketkar worker. The owner is paying Rs.50/- extra per 1000 bricks to Sharif Masih. He is paying back his installment regularly and is satisfied after delivering his debt.

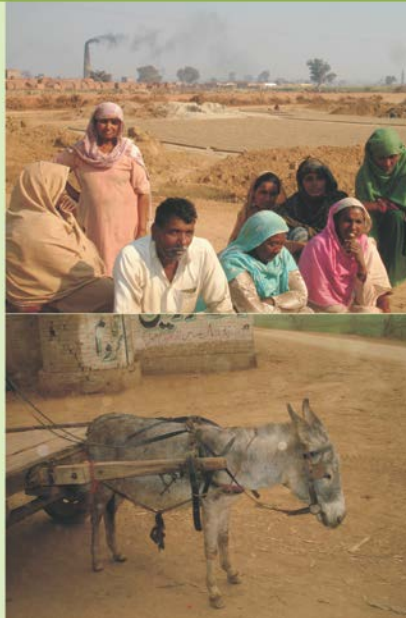


PROSPERITY IN SIGHT

Razia bibi, aged 40 years, working as laborer in Kasur. She has two sons and two daughters and total family size comprises of 6 members. She is working as pathera with her husband. They planned to change their labour status to become Bharaiwala. They got 60,000/- peshgi from the brick kilns owner to buy donkey and cart. She is still working as pathera and her husband is working as Bharaiwala.

Meanwhile an organization representative came at the brick kiln, he met with us and asked that I want to talk with all women working there. He said that we offered credit to all women and men who are working at brick kilns. She said that loan will be given free of interest.

I decided to take loan from the organization. I took 10,000/- and bought another donkey and cart. Now my husband and son are working as Bharaiwala, I also helped them. My family income increased and became double. I am repaying my installment regularly along with the peshgi advance. Me and my family spending happy life due to increase in income with the support of micro credit facility.



Provision of veterinary services for the livestock of the families residing at brick kilns

Extending Veterinary Services

Labour at brick kilns is a poor resource. To supplement their income besides working on kilns, they raise poultry and livestock. Such activity is generally undertaken by women, children and elderly in the household. In addition, the *bharai* labour at the kiln has donkeys for transporting raw bricks to the kiln as well. Families at Kilns have no access and information regarding medical treatment of their animals. Through EBLIK, we are extending veterinary services including training, education, awareness, medicine and treatment free of cost.

Farm animals specially donkeys are the main assets of brick kiln workers



Bonded Labour Cell Veterinary staff visited 109 Brick Kilns and provided treatment to 112 animals, out of which 16 serious cases were referred to local veterinary hospital.

Formalizing the Labour Practices at Brick Kilns through written contracts

Contractual arrangements between kiln worker and owner are almost invariably verbal. This leads to various kinds of abuse. As "Peshgi" is prevalent at the Brick Kilns and all the relations between employer and worker is neither documented nor regulated. Unwritten loans and advances create conflict and dissent, which leads to coercion and intimidation. There is an urgent need to document the transactions at the brick kilns. Under this Project a Model Contract is being designed in consultation with employers and workers and their organisations. The draft of contract will be finalized after holding dialogues between employers and workers. This contract will be pilot tested at the brick kilns in project areas. The inspecting officers of the Labour Department will help with the enforcement of model contract.



Introducing Brick Making Technology

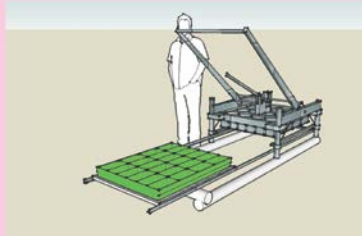
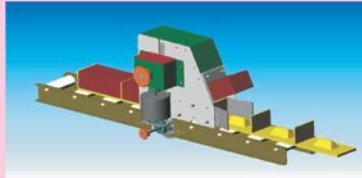
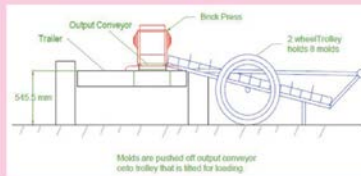
The present brick making methods in Pakistan and some neighboring countries have not changed over the past 4000 years. The employers have not adopted modern technology due to high capital and running costs. Usually poor and migrating families are engaged for brick making. While employing them, substantial sums are paid as advances or loans to the heads of families. They in turn pledge to make a specific number of bricks for the employers, and entire families including children have to work to pay for the debt. Over a million workers including their family members are engaged in clay brick making at about 10,000 brick kilns in Pakistan. Many of the brick makers are under debt to the employers.

The Centre for the Improvement of Working Conditions & Environment in Lahore Pakistan (CIWCE) intends to introduce low cost clay brick making technology for the brick making workers and employers. These machines will be low cost compared with the existing brick making machines available in the market, which have not been adopted by the brick industry widely due to high capital and maintenance costs, higher fuel consumption and lack of acceptance in the local market of the bricks made by these machines as handmade bricks are preferred due to the presence of a mortar absorbing 'frog' and less compact texture absorbing more water. The prototypes under development are intended to cost $\frac{1}{3}$ to $\frac{1}{5}$ of the cost of extruder based brick making machines and are designed in a way that the bricks produced by these machines resemble closely with the handmade bricks. The per person rate of production of bricks through these machines would be 4-10 times higher than the handmade bricks, which makes them affordable even when we take into account the initial investment and maintenance costs.

Additionally the introduction of technology is likely to help address acute shortage of housing, as the people in rural areas who cannot afford the fired clay bricks can use the machines to make adobe bricks near their homes. This may also be useful in reconstruction of houses and schools in the war-damaged areas of Pakistan and Afghanistan.

The brick machines are likely to be beneficial for the traditional brick makers, ordinary day laborers and the owner of brick kilns.

Changing the way bricks are made



Description of Brick making Process

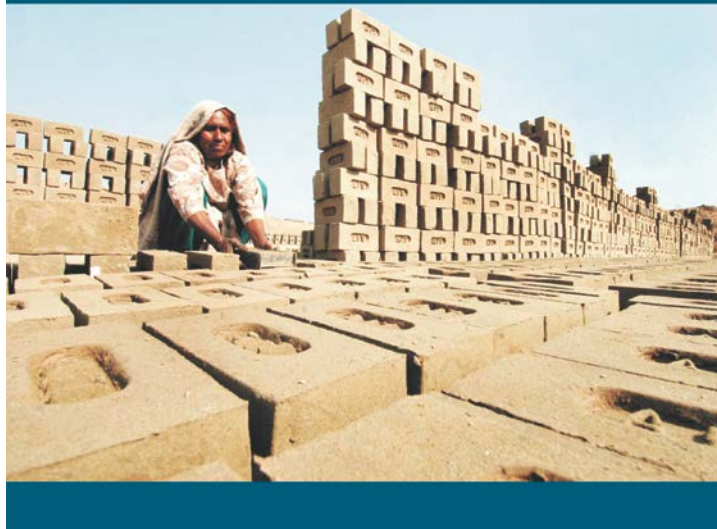
There are approximately 8000-10,000 (according to various sources) brick kilns in the country, out of which approximately 5000 are in Punjab province alone. The bricks are made from clay. Each kiln usually runs in 3-4 cycles every year. In one cycle approximately 1-7 million bricks are prepared. The whole process is based on manual work. These pictures describe the brick making process as is being practiced these days. Whole families are usually engaged in the brick making. Each picture is numbered and represents a sequence of processes taking place.

The clay is mixed with water and kneaded manually. The clay is usually transported to the kiln site with tractor driven carts. And water is mixed overnight. Before sunrise, the brick making families start kneading it. It takes approximately 2 hours for 2-3 persons to prepare the mud sufficient for day's work (approx. 2000 bricks). This process is carried out mainly by males (adults and boys)



The mud is transported on wheel barrows to the site where bricks are made. In one go approx. 40-60 kilograms is transported. Here boys and girls and occasionally adults are engaged.

Bricks are made by hand molding. The molds are either wooden or iron lines with wood. This is the most labour intensive process. Most family members work on this process. Payment is also made according to the number of bricks made. The wet clay bricks are left in the open to dry for a day before they are turned (see background in pic # 2). Sand is also used in the molds reduce the stickiness of clay. Usually one adult person can make 1000-1500 bricks a day (approx. 9 hours). 30-150 persons or 10-50 families are involved in this process at each kiln. They live at the site in a poorly constructed shelters. On average an adult person can make 500-1000 bricks a day depending on their skill and physical health.

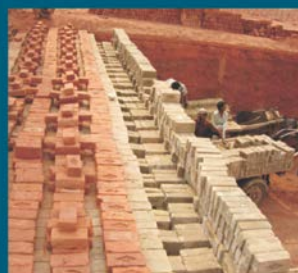


Once the bricks have slightly dried, the rough edges are removed with a wooden plate. All these processes are carried out by crews of family members including children.

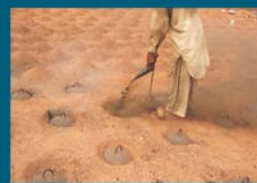


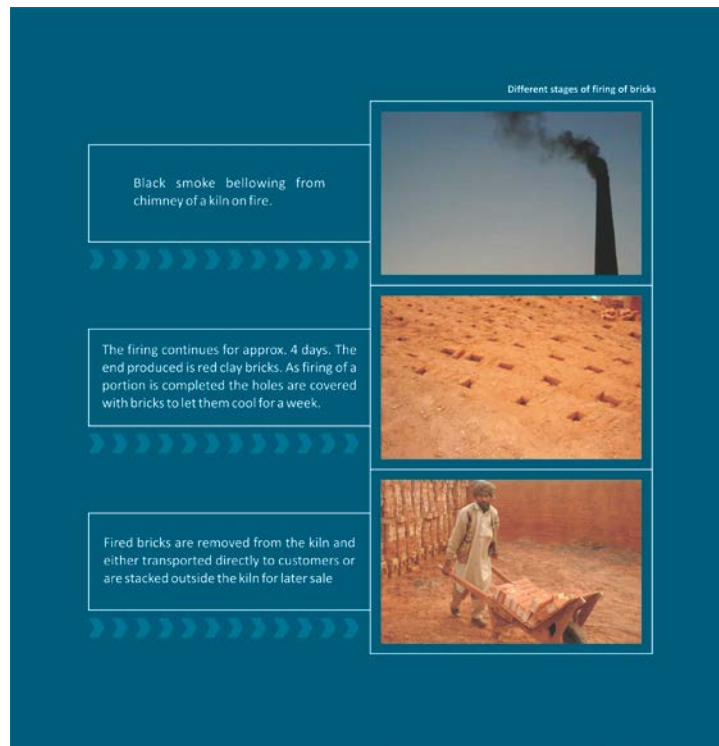
Bricks are left in the sun for approximately one week to completely dry them. Then they are transported to the kiln on animal driven carts or donkeys. This is a male dominated work carried out by men and boys.

The bricks are transported and stacked in the kiln for firing. The stacked bricks are covered with clay and red bricks and holes are left for pouring fuel (which in this case is coal). This is a specialized work done by skilled workers (males only).



Different stages of firing of bricks





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. A brochure about the project is presented below:

ILO hands over 60 non formal schools at brick kilns to CIWCE's EBLIK project

On 8 April, 2010, the ILO handed over 60 non formal schools established at brick kilns in Lahore and Kasur districts to the "Elimination of Bonded Labour in Brick Kilns (EBLIK)" project being implemented by the CIWCE. A handing over ceremony was held under the chair of Mr. Muhammad Ashraf Sohna, Minister for Labour Punjab

Highlights of the Ceremony





Study on Gender dimensions of bonded labour in brick kilns in Punjab province of Pakistan carried out

During 2010, a study on the gender dimensions of bonded labour in brick kilns was carried out by CIWCE in collaboration with researchers from Punjab University. The ILO PEBLIP project supported this study.

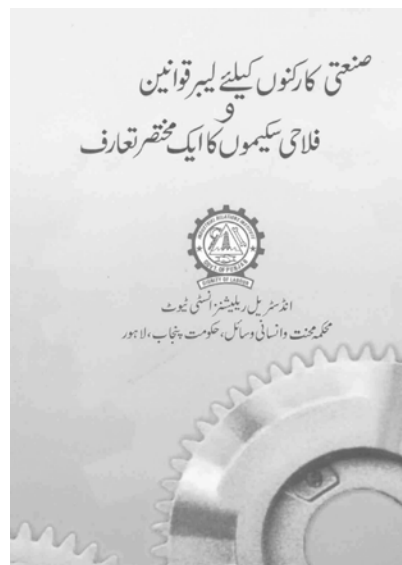
Below is a summary of findings of the research

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 2010

Sr. No.	Date	Title	No. of Participants
1.	8 to 10-02-2010	Three Days Training Course For Capacity Building Of The Inspection Staff Of Directorate Of Labour Welfare Punjab Of Filing And Submission Of Mandatory Reports	10

2.	24 to 26.03.2010	Three days Training Course Capacity Building of Authorities Workmen Compensation Act and Payment of Wages	10
3.	03 to 05.05.2010	Three days Training Course Building of Inspection Staff of Directorate of Labour Welfare Punjab on Inspection & Verification of CNG filling station.	14
4.	17 to 21.05.2010	Five days Training Course on Training of Mines Labour Welfare Officers On Labour Laws.	05
5.	24 to 26.05.2010	Three Days Training Course on Gender Sensitive Project Planning Skills	25
6.	1 to 3.06.2010	Three Days Training Course on Gender Sensitive	30
7.	08 to 10.06.2010	Three Days Training Gender Sensitive project Planning Skills	30
8.	16 to 18.06.2010	Three Days Training Gender Sensitive Project Planning Skills	21
9.	28 to 30.06.2010	Three Days Training Gender Sensitive Project Planning Skills	25
10.	20.07 to 06.08.2010	Fifteen Days Training Course on Labour Laws	07
11.	24 to 25.09.2010	Two Days Training Course on Labour Officers	25
12.	19.10.2010	One day Course of QMS ISO 9001:2008	29
13.	28 to 29.10.10	Two Days Training Course on Payment of Wages Act, 1936.	11
14.	11.11.2010	one day Training Course Implementing Social Compliance (8000) Standards in Industries	30
15.	22 to 23.11.2010	Two days Training Course Inspection And Verification Of CNG Filling Stations	10
16.	13 to 14-12-2010	Two Days Course minimum Wages Ordinance,1961 & PEEDA Act,2006	17
			299



Centre for the Improvement of Working Conditions & Environment
 Chandni Chowk, (Near Rescue 1122) Township Lahore - Pakistan.
 Phone: (042) 99262145 Fax: (042) 99262146
 info@ciwce.org.pk - www.ciwce.org.pk