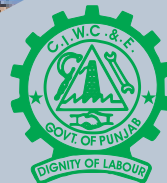


ANNUAL REPORT 2023



Centre for the Improvement of Working
Condition & Environment Lahore
Labour & Human Resource Department
Government of Punjab

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Foreword

The workplace ailment and injuries are the most appalling tragedies of the modern industrial age and a sheer form of economic waste. According to the International Labour Organisation[1], around the world, millions of men and women work in poor and hazardous conditions. It was estimated that, globally, about 2.2 million people die every year from occupational accidents and diseases, some 270 million workers suffer serious non-fatal injuries and another 160 million workers suffer from short or long-term illnesses from work-related causes. The total costs of such accidents and ill health have been estimated by the ILO to amount to approximately four per cent of the world's gross domestic product, an amount that is over 20 times greater than official development assistance. Some segments of the workforce especially women and children are even more vulnerable as they are largely employed in the informal and unregulated sectors, with little or no access to basic occupational health and safety services. Micro- and small enterprises account for over 90 per cent of enterprises where work conditions are often very poor and the workers in them are often excluded from all Labour protection.

In many developing countries, death rates among workers are five to six times higher than in industrialized countries. Yet the phenomenon is still largely undocumented and there is insufficient political will to address the problem. Global competition, growing labour market fragmentation and rapid change in all aspects of work create a mounting challenge for labour protection. Workers in rural areas and the urban informal sector are often ignored or difficult to reach. The workers are exposed to one or more of the thousands of potentially hazardous chemicals and biological agents used at work. The situation in Pakistan is even graver owing to several factors like lack of reliable information and data of the deaths and injuries suffered by the workers every year. A large proportion of the workforce is illiterate (thus unaware of the dangers of processes and products they deal with). It is employed in the informal and unregulated sectors of the economy like construction, agriculture and small-sized enterprises.

Punjab Labour & Human Resource department is striving hard in collaboration with key international players like GIZ and ILO in implementing the legislation in the area of occupational safety and health in letter and spirit. A number of annual development schemes have been initiated by the department to comply with the international obligation to establish a safe and healthy culture in the workplace.

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

An Introduction to the CIWCE

Centre for Improvement of Working Conditions & Environment (CIWCE) is a pioneering institution in Pakistan providing training, information and advisory services on safety, health and environment. A brochure highlighting the facilities and services of CIWCE is reproduced here.

This Centre is the only institution with foreign qualified professionals, state-of the art equipment and a strong relationship with businesses, industry as well as international organizations and the government agencies. Compliance with national and international as well as corporate environmental, occupational safety and health standards are becoming essential for industries in view of the globalization. CIWCE provides top quality professional services to the business and industry in Pakistan to meet these standards. These services and values embody excellence, innovation and reliability.

Functions of the CIWCE:

CIWCE provides training tailored to the needs of clients. From intensive in-house training on occupational safety and health (OSH) to on-site training CIWCE offers a variety of options to our clients.

<p>The key features of training of CIWCE:</p> <ul style="list-style-type: none"> ✦ High relevance to the needs of the clients ✦ High quality modules ✦ Extensive use of audio-visual ✦ Case studies and quizzes from local scenarios ✦ Hands on practical training ✦ Well-equipped class rooms, hostel and auditorium meeting the needs of clients ✦ Special courses designed to the needs of specific industries and processes ✦ On-site training through a well equipped mobile training unit ✦ Picture based training and awareness sessions for illiterate and semi-literate workers 	<p>Personal Exposure Monitoring of Workers</p> <ul style="list-style-type: none"> ✦ Total dust exposure ✦ Respirable dust exposure ✦ Cotton dust exposure ✦ Aerosols exposure monitoring ✦ Metals in the air ✦ Silica dust ✦ Asbestos hazard suveys & test ✦ Volatile organic compounds (VOCs) ✦ Toxic gas exposure (NH₃, SO₂, H₂S, CO and other gases and mists at workplace) ✦ Particulate Matter (PM₁₀, PM₅, PM_{4.0}, PM_{2.5} & PM_{1.0}) measurement ✦ Drinking and wastewater testing ✦ Stack emission testing <p>Physical Hazards Testing</p> <ul style="list-style-type: none"> ✦ Noise measurement
--	--

<ul style="list-style-type: none"> ✦ Training are offered by high caliber foreign qualified professionals <p>Training Modules:</p> <ul style="list-style-type: none"> ✦ Understanding and implementing OSH laws in Pakistan ✦ Implementing chemical safety and hazard communication at workplace ✦ Preventing slips, trips and falls ✦ Confined space entry ✦ Accident and incident investigation ✦ Permit to work and lockout/tag-out system ✦ Industrial Hygiene measurements ✦ Selection and use of personal protective equipment ✦ Industrial ergonomics ✦ Carrying out Environmental Impact Assessments ✦ Complying with environmental laws ✦ Noise and hearing conservation ✦ Industrial Illumination hazard control ✦ Hazardous waste management ✦ Handling and transport of hazardous materials ✦ Spill management at workplace ✦ Pollution and hazard control technologies ✦ Safety of special equipment like forklift trucks, cranes, boilers and abrasive wheels 	<ul style="list-style-type: none"> ✦ Noise dosimetry ✦ (L_{eq}, dosimetry and octave band analysis) ✦ Heat stress monitoring ✦ Ventilation testing ✦ Illumination surveys ✦ Testing of hazardous equipment ✦ UV radiation detection ✦ Vibration testing ✦ Furnace temperature testing <p>Worker's Health Monitoring</p> <ul style="list-style-type: none"> ✦ Pulmonary function testing for checking impact of workplace exposures on lungs ✦ Audiometry for testing noise induced hearing loss <p>Training Moudule:</p> <ul style="list-style-type: none"> ✦ Respiratory protection ✦ Basic First aid and Cardiopulmonary Resuscitation (CPR) ✦ Fire prevention and fire safety ✦ Machine guarding ✦ Implementation of ISO 14001 ✦ Implementing ISO 45001 ✦ Implementing SA-8000 and WRAP ✦ Implementing Corporate EHS standards ✦ Good Laboratory Practices
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EHS Testing & Monitoring

CIWCE is equipped with state-of-art laboratories operated by professionally qualified staff. The labs of CIWCE are unique in Pakistan offering a range of services in the fields of Occupational Health, Safety & Working Environment (OSHE). Most of the equipment used by CIWCE team are portable direct reading instruments. The areas where monitoring and testing services are provided, include:

Consultancy and Information Services

CIWCE has a team of professionals and practitioners, who can provide consultancy services to the specific needs of the businesses and industries. We can interpret and help on the technical advice of the foreign business partners.

Consultancy Services	Information services
<ul style="list-style-type: none"> ✚ Emergency Preparedness Plan ✚ Safety Audits ✚ Fire Safety plan ✚ Respiratory protection plan ✚ Worker's health monitoring plan ✚ Environmental plan and EIAs ✚ Spill management plan ✚ Waste water treatment 	<ul style="list-style-type: none"> ✚ Top quality material is available on our website (www.ciwce.org.pk) ✚ A database of international chemical safety cards on the formal of ILO-WHO ✚ Safety warning signs ✚ Safety posters ✚ Safety handbooks

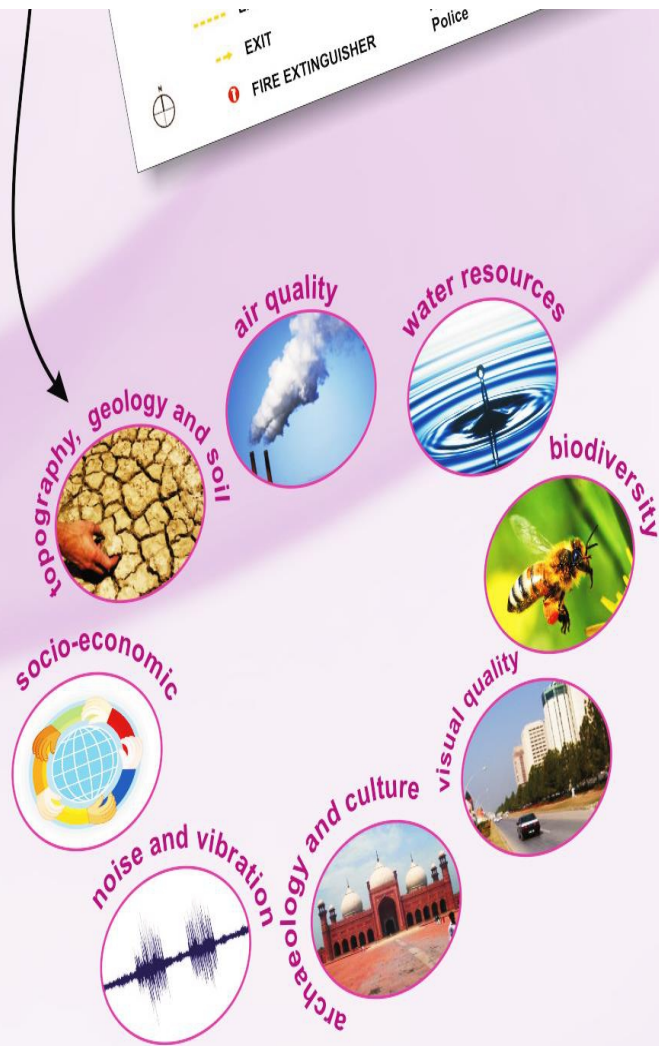
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Information services

- Top quality material available on our website (www.ciwce.org.pk)
- A database of international chemical safety cards on the formal of ILO-WHO
- Safety warning signs
- Safety posters
- Custom made signs
- Safety handbooks



Management Team of CIWCE



Rao Nasir Mahmood, Director CIWCE

He did Electrical Engineering from Philippines and has recently assumed the charge of Director Centre for the Improvement of Working Conditions and Environment (CIWCE) Township Lahore. He has served the Labour and Human Resource Department for the last 30 years with a vast experience concerning occupational health and safety, besides, working at TEVTA for seven years. He has attended a two week training course on occupational safety and health in Korea sponsored by ILO. He has vast experience in the field of safety audits and inspections. He worked with ILO and other international firms like GIZ regarding OSH. He also acted as Deputy Director Industries for one year.



Dr. Arshad Mahmood, Environmental Hygienist CIWCE

Dr. Arshad Mahmood is M.Sc. Chemistry and Ph.D. in Environmental Sciences with speciality in occupational and environmental health. He served as chemist for twenty five years at CIWCE currently working as Environmental Hygienist, Lahore. He is lead auditor in LMS 17025, ISO 14001, ISO 45001, SA 8000 etc., He has a vast experience of analysis of physical and chemical hazards at the workplace. He also has extensive experience of training at the workplace on the issues of occupational health and safety. He is working with international organizations and industries on occupational safety and health issues. Dr. Arshad Mahmood has successfully attended seven-month training at McGill University Canada on Occupational Health and Biostatistics. He was in charge of Project Director of a GSP+ centric ADP scheme titled as “Capacity Development of Industry to Promote Compliance with Labour Standards“. Currently, he was also the Project Director of an ADP scheme titled “Capacity Building of Occupational Safety and Health (OSH) Regime to Promote Safer Working Conditions at Workplaces“ which is specific to ten sectors of the economy limited to ten districts of the province. He is author of international and national publications. The main contribution in his credit is “Punjab Occupational Safety and Health Act 2019“.



Dr. Ejaz Ahmad earned his Ph.D. in Chemistry in 2023 and is presently serving as Occupational Hygienist at CIWCE Lahore. He is the Lead Auditor of ISO/IEC 17025:2005, ISO 45001, ISO 9001 :2015. He has extensive experience of compliance with national and international labor standards and trainings on OSH, GLPs, GHS, WHO, ICH, OECD & OMCL guidelines. He has an extensive experience of analytical testing, risk assessment, analysis of hazards in the areas of occupational safety and health. He is also working with different international organizations for campaign rising regarding prevention of accidents, curriculum development regarding occupational safety & health, promotion of prevention culture, vision zero and development of safer workplaces in Pakistan. Recently, he has assumed charge of the Project Director of the annual development scheme titled “Capacity Building of occupational safety and health (OSH) regime to promote Safer Working Conditions at Workplaces: Phase-II-9-Divisions”.

Activities-2023

Training calendar 2023

Sr. No.	Topic of Training	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23	Dec 23
1	Electrical safety risk assessment								
2	Fire Safety and risk assessment								
3	Workplace stress: Thermal stress								
4	Ergonomics and musculoskeletal disorders								
5	Hazardous occupations & occupational diseases								
6	General risk assessment (OSH)								
7	Confined space and permit to work system								

8	Essentials of Fire safety and management								
9	Basic First Aid & Resuscitation								
10	Workplace accident reporting & investigation								
11	Introduction to International Labour standards								
12	GSP Plus and International Safety & Health								
13	Health and hygiene at the workplace								
14	Fundamental of ISO 45001 & Zero time to start								
15	Construction Safety								

Sr. No.	Topic of Training	Place of Training	No. of Participants
1	Introduction to Labour Laws	Lecture room of CIWCE	28
2	Fire Safety & Risk Management	-DO-	35
3	Introduction to ISO 45001	-DO-	26
4	General Safety & Health	Board of Management, Sundar Industrial Estate	33
5	Fire safety & Risk Management	Serena Textile Sheikhpura	27
6	POSH Act 2019	Masood-Roomi Textile Mills Multan	57
7	Basic First Aid & Resuscitation	Bata Pakistan	23
8	-DO-	Kamal Textile Lahore	43
9	-DO-	AdSells Group Industries	37
10	Electrical Safety	H.S.A. Apparel Lahore	26
11	Health and Safety at Work	Koh-i-Noor Textile Mills Raiwind	22
12	Fire Safety & Risk Management	Lahore University of Management Sciences Lahore	17

13	Chemical Safety	Board of Management, Sundar Industrial Estate	41
14	Mechanical Safety	AJR Metals Sheikhpura	32
15	Risk Assessment	CIWCE (Baharia University Islamabad campus students)	24
Total			471

Pictorial evidence of training sessions



Risk Assessment Activities:

Sr. No.	Testing facility	Venue	Date
1.	Spirometry	AJR Metal Sheikhpura	11-12. 01.2023
2.	Audiometry	AJR Metal Sheikhpura	13-14. 01.2023
3.	Noise measurement	AJR Metal Sheikhpura	15. 02.2023
4.	Illumination measurement	AJR Metal Sheikhpura	16.02.2023
5.	Dust level monitoring	Masood-Roomi Textile Mills Multan	22.05.2023
6.	Heat stress monitoring	Masood-Roomi Textile Mills Multan	23.05.2023
7.	Lung function testing of workers	Masood-Roomi Textile Mills Multan	24.05.2023
8.	Noise & Illumination measurement	Masood-Roomi Textile Mills Multan	25- 26.05.2023
9.	Audiometry testing	Masood-Roomi Textile Mills Multan	26.05.2023
10.	Cotton dust testing	US Apparel Lahore	07.07.2023
11.	Noise measurement	US Apparel Lahore	08.07.2023
12.	Ventilation testing	Pakistan Beverages Faisalabad	15.07.2023
13.	Lung function testing	BATA Maraka Lahore	4-5.07.2023
14.	Cotton dust & Lung function testing	Koh-i-Noor Dyeing Mills Raiwind	06.08.2023
15.	Noise & Audiometry testing	Koh-i-Noor Textile Mills Raiwind	07.08.2023
16.	Cotton dust & Lung function testing	Koh-i-Noor Dyeing Mills Raiwind	10.08.2023

17.	Noise & Audiometry testing	Koh-i-Noor Textile Mills Raiwind	11.08.2023
18.	Asbestos hazard survey	AB Mauri (Pvt.) Ltd.	03-04.10.2023
19.	Air monitoring for asbestos hazard	AB Mauri (Pvt.) Ltd.	05-06.10.2023
20.	Noise level testing	Sapphire Textile Mills Farozewattowan	29.11.2023
21.	Dust level measuring	Sapphire Textile Mills Farozewattowan	30.11.2023
22.	Spirometry	AJR Metal Sheikhupura	29.12.2023
	Audiometry	AJR Metal Sheikhupura	30.12.2023

Glimpses of the risk assessment in different industries during 2023





Asbestos Survey:

A multi-national dealing with the processing of fermenting stuff for the local and international market was visited in September, 2023 to carry out asbestos survey for asbestos containing material for its management. The purpose of the survey was to help client verify asbestos in the workplace and provide exact information about the location and type of asbestos containing material. During the survey a modified checklist of Health Safety Executive (HSE) UK was used to gather information related to asbestos hazard at workplace. A map of the enterprise was provided to access different sections of the enterprise and to mark almost exact positions of the asbestos containing material/piping. Snaps of the asbestos hazard containing material were taken with the consent of the management for documentary evidence. All sections of the industrial enterprise were visited. Physical examination of the insulating material around the pipes was white to greenish coloured.

Air monitoring for Asbestos:

Based on the above-mentioned survey, air monitoring of the areas of the plant was carried out from October 02 to October 04, 2023. A team from the Centre for Improvement of Working Conditions & Environment visited the plant on the said dates for monitoring activities. Air monitoring of the plant areas explored for asbestos containing material was done in accordance with NIOSH Manuals of Analytical Methods (NMAM) No. 7400 (optical microscopy method) at the height of breathing level. The area air samples were collected using Casella air monitoring pumps with an electronic flow control adjustment at the flow rate of 4.0 L/min and with 330 min sampling time applied. The post sampling filters were protected in boxes and delivered to the laboratory after sampling. Prior to the microscopic examinations, the filters were treated with diethyl oxalate/dimethyl phthalate balsam to make them transparent³. The fibrous particles were identified and counted using the Phase Contrast Optical Microscopy. By viewing the mineral dust particles, they

were also tested for their friability and found to be friable. The number of particles were found up to 50 particles per cubic centimeter on different samples. The Phase Contrast Microscopy of the samples was carried out in the laboratories of the College of Earth and Environmental Sciences, University of the Punjab Lahore.

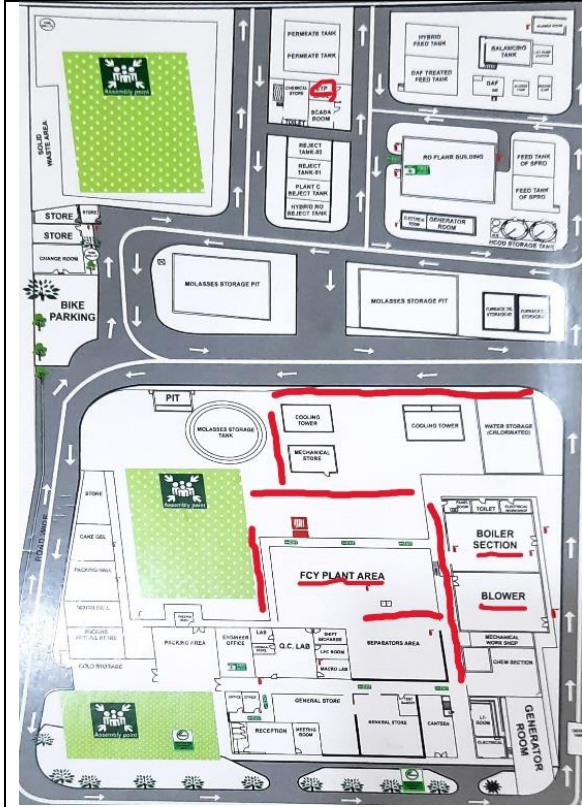
Finding:

By physical observation of different sections of the plant, it was noted that insulating metallic covering around the steam pipes had been rust deteriorated due to environmental factors. By analyzing the samples by Phase Contrast Microscopic techniques, the dust samples were noted to be friable showing existence of asbestos in the samples. Further research activities are required to assess the type of asbestos material contained in the piping installation.

Recommendations:

Based on the findings of the survey and air monitoring of the plant ACM specified areas, the following recommendations are proposed to avoid any harmful effects by the asbestos due to air exposure whilst at work⁸.

- Replace all the installations containing ACM as an insulating material with an alternative one, if possible.
- Encapsulate all the pipes containing asbestos material which involves sealing asbestos products in a resilient matrix, such as in reinforced plastics, vinyl, resins, mastics, bitumen, flexible plasters and cement, which have low likelihood to release fibers unless damaged.
- Workers conducting cleaning should wear appropriate personal protective equipment (PPE) (Face mask/ respirators with appropriate filters generally P₁, P₂ or P₃).



Areas marked with red line contain asbestos



Rusted pipes up-stair on roof



Rusted pipes of the plant exposing asbestos hazard



Physical checking of asbestos by a worker



Improper maintenance of pipes by the contractor

The Punjab Prevention strategy on Safety, Health and Wellbeing at Workplace:

The Punjab Prevention Strategy on Safety, Health, and Well-being at Workplace was launched by the Labour & Human Resource Department in consultation with the field echelons from the Directorate General Labour Welfare (DGLW) Punjab, Centre for the Improvement of Working Conditions & Environment (CIWCE) and Industrial Relations Institute (IRI), Punjab Employees Social Security institution (PESSI), experts from industry (employer & employee) to cater for the international compliance with respect to GSP+ status for Pakistan. The provincial strategy will be implemented into phases i.e., short-term, medium-term and long-term targets by the Labour & HR department in collaboration with GIZ.

THE PUNJAB PREVENTION STRATEGY
ON SAFETY, HEALTH, AND WELLBEING
AT WORKPLACE

Labour & Human Resource Department
Government of Punjab, Pakistan

The some of the salient features of the Prevention Strategy are:

- Develop a concept to improve accident data collection, data quality and joint data use under the strategy.
- Adapt VISION ZERO Guide for Punjab including marketing concept.
- Data reporting and compilation is the first step in this regard, 100 % accident reporting on existing accident monitoring portal of Labour & Human Resource Department
- Sector wise data collection and identification of vulnerabilities causing fatal accidents shall be prepared.
- Sensitization of L&HRD (inspectors & officers) on occupational health and environmental health
- Awareness and engagement with stakeholders on adoption of two ILO conventions as fundamental conventions i.e. C-155 & C-187.
- Identification of SMEs shall be categorized.
- Risk Assessment-100 % capacity building of all stakeholders, Establishment of monitoring body, on-job training.
- Extensive engagement with academia and vocational institutes shall be established to sensitize the importance of preventing.

Road shows on occupational safety and health in collaboration with GIZ

Prevention Campaign on “Electrical and Fire Safety” by CIWCE

Globally, women and men succumb to work-related accidents or diseases every day. According to ILO’s data more than 2.78 million deaths happen per year which amounts to 7,500 deaths every single day while 6,500 people die from work-related diseases and 1,000 die from work-related accidents. Every 15 seconds, a worker dies from work-related accident or diseases, 4 days of absences from work. Around 374 million workers suffer non-fatal work-related injuries per annum adding to the human miseries.

Aims of Campaigns:

- The campaign aimed to initiate and sustain positive attitudes and behaviour change in the workplace, among employers and workers.
- Through this campaign, the focus was on cutting down the number of occupational accidents and diseases by building a strong prevention culture.

Strategy: The campaign was initiated with formal inauguration by the Secretary Labour & Human Resource. Awareness material like safety posters, live events, infographics/ animated videos, documentary, jingle, brochures, radio’s PSAs, SMS messages and giveaways were developed in local language and distributed among the audience. The campaign material focused on the following hazards and their preventive measures.

Electrical Hazards at workplace

- Electrocutation
- Fire due to short Circuit
- Fall from height due to electrical shock
- Electrical Burns due high voltage
- Damage of machinery due to variation in voltage

Prevention from Electrical Hazards

- Electrical Risk Assessment
- Inspection System
- Prevent Overloading
- Preventive Maintenance of Electrical Appliances and System
- Grounding / Earthing
- Use of Circuit Breakers
- Logout tagout
- Permint to work
- Use of appropriate PPE



Road shows on occupational safety and health:

In order to create awareness about the electric hazards and safety at workplace road shows were carry out at the following venues. In the road show sessions 150-200 people from workers, management, supervisors and general masses participated. The participants were served with the awareness material and souvenirs regarding electrical and fire safety.

1. January 09, 2023- Quaid-e-Azam Industrial Estate, Kot Lakhpat, Lahore
2. January 10, 2023- Sundar Industrial Estate, Raiwind Road, Lahore

- 3. January 11, 2023- Faisalabad - Faisalabad Industrial Zone, Faisalabad
- 4. January 12, 2023- Multan Industrial Zone, Multan





معائنے کا نظام تحفظ کا پیغام

الیکٹریکل کے آلات اور اوزاروں کے معائنے کے لئے بہترین نظام تشکیل
دیں تاکہ حادثات میں کمی لائی جاسکے۔



Think Safe

آگ اور بجلی سے محتاط رہیں، محفوظ رہیں



Implemented by:

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH





Think Safe
آگ اور بجلی سے محتاط رہیں، محفوظ رہیں

**انتظامیہ اور کارکنان
کے لئے آگ سے بچاؤ
کے متعلق
معلوماتی کتابچہ**



آگ کا پتا چلانا

آگ کا پتا چلانے کے لیے مختلف قسم کے آلات لگائے جاتے ہیں جیسا کہ سوگ ڈیکٹیکٹرز، فائر الارم اور ہیٹ ڈیکٹیکٹر (Heat Detector) وغیرہ ان تمام آلات کا پتا دہنگی سے معائنہ بہت ضروری ہے تاکہ ان کی آفادیت کو یقینی بنایا جاسکے۔

آگ لگنے کی صورت میں کیا کریں

آگ لگنے کی صورت میں فوراً فائر الارم والے ٹپن کو بادیں تاکہ فائر الارم بھنا شروع ہو جائے اور تمام دروازے کو کھول دیا جائے تاکہ فائر الارم کے نہ ہونے کی صورت میں زور زور سے آگ آگ چلا کر دوسروں کو آگاہ کریں۔ اگر آپ کو فائر ایکٹیوٹیٹیوٹر اور فائر ہینڈ ریٹ کا استعمال آتا ہے تو آگ بجھانے کی کوشش کریں اور نہ ہی پگامی اہلکاروں کے راستوں سے ہوتے ہوئے آگ بجھانے کی کوشش کریں۔ فیکٹری میں آگ دیکھتے ہی بنائے گئے ایمرجنسی نمبر پر فوراً اطلاع دیں۔

آگ سے بچاؤ کے انتظامات

آگ سے بچاؤ کے لیے درکار اور فیکٹری انتظامیہ کو چاہیے کہ مندرجہ ذیل ہدایات پر عمل کریں۔

- آتش گیر مادوں کی کم سے کم مقدار سلور کریں۔
- آتش گیر مادوں کے نزدیک سگریٹ نوشی ہرگز نہ کریں بلکہ کسی محفوظ مقام پر جا کر سگریٹ پھینکیں۔
- آتش گیر مادوں کے استعمال کی جگہ پر حفاظتی ہدایات آویزاں کریں۔
- تمام دروازے اور کھلیں مادوں کے محفوظ استعمال کی تربیت فراہم کریں۔
- بجلی کی تاروں کے معائنہ کا نظام بنائیں تاکہ پگامی جاسکے کہ تاروں میں کئی ہوئی یا اوور لوڈ (Overload) تو نہیں ہیں کیونکہ بجلی کی تاروں میں ہونے والے شارٹ سرکٹ آگ کی بڑی وجوہات ہیں۔

فائر ایکٹیوٹیٹیوٹر اور استعمال

آگ کی اقسام کے لحاظ سے مختلف اقسام کے فائر ایکٹیوٹیٹیوٹر استعمال کیے جاتے ہیں۔

پانی والے Water: یہ فائر ایکٹیوٹیٹیوٹر A کی آگ کے لیے بہترین ہیں۔ پانی اس قسم کی آگ میں حرارت کو کم کر کے آگ کو بجھا دیتا ہے۔ پانی کے استعمال سے پہلے اس بات کو یقینی بنائیں کہ بجلی کی سپلائی مکمل طور پر بند ہو اور بجلی والی آگ پر کبھی پانی کا استعمال نہ کریں۔

فوم والے Foam type: یہ فائر ایکٹیوٹیٹیوٹر B اور C کی آگ کے لیے بہترین ہیں۔ فوم تیل کی سطح پر تھم جاتا ہے اور آگ کو بجھا دیتا ہے۔

ڈرائی کیمیکل پاور ڈرائی Dry chemical Powder: یہ فائر ایکٹیوٹیٹیوٹر تقریباً ہر قسم کی آگ پر استعمال کیا جاسکتا ہے۔ اس آگ والی آگ پر پاور عام طور پر آگ بجھانے میں ٹھیک ہوتا ہے۔

ویٹ کیمیکل پاور Wet chemical Powder: یہ فائر ایکٹیوٹیٹیوٹر A، B، C اور F کی آگ کے علاوہ ہر قسم کی آگ کے لیے استعمال کیا جاسکتا ہے۔ خاص طور پر کاسٹائل یا F کے لیے موزوں ہے۔

کاربن ڈائی آکسائیڈ والے Carbon Dioxide: یہ فائر ایکٹیوٹیٹیوٹر A، B، C اور F کی آگ کے لیے بہترین ہے۔ کاربن ڈائی آکسائیڈ گیس آکسیجن کی کمی پیدا کر کے آگ کو بجھانے میں مدد دیتی ہے۔



Prevention Campaign on Ergonomics and Heat stress:

Campaign Launching Event

Social and Behaviour Change Communication (SBCC) campaign on ergonomics and heat stress was launched on March 01, 2023 at a local hotel of Islamabad. The launch event of the campaign was attended by more than 200 stakeholders representing textile industry, officials of federal and provincial governments and other partner organizations. The purpose of the launch event was to apprise the participants about the campaign development process that includes collecting evidence through field research, co-creation activities and developing a comprehensive SBCC strategy.

Social and Behaviour Change Communication

Empowering the Textile Industry: Raising Awareness on Ergonomics and Heat Stress

The package of ready-to-use campaign materials includes large posters, cutouts, standees, and wall stickers that will be used to raise awareness about ergonomics and heat stress in the textile factories of Punjab. These materials will be visually appealing and informative, providing key information and guidelines on how to prevent and manage ergonomics and heat stress issues in the workplace.

The toolkits for ergonomics and heat stress were developed which were comprehensive guides that provide detailed information, resources, and tools for textile factory workers, management, and employers to implement measures to prevent and manage ergonomics and heat stress issues. These toolkits were comprised of practical tips, guidelines, checklists, and best practices that could be easily implemented in the workplace. Overall, the package of campaign materials and toolkits played a crucial role in disseminating information, raising awareness, and providing practical guidance for improving working conditions and addressing ergonomics and heat stress issues in the textile industry of Punjab.

Further, a 10-episodic series -05 on each ergonomics and heat stress- primarily targets workers on health and safety messages about ergonomics and heat stress, Billu and Dhillu, best friends working in a textile factory, embarked on a journey to promote health and safety practices. Through humor and relatable scenarios, Billu showcased smart and disciplined approaches to ergonomics, emphasized correct posture and equipment usage, while Dhillu learned and improved. They also addressed the importance of preventing heat stress, with Billu guiding Dhillu on hydration, rest breaks, and appropriate clothing choices to ensure a safe working environment.

Case Studies

Enhancing Worker Well-being in the Textile Industry

Documentaries on Ergonomics and Heat Safety



Resource Guide for Ergonomics

Produced to Support the SBCC Campaign on Ergonomics and Heat Stress in Textile Sector of Pakistan

Implemented by



In cooperation with





Resource Guide for Heat Stress

Produced to Support the SBCC Campaign on Ergonomics and Heat Stress in Textile Sector of Pakistan

Implemented by



In cooperation with





Campaign Narrative and Branding:

The word “Idara” can simultaneously represent a textile factory as well as a government department, in literal terms it stands for both an organization and an institution. “Mazdoor” is what is generally understood for “workers” especially the daily wagers, which include both line workers, supervisors, management, and anyone who is employed by the owner of the factory. “Shaor” is an Urdu word used for enlightenment, acumen, mindset, consciousness, conviction, sagacity and intellect.

Combining these three words (mazdoor, idara, shaor) got us a perfectly rhyming slogan that emphasized the importance of “change of mindset” amongst the entire vertical hierarchy of the textile sector as well as key stakeholders. The recipe for compliance related to both heat stress and ergonomics is this thought that comes very close to the original intended objective of the campaign, which aimed at sharing the responsibility of heat stress and ergonomics compliance equitably amongst workers, management and owners.

Heat Stress Mitigation Solutions





Communication Strategy

This document presented the detailed Social and Behaviour Change Communication (SBCC) Strategy for Prevention Campaign on Heat stress and ergonomics. This strategy was based on the scientifically proven theoretical framework of The Social Ecological Model (SEM) and the “Extended Parallel Process Model” (EPPM). Furthermore, this strategy was also informed by secondary and primary research that includes a literature review, stakeholder consultations, and Focus Group Discussions and Key Informant Interviews at textile factories in the targeted districts of the project.

Campaign Dissemination

TV Campaign

A television campaign was strategically devised to engage with a wide spectrum of stakeholders within Punjab's textile sector. The campaign effectively disseminated its message by showcasing a series of animated videos during prime-time slots on prominent mainstream TV channels, including Dawn News, Aabtaak TV, Duniya News, and Hum News. This concerted effort aimed to maximize outreach and create a lasting impact within the industry.

 TV Channel	 Time Slot	 Total Animated Videos Aired	 Total Minutes Aired
Dawn News	7.00 pm – 8.00 pm	38	63
Hum News	7.00 pm – 8.00 pm	38	63
Dunya News	7.00 pm – 8.00 pm	36	60
Aab Tak	7.00 pm – 8.00 pm	39	65
Total		151	251

Social Media Campaign

The campaign content and products were shared through social media platforms over the span of 30 days to achieve widespread engagement within the textile sector. The social media campaign operated across Facebook, Instagram, and Twitter platforms, strategically harnessing their reach and impact.

Post	Engagement	Reach
Campaign Teaser	4,398	85,088
Song Teaser	11,670	108,000
Song Teaser 2	62,245	121,000
Ergonomics Video 1	30,800	51,743
Ergonomics Video 2	33,686	33,496
Ergonomics Video 3	30,346	32,896
Ergonomics Video 4	25,293	31,438
Ergonomics Video 5	31,326	32,600
Heat Stress Video 1	37,832	39,000
Heat Stress Video 2	28,239	32,000
Heat Stress Video 3	24,623	26,556
Heat Stress Video 4	36,073	33,016
Heat Stress Video 5	29,669	34,673
Campaign Song	531,518	376,000
Total	917,718	1,037,506

Annual Development Programme (ADP) titled “Capacity Building of occupational safety and health (OSH) regime to promote Safer Working Conditions at Workplaces: Phase-II-9-Divisions”

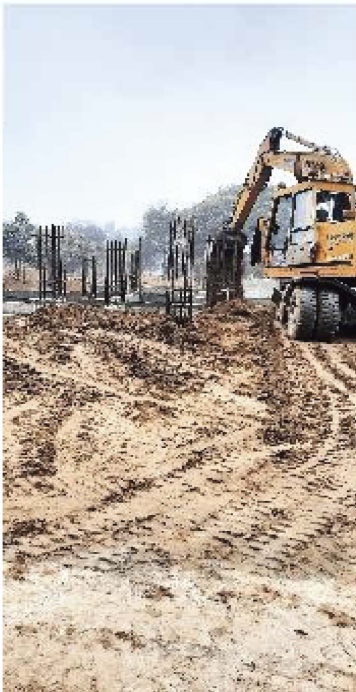
The annual development programme (ADP) titled “Capacity Building of occupational safety and health (OSH) regime to promote Safer Working Conditions at Workplaces” completed its gestation on December 31, 2021 and impact assessment was carried out by the Punjab Economic Research Institute (PERI). On the recommendation of the PERI, a second phase of the “Capacity Building of occupational safety and health (OSH) regime to promote Safer Working Conditions at Workplaces” was approved by the department with the enhanced scope upto twenty sectors of industrial economy throughout the province. The financial volume of the scheme is Rs. 299.809 million.

The above-mentioned annual development scheme was initiated in July 2022 which remained dormant for some time. In August 2023, the Project Directorship of the scheme was handed over to the Occupational Hygienist of the Centre for the Improvement of Working Conditions & Environment (CIWCE). The main objectives of the scheme are given below:

- a. Risk assessment & industrial testing/monitoring in 160 targeted industries.
- b. Capacity building of at least 7800 employees & employers (in-house and on-site) regarding occupational safety & health.
- c. Establishment of the first Personal Protective Equipment (PPE) Testing Laboratory and accreditation of existing analytical laboratories of CIWCE.
- d. Social dialogue and public awareness raising campaigns to promote OSH culture in Punjab. Strengthening of OSH accidents reporting portal and diseases/accidents investigation system.

- e. Developing Provincial profile on Occupational Safety and Health to identify existing OSH situation.
- f. To establish a system for data analysis on occupational diseases/injuries in collaboration with PESSI.
- g. To publish risk assessment/occupational accidents and diseases reports
- h. Workplace Safety and Health promotion in micro, small and medium enterprises using ILO “Work Improvements in Small Enterprises (WISE)” methodology.

The working on development scheme is on progress and establishment of testing laboratory of Personal Protective Equipment (PPEs) is on full swing. Here is a view of the construction site: Glimpses of civil work.





Research publications:

Two research articles were produced by the technical experts from the CIWCE in 2023. The research articles were published in the local and international research journals.

1. **Lungs function in relation to exposure to cotton dust in a Hosiery section of a Textiles Plant in Punjab, Pakistan**

Tariq Sultan Pasha^{1*}, Arshad Mahmood², Shamim Mohammad³, Mohannad M. Garoub¹, Ali M. Shehri⁴ and Mutasim Mohamed Khalafalla⁴

1.*Department of Occupational Health, Faculty of Public Health and Health Informatics, Umm Al Qura University Makkah, Kingdom of Saudi Arabia

2. Centre for the Improvement of Working Conditions and Environment, Labour and Human Resource Department, Government of the Punjab, Lahore, Pakistan

3. Jindal School of Public Health and Human Development, O.P. Jindal Global University, Sonapat, Haryana, India

4. Department of Environmental Health, Faculty of Public Health and Health Informatics, Umm Al Qura University Makkah, Kingdom of Saudi Arabia

The publication may be seen at: [http://isisn.org/BR-20-2-2023/312-320-20\(2\)2023BR23-94.pdf](http://isisn.org/BR-20-2-2023/312-320-20(2)2023BR23-94.pdf)

2. Influence of quercetin on amiodarone pharmacokinetics and biodistribution in rats

E. AHMAD¹, M. JAHANGIR¹, N.I. BUKHARI², J. KHAN¹, A. SARWAR³, T. AZIZ⁴, G. NABI⁵, M. ALHARBI⁶, H.A. THAMER⁶, A.F. ALASMARI⁶

¹Department of Chemistry, Government College University, Lahore, Pakistan

²Faculty of Pharmaceutical Sciences, Qarshi University, Lahore, Pakistan

³Food and Biotechnology Research Centre, PCSIR Labs Complex, Ferozpur Road, Lahore, Pakistan

⁴Department of Agriculture, University of Ioannina, Arta, Greece

⁵Institute of Nature Conservation, Polish Academy of Sciences, Krakow, Poland

⁶Department of Pharmacology and Toxicology, College of Pharmacy, King Saud University, Riyadh, Saudi Arabia

The publication may be seen at:

<https://www.europeanreview.org/article/34561#:~:text=CONCLUSIONS%3A%20A%20n%20table%20pharmacokinetic%20drug,administration%20of%20QUE%2Dcontaining%20p%20roducts.>

Field visit of Bahria University Islamabad Campus

Bahria University is a Federally Chartered Public Sector University. The principal seat of Bahria University is at Islamabad and campuses are at Islamabad, Karachi and Lahore. Bahria University was established by the Pakistan Navy in 2000, and since then it has steadily grown into one of the leading higher education institutions in Pakistan. It plays a major role in grooming future leaders who can make a positive difference to the world around them. Bahria is a comprehensive university having multidisciplinary programs that includes Health Sciences, Engineering Sciences, Computer Sciences, Management Sciences, Social Sciences, Law, Earth and Environmental Sciences, Psychology and Maritime Studies.

A group of 24 students along with faculty members visited the Centre for the Improvement of Working Conditions & Environment (CIWCE) on December 29, 2023. The purpose of the visit was learn about working of the CIWCE. A textile unit was visited in the Quid-e-Azam Industrial Estate with respect to risk assessment regarding OSH. Glimpses of the visit activities are given below.



Organization of Islamic Countries- Occupational Safety and Health (OIC-OSH) Net, 2023 Activities

The CIWCE is also focal point of The Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC), a subsidiary organ of the Organisation of Islamic Cooperation (OIC). The Organisation of Islamic Cooperation (OIC) is the second largest inter-governmental organisation after the United Nations, with the membership of 57 states, covering four continents. The OIC is the collective voice of the Muslim world to ensure and safeguard their interest on economic socio-economic and political areas.

The OIC-OSH Net within the framework of SESRIC's Occupational Safety and Health Capacity Building Programme (OSH-CaB) and in collaboration with the Directorate General of Labour Inspection and Occupational Safety and Health Development of the Ministry of Manpower of Indonesia, the Centre had organised a training course on **“Fundamentals of Occupational Hygiene”** on **30-31 October, 2023** through an online video conferencing platform.

The training course was conducted by a competent expert from the Directorate General of Labour Inspection and OSH Development at the Ministry of Manpower of Indonesia for

the benefit of specialists and executives from the relevant Ministries and national institutions in charge of occupational safety and health in the OIC Member Countries. The training course on occupational hygiene was attended by the Environmental Hygienist, Occupational Hygienist from CIWCE, Senior Law Officer, Deputy Director (Inspection), Technical Inspector of Factories and Assistant Director from the Directorate General Labour Welfare Punjab from Pakistan. Overall 69 experts in the field of occupational safety and health from OIC member countries on-line attended the course. The aim of the training course was to provide insights into the fundamentals of occupational hygiene in terms of understanding and managing workplace hazards, including identifying and evaluating hazards, conducting industrial hygiene needs assessments, and developing and implementing hazard controls. It provided a comprehensive overview of protecting worker health and well-being, including understanding the basic physiology of the human body and how it interacted with hazardous substances, as well as the routes of entry and toxicology of these substances. The training also provided a platform for participants to share knowledge, experience, and best practices in occupational hygiene

Figure 2: Occupational hazards experienced by scavengers

Diarrhoeal diseases	28
Skin diseases	30
Headache	40
Eye pain	34
Chest pain	30
Cuts and pricks	68
Slides and falls	48
Hearing loss	9
Musculoskeletal	53

Figure 3: Type of PPE used

Gumboots	93.3%
Eye goggles	0%
Gloves	60%
Overall	69.7%
Nose masks	17.6%

International 23rd OSH Congress Australia 2023

About the World Congress Sydney:

The **World Congress on Safety and Health at Work** is a global forum for advancing worker's health protection. It provides a platform for sharing experiences and information on occupational safety and health with the aim of prevention worldwide. The aims are to:

- Provide a forum for exchange of knowledge, practices and experience in order to promote safe and healthy work for all.
- Strengthen connections, networks and alliances while laying the groundwork for cooperation and strengthening relationships among all concerned.
- Provide a platform for knowledge, innovation, and strategic and practical ideas that can be immediately put into use.

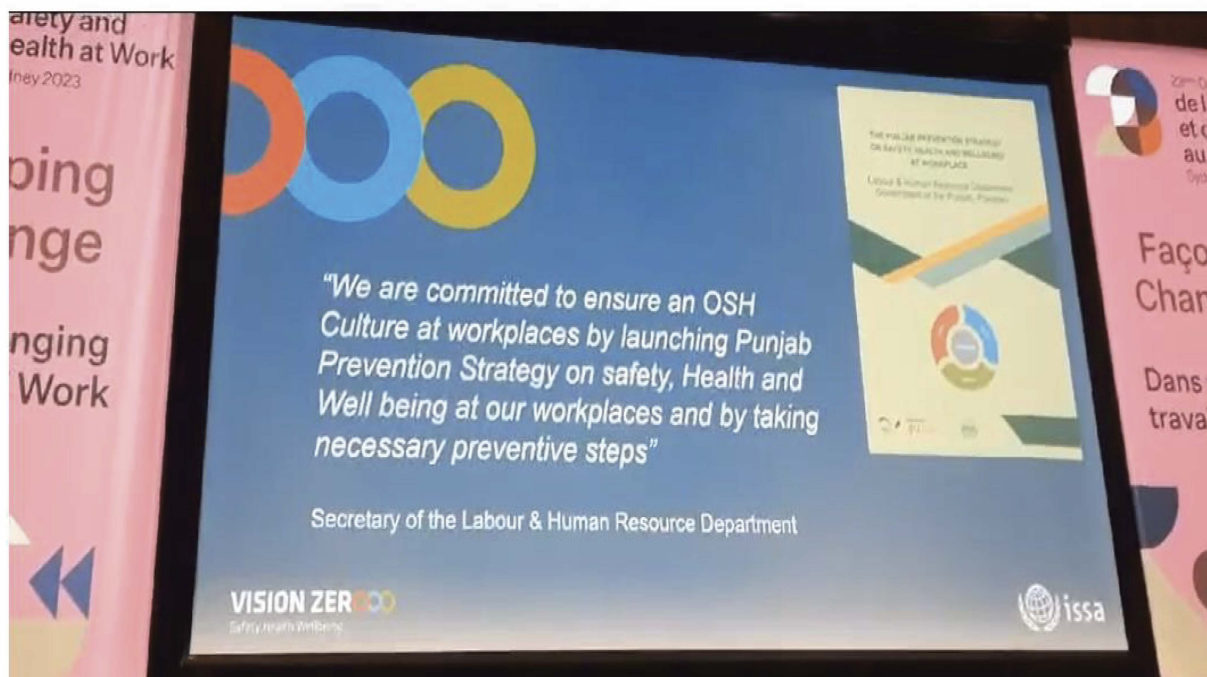
The World Congress on Safety and Health at Work is the world's leading event for prevention. It has developed into a global forum where over 3000 participants exchange ideas, discuss research and best practices, and look at practical solutions on critical issues in the area of occupational safety and health. The motto of the 2023 World Congress was "Shaping Change". The World Congress on Safety and Health at Work offers world-class speakers, creative experiences, high level networking, premium content, and access to a vast network of safety and health professionals. It stimulates dialogue to rethink and solve persistent problems to build safer workplaces for the future. In addition, it would drive a process towards ensuring that we created a future that would offer us safe and healthy workplaces, as well as sustainable ways of doing business in a healthy working environment.

The ISSA hosted the World Congress, together with the International Labour Organization (ILO), since its inception in 1955. The current 23rd World Congress was also jointly hosted by SafeWork NSW, Australia along with ISSA and ILO. The ISSA's Special Commission on Prevention and its prevention sections had supported this conference. One of the prevention section's highlighted at the World Congress the "International Media Festival for Prevention (IMFP) 2023". The submissions for the IMFP were open till 28 February 2023. Prevention matters. Now more than ever. The World Congress will be held from 27 - 30 November 2023 at the International Convention Centre Sydney (ICC Sydney) at Darling Harbour. Over 240 presenters, more than 3,000 delegates, some 681 speakers and 505 digital posters participated and presented in the OSH conference. The detail of research publications from the Punjab Labour & Human Resource Department and GIZ is as follows:

Reference I.D.	Title of the research article	Author
590	A success story of L&HRD Punjab - stakeholder collaboration for the safety, health and wellbeing of workers in the textile and garment industry in Punjab, Pakistan.	Rao Zahid Mahmood Deputy Secretary (D) Labour & HR Department
711	Governance of OSH inspection	Muhammad Shahid Senior Law Officer DGLW
714	Multidisciplinarity in Managing OSH	Muhammad Shahid Senior Law Officer DGLW
722	Global supply Chains and legal framework of OSH	Muhammad Shahid Senior Law Officer DGLW
184	Changing behaviours to move towards an accident-free work environment Journey of the first integrated behaviour change campaign in the Textile and garment industry in Punjab, Pakistan	Rao Nasir Mahmood Director CIWCE
587	Workplace risk assessment in automobile parts manufacturing units in the Punjab during the Covid-19 pandemic crisis	Arshad Mahmood Environmental Hygienist CIWCE
595	Lead Poisoning-An Emerging Challenge for Developing Countries in Neglected SME Sector	Ejaz Ahmed Occupational Hygienist CIWCE
674	Why occupational safety and health (OSH) legislative reforms are indispensable?	Arshad Mahmood Environmental Hygienist CIWCE
235	Think Safe – Targeted prevention campaign on Fire and Electrical Safety, a step toward prevention culture in Punjab, Pakistan	Sadiq Akbar
241	Vision Zero and Punjab Prevention Strategy on Safety, Health and Wellbeing at Workplace - An Initiative of Government of Punjab, Labour & Human Resource Department.	Abdul Rauf Anjum GIZ
373	Evaluation of Pakistan 1st digital Accident Notification System (ANS): Evidence from Health Care industry of Pakistan	Syed Wajid Shah GIZ

377	Blazing the trail for successful cooperation and development – Approaches of preparing the Pakistan's textile sector for mutually beneficial collaborations	Ansa Rabia GIZ
799	Vision Zero – an initiative of multi-stakeholder collaboration to promote safety, health, and well-being at work in Punjab, Pakistan	Sadiq Akbar GIZ

In the conference, launching of the “Punjab Prevention Strategy on Occupational Safety, Health and Wellbeing” was introduced and in this context the Deputy Secretary (Development), on behalf of Secretary Labour & Human Resource, Government of the Punjab, received a shield award for Government of the Punjab in recognition of activities done in the field of occupational safety and health to develop a safe workplace culture. Pictorial evidence of the 23rd congress on OSH are as:





Local Conference:

“4th International Conference on Emerging Trends in Earth and Environmental Sciences” was organized by the College of Earth and Environmental Sciences, University of the Punjab, Lahore on December 04 to 07, 2023 in Quid-e-Azam campus. A research article titled “**WORKPLACE RISK ASSESSMENT IN SMALL AND MEDIUM MANUFACTURING UNITS DURING COVID-19 PANDEMIC IN THE PUNJAB PAKISTAN**” was presented by Dr. Arshad Mahmood, Environmental Hygienist of CIWCE.



4th International Conference on Emerging Trends in Earth and Environmental Sciences

ETEES 2023” Program

December 04-06, 2023

Organized by

COLLEGE OF EARTH & ENVIRONMENTAL SCIENCES (CEES)
University of the Punjab Lahore, Lahore-54590, Pakistan

SMOG and Heat wave management:

The Environmental Hygienist from CIWCE is a departmental focal person on the issue of SMOG in winter season and Heatwave management in summer season. In this context, special modules have been developed on the issues of SMOG and Heat wave management in collaboration with Punjab Environment Protection and Climate Change Department to mitigate thermal stress in the extreme weather in the Punjab. The issues have been highlighted during the training sessions on occupational safety and health (OSH). Around 451 workers have been imparted awareness to curb the menace of air pollution. It was stressed during the training sessions that at source reductions of the workplace hazards is the solution to curb the problems related to SMOG and Heat wave.

سموگ کی روک تھام
میں عوام دیں حکومت کا ساتھ!

لاہور ہائی کورٹ کی ہدایت پر پریفیکشنر پنجاب کی جانب سے
دی پنجاب نیشنل کلامیٹیز (پریوینشن اینڈ ریلیف) ایکٹ 1958 کے تحت ہنگامی حالت کا نفاذ!

صوبہ بھر میں سموگ کا باعث
بننے والی تمام سرگرمیوں پر پابندی عائد

- کوڑا کرکٹ، پلاسٹک، ربڑ، ناگز اور فضلوں کی باقیات کی تلفی بذریعہ آگ ہرگز مت کریں
- گاڑیوں کی بروقت ٹینک کروائیں
- صحتی پتیس میں EMISSION CONTROL SYSTEM لگوائیں
- پتھروں کی کٹائی وینٹس کے بغیر اور غیر معیاری ایندھن کی فروخت یا استعمال ہرگز مت کریں
- غیر قانونی پارکنگ، مڑکوں اور فٹ پاتھوں پر تجاویزات سے اجتناب کریں
- تعمیراتی میٹریل کوڈ حاسب کرنے رکھنا اور استعمال کے دوران گرد و غبار پیدا ہونے و پناقتا کو ناجرم ہے

عوام پبلک ٹرانسپورٹ کو ترجیح دیں، ماسک پہنیں اور آنکھوں کو بار بار دھوئیں

خلاف ورزی کرنے والوں کے خلاف
سخت قانونی کارروائیاں جاری

آپ کا تحفظ --- ہماری ذمہ داری

Financial audit of ADP Capacity Building of occupational safety and health (OSH) regime to promote Safer Working Conditions at Workplaces:

The annual development programme (ADP) titled "Capacity Building of occupational safety and health (OSH) regime to promote Safer Working Conditions at Workplaces" completed its gestation on December 31, 2021, while its financial audit was carried out

by the Director General Audit Punjab from March 20 to 27 March 2023. The total volume of the ADP was Rs. 79.986 million last for 35 months restricted to ten sectors of the industrial economy in fourteen districts of the province. The impact of reforms with respect to OSH carried out in the ADP scheme was evaluated by the Punjab Economic Research Institute (PERI), Planning and Development Board, Government of the Punjab. Total 15 audit paras were levelled against different budget codes. These audit paras were discussed in the Special Departmental Audit Committee (SDAC) meeting held in September 2023 wherein twelve audit paras were settled unanimously by the Labour & Human Resource Department, Director General Audit Punjab, and Finance Department while 3 audit paras were left for regularization from the Finance Department. The audit of the development scheme was completed successfully.

Mobile Audio-visual Aid Unit and Mobile Laboratory on OSH



Auditorium at CIWCE:

Last year the auditorium/ conference hall of CIWCE became operational. A number of events were held in the facility. This is a well equipped hall accommodating up to 250 people in comfortable seats, with additional space for disability access. The sight lines are excellent, and the hall has an acoustically correct sound environment. Full, front-screen projection and a variety of audio and video options are included. Arrangements can be made to use the latest I.T technology.



The CIWCE Auditorium has proven to be ideal for business meetings, expos seminars, educational seminars, marketing presentations, annual meetings and lectures. The facility can also hold events with the collaboration of other organizations specially trade unions, industrial enterprises, NGOs, line government departments and international agencies. This is first such facility in the Labour Department Punjab.



For security purpose Security gate, CCTV cameras and Fire safety system is installed in auditorium. Public Address System is installed for business meetings, Expo seminars, educational seminars, marketing presentations, annual meeting and lectures. There are 3 high powered multimedia projectors installed on the front of auditorium's stage and one is installed back side of auditorium.



Auditorium having wide range of seating area of 250 persons. Auditorium having 2 back stage preparation/ rehearsal rooms for anchors and guests. Auditorium is fully equipped with I.T. equipment like laptops, multimedia projectors and wireless internet facility, movable video and still cameras.



Neat and clean fully tiled wash rooms having soap dispersers and electric hand dryers are available for the men and women. Auditorium has spacious area for dining hall for 100 persons.



Major facilities for assessment of occupational and general environment added

During the last four years the Government provided funds to the CIWCE for a major project to procure new equipment and upgradation of existing training, information, advisory and other services of CIWCE. The amount is to be spent in two years. It is for the first time since its establishment in the 80s that CIWCE has received such an influx of funds for its activities and facilities. As a result of this addition, our capacity to undertake occupational hygiene and environmental assessment has been enhanced remarkably.

Distribution of Training & Educational literature on OSH to the industry:

A hallmark of activities of CIWCE has always been the expertise to develop user friendly training and awareness materials. As the literacy level of workers in Pakistan is low, it is important to prepare training materials which suit the need of most workers. Keeping this in view, a number of training targeted materials have been prepared and developed. These include posters, safety warning signs and pocket guides on specific OSH issues. Most of these materials are in Urdu. The industries and businesses as well as workers, government agencies and other key stakeholders in Punjab are provided with these materials free of cost.

Mobile Audio-visual Aid Unit Provides Awareness Sessions at the Workplaces:

The government of Punjab has provided two new vehicles, which are used as mobile training unit and the other is mobile testing laboratory facility for onsite training on OSH

and provision of testing facilities to the industries. The unit actively played role in carryingout the following activities at workplaces. The organizations where specialized training workshops through mobile training units were held in the year 2023 are ten:



Tentative schedule of training of Centre for the Improvement of Working Conditions & Environment for the year 2024 (January to December)

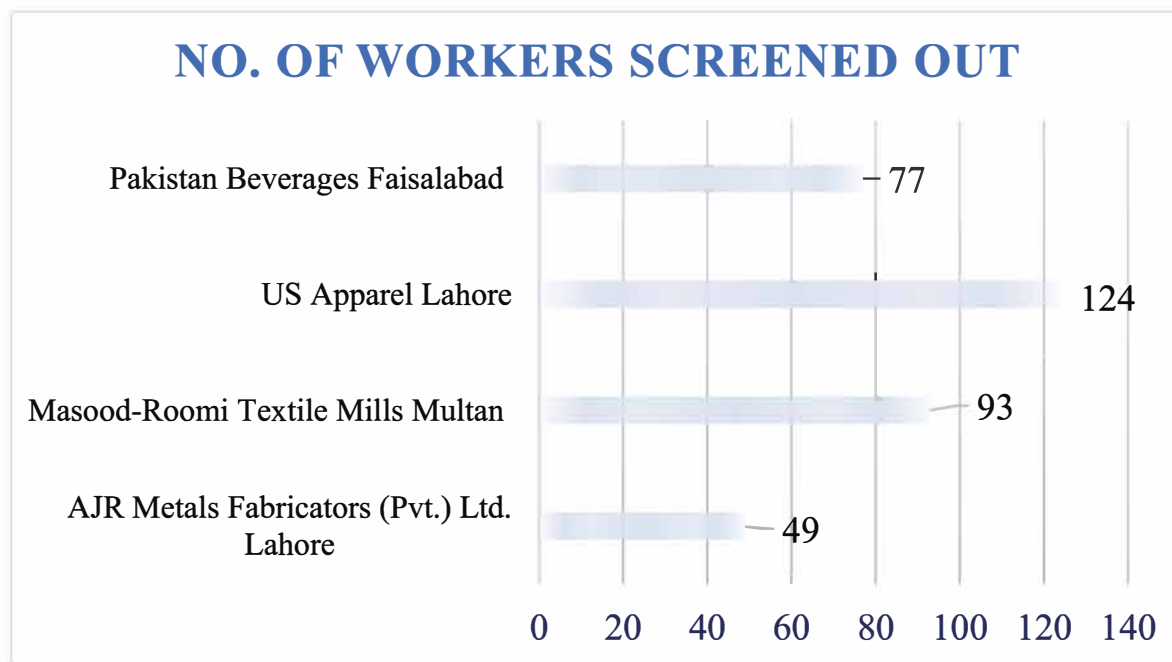
Sr. No.	Topic	Jan	Feb	Mar	Apr	May	Jun	Date
1	Workplace Fire Safety & risk management							09.01.2024
2	POSH Act 2019 & Punjab Factories Act 1934							30.01.2024
3	Good Laboratory Practices							08.02.2024
4	Electrical safety risk assessment							29.02.2024
5	Fire Safety & risk assessment							06.03.2024
6	Workplace Thermal stress							20.03.2024
7	Ergonomics & Musculoskeletal Disorders							03.04.2024
8	Hazardous occupations & occupational Diseases							25.04.2024

9	General risk assessment (OSH)							07.05.2024
10	Confined space & Permit to Work							29.05.2024
11	Basic First Aid & Resuscitation							12.06.2024
12	Workplace Accident reporting & investigation							27.06.2024

Sr. No.	Topic	Jul	Aug	Sep	Oct	Nov	Dec	Date
13	Construction safety							10.07.2024
14	Introduction to International Labour tools							31.07.2024
15	GSP Plus and International Safety & Health Codes							07.08.2024
16	Manual handling & working at height							28.08.2024
17	Health and hygiene at the workplace							11.09.2024
18	Fundamental of ISO 45001 & Zero time to start							26.09.2024
19	Respiratory Protection & indoor air quality							09.10.2024
20	Physical Hazards risk assessment							23.10.2024
21	Machine Safety							06.11.2024
22	Introduction to Labour Rights and their obligations							20.11.2024
23	Disability at workplace							04.12.2024
24	Occupational Zoonosis (Biological Hazards)							31.12.2024

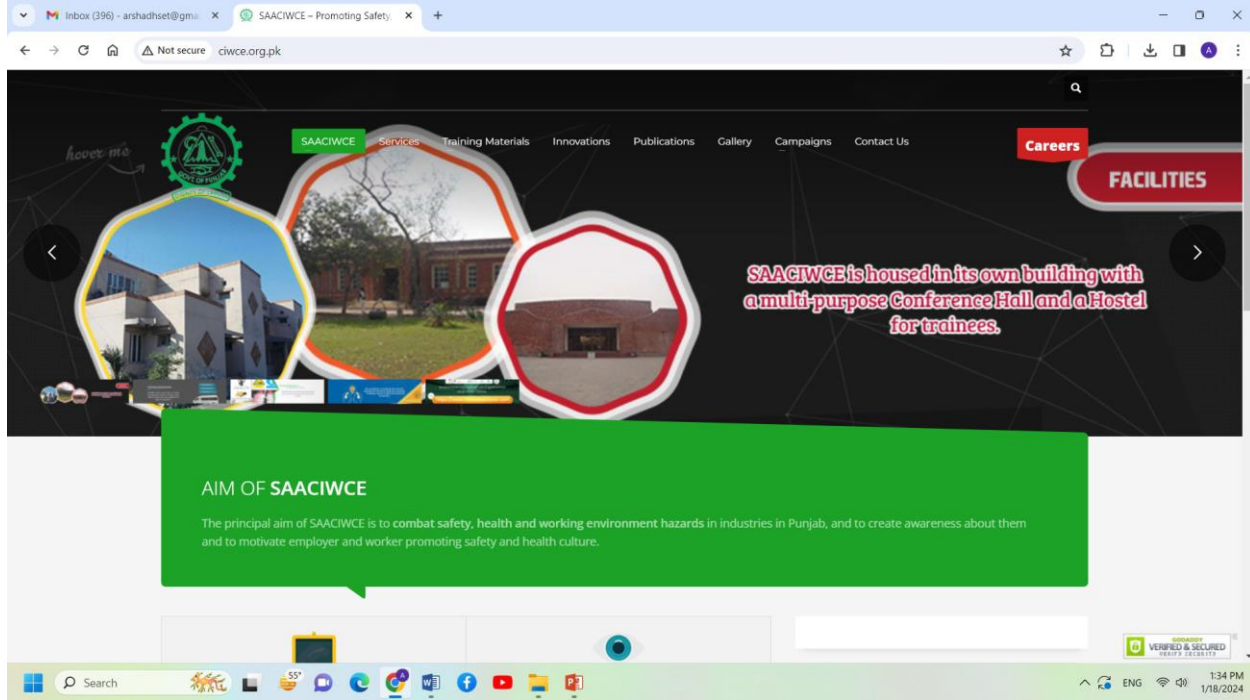
Risk Assessment Activities through Mobile Laboratory on Occupational Safety and Health during year 2023

No. of workers screened out for audiometry



Website of CIWCE upgraded

Major changes are being made and have been made in the outlook and content of the website of CIWCE available at www.ciwce.org.pk. It will be updated more frequently in the near future. The site will have complete access to most of the literature and publications produced by CIWCE. It has a complete database of International Chemical Safety Cards (ICSC) of ILO-WHO in Urdu language. The website also has special sections devoted to innovation, child labour, bonded labour, labour law compliance, gender issues and other issues in which CIWCE is engaged. You can find all the training and awareness materials developed by CIWCE including posters, leaflets, training manuals, research reports and reports of events on this site. We are constantly updating this site and need your feedback. Please visit us and let us know how to further improve our services.



An analysis of the usage of CIWCE website 2023

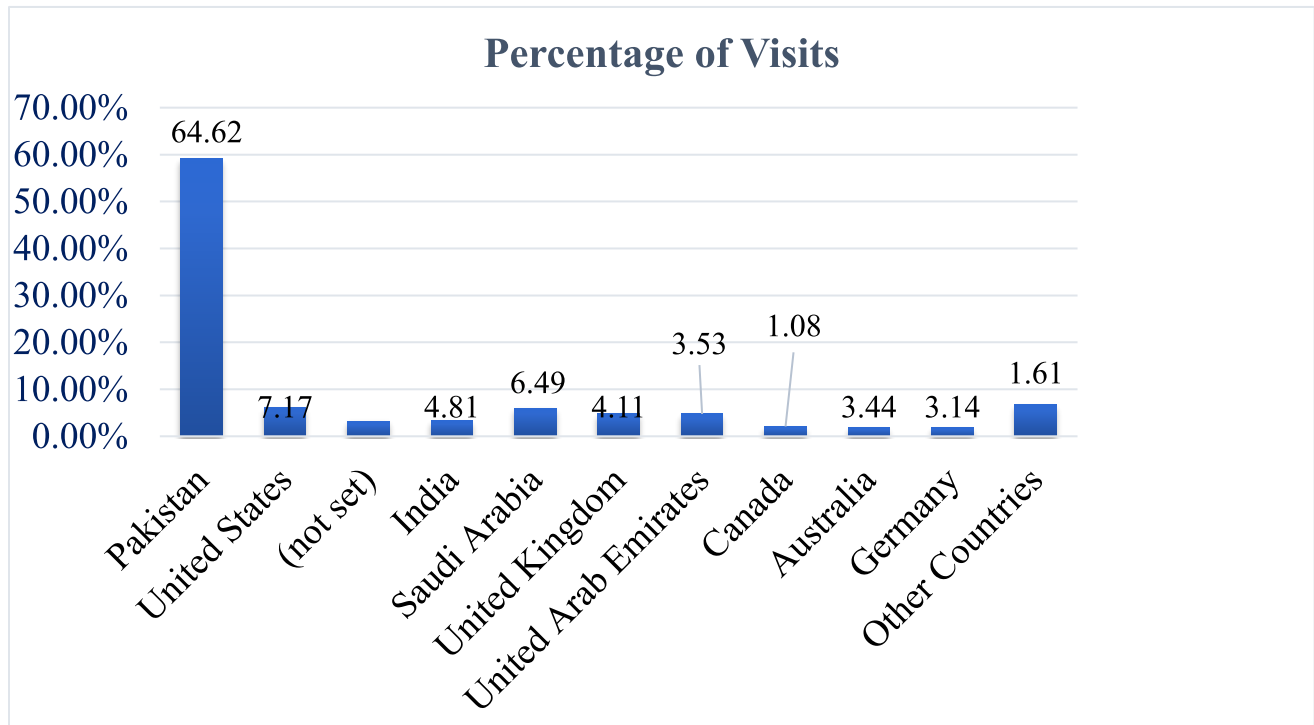
Characteristics of the website usage

Pattern of visits of CIWCE website by the country of origin

Vists	28,432
Unique Visitors	14,624
Pageviews	73,467
Pages / Visit	3.56
Avg. Visit Duration	00:10:59
% New Visits	79.19%

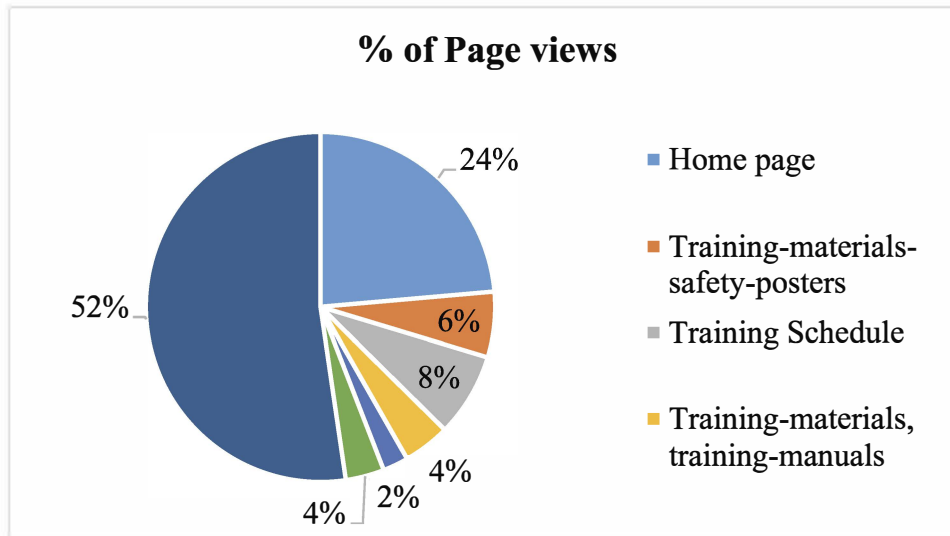
COUNTRY / TERRITORY	PERCENTAGE OF VISITS
Pakistan	64.62%
United States	7.17%
India	4.81%
Saudi Arabia	6.49%
United Kingdom	4.11%
United Arab Emirates	3.53%
Canada	1.08%
Australia	3.44%
Germany	3.14%

Other Countries	1.61%
Total	100.00%



Topics of interest in the website of CIWCE by their usage

PAGE	% OF PAGEVIEWS
Home page	27.70%
Training-materials-safety-posters	7.10%
Training Schedule	9.07%
Training-materials, training-manuals	5.10%
Contact-us	2.78%
Urdu-training-guides	4.20%
Taining-schedule	2.45%
Other Pages within the website	61.40%



World day for Occupational Safety and Health (OSH) 2023:

World Day for Safety and Health at Work is a UN international day that is celebrated every April 28 particularly by the International Labour Organization (ILO). It is concerned about safe work and awareness of the dimensions and consequences of work-related accidents and diseases; to place occupational safety and health (OSH) on the international and national agendas; and to provide support to the national efforts for the improvement of national OSH systems and programmes in line with relevant international labor standards. The initiative was started in 2003 for the first time, is an international campaign promoting safe, healthy and decent work around the globe with a specific theme every year. The topic of world day on OSH 2023 was “a safe and healthy working environment as a fundamental principle and right at work”. This mega event was organized by the GIZ and Labour & Human Resource Department (L&HRD) Punjab on April 28, 2022, in Faletti’s Hotel, Lahore. More than 200 people from international and national organizations, government, industry, employer’s associations, workers unions, academia, civil society etc. graced the event with zeal and devotion. Here is list of participation from the different organizations:

- Labour & Human Resource Department
- ILO
- GIZ
- German Social Accident Insurance (DGUV)
- International Social Security Association (ISSA)
- Employers Federation of Pakistan
- Workers Federation
- Chambers of Commerce
- Textile and garments industry

- Business Associations
- Trade unions

Overview of World Day for Safety and Health at Work

- World Day for Safety and Health at Work is an international day celebrated to commemorate the efforts of workers around the globe and to highlight the importance of safety in the workplace.
- Centre for Improvement of Working Conditions and Environment, a downstream institution of the Labour & Human Resource Department (L&HRD) Punjab organizes a World Day for Safety and Health at Work every year in Lahore.
- The focus of the event is to celebrate the achievements under occupational safety and health (OSH), shed light on new development in OSH and labour standards and to explore new topics through a social dialogue with the aim of creating a positive safety and health culture.
- This year, the event took place at Faletti's Hotel, Lahore at 4 PM and was concluded before Iftar.
- Your talking points for closing remarks highlight the importance of Labour Department's role in commemorating the international day, cross-exchange with the international community on OSH, ensuring that the lessons from the event are used practically to achieve pragmatic results in the next year, and knowing that all efforts in OSH will contribute to Pakistan's GSP plus status and its economic growth.

REMARKS by the Additional Secretary Labour & Human Resource Department

Ladies & Gentleman,

- It gives me great pleasure to see representatives from the public and private sector gathered today for a topic which is of utmost importance for the health, safety, and productivity of Punjab's workforce – a workforce that is working hard every day to steer Pakistan's economy towards sustainable growth.
- I would like to praise the efforts of the Centre for the Improvement of Working Conditions and Environment (CIWCE) for organizing such an important event today. I am grateful for GIZ for supporting us today and for its continuous technical assistance to the Labour & Human Resource Department Punjab, allowing the

department to take sustainable initiatives in the field of occupational safety and health.

- The Labour Department has celebrated the World Day for Safety & Health annually for the past several years now. Through these annual conferences, we have not only discussed themes including modernization in OSH, digitalisation, and sustainable OSH solutions but have also succeeded in achieving remarkable results under these themes.
- The Labour Department continuously strives to build a better future for the labour force of Punjab. Our work, however, cannot be carried out in isolation and your contribution and cooperation to ensure decent working conditions and continuous improvement in occupational safety and health is key.
- Today, we heard OSH experts from Pakistan and Germany speak about the urgent need to build a strong OSH community and to work together for a better future. We also heard speakers and panelists highlight the importance of joining hands to develop and sustain a culture of prevention and to ensure sustainable changes in OSH management. It is now our duty to identify key takeaways and best practices in the international community from today's conference, visualize them and mainstream them in our work for the next year so that when we meet again for World Day for Safety and Health at Work in 2023, we have concrete results and success stories in hand.
- It is essential for us to realize that our work in OSH has far-reaching implications. I urge you all to use a holistic lens when visualizing the future of OSH. The future of occupational safety and health is not limited to the workplace, for workers, or management. As you know, Pakistan has been granted the GSP + status, which is a very prestigious status awarded to us by the European Union and we're committed to ensuring the sustainability of this award. Through the GSP + status, Pakistan enjoys preferential treatment on exports to EU countries. Under GSP + status, we are required to implement 27 international conventions, on human rights, labour rights, environmental protection, and good governance. So, if we widen our lens, we can see the profound and overarching effects our individual and collective efforts in OSH and labour standards have for the betterment of Pakistan.
- I would like to address the various stakeholders in this room and thank them for their tremendous efforts under OSH and would like to encourage them to continue adopting innovative measures and strategies in their work as this will allow Pakistan to continue qualifying for preferential awards such as the GSP + status in the future.

- Lastly, I would like to wish you well for the last Ashra of Ramadan. We have been given the opportunity to think about the betterment of our workers in this Holy month. We need to remember that one accident, one injury, or one death in the workplace is not just a statistic, but it is a family's trauma for generations to come. Every effort counts in this regard to safeguard not just one life but the lives and of many that are associated to that person and his or her livelihood.

Glimpses of the OSH Day 2023







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