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History of labour movement in South Asia

Seeds of labour movement; early industry and workers emergence

History of Pakistan trade union movement has roots deep in the Indian sub continent workers struggle and is directly related with the emergence of industries in different parts of India. It was soon after 1813 when we see the beginnings of the modern Indian industry and the all most simultaneously sporadic actions of the industrial workers which introduce first batch of industrial legislations. Numbers of strike were instigated by various labor unions in different industrial sector through out India in around 1895. These activities have given shape to the Labour movement in India.

Under the pressure of the workers industrial actions the first sign of industrial laws emerged under British rule in the name of factor act 1881 followed by another enactment in 1911 which laid down working hours for employees in the factories in order to pacify the workers. Till that time workers actions were not organized one.

20th century, workers unity and legislations

It is well known fact that till early 20th century there was no organized trade union movement in the country. After the 1st world war it clearly shows the emerging trade union organization and struggle as part of national resistance against foreign domination. The politicization of workers and its mobilization under the joint all India trade union congress clearly indicated the sparks of a movement which has forced the government to introduce legislations in the name of Government of India act, 1919 guaranteed the freedom of formation of association and trade unions in the sub continent. Consequently, the government made a specific law; namely, trade union act of 1926, for the formation of the trade unions in the sub continent, which provided the method of formation and registration of the trade unions (the government of Pakistan adopted the trade union act 1926 industrial disputes act 1947 and other laws). Other important laws relating to workers enacted during that period include: 1(mines act 1923, trade dispute act 1929. 2) workmen's compensation act, 1923.

It was the united actions by the number of unions under the banner of all India trade union congress through boycott of the **Whitley Commission** which was constituted by the government to look into the conditions of workers in 1929 that showed the strength and unity of working class. Indian trade union movement play very importance role in national liberation struggle.

Prior to the partition of India into two independent country namely Pakistan and India respectively, a five year programme of action was drafted in October 1946 at a labour conference which unanimously approved detailed legislative and administrative measures to improve working and living conditions of the labour force.

Emergence of Pakistan and Plight of workers

After the partition from India in 1947 Pakistan inherited the labour laws of British India and adopted all of them as the law of land. This newly curved country got only 9% of the total industry of pre partition India and these industries were concentrated in few urban centers with small number of workers employed as compare to India.

Due to that fragile industrial base, workers were in very small numbers so as a result very limited chunk of workers affiliated with the trade unions and the workers movement. And it was even less number of workers were registered under the factory act.

Here is brief detail about the numbers of workers covered under the factory act in some vital industrial sectors in year 1949

Kind of industry	# 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

It is interesting to note that at the time of independence out of 75 million total population of Pakistan only 0.63 % (482,000) were engaged with industries (63 workers per 10000 populations)

The above mentioned fact revealed that Pakistan was counted almost one of the weakest countries of world in respect of fragile industrial infrastructure at the time of independence in 1947. In short we can say that this newly formed nation inherited colonial legacy in shape of chronic feudalism, very small number of industrial units in few metropolises with weak trade union movement and moth-eaten political institutions.

There were two main organizations which represent workers all over India before 1947, one was All India trade union congress (ANTUC) which affiliated with the left oriented political parties including communist party of India and other one was the Indian Federation of Labour (IFL) having reformist tendencies. Soon after independence in 1947 these organization were rename as Pakistan Trade Union Federation (PTUF) having affiliation with World Federation of Trade Union (WFTU) and the Pakistan Labour Federation (PLF) with change of name as all Pakistan Federation of Labour (APFOL) and join the International Confederation of Free Trade Unions (ICFTU) in 1951.

The partition process tented with blood and great migration of population on religious bases from India to newly curved Pakistan and vise versa. It played havoc with the already weak trade union traditions in this part of subcontinent when majority of political

and trade union activists belonging to Hindu and Sikh religion had migrated to India because of religious prosecution against them in Pakistan.

As mentioned earlier that the trade unions activities in this part mainly confined to urban centers specially three big cities namely Karachi, Faisalabad and Hyderabad. There were comparatively strong trade union currents in railway, post office, seaport, textile, airport, and also in some cement factory units.

Martial Laws and Trade Union Movement

It was unfortunate for the newly independent country that in the very beginning the realm of power was unconstitutionally captured by the strong, over ambitious and adventurous army establishment in 1958 by General Ayub Khan through a military coup.

It is interesting to note that the military regime had had established close military and monetary contact with the USA Government and Multinational donor agencies through military and so-called economic pacts and joins, whole heartily, the regional and international military and economics blocs against the USSR and China and had adopted anti people and specially anti workers economic and political policies on the dictates of international donor agencies specially IMF and WB. It had made worse effect directly on political and trade union institutions because during that spin of time it was only the trade union movement that opposed the foreign dominance and imperialistic dictates and they were very vocal against the anti workers policies of the regime.

It put ban on all political, students, professional and trade union organizations and confiscated all their assets and publishing houses and halted all of their lawful activities through Martial Law orders (MLO). The Martial Law Courts (MLCs) were established presided over by the on duty military officers, they summarily tried political and trade union activist and put them behind the bars for several years imprisonments, numbers of workers were murdered by the tyrant régime.

Like all other political and trade unions organizations, Pakistan Trade Union Federation (PTUF), a radical and left oriented trade union federation, was also banned, all its assets were confiscated, offices were closed down and large number of its leaders and active members were arrested along with members of Communist Part of Pakistan.

There was mass movement against the military dictatorship all over the country which over through the despotic regime of General Ayub Khan on March 25, 1969 but replaced another General, General Yahya Khan. His regime held country wide elections but failed to transfer the power to people's representatives. There was popular movement in East Bengal, the eastern part of Pakistan and army started brutal military operation against Bengalis as result the political movement turned into armed liberation struggle. And Bengali people got their independence and a country with name of Bangladesh emerges on the map of world in 1971.

The liberation of Bangladesh in 1971 did make a lasting impact on already weak trade union movement in remaining Pakistan.

There was a brief period of democratic order after 1971 that ended in 1977 with another brutal martial law of General Zia. Again all political and trade union activities were banned and reign of terror had been unleashed for another decade. The persecutions of political opponents, growth of religious fundamentalism, and sectarian and ethnic divide were the hallmark of that dark period which as a result again weakens the trade union tradition in the country.

There had been great struggle against military dictatorship all over the country. Trade union movement played very vital role in struggle to defeat the dictatorial role of Gen. Zia. Those were the working journalists who stood against the high tides of military rule under the united banner of Pakistan Federal Union of Journalists (PFUJ). They were arrested and some were lashed openly.

There was longest strike in history of trade union movement in Pakistan when 7,000 workers of Karachi Ship Yard, the union was affiliated with PTUF, came out of their yard to press for the demands in May 1979, the strike had been continued for 90 days, military regime in reaction dismissed 7000 workers from the job.

There was another strike by the Port Trust Workers Organization (PTWO) in November 1979 which was ended after getting their demands. In December 1981, Lawyers associations started movement against the military ordinance which harm the human rights and curtail the powers of courts. Teachers were become restless when government started the process of privatization of public sector schools. In 1982 there were wide spread protests by the teachers associations all over the country. There were spiral wave of strikes in public hospitals in summer of 1982 led by Sindh Doctors Action Committee (SDAC).

The military regime had started out right process of denationalization and privatization of industrial, financial, educational and health units on the dictates of IMF and WB. And in August 1988 military dictatorship was ended by the death of General Zia in an air crash the same economic policy had been followed by the up coming two civilians Government of Pakistan people's Party (PPP) of Benazir Bhutto and Muslim League of Mian Nawaz Sharif respectively from 1988 to 1999 but failed to fulfill their commitments to people of Pakistan that discredited them in the eyes of people.

Once again through military coup General Musharaf toppled the elected government on October 12, 1999 and set the political and economic policies based on neo-liberal agenda of international donor agencies. This regime has started privatization of all-important industrial, educational, health and financial institutions without any legal authority on through away prices to foreign companies on one hand and forcing anti workers law to curb trade union activities in any form, nearly one hundred sixty three big and small units have sacrificed at the altar of so-called sacred mantra of privatization, earn 395 billion rupees but no body know where this hefty has gone?

To enforce privatization without any hindrance all major institutions have been put under the control of on-duty or retired military officials, their only job is to harass the workers and trade union activist. It is unfortunate that all major political parties have had to follow the same agenda, which the present government is pursuing in respect of privatization.

Because of these policies the poverty is prevailing, retrenchment from jobs reach the level of 100,000 and as a result membership in organized trade union sharply decreased from 800000 to 218,000 during the period of last seven years of General Musharaf government. New industrial law Industrial Ordinance 2002 (IRO 2002) introduced in October 2002 that put new obstacles in the way of forming unions and snatching the existing rights.

The state provided social securities guarantees; heath, education and old age benefits are decreasing day by day under WTO dictates. Now situation is that nearly 40% of population is living under the poverty bar

The government used to say that the 90% of proceeds from privatization would be used for foreign debt and remaining 10% would be used for the well being of poor people but results show that debt has increased from 27 billion \$ to the mark of 39 billion \$ in these years.

Workers and their representative trade unions have chosen the path of struggle to show resistance against all anti labor policies of government. Workers from PTCL, Pakistan steel mills, Karachi electricity Supply Corporation and Karachi Shipyard show historic velour in their struggle against the privatization process and write a new history.

But prevailing political situation since long especially after the collapse of socialist bloc never allow it to have excess to international like minded organization to share with them its experiences and get international helping hand from workers organizations on the issues confronting the workers movement in Pakistan.

History:

A workers conference was organized by Indian government in October 1946 well before the independence of Pakistan. The main objective of the conference was to discuss the working conditions of workers and evolve strategies to improve their condition. The recommendations of that conference were fully adopted by government of Pakistan in tripartite conference in 1949 with some amendments. The Salient features of those recommendations were minimum wages, social security, establishment of employment exchange and labour bureau and workers insurance.

After the independence government of Pakistan has adopted all pre partition British rules given laws related with labor including trade union act 1926, as industrial dispute act 1947.

In act of 1947 freedom of forming trade union was guaranteed but right to strike and lockout were banned before the negotiations. In 1959 industrial dispute act become into enforce in place of dispute act of 1947. Under the new laws workers were banned to strike in public utility services and employers were given the right to hire and fire the workers. In that act employer had also the right to terminate the trade union representatives and workers were not given any place to redress their grievances but employers were given the right to refer industrial dispute raised by workers for arbitration.

There was a nation wide movement for the restoration of labour and democratic rights and as a result the military dictatorship was defeated in 1969 with another General on the realm of state affairs because of great workers movement pressure a significant change in labour related laws were made in July 1969 again through tripartite national conference by announcing a labour policy by the name of Industrial Relation Ordinance 1969 (IRO1969). The aim objective was to create an environment in which both the employers and the workers could work together to achieve greater productivity. It further attempted to allow the free exercise of freedom of association for all workers and to encourage the growth of trade unions. 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, and similar matters were stressed in the implementation steps. The numbers of registered trade unions grew from 1500 to 8600 soon after the promulgation of IRO 1969

In 1971 there was a liberation struggle in east part of the Pakistan and in December 1971 Bengalis get freedom and independent state of Bangladesh was emerged.

First popularly elected democratic government was established under the leadership of Zulfikar Ali Bhutto in 1971 with pro labour manifesto and he announced 22 points ambitious industrial polices in 1972.

1. Workers participation in management of industry.
2. Auditor's appointment by workers in factories.
3. Increase in workers' share in profits from 2.5% to 4% under companies profits (workers' participation) act.
4. Shop stewards in each factory department.
5. Labor court decisions in 20 days for individual cases.
6. Workers council to deal with all matters that can go before labour courts.
7. Either workers or employers permitted to take matters to the labour court
8. Three day strike notice to be considered sufficient.
9. Lower supervisory levels in banks to be included in the definition of "workman".
10. Every retrenchment and termination order to state reasons in writing.
11. Bonus payments compulsory and linked to profits.
12. Payment of wages act, 1936 and West Pakistan industrial and commercial employment (standing orders) ordinance. 1968 applicable to all contractors.
13. Providing funds for workers' housing under the workers' welfare fund ordinance, 1971.

14. Free education up to matriculation for one child per-worker by the employer.
15. Workers' 2% social security scheme contribution dropped, employer contribution raised to 6%.
16. Provision for old age pension.
17. Compulsory group insurance against death and injury for off-duty workers.
18. Extension of social security to domestic servants.
19. Revision of safety measures and workmen's' compensation against death and injury laws.
20. Introduction of group incentive scheme.
21. 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.
22. Eventual linking wages to prices but no immediate increase in cash wages.

Military regime of General Ayub Khan was overthrown by the mass movement with the very pivotal role of industrial workers movement. And PPP come to the power with votes of working masses and radical slogans so poor people especially urban industrial workers put lot of hopes on the new Government of Zulfikar Ali Bhutto. It is no secret that the Bhutto government initially put forwarded numbers of pro people scheme but soon after it romance was ended. There were new labour laws in books but on ground these were not implemented in true sense. The party was high jacked by feudal lords and the corrupt bureaucracy .They had mad an unholy alliance with the industrialists to suppress the high tide of workers movement.

The battle ground was arranged in textile sector where workers were on strike against the 12 big tycoons, Walikas, Habib and Hafeez, of the sectors in January 1972. The PPP leaders spoke in favor of workers cause but acted in support of the industrialists, workers become conscious about the hypocrisy of the party leadership. There was workers demonstration at the front of one factory called Ferooz Sultan Mills in SITE area Karachi, protesters were demanding their salaries. The local authorities called the police to help the factory owner and police restored to un- discriminatory firing on unarmed workers killing 11 including one woman and child and wounding 70 workers along with arrest of dozens of union's leaders and activists. That gruesome episode made the workers and their bodies so vibrant and enraged that 8 affective workers organization came closed to each other and formed Workers Organizing Committee (WOC) in Karachi and had started country wide movement against the police brutalities. Another black day was written on the page of history when protesting workers were massacred in Landhi industrial area of Karachi in October 1972 and never ending repressive measures had been unleashed against the workers and trade union movement. It was the fatal blow to the emerging movement so as a result trade union movement was crushed. Workers and trade union leaderships' romance with PPP and Zulfikar Ali Bhutto was ended after that bloodshed.

In 1977, again military establishment under the leadership of General Zia Ul Haq took control on sovereignty and enforce emergency. He deprived workers from their due rights and restricted strikes and lockout and banned unions activities in industrial and financial

organizations like PIA, 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 are women and they don't have any legal rights. In 1985 under the shadow of military regime apolitical assembly was come in to being which made some increase in compensation and raise 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 very dynamic democratic struggle against the military rule and trade union activists played pivotal role along with other democratic forces of the country.

In 1988 elections were held and elected civilian government took the realm of state. There were great expectations among the masses especially the labour class with the elected government of People's Party led by Banazir Bhutto. New government pledged to follow all ILO conventions in true spirit, to abolish the contract system and reinstate all retrenched workers. But all these expectations gone into vein and dreams become sore. Four elected government took the reign of state from 1988 to 1999. In all these years four civilian and three interim governments toe the anti workers economic polices of international donor agencies. The privatization process was the main silent feature which started in that period as result it made very negative effects on the trade union movement.

Again in 1999 military toppled the civilian government and all fundamental rights including trade union rights were severely slashed. The whole period of this military regime is hallmark of Draconian-law. This government has introduced new IRO without the consent of trade union movement in 2002 which called IRO 2002. In this ordinance it was made difficult for workers to form unions. Now in any establishment or factory where worker are less then 20 in numbers they can't make there union. The workers' right to get stay order from NIRC is snatched. First time right of hire and fire is given to the employers after some payments. Labour courts right to reinstate the terminated workers has been taken away now court would only order for compensation for 12 to 30 salaries. The whole IRO 2002 is designed in a way to protect the interest of employers. In this ordinance imprisonment of employers is abolished. Now recently new bill was passed in the assembly with having silent feature of increase in working hours from 8 hours to 12 hours, female workers will work in night time, contract system become legal and slash in overtime.

Trade Union in Pakistan Today:

Trade union movement in Pakistan goes through the very crucial period at the movements. After took over of the government by military clique in October 1999 anti workers police has been enforcing upon. Present government has initiated number of polices on the dictates of IMF and WB that have made direct affect on already weak trade union movement. On the one hand IRO 2002 have snatched all trade union right the workers had for long while on other hand public sector entities have been selling out under the policy of privatization in accordance of neo-liberal agenda of WB and IMF and WTO. In last 8 years nearly 0.8 million have been sacked from the jobs, trade union leaders and activists are the first casualty at the time of sacking.

In this scenario labour movement is standing at very fragile grounds. However the trade unions have registered considerable enlargement in numbers during last 60 years. If we compare it we see that there were 209 registered unions in 1951 with 393,137 members which increase from up to 7530 representing 1.3 million members 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 stand 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

The decade of seventies saw the golden period for trade unions with membership reaching almost one million (1977)

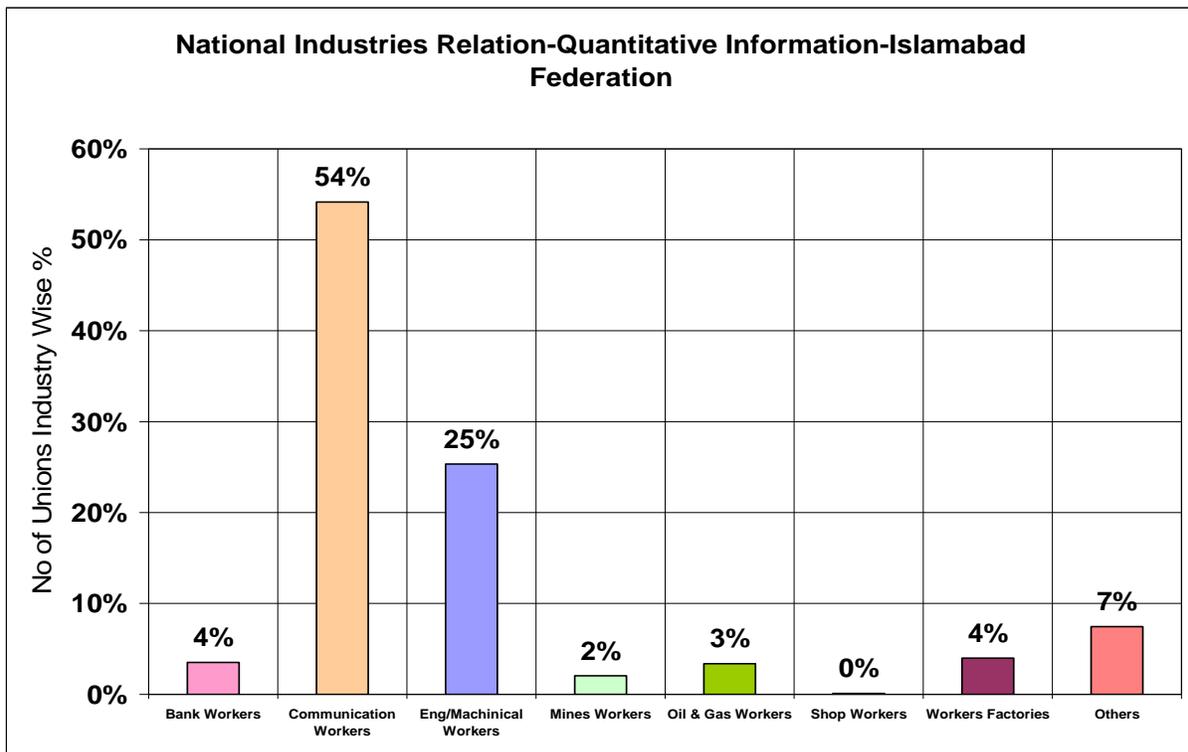
National Industries Relation Quantitative Information Islamabad Unions

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%

National Industries Relation Quantitative Information Balochistan Unions

S.No	Industry	No of Union	Number of Members	No of %
1	Bank Workers	21	2073	5%
2	Communication Workers	15	2873	8%
3	Eng/Mechanical Workers	14	1448	4%
4	Mines Workers	12	5241	14%
6	Shop Workers	4	352	1%
7	Workers Factories	72	15297	41%
8	Workers Committee	17	1165	3%
9	Others	14	9307	25%
	Total	169	37756	100%

Federations (Islamabad)



CBA and Workers Coverage

As per data collected by provincial labour departments in 2001, of the 7,318 unions registered with the departments only 1,905 have Collective Bargaining Agent (CBA) status. Similarly, out of over million members only one third were enjoying CBA status. 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 winning union. Anyhow, an important point is

that even the average membership of CBA remained low and this factor is mostly marked in textile, banking, municipalities and food sectors.

The Informal Economy and Women workers Situation

Informal Sectors Workers Quantitative Information %

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

Formal work is rapidly converting in informal sector due to implementation of different agreements and policies of IMF, WB and WTO by the states all over the world. These policies immensely violate workers rights in general and women workers in particular in informal sector. Millions of women workers are enormously engage in informal sector especially in home based work in urban and rural areas. The market based neo-liberal economic system regards women as a convenient source of cheap labour and part of the reserve army of labour to be drawn on when there is shortage of labour and then discarded again when the need disappears.

The absolute domination of international financial institutes (WB, IMF and ADB) and the giant multinationals ensures that the last drop of surplus value is mercilessly squeezed out of workers, especially women workers. The growth of informal sector is the direct result of neo liberal agenda and this fast growing phenomenon given rise to the worse kind of exploitation of women workers engage in the sector. They haven't any basic facilities such as education, health, shelter and other necessities of life. Their wages are very low, have no job security, working for long hours and legally they are not recognized as worker.

Informal sector work means the work that is done by people including men and women in their home/ own place for earn remuneration. Home-based work is a form of informal sector. ILO introduced the usage of informal sector word in 1970. And there is a convention called "Home Work Convention C 177" which suggest to states to recognize home based workers as labour and protect their legal and social rights. After independence, Pakistan become the member of ILO and had signatory more then 30 conventions of ILO's but didn't implement fully on any of them. Pakistan signed the homework convention C177 but did not ratify it. It is very unfortunate that states all over the world paid less attention to the plight of worker of this neglected sector of economy.

The fact of matter is that Structural Adjustment Program (SAP) enforced by IMF and WB, resulted in privatization of national assets, high unemployment, closure of factories, high inflation and starvation, increase in poverty rate, contract work, having hazardous working environment and cut in subsidies on food and agriculture product. WTO restrict labour mobility from one place to other but not capital. These policies have increased exploitation of workers and they are more in expose to vulnerable condition than any other period.

State is weathering itself away from social responsibilities, due to implementation of neo-liberal economic agenda dictated by IMF and WB through GATTs agreement. State failed to fulfill its tasks in respect of providing health, education, shelter and other basic amenities to its citizens. It becomes harder for poor people to buy these facilities. As a result workers especially women workers are more exposed to harsh conditions in day to day life.

Anti workers laws are the hallmark of neo-liberal economic agenda. In this socio-economic scenario on one hand when the formal sector workers are loosing their legal rights and shrinking their number, and on other hand the rate of increase in informal sector workers is very high with no legal rights and social opportunities.

Formal and Informal sector worker

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

Source: Pakistan labour force survey 2005-6

There are about 50 million home based workers in South Asia. In Pakistan 65% of all women workers are home based which is growing day by day. In 2000, 35% of all women workers were home based workers and it grows 51% in 2005. How ever unofficial sources claim that in 2001-2002, 63% of women workers were engage in informal sector which increase up to 65.7% in 2003-04 and majority of them work on piece rates.

Women cover of 30 per cent of the total labor force, but 65.7 per cent of his female labor force is officially accounted for in the informal sector. For many informal sector workers, perhaps the majority, working conditions and terms of labor are exploitative, characterized by low wages and long working hours with no protective laws. These are due to the policies demanded by the IMF. The informal sector is growing, which is

making conditions for the working class even worse. The informal sector has grown 8 to 9 times since 1978 – 79. The female labor force, majority in informal sector, has grown at an average annual rate of 16.7 per cent over the last 15 years, although their position is becoming less secure day by day.

In the situation few states have various laws for the betterment of the individuals and the corporate bodies, persons and group of people. In Pakistan though laws are available but somewhere their compliance is not visible in fact there is no implementation, but there are some persons and occupation that are connected with the affairs but have no legal cover to their efforts and share towards the social and economical affairs. Under the constitution of the country it has been promised for the fair dealing and development of the citizens particularly, the poor communities.

The state has the departments of labour and social welfare but we do not find the unsecured working people with a cover of any benefit from the departments. It requires the welfare of a person, his family and his community to the extent of health, food, clothing, housing, education, insurance, recreation and unemployment assistance and other legal rights. It is a vast, basic and important aspect of the social protection, which needs other occasion to offer, but here we are concerned with the Millions of persons belong to the category of home based workers, specially the Home Based Women Workers, who are deprived of any cover or protection under any law, therefore, the state should discharge their constitutional obligation to carry on legislation on the subject for improving the condition of poor communities particularly Home Based Workers (Women).

Generally it is presumed that all unorganized sectors are unprotected uncovered and lacking with the basic and fundamental rights but here, we are restricted ourselves only to the extent of Home Based Workers, particularly emphasizing on women workers. Questions arise, what is home based occupation or work? Home based workers are those, who are engaged in the production of good 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, factually workers own home.

The problems of home based workers are very serious but no body has taken any initiative to apprise the government to protect them through legislation as they are being abused and exploited by vested interest because there is no Authority or agency to check, record and to supervise the relationship, between agents and HBW due to non existent of any employee/ employer relationship mechanism with home based workers, who are mainly engaged in Garments, Beedi, Bangles, Agarbatti, Gem Cutting, Dates, Food Items like Pickle, Handlooms, Carpets, Lace, Handicrafts and Clay Pots making work and many other sectors.

There are other certain local occupations in different areas but the workers especially women workers involved in such occupation are continuously being exploited and facing hardship, therefore, instead of their economical satisfaction, they are falling into further

poverty, this is totally against the objectives of a state and the constitution and ideology of the country which is getting for the country far away from a welfare state.

Share of employment in the informal sector has been expanding since the last three decades. 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.

Unions Structure in Pakistan;

In Pakistan context the basic unit of workers organization is union on plant or factory level. If a factory is situated at one place and it has no other branch then workers form their union and get registered it in Province and if any factory has more than one manufacturing units the union is to be registered with National Industrial Relation Commission (NIRC) at federal level. However sector wise unions and federation also be registered with NIRC

According to IRO2002 every union has to have affiliation with national level trade union federation and these national (federal) level federations must be registered with NIRC. Any trade union federation having member unions in three provinces out of four get the registration certificate from the NIRC.

Some national level federations formed a confederation in 1995 but there no law to register the confederation at any level.

Trade union (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/Mechanical Workers	105647
5	Associated Consulting Eng. Employees Union	Eng/Mechanical 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 Northern Gas Pipelines Limited Employees Union	Oil & Gas Workers	3200
16	All Pakistan PWD Central Workers Union	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 Molazmeen Inqalabi Union	Communication Workers	3000
25	PTDC Employees Union	Others	292
26	Pakistan WAPDA Labour Union	Eng/Mechanical 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/Mechanical 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 Service Employees Union	Eng/Mechanical Workers	470
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 Union	Communication Workers	3085
50	All Pakistan SBFC Employees Union	Others	53
51	American Express Employees Union	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/Mechanical 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 Inqalabi Mazdoor Union	Workers Factories	1400
79	All Pak. Railway Employees Supreme Union	Communication Workers	429

80	Agri Auto Progressive Labour Union	Eng/Mechanical 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 Organization	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/Mechanical 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/Mechanical 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/Mechanical 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 Union	Others	380
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	PalivaPakistan 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/Mechanical 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/Mechanical 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/Mechanical Workers	12700
141	All Pakistan NFML Workers Union	Others	87
142	CAA Liberal 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	Others	105

	Aviation Authority		
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/Mechanical 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/Mechanical 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	Others	26

	Barotha Constructors		
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 Pakistan	Others	165
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/Mechanical Workers	52
203	All Pakistan CAA Employees League	Others	1600
204	All Pakistan Workers Welfare Board Workers Union	Others	130
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/Mechanical Workers	62
209	All Pakistan Goods Transport Labour League	Communication Workers	329
210	Cadbury Progressive Pakistan Employees Union	Others	136
211	Allied Electronic (LG) Mehnatkash Union	Eng/Mechanical 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/Mechanical Workers	61
219	Takser Employees Union	Others	507
220	RMCPPL Workers Union	Others	15
221	All Pakistan Seaman Workers Union	Others	3988
222	Lucky Cement Labour Union	Workers Factories	30
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 Coad Mines Mazdoor Union	Mines Workers	56
234	Mehnatkash Union Mandviwala Plastic Industries Ltd	Workers Factories	47
235	Progressive Airways	Communication Workers	1620

	Employees Union		
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 Cropscience 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 Pakistan	Banks Workers	253
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 Union of Pakistan	Banks Workers	180
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 Farmica (Pvt) Ltd	Others	13
278	Al-Muqteet Textile Employees Union	Workers Factories	150

Trade Union Confederations:

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 Organization (APTO) and Mutehida Labour Federation (MLF) formed Pakistan Workers Confederation (PWC). The Confederation has been joined by six other trade union federations now it is consist of 12 country wide federations.

There is no formal structure to collect dues from the affiliated bodies that's why it has not played sufficient role for the rights of workers since its birth .It has no direct connection with political parties but its components have political orientations ranging from radical left to reformist right and some having covered governments backing. PWC is not affiliated with any international organization but its members are connected organizationally with global organizations and networks.

The PWC was the sole representative of formal sector workers specially the industrial and public sector workers but due to weak organizational structure it failed to play effective to cater the need of working class. In latest move PTUF, one of the 12 members, left the PWC and is in process to form another trade union federations' alliance along with some small groups with the name of Labour Confederation of Pakistan (LCP).

Trade Unions Federations:

How many? Membership coverage:

There are 65 national wide trade union federations from different sectors and industries are registered with National Industrial relation Commission (NIRC) Islamabad with the total membership of 1,340,303

It means that only 3% of work force is engage in trade union movement with the membership of over a 1.3 million. In Pakistan it is very dismal statement but very true that out of all these registered federations more then half are on paper or formed by the employers. It is very unfortunate that number of establishments, organizations, banks and industries have there own federations and they have nothing to do with national level workers federations.

There are 12 national labour federations

Brief description of each:

Pakistan Workers Federation (PWF):

All Pakistan Federation of Trade Unions, Pakistan National Federation of Trade Unions, All Pakistan federation of labour .

These above mentioned three federations affiliated with ICFTU were struggling individually for the protection of the rights of their members and working class but they realized in early nineties that unification of the three federations was of paramount importance and only a united labour movement can better serve the cause of toiling women and men and for that purpose these labour federations met in Abbottabad from 10 to 12 July 1994 and signed a declaration know as Abbottabad Declaration. A number of joint committees were formed to meet the target date for unifications. These committees were able to draft an agreed constitution and rules of the new federation. Election of the office bearers at different tiers of the federation has been completed. Then in 7th September 2005 these three federations held unification convention.

422 unions were affiliated with PWF and the total membership is 880,192. Khurshid Ahmed is a general secretary of the PWF.

Brief about three merger Federations

1. All Pakistan federation of trade union (APFTU)

The All Pakistan Federation of Trade Unions (APFTU) was a national trade union center in Pakistan. It was founded in 1947 and has a claim of membership of 602,000. But the p membership of APFTU was 405762 at the time of merger as claimed by them. The APFTU was affiliated with the International Trade Union Confederation. Khursheed Ahmed was general secretary who is a labour leader of national and international repute

and is the member of the governing body of the ILO for more than three decades. . Its office located at Lahore.

This federation was one of the the biggest national level labour federations of paksitan. It was the part of All Pakistan Confederation of Labour (APCL) but after some differences splintered and in 1967 started working under the name of West Pakistan Federation of Laobur and in 1971 it changed its name as All Pakistan Federation of Trade Union. It was affiliated to ICFTU (ITUC) in 1972.

It had affiliated unions and membership in many sectors particularly water and energy, telecommunication, irrigation, textile, transport, gas, engineering, tanneries, ports, and banks.

2. All Pakistan Federation of Labour (APFOL):

It was founded in 1951 by Rahmatullah Khan Durrani. The APFOL was affiliated with the International Trade Union Confederation (ITUF). Talib Nawaz was president; Zahoor Awan was a general secretary of that federation. It office located at Rawapindi.

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

It had affiliated unions and membership in textile, garments, Local bodies, banking and insurance, media, newspaper hawkers, construction, fertilizer, oil and gas and mines sectors.

The membership of APFOL was 313,675.

3.Pakistan National Federation of Trade Unions (PNFTU):

The Pakistan National Federation of Trade Unions (PNFTU) was a national trade union center in Pakistan. It is a member of the Pakistan Workers' Confederation and was affiliated with the International Trade Union Confederation. Mohammad sharif was the general secretary

It was founded in 1962 and was affiliated with ICFTU in 1964. It had affiliated trade union and membership in textile, garment, education, transport, banking and insurance, automobile and engineering sectors.

Raja Khalique Ahmed Khan was president and Abdul Ghaffor Baloch was general secretary of the ANFTU. At the time of merger its membership was 160, 755.

All Pakistan Federation of United Trade Union (APFUTU):

The All Pakistan Federation of United Trade Unions (APFUTU) is a national trade union center 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, but currently does not carry an international affiliation. Office located at Gujrat. Salman Riaz chaudery is the president.

All Pakistan Trade Union Congress (APTUC):

The All Pakistan Trade Union Congress (APTUC) is a national trade union center in Pakistan. It is affiliated with the International Trade Union Confederation. Sarwari Khan is a president and Shoukat Ali is the general secretary of APTUC and office located in Karachi.

This federation just on different international networks but very less presence in any sector

All Pakistan Trade Union Federation (APTUF):

The All Pakistan Trade Union Federation (APTUF) is a national trade union center in Pakistan. It started its history from 1948 when it was formed with the name of Pakistan Trade Union Federation (PTUF), it was affiliated with left wing political organizations but in 1972 when left wingers were divided into Pakistan Socialist party (PSP) and Pakistan Worker's party (PWP), PTUF went with PSP and sympathizers of PWP formed APTUF. At the moment APTUF claimed it has 240 affiliated unions, including workers in unorganized sectors such as brick kilns, oil tankers, and carpet workers.

The APTUF is affiliated with the World Federation of Trade Unions. Gulzar Ahmed chaudery is the general secretary. It has influence in some sectors of railways workers and mainly confine to industrial areas of Punjab and especially in and around Lahore. It has partner organization which also works in female workers.

Pakistan Trade Union Federation (PTUF)

Pioneer of radical trade union trend in Pakistan renamed as Pakistan Trade Union Federation (PTUF) in 1947 soon after the independence of Pakistan. It was affiliated with the Communist Party of Pakistan (CPP). PTUF was banned in 1951 along with CPP and it became ineffective for many years but in seventies it reactivate when some old communists formed Pakistan Socialist Party (PSP) in 1971. PTUF was affiliated with (WFTU) having close links with the Socialist bloc. It had bases in Sindh and Punjab. Trade unions from shipyard, food industries, local governments, garments and mechanical sectors were affiliated with PTUF. It was regarded as socialist –left leaning trade union federation. There was a split in 1999 when major part of PTUF went against the leadership and formed another federation with the name of National Trade Union Federation (NTUF). After that split it become ineffective again. Kaneez Fatimah, one of the leading fire brand trade unionists and only female trade unionist is the president of PTUF. Its head office is located in Karachi.

National Trade Union Federation Pakistan (NTUF):

The National Trade Union Federation (NTUF) was founded on October 1, 1999 with 50 trade unions representing the workers of different sectors which include 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 national industrial relation commission (NIRC) as a federation of national level, having its regional offices at Hub, Othal, Quetta, Multan, Lahore and head office at Karachi.

Saleem Raza was the general secretary of the NTUF; he was died last year now it was lead by its President Ghani Zaman Awan. NTUF is recognized by the federal, provincial governments as well as by the international bodies. This federation is militant and believes in working class struggle under the flag of socialism. It has a close relation with the international trade union movement as well as with organization struggling for peace and democracy in the region. It has close connection with the left parties of Pakistan.

At present 123 trade unions of different circles are affiliated with national trade union federation Pakistan having membership of 104,000

Mutahida Labour Federation (MLF):

Mutehida Labour Federation (MLF) was formed after the merger of Unite Workers Federation, Joint Labour Federation and Baluchistan Federation in 1988. Mutahida (united) Labour Federation (MLF) is one of the leading trade union federations having good roots in Sindh and North West Frontier province (NWFP) with radical refomist approach. It has bases in mining field in Sind and also affiliated unions from private sector industries in Karachi. Some unions from textile and tobacco sector are affiliated with it from NWFP. MLF had applied for affiliation with ICFTU but failed to get affiliation. It has number of veteran seasoned trade union leaders. At the moment Gul Rehman is the president of MLF.

National Labour Federation (NLF):

It is affiliated with right wing religious party, Jamaat Islami and it is a name of a trade organization. It was formed to check the growth of communist influence among the workers. It always spread the fundamentalist religious views among the workers. It has some bases in Mechanical, communication, railways, electricity and civic sectors.

Due collection:

All federations have their own criteria for dues collection. Some federation collects dues from affiliated unions on the basis of their membership and status of collective bargaining agent (CBA) or non-CBA. Majority of federations collect dues on monthly

basis and there is common provision in all federation constitutions that if any affiliated union failed to pay monthly fee ceased the status of the affiliated member of federation.

On union level if the union is CBA then it get monthly fee from its members through cheque because of new legislation on labour practice in IRO 2002. The other registered unions collect monthly fee from its members in cash.

Monthly union fee is very from plant to plant level and the nature of the industry. It is common practice that on federation level and on union level whenever there is an uneventfully they collect fighting fund to cope the situation.

Independent Unions

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

There are two types of independent unions one which are suppose to affiliate with national wide federations but not following the legal practice. The other one are the set of unions which registered themselves with NIRC on sectoral basis. According to NIRC list their number is 50 having membership of 85250 list is attached here with.

LIST OF INDEPENDED & SECTORIAL BASED FEDERATION REGISTERED WITH NATIONAL INDUSTRIAL RELATIONS COMMISSION, ISLAMABAD

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 Employee 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	Slandered 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 Back 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 Wmployees 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	Phonix 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

85250

Women workers situation:

Women in all over the world and especially in Pakistan facing numerous problems of different kinds including increasing poverty, sexual and physical harassment, discrimination based on custom, tradition, and religiously which halt the mobility of women with the outside world. In our society women treated as second person who have no right, choice, freedom and to take decisions on their own issues. Women are confining in this society. She considers inferior then men, religiously. Even they are not allowed to get employment and higher education.

In Pakistan women are oppressed by the feudal and capitalist system. A gender division of labor creates unjust and discriminatory practices, although women perform the intensive work, instead she much be appreciable but she still remain invisible and do either household work or in the informal sector. More the 80% women faced domestic

and other kind of violence in her life. Discrimination against women started from her birth and it lasted till her death. The birth of a girl child considers as misfortune and a birth of boy brings happiness in the family.

In the name of Islamization, General Zia-Ul-Haq introduced black laws in 1979 to rejoice Saudi Arab, to restrict women in the name of protection. Due to this law, named Hudood Ordinance, women faced many problems. It strengthened the perception of women as subordinate and weak which we seem in laws and policies. Under the Zina ordinance, cases of rape, often, converted into sexual relations without marriage, which is considered offences under the ordinance, so many innocent women been confined for many years and still awaiting for the trial. In this ordinance no rapist received punishment due to that, it is impossible that a women would get raped in front of four adult males who have had good character therefore women being charged with zina punishment.

total work force of Pakistan is 50.05 million from which women comprise of 10.8 per cent of the total labor force, but 74.2 per cent of this female labor force is officially recognize in the informal sector (Pakistan labour force survey 2005-6). Pakistan's economy is mainly dominated by the informal sector.

Due to globalization policies, adopted by Pakistan government under the guidance of IMF and WB, labour suffer more then ever in recent days. This policies benefited only the elite class. Many profitable institutes sold by government on throwaway prices due the privatization police, which effected men and women both. More then 8 lac workers kick out from their job, many factories closed down, worker have no access to health and other facilities. They get low wages and some time they not paid on time, they work for long hours and their position is becoming less secure day by day.

The informal sector is growing, which is making conditions for the working class even worse due to the policies of globalization. In informal sector working conditions are exploitative, in terms of low wages and long working hours with no protective laws. Even they are not considering as labor in our laws. They are sources of cheap labor for the capitalist and they easily discarded women when their need disappears. These women laborers produce the product worth of Rs. 4 billion in country but they are not considering as playing an important role in the economy. They have no right to fight for their due rights and make the union or association.

Women Organization:

As is well-known, the neoliberal era has had an adverse effect on the working-class, and in particular on women and those employed in the informal sector. Irregular employment, vulnerable working conditions, no formal rights or government protection, low wages, long working hours and high rates of violence at the workplace all constitute aspects of the very difficult situation in which many women laborers find themselves today. One basic reason for this is that these women remain unorganized and largely unaware of their rights, rendering them unable to demand even elemental protection from the Government and their employers.

Home Based Women Workers Center Association (HBWWCA) is a non profit organization founded with these many challenges in mind. Established in 2009, and registered with Government of Pakistan under the Society Registration Act, it is working to defend and expand the rights of home-based women workers in Pakistan.

Since its founding, HBWWCA has been working with informal sector workers, particularly those employed in the textile (garment-making and embroidery), fishery, pottery-making, and bangle-making industries. It has conducted a survey, as well as several meetings and training sessions in an effort to better understand and combat the myriad challenges that confront home-based workers. Together with these efforts to address the immediate needs of the women it works with, HBWWCA hopes also to evolve ways to organize them on one platform.

Major Objectives, Mission, and Vision:

- To organize workers in the informal sector (especially women) towards the formalization and legalization of their work.
- To register home-based workers in relevant social security schemes.
- To advocate that the government and stakeholders ratify the ILO's Convention 177, and recognize the work of home-based workers as labour.
- To enhance their capacities and skills.
- To develop activities that can generate further income, principally through the establishment of worker's cooperatives, and also through vocational trainings and workshops.
- To increase the bargaining power of home based workers vis-à-vis investors and middle-men, in an effort to better the wages and working conditions in which they find themselves.
- To build and strengthen unions (and a federation) of home-based women workers, through which they can fight for their rights.

Development/achievements:

- Form the initial stage of our work, till now, many home based workers come in contact with us and our membership is increasing.
- Cooperative members are helping each other and solve the problems. They become like a family.
- Many women get trained through skill and capacity building trainings. Now they can easily talk on their issues in front of any one and also can negotiate with the investors and contractors on the wages.
- Cooperative provided work to home based workers on fair wages in which working groups of the cooperatives supported to take work for home based women workers on the reasonable/fair prices through cooperative. They also succeed to end the role of middle men to the some extend.

- Through meetings with investors and contractors in the different cooperative they get many work like cropping, bead work on shawls, frocks and purses, stitching work.
- Home based women worker are now recognizing by the government and media and highlighting the issues of home based workers on the electronic and print media.
- Union of home based workers is on process

Program

HBWWA opened seven cooperatives in Karachi and Hyderabad, 5 in Karachi with garment worker and 2 in Hyderabad with bangles workers. Membership criterions for the cooperatives are

- Each member should engage with home based work of any sector
- Membership is on democratic basis, any one can be a member of cooperative without any difference of religion, color and caste.

Initially each cooperative have 30 members and now it is expanded more than 4000 including Moro, Mirpur Khas, Sanghar, Tando Adam, Multan, Pasni, Gwader, Hub and Quetta.

To aware informal workers especially home based workers HBWWA organized many activities like cooperative meetings, study circles on different issues, labour day programs, meetings with local and provincial members, women international day etc which promote their skills to organize themselves and build capacity to interact and negotiate with other like influential people, contractor and investors.

HBWWA also organized training workshops for the home based workers to enhance their leadership qualities and skill. Like in leadership training our team provided trainings on gender, qualities of the leader, communication skills, decision making power and advocacy and lobbying.

Union and Federation:

Due to the effort of home-based women workers affiliated with HBWWCA, three unions have been successfully formed: one in Hyderabad, which has 1000 members (home-based women workers in the bangle industry), and two in Quetta (Al-Hayat and Huner Kuda home-based workers' union), each of which has more than 500 members. After forming these unions, HBWWCA took the further step of registering a federation of home-based women workers with NIRC in January 2010.

Home Net Pakistan:

Home net Pakistan as an Organization and Aurat Foundation is working as a Focal Point. They are working for informal sector workers and organizing these labours. Recently they working on four areas which are as under

1- Information Dissemination

- a- Publication
- b- Field visits
- c- Documentary film

2- Advocacy

- a- Networking meeting with NGOs
- b- Meeting with government officials & other Organization

3- Capacity Building

- a- Seminars
- b- Workshops
- c- Conferences & Mela

4- Networking

- a- Provincial Networking Meeting

They are working in all over the Pakistan.

Other NGO's

There are so many other NGO's working for women like Asha, Shirkat Gha, Aurat Foundation, Home Net Pakistan, WAR, Sangi, Actionaid Pakistan etc, but they are not working specifically on the women worker they just raise issues of women in general.

Labour trade union based NGOs

Labour Education Foundation (LEF)

Brief description

Services

Funders

Pakistan Institute Of Labour Education and Research (PILER)

PILER was founded by the trade union activists to strengthen the weak trade union movement. The main focus of PILER was to train members of trade unions. It works with

different workers unions and federations. PILER had had close link with MLF since its birth which was ended in 2006. PILER is also engaged in labour related research work. It was founded on May 1st 1982 as a non-governmental, non-profit institution; **PILER** was an initiative of individuals from the trade unions, academia and professionals from various fields of life who were concerned about the plight of working people in Pakistan.

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.

For the first few years after its formation, PILER functioned from the office of the Mutahida (United) Workers Federation which provided a modest funding to support its 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. At the same time PILER was to move towards a long term integrated institutionalization that would enhance its potential to efficiently fulfill its vocation, even as it seeks ways to achieve self-sufficiency in fulfilling these vocations.

Conclusion:

Labour movement in Pakistan totally fragmented on different scales. It is divided on ideological bases. It has division on ethnic lines. But real challenge is coming from the neo-liberal agenda of IFIs. The liberalization of national economy making adverse effects on the plight of workers. And with the passage of time they feel the burns of anti workers globalization in the shape of ever rising inflation, withering away of state subsidies in fields of education and health and due to the privatization process less job opportunities. And fast growing informal sector having no legal cover at all.

Workers know the worse situation but don't know how to coup with the situation and to protect their rights. It is time to start from some point and make role modle for other to follow.

- It is high time to organize garment sector workers on national scale in one union because textile is the only sector where more than 65% of total work force is engaged and nearly 68% of foreign exchange earn from the export of textile goods.
- Another sector is brick kiln where workers are worked just like slaves. They don't have any legal cover. All of their families including children and women work on very nominal wages. They work as bounded labour for generations. Brick Kiln sector owners are very influential in political and social terms so they always suppress the voice of kiln workers. The brick kiln workers are spread all over Pakistan. It is needed to organize them in one federation for the protection of their rights.
- With the growth of informal sector women workers are very much exploited by the exponent of capitalist globalization. The informal sector has engaged nearly 20 million workers out of which 70% are women and expose to all kind of exploitation including sexual harassment. This sector is not covered by the labour law of Pakistan. So to organize the informal sector women workers it is recommended that it should be started from the home based woman workers to form their national union. It will give leading light to other informal sectors workers to organize themselves.

Recommendation:

- Need research/segreated data for both sector's workers (formal and informal sector) on the government level, on the basis of inductees 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 organization.
- Need comprehensive legislation to ensure the workers' right and their protection.
- Presurize 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 privatization on working class.
- Open technical skill centers for men and women
- Record of trade unions, federation and confederation should be updated on the government level.
- Government should ratify ILO's convections on labour and home based workers.
- Make afford to abolish all kind of discriminatory laws and consumes through awareness razing programs.
- Increase wages in minimum wage ordinance and implement it.

- Provide legal help to workers to solve their issues easily.
- Presurize government to make national polices for informal sector's workers and consider Home Work Convention 177.



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