



Gender Sensitization of Women and Men Trade Union Workers



International Labour Organization



Pakistan Workers Federation

**Women Employment Concerns
and Working Conditions in Pakistan
(WEC-PK)**



The series of trainings on Gender Sensitization have been organized as the part of Action Programme signed between International Labour Organization (ILO) and Pakistan Worker's Federation (PWF). The Action Programme is one of the major components of the national project "Women Employment Concerns and Working Conditions in Pakistan" funded by Canadian International Development Agency (CIDA).

Compiled by: LalaRukh Farooq

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Foreword

By

Mr. Khurshid Ahmad. General Secretary, Pakistan Workers Federation

In Pakistan, women have always been deprived of their equitable rights on numbers of socio-cultural factors account. Likewise, the women who dare to enter into the employment sector come across many constraints i.e. lack of supportive working environment, discriminatory practices, harassment etc. To effectively address these concerns, this process demands in-depth analysis and understanding of the issue. These concerns require commitment and compliance on the part of Government and Trade Unions.

Taking into account the recent scenario, sensitization and capacity building of the key stakeholders and masses on Women's Employment Issues is extremely important. Our collaboration with International Labour Organization on "Gender Sensitization" is the part of our mandate to promote rights of working women. The key objective of this initiative was to sensitize a wide-ranging group about the major concerns of working women in Pakistan and their active participation in Trade Unions to achieve their rights. It gives me immense pleasure to note that the objective was well achieved as deliberations and discussions have come up with suggestions, strategies, and policies to deal with emerging concerns according to our social setup.

It is a matter of great honor for us to launch this report based on the series of trainings aimed to sensitize the women and men trade union workers, office bearers and councilors about the issues confronted by women who dare to enter into the workforce. In the same connection I would like to extend my heartfelt gratitude to all regions for their enormous support for hosting the initiative. Thanks are due to resource persons and the project team for their tremendous work to make the effort a great success.

Thank you.



Preface

Gender imbalance is not only an issue of Trade Unions or work place but also the whole society's issue. The women are most vulnerable group of this situation.



Pakistan Workers Federation under the project WEC-PK planned to tackle this issue in the trade union by creating awareness amongst the 150 women and men workers providing them the environment through “Gender Sensitization” trainings and enabling them to work in sexual harassment free atmosphere.

We owe gratitude to central leadership of Pakistan Workers Federation and leadership at regional level for their immense support in organizing the activities and encouraging the women workers to attend the s. It is heartening to note that in due course 228 women and men workers across Pakistan have been sensitized on women employment concerns and related national and international labour laws.

It is also worth mentioning that after completing the training in all six regions women committees have been formed which are functioning with great zeal.

We acknowledge the resource persons for imparting sessions using participatory approach. Thanks are due to the ILO-WEC-PK team for extending enormous technical support while designing and implementing the initiative, in particular Ms. Munawar Sultana, Project Officer, ILO-WEC-PK provided technical backstopping to compile, editing and finalizing this consolidated.

We are optimistic that this will be proved a milestone towards the enhancing the participation of women in trade unions and addressing their concerns at work place.

Saima Kazmi

Project Manager

Promoting Women's Participation and Leadership in Trade Unions in Pakistan

Women Employment Concerns and Working Conditions in Pakistan

(WEC-PK Project)



1.1 Background

In the present era of globalization, the values of gender equality are being accepted and promoted in almost all regions of the world. There are inherent cultural differences in different communities. The level of disparities between both the genders is generally higher in developing countries and especially among indigenous communities. While in some circumstances globalization may have decreased them (particularly in countries where it had led to an unprecedented employment of female labour) in other cases it has intensified them. Thus, overall globalization, as a new form of intensified market-driven activity, has not yet managed to overturn gender-based discriminatory forces of economic development where they have been traditionally at work". (United Nations Conference on Trade and Development, 1999, p.9).

For the overwhelming majority of countries, the gap between men's and women's labour force participation rates has been falling since 1980. This stems both from reduced rates for men and rising rates for women (International Labour Office, 1999a, p.26). In many countries, women now account for close to half the labour force. But quantitative increases in female labour force participation have not been matched by qualitative improvements "the quality of jobs which many women hold, particularly in developing countries, is as poor as the attention that is given to their right to organize in order to defend themselves better. Women are suffering not only inequalities but very often sexual and other types of harassment. Occupational segregation by sex has fallen in some parts of the world, but overall women still have very limited labour market choices.

In the occupations where many women but few men work, pay levels are low. With so many women concentrated in low-paying jobs, it is no surprise that despite the increasing adoption of equal pay legislation, a large gap exists between male and female earnings. Even for similar jobs, women earn 20-30 per cent less than men. More women have reached middle management, but they are not about to storm the world's boardrooms. At or near the top, their numbers are still very small. If they want a family as well, the odds against success increase as women struggle to balance work, family and community demands and responsibilities.

The majority of women, especially in developing countries, have found work because they have been prepared to go into "female jobs", often in the informal sector with irregular status, insecurity, poor pay and with specific occupational safety and health hazards. Increasingly they are "contingent workers" in a narrow range of industries, doing temporary or casual work involving irregular or unusual hours or done on a contract or piece-rate basis. They are paid less than their non-contingent (male) counterparts and normally are not covered by labour and social security regulations nor by the provisions of collective agreements. In industrialized countries, the number



of part-time women workers has been increasing sharply, but part-timers are still generally regarded as less committed and less valuable than full-timers and treated accordingly. While some women choose part-time work so as to be able to combine work and family responsibilities, the majority do so because they have no choice.

With women accounting for a rising share of the labour force but remaining largely marginalized and highly vulnerable to discrimination and exploitation, it is obvious that trade unions have a critical role to play. If anything, the need for trade unions to organize women workers and represent and protect their interests is stronger than ever. Progress towards the achievement of gender equality in employment has been far from continuous or sustained. In times of economic growth and prosperity, equality is paid more than lip service and resources are devoted to the elimination of discrimination. However, in periods of recession, such efforts are minimized and the measures to better enable women to balance work and family responsibilities are among the first to be abandoned. Moreover, women are less inclined to seek redress for discrimination for fear of retaliation that could result in loss of jobs. Also, and very importantly, freedom of association is under greater threat in troubled economic times.

In view of existing scenario, International Labour Organization in collaboration with Canadian International Development Agency (CIDA) has launched a project titled "Women Employment Concerns and Working Conditions (WEC-PK)". Other implementing partners include Ministry of Labour, Ministry of Women's Development, key ILO Constituents (Workers and Employers Federations) and other related departments. This project aims at enhancing the quantity and quality of women's employment in Pakistan that means the right to inclusion, participation, protection, access to decent jobs and decent incomes.

At present, level of women's participation in Trade Union is quite low, indicating that they need to have their own institutional structure where they feel comfortable to pursue their interests and goals. In Pakistan, both in rural and urban contexts women workers are disadvantaged due to their inability to organize themselves, constrained mobility, and non-availability of legal framework to resolve their grievances.

Recognizing the women workers largely marginalized and highly vulnerable to discrimination and exploitation, it is obvious that Trade Unions have a critical role to play. If anything, the need for Trade Unions to organize women workers and represent and protect their interests is stronger than ever. Women's low membership of Trade Unions, and their low representation in unions' decision-making structures, poses a persistent challenge which is acknowledged by most unions. The implementation of actions to achieve more gender-balanced representation in unions and their top decision-making structures is therefore the most critical. Unless women are



adequately represented, and have voice in decision making at all levels, their issues tend to be neglected.

1.2 Rationale for Gender Sensitization

Considering this, it is essential to build up the capacity of labour and the corresponding system of production to efficiently achieve the desired rights and develop economic and social capability. One of the key steps of WEC-PK project involves to design of a programme to build a supportive environment through sensitization of men and women in Trade Unions. The purpose was to make aware all the stakeholders about the problems of women workers at their workplace, and to enable them to take corrective measures for eliminating bearing effects on women's economic participation. In order to integrate regional diversity and generate insightful deliberations, Pakistan Workers Federation (PWF) under WEC-PK, organized a series of six trainings in Lahore, Peshawar, Rawalpindi, Hyderabad, Karachi and Quetta. While focusing on present labour force participation of women in Pakistan, these trainings played instrumental role to inform and sensitize the group of women and men trade union leaders, workers and councilors regarding various concerns encountered by women in the world of work, eventually striving to create enabling environment for working women. On this account, about 150 women and men trade union workers and leaders were targeted in six regions of Pakistan, however the initiative received overwhelming response and in total 228 women and men trade union workers/leaders benefited from these s.

1.3 Organization of the Report

This compilation is a complete record of different aspects of the initiative. It includes details of programme design, outline of sessions as well as handouts. Furthermore, it contains the profile of trainees. The compilation, thus, puts together various elements of the programme in one single document, which can be used as reference for similar programmes in Pakistan for future activities.

1.4 Objectives

The present initiative aimed at encouraging women to participate in the Trade Unions, in particular to realize the men co workers to understand how it is important to be receptive towards their women co workers enabling them to make effective contribution to the development of the country.

- Bridging the gap between men and women Trade Union leaders through holding joint activities to promote solidarity;
- Developing an understanding on Gender and work place;



- Fostering the realization vis-à-vis on prevailing stereotypes associated with men and women in the world of work;
- Raising awareness on Importance of the Gender Sensitization in Trade Union;
- Developing insights into the issues of various forms of harassment at workplace and its consequences on productivity of organization;
- Imparting knowledge on national and international laws related with women workers rights;
- Fostering enabling environment for women workers in Trade Unions, through sensitization of men trade union workers/ office bearers.

The series of training have brought the following outcomes:

- A group of 228 women and men Trade Union workers have been sensitized on the concerns encountered by women;
- An insight has been developed pertaining to underlying factors restricting women's participation in Trade Unions;
- A process of advocacy has been initiated to create an enabling environment for women workers;
- A road map is attained to formulate Gender Equality Policy in Trade Unions to enhance women's participation.

1.5 Overview of the Initiative

PWF in consultation with WEC-PK team at ILO, designed a one-day module titled “Gender Sensitization”, which targeted women and men Trade Union leaders and workers and peasant councilors. The encompassed major themes which included, conceptual framework of Gender in the context of Pakistan; realization of gender issues in the world of work; Role of Trade Unions to address the needs and problems encountered by women; Rights of women workers: National and International Laws; International Convention (CEDAW). Efforts combat Sexual harassment at work place. The details of each topic are provided in the Annexure.

Methodology

In order to make the interesting and interactive, presenters were selected from the peer group i.e. from Trade Unions with an experience in knowledge vis-à-vis organization, functioning and effectiveness of Trade Unions. The methodology included presentation, brainstorming, discussion, group work using color cards, and question answer sessions. It was hoped that the approach would have a stronger impact on the opinion of the participants. The presenters were facilitated in designing the module by providing relevant background material and documents. Below is the brief of the major subjects of the :



Rights of Women Workers and Labour Laws

Throughout the history, the principle of action of the ILO has been establishing International Labour Standards. These have influenced international actions in fields of human rights, social policy and sustainable development. Today millions of workers benefit from national laws inspired by the conventions adopted by International Labour conference. Most ILO instruments apply equally to men and women, thus women enjoy the same rights as men. The programme mainly covered following conventions:

- Right to organize Convention 87;
- Right to organize and collective bargaining;
- Right to Equal Remuneration;
- Elimination of all forms of discrimination;
- Elimination of forced labour;
- Workers with family's workers;
- Occupational health and safety;
- Prohibition of dangerous and injurious work;
- Prohibition of underground work;
- Prohibition to lift weight;
- Prohibition for work at night;
- Maternity protection.

Right to Organize (Freedom of Association) and Collective Bargaining

All workers and employers can freely set up, join and run their own organization/groups without interference from state. Such an organization/group may support and enhance their occupational interests. It means, workers and employers organizations can freely promote and defend their occupational rights including strikes and lock outs.

Collective bargaining is the process through which workers and employers discuss and negotiate their relations, terms and working conditions to have acceptable agreements. This basic human right goes together with freedom of expression and is based on the democratic representation and governance. ILO strives to protect this right through the implementation of Convention 87 and 98.

Gender Equality at Work and International Labour Laws

Discrimination of women at work place manifests itself in almost every country irrespective of the sophistication of economy. This phenomenon engenders loss of enormous economic potential besides degrading the dignity of female workers.



Gender equality at work is a key element of ILO's agenda of Decent Work for All Women and Men. ILO's approach in this regard is to mainstream gender concerns in all its policies and programmes. To address the problem of inequality at work, ILO has adopted two important conventions, which have been ratified by Pakistan.

Right to Equal Remuneration 1951 (No. 100)

This convention addresses inequality of remuneration among men and women workers for work of equal value. Remuneration includes ordinary or basic wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment. It means the wages should be equal without discrimination of sex, race, ethnic group or creed.

The convention asks ratifying states to pursue a policy to achieve equal remuneration for men and women workers for work of equal value. It demands that rates of remuneration be established without discrimination based on sex.

Discrimination (Occupation & Employment) Convention, 1958 (No. 111)

Discrimination at work can take many shapes. It can be based on sex, colour, religion, political opinion, national extraction or social origin. It has the effect of nullifying or impairing equality of opportunity or treatment in employment or. Hence, this convention covers all the manifestations of discrimination listed above.

The ratifying states undertake to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof. This convention has been ratified by 159 ILO's Member States. It works against all forms of discrimination against access to Economic Opportunities. Equality at work means that all individuals should have equal access to opportunities to develop their knowledge, skills and competencies related with economic activities.

Elimination of Forced/ Bonded Labour (Conventions 29 and 105)

Forced/ Bonded labour is one of the most serious violations of human rights and is equated to slavery and slavery like practices. Forced labour occurs where work is extracted by state or individuals through debt. It is widely spread in developing countries. It exists in many forms, and ILO conventions 29 and 105 strive eliminating all forms of forced/bonded labour. It is widely spread in developing countries. It exists in many forms, at brick kiln, in agricultural sector etc. ILO conventions 29 and



105 strive eliminating all forms of forced/bonded labour.

Workers with Family Responsibilities (Convention.156)

The main aim of Convention 156 is to create effective equality of opportunity and treatment for men and women workers with family's responsibilities. Promoting maternity protection and work-life balance in collective bargaining agenda. It applies to women and men with dependent children or immediate family. Family responsibilities can't be reason for dismissal. (Reduction in working hours, flexible working hours, rest time, part time work, Child care centers, paid paternal leave). Objective is to retain mothers in the labour market.

Maternity Protection (C.3 and 103)

The common aim of Convention is to ensure a minimum of 12 weeks maternity protection with entitlement to cash benefit and medical cover. C.3 applies to industry and commerce, while C.103 applies to non-industrial and agricultural sector. Aims to ensure minimum 12 weeks paid maternity leave with medical care (before/ after childbirth). C.3 provides one hour break to nurse the baby. The convention prohibits the dismissal of woman during absence on maternity leave. Night work is prohibited for pregnant and nursing women.



2.1 Lahore (March 8, 2007)

The first regional training of the series on Gender Sensitization was organized by Pakistan Workers Federation on March 8, 2007 at Bakhtiar Labour Hall, Lahore. A rally of women workers was also arranged to mark the International Women's Day. The objective of holding two events together was to demonstrate the solidarity with women workers at

national and international level. The participants of rally marched from Labour Hall to Lakshmi Chowk. They were led by the president of PWF Ch. Talib Nawaz, Mr. Osama Tariq Deputy Gen. Sec, Ms. Tasneem Anwar Secretary, Women Committee, Ms. Saima Kazmi and Ms. Shaheen Attiq-Ur-Rehman, Chairperson BUNYAD Foundation. The participants were holding banners and play cards depicting slogans regarding working women rights. Rally received proper coverage on same day in electronic and print media on very next day. (List of participants is annexed as 2.1a)

PWF organized a training followed by the procession which was chaired by Ch. Talib Nawaz, President PWF, he appreciated the efforts made by the Women Committee PWF and offered gratitude to other male colleagues for organizing the training to mark the International Women's Day. He also congratulated the Chief Guest Ms. Shaheen Attiq-Ur-Rehman for her great struggle to raise the voice of women at Government level.

Talking to the audience, former Provincial Minister, Ms. Shaheen Attiq-Ur-Rehman remarked that women in every field are required to be treated equally as those of men



and should be paid equal wages on account of the number of working hours and nature of work. Discrimination against women is a social weakness which is required to be curbed. She stressed that substantial proportion of women are compelled to work to meet the needs of their families. They should be paid wages equal to those of men, so that they may make effective



contribution towards the economic uplift of their families. She further added, educational facilities also require improvement for girls, as 60% of them can not get even primary school education. She asked Mr. Osama Tariq to arrange a woman lawyer for the staff of PWF so that they may get information on how to seek legislative assistance for the protection of their labour rights.



Ms. Tasneem Anwar, Secretary Women Committee briefed the participants about the background and significance of the 8th March and urged them to become members of union for their bright prospect.

Addressing the participants, Deputy General Secretary, PWF, Mr. Osama Tariq encouraged all women workers to get registered with trade unions so that they may be benefited under the labour laws. He demanded the Government for the implementation of the laws regarding protection of women from physical and mental violence. He further stressed upon the need to introduce the special **“Rozgar Schemes”** in conjunction with initiatives to educate illiterate women.

One of the sessions addressed the problems encountered by working women, which included: sexual harassment, discriminatory practices on account of gender. In this connection, ILO's conventions and constitution of Pakistan were brought under discussion, which ensure the elimination of all forms of discriminatory practices.

Ms. Zahida Akhtar offered vote of thanks to all participants upon the accomplishment of the key objectives that was to create awareness about women rights and demonstrating the solidarity with women workers at all forums.





List of Participants

Annex 2.1a

S. No	Name	Organization
1	Salma Yasmin	Pakistan Workers Federation
2	Kaneez Farhat	Employees Welfare Union
3	Basmilla	Pakistan Workers Federation
4	Musarat Siddiue	Employee Union PTCL
5	Mumtaz Ali	Line Staff Employee Union PTCL
6	Khadim Hussain	TEVTA Staff Union
7	Naseem Aktar	Employee Union PTCL
8	Ali Raza	Pakistan Workers Federation
9	Shahana Karim	Pakistan Workers Federation
10	Lubna Yasmin	Pakistan Workers Federation
11	Nazia Shoukat	TEVTA Staff Union
12	Tariq Hussain Khan	WAPDA Hydro Electric Central Labour Union
13	Rabia Hafeez	TEVTA Staff Union
14	Asgari Naeem	TEVTA Staff Union
15	Razina Mukhtar	TEVTA Staff Union
16	Nelam Mukhtar	TEVTA Staff Union
17	Anela Shahid	Pakistan Workers Federation
18	Sohail Butt	Pakistan Workers Federation
19	Isma Sabir	WAPDA Hydro Electric Central Labour Union
20	Hafiz Muhammad Sadique Khan	National Bank Employee Union
21	Noreen	Pakistan Workers Federation
22	Uzma Afzal	Pakistan Workers Federation
23	Shabnam Manzoor	Pakistan Workers Federation
24	Zahida Akhtar	WAPDA Hydro Electric Central Labour Union
25	Ghulam Kheza	Pakistan Workers Federation
26	Suriya Manzoor	Pakistan Workers Federation
27	Ahmed Naeem	Pakistan Workers Federation
28	Syed Nadeem Zaidi	WAPDA Hydro Electric Central Labour Union
29	Zeshan Hyder Bhatti	WAPDA Hydro Electric Central Labour Union
30	Tasneem Anwar	Pakistan Workers Federation

2.2 Peshawar (March 15, 2007)

Second training session of the awareness raising campaign was held on March 15th 2007 at Al-Amin Hotel Peshawar to enhance the awareness of Gender Equality at work places. Opening session was chaired by the General Secretary, NWFP Region Master Khudadad. He extended his gratitude to PWF for providing women and men such a remarkable opportunity to learn about different types of attitude of the society about working women. He remarked that women workers should come forward for their rights. Stressing upon the current situation, he stated that in developed countries, men and women work together without any discrimination. Women are participating in



the process of development to utilize their mental capabilities that offers an opportunity for working women to get organized so they may raise collective voice for the protection of their rights. It is need of the time to create awareness amongst the women workers regarding the need of improved literacy rates, professional and skills so they may participate in the development process more effectively. It was also emphasized that economic progress can be achieved by involving women in all fields of life.



In order to achieve this goal, Gender Sensitization is highly imperative. Due acknowledgement was given to the representatives of Peshawar region for extending their cooperation to organize the training. (List of participants is attached as Annex 2.2a)

This training became major platform to create awareness at wider level. Ms Saima kazmi introduced the WEC-PK project to the participants. Moreover she threw light on the topic of maximum participation of women and leadership in Trade Union in Pakistan.

The resource person Mr. Hassan Munir Bhatti imparted the concepts of “Gender Sensitization” through some activates. Mr. Bhatti tried to emphasize that in order to create enabling environment it is essential that sensitize men so they may realize the situation of and problems faced by women workers. Ms Saima Kazmi further explained these phenomena with the help of transparencies.

Before closing the session, Ms Saima Kazmi distributed the evaluation forms to be filled put by the participants. The response of participants was quite encouraging, as most of them expressed desire to further share the knowledge and skills with their co-workers so the information may be disseminated at larger scale. Mr. Osama Tariq appreciated the participants and the PWF for their cooperation and support. He assured his full cooperation in the struggle of Gender Sensitization and for the quest of equal right.





List of Participants

Annex 2.2 a

S No	Name	Organization
1	Farah Naz	Bhatta Khhist Labour Union
2	Muhammad Qasam Khan	B.L.L.F
3	Samina Qureshi	B.L.L.F
4	Razim Khan	Govt. Press Technical Workers Union
5	Muhammad Zahar	Govt. Press Technical Workers Union
6	Wattan Badshah	Muthida Employees Union (General Secretary)
7	Abdul Hameed Haad	Pak Tobako Mazdoor Union (General Secretary)
8	Umer Nasir	Pak Tobako Mazdoor Union
9	Muhammad Iyaz Khan	SDA Employees Union (President)
10	Syda Shawa Akhtar	PTCL Employee Union
11	SirKhab Sarfraz	Pakistan Workers Federation Northern Punjab
12	Safia Naz	Pakistan Workers Federation Northern Punjab
13	Afshan	Pakistan Workers Federation Northern Punjab
14	Rasilat Naz	Pakistan Workers Federation Northern Punjab
15	Saima Gul	B.L.L.F
16	Sumera Naz	B.L.L.F
17	Samina Naz	B.L.L.F
18	Nayab	B.L.L.F
19	Rubina Naz	Pakistan Workers Federation Northern Punjab
20	Nirgas	Pakistan Workers Federation Northern Punjab
21	Asia Khan	Bhatta Khast Labour Union
22	Zanab Rehman	Pakistan Workers Federation Northern Punjab
23	Rabia	Pakistan Workers Federation Northern Punjab
24	Noor Jahan	Pakistan Workers Federation
25	Khandagae	Bhatta Khast Labour Union
26	Mehboob Ali Khan	B.L.L.F
27	Abdul Latif	Bhatta Khast Labour Union
28	Muhammad Qasam	Labour Union Cool Minns
29	Master Khudaad	Bhatta Khast Labour Union
30	Haji Abdul Latif	WAPDA Hydro Electric Central Labour Union
31	Noreen	B.L.L.F
32	Shazia afroz	Bhatta Khast Labour Union
33	Rubi	B.L.L.F

2.3 Rawalpindi (March 16, 2007)

Third regional training of the same series was held at the Larosh Hotel Rawalpindi, on March 16, 2007. The training was attended by 36 participants, including national and regional authorities, researchers, academics, representatives from non-Government organizations, and private sector. The list of participants is enclosed as Annex 2.3a,



whereas agenda list of event can be viewed as annexure. The training addressed the major conceptual framework of Gender, Various forms of gender discrimination including sexual harassment at work place.



Mr. Zafar-Ullah-Niazi, Chairman, PWF Rawalpindi Region, began the session by discussing Gender Sensitization. He remarked that the specific objectives of the initiative are to sensitize the masses vis-à-vis women's economic participation which is vital for the development of the country. Recognizing the ground realities about paradoxes of the orthodox society, he stressed that it is our duty to take effective measures to eliminate inequality of opportunities which would eventually foster gender balance in the society.

Mr. Rana Hassan from PTCL, highlighted the importance of the Gender Sensitization in the employment sector. He stressed that it was a good opportunity for women to organize themselves at national level in Trade Unions. He assured the receptivity and support on the part of male counterparts. He appreciated the combined efforts of PWF and ILO for organizing this training.

Ms. Huma Aziz, Chairperson, PWF Women Committee appreciated the interest and active participation of women workers to understand the concept of Gender Equality. She further acknowledged the leadership of men for their support to organize this training. Highlighting the need for joint efforts, she remarked that women should come forward to get their rights voiced collectively. Recognizing the receptivity and support by men leadership, women need to raise their concerns at work place to get them addressed.

Mr. Osama Tariq Focal Person, PWF-WEC-PK and Deputy General Secretary of PWF, greeted all participants, specially the participants representing SAGA Sports, WAPDA, Garments, PTCL, PTV, Local Bodies, and social workers. He also appreciated the representatives of





PWF, Rawalpindi region for their support to organize such an interactive event. He stressed that Gender Sensitization is the basic phenomenon to promote women participation in every field. The leadership of PWF is creating opportunities in collaboration with ILO and other organizations to bring women workers equal to men workers and would continue their efforts unless the targeted goals are successfully attained.

Mr. Zahoor Awan Deputy General Secretary, PWF and General Secretary of PWF Rawalpindi Region regretted for being unable to spare enough time for this interactive event due to his busy schedule however, he expressed pleasure over the active participation of women workers in this training. The enthusiastic participation of the women indicated the interest and zeal of the women trade union workers and leaders. He commented that it is difficult task to bring Gender Equality in employment sector, yet struggles should be made to achieve this goal, and it would be possible only if women come forward with high spirit. Citing the example of women leaders of Trade Unions, he commented that they were elected by the male members on account of their abilities. While encouraging women he deliberated that when women show courage than nobody dares to push them back. Their fortune is in their own hands, they can achieve their rights by organizing themselves in Trade Unions. Men would be left with no option rather supporting them in this process. In the end he thanked the PWF and ILO for organizing training in Rawalpindi region about very important topic “Gender



Sensitization”. It would be much helpful for creating atmosphere of Gender balance. Message of Labor Minister is also attached as annex 4.3.



List of Participants

Annex 2.3a

S.No	Name	Organization
1	Muhammad Nadeem	Midesty Sports Union Sailkot (Finance Assistant)
2	Muhammad Asif Khan	Saga Workers Union
3	Asia	Saga Workers Union
4	Rizwana	Saga Workers Union
5	Yasmin Khalid Perveen	Saga Workers Union
6	Hafiza	Saga Workers Union
7	Nayla Anjum	Women Labour Union
8	Mehmooda Abdul Ghani	Women Labour Union
9	Shumaila Anjum	Women Labour Union
10	Razia Munir Butt	Workers and Staff Union Taxila
11	Farakh Tahir	Pakistan Workers Federation Northern Punjab (General Secretary)
12	Yasmin Akhtar	Pakistan Workers Federation Northern Punjab
13	Sabir Sultana	Employee Union Hassan Abdal
14	Bushra Jahngir	Pakistan Workers Federation Northern Punjab
15	Ulfar Nawaz	Pakistan Workers Federation Northern Punjab
16	Nasreen Akthar	Pakistan Workers Federation Northern Punjab
17	Shamas Nisa	Pakistan Workers Federation Northern Punjab
18	Ruqia Mudasar	Pakistan Workers Federation Northern Punjab
19	Munir Hussain Butt	Pakistan Workers Federation Northern Punjab
20	Nabila Bashir	Pakistan Workers Federation Northern Punjab
21	Falk Mudasar	Pakistan Workers Federation Northern Punjab
22	Saima Munir Butt	Pakistan Workers Federation Northern Punjab
23	Rubina Bashir	Pakistan Workers Federation Northern Punjab
24	Kalsoon Kawal	Pak Telecom Employees Union
25	Rukhsana Khan	Pak Telecom Employees Union
26	Shama Afroz Gori	Pak Telecom Employees Union
27	Tazeem Akhtar	PTV National Worker Union
28	Nigat Hameed	PTV National Worker Union
29	Nusrat Jabeen	PTV National Worker Union (Chief Coordinator)
30	Abdur Rauf	Pakistan Workers Federation Northern Punjab
31	Nasreen Bibi	WAPDA Hydro Electric Central Labour Union
32	Musrat Jabeen	WAPDA Hydro Electric Central Labour Union
33	Malik Fateh Khan	WAPDA Hydro Electric Central Labour Union
34	Muhammad Akram	PTV National Worker Union
35	Muhammad Ramzan	WAPDA Hydro Electric Central Labour Union
36	Rukhsana Shaheen	Pak Telecom Employees Union



2.4 Hyderabad (March 26, 2007)

Pakistan Workers Federation organized training on Gender Sensitization on March 26, 2007 at Abdul Latif Nazmani Labour Hall Ghari Khata Hyderabad, which began with the recitation of the Holy Quran followed by registration of participants. This training provided an opportunity to diverse group of trade

union workers and office bearers to learn about gender equality at workplace. Opening session was chaired by the Mr. Abdul Latif Nizamani General Secretary, PWF Interior Sindh Hyderabad. He thanked all the participants specially the women and Mr. Osama Tariq for hosting a training in this region. Emphasizing the contribution of women, he remarked, "We have to encourage women's participation in all fields of life and women should take bold steps to join Trade Unions." He added that unless the women workers get the membership of Trade Unions, our country cannot make progress. He mentioned that in bangle industry, large number of women workers is seeking support of trade unions to protect their rights. He appreciated the efforts and commitment extended by PWF & ILO for holding this initiative to eliminate Gender Discrimination.

Ms. Huma Aziz, Chairperson, Women Committee, PWF appreciated the women workers for their participation and men in the leadership of trade unions for their support to organize this training. She spoke about participation of women in Trade Unions and contribution of PWF & ILO to enhance the capacity of women workers through education and on issues related with Trade Union, women rights and Gender Sensitization.



Mr. Osama Tariq Deputy General Secretary said that women workers should strive hard to get their rights. If the women workers are sensitized enough about their rights, they cannot be exploited at their work places. He quoted that God says, "where you are



two the third one is I, where you are three, fourth one is I," which means that God also likes unity and deliberations. In line with the aforementioned above statement, he stated that with the power of vote, it is our responsibility to elect right people for the Assemblies. We need to evaluate the candidates before casting our votes. Referring to the topic of training, he



mentioned that no organization can be successful without the support of women. PWF / ILO are trying to enhance the participation of women in Trade Unions and in economic activities. Providing assurance of his full cooperation he added that they encourage women participation in their organization. (List of training participants and agenda of training are attached as annex: 2.4a Ms. Saima Kazmi discussed about sexual harassment on workplaces whereas Mr. Hassan Munir provided details about difference of gender and sex. UN convention and Pakistan constitution were also brought under discussion.

Before closing the training Ms Saima Kazmi asked the participants to sum up the major themes in few words. The participants' response was encouraging as they promised to disseminate information to other men and women workers to promote the women workers at every level to strengthen the Trade Unions and economy of the country. Mr Osama Tariq thanked the participants and the staff of the PWF for their cooperation to organize this training. He assures his full cooperation in their struggle to achieve the goal





List of Participants Hyderabad Annex 2.4a

S.No	Name	Organization
1	Fatima Nigat	Pakistan Workers Federation
2	Aga Abdul Wahid Pattan	WAPDA Hydro Electric Central Labour Union
3	Salma Mohsin	Pakistan Workers Federation
4	Amna Mukhtar	Pakistan Workers Federation
5	Dr Sajida Shah	Pakistan Workers Federation
6	Fardoos Siddique	WAPDA Hydro Electric Central Labour Union
7	Kiran Rizvi	WAPDA Hydro Electric Central Labour Union
8	Nagma Hafiz Sheikh	WAPDA Hydro Electric Central Labour Union
9	Sana Hafeez	Pakistan Workers Federation
10	Toheed	Pakistan Workers Federation
11	Farzana Jatooe	Pakistan Workers Federation
12	Shamas ul din	Pakistan Workers Federation
13	Toqir Ahmed	National Women Organization
14	Babu Khan Zai	Pakistan Workers Federation
15	Aysha Toqir	WAPDA Hydro Electric Central Labour Union
16	Kaniz Fatima	National Women Organization
17	Anjum Toqir	WAPDA Hydro Electric Central Labour Union
18	Afrooz Jafari	Pakistan Workers Federation
19	Shadia Begum	Pakistan Workers Federation
20	Zarina	Pakistan Workers Federation
21	Arzo Saddique	WAPDA Hydro Electric Central Labour Union
22	Laza Saddique	WAPDA Hydro Electric Central Labour Union
23	Iram Maqsood	WAPDA Hydro Electric Central Labour Union
24	Shir Bano Hmeed	Pakistan Workers Federation
25	Uzma	Pakistan Workers Federation
26	Saima Khan	Pakistan Workers Federation
27	Shameem Saddique	Pakistan Workers Federation
28	Samreen Muhammad Zakir	Pakistan Workers Federation
29	Shanaz Anjum	Pakistan Workers Federation
30	Muhammad Hameed Araee	Pakistan Workers Federation
31	M. Ramzan Meher	Pakistan Workers Federation
32	Muhammad Mithal	Pakistan Workers Federation
33	Abdul Gafur	Pakistan Workers Federation
34	Mashkoor	Pakistan Workers Federation
35	Nouman	Pakistan Workers Federation
36	Muhammad Ahmed	Pakistan Workers Federation
37	Malik Sultan	Pakistan Workers Federation
38	Salma Memon	Pakistan Workers Federation
39	Saeed Ahmed	Pakistan Workers Federation
40	Muhammad Iqbal	Pakistan Workers Federation
41	Syed Farooq Ali	Pakistan Workers Federation
42	Tahseen Tauqir	Pakistan Workers Federation
43	Niala Siddique	Pakistan Workers Federation



2.5 Karachi (April 25, 2007)

Pakistan Workers Federation organized fifth regional training on Gender Sensitization on April 25, 2007 at Hotel Mehran Karachi. After the recitation of Holy Quran, Mr. Tanveer Ahmed General Secretary, PWF Karachi Region got the honor to introduce the guests with each others. Mr. Osama Tariq Dy. General

Secretary PWF, Ms. Huma Aziz Chairperson Women Committee PWF, Ms. Saima Kazmi Project Manager PWF-WEC-PK, and Mr. Hassan Munir Bhatti acted as the Resource Persons. Opening session was chaired by the Central Chairman PWF Mr. Muhammad Ahmed.



First of all Mr. Ajab Khan President PWF Karachi Region was invited to speak about the topic. He thanked the participants for joining this training. It will benefit the Trade Unions to increase the women membership in Trade Unions with the support of male members. The male members should extend their cooperation towards women workers. He prayed for every success of this training and said that it will be prove a mile stone for promotion of women workers in Trade Union and resultantly the trade union movement would be strengthen.

Mr. Osama Tariq Deputy General Secretary said, "I am feeling happy to see my sisters here in Karachi and hopefully we will be able to enhance their capacity in Trade Unions and it will be our future asset, we are trying to build a network of women workers at Pakistan level." He thanked the participants for joining the training. He told that PWF / ILO are trying to bring more participation of females in Trade Unions and in economic activities. PWF wants to uplift more women workers in their organization. He assured his full cooperation.

Ms. Huma Aziz said that she is really very happy to be among her working sisters in Karachi Region. She said that this is her wish to work for the betterment of working women. Now after merger of three large Federations of the country, it is a very good opportunity provided by the PWF. We should and we will take full advantage of this. We will make full efforts to unite the working





women and bring them under the umbrella of Trade Unions.

Mr. Muhammad Ahmed Chairman Pakistan Workers Federation paid tribute to ILO and specially the Director, for the support to organize and enhance the capacity of working women through this project ILO/PWF-WEC-PK. He said in the changing environment and globalization of world, we cannot make progress

without the active participation of women in economic activities. For decent work, we have to bring more working women into trade unions. Much has to be done for the advancement of women workers and it is great responsibility of male workers to extend their support towards women workers. He stressed that our International affiliates are also emphasizing on induction of Youth and Women Workers in Trade Unions. He assured the participants and the regional organizations for his full support for this noble cause.

Mr. Hassan Munir explained about the importance of the Gender Sensitization to the participants through brainstorming and group work. Participants were divided into two groups and were asked to draw the sketches of woman and man. Group A drew picture of male and listed various roles and relationships a man plays in our society. Similarly, the Group B drew the sketch of Woman and listed various roles and relationships, she plays in our society. Then he asked both groups to bring separate blood relationships into a separate column, but none of the groups could so. Mr. Hassan subsequently, he asked the participants to write down the professions of men and women separately and paste them with pictures. The participants identified numerous professions for both men and women. Pictures are attached as annex 4.4. They were again asked to, change profession of women with profession of man. Every participant told that all professions of women can be changed with the profession of man. Then resource person explained that by providing equal opportunities to women



in the field of education, , employment and decision making, their empowerment can be enhanced. There is dire need to change the thoughts and attitude of the society. If we provide the chance to female to educate them, trained them, they can perform well in every sphere of life.

Before closing the training Ms. Saima Kazmi asked the participants to evaluate



various subjects of the event, and the response was heartening. All participants promised to disseminate information learnt through this . Mr. Osama Tariq thanked the participants and the staff of the PWF for their cooperation to organize this training. He assured his full cooperation in their struggle to achieve the goal.



2.6 Quetta (May 21, 2007)

Pakistan Workers Federation organized last training of the series on Gender Sensitization on May 21st, 2007 at Fabss Hotel Quetta. The training was structured in a way that helped participants to walk through the issues, starting from the relevance of the organizational context, along the issues that have to be addressed, the intended or assumed impact of "Gender Sensitization" The training was opened by Mr Osama Tariq Dy Gen followed by recitation of the Holy Qurnan. He gave an excellent introduction to the training and overview of the scene. He discussed not only women participation in workforce, but also emphasized several important issues regarding women employment concerns.

Agha Syed Muhammad Stage Secretary invited Mr Abdul Sattar Finance Secretary PWF Baluchistan to share his valuable thoughts with audiences. Mr Abdul Sattar appreciated the central leadership of PWF for providing the opportunity to women of Baluchistan province to sensitize the masses regarding gender empowerment in trade union in. He said our province is a backward and education rate is very low. Although, women are coming up in different professions but their proportion is not up to the mark. He remarked that this is the right time to encourage them as there is a dire need to sensitize the male population on the issue regarding gender. He said there are some cultural and religious barriers in the economic progress of women in our province but we will try to raise the voice of women rights from the platform of Trade Unions and would also seek the support of other walks of life of the society working for the uplift of women. He appreciated the chairperson of women committee Ms Huma Aziz and acknowledged her efforts for organizing the working women all over the country.





Ms. Huma Aziz chairperson of women committee Pakistan Workers Federation in her speech thanked the regional leadership of PWF Balochistan for their support in organizing the training on such an important topic. She said that she was keen to see her sister working in Quetta as women are progressing rapidly and they would support them by all means. She remarked that working women of other parts of the

country are with them. She conveyed message of solidarity. She requested to the males to support the working women to resolve their issues of working women so they can stand shoulder to shoulder with their male counterparts.

Mr. Osama Tariq Deputy General Secretary of PWF said, "we are here to discuss about very important issue "Gender Sensitization". I know there is much required to create awareness among the male workers along with women workers. When the male workers will be aware of the importance of gender balance they can support the women effectively and we will be able to make 52% population of the country to play their role in socio economic development." He assured for his full cooperation. He offered special thanks to Muhammad Ramzan Achakzai General Secretary PWF Balochistan region for arranging this training.

Ms Saima Kazmi Project Manager ILO-PWF-WEC-PK enlightened to the participants about the aims and objectives and importance for women workers of the project in details. She said that she is really very happy to see such a good number of women workers here in Quetta and hope this would increase rapidly. (List of training participants attached as annex: 2.6 a)

In the closing session Haji Muhammad Ashraf Vice President PWF Balochistan region Quetta highly appreciated PWF and ILO for organizing this one day training on Gender Sensitization. It was indeed a need of this region where women are suppressed due to lack of proper atmosphere and knowledge in general and particularly in Trade Unions. This training would boost up their moral and courage to be beneficial for the society and development of the country. He said, "I am thankful to the leadership of PWF who has provided learning opportunity to women workers of Quetta which will help them for development in social and economical grounds." He requested the participants disseminate whatever they learned here. He further said that without the support of women workers one cannot progress, so we have to encourage them and to support to enhance their capability. Through this project ILO-PWF-WEC-PK we should take full benefit from it to train our women workers.



After that Ms Saima Kazmi asked any two participants (one male & one female) to evaluate verbally what they have learned from the training. Soon after, Mr. Hassan Munir thanked the participants and the constituent of the PWF for their cooperation to organize this training. He assured his full cooperation to achieve the goal.

List of Participants Annex 2.6a

S.No	Name	Organization
1	Haji Muhammad Ashraf	Pak PWD employees Union
2	Durbakhat	PWF Quetta Region
3	Fouzia Victor	PWF Quetta Region
4	Fazal ur Rehman	Pakistan WAPDA hydro electric central Labour Union
5	Muhammad Tawab	Pakistan WAPDA hydro electric central Labour Union
6	Nasreen Sher	PWF Quetta Region
7	Shmal Khan	Pakistan WAPDA hydro electric central Labour Union
8	Najma Perveen	PWF Quetta Region
9	Zahida Iftikhar	Pakistan WAPDA hydro electric central Labour Union
10	Rehmat-u- Allah Tareen	Pakistan Maneez Workers Union
11	Asia Nisar	PWF Quetta Region
12	Farhat Jabeen	PWF Quetta Region
13	Shabana Mir	Pakistan WAPDA hydro electric central Labour Union
14	Bahadar Khan	Agriculture Engineering Union Quetta
15	Khan Muhammad	Pakistan WAPDA hydro electric central Labour Union
16	Nazish	Labour Union
17	Janet Gloria	Pakistan WAPDA hydro electric central Labour Union
18	Uzma Sarfraz Khan	Labour Union
19	Hakim Muhammad Habib	Labour Union
20	Noreen Sheikh	Labour Union
21	Haji Tahir Azeem	Pakistan WAPDA hydro electric central Labour Union
22	Asima Wajid	PWF Quetta Region
23	Nayar Razaq	Labour Union
24	Farzana Zubair	Pakistan WAPDA hydro electric central Labour Union
25	Ashi Naz	Labour Union
26	Akhtar Pervaiz	Pakistan WAPDA hydro electric central Labour Union
27	Hasina Ali	PWF Quetta Region
28	Zahida Perveen	Pakistan WAPDA hydro electric central Labour Union
29	Nighat Abidi	PWF Quetta Region
30	Saeeda Zafar	PWF Quetta Region
31	Rabab Zaidi	Pakistan WAPDA hydro electric central Labour Union
32	Muhammad Naeem	PWF Quetta Region
33	Abdul Star Monawar	Pakistan WAPDA hydro electric central Labour Union
34	Mir Muhammad Khan	Pakistan Maneez Workers Union
35	Muhammad Nasir	Agriculture Engineering Union Quetta
36	Mehmood Khan	PWF Quetta Region
37	Ghazala	Labour Union
38	Nosheen Sheikh	Labour Union
39	Aeman Afzal	Labour Union
40	Astelar	Pakistan WAPDA hydro electric central Labour Union

The series of trainings have been successful in bringing about the following outputs:

3.1 Development Objectives

- Participation of women representative at regional and national level in Trade Unions has been increased;
- Unanimity among women workers has been amplified;
- Through this network women are anticipated to communicate effectively with more information and exposure. Association among members, non members and other organizations would also improve through effective communication;
- Government have particular ministry called Ministry of Woman Affairs leads by a woman minister which also try to solve women issues on priority basis;
- This awareness raising campaign has encouraged women's participation in union activities;
- This platform has provided women with the space to discuss their experiences with others as well as create a virtual community of activists interested in Pakistan on gender issues.

3.2 Suggestions by Participants

The majority of participants evaluated the as 'very satisfactory ' or 'satisfactory'. They remarked that the initiative provided opportunities of networking and learning through experience sharing. The majority of respondents also ranked the resource persons as 'good' and 'excellent' and satisfactory. Participants also remarked that the duration of the should be increased; a full-day would allow greater time for discussion and experience sharing.

Annex 4.1

Agenda

Topic	Resource person
Registration	Project Staff at PWF Office
Recitation of Holy Quran	Ms. Salma Yasmeen
Brief introduction of the project, Concepts of Sex and Gender	Ms. Saima Kazmi
Importance of Gender Sensitization in trade union movement and Gender Analysis (group work)	Mr. Hassan Munir Bhatti
Awareness about Labour laws regarding women workers at country level and international level.	Ms. Rabia Ejaz Pirji
Sexual Harassment at work place	Mr. Osama Tariq

Annex 4.2

Awareness about Labour Laws on Women Workers at National and International level

Rights	National,	U.N/I.L.O.
Right to organize	1973 Art.1	Convention.87 I.R.O.2002)
Right to organize and Collective bargaining		Convention.98
Right of equal remuneration	1973 Art.11	Convention.100
Discrimination in employment and occupation	1973 Art.26,27	Convention.111
Forced Labour	1973Art.11	Convention.29,105
Family responsibilities	1973Art.25	Convention.156
Occupational safety and health	Factories Act.1934	Convention.155
Prohibition of Dangerous work & injurious to health	Factories Act.1934	Convention.155,32(a)
Prohibition of underground work	Factories Act.1934	Convention.96
Prohibition to lift weight	Factories Act.1934	Convention.127
Prohibition for work at night	Factories Act.1934	Convention.95 Mines Act.1923
Maternity Protection		Convention.183



Annex 4 .3

Message of Minister for Labour & Human Resource Punjab read at meeting of women trade union representatives at Pakistan Workers federation on March 08, 2007

Ladies & Gentlemen!!!

I am thankful to the Pakistan Workers Federation for organizing this meeting of women trade union representatives on the occasion of International Women's day.

It is a well established fact that women workers are a major contributor in the economic growth of any country. Their participation in the economic activities is essential for their own self reliance and the well-being of their families. Today the rate of participation of women in the formal sector of labour market is very low in Pakistan. Women's employment is integral to gender equality, poverty eradication and sustainable development. A society cannot progress economically, politically or socially without participation of women.

We are wasting enormous human resource potential by not making women a partner in the economic progress of the country. There are cultural and historical obstacles which will have to overcome in order to emancipate the women. The traditions of our society still reflect the life in old rural society, where work by women is frowned upon and still their work is not recognized. They rarely get paid for their toils.

We must acknowledge that the present indicators of women's empowerment in Pakistan are not very encouraging. In the Human Development Report of 2005 Pakistan stands 107/140 in the Gender-related Development Index. On the Gender Empowerment Measure ranking, Pakistan is placed at 71/80, and on the Female Economic Activity Index Pakistan ranked 129/177. Women's literacy rates are low (45%), maternal mortality rates are high (350 per 100,000 live births nationally women's reported share of national income is less than 20%. The official unemployment rate for women (17.3% is nearly three times that for men (6.1%)

The present government under the vision of President Pervez Musharraf and guidance and leadership of Ch. Pervaiz Elahi Chief Minister of Punjab is fully committed to clear all obstacles in the way of empowerment of women whether are political, cultural, social or institutional in nature. The passage of Women Protection Act is historic event. Simultaneously a roadmap for social and economic empowerment of women has been



given by the Government. The job quota for women has been doubled from 5% to 10%.

The low participation rate of women in the formal labour force in Pakistan does not mean that they are excluded from work. In fact large number of women work at their homes, family business, informal sector and in the agricultural farms. Lack of education and common gender stereotypes prevailing in our male dominated society have consigned women to less desirable jobs. Lot of work done by women is hidden and un-recognized.

The globalization of world trade has brought feminization of the workforce in Pakistan, as the industries which have seen expansion in the recent years like garment manufacturing sectors employ large number of women workers. This has brought about a positive trend in the workplace in the shape of better remuneration and increased recognition of the contribution of women workers in the development of national economy.

The women trade unionists, which were a rare commodity in the past are now taking up the reins of their own destiny, which is an encouraging sign. In fact these representatives can fully understand the concerns of women workers and raise these issues during collective bargaining. The Labour Department is fully behind the promotion of female representation in trade unions. I believe it is essential for the empowerment of female workers.

We in the Labour Department are in the process of launching a number of initiatives for addressing women's employment concerns. Day care centers for the children of working women specially those belonging to the industries are being established in important industrial clusters of the province. This step is aimed at facilitating the employment of women.

A project is also being launched to distribute 3000 ergonomic carper weaving looms to improve health and productivity of carper weavers. Over 80% of the beneficiaries of this project will be women. In fact this loom which has invented within the Labour Department Punjab has received a prestigious technology award for its potential to enhance the women's productivity and health.

I am looking forward to the suggestions to be made by your meeting and assure you that I shall be your partner in soliciting the support of highest level political leadership in addressing the women's employment concerns.



Sexual Harassment at Work Place

- Sexual demands which may be verbally or physically or any sex based activities creating hurdles at workplace and working environment is getting against or possessive;
- There are many ways for sexual harassment such as any unlike person trying verbal or physical relations and in case of denial or refusal tries to punish the refusing partner;
- There are certain examples for sexual harassment such as verbal threatening or teasing, forcing for sexual activities, enjoyment by describing sexual stories and facts, pampering, rubbing one's body to others, demand for fulfilling sexual needs in respect of threat or by offering more pay or better job;
- It is important for both men and women to learn how to adopt professional behaviour at work place. Men and women have to create professional attitudes in dressing and behaviour and their relation may be based on mutual respect;
- Women must be mobilized and may protest strongly against any misbehave made by any one. Trade unions must play their role to organize women workers of the unions where they may be treated by equal rights and designations.



Social Roles and Responsibilities of Men and Women



عورت کی ذمہ داریاں:

گھریلو کام

بچے پالنا

کپڑے دھونا

صفائی کرنا

ٹیچر

نرس

معاشرہ



مرد کی ذمہ داریاں:

تعلیم حاصل کرنا

روزگار

ڈاکٹر

انجینئر

وکیل

اور حکم چلانا



معاشرہ



Limited Employment Opportunities for Women



تعلیم کے کم مواقع



Access to Opportunities of Education

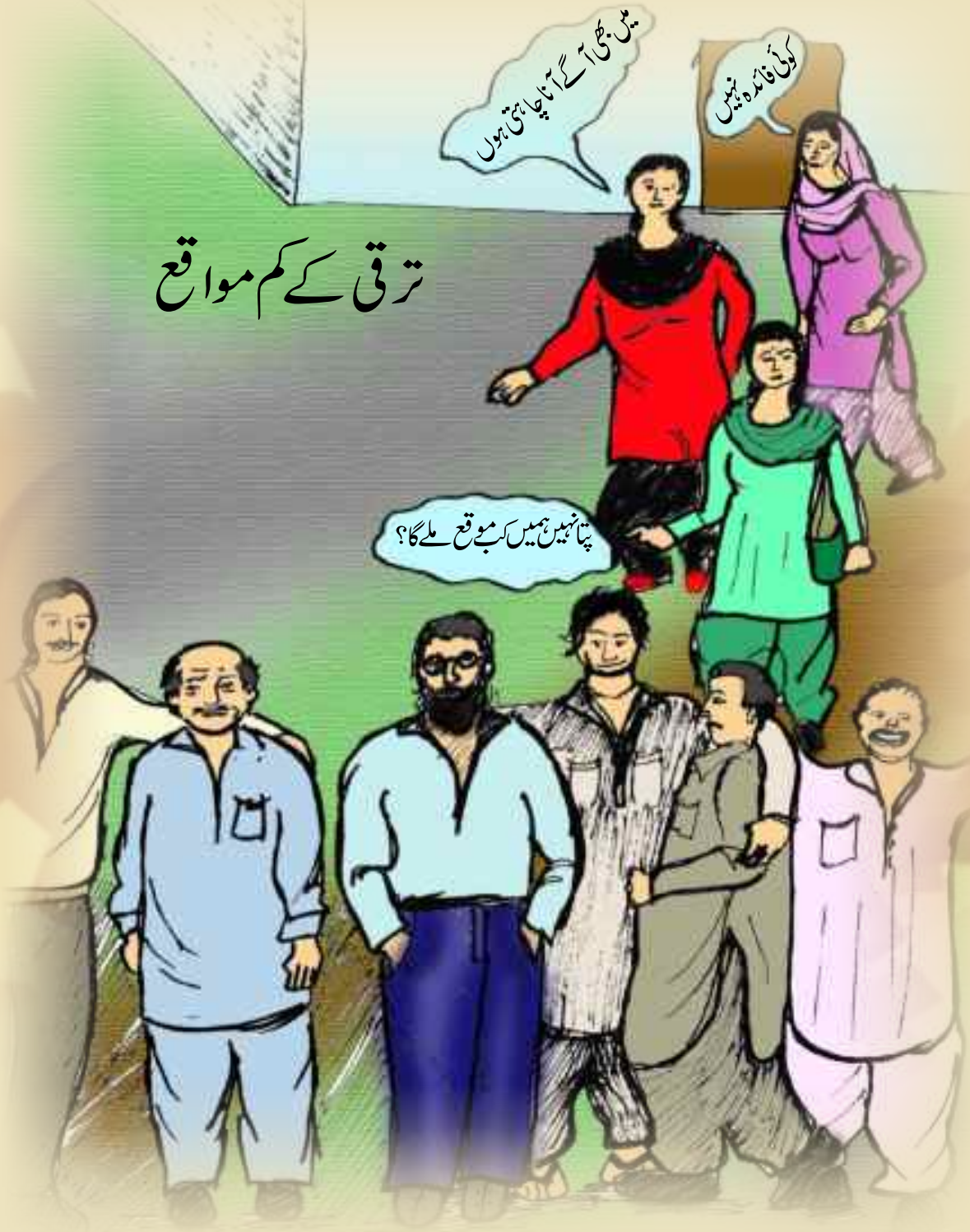


روزگار کے مواقع عورت کے لیے کم کیوں؟

Lack of Opportunities of Development for Women



ترقی کے کم مواقع



Unequal Wages for Women for the Work of Equal Value



عورت برابر کام کر سکتی ہے تو
برابر معاوضہ کیوں نہیں؟



ٹیچر



ٹیچر

Longer Working Hours for Women



رات دیر تک کام



Multitasking: Triple Burden of Responsibilities for Women



دوہری ذمہ داری



Multiple Responsibilities of Working Women



بس سٹاپ پر چھیڑ چھاڑ

Various Forms of Harassment for Women



کام کی جگہ پر جنسی خوف و ہراس



Sexual Harassment at workplace



بار بار دعوت دینا



Frequent Invitations for Lunch, Dinner and Tea



خواتین کو ہر سطح پر پالیسی ساز اداروں میں نمائندگی دی جائے



Representation of Women Required at all Levels of Policy Making



Glimpses of Press Coverage

Annex 4.5





The Day 2,
Democratic
New Change
in Machinery

Daily Voice of Message
Independent
Quetta
Tuesday May 22, 2007



Workshop on gender sensitization Improvement of working women's condition urged

Independent Report

QUETTA: A workshop on 'gender sensitization' held here arranged by the Pakistan Workers Federation and participated by the female labourers and male trade union representatives stressed the need for improving the working conditions of women in different sectors as most of the women could not achieve the goals of progress and prosperity.

Speakers including Central Deputy General Secretary, Pakistan Workers Federation, Usama Tariq, Women Wing Chairperson Hameed Aris, N.O. (PWF/PWF) Project Manager

Seema Kazmi, Munir Hassan Shah, Education Coordinator Haji Muhammad Aslam, Vice President Balochistan Region, Balochistan Region, Abdul Sattar Musawwar and Publicity Secretary Syed Agha Muhammad said that at present the country is ruled by the capitalists and feudal system while the young generation has followed the path of social crimes due to the unemployment and the poverty is increasing because of the rate of suicides.

They urged that the government is required to give due representation to the women folk and pay special attention towards their condition.

FOUNDED BY QUAID-I-AZAM MUHAMMAD ALI JINNAH

DAWN

DAWN, 1001 NW 132 St. St. Louis, Mo 63103, Friday, March 9, 2007 \$4.00/20

Discrimination against women slammed

By Our Reporter

Workers the Federation (PWF) took out processions on International Women's Day here on Thursday to condemn the continuing discrimination against women despite the government claims of measures taken for their protection.

The PWF held a meeting at Bakhtiar Labour Hall followed by a procession. The participants marched on Nisbat Road carrying banners and placards on which they had written slogans demanding equal status for women.

Speaking at the PWF meeting presided over by Chaudhary Talib Nawaz, former provincial minister and MPA Shahzad Attique Rehman said women required to be treated equal to men and paid equal wages because their number in the workforce was increasing with the passage of time. Discrimination against women was a social weakness, which required to be curbed, she stressed.

Federation Women Wing Secretary Danial Akhtar said that more and more women were being compelled to work because of economic compulsion. They should be paid wages equal to men so that they could contribute towards improvement of lot of their families like men. Educational facilities also required to be increased for girls, as 60 per cent of them could not get even school education.

Federation Deputy Secretary General Usama Tariq said that all women workers should be registered and provided benefits available under the labour laws.

Nasim Akhtar, Seema Zakir Shahzad, Munir, Shahzad Karim and Zahida Akhtar also spoke.

THE NEWS

Walks to highlight women's rights

By Our Correspondent

VARIOUS organizations including Pakistan Workers Federation, Pakistan Labour Federation, Gender Reform Action Plan held walks to mark the World Women's Day on Thursday.

The GHAF arranged the walk at Parish University in collaboration with Institute of Social and Cultural Studies of the university. PU Vice-Chancellor Anshad Mahmood and GHAF Project Coordi-

nator Aftab Rabbani Mirza led the event. Pakistan Workers Federation's walk, held in front of Bakhtiar Labour Hall on Nisbat Road, was led by former provincial minister Shahzad Attique Rehman. Pakistan Labour Federation's walk, held in front of Lahore Press Club, was led by Chairperson Attique Salween and Secretary General Haji Muhammad Saeed Arain.

The participants were holding banners and placards. They were

chanting slogans for women's rights. Main purpose of these events was to create awareness about women's rights among public.

Meanwhile, ASB Resource Centre, Social Sciences Doctors Association, Commission for Peace and Human Development and other organizations also arranged seminars and conferences to highlight the issues pertaining to women's rights in Pakistan.



Pakistan Workers Federation (PWF)

Pakistan Workers Federation (PWF) came into being on September 7, 2005 after the merger of three important national level trade union federations of Pakistan namely, All Pakistan Federation of Trade Unions (APFTU); Pakistan National Federation of Trade Unions (PNFTU) and All Pakistan Federation of Labour (APFOL). These three national level federations realized that united voice of the workers is essential and only a united movement is capable of addressing the growing labour market issues and in protecting and promoting the rights of working women and men and in establishing an egalitarian society based in social justice. At present, PWF represents 419 unions with a total membership of 872,000 workers across Pakistan and strives to promote and protect their rights. It strives to establish, maintain and develop a powerful and effective national organization consisting of free and democratic trade unions, independent of any external domination and pledged to the task of promoting the interests of working people throughout Pakistan and enhancing the dignity of labour.

PWF's Constitution clearly states that the membership and effectiveness of women's participation will be increased through affirmative action including an increase in their representation in Executive structures at the national and regional levels. The constitution of PWF ensures the integration of women in trade union organizations and actively promote gender equality in activities and decision-making at all levels; strive for the establishment of full employment; elimination of discrimination on grounds of race, sex, nationality and creed; the improvement of working conditions, health and safety; social security, for all and raising standards of living of Pakistani people and help and guide the working men and women, particularly the rural peasants to organize themselves into trade unions and rural workers organizations form promotion and protection of their rights and also work for introducing the land reforms as well as abolition of feudalism.