

# Annual Report Activities 2011



**Centre for the Improvement of Working  
Conditions & Environment  
Directorate General of Labour Welfare Punjab**

**Industrial Relations Institute Lahore**

**Bounded Labour Cell**

**Provincial Child Labour Unit Punjab**

**Gender Unit Punjab**

**Labour Market Information Cell**



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

**ANNUAL REPORT OF ACTIVITIES**

**2011**

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

**Industrial Relations Institute Lahore**



**Labour & Human Resource Department**

**Township Lahore**

**(Near Chandni Chowk Lahore)**

## **P r e f a c e**

Good working conditions and environment are essential not only for the health and safety of the workers for better productivity, satisfactory work performance and economic growth of the enterprises. The Directorate General of Labour Welfare is the focal government agency striving for securing the rights of workers and employers. The Centre for Improvement of Working Conditions and Environment is our focal training, advisory and information-providing institution. We have further strengthened this institution by providing essential facilities like hostel for trainees, equipment for the testing and surveillance of working and general environment as well as occupational health hazards faced by workers. The scope and sphere of the activities of this institution has been considerably enhanced, which is reflected in the present Annual Report. Major development schemes have been started. I am really impressed by the response from the users of services of this Centre, who have expressed appreciation and have asked for different kinds of information or services.

As this is the only institution of its kind in the country, it can play a vital role in policy formulation and devising implementation strategies for occupational safety, health and environment in the country. It is ideally suited to act as the focal national institution in the field of occupational safety and health and support other provinces as well, through training, research and advisory services.

**Humayun Mazhar Sheikh**  
Director General Labour Welfare  
Punjab

# CONTENTS

An Introduction to the CIWCE	1
Management Team of CIWCE	12
Work Related Accidents During 2011	16
Details of work related accidents and injuries reported Accidents	17
Activities-2011	21
Seminar and Expo on the occasion of World Day for Safety and Health at Work 28 April, 2011	21
Resource persons and topics for OSH day Seminar	21
Glimpses of OSH Day Seminar 2011	23
Serious injuries of young and child workers due to fodder chopper (toka) machines in Pakistan	24
Background Introduction	24
Accidents due to Toka	24
Hazards of Toka	26
CIWCE introduces use of mirror to prevent injuries and improve working conditions of young and adult workers at tandoors (ovens for making rotis and nans)	28
Background information	28
Auditorium of CIWCE becomes functional	31
Major facilities for assessment of occupational and general environment added	33
Training and Education-2011	33
Distribution of Training and Educational literature on occupational safety and health to the industry	33
List of organizations provided with OSH literature during 2011	34
Specialized Training Courses on OSHE	41
Specialised training courses on occupational safety and health held-2011	41
New mobile training and EHS testing facility added	42
Details of specialized on-site trainings on OSH held by mobile training unit CIWCE.2011	42
Awareness Campaign on dengue prevention launched	43
Special Awareness campaign for workers on Dengue Control 2011	43
Brochure About Dengue Prevention	45
Glimpses of Dengue Awareness Sessions	47
Website of CIWCE upgraded	48
Child Labour Unit- Building Networks to Combat Child Labour	49
Objective	49
Activities	49
Website of PCLU	50
One Day Seminar and Children's Event on World Day Against Child Labour June 11, 2011	50
Picture Gallery of World Day Against Child Labour	52
Press coverage of the World day Against Child labour	54

Awareness materials about Labour Laws	56
Progress report of Project on Elimination of Bonded Labour in Brick Kilns (EBLIK)	60
Background	60
Rationale of Project	60
Main Components of the Project	61
Targets of the Project	61
Project Progress	61
Compulsory Teacher Training Courses	62
Children Enrolled At Non Formal Education Centers	62
NFE Teachers Training	64
Change the thinking of the parents of Sanyia Masih	66
A Positive Change in Thinking of Kashif Mehmood	67
Disbursement Of Microcredit	68
Microfinance raises the Income of a Pahtera Worker,	68
Progress up to November 2011	69
Community Organizations	69
Membeship in Community Organization	70
Microfinance Disbursement	71
Saving Promoted Amnog Workers	72
Provision of CNICs	72
Provision of Veterinary Services	73
Medical Camps Arranged by EBLIK Project	73
Problems Faced	74
Establishment of Labour Market Information and Resource Centre	75
What is labour market information	75
Activities of Industrial Relations Institute	78
Secretary Labour and Human Resource, Government of Punjab inaugurates workshop on International Labour Standards at IRI	78
Glimpses of workshop on International labour Standards	79
Media campaign launched to promote compliance with labour laws	81

The most appalling tragedies of modern industrial age and a sheer form of economic waste. According to International Labour Organisation<sup>1</sup>, 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 illnesses 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.

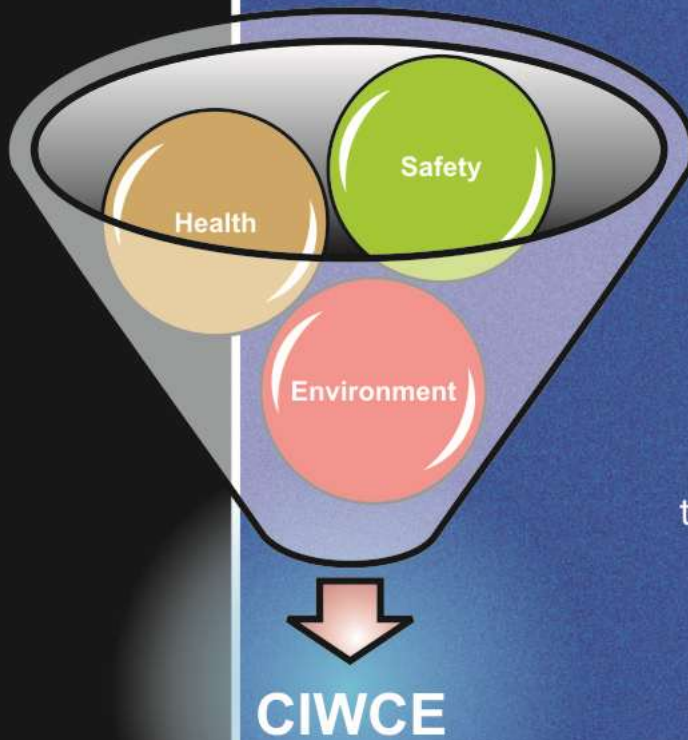
## **An Introduction to the CIWCE**

CIWCE is a pioneering institution in Pakistan providing training, information and advisory services on safety, health and environment. A brochure highlighting the facilities and services of CIWCE is reproduced here.

---

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

**CENTRE FOR  
THE IMPROVEMENT  
OF WORKING CONDITIONS  
AND ENVIRONMENT  
(CIWCE)**



Providing solutions  
to your Environmental,  
Safety and Health  
problems

[www.ciwce.org.pk](http://www.ciwce.org.pk)

## 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.





## OUR CORE SERVICES

The infographic features four central hexagonal icons representing core services:

- Safety Audit:** An icon showing a hand holding a pen over a document with a large red checkmark.
- Training:** An icon showing a person at a podium addressing a group of people in a classroom setting.
- Consultancy & Information Services:** An icon showing a hand holding a handheld electronic device (PDA).
- EHS testing & monitoring:** An icon showing a hand holding a handheld electronic device (PDA).

At the bottom of the infographic, there is a row of six icons with Urdu text labels:

- Icon 1: A warning triangle with a gear and a lightning bolt. Label: **خطر**
- Icon 2: A factory with a red prohibition sign. Label: **آلودگی سے اجتناب**
- Icon 3: A forklift with a red prohibition sign. Label: **مکینوں سے احتیاط**
- Icon 4: A hand with a red prohibition sign. Label: **برصغیر سے احتیاط**
- Icon 5: A water tap with a red prohibition sign. Label: **پانی سے احتیاط**
- Icon 6: A green square with a tree and water droplets. Label: **ایئر چیسٹی شاور**

## 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 (NH<sub>3</sub>, SO<sub>2</sub>, H<sub>2</sub>S, CO and other gases and mists)



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



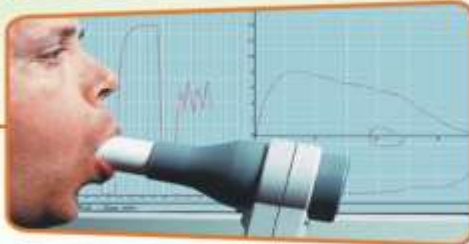


» **Workers' health monitoring**

- Pulmonary function testing for checking impact of workplace exposures on lungs
- 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.



آگے ننگا ہونے کا نشانہ ہے (Fire Hazard)



جسے کہتے ہیں اس کا نشانہ ہے  
کا ایسی جگہ پر کام کرنا جس پر کام کرنا ہے



دیکھنا کہ اس کا استعمال کریں



خطرہ تیزاب




تعمیراتی علاقہ کا نشانہ  
داخلہ ممنوع ہے

### 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](http://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




Emergency Phone NOS.	
Rescue	1122
Fire Brigade	16
Sui Gas	1199
Wapda	---
Hospital	---
Police	15


topography, geology and soil




air quality




water resources




biodiversity




visual quality




archaeology and culture







noise and vibration



socio-economic





### **Mr. Humayun Mazhar Sheikh joins as Director General Labour Welfare Punjab**

Mr. Humayun Mazhar Sheikh has joined as Director General Labour Welfare Punjab. He is the Chief Inspector of Factories of Punjab. He is also Project Director of a new 5 year ADP Project “Combating Worst Form of Child Labour in 4 Districts”.

The CIWCE and IRI are also part of the Directorate General of Labour Welfare Punjab. We are looking forward to accelerated progress by the Department under his leadership.

Mr. Sheikh has a very rich experience of working on several high level positions within the Government of Punjab. His important assignments in the past include Secretary PWWB & Punjab Cooperative Board for Liquidation and Additional Secretary in the departments of Home, Prosecution, Finance, and Education. He also served for C & W, Housing, Urban Development and Public Health, S & GAD, & Food as Deputy Secretary. In the District Government Mianwali, he served as EDO (F & P). He has completed his Senior Management Course at NIPA and received different trainings from several countries including USA, Ireland, Australia, Saudi Arabia, Tajikistan, Morocco, Bangladesh and UAE.










Director of ILO Office Pakistan Mr. Francescod'O Video alongwith a delegation from ILO and CIDA visited CIWCE and called upon Mr. Humayun Mazhar Sheikh, Director General Labour Welfare

## Management Team of CIWCE

	<p><b>Mr. Saeed Awan Director CIWCE</b></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 a Gold Medal from Punjab University for his outstanding performance in MSc. Chemistry.</p>
	<p><b>Mr. Tahir Manzoor Hotiana, Deputy Director IRI</b></p> <p>Deputy Director and senior trainer Industrial Relations Institute. <b>Qualification:</b> M.A., LL.B., <b>Specialization:</b> Labour laws/lead Auditor ISO 9000;2008, SA 8000, LMS 17025, OSHAS 18000, and EMS 14000, Over 22 years' experience in training, implementation &amp; inspection of labour laws in industries, and working with ILO, UNDP.</p>
	<p><b>Engr. Zulqurnain Abbas, Safety Engineer / Project Director CIWCE</b></p> <p>Mr. Zulqurnain Abbas has over 17 years of varied and versatile experience in the fields of civil engineering, Implementation of labour Laws, Health &amp; Safety, Project Management, Development and Execution of projects, Event Management, Teaching and Administration. He has worked as Deputy Director and senior trainer in CIWCE and IRI of Labour &amp; Human Resource Department. Mr. Abbas has Masters Degree in Civil Engineering (Pak) &amp; in Project Management (Canada). He is Certified PMP, Lead Auditor ISO 9000, SA 8000, EMS 14000, LMS 17025, and OSHAS 18000. He has recently also completed a study program in</p>

	<p>Building Information Modeling (BIM) – REVIT from Canada. Zulqurnain is also presently working as <b>Project Director</b> of a new 5 year project of Labour Department. The Project “Establishment of Labour Market Information &amp; Resource Centre” includes the components of civil work, Information System and IT interface that is started on his personal initiative. Mr. Abbas came up with a new initiative of establishing a “Museum of Innovations for Safe Work” in the Auditorium hall of Labour &amp; HR Department. He is Incharge of the Hostel for the trainees of CIWCE – IRI Township, Lahore as well.</p>
	<p><b>Mr. Arshad Mahmood, Environmental Hygienist</b></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><b>Mr. Azeem Shakar, Assistant Director</b></p> <p><b>Mr. Azeem Shakar</b> B.Sc, LLB joined the Department in 1976. He has over 35 years of remarkable service in field formation and is now serving as Assistant Director at the Industrial Relations Institute. He has worked on user friendly awareness literature regarding Labour Laws which has helped the workers, employers and the Department.</p>
	<p><b>Syed Hamid Arshad, Lecturer Industrial Relations Institute</b></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 &amp; 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 &amp; Analysis and Employment Services Delivery in public and private sector in collaboration with ILO, FES and GTZ.</p>

	<p><b>Mr. Muhammad Nazir Malik, Programme Manager</b></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 &amp; 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><b>Muhammad Kamran Akhtar, Accounts Officer</b></p> <p>An experienced and versatile professional with over 10 years of proven successful track record in Finance, Accounts, Administrations, Monitoring &amp; 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 &amp; 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><b>Mr. Muhammad Mansha, Education Officer</b></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 &amp; 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><b>Mr. Shaukat Niazi, Programme Coordinator</b></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><b>Mr. Muhammad Mujahid, EHS Officer</b></p> <p>Mr. Muhammad Mujahid has magnanimous experience of five years in Environmental consultancy, Laboratory testing, HSE trainings, auditing and monitoring. He is lead auditor on ISO 14001:2004, ISO 9001:2008 and OHSAS 18001:2007. He is NEBOSH Certified Professionals in NEBOSH IGC. 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 &amp; M.Phil in environmental Sciences from University of the Punjab, Lahore.</p> <p>His major responsibilities in this organization include; preparation of Modules on different HSE issues and conducts trainings national and international Training courses, Carried out Environmental and Health Safety Audits and monitoring, research on HSE related problems in Pakistan and last but not the least carried out risk assessments and accident investigations.</p>
	<p><b>Mrs. Wajiha Amjad, EHS Officer/Trainer</b></p> <p>She has the professional expertise of 3 years in field of Quality, Occupational Health &amp; Safety and Environmental Management, Trainings, Auditing and Consultancy services as well as Hands on HSE experience of industries. She is lead auditor on ISO 14001:2004.</p> <p>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 &amp; 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.</p>

	<p>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><b>Mr. Zeeshan Mustafa, I.T Coordinator</b></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 &amp; broad understanding of computer hardware like server machines ,desktop laptops, notebooks and software, including installation, configuration, management, troubleshooting, and support. 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><b>Mr. Muhammad Haris, Marketing Officer</b></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 &amp; Finance from Superior University Lahore. He plans &amp; manages the trainings on the issues of OCCUPATIONAL HEALTH &amp; SAFETY, ISO STANDARDS, SOCIAL COMPLIANCE &amp; LABOR LAWS. He also manages the on floor trainings and Industrial testing in Punjab based industries and arranged the CIWCE/IRI seminars in auditorium. 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 2011

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 2011 is presented below:

<b>Total accidents reported</b>	<b>=95</b>
<b>Total number of deaths</b>	<b>= 97</b>
<b>Total injured</b>	<b>= 118</b>

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.	warming himself around a fire he had built	Factory	0	1	Shahdra	13-01-2011	Express
2.	Roof collapsed	Construction	0	1	Muridke	11-01-2011	Express
3.	Compressed gas cylinder	Factory	1	0	Shahdra	13-01-2011	Express
4.	Melting of Scrap		3	1	Lahore	10-2-2011	Express
5.	Gas Cylinder Explosion	Services	5	1	Kot Abdul Malik	15-03-2011	Express
6.	Ammonia Gas Cylinder Explosion	Factory		1	Ferozawala	28-03-2011	Express
7.	Roof collapsed	Construction	3	0	Ferozawala	16-04-2011	Express
8.	Fire Explosion	Factory	1		Lahore	16-04-2011	Express
9.	Gas Cylinder Explosion	Factory	1		Shahdara	19-04-2011	Express Tribune
10.	Strike with truck	Services	0	1	Lahore	22-04-2011	Dawn
11.	Fire break out	City Bank	0	0	Lahore	22-04-2011	Express Tribune
12.	Fire at shop	Shop	0	0	Gujarpura	25-04-2011	Express Tribune
13.	Electric shocks	Services	0	1		26-04-2011	Express Tribune
14.	Gas cylinder	Factory	3	0	Lahore	26-04-2011	Express

	explosion						Tribune
15.	Fire break out	Services	0	0	Lahore	26-04-2011	Express
16.	Falling from a moving truck	Construction	0	1	Mughalpur a	29-04-2011	Express Tribune
17.	extinguish the fire	Where house	3	0	Shahdra	30-04-2011	Express Tribune
18.	Short Circuit	Factory	0	0	Lahore	30-04-2011	
19.	Short Circuit	Factory	2	0	Shahdara	30-04-2011	Express Tribune
20.	Ammonia Leak	Factory	1	2	Chichawtni	02-05-2011	Express
21.	Srike with oil tanker	Road	0	1	Chichawtni	03-05-2011	Express
22.	Fire exploded in welding process	Cotton Factory	0	0		03-05-2011	Express
23.	Roof collapse	Construction	0	1	Karachi	03-05-2011	Jang
24.	Gas Cylinder blast	Shop	5	0	Karachi	03-05-2011	Jang
25.	Fire Explosion	Services	15	0	Multan	03-05-2011	Dawn
26.	Gas cylinder exploded	Restaurant	0	0	Nankana Sahib	02-05-2011	Express
27.	amputated by his leg	Factory	1	0	Haroonaba d.	02-05-2011	Express
28.	Harvesting wheat crrop	Agriculture	1	0	Chung	11-05-2011	Express
29.	Electrocution	Services	0	1	Sabazazar	12-05-2011	Express
30.	Electrocution	Services	0	1	Sabazazar	13-05-2011	Express Tribune
31.							
32.	Fire in Factory	Factory	3	0	Shahdara	14-05-2011	Express
33.	Fire exploded in warehouse due to short circuit	Paper Factory	0	0		16-05-2011	Express
34.	Fire exploded in tire shop	Shop			Near Lahore	16-05-2011	Express
35.	Fire exploded short circuit	Shop	0	1	Ram Basti	20-05-2011	Dawn
36.	Fire Exploded short circuit	Shop	0	0	Kasur	21-05-2011	Express
37.	Fire Exploded short circuit	Sock factory	0	0	Ferouzpur Road	24-05-2011	Express
38.	Furnace Blast	steel factory	3		Shahdara.	26-05-2011	Express
39.	Valuables worth thousands fire broke out	Shop	0	0	Anarkali	26-05-2011	Dawn
40.	Fire broke in a warehouse Valuable toys	Market	0	0	Shahalmi Mark	29-05-2011	Express
41.	allegedly set on fire	Tailor shop	0	0	Township	03-06-2011	
42.	Explosion	Chemical factory	3	8	Ferozewala Lahore	04-06-2011	Dawn
43.	Fire Exploded short circuit	Shoes Factory	0	0	Nawankot	05-06-2011	Express
44.	Gas Pipe line Explosion	Gas pipe line	3	12	Shiekhpora Road	05-06-2011	Dawn
45.	explosion in coal mine	metahne gas	3	0		14-06-2011	Dawn

46.	touched high tension wire	Lesco lineman died	0	1	Margalla Motels	13-06-2011	Dawn
47.	Fire broke due to electric short circuit	Valuable worth hundred	0	0		11-06-2011	Express
48.	basement wall of an underconstruction building collapsed		10	0		11-06-2011	Express
49.	Fire break short circuit	basement of LDA Plaza			Lahore	22-06-2011	Express
50.	newspaper warehouse	Warehouse	0	0	Gulshan-i-Ravi	24-06-2011	Express
51.	Electrocution	shop	0	1	Wapda Town	25-06-2011	Express
52.	Roof-collapse	Services	1	0	Shaheenabad Lahore	27-06-2011	Express
53.	electirc shock while he was fixing a switch board		1	0	Daroghanwala	27-06-2011	Express
54.	Fire Explosion	shop	0	0	Bilal Ganj	27-06-2011	Express
55.	Mine Explosion	Services	3	5	Orakzai, Pakistan	04-07-2011	Express
56.	Electric shock	Services	0	1	Shah Di Khoi	07-07-2011	Express Tribune
57.	Electric shock	Services	0	1	Lahore	21-07-2011	Express Tribune
58.	Roof Collapse	Construction	0	1	Lahore	26-07-2012	Express Tribune
59.	electic shock while he was trying to fix a streetlight	Services	0	1	Johar town	30-07-2011	Express
60.	Three workers, injured as a result of boiler explosion	Ice factory	3	0	Gulberg	01-08-2011	Express
61.	Fire exploded short circuit	chemical factory	0	0		02-08-2011	Nawaiwaqat
62.	Gas cylinder explosion	Services	3	15	Shaikhupura	5-08-2012	Daily Dawn
63.	Fire explosion	Factory	8	3	Ferozawala	5-08-2012	Daily Dawn
64.	Fire erupted in Aashina Spinning Mill short circuiting	Mill	0	0	Shahdman	06-08-2011	Express
65.	Roof Collapse	Construction	10	0	Lahore	11-08-2012	Express Tribune
66.	Electrocution	Services	0	1	Lahore	13-08-2012	Express Tribune
67.	Mine Explosion	Services	0	3	Lahore	14-08-2012	Daily Dawn



68.	A fire break out short circuit	shoping bag manufacturing factory	0	0	Pindi Stop	25-08-2011	Express
69.	Gas Explosion	Shop	0	1	Lahore	19-09-2011	Express
70.	Electrocution	Factory	0	1	Lahore	19-09-2011	Express
71.	Mine Explosion	Services	3	5	Mastung	14-09-2012	Express
72.	Gas Explosion	Shop	1	0	Lahore	30-09-2011	Express
73.	gas explosion in a coal mine	Factory	3	5	Zarkhu area	14-10-2011	Express
74.	injury was sudden high pressure of gas	Hotel	1	0		30-10-2011	Express
75.	Fire Explosion	Factory		1	Shahdara	13-11-2011	Express
76.	under construction roof the house collapsed	construction building	3	0	Khalsa Abad Jaranwala Road	18-11-2011	Express
77.	14 years old boy crushed by the train while scavenging papers and plastic bottles	Services	0	1		21-11-2011	Express
78.	Electric shock when the crain touches the high voltage cables	Molding factory	3	6	Nashtar Colony	26-11-2011	Express
79.	Fire break out in a plastic	Factory	0	0	Multan	24-11-2011	Geo TV news
80.	roof collapse in under construction house	Under construction	3	0	Shadbagh Lahore	08-12-2011	Express
81.	fire broke out in a factory short circuit	Factory	2	0	Guru Mangat Road	03-01-2012	Express
82.	explosion of gas cylinder while making tea	Making tea	0	1		16-12-2011	Express
83.	caught by fire	Shop	1	0	Ansari market Lahore	21-11-2011	Express
84.	working repairing work on electric poll electric shock	Repairing	0	1	Greentown Lahore	23-10-2011	Express
85.	explosion of air tank while working in puncher shop	Shop	0	1		18-10-2011	Express
86.	Fire blast in five shops electric shock	Shop	0	0	Lahore	03-10-2011	Express

87.	electric shock he was working with electric wire and caught by electric current	Working	0	1	Manga mandi	19-09-2011	Express
88.	blast of ammonia cylinder in a cold storage	Storage	0	1		28-03-2011	Express
89.	working at construction site roof collapse	Construction	0	1	Thokar Niazbaig	28-03-2011	Express
90.	accidently blast of gas cylinder while loading in factory	Factory	0	1	Kot Adul Malik	15-03-2011	Express
91.	electrocution while working on electric pole	Working on electric pole	0	1	Lowermall Lahore	18-02-2011	Express
92.	Workers injured due to explosion in scrap melting	Mill	3	1	Lahore	10-02-2011	Express
93.	fire at shoe factory	Factory	0	0	Lahore	4-02-2011	Express
94.	roof collapse that occurred due to fire in a cloth factory	Factory	3	0	Lahore	07-01-2011	Express
95.	fire explosion in a factory	Factory	3	0	Lahore	03-01-2011	Express
	Total		118	97			

### Activities-2011

## Seminar and Expo on the occasion of World Day for Safety and Health at Work 28 April, 2011

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. Humayun Mazhar Sheikh, Director General Labour Welfare, while Dr. Rizwan Naseer, Director General of Punjab Emergency Service (Rescue 1122) was the keynote speaker on the occasion. 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. Hamayoun Mazher Sheikh DGLW, Punjab	

2.	Mr. Engr. Khalid Pervaiz President Institute of Mining Engineer Pakistan	CHALLENGES TO MINING LABOUR AHEAD
3.	Dr. Rizwan Naseer Director General Punjab Emergency Service Rescue 1122	History and Working performance of Rescue 1122 (Punjab Emergency and Rescue Service)
4.	Dr. Atta-ul-Haq CEO Kissan Compost	Briefing of Pak Environmental, Occupational Safety Health Association (PEOSHA)
5.	Engr. Muhammad Usman Fazal MS Total Quality Management B.Sc. Chemical Engg.	Introduction to Super 5 S Japanese Standard.
6.	Engineer Col. (R) Mumtaz Chief Executive Environ Monitor	Occupational Safety and Health problems at Workplaces
7.	Ms. Wajiha Amjad	Assessment of Occupational Accidents in Punjab in past Three
8.	Mr. Hassan Zahid HSE Trainer in HASEEN HABIB Crop. Lahore.	HSE Culture (Changing of Attitude & Behaviour) Advance Fire Fighting Technologies in Pakistan
9.	Mr. Saif Ullah Farooqi	Workplace Stress Management

## Glimpses of OSH Day Seminar 2011



## 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*<sup>2</sup> 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 Sheikhpura 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.

---

<sup>2</sup> 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 <i>Toka</i> 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 practices 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.



## CIWCE introduces use of mirror to prevent injuries and improve working conditions of young and adult workers at tandoors (*ovens for making rotis and nans*)

### Background information

Tandoors are extensively used in Pakistan and South Asia to prepare rotis (flat breads) and nans. These are usually gas or wood fired ovens with sides of burnt clay. The side walls of tandoor are heated (at about 300 °C) (Fig-1). The chicken tandoori also gets its name from tandoor, as it is also cooked in a tandoor.

Fig-1 View of Tandoor from Top



Fig-2 Dough being readied for making roti



The workers prepare the dough, (Fig-2) make a shape of roti or Nan and lean into tandoor and paste the dough along the wall of tandoor (Fig-3). The heat cooks the Nan or roti, which is visually inspected (Fig-4). Metal rods with hooked ends are used to remove the cooked Nan or roti and fling it out of the tandoor (Fig-5). Lot of young workers and children are employed on tandoors.

Fig3: pasting of roti into tandoor



Fig 4: Visual inspection of cooking roti



**Fig 5 removal of cooked roti with hooked metal rods**



**Hazards:**

The workers are exposed to high temperatures. They get frequent burns by leaning into tandoor and from hot metal rods. (Fig6)

**Fig 6- Injuries suffered by workers on tandoor**





#### Solution-use a mirror

The CIWCE has introduced a very simple and cost effective solution to some of these problems. A mirror is placed near the top of tandoor at an angle of about 45 degrees. The workers do not have to lean into the hot and flaming tandoor in order to inspect or remove the Nan or roti. They can simply view the Nan browning and cooking and know when it is ready to be removed by looking at the mirror (Fig-7). They look into the mirror and remove the Nan or roti through their hooks. In principle this is exactly what the dentists do while working on our teeth.

**Fig-7. Mirror is used to inspect and remove the roti or nan without getting burns and injuries**



The mirror has been installed at a few tandoors by CIWCE. The initial reaction of the workers has been very encouraging. They say their comfort and ergonomic posture has improved. They can relax their back, burns and injuries from leaning into flaming tandoor have been considerably reduced. CIWCE intends to use this innovation for establishing model workplaces in Sahiwal and Sukkur districts in the restaurants sector with the help of ILO-EC project.

## Auditorium of CIWCE becomes functional

During 2011, 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.

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 dispensers 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 provided 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:

## **Training and Education-2011**

### **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 2011 is given below:

## List of organizations provided with OSH literature during 2011

Sr. No	Name of Person/Organization	Type of material		Quantity Provided
1	<b>US Apparel (Pvt.) Ltd.</b>	Poster	2, 5, 6, 7, 9, 10, 13, 14,16,17,18,19,21,23,24,25, 27,28,29, 33,39,40,41,52,54,57,,,,,	3 each
		Safety Warning Signs	2,12,32,31,34,36,35,38,40,50	3 each
		Pocket Guides	1 ,2 ,3, 4, 5, 6, 7, 8, 9, 10	1 each
2	<b>Century Paper and boards mills Ltd.</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
3	<b>Bedouin Pvt. Ltd 65km Multan road</b>	Poster	2,18,25,35,40,57,5,14,17, 24,26,28 ,6,7,29,30,34,8,9,10,12,13 ,19, 17,43,46,52,58,	
		Safety Warning Signs	6,12,13,15,34,41,42,33,45 ,61 ,36,52,57	
		Pocket Guides	2,3,4,5,6,8,9,10	1each
		Urdu training booklets	2,3,5,7,8,9	1 each
4	<b>Ie&amp;I chaklala</b>	Poster	32	
		Safety Warning Signs	65,42,41	
		Pocket Guides	1 to 10	
5	<b>Surge lab</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
6	<b>PAEC</b>	Poster	33,42,47	1each
		Safety Warning Signs	37,38	1each
7	<b>PAEC</b>	Poster	26	Each
		Safety Warning	11,64	1Each

		Signs		
		Pocket Guides	4	
		Urdu training booklets	5	
8	<b>PAEC</b>	Poster	8,12,17	
		Safety Warning Signs	32	
9	<b>Student ex-employee ccdc Pakistan</b>	Pocket Guides	1 to 10	
		Urdu training booklets	1 to 10	
10	<b>Olayan descon industries coupauy ksa</b>	Poster	1 to 10	1Each
11	<b>Sui Northern Gas Piplines</b>	Poster	2,9,19,21,28,30,33,40,46,48,49	1Each
		Safety Warning Signs	36,39,40,45,48,54	1Each
		Urdu training booklets	5	Each
12	<b>Samsol international Pvt. Ltd.</b>	Poster	5,7,9,14,46	
		Safety Warning Signs	6,42,56	
13	<b>Century paper &amp; board mills</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
14	<b>Immi Garments Pvt. Ltd.</b>	Poster	7,9,10,11,12,14,15,16,17,18,27,28,40,42,43,46,57	5 each
		Safety Warning Signs	11,15,17,18,41,42,46,49,55,56,60,61,62	5 each
		Pocket Guides	3,4	2 each
		Urdu training booklets	2,3,5	2 each
15	<b>Descon Eng. training institute</b>	Pocket Guides	All	20 each
		Urdu training booklets	Labour laws book	20/-
16	<b>Izhar Pvt. Ltd.</b>	Poster	5,16,30,25,9,19,28,56,32,18,23,29,47,45,36,33	7 each
		Safety Warning Signs	12,21,31,15,26,33,43,11,27,35,55,17,29,41,59	5 each



		Pocket Guides	1,4,5,7,9,10	1 each
		Urdu training booklets	1,2,5,7,8,10,9	1 each
17	<b>Rescue 1122</b>	Pocket Guides	1 to 10	3 each
18	<b>Century paper &amp; board mills ltd</b>	Poster	All availabal	1 each
		Safety Warning Signs	All availabal	1 each
		Pocket Guides	All availabal	1 each
		Urdu training booklets	All availabal	1 each
19	<b>Water Engineering &amp; Management service</b>	Poster	6,12,13,24,25,30,29,53	1 each
		Safety Warning Signs	6	1 each
		Pocket Guides	3,12	1 each
		Urdu training booklets	4	1 each
20	<b>Water Engineering &amp; Management Service</b>	Poster	2,3,5,8,23,25,30,26,33,36,46,47,49	1 each
		Safety Warning Signs	42,64,52	1 each
		Pocket Guides	4,8,10	1 each
		Urdu training booklets		
21	<b>Pepsi (sundar)</b>	Poster	11,13,23,37,47,58,,	5 each
		Safety Warning Signs	12,14,17,28,38,62,	1 each
		Pocket Guides	3,4,5,6,7,8	1 each
22	<b>Century Paper &amp; Board Mills</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
23	<b>Asea the Technology People</b>	Poster	28,30,46,47	1 each
		Safety Warning Signs	10,15,18,27,33,37,46,49,50	1 each
		Pocket Guides	4,5,6,9	1 each
		Urdu training booklets	5,7,8,9	1 each

24	<b>IE&amp;I chaklala garrison Rawalpindi</b>	Poster	2,6,5,12,14,16,18	1 each
		Safety Warning Signs	3,12,21,19,29,32,49	1 each
		Pocket Guides	8	1 each
		Urdu training booklets	9,4	1 each
25	<b>Dept. of biochemistry &amp; biotechnology</b>	Pocket Guides	9	1
		Urdu training booklets	1,2,5,7	1
26	<b>Wi trade</b>	Poster	6,9,8	1 each
		Safety Warning Signs	6,8,15,12,18,41	1 each
		Pocket Guides	4,7	1 each
		Urdu training booklets	3,4,5,7	1 each
27	<b>Private</b>	Poster	28,30,46,47	1 each
		Safety Warning Signs	10,18,27,37,46,50	1 each
		Pocket Guides	2,3,4,9,10	1 each
		Urdu training booklets	5,7,8,9	1 each
28	<b>Sappuire textile mills Ltd.</b>	Poster	17,35	2 each
		Safety Warning Signs	18,41	2 each
		Pocket Guides	4,9	2 each
		Urdu training booklets	2,9	2 each
29	<b>Sappuire textile mills Ltd.</b>	Poster	8,13	2 each
		Safety Warning Signs	60,37	2 each
		Pocket Guides	5,6	2 each
		Urdu training booklets	3,7	2 each
30	<b>NRSP</b>	Poster	1,59	2 each
		Safety Warning Signs	1 to 65	2 each
		Pocket Guides	1 to 3	2 each
31	<b>Sappuire textile mills Ltd.</b>	Poster	15,30	2 each
		Safety Warning Signs	39,40	2 each

		Pocket Guides	7,8	2 each
		Urdu training booklets	5,8	2 each
32	<b>IE&amp;D area chaklala</b>	Urdu training booklets	5,3,6,10,8,1	1 each
33	<b>Qadir gas field sukhar</b>	Poster	1 to 58	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
34	<b>Nilat Karachi</b>	Safety Warning Signs	ALL	30 copy
35	<b>Training CIWCE/IRI</b>	OHSAS18001 standard	30 copies	
36	<b>Training CIWCE/IRI</b>	Pocket Guides	1 to 10	30 kit
37	<b>Labour &amp; Human Resource Department</b>	Poster	1 to 57	2 each
		Safety Warning Signs	1 to 65	2 each
		Pocket Guides	1 to 10	1 each
		Urdu training booklets	1 to 10	1 each
38	<b>Mitchells Fruit Farms Limited</b>	Poster	2,3,5,8,6,11,14,19,18,26,25,30,31,49,47,46,51,52,55,57	1 each
		Pocket Guides	2,5,6,3,7,10	1 each
39	<b>School Health and Nutrition supervisor</b>	Poster	6,7,14,16,33,40	2each
		Safety Warning Signs	3,12,17,41,30,33	2each
		Pocket Guides	2,3,4	2each
		Urdu training booklets	4,5,6	2each
40	<b>Bedouin Pvt. Ltd.</b>	Poster	2,5,6,7,8,9,10,12,16,17,18,19,20,23,24,25,26,27,28,29,30,37,40,43,45,46,57,58	5 each
		Safety Warning Signs	3,6,11,12,15,19,26,27,34,37,45,65,61	3 each
		Pocket Guides	1 to 10	1 each
		Urdu training booklets	1 to 10	1 each
41	<b>Atlas Honda LHR</b>	Poster	3,8,15,17,18,34,35,36,40,41,47,48,55,57,58	1 each

		Safety Warning Signs	13,52,56,57,61,64,65	1 each
		Pocket Guides	1,3,4,5,9,10	1 each
		Urdu training booklets	2,3,4,5,8,9,10	1 each
42	<b>University of Mangement &amp; Technology</b>	Poster	14,8,46,11,6,41,30,15	1 each
		Safety Warning Signs	60,18,12,45,27	1 each
		Pocket Guides	7,5	1 each
		Urdu training booklets	4,8	1 each
43	<b>CIWCE/IRI</b>	Annual Reports	100/-2010	
44	<b>Ms denim</b>	Poster	39,45,33	1 each
		Safety Warning Signs	46,15,17	1 each
		Pocket Guides	3,4,7,	1 each
		Urdu training booklets	1,6,7,10	1 each
45	<b>Walls ICE</b>	Poster	1 to 64	1 each
		Safety Warning Signs	1 to 59	1 each
		Pocket Guides	1 to 10	1 each
		Urdu training booklets	1 to 10	1 each
46	<b>Descon Chemicals ltd</b>	Poster	1 to 59	2 each
		Safety Warning Signs	1 to 63	2 each
		Pocket Guides	1 to 10	2 each
		Urdu training booklets	1 to 10	2 each
47	<b>CIWCE world safety health day</b>	Safety and health problems		300
		calaloge		350
48	<b>Osh unit</b>	Poster	All	2 each
		Safety Warning Signs	All	2 each
		Pocket Guides	All	2 each
		Urdu training booklets	All	2 each
49	<b>Stances pvt ltd</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each

		Urdu training booklets	All	1 each
50	<b>Loveal Pakistan Ltd</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
51	<b>Surge Lagis Pvt Ltd</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
52	<b>Surge Laboratories Pvt Ltd</b>	Poster	All	1 each
		Safety Warning Signs	All	1 each
		Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
53	<b>Buniyad Foundation</b>	Pocket Guides	All	1 each
		Urdu training booklets	All	1 each
54	<b>Rehmat Roller Flour Mills</b>	Poster	2,5,7,8,9,12,13,14,15,17,23,24,25,26,28,30,31,32,33,34,36,45,46	2,3,2,4,8,2,2,2,2,4,2,4,2,4,4,4,4,6
		Safety Warning Signs	1,6,10,12,18,19,32,34,41,42,46,51,55,61,64	4,6,2,10,4,3,3,3,3,8,2,2,5,2,3
		Pocket Guides	4,5,6,8,9,10	One each
		Urdu training booklets	2,3,5,7	One each
55	<b>Dr. Huma</b>	Poster	1 to 59	One each
		Safety Warning Signs	1 to 61	One each
		Pocket Guides	all	One each
		Urdu training booklets	all	One each
56	<b>EGC Pvt, Ltd</b>	Poster	2,5,6,7,8,11,12,14,15,18,19,21,23,24,25,26,33,34,35,37,42,45	2 each

		Safety Warning Signs	1,11,18,29,32,34,30,42	2 each
57	<b>Plat 35,Rasheed industrial estate</b>	Poster	2,3,45,55,30,28,26,25,19,23,11,13,15,	
				3,2,1,1,2,2,4,2,3,2,1,2,2,3
		Safety Warning Signs	8,62,64,1,3,45,49,54,32,33,34,35,56,41,11	
				2,1,2,2,1,1,1,2,2,23,3,2,2
58	<b>S.S. Enterprises</b>	Safety Warning Signs	1,3,4,6,8,10,18,21,27,29,32,33,34,35,36,38,40,41,42,45,49,55,56,57,60	2,2,2,2,2,3,3,2,2,2,2,2,2,2,2,2,3,4,1,2,3,3,4,3

## 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 2011 are given below:

## Specialised training courses on occupational safety and health held-2011

### DETAIL OF PROFESSIONAL OSH TRAINING 2011

SR #	DATE	TRAINING TITLE	NO. OF PARTICIPANTS
1.	JAN 22 ,2011	ENVIRONMENTAL IMPACT ASSESSMENT	15
2.	JAN 31, 2011	ENVIRONMENTAL IMPACT ASSESSMENT	17
3.	FEB 12 ,2011	INTRODUCTION TO LABOUR LAWS	16
4.	FEB 22 ,2011	ENVIRONMENTAL IMPACT ASSESSMENT	15
5.	MARCH 9, 2011	FIRST AID & CPR	19
6.	MARCH 14, 2011	FIRST AID & CPR	19
7.	MARCH 19 ,2011	OHSAS 18001	19
8.	APRIL 4 '2011	EHS PRACTITIONER COURSE	18
9.	APRIL 7, 2011	EHS PRACTITIONER COURSE	16
10.	MAY 25 ,2011	QHS&E LAWS IN PAKISTAN	18
11.	MAY 11, 2011	OCCUPATIONAL ERGONOMICS	19

<b>SELECTION AND USE OF PPES</b>			
12.	MAY 30, 2011	OHSAS 18001	17
13.	JUNE 1, 2011	FIRE FIGHTING AND FIRE PREVENTION MANAGEMENT	19
14.	JUNE 20, 2011	FIRE FIGHTING AND FIRE PREVENTION MANAGEMENT	15
15.	JUNE 30, 2011	OCCUPATIONAL HEALTH AND SAFETY LAWS	17
16.	JULY 7, 2011	FIRST AID & CPR	18
17.	AUG 13, 2011	OHSAS 18001	16
18.	SEP 24, 2011	RESPIRATORY PROTECTION	18
19.	OCT 27, 2011	EHS PRACTITIONER COURSE	17
20.	NOV 29, 2011	ERGONOMICS SELECTION AND USE OF PPES	19
21.	DEC 28, 2011	FIRE FIGHTING MANAGEMENT	30
22.	DEC 29, 2011	BASIC LIFE SAVING	28
<b>Total</b>			<b>405</b>

## **New mobile training and EHS testing facility added**

The government of Punjab has 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.



### **Details of specialized on-site trainings on OSH held by mobile training unit CIWCE.2011**

Sr. No.	Date	Venue	No. of Participants
1	8 Jan 2011	Lums	17
2	10 Jan 2011	University of education	107

3	18 Feb 2011	Fine Gas	25
4	9-10 March 2011	CIWCE	35
5	17 March 2011	U.S Apparel	40
6	19 March 2011	CIWCE	76
8	6 May 2011	Bata	28
9	17 May, 2011	Bata	22
10	11 July 2011	Interloop Fsd	57
22	July 26, 2011	Adsells Advertising PVT LTD	35
23	July 26, 2011	Orient Energy system PVT LTD	18
11	6 Sep 2011	Punjab University	40
21	Sep 15,2011	Bedouin PVT LTD	22
12	16 Sep 2011	Crescent Bhauman	41
20	Sep 30 <sup>th</sup> , 2011	Mughals Pakistan PVT LTD	16
13	25 Oct 2011	ICI Khewera Jhelum	70
14	31 Oct 2011	Punjab University	27
15	21 Nov 2011	Interloop Fsd	51
16	30 Nov 2011	ICI paints Lahore	20
17	9 Dec 2011	Punjab social security health	65
18	16 Dec 2011	PEL Lhr	250
19	22 Sep,2011	Colony Industries PVT. LTD	22
<b>Total</b>			<b>1384</b>

## Awareness Campaign on dengue prevention launched

During 2011, dengue fever broke out as an epidemic in Lahore and some other parts of the country. . Over 300 people succumbed to dengue virus related complications. The Punjab government responded to the dengue outbreak on the directions of Secretary Labour and Human Resource Department, Punjab the CIWCE launched an awareness campaign in which the mobile training unit travelled to different enterprises and offices held sessions, where the participants were told about the dangers of dengue and preventive measures they could adopt in their homes, offices and factories. An Urdu leaflet and a video based DVD was distributed to the participants. Also videos were shown about the dengue prevention and control.

### Special Awareness campaign for workers on Dengue Control 2011

Sr. No.	Name of Establishment	No. of Participants
1.	MAKRO, Link Road, Model Town	19
2.	PHA	33
3.	LDA	88
4.	WASA	58
5.	PIA Head Office	44
6.	PIA Airport	41



---

---

7.	Pakistan Railways	42
8.	Solid Waste Management Company, UC-95	40
9.	Solid Waste Management Company, UC-96	32
10.	Solid Waste Management Company, UC-97& 98	78
11.	M/S. Adsells Kot Lakhpat	55
12.	Hospitality Inn Hotel	47
13.	Avari Hotel	56
14.	Pearl Continental Hotel	72
	Total	705

## Brochure About Dengue Prevention

### ڈینگی بخار کیا ہے؟

☆ ڈینگی ایک بخار کی قسم ہے اور  
ماہوں کے ذریعے پھیلتا  
ہے۔ یہ اکثر اس ایک شخصوں  
مجموعہ کے ساتھ سے ہم میں  
ماہوں ہے۔



### ڈینگی کی علامات

☆ مسل بخار  
☆ جسم پر سرخ جھولیاں کا نمودار ہونا۔  
☆ گردن اور جھڑوں میں درد  
☆ آگھوں کے پھیلنے میں درد  
☆ شدید سر درد، ذرا درنگام



### ڈینگی بخار سے بچاؤ کیلئے ضروری ہدایات



### کارکنوں کیلئے آگہی مہم

  
 جاری کردہ  
 ادارہ صحتی تعلقات، ایئر ٹیکنالوجی آف لیور ویلینئر  
 شکر محنت و انسانی وسائل حکومت پنجاب

### ڈینگی سے بچاؤ کے طریقے

☆ بھاری بھاری سے پھیلتا ہے۔ چنانچہ  
مجموعوں کا صحیح تھک کرنا اور پھر پھیلتا نہ  
ہونے دینا  
☆ مگر عام طور پر سنگ اور تمام کے وقت  
کاٹنے ہیں۔ ان کا سات میں خصوصی  
احتیاط کریں۔




www.natice.gov

### چھری کی پہچان

☆ خون میں پلیٹ گیس کی کمی  
☆ شدید بخاری کی صورت میں تمام  
کے مختلف حصوں میں درد اور  
ناک سے خون کا بخاری ہونا۔

### چھری کی پہچان

☆ ڈینگی مگر کے جسم پر زہر کی طرح کی  
شعبہ اور سیاہ جھولیاں ہوتی ہیں۔  
☆ یہ اکثر اوقات دن کا وقت ہے۔  
☆ یہ اپنے اڑنے اور کھانے پانی میں  
دلتا ہے۔







پھدے گئے ہونے پر تین بیٹوں میں رکھے گئے پھولوں کا جھگی طرح ڈھانچ کر رکھیں تاکہ مگسوں میں داخل نہ ہو سکیں۔ پانی کی تنگی اور پانچوں سے پانی نہ پینے دیں۔



مگسوں اور نائٹ کو صاف رکھیں۔ اپنے اور دیگر بچوں کو صاف رکھیں تاکہ مگس چھپ نہ سکے۔



شاہ اور ایسے ہارٹ بھینگیں یہ مگسوں کی آماجگاہ بن سکتے ہیں۔ پوری آستین کے کپڑے ہٹائیں۔ بچوں کو بھی پوری طرح ڈھانچ کر رکھیں اور نائٹس پٹائیں۔ جسم پر مگس سے بچاؤ کا لوشن لگائیں اور

63



گندے کھلے پانی پر مگس مار دوائی چڑھیں۔ گلیوں میں پانی کھڑا نہ ہونے دیا جائے۔ پائے گاڑوں میں پانی کھڑا نہ ہونے دیا جائے اور ان کو کھٹ کرنے کی کوشش کریں۔



کاروبار میں آ کر کھٹ رکھیں۔ پانی کی تنگی، پانی، وارم کپڑوں میں صاف پانی چار پھولوں، گھٹکے کے




64



کر رکھیں اور مگسوں کا لوشن (repellent) لگائیں۔ خصوصاً دھوئیں سے مگسوں اور کام کی جگہوں پر مگسوں کے پرے کر لیں۔



کیا دیں اور مگسوں میں ایک دن چھوڑ کر صبح کے وقت پانی دیں۔ مگسوں اور دھواں کو روکنے کے لیے ہوا دار رکھیں اور گیس سے محفوظ رکھیں۔ دھواں سے بچانے کے لیے پورے گھر کو کھائیں۔



شعبہ کیمیا  
لیبر ایویئر سروسز  
ذاتی کیمیاویٹ آف ایئر پالیٹیز، مگسوں کی دوائی اور مگسوں کی حکومت پنجاب  
www.ciwce.org.pk info@ciwce.org.pk  
ایمپ لان لائن لگائیں حکومت پنجاب  
0800 99 000

65



مگسوں کے نالے کو کھل کا استعمال باقاعدگی سے کریں۔ سوتے وقت دوائی مگسوں کی دوائی کا استعمال کریں۔



مگسوں سے بچاؤ کے لیے کھڑکیوں اور دروازوں پر چالی لگوائیں۔ طلوع اور غروب آفتاب کے اوقات میں جسم کے کھلے حصوں کو جھگی طرح ڈھانچ کر رکھیں۔



66

## Glimpses of Dengue Awareness Sessions



## 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](http://www.ciwce.org.pk). It will be updated more frequently in 2012. 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. You can find all the training and awareness materials developed by CIWCE including posters, leaflets, training manuals, research reports and reports of events on this site. We are constantly updating this site and need your feedback. Please visit us and let us know how to further improve our services.

The screenshot displays the homepage of the Centre for the Improvement of Working Conditions & Environment (CIWCE). The header includes the CIWCE logo and the organization's name, along with its mission statement: "Promoting safety, health and compliance with labour laws at the workplace". A navigation menu at the top lists categories such as "Services", "Training Materials", "Bonded Labour", "Gender Issues", "Innovation", and "Promoting Compliance".

The main content area features a prominent article titled "Bonded Labour" with a sub-headline: "We are implementing major projects to address problems of workers vulnerable to bonded labour." Below this, there are several news snippets and resource links:

- Accident Fatal:** A report from 24st January, 2012, stating "Four workers injured due to lack of PPE at work" and another from 19th January, 2012, stating "18 female labourers injured in crash".
- About CIWCE:** A brief description of the center's role as a pioneering institution in Pakistan providing professional services in occupational safety, health, and environment.
- Approved website about Labour Law:** A link to a website providing information about specific issues in a plain language format for workers, managers, and government officials.
- International Chemical Safety Cards (ICSC):** A link to a database of ICSCs for various chemicals, including a sample card for "Acid" showing hazard symbols and safety instructions.
- Bonded Labour and Child Labour Campaign at Work - Awareness and Learning Module:** A link to a module about bonded labour, defined as the violation of basic human rights, and child labour, defined as work that is harmful to children's health and development.
- Health and Hygiene Awareness Campaign at Work Sites:** A link to a campaign where CIWCE, in collaboration with ILO, launched a campaign to highlight the health and safety needs of workers.
- Organized Training and Seminars:** A list of recent events, including "Notification of minimum wages for different categories of workers in Punjab", "Labour Inspection Policy of Government of Pakistan", and "Labour Protection Policy of Government of Pakistan".
- Research Study on Child Protection of Child & Young Worker:** A link to a study conducted in collaboration with ILO, focusing on the psychological distress of child and young workers.

The right sidebar contains a "Training Calendar" section with a highlighted event for "April 16, 2012: 4th ILO International General Certificate on Occupational Safety & Health" and a "Publications & Downloads" section listing various reports and manuals. At the bottom, there is a "Contact Us" section with a table of contact information for different departments.

## 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 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.

## Website of PCLU

A new website of the Provincial Child Labour Unit Punjab has been launched. This includes the research studies, awareness materials, videos and profiles of programmes being carried out by various stakeholders for addressing child labour. The website can be accessed at <http://www.pclu.ciwce.org.pk/>



## One Day Seminar and Children's Event on World Day Against Child Labour June 11, 2011

A seminar and children's event was organised by the Child Labour Unit on the occasion of World Day Against Child Labour on 11 June, 2011. The 2011 World Day Against Child Labour focused on hazardous Child Labour.

- New urgency in identifying and tackling hazardous child labour, as an important means to make progress on the global goal of eliminating the worst forms of child labour;

- Recognising that hazardous work is part of the larger child labour problem, scaling up global, national and local level efforts against all forms of child labour through education, social protection and strategies to promote decent and productive work for youth and adults;
- Building strong tripartite action on the issue of the hazardous work of children, using international standards and the experience of employers' and workers' organizations in the area of safety and health.

Approximately 200 participants attended the event including working children from brick kilns, their teachers, parents, prominent employers supporting educational initiatives, high level government officers from Labour Department, Education Department, Health Department, diplomats, lawyers, NGO's, Trade Unions and media personalities

Children and families from brick kilns participated in the event and presented songs and programmes highlighting the importance of education. 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.

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.



## Picture Gallery of World Day Against Child Labour

11 June, 2011.







Press coverage of the World day Against Child labour

SUNDAY, JUNE 12, 2011  
Lahore

# The Nation

International Day against Child Labour to be marked today

## Govt apathetic in curbing rising child labour

**By A. H. Khan**

Lahore, June 12: The government is apathetic in curbing the rising child labour in Punjab, says a senior official of the Punjab Labour and Human Resources Department. He said that a project has already been launched in Lahore, Kasur districts which aims to eradicate child labour through education, micro-finance and other social services.

The day is observed on the call of International Labour Organisation. The theme was "Warning Children in hazardous work".

A project has been started in Lahore and Kasur Districts to educate 7000 children at brick kilns.

Earlier Mr. Saeed Anwar 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 hazardous forms of child labour in Punjab.

## BUSINESS RECORDER

Lahore, Sunday 12 June 2011, 9 Rajab 1432

### 3.3 million child labourers in Pakistan.

Secretary Labour Commerce Reporter

**LAHORE:** The Secretary Labour Punjab and Human Resources Department, Punjab stated that the Punjab Government is fully committed to eradicate child labour particularly in hazardous forms. He stated that a project has already been launched in Lahore, Kasur districts which aims to eradicate child labour through education, micro-finance and other social services.

The day is observed on the call of International Labour Organisation. The theme was "Warning Children in hazardous work".

A project has been started in Lahore and Kasur Districts to educate 7000 children at brick kilns.

Earlier Mr. Saeed Anwar 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 hazardous forms of child labour in Punjab.

Daily Times  
**LAHORE**  
Your Right to Know

**Punjab government launching projects in 7 districts.**  
Mr. Hamayun Mazhar Sheikh

**Our Reporter:**  
LAHORE: The Sargodha Labour Punjab and Human Resource Department, Punjab signed with the Punjab Government to fully committed to eradicate child labour particularly in hazardous forms. The report that a project has already been launched in Lahore, Gujranwala Districts which aims to eliminate bonded child labour through education, awareness and other social services. It was addressing the seminar and children's Meets organized by the Child Labour Cell in the Labour Department, Punjab on the occasion of World Day Against Child Labour. The aim is observed on the call of International Labour Organization. The theme was "Starting Children in hazardous work". On this occasion, ILO released statistics according to which 111 million children are engaged in hazardous work. The work with dangerous chemicals and machinery.

روزنامہ پاکستان  
THE DAILY PAKISTAN  
LAHORE

پنجاب سے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے جائیں گے۔

لاہور، 22 مارچ 2011ء: پنجاب حکومت نے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے ہیں۔ ان اضلاع میں لاہور، گجرات، فیصل آباد، راولپنڈی، ملتان، بہاولپور اور راجھستان شامل ہیں۔

روزنامہ جنگ  
www.jang.com.pk

ILO کی مدد سے 70 ہزار سے زائد بچوں کو مشقت سے نجات دلائی گئی

11 جون 2011ء کو ان کی مشقت کو ختم کرنے کے لیے ایک نئے منصوبے کا آغاز کیا گیا۔

ان بچوں کو نئے اسکولوں میں داخل کیا گیا اور ان کو تعلیم کی سہولتیں فراہم کی گئیں۔

DAILY MAWA-I-WAQT  
LAHORE

روزنامہ وقت

پنجاب سے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے جائیں گے۔

لاہور، 22 مارچ 2011ء: پنجاب حکومت نے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے ہیں۔ ان اضلاع میں لاہور، گجرات، فیصل آباد، راولپنڈی، ملتان، بہاولپور اور راجھستان شامل ہیں۔

Daily JINNAH Lahore

روزنامہ جناح

پنجاب سے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے جائیں گے۔

لاہور، 22 مارچ 2011ء: پنجاب حکومت نے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے ہیں۔ ان اضلاع میں لاہور، گجرات، فیصل آباد، راولپنڈی، ملتان، بہاولپور اور راجھستان شامل ہیں۔

روزنامہ خبریں  
Daily Khabrain

پنجاب سے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے جائیں گے۔


لاہور، 22 مارچ 2011ء: پنجاب حکومت نے جبری مشقت کو ختم کرنے کیلئے 7 اضلاع میں نئے منصوبے شروع کیے ہیں۔ ان اضلاع میں لاہور، گجرات، فیصل آباد، راولپنڈی، ملتان، بہاولپور اور راجھستان شامل ہیں۔



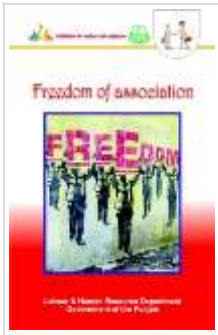
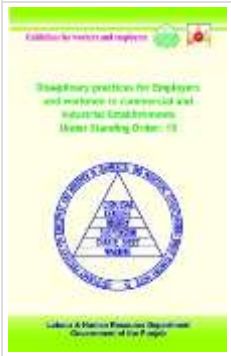

## Awareness materials about Labour Laws





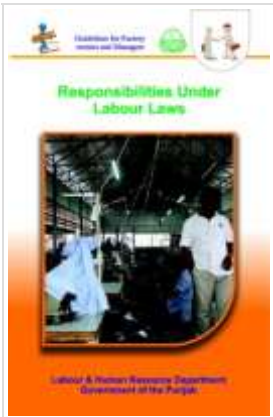

Under a development scheme titled “Awareness of workers and employers about their rights and responsibilities under labour law“, the Centre for Improvement of Working Conditions and Environment (CIWCE) has produced a number of leaflets which provide the key information about specific issues in a



jargon free manor. Workers, managers and government officials can use these leaflets to interpret and implement the Labour laws. These are available on the website of CIWCE as well. You may print them or to get a printed copy, you may visit the office of nearest District Officer Labour.

Title of Leaflet	English	Urdu
Bonus		

<p><b>Gratuity</b></p>		
<p><b>Freedom of Association</b></p>		
<p><b>Disciplinary practices for Employers and workmen in commercial and Industrial Establishments</b></p>		
<p><b>Harassment at workplace</b></p>		

<p><b>Leaves and holidays</b></p>		
<p><b>Overtime</b></p>		
<p><b>Responsibilities of factory owners in labour laws</b></p>		

<p><b>Responsibilities of small business owners in labour laws</b></p>		
<p><b>Transport Workers</b></p>		
<p><b>Working hours</b></p>		



**Labour Laws for  
Industrial  
Workers**



## **Progress report of Project on Elimination of Bonded Labour in Brick Kilns (EBLIK)**

### **BACKGROUND**

Bonded labour in Pakistan is prohibited under the constitution and the law. All advances and debts in furtherance of bonded labour are void. Government of Pakistan made various fundamental international commitments to eliminate of Bonded / forced labour in the country including international Labour Organization (ILO) Convention No. 29 on Forced Labour (ratified in 1957), ILO Convention No. 105 on Abolition of Forced Labour (ratified in 1960) and ILO Convention 182 (ratified in 2001 on Worst Forms of Child Labour). Pakistan Penal Code also declares private detention and trafficking of persons as slaves to be punishable with fines or lengthy imprisonment (Sections 370 and 371). Moreover the various decisions of the Supreme court of the Pakistan on the issue of the bonded labour. In National policy and plan of action for elimination of Bonded Labour all forms is prohibited and government is committed to eliminated bonded labour wherever those exist in the society.

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:

### **RATIONALE OF PROJECT**

The Labour & Human resource Department, Government of the Punjab has launched a project for the elimination of bonded labour in brick kilns in the Lahore and Kasur District. It is first ever project that was started by the Government of the Punjab on pilot basis to eliminate of bonded labour in brick kilns as the workers of the brick kilns are deprived of many basic necessities and suffer their basic rights like CNIC, Basic

education, right of vote, health facility, veterinary services for their animal, social security, low wages rate due to the pesagi (advance). The brief data and progress of the project is given below:

<b>ADP Scheme No.</b>	<b>2940</b>
<b>Total Cost:</b>	<b>Rs. 123.367 Million</b>
<b>Date of Approval</b>	<b>September 16, 2008.</b>
<b>Duration:</b>	<b>2008 to 2014</b>
<b>Funds released for 2010-11</b>	<b>: Rs. 22.843 Million</b>
<b>Revised Allocation</b>	<b>Rs. 20.853 Million</b>
<b>Funds utilization till June 2010</b>	<b>98%</b>
<b>Geographical area:</b>	<b>Lahore and Kasur districts</b>
<b>Allocated for 2011-12:</b>	<b>Rs. 20.735 Million</b>
<b>Funds released up to:</b>	<b>Rs. 15.000 Million</b>
<b>December 2011</b>	

### **MAIN COMPONENT OF THE PROJECT**

- Non formal education for the children's of the Brick kilns
- Free of interest Microfinance services
- Veterinary services
- Interest free Microfinance
- Provision of CNICs
- Linkage with food schemes of Government

### **TARGETS OF THE PROJECT**

- ✓ Establishment of Bonded Labour Cell including 4 management staff, 200 NFE teachers (part time) and 12 support staff members.  
200 Non formal education schools will be established for approximately 7000 children and young person from brick kiln families.
- ✓ Provision of Rs. 40 million as microcredit in the form of small loans (to be rolled over for the project duration)
- ✓ Facilitation of approx. 13000 workers to acquire CNICs.
- ✓ Veterinary Services

### **Project Progress**

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

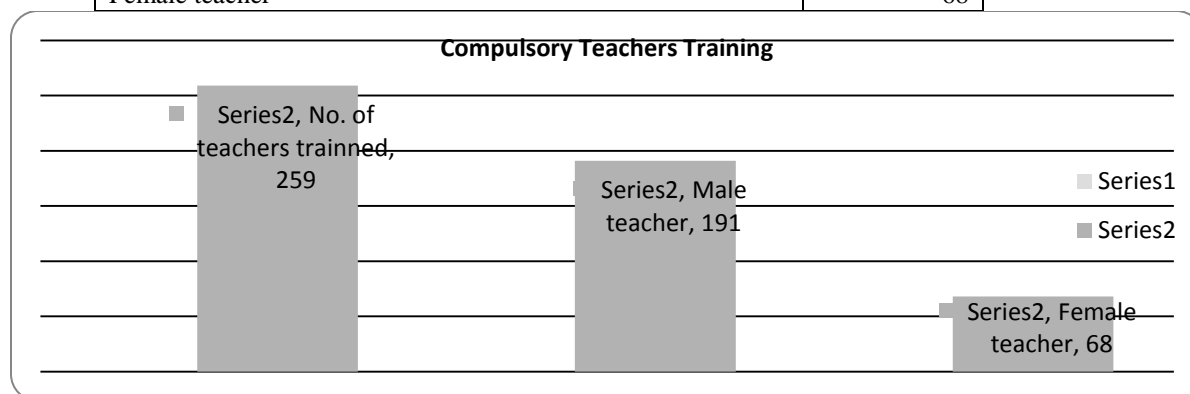
A sum of 63 million allocated for this component in this project. The formal schools are usually located at relatively long distances away from the brick kilns, thus small children of the brick kilns workers cannot travel so far. Through this project 200 Non formal Education Centers have been established at brick kilns in Lahore and Kasur Districts. It was the major task to establish these NFEs before June 2011. Alhamdulillah by the grace of Allah the Bonded Labour Cell team achieved its goal before June 2011. The progress of the component is as under:

- Recruitment of 200 NFE teachers
- Conducted 9 batches of compulsory teachers training courses in which 259 teachers out of which 68 female and 191 male teachers got training.

- 7630 children's have been enrolled since establishment of NFE centers.
- 1125 children left the NFE centers due to the seasonal decline, migration of parents and closure of Brick kilns. Bonoded Labour Cell issued school leaving certificates, so that they could take admission in any formal school system.
- 65 children have been mainstreamed into formal schools. Out of which 30 are male and 35 female learners.
- 14 children have passed primary school examination out of which 6 are female and 8 male.

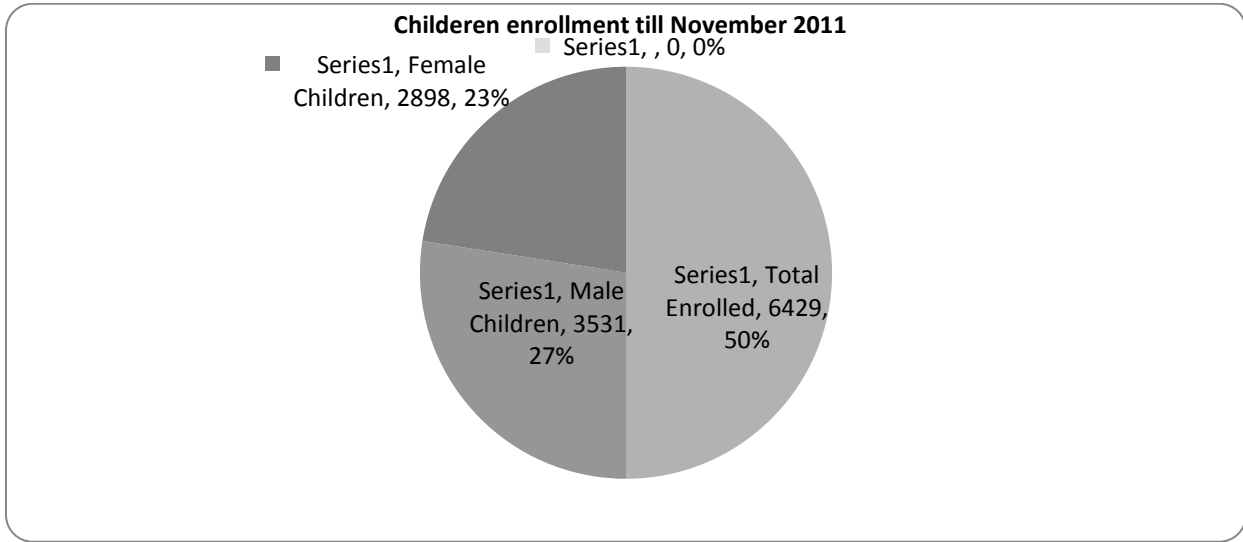
## COMPULSORY TEACHER TRAINING COURSES

No. of teachers trained	259
Male teacher	191
Female teacher	68



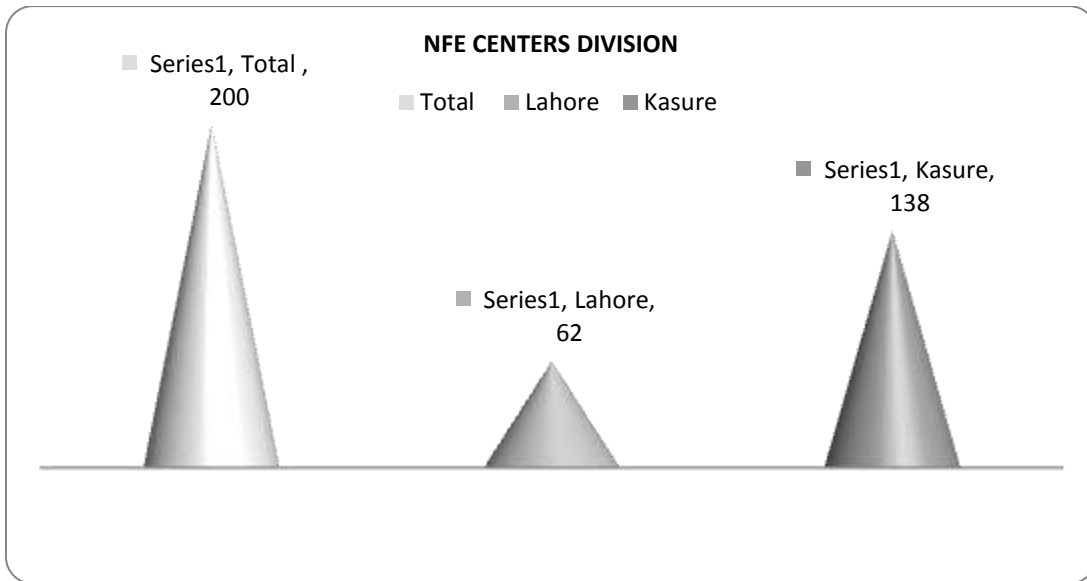
## CHILDREN ENROLLED AT NON FORMAL EDUCATION CENTERS

Total Enrollment	6429
Male Children	3531
Female Children	2898



**DIVISION OF NFE CENTERS**

<b>Total</b>	<b>200</b>
<b>Lahore</b>	<b>62</b>
<b>Kasur</b>	<b>138</b>



## NFE TEACHERS TRAINING





### **Positive change in the life of of Imran Ahmed**

Imran Ahmad is a 10 years old boy living with his parents at a brick kiln namely Ameen Bricks near Jhia Bagha Rawind Road District Lahore. He has 1 brother and 2 sisters. Total family members are 6. Imran works with his parents as pathera to make bricks. He had never attended school because his parents are very poor and could not afford the monthly fee. He works whole day with his parents to earn money.



A project representative came to the brick kiln and held a meeting with the parents and gave some briefing about the importance of education and told them that a free school is going to be opened at their kiln. Now Imran Ahmed is working at the kiln as well as studying at the NFE center established over there by Labour and Human Resource

Department Government of Punjab, Now he is in class 3 and feels a positive change in his life. Imran wants to become a doctor.



### Change the thinking of the parents of Sanyia Masih

Sanyia Masih is a 9 years old girl living with her family at Ahsan Bricks near Jahia Bagha Raiwind Road District Lahore. She has 2 brothers and 3 sisters. The family comprises of 8 members. She lends a helping hand to her parents and brothers at the brick kiln. She never went to school due to poverty and lack of resources as mostly girls are not sent to school by their parents.



The project staff came and convinced Sanyia's parents to send their daughter to school for education. After that Sanyia started going to school daily and started to take active part in school activities. Due to the observation of her parents about the proper education facilities at the brick kiln school, they further decided to send sanyia youngest brother to NFE center.

Sanyia is happy and wants to play a very productive role in society in future. She has the desire to become a teacher.

## A Positive Change in Thinking of Kashif Mehmood

Kashif Mehmood is a 9 years old boy living with his parents at Ameen bricks. He has 2 brothers and 3 sisters. Total family comprises of 8 members. He worked with his parents as pathera to make Bricks. He had never attended school because of some financial problem.

A project representative came at the brick kiln and met the parents of brick kiln children and briefed them about the importance of education and told them that a free school is going to be opened at their brick kiln. The children who are not going to



school and working with their parents should be enrolled in the school and gain education.

Kashif is studying at the center established by the Labour and Human Resource Department Government of the Punjab. He is

a student of class three. He is very happy and feels a positive change by this education. He has a strong wish to become a police man.

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

The basic purpose of this component to provide financial assistance to the brick kiln workers so they would be able to establish their micro business and enhance their monthly income and also develop the saving habit in this community. For this purpose Rs.40 million allocated which will be approximately Rs.107 million after revolving credit and approximately 8400 workers will be benefited and 20% beneficiaries will be female workers. The labour department selected Punjab Rural Support Programme (PRSP) to implement the microcredit facility under this project. The progress of this component.

First installment released to PRSP  
2<sup>nd</sup> Installment released to PRSP

Rs. 17.560 million for year 2008-09  
Rs. 22.440 million for year 2009-10



## DISBURSEMENT OF MICROCREDIT AMONG BRICK KILN WORKERS IN KASUR DISTRICT AT MALIK BRICKS NO#9 KOT RADHAH KISHAN RAOD NAND KA TAKYA DISTRICT KASUR



### MICROFINANCE RAISES THE INCOME OF A PAHTERA WORKERS,

Javid Masih 27 is working as a labourer (Pathera) at Awan Bricks near village Bhalar District Lahore. He is unmarried and he has 8 brothers and 1 sister. Total family members are 11. He made 2500 bricks daily with the help of his family. The owner of brick kiln gave him Rs300 per thousand bricks he had no way of earning beside making bricks.

One day PRSP representative held a meeting with the workers of brick kiln and introduced loan without interest.



Javaid Masih received a cheque of Rs. 20,000 from PRSP representative. He bought one calf and returned his advance (Pashagi) to the owner of kiln. He sold his calf after six month amounting to Rs. 28,000/- In this way he saved this amount and got four goats for further business.

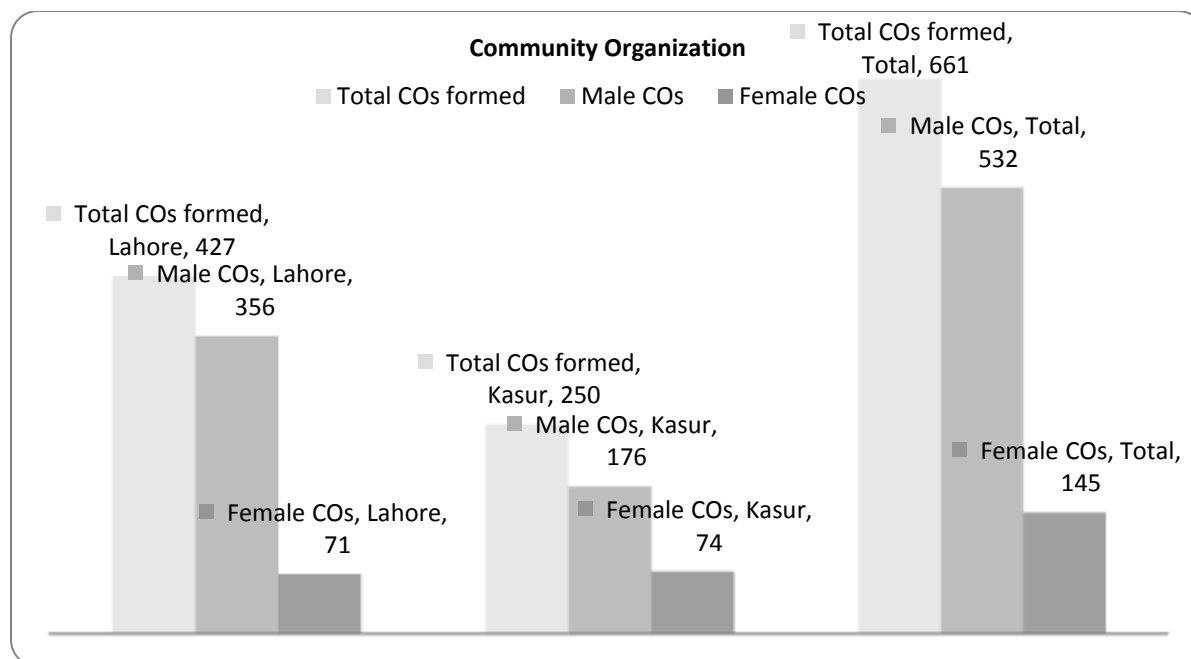
Now he has another source of earning and is very happy and he is returning his loan that he took from PRSP properly.

## Progress up to November 2011

Activity	Lahore	Kasur	Total
<b>Brick Kilns Profile</b>	176	111	289
<b>COs formed</b>	427	250	677
<b>Male COs</b>	356	176	532
<b>Female COs</b>	71	74	145
<b>Household Organized</b>	4241	2078	6319
<b>Male membership</b>	3504	1442	5035
<b>Female membership</b>	737	658	1419
<b>Total Saving</b>	983,337	195,500	1,178,887
<b>Male Saving</b>	918,137	167,830	1,043,217
<b>Female Saving</b>	65,200	19,220	84,420
<b>Credit Disbursed</b>	54,755,000	25,638,000	80,393,000
<b>No. of Loanes</b>	2765	1324	4089
<b>Amount recover</b>	38,990,301	19,034,740	58,025,041

## COMMUNITY ORGANIZATIONS (Cost)

	Lahore	Kasur	Total
<b>Total COs formed</b>	427	250	661
<b>Male Cos</b>	356	176	532
<b>Female Cos</b>	71	74	145



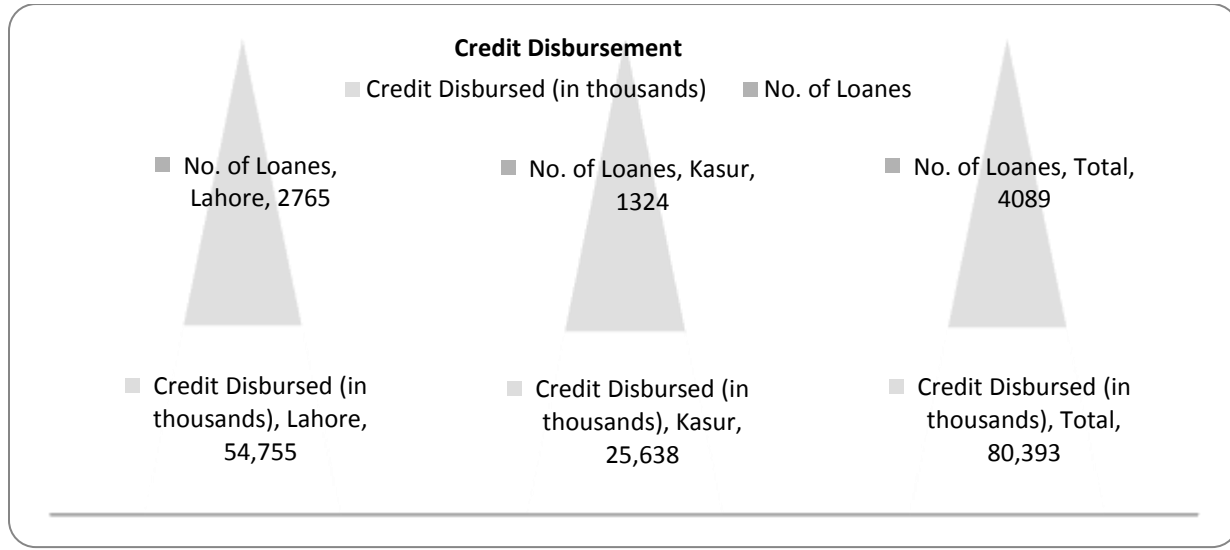
### MEMBERSHIP IN COMMUNITY ORGANIZATION

	Lahore	Kasur	Total
Male membership	3593	1442	5035
Female membership	761	658	1419
Total Membership	4354	2100	6454



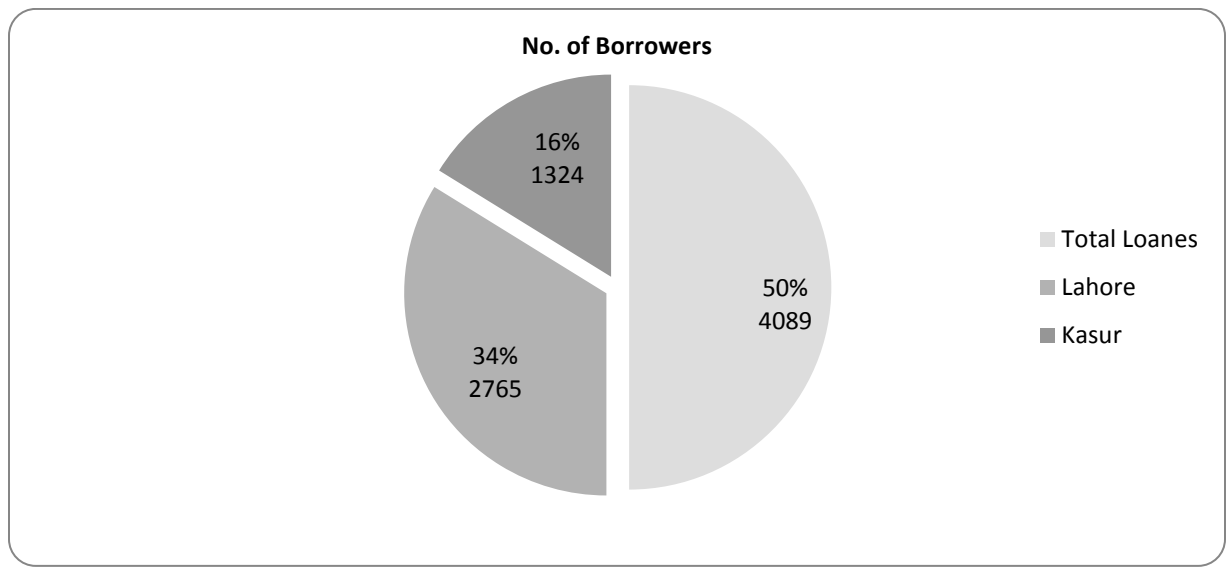
**MICROFINANCE DISBURSEMENT**

	Lahore	Kasur	Total
Credit Disbursed (in thousands)	54,755	25,638	80,393
No. of Loanes	2765	1324	4089



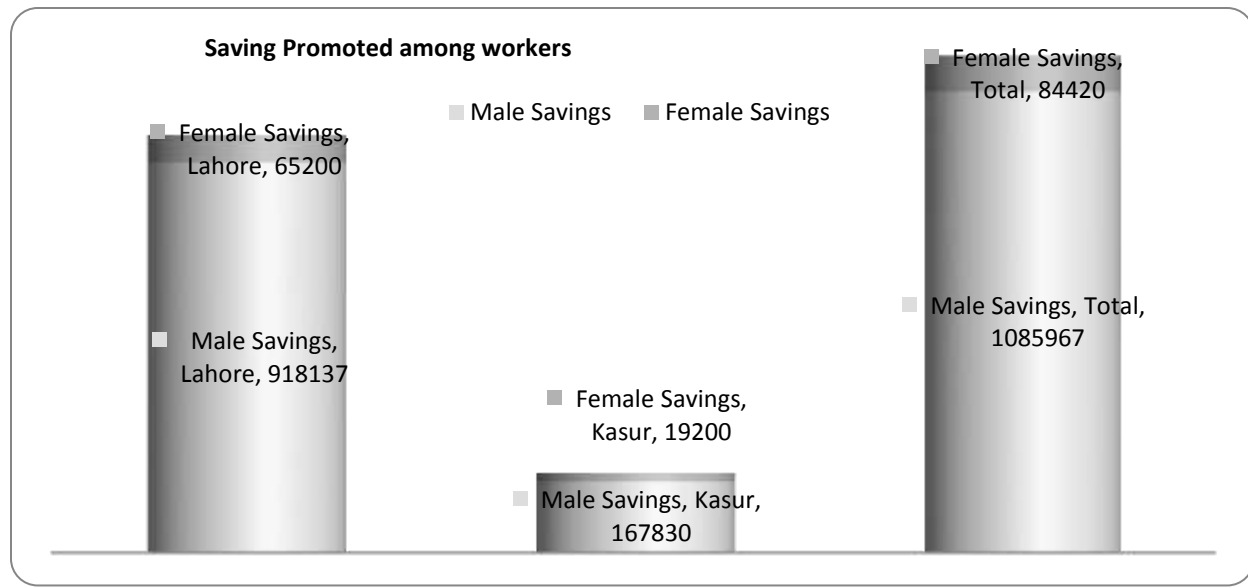
**NO OF BENEFISHRIES**

<b>Total Loanes</b>	<b>4089</b>
<b>Lahore</b>	<b>2765</b>
<b>Kasur</b>	<b>1324</b>



## SAVING PROMOTED AMONG WORKERS

Saving Promoted	Lahore	Kasur	Total
Male Savings	918137	167830	1085967
Female Savings	65200	19200	84420



## PROVISION OF CNICs

An important impediment in access to various social welfare services by the brick kiln labour is the non issuance of computerized national Identity card (CNICs). Three factor inhibit acquisition of CNICs by the kiln labour :1) the labour is migatory:2) the labour finds it difficult to get attestation on their application forms and 3) the time and travel cost involved. The Labour Department identified 5762 brick kilns workers and with the help of NADRA issued 4171 CNIC in both Districts.



## PROVISION OF VETERINARY SERVICES

Labour at brick kilns is a poor resource. To supplement their income besides working on kilns, they raise poultry and live stock. Such activity is generally undertaken by women, children and elders in the household. In addition, the bharai labour at the kiln has donkeys for transporting raw bricks to the kiln as well. Through EBLIK, we are extending veterinary services including training, education, awareness, medicine and treatment free of cost. The veterinary staff of the EBLIK treated 568 animals out of which 65 were referred to the local veterinary hospital. List of animal treated in both Districts attached

## MEDICAL CAMPS ARRANGED EBLIK PROJECT





### Problems Faced

1. Learners migration due to seasonal decline
2. Closure of Brick Kiln due to end of lease agreement between landlord and brick kiln owners.
3. Illiteracy of parents and Community behavior
4. Lack of interest of Brick kilns owners

## Establishment of Labour Market Information and Resource Centre

This project is identified in the Annual Development Program with total cost of Rs 65.272 million and duration of 5 years from July 20011 to June 2012. The project is to be implemented by the Labour and Human Resource Department, Government of the Punjab through a Labour Market Information Cell (LMIC) to be established for this purpose in the Centre for Improvement of Working Conditions and Environment (CIWCE) in Directorate of Labour Welfare Punjab, L&HR Department Lahore

### *What is labour market information*

Any information concerning the size or composition of the labour market or any part of the labour market, the way it or any part of its functions, its problems, the opportunities which may be available to it, and the employment-related intentions or aspirations of those who are part of it.

Labour Market Information System (LMIS) is a basic tool used all over the world to promote employment and plan the human resource needs at local and national level. It also helps the policy makers in making informed decision keeping in view the future market trends of employment and economic growth.

Labour & Human Resource Department is mandated to ensure a system of information for its users for greater socio-economic progress; and to harness the existing potential of available data and human resource by making available 24/7 electronic information for public use and for its own use.

At present all data of Directorate of Labour welfare and district offices of labour is maintained and tabulated manually. It is envisaged that all this data required to be made electronically available to extract useful reporting for further planning and effective monitoring of the working of the department. This shall help manage structured management through a transparent manner. LMIS shall provide top management of the department to have access to the essential reports online to access achievement of the department and identify grey areas for further improving the serve delivery of the department.

Career planning without having knowledge of labour market is a critical concern in Pakistan because it perpetuates joblessness and hampers economic growth by undermining labour productivity and human development in a needed trades for the future.

### **Components of labour market information**

- Labour force demand and labour supply



- Business employment dynamics
- Employment by industry and occupation
- Local area unemployment
- Demographic characteristics of the employed and the unemployed
- Hours of work
- Employee wages, earnings, and benefits
- Labour productivity

### **Project Objectives**

To build the capacity within the Labour and Human Resource Department to collect and analyse available labour market data, promote research through sharing of information, draw future market trends, market knowledge of related field, provide infrastructure and facilities for research promotion and dissemination of user friendly information to public by establishing a Labour Market Informal Cell. Simultaneously the project aims to build the electronic infrastructure as a backbone of the department and an informational hub for the government and public.

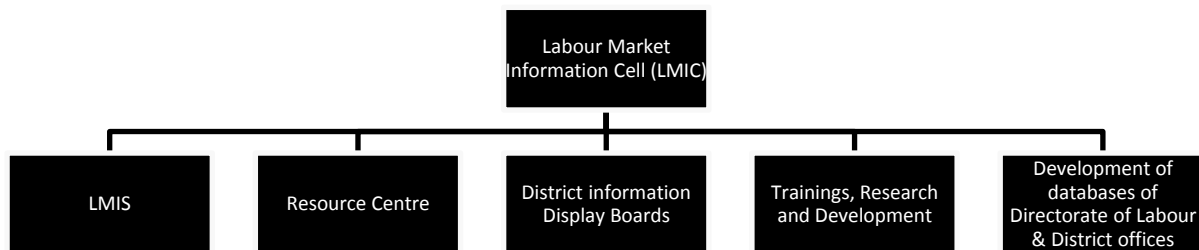
### **Major Outputs and Activities**

- Establishment of district based as well as provincial labour market profiles
- Establishment of a modern Labour Market Information Cell (LMIC) & Resource Centre for facilitating research on labour issues providing online content.
- Up-gradation of physical infrastructure at CIWCE to facilitate users of its services.
- Achievement of compliance to modern standards for training and awareness activities within the Department.
- Dissemination of information to familiarize the potential job seekers / skilled workforce and job providers.
- To train the officers of L & HR department to upload and use the LMIS effectively by the end of the project
- Creation of databases from existing data available from Directorate and district offices and to refine and update it on regular basis
- Existing data sources will be identified, which will help build the district and provincial labour market profiles and framework. The record of field and provincial offices of the Labour & HR Department will be the major source of LMIS.
- This data will be used to build district and provincial Labour market profiles and other information useful for the users of LMIS services.
- Establishment of LMIS will be outsourced to professional vendor(s)/firm(s) for construction, development, testing, module inclusion, continuous up-gradation and maintenance.
- Study & development of typical profile templates of two districts (one from North and other from South Punjab say Kasur & Muzaffar Garh) of Punjab and comparative study of these two profiles will also be outsourced to a third party vendor
- These pilot profiles will then be replicated in other districts by LMIC
- Personnel from DO Labour Offices will be identified and trained to help in promotion of the LMIS services in districts and assist the users of LMIS.

- Subscription to online books, e-books, journals, databases, encyclopaedias etc.
- Existing materials, reports, books and videos on labour issues will be digitized and made available to the users of Resource Centre through a digital library.
- The existing DO Labour offices will be made hub for awareness of potential users including job seekers to access information about opportunities.
- Bulletin boards containing useful information will be made available in the offices of DO Labour and will be publicised for the youth and other job seekers of the district.
- The vocational skill training institutions will be provided up-to-date labour market information through bulletins, meetings and training on advanced work search techniques and LMI.
- Strong interaction will be built with research institutions/universities to promote research and awareness on labour market issues.
- Production of LMI brochures, charts, visuals, material and resources for the public to be made available through a “Job Seekers/ROZGAR Board” at all DOL offices in Punjab. That may serve as career counsellors for choosing trades to prospective job seekers.

### Labour Market Information Cell (LMIC)

Under this project a labour Market Information cell is to be established in the office of Centre for the Improvement of Working Conditions and Environment - Industrial Relations Institute Township Lahore. The LMIC is being renovated by C & W department and to be furnished and fully equipped with internet and other resources on the current Labour Market. Researchers and all other stakeholders shall have access to this Centre. The following tree diagram shows the major areas of the project.



### LMIC Resource Centre staff

1	Project Director (BS 19)
2	Labour Economist (BS 18)
3	IT Manager (BS 17)
4	Data Analyst (BS 16)
5	Manager Outreach (BS 16)

6	Manager Admn & Accounts (BS 16)
7	Data Entry Operator (Two) (BS 16)
8	Driver (BS 4)
9	Naib Qasid (BS 1)

## ACTIVITIES OF INDUSTRIAL RELATIONS INSTITUTE

### Secretary Labour and Human Resource, Government of Punjab inaugurates workshop on International Labour Standards at IRI

A three-days workshop on “International Labour Standards, Concepts, practices and reporting challenges” was held for the training of officers of Labour & Human resource department on 19-21 December, 2011 at the IRI. The Secretary Labour Punjab Mr. Hassan Iqbal inaugurated the workshop . He said that the challenges of globalization pose unprecedented threats to the workers and employers particularly in the developing countries. With the opening up of the world trade there is a likelihood of increased competition of quality and pricing and those enterprises, which cannot meet these challenges, are being wiped out. The international labour standards provide the bedrock on which the institutions, laws and systems for governing the world of work are based. He stated that the government is fully committed to adopt and implement international labour standards. These standards are essential to cope with adverse effects of globalization. He said that Labour department in Punjab has taken initiatives to combat bonded labour, worst forms of child labour and to provide quality education, residential and social security facilities to the workers.

Mr. Saifullah Chaudhry of ILO stated that these standards cover the whole spectrum of social and economic interactions between workers, employers and government and address such diverse issues as freedom of association, occupational health and safety, forced and bonded labour, child labour, social security, labour inspection, tripartite consultation, vocational guidance, employment policy, non-discrimination, wages, work duration and maternity. He assured the full support of ILO to Pakistan to implement labour standards. Thirty five (35) inspecting officers participated in the workshop which was addressed by eminent professionals and stakeholders including Haji Javed President of Employers federation of Pakistan, Mr. Zahoor Awan, General secretary Pakistan Workers’ Federation, Syed Hasnat Javed, Director Labour and Mr. Saeed Awan Director IRI. It was also addressed by the ILO project managers dealing with child labour, bonded labour and gender issues.

## Glimpses of workshop on International labour Standards





### List of training courses on held by IRI during 2011

S. #	Title	Duration/ Date	No of Participants
1	CNG/Weights & Measures Act 1975	Two Days 07-08, Feb,2011	12
2	Wages Law & Practice	Two Days 14-15, March,2011	13
3	Weights & Measures Act 1975	One Day 20 <sup>th</sup> April,2011	13
4	Gender Mainstreaming in Labour Inspection	One Day 29 <sup>th</sup> July,2011	27
5	Capacity Building on Different labour Laws	Two Week 18 to 30, July, 2011	25
6	Gender Mainstreaming in Labour Inspection Procedures	One Day 26 <sup>th</sup> Sep,2011	11
10	Gender Mainstreaming in Labour Inspection Procedures	One Day 26 <sup>th</sup> Nov,2011	19
12	Gender Mainstreaming in Labour Inspection Procedures	One Day 3 <sup>rd</sup> Dec,2011	20
13	Capacity Building and Sensitization of Labour Standards	Four Days 19-22, Dec,2011	35
Total Participants			175

## Media campaign launched to promote compliance with labour laws

During 2011, a campaign was launched through print media to promote awareness about rights, roles and responsibilities of workers and employers under various labour laws. This campaign was well received by the public and calls were made by the workers on the toll free helpline **08833888** to seek further assistance.

خادم پنجاب محمد شہباز شریف کا مزدور دوست علم

مزدور کی کم از کم اجرت  
7000 روپے ماہانہ

مزدوروں کے حقوق کا تحفظ حکومت کی ذمہ داری اور آج کل کے قانونی اطلاق کی فرض بھی ہے۔ حکومت پنجاب کے نوپیشین کے مطابق مزدور کی کم از کم اجرت 7 ہزار روپے ماہانہ ہے جس سے ان کی معاشی حالت میں بہتری آئے گی اور وہ کئی خوشحالی میں بھی نمایاں کردار ادا کر سکیں گے۔

مظلومین محنت کش | مضبوط ادارے | خوشحال پنجاب

پوری اجرت بروقت نہ ملنے کی صورت میں  
معلقہ دستاویزات آفس لبر سے رابطہ کریں

مزدور کو ملا اس کا حق

محکمہ محنت و انسانی وسائل، حکومت پنجاب

لیبر قوانین کی پاسداری ہم سب کی ذمہ داری

آئیے! اس اجتماعی ذمہ داری کو پورا کریں۔

خوشحال معاشرے اور مضبوط معیشت کیلئے لیبر قوانین کی پابندی ایک ضروری امر ہے۔ محکمہ محنت و انسانی وسائل ای مشتمل کے حصول کیلئے لیبر قوانین پر عمل درآمد کی کوئی بھی بات کیلئے سرگرم عمل ہے۔

یاد رکھیں!

تمام دوران کیلئے ضروری ہے کہ اپنے ادارے کے ہر کارکن کو کم از کم اجرت 7 ہزار روپے ماہانہ کی اطلاع دی جائے۔

اپنے لیبر دین کے معاملات میں ٹاپ ٹول اور پینالٹیز کے پیمانے درست رکھیں۔

جبری مشقت اور چھ لاکھ لبر کی حوصلہ شکنی کیے تاکہ اس کا عمل ناموزن نہ پایا جاسکے۔

مندرجہ بالا قوانین کی خلاف ورزی کرنے اور ان پر عمل درآمد نہ کئے جانے کی صورت میں درج ذیل قوانین پر سختی اور وقت میں افکاریت کریں یا اپنے معلقہ دستاویزات آفس لبر سے رابطہ کریں۔

تال فری نمبر: 0800-33888

عوامی تعلقہ ہمارا نصب ایمن | محکمہ محنت و انسانی وسائل، حکومت پنجاب

خادم پنجاب محمد شہباز شریف کا عزم برائے ترقی نسواں



**محنت کش خواتین کے حقوق کا تحفظ**  
**ترقی پسند قوموں کا شععار**

خواتین کارکنان کے حقوق کے تحفظ کیلئے درج ذیل لیئر قوانین پر عمل درآمد کی ضروری ہے

- خواتین کارکنان کی کمزوریوں کو دور کرنے اور ان کی فلاحی
- پیشہ ورانہ ترقی اور ترقی پسند قوموں کا شععار
- ترقی پسند قوموں کا شععار
- ترقی پسند قوموں کا شععار

آج کل کے قانونی اور اخلاقی فرض ہے کہ وہ خواتین کارکنان کے حقوق سے متعلق قوانین کا اطلاق کیجی تاکہ ان کا احترام کر دیا جائے۔

شکایات کی صورت میں دفتری اوقات میں ہال فری نمبر پر رابطہ کریں

**ہال فری نمبر: 0800-33888**

محنت تمہارا کام تحفظ ہمارا کام

محکمہ محنت و انسانی وسائل، حکومت پنجاب

خادم پنجاب محمد شہباز شریف کا مزدور دوست عزم

**جبری مشقت کا خاتمہ**  
**فلاحی مہم کا آغاز**

پنجاب بھر کے جبری مشقت کے خاتمے کے سلسلے میں حکومت پنجاب اور بھارتیہ کانگریس کے تعاون سے ایس او اور مزدوروں کے جبری مشقتوں پر تعلیمی اور فلاحی مہم کا آغاز کر دیا ہے۔

- 170 نیشنل سکولز کے چارجے ہیں
- 170 نیشنل سکولز کے چارجے ہیں
- 30 سکولز کا قیام پانچ اضلاع میں ہے
- 30 سکولز کا قیام پانچ اضلاع میں ہے
- 30 سکولز کا قیام پانچ اضلاع میں ہے
- 30 سکولز کا قیام پانچ اضلاع میں ہے
- 30 سکولز کا قیام پانچ اضلاع میں ہے
- 30 سکولز کا قیام پانچ اضلاع میں ہے

فلاحی مہم کے تحت ایس او اور مزدوروں کے جبری مشقتوں پر تعلیمی اور فلاحی مہم کا آغاز کر دیا ہے۔

ہال فری نمبر: 0800-33888

محکمہ محنت و انسانی وسائل، حکومت پنجاب

خادم پنجاب محمد شہباز شریف کا تعلیمی میلان میں ایک اور انقلابی اقدام

مزدور کا بچہ پنہاں گے گا...  
ترقی کا پھینکے آگے بڑھے گا

ادارہ جات کے مالکان سے فی کارکن **100/-** روپے سالانہ وصولی کا

یکم جولائی 2011ء سے از سر نو آغاز

سوشل سیکورٹی سے منسلک ادارہ جات کے مالکان پر لازم ہے کہ Education Case اور PESSI Education Case کو اپنی کارروائی میں لائیں تاکہ مزدور بچوں کی تعلیمی سہولتیں حاصل کر سکیں۔

سال بھر میں صرف **100** روپے کی معمولی رقم کی ادائیگی کارکنان کے بچوں کی تعلیم کے یکساں مواقع کی ضمانت ہے

آپ کے بچوں کی تعلیمی سہولتیں حاصل کرنے کے لیے ہال فری نمبر پر رابطہ کریں

محکمہ محنت و انسانی وسائل، حکومت پنجاب

ناپ تول میں کمی  
قانونی و اخلاقی جرم

پیمائش کے آلات ہمیشہ درست رکھیں



ہر شہری کو کسی بھی قسم کے شک کی صورت میں پیمائش کے آلات کی جانچ کا حق حاصل ہے۔

ناپ تول میں کمی کرنے والوں کے خلاف سخت کارروائی عمل میں لائی جائے گی

ہال فری نمبر: 0800-33888

محکمہ محنت و انسانی وسائل، حکومت پنجاب

# Annual Report Activities 2011



**Centre for the Improvement of Working  
Conditions & Environment  
Directorate General of Labour Welfare Punjab**

Industrial Relations Institute Lahore

Bounded Labour Cell

Provincial Child Labour Unit Punjab

Gender Unit Punjab

Labour Market Information Cell



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