

Research Study

Pakistan Labour Movement

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CHAPTER 1

THE EMERGENCE OF TRADE UNIONS

Pakistan at a glance

Pakistan came into being, in 1947, as British colonial rule ended with a division of India into two countries. Pakistan, at its birth, comprised of two wings: East Pakistan and West Pakistan. The Eastern wing, in 1971, declared independence and became Bangladesh.

Comprising 778,720 sq. km. of land, Pakistan is a thickly-populated country of 170 million, according to CIA World Fact book. With Islamabad as capital, Pakistan is a federation of four provinces: Punjab, Sindh, NWFP (renamed in 2008 as Pashtoonkhwa) and Balochistan. Karachi, Lahore and Faisalabad are three largest towns both in terms of population and industrial base. Official language is English while Urdu is national language. Punjabi, Sindhi, Pashto and Baluchi (besides a dozen other languages) are spoken in above mentioned provinces, respectively. Literacy rate is 49.9 Percent (male: 63%, female: 36%).

Roots of trade unionism:

The trade union movement in Pakistan, at the outset, was a continuation of social conditions and workers' struggle going on in 'British India'.

At its birth in August 1947, Pakistan inherited only 9 % (see Zafar) of the total industry in British India. These industries were concentrated in few urban centers, employing workers in not very big numbers. Hence, from the beginning, the trade union lacked a strong base to build on. In 1947, in a population of 75 million, only 0.63 % (482,000) were industrial workers i.e. 63 workers per 10000 persons. (see PWF)

Kind of industry	No. of workers
Workers in factories	181752
Mines workers	9413
Railway workers	135000
Dock workers	15000
Shop workers	16000
Workers on ships	125000
Total Workers	482,165

Table above shows numbers of workers, industry-wise, in 1949 (see PWF)

A workers conference was organized by India's colonial government in October 1946 almost a year before the independence of Pakistan. The conference was aimed at improving the working conditions for the workers. The recommendations of this conference were later adopted by the Government of Pakistan lock, stock and barrel at a tripartite conference held in 1949. These recommendations promised minimum wages, social security, establishment of employment bureau and workers' insurance (see Ali).

Similarly, after the independence, the government in Pakistan went ahead with colonial British legacy. It adopted pre-independence legislation on labour disputes. The Trade Union Act 1926 was adopted in letter and spirit as Industrial Disputes Act 1947.

Under this Act, freedom to form a trade union was granted. However, the rights to strike and lockout, before negotiations, were denied.

There were two main organisations in colonial India organising industrial workers: All India Trade Union Congress (AITUC), affiliated with the left-wing parties, and Indian Federation of Labour (IFL), with reformist tendencies. After independence, the AITUC's successor renamed itself as Pakistan Trade Union Federation (PTUF) and became an affiliate of World Federation of Trade Union (WFTU). The IFL successor in Pakistan organised itself as Pakistan Labour Federation (PLF), later renamed as All Pakistan Federation of Labour (APFOL). The APFOL affiliated itself with the International Confederation of Free Trade Unions (ICFTU) in 1951. There were relatively strong trade union currents among workers of railways, post, seaport, textile, airport, and in some cases cement factories.

In 1959, after the imposition of first military rule, the Industrial Dispute Act 1947 was replaced by the Industrial Disputes Ordinance 1959. This Ordinance 'followed the structural pattern of the Industrial Disputes Act 1947 but fundamentally changed the underlying policy of the legislation and also curtailed drastically the right in respect of collective bargaining and the formation of trade unions' (see Ali). Besides a ban on strike in public utility services, employers were also granted the right to hire and fire the workers.

A mass movement humbled the military ruler General Ayub Khan and he resigned on March 25, 1969. He was replaced by another military ruler, General Yahya Khan. He promised fresh general elections on the basis of universal suffrage and labour reforms. In July 1969, after a tripartite national conference, a labour policy by the name of Industrial Relation Ordinance 1969 (IRO1969) was announced.

The IRO 1969 promised to create an environment in which both the employers and the workers could work together to achieve greater productivity. It allowed the freedom of association for all workers and stressed specific measures concerning trade unions, conciliation and arbitration, settlement of disputes, industrial relation, collective bargaining in the public sector, minimum wages, workers' welfare fund, workers' housing, occupational health and safety. Changed political milieu and improved legislation under IRO 1969, led to an increase in the numbers of registered trade unions. From 1500, it jumped to 8600 soon after the promulgation of IRO 1969 (see PWF)

Following the first general elections in 1970, first ever democratic government was formed by Pakistan Peoples Party (PPP), led by Zulfikar Ali Bhutto. The government of Zulfikar Ali Bhutto announced 22 points ambitious industrial policy in 1972.

Workers participation in management of industry.

Auditor's appointment by workers in factories.

Increase in workers' share in profits from 2.5% to 4% under companies profits (workers' participation) act.

Shop stewards in each factory department.

Labour court decisions in 20 days for individual cases.

Workers council to deal with all matters that can go before labour courts.

Either workers or employers permitted to take matters to the labour court

Three day strike notice to be considered sufficient.
Lower supervisory levels in banks to be included in the definition of “workman”.
Every retrenchment and termination order to state reasons in writing.
Bonus payments compulsory and linked to profits.
Payment of wages act, 1936 and West Pakistan industrial and commercial employment (standing orders) ordinance. 1968 applicable to all contractors.
Providing funds for workers’ housing under the workers’ welfare fund ordinance, 1971.
Free education up to matriculation for one child per-worker by the employer.
Workers’ 2% social security scheme contribution dropped, employer contribution raised to 6%.
Provision for old age pension.
Compulsory group insurance against death and injury for off-duty workers.
Extension of social security to domestic servants.
Revision of safety measures and workmen’s’ compensation against death and injury laws.
Introduction of group incentive scheme.
Creating a quasi-judicial body to promote genuine trade unionism to help in formation of union and federations (industry wise and the national level) and to deal with victimization cases and unfair labour practices.
Eventual linking wages to prices but no immediate increase in cash wages.

(see PWF)

Since the socialist-PPP came to power riding a popular mass movement and a promise to improve the lot of workers, hence workers had pinned lots of hopes in the 'People's government' as Zulfikar Ali Bhutto would refer to his government.

The Bhutto government, initially, introduced a numbers of pro-people reforms. A nationalisation drive coupled with land reforms swept across Pakistan. But measures, nationalisation and land reforms, were half hearted, according to the critics.

The labour legislation introduced by Bhutto was not implemented in practice. As the disillusioned workers began stretching muscles, the 'Peoples government', turned to high handed methods to curb the trade unionism. An important struggle, in this regard, unfolded and met a bloody end in textile sector. The textile workers in Karachi went on strike in 12 different but major textile units in January 1972 (see Riffat, also Sabur).

The PPP leadership though lent verbal support to the strike yet acted otherwise. A workers' demonstration at Ferooz Sultan Mills in Karachi's SITE neighbourhood, was fired at by police leaving 11 workers, including a woman and a child, dead. Another 70 workers sustained bullet injuries while dozens others, including union leaders and activists, were arrested.

To effectively protest against this police high handedness, eight workers' bodies joined hands to form Workers Organising Committee (WOC) in Karachi and launched a country-wide campaign. In another such incident, protesting workers were shot dead in Landhi industrial area of Karachi on October 1972. Bhutto government's iron-fisted handling of trade union movement, soared the relations between PPP and workers (see Karamat).

In 1977, General Ziaul Haq imposed a new military rule thus first democratic period ended and all political and trade union activities were now banned.

The new regime deprived workers from their due rights and restricted strikes and lockout and banned union activities in industrial and financial organisations like PIA, PTV (state TV), and Security Printing Press. Establishment of Export Processing Zones was announced in 1980 which started to work in 1982. In these zones majority of workers were women, having no legal rights. In 1985, under the shadow of military regime a political assembly was come in to being which raised minimum wage from 1000 rupees to 1500 rupees. But as a whole the

period from 1977 to 1988 was an era of repression, ruthlessness and very coercive for the labour right movement.

There was a dynamic democratic struggle against the military rule and trade union activists played pivotal role along with other democratic forces of the country.

The journalists, on the platform of Pakistan Federal Union of Journalists (PFUJ), took the lead. They were arrested and four of them were even lashed.

In May 1979, 7,000 workers at Karachi Ship Yard, on the call of a union affiliated with PTUF, went on strike. The 90-day long strike became the longest ever strike in Pakistan's history of industrial disputes. The military regime, in reaction, dismissed 7000 workers.

Another important strike was observed by the Port Trust Workers Organization (PTWO) in November 1979. The workers won all their demands.

Teachers, on the issue of privatization of schools, in 1982, launched a country-wide campaign. Similarly, hospital workers went on strike in 1982. The strike was led by the Sindh Doctors Action Committee (see Ogieve).

In August 1988, death of General Ziaul Haq in an air crash paved the way for democracy. The PPP, now led by Benazir Bhutto, was back in power. Until 1999, when General Musharraf imposed yet another military rule, Benazir Bhutto and her rival Nawaz Sharif, heading his own Muslim League, both got two stints in power.

This democratic period did not benefit the trade union movement. The process of privatisation led to an increased joblessness among workers while the trade union lost in numbers. 'By 1996 some 85 per cent public sector industrial units had been privatised' and 'after the process of privatisation trade union membership has decreased from 870,000 in 80s to 296,257 in 1999'. (see Khaliq) .

In 1999, after the imposition of military rule by general Musharraf, trade union rights were severely curtailed. The regime introduced IRO 2002, without the consent of trade union movement in 2002. This ordinance restricted the possibilities for unionisation. For instance, at any plant or factory where worker are less than 20 in numbers, they can not organise themselves in a union. The workers' right to get stay order from the national Industrial Relations Commission (NIRC) has been denied. The right to hire and fire has been handed down yet again to the employers. The labour courts' right to reinstate a terminated worker has been denied. Now a labour court is authorised to order a compensation of 12 to 30 salaries. The IRO 2002 is designed to secure the interests of the employers. According to this ordinance, imprisonment of employers is abolished.

A new bill, Working Hours Amendment Bill 2006-07 was passed as part of the Finance Bill in June 2006 by the federal parliament that increased working hours from 8 hours to 12 hours while woman workers were denied the right to refuse work during night shifts. The contract system was legalised.

The regime continued with privatisation of all-important industrial, educational, health and financial institutions with out any legal authority.

The trade unions, meantime, have offered resistance to anti-unionisation policies of military government and the privatisation drive. Telecommunication workers went on strike against the privatisation of Pakistan Telecommunication Limited (PTCL). Similarly, the privatisation of Pakistan Steel Mills (PSM), Karachi Electricity Supply Corporation (KESC) and Karachi Shipyard was resisted by the workers of respective units. In case of PSM, the Supreme Court ordered the cancellation of privatisation following a valiant struggle by a section of trade unions at the PSM (see Khaliq).

CHAPTER 2

TRADE UNION MOVEMENT TODAY

Trade union movement in Pakistan is going through a crucial period at the moment. On one hand, IRO 2002 has deprived the workers of the rights they used to enjoy. On the other hand, privatisation of public sector entities has rendered 0.8 million workers jobless (see Khaliq). The trade union leaders and activists are often the first priority when it comes to laying a worker off. In this scenario, the labour movement is standing at very fragile grounds. However, the trade union movement has come a long way since 1947 despite all the hurdles. In terms of numbers, for instance, it has achieved a certain degree of success. There were 209 registered unions in 1951 with 393,137 members. There were 7530 unions, with a membership of 1.3 million, in 2007 (this figure represent initial figure given by unions at the time of registration. Subsequently as membership grows, labour department dose not up date its record on the basis of revised reports furnished by unions each year). It is estimated that the present average membership per union stands at 144 as compare to 1881 in 1951.

Number of unions	Membership	Year
209	393,137	1951
708	350,604	1960
2522	735,620	1970
6551	869,128	1980
7080	952,488	1990
7220	1,009,897	2000
7530	1.3 million approximately	2007

(see PWF)

Unions registered with NIRC

S.No	Industry	No of Union	Number of Members	No of %
1	Bank Workers	48	19599	4%
2	Communication Workers	54	300904	54%
3	Eng/Mechanical Workers	19	140816	25%
4	Mines Workers	4	11310	2%

5	Oil & Gas Workers	15	18757	3%
6	Shop Workers	5	657	0%
7	Workers Factories	48	22180	4%
8	Others	84	41432	7%
	Total	277	555655	100%

Combined Bargaining Agents (CBAs):

As per data collected by provincial Labour departments in 2007, of the 7,318 unions registered with the departments only 2,688 have Collective Bargaining Agent (CBA) status (see table below for CBA unions province-wise).

This is perhaps because of pocket unions controlled by the management for creating hurdles and obstacles in the way of genuine trade unions. The provision allowing more than one union in the law is also responsible for this. It may be noted that in Pakistan the work force opts mostly to work with the CBAs. Once a trade union wins this status more than 90% of the union members join the CBA union. Anyhow, an important point is that even the average membership of CBA remains low and this factor is mostly marked in textile, banking, municipalities and food sectors.

CBA Trade Unions in Pakistan		
Provinces	Number of Unions	Total Membership
Sind	1,528	233,786
Punjab	456	106,681
N.W.F.P	300	384,657
Balochistan	124	21,117

Islamabad	280	55,062
Total in Pakistan	2,688	801,303

(see NIRC)

The Informal Economy and Women workers Situation

S.No	Name of Union	Overall %	Male %	Female %
1	Legislators, Senior Officials and Managers	35	27.9	7.1
2	Professionals	3.3	1.8	1.5
3	Technicians and Associate Professionals	16.6	3.4	13.2
4	Clerks	13.6	10.4	3.2
5	Service Workers and Shop and Market Sales Workers	0.4	0.3	0.1
6	Skilled Agricultural and Fishery Workers	0.5	0.2	0.3
7	Craft and Related Trade Workers	86.5	27.4	59.1
8	Plant and Machine Operators and Assemblers	7.9	7.4	0.5
9	Elementary Occupations (Unskilled)	36.2	21.2	15
	Total %	200	100	100

(see GoP)

Informal sector work means home-based work. Home based workers are those, who are engaged in the production of goods or services for an employer (Vendor) or person or agent in an arrangement whereby the work is carried out at the place of the workers own choice, in fact workers own home.

The term was introduced by the ILO in 1970. There is a convention called “Home Work Convention C 177” that suggests to recognise home-based workers as labour and this convention demands protection of their legal and social rights.

The formal sector is rapidly assuming the form of informal sector in Pakistan like elsewhere in the world. The informal sector has grown 8 to 9 times since 1978 – 79.

Employment in the informal economy went up from 70 percent in 2003-4 to 73 per cent in 2005-6.

In 2005-6, 36.54 million people were employed in the informal sector and excluded from labour legislation compared to 13.5 million in the formal sector of whom a significant number is excluded under the IRO 2002. The main informal sectors are textile, power looms, brick kiln and glass bangle manufacturing (see Shahrukh, Saba & Sajid, also Zehra , Saima & Nasir).

The women workers in their millions, in particular, constitute the informal sector. They are engaged in informal sector especially in home based work both in towns and countryside. Their wages are extremely low, they have no job security, they work long hours. On top of that, legally they are not recognised as workers.

After independence, Pakistan become a member of ILO and is signatory to more than 30 different ILO conventions including Home Work Convention C177 but has not ratified it.

Formal and informal-sector workers

Sector	Total	Men	Women
Formal	27.1%	27.3	25.8
Informal	72.9	72.7	74.2
Urban			
Formal	29.0	28.8	30.9
Informal	71.0	71.2	69.1
Total	100.0	100.0	100.0

(see GoP)

There are about 50 million home based workers in South Asia. In Pakistan, women constitute 30 per cent of the total labour force. The female labour force, majority in informal sector, has grown at an average annual rate of 16.7 per cent over the last 15 years. 65% of all women workers are home-based. In 2000, 35% of all women workers were home-based workers while this percent age had reached 51% by 2005 (this is the latest available figure until September 2008).

In Pakistan, the home-based workers are mainly engaged in garments, Beedi, bangles, incense, gem cutting, food items like pickle, handlooms, carpet weaving, lace, handicrafts and clay pots .

CHAPTER 3

UNIONS' STRUCTURE IN PAKISTAN

In Pakistan, the basic unit of workers organisation is union at plant or factory level. If a factory is situated at one place and has no other branch, the workers in this case form their union and get it registered at provincial level. In case, a factory has more than one manufacturing units, the union is registered with National Industrial Relation Commission (NIRC) at federal level. However, sector-wise unions and federations also have to register themselves with the NIRC.

According to IRO-2002, every union has to affiliate with a national-level trade union federation. The federation, in turn, must be registered with the NIRC. Any trade union federation, having affiliates in three provinces out of country's four provinces, is entitled to a registration certificate by the NIRC.

Some national-level federations formed a confederation, in 1995. But there is no law to register the confederation at any level (See Annexure for a list of trade unions registered at NIRC).

TRADE UNION CONFEDERATION

In 1995, six national level trade union federations namely All Pakistan Federation of Trade Unions (APFTU), All Pakistan Federation of Labour (APFL), Pakistan Trade Union Federation (PTUF), All Pakistan Trade Union Federation (APTUF), All Pakistan Trade Unions Organisation (APTO) and Mutehida Labour Federation (MLF), joined hands to form the Pakistan Workers Confederation (PWC). Later, another six federations have joined the PWC. Now PWC consist of 12 national-level federations.

The PWC is not affiliated with any political party but certain component federations have political affiliations. Similarly, the PWC is not affiliated with any international organisation. But member federations have affiliations with global organisations and networks.

In a recent development, the PTUF, one of the 12 members, left the PWC and is in process to form another umbrella organisation for federations: Labour Confederation of Pakistan (LCP). The PTUF is in a process of negotiations with some small federations that are not affiliated with PWC.

TRADE UNIONS FEDERATIONS

There are 50 national-level trade union federations, representing different sectors and industries, registered with National Industrial Relation Commission (NIRC), Islamabad. These federations have a membership of 1,340,303. That is to say, 3% of the work force is organised in trade unions. Out of these, 50 registered federations, half of them are paper or yellow federations. There are 12 national-level labour federations. Here is the brief description of major federations:

PAKISTAN WORKERS FEDERATION (PWF):

The Pakistan Workers Federation (PWF) is a merger of three federations: All Pakistan Federation of Trade Unions (APFTU), Pakistan National Federation of Trade Unions (PNFTU), and All Pakistan Federation of Labour (APFOL).

These three federations were affiliated with the ICFTU. A unification process started in early 1990s. Hence, these labour federations met in Abbottabad, in July 1994, and signed a declaration known as Abbottabad Declaration. A number of joint committees were formed to implement unity. These committees were able to draft an agreed constitution for the new federation. Elections for the office bearers at different tiers of the federation were held. On 7th September 2005, the three federations held unification convention. A total of 422 unions are affiliated with PWF with a total membership of 880,192. Khursheed Ahmed is the general secretary of the PWF (see PWF).

Below is a brief about three federations merged in PWF

i. ALL PAKISTAN FEDERATION OF TRADE UNION (APFTU)

The All Pakistan Federation of Trade Unions (APFTU) was a national trade union centre in Pakistan. It was founded in 1947 and had a membership of 405762 at the time of merger.

It was a split from All Pakistan Confederation of Labour (APCL) that occurred in 1967. It was first called West Pakistan Federation of Labour. But in 1971, it was renamed as All Pakistan Federation of Trade Union (APFTU). It was affiliated to ICFTU (ITUC) in 1972.

Khursheed Ahmed, also on ILO Governing Body, was general secretary of APFTU. It had its head office at Lahore. This federation was one of the biggest national-level labour federations in Pakistan. It had affiliated unions and membership in many sectors particularly Wapda (Water and Power Development Authority), telecommunication, irrigation, textile, transport, gas, engineering, tanneries, ports, and banks.

ii. ALL PAKISTAN FEDERATION OF LABOUR (APFOL)

It was originally founded in 1948 and then became part of All Pakistan Confederation of Labour (APICAL). Following split in APCOL, it re-emerged as All Pakistan Federation of Labour (APFOL) and was affiliated with ICFTU in 1966.

Its founder was Rahmatullah Khan Durrani. Talib Nawaz was president; Zahoor Awan was general secretary of the federation. It had its head office at Rawapindi.

It had affiliated unions in sectors like textile, garments, municipalities, banking and insurance, media, construction, fertilizer, oil, gas and mining.

The membership, at the time of merger, was 313,675.

iii. PAKISTAN NATIONAL FEDERATION OF TRADE UNIONS (PNFTU)

The Pakistan National Federation of Trade Unions (PNFTU) was a national-level trade union centre. It was a member of the Pakistan Workers Confederation and was affiliated with ICFTU. Mohammad Sharif was its general secretary. It was founded in 1962 and was affiliated with ICFTU in 1964. It had affiliated trade union in textile, garment, education, transport, banking and insurance, automobile and engineering sectors. At the time of merger its membership was 160,755.

[ALL PAKISTAN FEDERATION OF UNITED TRADE UNIONS \(APFUTU\):](#)

The All Pakistan Federation of United Trade Unions (APFUTU) is a national-level trade union centre in Pakistan. It was formed in 1992 and has a membership of 183,000.

Previously, the APFUTU was affiliated with the World Federation of Trade Unions. At present, it has no international affiliation. It has its head office at Gujrat. Salman Riaz Chaudery is the president of APFUTU.

[ALL PAKISTAN TRADE UNION CONGRESS \(APTUC\):](#)

The All Pakistan Trade Union Congress (APTUC) is a national-level trade union centre. It is affiliated with the International Trade Union Confederation. Sarwar Khan is its president and Shoukat Ali is the general secretary with headquarters at Karachi. This federation is member of different global networks.

[ALL PAKISTAN TRADE UNION FEDERATION \(APTUF\):](#)

The All Pakistan Trade Union Federation (APTUF) is a national-level centre. It traces its roots in Pakistan Trade Union Federation (PTUF) formed in 1948. The PTUF was affiliated with left-wing political organisations. In 1972, following a split in Pakistan Socialist Party (PSP), giving birth to an off-shoot: Pakistan Workers Party (PWP), the PTUF went with PSP while PWP sympathisers formed All Pakistan Trade Unions Federation (APTUF). At present, APTUF has 240 affiliated unions. The APTUF is affiliated with the World Federation of Trade Unions. Gulzar Ahmed Chaudery is the general secretary. It has basis among railway workers and industrial districts of Punjab, particularly, Lahore. It has sister organisation, Women Workers Organisation (WVO), that organises women workers.

[PAKISTAN TRADE UNION FEDERATION \(PTUF\):](#)

The successor of AITU in Pakistan, as stated above, Pakistan Trade Union Federation (PTUF) was affiliated with the Communist Party of Pakistan (CPP). The PTUF was banned in 1951 along with CPP. Following the ban, it remained dormant for a long time. It was re-activated by the supporters of Pakistan Socialist Party (PSP) in 1971. The PTUF was affiliated with WFTU. It had bases in Sindh and the Punjab provinces. Trade unions from shipyard, food industries, local governments, garments and mechanical sectors were affiliated with the PTUF. It was regarded as left-leaning federation. In 1999, it suffered a split. Majority organised itself as National Trade Union Federation (NTUF). The split has rendered the PTUF pretty ineffective. Kaneez Fatimah, a leading woman trade unionist, is the president of PTUF. Its head office is located in Karachi.

[NATIONAL TRADE UNION FEDERATION PAKISTAN \(NTUFP\):](#)

The National Trade Union Federation (NTUF) was founded on October 1, 1999 with 50 trade unions affiliates representing the workers from sectors like agriculture, automobile, ship building, electricians, textile, garments, leather, chemicals, food and beverages, services, local bodies, printing, processing, transport, meteorology, polyester fabric and allied industries. The federation is registered with the NIRC as national-level federation. It has its head office in Karachi while regional offices at Hub, Othal, Quetta, Multan, and Lahore. Saleem Raza was the founding general secretary. Following his death in 2007, Ghani Zaman Awan was elected

in his place. At present, 123 trade unions are affiliated with NTUFP. It claims a membership of 104,000.

MUTAHIDA LAOBUR FEDERATOIN (MLF):

Mutehida Labour Federation (MLF) was formed with the merger of United Workers Federation, Joint Labour Federation and Balochistan Federation in 1988. Mutahida Labour Federation (MLF) has basis in Sindh and North West Frontier Province (NWFP). In Sindh, it has basis among miners and private-sector industrial workers. NWFP-based unions from textile and tobacco sectors are affiliated with MLF. The MLF had applied for affiliation with ICFTU but failed to get affiliated with ICFTU. It has among its ranks, a number of veteran trade union leaders. Currently, Gul Rehman is the president of MLF.

NATIONAL LABOUR FEDERATION (NLF):

It is affiliated with Islamist political party, Jamaat Islami. It was formed in 1968 under the leadership of Abbas Bawazir, Shafi Malik and Hafiz Iqbal. It is often commented by trade union activists that NLF was formed to check the growth of communist influence among the workers. It preaches fundamentalist religious views among the workers. For instance, it is opposed to celebrate May Day as an 'unIslamic practice'. It wants to observe Trenches Day/Yum e Khandak (to commemorate a war Prophet Muhammad fought) as a labour day. It has some basis among workers of mechanical industries, telecommunication, railways, and electricity department.

(see Khursheed)

DUES COLLECTION

All federations have their own criteria for dues collection. Some federations collect dues from affiliated unions either on the basis of their membership or status as collective bargaining agent (CBA) or non-CBA. Majority of federations collect dues on monthly basis. There is a common provision in the constitutions of all the federations that if any affiliated union fails to pay monthly fee, it ceases to have the status as an affiliate.

On union level, if a union has CBA-status, it receives monthly-fee drawn from the salaries of its members, transferred to the union account in the form a bank cheque, in line with legislation on labour practices as envisaged in IRO 2002. Other registered unions collect monthly fee from its members in cash. Monthly union fee varies from plant to plant level. Besides, there is a tradition of collecting fighting funds in case of different eventualities.

However, obtaining any data regarding money collection, fee-collection remains impossible as NIRC treats this information as classified while the unions refuse to make such information public.

INDEPENDENT UNIONS

According to IRO-2002, every registered union has to have an affiliation with a national-level federation which is registered with National Industrial Relation Commission (NIRC). But this legal obligation is not followed strictly. However, a majority of registered unions is affiliated with NIRC-registered federations.

There are two types of independent unions. One, supposedly affiliated with national-level federations but not following the legal practice. The others are the set of unions which registered them selves with NIRC on sector- basis. According to NIRC list, there number is

50 having membership of 85250. (For a list of independent and sector-based federations registered with national Industrial Relations Commission (NIRC), see Annexure A).

WOMEN WORKERS SITUATION

Women workers in Pakistan often face sexual harassment and discrimination. In a work force numbering 50.05 million, women constitute 10.8 per cent of the work force. 60.1 per cent of this female labour force is officially recognised in the informal sector (see GoP). These women workers produce the product worth of \$ 4 billion, according to a report published by daily *The Nation*.

There are host of NGO's working exclusively for women cause. The prominent ones are: Asha, Shirkat Gha, Aurat Foundation, Home Net Pakistan, WAR (War Against Rape). There are NGOs , that are not women specific but they also work for women cause. Sangi and Action Aid Pakistan are most prominent in this regard. The organisations working to organise the women workers, however, are an exception in Pakistan. Following three are national-level bodies striving to organise the women workers.

WORKING WOMEN ORGANIZATION (WWO)

Working Women Organization (WWO) is a women workers' organization working for factories' workers, commercial institutions' workers, home based workers and brick kilns' workers. WWO is a registered organization under the Pakistani law. Aim of WWO is to aware working women about their rights and to organize them so that they can get their rights through struggle.

Objectives of WWO are as under;

- To aware women about their basic human, economic and political rights.
- To develop awareness among women workers for trade union and organizing.
- To spread information among common people about problems faced by women and their needs.
- To provide legal help to women.
- To trained wome as leaders.
- To provide vocational trainings for women.

Activities of WWO;

- Training programs for women on basic human rights, family laws, labour laws and national and international affairs.
- Printing of posters and pumphalents on women issues.
- Publishing a newsletter on the issues of working women.
- Adult literacy centers for women.
- Research on problems of women workers.
- Organizing rallies, demonstrations and meetings on women workers issues.

WOMEN WORKERS HELP LINE (WWHL)

The Women Workers Help Line (WWHL) was established in January 2000. It is a national-level member-based organisation. It is an independent non-governmental organisation, registered under the societies Act (1860), with its secretariat in Lahore.

WWHL has over 1500 membership in 23 units in different districts of Pakistan. It has four-member regular staff in the secretariat. The WWHL has an organisational structure with 21-member general body and 7-member Executive Board. The general members belong to various professions and areas. The Executive Board is elected every two years at the general meeting and meets on quarterly basis. Since its foundation, it has been involved in campaigns regarding women problems; ranging from workplace difficulties to legal issues. The WWHL has also been organizing festivals, seminars, workshops and dialogues to highlight women issues and create awareness about constitutional, trade union and political rights of women. Its stated vision is: a socially just, economically equitable, politically aware and gender-sensitive society. It upholds the 'mission' to: create legal, political, democratic and trade union awareness among women, enabling them to play their effective political, economic and social role in promoting and strengthening democratic and trade union culture.

LABOUR /TRADE UNION BASED NGOS

I LABOUR EDUCATION FOUNDATION (LEF)

The Labour Education Foundation (LEF), a non-governmental organisation was established in 1993 under the name of Labour Education. The LEF was an initiative taken by several trade union activists in Pakistan in co-operation with like-minded trade unionists in advanced countries, particularly Sweden.

Its main objective is to provide intellectual input to trade unions and various civil society organizations advocating for rights of the workers. Furthermore, provision of education, trainings and development opportunities to the disadvantage segments of society have become its focal point. The Foundation, it claims, is not a traditional non-governmental organization but it is rather well knitted with the trade union movement.

It is a registered organization under Societies Act 1860. In 2004 it was re-named as Labour Education Foundation (LEF) instead of Education Foundation. Labour Education Foundation has 39 members General Body from 24 member organisations. An eleven member Executive Board is elected every two years at General Body meeting. Having offices in Lahore and Karachi, LEF has strength of some 62-member staff; 15 full time and 47 part time (teachers and study circle leaders).

Its vision is to empower working class which can protect its social, economic and political rights.

The stated LEF Objectives are:

- Workers' education for development of effective trade union movement
- Improve workers lot through strong and effective Trade Union Movement
- Help develop and organize trade unions / women organization / social outfits
- Fight against oppression of women
- Strengthen anti-nukes and peace movement
- Promote democratic values and norms

- Extend legal aid to political, social & Labour activists

(more details re LEF are attached as Appendix B)

II. PAKISTAN INSTITUTE OF LABOUR EDUCATION AND RESEARCH (PILER)

The PILER was founded on May 1st 1982 as a non-governmental, non-profit organisation. The PILER was an initiative by certain individuals from the trade unions, academia and professionals from various fields of life who were concerned about the plight of working people in Pakistan.

The main focus of PILER has been to help members of trade unions in building various capacities. It works with different workers unions and federations. At times, the PILER had had close link with Mutahida Labour Federation (MLF). The PILER also conducts research on labour issues. It states following objectives:

To function as an educational, cultural and literary institution for the uplift of working people.

To organize and produce original research works on various sociological, economic, political and legal issues concerning Pakistan and other developing countries.

To print and publish research materials, periodicals and books.

To organize training courses in performing arts and undertake cultural activities.

In an initial period, PILER conducted its activities from the offices of the Mutahida Labour Federation (MLF). The MLF, during this period, also provided a modest funding to support PILER activities. In 1987, PILER drew up a Workers' Education Programme, which was later approved by the Federatie Nederlandse Vakbeweging (FNV), a Dutch trade union federation. Thus opening an external line of funding.

PILER's original vision and mission statement adopted at its inception in 1982 was: "to create a social order in which the real potential of the working people is fully realized and their efforts rewarded judiciously, they need to be informed, motivated and mobilized through intellectual and social action. PILER was to work with the working people of Pakistan to help them achieve that goal".

Over the years, PILER's vocational courses and activities have been dominated by an overall commitment to justice, included an element of solidarity with the workers, a continuing struggle for the democratization of the society and peace-building processes in the larger context of South Asia.

CONCLUSION

The trade union movement in Pakistan is fragmented. It is divided on ideological-bases. The neo-liberal agenda of IFIs is posing a serious threat. The liberalization of national economy is adversely affecting the workers as it is leading to inflation, withering away of state subsidies in fields of education and health, joblessness caused by privatization while a rapidly growing informal sector lacks legal cover.

The workers understand the miserable situation but yet not fully aware as how to coup with the situation in order to protect their rights.

It is high time to organize garment-sector workers in a national-level union. The textile sector employs 65% of total work force. Almost, 68% of foreign exchange earned by Pakistan is through the export of textile goods.

Another section of workers in need of attention is: brick kiln workers, literally reduced to slavery. They lack legal cover whatsoever. They ,along with entire families including children, work on nominal wages. They work as bounded labour for generations. It is needed to organize them in one federation for the protection of their rights.

With the growth of informal sector, women workers are even more exposed to exploitation. To organize the informal sector, home-based woman workers should be organised in national-level union.

Recommendation:

- Need research/segreated data for both sector’s workers (formal and informal sector) on the government level, on the basis of industries wise.
- Create awareness programs for the workers on their issues, like economic, social and legal issues, to strengthen them, on government level and civil society organisation.
- Need comprehensive legislation to ensure the workers’ right and their protection.
- Pressurise government to make labour friendly laws which ensure labours’ future.
- Promote/Start debates and address the issues of workers among the stakeholders and with government. Even on effects of privatisation on working class.
- Open technical skill centres for men and women
- Record of trade unions, federation and confederation should be updated on the government level.
- Government should ratify ILO’s conventions on labour and home based workers.
- Make afforts to abolish all kind of discriminatory laws through awareness raising programs.
- Capmaign be launched for implementation of minimum wages announced by governments every year.
- Provide legal help to workers to solve their issues easily.
- Pressurise government to make national polices for informal sector’s workers and considers Home Work Convention 177.

ANNEXURE A

List of Trade Unions Registered With NIRC (Islamabad)

S.No	Name of Union	Industry	Number of Members
1	NBP STAFF UNION	Banks Workers	410
2	OGDCL Employees Union	Oil & Gas Workers	2950

3	Beach Luxury Hotel Employees Union	Shop Workers	352
4	Pakistan WAPDA Hydro Electric Central Labour Union	Eng/Machinical Workers	105647
5	Associated Consulting Eng. Employees Union	Eng/Machinical Workers	145
6	Sui Southern Gas Employees Union	Oil & Gas Workers	670
7	Pak. Railway Workers Trade Union	Communication Workers	10244
8	Caltex Employees Union	Oil & Gas Workers	195
9	Airport Development Authority Employees Union	Communication Workers	300
10	Shell Employees Union	Oil & Gas Workers	516
11	PSO Employees Union	Oil & Gas Workers	497
12	United Union of Pak. Railway Workers	Communication Workers	52260
13	Railway Mazdoor Union Staff Action Committee Lahore	Communication Workers	11000
14	RMS Employees Union	Others	2230
15	Sui Nothern Gas Pipelines Limited Employees Union	Oil & Gas Workers	3200
16	All Pakistan PWD Central Workers Uion	Others	8072
17	Railway Workers Union	Communication Workers	1998
18	Bata Mazdoor League	Workers Factories	3195
19	Pak. Railway Mazdoor Union	Communication Workers	19164
20	All Pak. Railway Catering & Wedding Workers Union	Communication Workers	600

21	UBL Employees Union	Banks Workers	402
22	Pakistan Bata Employees Union	Workers Factories	940
23	Pak. Postal Life Insurance Employees Union	Communication Workers	421
24	Pak. Railway Melamine Inqalabi Union	Communication Workers	3000
25	PTDC Employees Union	Others	292
26	Pakistan WAPDA Labour Union	Eng/Machinical Workers	4724
27	Pak. Railway Employees (Prem) Union	Communication Workers	21
28	National Insurance Company Employees Union	Others	220
29	Pak. Broadcasting Corporation United Staff Organization	Others	232
30	NBP Employees Front	Banks Workers	1265
31	All Pakistan Engineer Workman Union T&T	Eng/Machinical Workers	65
32	PTCL Workers Ittehad Union	Communication Workers	6520
33	PTCL Lines Staff Union	Communication Workers	4350
34	Pakistan Telecommunication Staff Union	Communication Workers	2607
35	NDFC Staff Union	Banks Workers	134
36	Dawood Yamaha Employees Union	Workers Factories	49
38	Postal Employees Union Central	Communication Workers	349
39	National Engineering	Eng/Machinical	470

	Service Employees Union	Workers	
40	Pakistan Telecommunication Union	Communication Workers	1600
41	National Organization of Postal Employees (NOPE)	Communication Workers	2399
42	Pak. Railway Labour Union	Communication Workers	573
43	Pak. Railway Workers Union	Communication Workers	30798
44	Pak. Railway Mulazmin Union	Communication Workers	15000
45	Pakistan Steel Labour Union	Workers Factories	500
46	Pak. Railway Employees Union Prem Union	Communication Workers	7000
47	PSO Workers Union	Oil & Gas Workers	548
48	National construction Company Staff Union	Workers Factories	149
49	All Pakistan Postman & Lower Grade Staff Uion	Communication Workers	3085
50	All Pakistan SBFC Employees Union	Others	53
51	American Express Employees Uionn	Communication Workers	165
52	MCB Employees Union	Banks Workers	151
53	UBL Employees Union	Banks Workers	363
54	HBL Employees Union	Banks Workers	251
55	Burmah Oil Pak. Petroleum Employees Union	Oil & Gas Workers	248
56	APP Employees Union	Others	155
57	Telecommunication Employees Front of Pakistan	Communication Workers	1785

58	KESC Democratic Mandoor Union	Eng/Machinical Workers	5789
59	Latif Jute Mills Workers Union	Workers Factories	50
60	HBFC Employees Union	Banks Workers	30
61	NBP Employees Union	Banks Workers	3140
62	NBP Employees Union	Banks Workers	2465
63	Latif Jute Mills Mazdoor Union	Workers Factories	393
64	PNSC Staff Union	Others	688
65	Pak. Railway Employees Power Union	Communication Workers	1665
66	PARCO Workers Union	Workers Factories	129
67	Federal Bank for Cooperative Employees Union	Banks Workers	70
68	CDA Employees Union	Others	4215
69	CDA Mazdoor Union	Others	700
70	CDA Labour Union	Others	271
71	CDA Staff Union	Others	763
72	All Pakistan OPF Staff & Workers Union	Others	235
73	Alpha Insurance Employees Union	Others	22
74	PECO Central Labour Front	Workers Factories	3544
75	Pakistan Shehzan International Labour Union	Shop Workers	170
76	All Pakistan Central PECO Employees Union	Workers Factories	316
77	ABL Employees Union	Banks Workers	116
78	All Pakistan Central PECO	Workers Factories	1400

	Inqalabi Mazdoor Union		
79	All Pak. Railway Employees Supreme Union	Communication Workers	429
80	Agri Auto Progressive Labour Union	Eng/Machinical Workers	207
81	HBFC Workers Union	Banks Workers	170
82	People Workers Union Pakistan Steel	Workers Factories	5000
83	PECO Workers Union	Others	497
84	Irrigation Labour Union Organisation	Mines Workers	78
85	Employees Union of FFC	Others	244
86	All Pakistan RECP Workers & Carrier Employees Union	Others	776
87	Pakistan Bata Mazdoor Union	Workers Factories	195
88	Muller & Phipps Employees Union	Workers Factories	725
89	Exxon Chemical Pak. Staff Union	Eng/Machinical Workers	64
90	Resource Development Corporation Employees Union	Others	864
91	Attock Cement Pak. Employees Union	Workers Factories	278
92	Pakistan Petroleum Workers Union	Oil & Gas Workers	654
93	NDFC Staff Union	Banks Workers	101
94	People Workers Union KESC	Eng/Machinical Workers	5213
95	All Pakistan PEPAC Employees Union	Others	44
96	RDFC Staff Union	Others	558

97	PWD Workers Union	Others	1705
98	Pak. Railway Mehnatkash Union	Communication Workers	544
99	Sui Southern Gas Labour Union	Oil & Gas Workers	2566
100	National Labour Union Dadha Bhay Cement	Eng/Machinical Workers	67
101	Schlumberger Employees Union	Others	55
102	All Pakistan OEC Staff Union	Others	56
103	PIAC Employees Union	Communication Workers	2420
104	Air League of PIAC Employees	Communication Workers	2529
105	Peoples Unity of PIA Employees	Communication Workers	10133
106	Duty Free Shops Employees Union	Shop Workers	41
107	East Leather Company Workers Union	Workers Factories	55
108	All Pakistan PASSCO Workers Union	Others	95
109	Airways Employees Union	Communication Workers	2520
110	Duty Free Shops Peoples Workers Union	Shop Workers	45
111	Glaxo Welcome Mehnatkash Workers Union	Workers Factories	66
112	National Union of Soarty Garment Workers	Workers Factories	353
113	Glaxo Labour Union	Workers Factories	290
114	All Pakistan PASSCO Staff	Others	380

	Union		
115	Gallani Pakistan Coalmines Labour Union	Mines Workers	176
116	IDBP Employees Union	Others	26
117	Gatron Mazdoor Union	Workers Factories	84
118	Gatron Labour Ittehad Union	Workers Factories	81
119	ADA Workers Union	Others	500
120	Pak. Post Office D.G. Employees Union	Communication Workers	344
121	SSGL Workers Union	Oil & Gas Workers	2800
122	Amin Workers Union	Workers Factories	25
123	Pak. PWD Employees Union	Others	316
124	Pak. Sport Board Employees Union	Others	267
125	Siddique Sons Labour Union	Workers Factories	170
126	Paliva Pakistan Employees Union	Others	55
127	NDFC Employees Front	Banks Workers	102
128	Employees Union Pakistan Synthetic	Others	90
129	Post Master General Shaheen Union of Pakistan	Communication Workers	143
130	MCB Progressive Employees Union	Banks Workers	300
131	Uniter Workers Front KESC Ltd	Eng/Machinical Workers	5213
132	All Pakistan J&P Employees	Others	200
133	Ismail Industry Labour Union	Workers Factories	112

134	All Pakistan NESPAK Workers Trade Union	Others	777
135	Atlas Auto Group Labour Union	Eng/Machinical Workers	130
136	Utility Stores Corp-Employees Union	Shop Workers	49
137	Bawani Metal Azad Labour Union	Workers Factories	20
138	PNSC Workman Union	Others	241
139	Euro Ceramics Employees Union	Others	66
140	WAPDA Pegham Union	Eng/Machinical Workers	12700
141	All Pakistan NFML Workers Union	Others	87
142	CAA Libral Employees Union	Others	536
143	Mehnatkash Union Pak. Synthetic	Others	80
144	Pak. Irrigation Employees (Power) Union	Mines Workers	11000
145	Workers Union of Civil Aviation Authority	Others	105
146	PSIC National Mazdoor Union	Others	90
147	All Pakistan CAA Progressive Employees Union	Others	38
148	Ittehad Union Pak. PWD	Others	742
149	Deutsche Bank Employees Union	Banks Workers	8
150	All Pakistan Employees Union Evacuee Trust Property Board	Others	586

151	Mehnatkash Union Mian Nazir & Sons	Workers Factories	144
152	Mehnatkash Union Ismail Industries	Workers Factories	70
153	J&P Labour Front	Others	29
154	Pak. Labour Union ABL	Banks Workers	166
155	All Pakistan OPF Employees Union	Others	226
156	NBP Employees Front	Banks Workers	1460
157	Honda Atlas Cars Labour Union	Eng/Machinical Workers	116
158	Mehnatkash Union Frontier Ceramics	Others	162
159	Central Labour Union Three Hazary	Others	103
160	All Pakistan Workers Union USC	Others	910
161	Auvitronics Mehnatkash Union	Others	0
162	Labour Unity Shaheen Airport	Communication Workers	329
163	Peoples Workers Union RECP of Pakistan	Others	640
164	Democratic Workers Union Stat Bank of Pakistan	Banks Workers	319
165	Honda Atlas Car Pak. Ltd Pioneer Workers Union	Eng/Machinical Workers	41
166	Habib Bank Workers Front of Pakistan	Banks Workers	141
167	State Bank Employees Union	Banks Workers	218
168	PPL Labour Union	Oil & Gas Workers	221
169	Glaxo Welcome Pakistan Workers Union	Workers Factories	338

170	TIP United Staff Union	Others	103
171	General Leather Employees Union	Others	16
172	MCB Workers Front of Pakistan	Banks Workers	3000
173	All Pakistan Workers Welfare Board Employees Union	Others	59
174	PTCL Lion Staff Union	Communication Workers	17843
175	Awami Labour Union Gazi Brotha Constructor	Workers Factories	24
176	Shaheen Labour Union Ghazi Barohta Constructors	Others	26
177	Pak Telecommunication Workers Union (PTWU)	Communication Workers	3000
178	All Pakistan Niazi Good Transport Workers Union	Communication Workers	39
179	Aero Asia International (ptv) United Employees Union	Communication Workers	54
180	Peoples Unity of SSGL	Oil & Gas Workers	1200
181	Aero Asia Air Lines Mehnatkash Union	Communication Workers	600
182	PICIC Employees Front of Pakistan	Banks Workers	84
183	Mazdoor Ittehad Union, USC of Pakistan	Others	170
184	Azad Mazdoor Pechan Union USC of Pakistan	Others	183
185	Peoples Unity of Pakistan USC Labour Union Pakistan	Others	352
186	USC Employees Union	Others	165

	Pakistan		
187	USC Azad Employees Union Pakistan	Others	231
188	USC Lahore Region Labour Union	Others	0
189	NBP Employees Front (Satoon Group)	Banks Workers	379
190	All Pakistan USC National Workers Union	Others	215
191	All Pakistan USC	Others	630
192	HBFC Workers Front of Pakistan Karachi	Banks Workers	93
193	Bosch Labour Union	Others	12
194	Pioneer Cement Ltd. Employees Union Pakistan	Workers Factories	12
195	Pioneer Cement Workers Union	Workers Factories	13
196	PTCL Employees Union	Communication Workers	21000
197	PTC Lions Unity	Communication Workers	20000
198	PTCL Workers Pak. Union	Communication Workers	9010
199	Mazdoor Ittehad Union Syngenta	Others	173
200	Allied Bank Workers Union	Banks Workers	915
201	Telecommunication Labour Organization	Communication Workers	12134
202	Pak. Suzuki Liberal Union	Eng/Machinical Workers	52
203	All Pakistan CAA Employees League	Others	1600
204	All Pakistan Workers	Others	130

	Welfare Board Workers Union		
205	USC	Others	231
206	Aventis Employees Union	Others	285
207	Staff Union of New Hampshire Insurance Co.	Others	14
208	New Allied Electronic Labour Union	Eng/Machinical Workers	62
209	All Pakistan Goods Transport Labour League	Communication Workers	329
210	Cadbury Pakistan Progressive Employees Union	Others	136
211	Allied Electronic (LG) Mehnatkash Union	Eng/Machinical Workers	50
212	PMDC Head Office & Branch Offices Staff Union	Others	126
213	Shaheen Airport Services Hard Workers Union	Communication Workers	461
214	All Pakistan PASSCO Employees Union	Others	595
215	Pioneer Services National Workers Union	Others	47
216	HOECHST Group of Companies Staff Union	Others	40
217	Pak. American Fertilizer Workers Union	Others	542
218	Alpha Engineering Works Workers Union	Eng/Machinical Workers	61
219	Takser Employees Union	Others	507
220	RMCPPL Workers Union	Others	15
221	All Pakistan Seeman Workers Union	Others	3988
222	Lucky Cement Labour	Workers Factories	30

	Union		
223	Al-Karam Textile Mills Mutahidda Mazdoor Union	Workers Factories	520
224	Sana Industries Mehnatkash Union	Workers Factories	56
225	Aero Asia Staff & Workers Union	Communication Workers	0
226	Ittehad Labour Union Carpet Industries	Workers Factories	501
227	National Labour Union Filtrona Pakistan Ltd	Workers Factories	34
228	All Pakistan OGDCL Ittehad Union	Oil & Gas Workers	142
229	HSBC Labour/Islamabad Employees Union	Banks Workers	39
230	PTC Labour Alliance	Communication Workers	12139
231	United Labour Union Dadabhy Cement	Workers Factories	43
232	Shalimar Recording & Broadcasting Company Ltd Workers Union	Workers Factories	130
233	Pakistan Coal Mines Mazdoor Union	Mines Workers	56
234	Mehnatkash Union Mandviwala Plastic Industries Ltd	Workers Factories	47
235	Progressive Airways Employees Union	Communication Workers	1620
236	Azad Workers Union Amin Group of Industries	Workers Factories	493
237	PSQCA Employees Union	Others	91
238	All Pakistan Abbott Labortries Employees Union	Others	345

239	Pakistan Printing & Graphic Union	Workers Factories	400
240	Aventis Cropsience Employees Union	Others	29
241	Ittafaq Labour Union Carpet Industries of Pakistan	Workers Factories	48
242	Aventis Workers Union of Pak.	Others	43
243	National Labour Union Chamitex Industries Ltd	Workers Factories	141
244	HBL Employees Front of Pakistan	Banks Workers	180
245	All Pakistan OGDCL Labour Friends Alliance	Oil & Gas Workers	2350
246	All PTV Employees & Workers Union	Communication Workers	3400
247	UBL Progressive Employees Union Rwp/Isld & Pcs Regions	Banks Workers	41
248	Al-Karam Textile Mills Unit-II, Mehanatkash Union	Workers Factories	270
249	Al-Karam Textile Mills Employees Union	Workers Factories	460
250	PTV Central Employees Union	Communication Workers	300
251	Democratic Staff Union State Bank of Pakistan	Banks Workers	191
252	NNI Pak Workers Union	Others	26
253	Democratic Workers Union SBP	Banks Workers	319
254	All Pakistan Progressive Labour Union SBP	Banks Workers	535
255	HBFC Workers Union of	Banks Workers	253

	Pakistan		
256	National Labour Union Chemi Viscofibre	Workers Factories	85
257	Amin Group of Industries Mazdoor Union	Workers Factories	52
258	PTCL Lion Staff Ittehad Union	Communication Workers	564
259	PTCL Traffic Union	Communication Workers	442
260	PTCL Staff Labour Union	Communication Workers	920
261	ABL Staff Union	Banks Workers	186
262	ABL Employees Front of Pakistan Bahawalpur	Banks Workers	80
263	ABL Employees Shaheen Union	Banks Workers	180
264	ABL Workers Union Faisalabad	Banks Workers	84
265	ABL Inqilabi Workers Union	Banks Workers	35
266	ABL Employees Union of Pakistan	Banks Workers	40
267	ABL Union of Pakistan	Banks Workers	180
268	Employees Union ABL of Pakistan Multan	Banks Workers	140
269	ABL Workers Front Union of Pakistan	Banks Workers	57
270	ABL Employees Front Union	Banks Workers	255
271	ABL Employees Union of Pakistan	Banks Workers	180
272	ABL Employees Unity of Pakistan	Banks Workers	157
273	ABL Workers Welfare	Banks Workers	180

	Union of Pakistan		
274	Standard Chartered Bank Employees Union	Banks Workers	34
275	All Pakistan Port Workers Union	Communication Workers	221
276	All Pakistan Postal DMO's Employees & Workers Union	Communication Workers	533
277	Mazdoor Union of Pakistan Formica (Pvt) Ltd	Others	13
278	Al-Muqet Textile Employees Union	Workers Factories	150

(see NIRC list of registered trade unions)

[List of federations registered with NIRC](#)

S:No	Name of the Federation	Year of Registration	Total Strength
1	ICI & Associated Co. Employees Federation	1973	170
2	IDBP Employees Federation	1973	309
3	State Life Insurance Corp. E/Federation	1973	2298
4	UBL Employees Federation of Pakistan	1974	
5	Federation of T/Unions Fuji Foundation	1974	4588
6	MCB Employees Federation	1974	3270
7	Pak American Exp. Employees Federation	1974	183
8	WAPDA Workers Federation	1975	
9	Pak. Post Office & RMS Workers Federation	1975	
10	PTDC Employees Federation	1975	
11	Habib Bank Employees Federation	1975	

12	Pak. Petroleum Workers Federation	1975	
13	Standard chartered Bank Employees Federation	1976	
14	N.C Workers Federation	1976	
15	HBL Employees Federation	1977	5370
16	All. Pak. State Bank Employees Federation	1982	
17	ABL Workers Federation of Pakistan	1983	2997
18	Uni-Liver Brothers Employees Federation	1984	990
19	CDA Employees Federation	1984	3616
20	Federation of Postal / EPO.RMS/PMG/PLI	1985	10200
21	MCB Workers Federation of Pakistan	1985	864
22	All Pak. Irrigation Trade Union Federation	1989	3500
23	Mashraq Bak Employees Federation	1990	101
24	Duty Free Union Federation of Pakistan	1990	244
25	HBFC Employees Federation of Pakistan	1990	
26	Emirates Bank International E/Federation	1990	
27	Pak. Coalmines National Labour Federation	1991	2338
28	Pak. People Unity Postal Workers Federation	1994	
29	ADBP All Pakistan workers Federation	1994	
30	All Pakistan PIDC Workers Federation	1994	1001
31	All Pakistan ADBP Officers Federation	1995	520
32	All Pakistan ADBP Officers Asso/Federation	1996	1700
33	Pakistan Construction Federation	1997	3000
34	KESC Ltd. Democratic Employees Federation	1996	
35	Polka Ice Cream Employees Federation	1997	
36	P.C Hotel Employees Federation	1997	897
37	Atlas workers Federation of Pakistan	1998	350

38	All Pakistan NFC Officer Federation	2001	853
39	Pioneer Cement Ltd. Labour Federation	2002	90
40	All. Pak. Aero Asia Int. Employees Federation	2003	192
41	Phoenix Employees Federation	2002	390
42	Lucky Cement Workers Federation	2003	124
43	Pakistan Central Mines Labour Federation	2003	805
44	Pakistan Oil Gas & Mineral W/Federation	2003	8792
45	Pak. National Textile Leather Garments & General Workers Federation	2003	12333
46	Cement Unions Federation of Pakistan	2004	3184
47	Ittehad Labour Federation Carpet Ind. Pakistan	2003	1447
48	ABL Officers/Executive Federation Pakistan	2003	502
49	Employees Federation of CIDA	2004	978
50	All Pakistan Local Govt. Workers Federation	2004	7054

(see NIRC)

ANNEXURE B

A List of LEF activities and member bodies:

Labour Education Foundation

List of General Body Member Organizations

No.	Union / Organization
1	Women Workers Help Line
2	National Trade Union Federation
3	All Pakistan PASCO Workers Union
4	Ittehad Labour Union Carpet

	Industries Pakistan
5	Brick Kiln Workers Union
6	Workers Union Rustam Sohrab Cycle Factory
7	Lahore Press Club
8	Railway Workers Union
9	Power Looms General Workers Union
10	Women Welfare & Development Organization
11	Karachi Ship Yard Labour Union
12	Ittehad Welfare Committee
13	Clerks Association District Sanghar
14	Sanghar Sugur Mills
15	Landhi Workers Coordination Committee
16	Pakistan Steel Progressive Union
17	Movement for Labour Rights
18	Human Voice Foundation
19	Pakistan Mahigir Tehrik
20	Labour Qaumi Movement , Faisalabad
21	Anjuman e Muzaireen Punjab
22	Pujab Agriculture Engineering Labour Federation
23	Choori Gar Labour Union, Hyderabad

Projects

- ◆ Sustaining printing project “Pakistan Trade Unions Resource Center” funded by Swedish Graphic Workers Union (1995-1998).
- ◆ With financial aid of Olof Palme International Center ‘Mazdoor Jeddojuhd’ (Workers’ Struggle) became the first weekly paper of working class in Pakistan in 1997. Self - sustaining since 1999.
- ◆ Run three union schools (1993-2000) for working children with nine teachers and coordinating and administrative staff with help of Swedish Teachers Union Gothenburg; over 3,000 students were educated.

- ◆ Maintained Gulzar Labour Hall (1996-1999), facilitating trade union on subsidized rates.
- ◆ Produced video film 'Trade Unions for a Brighter Tomorrow' in 1997.
- ◆ Run 10 adult literacy centers in Lahore (1997-2000) for trade unions members with financial help of Swedish Teachers' Union, Local Branch Gothenburg; for 1,000 learners
 - ◆ In extension of the project eight centers (2001-2004) were run in Lahore for 600 learners.
 - ◆ Further expanding the adult literacy program, 10 centers were set up in Sindh province in 2002, and in 2007 there are 20 centers including 11 female and 9 male in Sindh and Balochistan for over 500 learners.
 - ◆ Further developed the adult literacy work by starting Adult Literacy Development Project in 2005, which adopted the methodology of study circles to provide literacy to workers. At the moment 42 study circles including 27 female and 15 male are being run in Lahore with the financial support of Swedish Teachers Union, Local Branch Gothenburg.
- ◆ After nuke explosions by India and Pakistan in May 1998, launched 'Campaign for a Peaceful Pakistan' in 2000 in collaboration with Olof Palme International Center for promoting peace consciousness among workers and youth, engaging over 3000 activists from 2000 to 2006 in Lahore & Karachi.
- ◆ Launched 'Democratic Development Pakistan' in 2003 in collaboration with Olof Palme International Center to promote democratic values, associating over 3,000 activists from target groups in Lahore & Karachi from 2003 to 2007.
- ◆ 'Campaign for a Peaceful Pakistan' and 'Democratic Development Pakistan' were merged in one project named

'Democracy, Peace and Workers Rights' in 2007 with the financial support of Olof Palme International Center. This project is aiming at providing trainings to trade union members for basic trade unionism, political education and advance trade unionism besides democracy and peace issues. Following are some major activities in 2007.

- 57 trade union members were trained
 - One labour convention and one labour conference were organized
 - More than 900 activists participated in 8 seminars on workers' issues.
 - More than 2000 workers were able to receive LEF monthly newsletter and posters, booklets and other printing material.

 - More than 700 social and trade union activists were educated in 49 study circles held in Lahore and Karachi on current political, social and workers issues.

 - Trade union training modules for Basic Trade Union Training, Advance Trade Union Training and Political Education Training were developed.

 - More than 100 workers got direct benefit of legal help provided by LEF by getting back their jobs through courts during the year 2007. Besides that LEF's role in filing cases against sacking of Ship Yard workers and against privatization of Steel Mills were of high significance.

 - 50 trade unions activists and LEF staff members in Karachi were able to get education on HIV/Aids issue in the training workshop organized in Karachi.
- ◆ Publishing monthly newsletter since 2003, and several posters, leaflets, stickers, booklets on different working class issues
- ◆ On the initiative of the Foundation, some of its affiliates had become members of international trade union organizations; Ittehad Labour Union Carpet

Industries Pakistan and All Pakistan Paramedical Staff Association.

- **Labour Relief Campaign**

Labour Relief Campaign (LRC) is an initiative of Labour Education Foundation along with some other like minded organizations. LRC was launched after the devastating earthquake that hit northern areas of Pakistan and Kashmir on 8th October 2005.

The Labour Relief Campaign and many other organizations alike have played an important role in relief and rehabilitation work. Set up just a day after earthquake on 9th October 2005, LRC has managed to bring together the resources of many who had not much to contribute but wanted to do something. Bringing together six workers organizations and their networks, it is been able to construct 100 houses in one targeted area, brought relief items from food to medicine to over 60,000 people in two selected areas Paniola in Kashmir and Balakot in NWFP.

Over 23 trucks of relief items were sent to these areas. These trucks included items that were collected in our relief camps and also in our networks. It also included items that were bought from the markets to suit the special requirements of the areas.

We initiated the formation of local committees from the very beginning and after some hesitation of the locals, it was general accepted and then the committees played an important role in our whole operation till now.

At present LEF is running following five projects

- ◆ Democracy, Peace and Workers Rights
- ◆ Organizing Home Based Women Workers
- ◆ Adult Literacy Development Project (Study Circles)
- ◆ Adult Literacy Project (Centers)

Support Activities

- ◆ Formed Pakistan Printing and Graphic Workers Union in 2001 for scattered workers of the industry

- ◆ Developed Women Workers Help Line (WWHL), one of the most effective women issue oriented organizations in Pakistan since 2000
- ◆ Made Ittehad Labour Union Carpet Industries Pakistan an effective trade union by providing communication and management facilities for its capacity building
- ◆ Helped in forming Pakistan Workers Confederation in 1993

◆ **Networking**

LEF has played very active role in different networks of the civil society organization inside Pakistan and internationally. LEF is member of the following networks.

- ◆ International Federation of Workers Education Association (IFWEA)
- ◆ Member of Joint Action Committee for People's Rights, Lahore
- ◆ Member of Pakistan NGO Forum
- ◆ Member of Punjab NGOs Coordination Council
- ◆ Member of Anti-War Committee
- ◆ Member of Pakistan Peace Coalition
- ◆ Member of Pakistan Social Forum
- ◆ Member Anti-Privatization Alliance

◆ **Pakistan Social Forum and World Social Forum**

LEF is the member of coordination committee of Pakistan Social Forum. It has been very active part of the process of world social forum in Pakistan. LEF was member of organizing committees of the Pakistan Social Forum held in January 2006 in Lahore and the World Social Forum held in March 2006 in Karachi.

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