

# PAKISTAN LABOUR



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## Sindh Labour Conference 2017

# Labour leaders demand social protection for all

National Labour Council (NLC) in collaboration with Sindh Labour Solidarity Committee and Pakistan Institute of Labour Education and Research (PILER) organized a the two-day Sindh Labour Conference at PILER Center, Karachi on August 12 and 13, 2017.

Senate Chairman Mian Raza Rabbani was the chief guest on first day of the conference, where as prominent speakers included Chairman, National Commission for Human Rights (NCHR) Justice (Retd.) Ali Nawaz Chowhan; Rasheed A. Razvi, President of Supreme Court Bar Association; Justice (Retd.) Majida Razvi, Chairperson, Sindh Human Rights Commission; Khurshid Ahmed, General Secretary of All Pakistan Workers Confederation; Abdul Latif Nizamani, Convener of National Labour Council; Karamat Ali, Executive Director of PILER; Convener of Sindh Labour Solidarity Committee Habibuddin Junaidi; Secretary of provincial labour department Abdul Rasheed Solangi. Trade unions, labour and peasants leaders attended this conference in a large number.

On the last day of the labour conference six groups of participants were formed to make recommendations which would be submitted to Sindh government for inclusion in the forthcoming provincial tripartite labour conference.

A set of recommendations were prepared at the end of the conference included demand for reservation of the seats for workers and nomination of labour leaders by political parties on

general elections; to provide universal social security facilities to all citizens; making all the labour laws according to the International Labour Organisation (ILO) Conventions and Constitution of Pakistan; removal of all exclusions; implementation of labour laws on all sectors; Provision of appointment letter to all employees and abolition of third-party contract system as it is exploitative in nature.

A major demand of the workers was to appoint new labour inspectors according to proportion of factories and half of them must be women.

The participants expressed concern over absence of proper data about trade unions, their membership in Sindh and underlined the need to conduct an extensive survey to ascertain the existence of trade unions.

They demanded to set up Hari courts at district level to hear the cases related to Sindh Tenancy Act. They also called for making rules of business for registration of trade unions by agriculture workers and fishermen under the Sindh Industrial

Relations Act 2013.

The workers demanded the government of Pakistan to ratify the ILO Conventions regarding Home Based Workers and Domestic Workers. The Sindh government has already made a policy regarding Home Based Workers, but it has yet to be announced. They demanded immediate announcement of the Policy and making relevant legislations regarding home based workers.

Senator Raza Rabbani said the democratic forces are weaker in Pakistan, as poor and workers cannot reach to the assemblies because current parliamentary system allows only feudal and capitalists to contest elections. For MNA or Senator's seat one needs crores for election campaigns.

He said the Industrial Relations Act (IRA) was a better law than IRO 2002 in which idea of trans-provincial unions was introduced in IRA 2011. Balochistan High Court has accepted the idea of trans-provincial union. "If you need any change, we can introduce amendments in IRA 2011."



Senate Chairman Raza Rabbani is speaking at Sindh Labour Conference

## Demand for 33% seats in parliament for workers

## Petitioners welcome SHC verdict in police reforms case

Civil society and human rights activists on September 7 expressed their satisfaction on the verdict announced by Sindh High Court in a Constitution Petition in Police Reforms case and expressed the hope that the provincial government would also accept it. They urged the police to help citizens maintain law and order and provide security to the public.

Addressing a joint press conference at Karachi Press Club Karamat Ali, flanked by Mahnaz Rahman, Resident Director of Aurat Foundation, Khateeb Ahmed from Shehri, Saeed Baloch, General Secretary of Pakistan Fisherfolk Forum, Mir Zulfiqar Ali, Executive Director of Workers Education and Research Organisation and Shireen Khokhar of Human Rights Commission of Pakistan said that although the Sindh High Court has not accepted their plea to declare the Police Order 1861 null and void, we are happy that the court has given a historic verdict regarding police reforms and restored the powers of Inspector General. "Onus is now on the Sindh government to introduce police reforms in province," he added.

Karamat Ali pointed out that petition has accepted the provincial assembly's powers to make any laws. It has also mentioned that under the Sindh Government Rules of Business 1986 the tenure for IG is five years. However, the court has also endorsed that the provincial government has the powers to reduce the tenure. However, the tenure should not be less than three years, he added.

The Court also ordered Provincial Government to make rules in which Inspector General's autonomy of command and independence of operation is ensured, in the meanwhile no transfers and postings of police force will take place without Inspector General's order.

We call upon the Inspector General and all officers under him to now exercise the autonomy of command and independence of operation for de-politicizing the police, to make all efforts to address citizens complaints against the police and to ensure that the only sole purpose of the police is to serve the people of Sind, specifically safeguarding their life and liberty.

Civil society activists has expressed serious concern over the draft law for electoral reforms, passed by the Parliamentary and demanded to include provisions for ensuring adequate representation to the workers, deprive communities, minorities and women. Addressing a joint press conference at Karachi Press Club on July 20, 2017 the civil society, human rights and labour rights including Karamat Ali of Pakistan Institute of Labour Education and Research (PILER), Habibuddin Junaidi of

Sindh Labour Solidarity Committee, Mahnaz Rahman of Aurat Foundation, Saeed Baloch of Pakistan Fisherfolk Forum (PFF), Farhat Perveen of NOW Communities and others demanded to reserve 33 percent seats for workers, 33 percent seats for women.

The present law is an attempt to maintain status quo as the electoral reforms has kept workers and common people out of the parliament. He said under the current electoral system workers cannot reach at parliament, said said Karamat Ali.

He pointed out that the civil society had submitted a set of recommendations in the form of Memorandum when the parliamentary committee headed by Ishaq Dar. "None of those recommendations have been included," he said.

Pakistan being a multinational federation, the parliament ought to be so constituted as to ensure fair and adequate representation to all the people of all the federating units. Similarly, fair and adequate representation must be guaranteed to the marginalized and disadvantaged sections and groups such as: workers, peasants, women and those labeled as "minorities or non-Muslims".



# Fifth anniversary of Baldia fire incident observed

On the occasion of fifth anniversary of deadly industrial fire incident of Pakistan at Ali Enterprises in SITE Baldia area, Karachi, in which over 250 garments workers lost their lives, Pakistan Institute of Labour Education and Research expressed serious concern on the prevailing worse health and safety conditions in the factories and other work places in Pakistan, despite provincial governments' assurance to ensure safety of workers.

power to advocate for their rights, therefore, after the incidence of Ali Enterprises, PILER and other supporting organisations decided to file the petition in court. Some of the reports by government's bodies presented before SHC indicated that the Ali Enterprises garment factory was not registered with labour department, Sindh Social Security Institution, Employees Oldage Benefit Institution, SITE Limited, building control authority etc.

Jafery to disburse the immediate relief amount. The Commission through a lengthy process scrutinized the claims and ascertained the share of each member of victims' families. The amount was later distributed among the victims through Sindh High Court's Commission.

As a part of the agreement with PILER, the KIK also paid USD 5.15 million as long term compensation for the victim families. For this purpose International Labour Organization (ILO) provided technical support in ascertaining the amount for long term compensation. Formal agreement was signed by the German retailer KiK, IndustriALL Global Union and the Clean Clothes Campaign on September 9, 2016.

The amount was later transferred in the accounts of ILO head office. The long-term compensation payment procedure is yet to be finalized by ILO office in Islamabad as initial meetings of the Oversight Committee for disbursement of pension/long term compensation to the victim families has already held in Karachi during August 2017.

It is hoped that the ILO in consultation with Oversight Committee will come out with the procedure of payment of long term compensation. The long-term compensation payment would be effective from January 2017.



In a statement issued on 11th September 2017 PILER expressed its resolve to struggle for safe work place in Pakistan. It demanded to ensure effective labour inspections of all work places under the Factories Act.

PILER pointed out that the fire incidence in Ali Enterprises occurred due to lack of occupational health and safety measures. All Exit points were closed down and people died inside the factory as they were trapped in the building. Ali Enterprise was an example but there are so many factories in Pakistan without compliance on the health and safety laws including effective labour inspection.

In Pakistan only one percent of labours are unionized, which means labours doesn't have the

In the meantime, PILER came into contact with KIK Textilien, a German firm was the major buyer of the products being made in Ali Enterprises. The German and Pakistani media helped PILER to raise the issue in both Pakistani and Germany media. The Clean Clothes Campaign, a network of labour supporting organisations facilitated PILER's negotiations with KIK over immediate and long term compensations for the victims' families.

As a result an agreement between PILER and KIK signed in December 2012 and the company paid US\$ 1 million as immediate compensation. PILER approached the Sindh High Court, which constituted a Judicial Commission led by Justice (retd.) Rahmat Hussain

## Appeal for contribution

All trade unions, federations and labour support organizations are requested to contribute news and press releases for publication in Quarterly Pakistan Labour. Please send your contributions at [piler@cyber.net.pk](mailto:piler@cyber.net.pk) or on PILER Centre's postal address.





## SINDH LABOUR CONFERENCE 2017: PICTORIAL REVIEW



# Mine workers work sans health, safety measures

Representatives of trade unions, labour supporting organisation, government's labour and mineral departments and ILO representatives and experts of health and safety were unanimous in their views that mine workers in Pakistan are working in very dangerous conditions as there are inadequate occupational health and safety measures at mines, mostly located in Balochistan and Sindh.

They were speaking at a seminar "Status of occupational health and safety in the mineral mines sector", jointly organized by National Labour Council and Pakistan Institute of Labour Education and Research (PILER) at PILER Centre in Karachi on November 11, 2017.

Ms. Ingrid Christensen, Country Director of International Labour Organisation (ILO); Abdul Rashid Solangi, Secretary Labour and Human Resource Department, Government of Sindh; Syed Irshad

Ayoub Baloch, Ex-Secretary, Government of Balochistan; Dr. Asad Jamal, Expert in Health and Safety; Mr. Habib ud din Junaidi, Convener Sindh Solidarity Committee; Mushtaq Lashari, Third World Solidarity Centre, UK; Nazim F. Haji a representative of employers; Mehrban Shah and others.

"Workers have to face inhuman conditions, where they work as bonded labour, they are not allowed to join trade unions and they are barred from contacting to their families," said Mr. Ayoub Baloch a former Secretary of Labour, government of Balochistan. A large number of workers come from Swat because mining is a hard work and there are meager employment opportunities in their areas.

ILO Country Director said: "We know mining is a very dangerous sector besides fishing and construction sectors." From time to time accidents in mines are report-

ing occupational health and safety bill has been drafted and tabled in Sindh Assembly, which would hopefully be passed during the current session. He said Sindh has a credit to have passed the largest number of labour laws in Pakistan after 18th Amendment.

Regarding measures for welfare of mines workers, he said a New Mining Labour Welfare Board would be constituted very soon, which would have true representations both from employers and employees, he added.

Convener of National Labour Council Abdul Latif Nizamani expressed concern over delay holding the provincial tripartite labour conference and hoped that it would soon be held.

Speaking on the occasion Sultan Ahmed Khan, President Labour Federation of Pakistan said that instead of decreasing, the accidents in coal mines are increasing because the workers are weaker and the government is not serious in protection of workers.

Qamoos Gul Khattak, General Secretary of Muttahida Labour Federation (MLF) said that coal mines in Balochistan are more dangerous than coal mines in Sindh because the gas present in the Balochistan coal mines is more explosive than Sindh, he added.

Convener of National Labour Council Abdul Latif Nizamani said that provincial government will soon host tripartite labour conference, which is already delayed.

Chief Mining Inspector of Mines Department, Government of Sindh Syed Irshad Ahmed said that mines workers have no voice as mines are located in far flung areas. Their working conditions are difficult, he added.



Ahmed, Chief inspector, Mines and Mineral Department, Government of Sindh; Qamos Gul Khat-tak, General Secretary, MLF; Sultan Khan, President All Pakistan Labour Federation; Ms. Zulekha Zar, Ex-Principal NILAT; Mirza Shahid Baig, Consultant Labour Relations, PILER; Mr.

ed in media. She pointed out that there are many problems in mines like high temperature, noise of machines etc. and workers have to face them.

Secretary, Department of Labour and Human Resources, Government of Sindh Abdul Rasheed Solangi said that a new law regard-



# Citizens' group prepares charter of demands for Police Reforms

Civil society, human rights, women rights and citizens' rights groups at a press conference at Karachi Press Club on October 20, 2017 released a "Citizen's Charter for Police Reforms" demanding various reforms in police department, which would be presented to the Inspector General of Police, Sindh A. D. Khawaja.

The Citizens Charter is divided into two sets of demands from IGP – for the common citizens and for the police personnel. The Charter is made after a lengthy process of consultations just after the landmark decision of Sindh High Court (SHC) regarding police reforms, under which the IGP has been asked to make necessary changes in police department according to the relevant law, that is, Police Act 1861.

The Charter demands that a Provincial Public Safety Commission/Ombudsman should be established. The Human Rights Cell (established under Standing Order 235/2009) should be activated in each district, it should issue monthly reports (especial focus on extra judicial killing and enforced disappearances), citizens (minimum 5 citizens) be made members of the cell.

Another demand from the citizens included e-filing for launching of complaint be allowed and a reference number be issued to the complainants.

All investigations should be conducted in a transparent and efficient manner and all funds allocated should be made available

to IOs, who should be made accountable.

Foot patrolling and women and minorities should be inducted in the police force at all levels, as per the 5 % quota allocated to them under the Law. Every citizen arrested has a right to dignity and privacy under the Constitution. Conditions of lock ups including sanitary services should be improved.

Assets of Police officers and inquiries and their results against police officers should be posted on the police website.

A special unit should be created to monitor the progress in all cases relating to complaints of violence against women, children and minorities.

Security should be provided to the Minorities' places of worship by the police officers belonging to the same minority. As per the Supreme Court Judgment of Justice Tassaduq Hussain Jilani, regarding the safety of the Minorities' Places of worship. (PLD 2014 SC 699).

A set of recommendations has been prepared for taking measures for welfare of police personnel. A demand said police budget for each

police station should be put on Police Website.

Issues regarding the Annual Confidential Report (ACR) should be addressed, as police officers take little or no interest in writing the ACRs of their subordinates. Delayed ACRs bring down morale. Retired police personnel and the families of martyred Police should be paid with their dues on time. Living conditions of police personnel be at par with other government service departments. Working conditions of police personnel should be brought in conformity with Pakistan's Law and International Standards.

Dignity of police personnel and their families should be established; i.e. access to education, healthcare for their families and decent living; all police personnel injured should have access to the best healthcare as is available to armed forces. All police personnel should undergo regular medical check ups.

Promote the concept of community policing at police station level. Performance of the community policing will be part of ACR of SHO.



# PAKISTAN LABOUR

## National Labour Council

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### About National Labour Council

National Labour Council (NLC) is a representative body of trade union, federations, labour supporting organizations and workers representative formed after a consultation held in Karachi on 7th November 2016.

Mr. Abdul Latif Nizamani, President Pakistan WAPDA Hydro Electric Union as the Convener of the Pakistan Labour Council, and Mr. Karamat Ali, Executive Director PILER, was appointed NLC's Secretary. It was a collective wisdom of the labour based organizations and trade unions to launch a common platform to initiate a joint struggle against the deteriorating conditions of labour in the country.

National Labour Council will further stride to resolve the issues of workers across the board, an essential requirement in these tough times. It has plans to organise several meetings and events covering generally the labour issues but specifically the issue of labour rights.

This newsletter is an effort of National Labour Council to publish activities of its members.

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## Seminar on GSP Plus and Labour Rights

Representatives of the employers, employees, government, human and labour rights activists and civil society representatives have expressed their serious concern on violation of human and labour rights non-implementation of the international conventions regarding human, labour rights, environment protection etc.

Speaking at a multi-stakeholders consultation on Human Rights Treaties and Core Labour Rights, organized by Pakistan Institute of Labour Education and

only 1.6 million workers are registered with Social Security Institutions in Pakistan out of 61 million labour.

Dr. Tanveer, Secretary of Human Rights department, government of Sindh Dr. Tanveer Ahmed Qureshi said that after 2012 UPR Pakistan has implemented almost all (99 percent) the recommendations given by the UN member countries. Regarding implementation of 27 Conventions

Majid Aziz, President of Employers



Research (PILER) at a local hotel on November 1, 2017 the speakers said Pakistan has to present its performance in the forthcoming Universal Periodic Review (UPR) by United Nations Human Rights Council on November 13, 2017 and European Union's second review on Generalised Scheme of Preferences (GSP) Plus facility under which Pakistan exports its products duty-free in all EU member countries.

Speaking on the occasion, Ms. Anis Haroon, Member of the National Commission for Human Rights said that whenever Pakistan's reviews of many Human Rights Conventions have been made, it was indicated that there was no seriousness in the government department. But on the other hand there was a lot of serious activities for report on GSP Plus compliance because in that economic interests are involved.

Karamat Ali, Executive Director of PILER said that labour laws are not implemented anywhere in Pakistan. He said every worker has a right of social security. Today

Federation of Pakistan (EFP) said our government machinery ratifies the conventions to show the world a soft image. Our political leadership and institutions actually do not have a will to implement these conventions.

Zulfiqar Shah, Joint Director of PILER: UPR is going to happen on 13th November. Last held in 2012, in which Pakistan received 167 recommendations, but no progress was made much after four years.

Iqbal Detho spoke on Human Rights conventions. Human Rights Council has two procedures including Special Public Procedures and Advisory Committee.

Gulfam Memon, Joint Director of Department of Labour and Human Resources, Government of Sindh out after 18th Amendment provinces got opportunity to made their own laws. IRA 2013, Sindh Minimum wages Act 2015. We have made some changes in all these laws including expansion in definitions. Penalties have been revised and rationalized. Anti-discrimination clauses have been made in the laws.