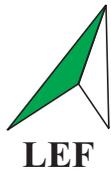


Activity Report 2002-04



Labour Education Foundation

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Contents

Foreword:	4
Introduction:	5
1. Profile:	6
2. Projects:	7
2.1 Projects overview	
2.2 Campaign for a Peaceful Pakistan	
2.3 Democratic Development Pakistan	
2.4 Adult Literacy Centers - Lahore	
2.5 Adult Literacy Centers - Karachi	
3. Publications:	25
4. Networking:	26
4.1 Affiliations	
4.2 Working with Trade Unions	
5. Strengthening new organizations:	29
5.1 Women Workers Help Line	
5.2 Pakistan Printing and Graphic Workers Union	
5.3 Ittehad Labour Union, Carpet Industries, Pakistan	
5.4 Movement For Labour Rights	
6. Sustainability:	31
6.1 Trade Union Resource Center	
6.2 Weekly <i>Mazdoor Jeddjuh</i>	
6.3 Literacy centers	
7. Organizational Development:	33
7.1 General Body	
7.2 Executive Board	
7.3 Staff development	
7.4 Establishment of Karachi office	
8. LEF Staff	35
9. Projects Support Partners	35
10. Acronyms	36

Foreword

The Activity Report 2002-04 is second of its kind, Labour Education Foundation has published. The first Activity Report was published in year 2000. Documentation and dissemination has always been our major concern but various organizational limitations especially the paucity of funds never allowed LEF to go for this much needed activity. At last this year we have been successful in managing and bringing out our activity report covering three years from 2002 to 04. Attempt has been made to document all the organizational activities conducted, under different projects in the period 2002-04.

The report has been divided into six major sections, i.e. projects, publications, networking, sustainability, strengthening new organizations and organizational development.

The previous three years has a mile stone value in the organizational life as several major steps were taken for LEF development during the period of 2002-04. One of these mile stones was the decision to restructure the organization. In 2004 the new General Body and Executive Board replaced the old one to make the Foundation more democratic, active and dynamic. LEF is thankful to the outgoing General Body and Board members for their meaningful guidance throughout the period and hope we will further grow under the guidance of the new General Body and Board.

To further improve the organizational infrastructure and facilitate the working conditions, LEF shifted its office to a comparatively better and spacious place in 2002. In 2004 on the suggestion of General Body and subsequent approval by the Executive Board, the Foundation gets its new name as Labour Education Foundation (LEF).

Another vital decision was the establishment of Karachi office in April 2003, to cater the need for development and strengthening of projects in Sindh. LEF believes that no organization can grow without developing its staff capacity. Thus staff capacity building, vis-à-vis projects implementation methodologies and enabling them to learn about the development discourse, the staff members were provided opportunities to attend various training workshops during the period.

LEF is thankful to its Swedish partner organizations i.e, Olof Palme International Center, Stockholm, Swedish Teachers Union, Gothenburg, Graphic Workers Union, Folk Schools, Angred and ABF for providing financial assistance during all these years to undertake our various project activities. LEF staff in Lahore and Karachi also needs appreciation in putting together all the required data and information for this report. Lastly all this would not be possible without the help of a volunteer Abdul Khaliq who compiled this report on a short notice.

Khalid Mahmood
Programme Manager

Introduction

In line with its vision, Labour Education Foundation is playing an important role to strengthen trade unions on the one hand and extending technical and legal help to form new organizations on the other hand. Workers training on democracy and Peace and education adult literacy projects are the main vehicle to promote the cause of industrial workers of different fields. LEF organizes workshops, seminars and study circles in Lahore and Karachi on the issues of peace and democracy. It is also publishing a monthly newsletter “Labour Education” to disseminate information among workers and makes critical analysis of policies, concerned with workers. At the moment there are 12 study circles in Lahore and 20 literacy centers are in Karachi, Hyderabad and Hub. LEF is running these centers with the active cooperation of local community, unions and their federations.

At present LEF is running four following projects.

- 1-Peaceful Pakistan in Lahore and Karachi.
- 2-Democratic Pakistan and Conflict Resolution, in Lahore and Karachi.
- 3-Adult Literacy Development Project (Study Circles), in Lahore.
- 4-Adult Literacy Project (Centers), in Karachi, Hyderabad and Hub.

All our projects involve workers for capacity building and education on relative issues. LEF is determined to bring about positive change in the country with the help of working classes. Through these projects LEF gets in contact with various trade unions. Providing legal help to the trade union, social and political workers who are fighting for their constitutional rights in different courts, has been major component of LEF approach and methodology.

LEF is affiliated with various organizations at national and internal level and also an active member of different networks. We staunchly believe in rights-based approach and think that formation of a grass roots level working class movement will help bring about true democracy in country. LEF have always been in the forefront to form new alliances, fronts and movements. In recent past it fully supported the Punjab tenants' movement at Okara military farms. When various trade unions and progressive groups decided to resist the government's new liberal agenda, LEF readily became part of the Anti-Privatization Alliance (APA), a body of various trade unions, progressive groups and political parties. Besides this LEF is also active member of Joint Action Committee (JAC), Lahore chapter. Which is a major front of social and political organizations in Pakistan.

Formation of alliances and cooperation with international movements is need of the hour to resist repressive states in different countries. To come up to this call of the history, LEF has become active member of World Social Forum and playing important role in WSF process in Pakistan. Strengthening the organizational capacity of like-minded small organizations has always been an important objective of LEF. In this regard we are supporting Movement for Labour Rights (MLR), in Karachi, Women Workers Help Line (WWHL) in Lahore, Graphic and Printing Workers Union, Ittehad Labour Union Carpet Industries Pakistan, in Lahore and National Trade Union Federation, Pakistan at national level.

For future planning LEF wants to develop a Trade Union Training Program from year, 2006 which will include; Basic Trade Union Training, Trade Union Leadership and Administration Training, Political Education Training and Basic Trade Union Publication Training.

1. Profile:

Education Foundation, a non-governmental organization was established in 1993. The Education Foundation was an initiative taken by some trade union activists in Pakistan in co-operation with like-minded trade unionists in advanced countries, particularly Sweden.

Its main objective is to provide intellectual input to trade unions and various civil society organizations, advocating problems of the working class. Furthermore, provision of educational and development opportunities to the marginalised segments of society are also its focal point. The Foundation is not a traditional non-governmental organization but it is well knitted with the trade union movement in Pakistan.

It is a registered organization under Societies Act of 1860. In 2004 it was re-named as Labour Education Foundation (LEF). Labour Education Foundation has a nine-member Executive Board, elected every two years at General Body meeting. The Board elects a three-member Management Committee to look after daily affairs of the LEF. Labour Education Foundation is fast expanding organization having offices in Lahore and Karachi and presence in three provinces with a combined staff of some 30 persons.

Vision

Empowering working class to protect its social, economic and political rights.

Mission

Sensitizing workers, women and youth groups about the need for literacy and enabling them to advocate for their rights.

Objectives

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

2. Projects:

2.1 Projects overview:

Since its inception in 1993, Labour Education Foundation has worked on eight different projects in collaboration with five Swedish Partner organizations, including Swedish Teachers Union, Gothenburg, Olof Palme International Center, Swedish Graphic Workers Union, ABF (Workers Education Association), Sweden and Folks Schools Angered, Sweden. All these projects were designed and implemented in line with LEF vision to empower working class through education, enabling them to protect their social, economic, labour and political rights.

In 1993, LEF started its first project of monthly Urdu magazine *Mazdoor Jaddojehd* in collaboration with Olof Palme International Center. The purpose of this project was education and awareness of workers. To meet the rising educational needs of the labour class, in 1997 again with the OPC financial support, *Mazdoor Jaddojehd* was transformed into a weekly magazine. It became the first weekly of working class in Pakistan and later on self sustained in 1999.

In 1995, three union schools for working children were established in Lahore with the financial aid of Swedish Teachers Union, Gothenburg. The objective of the project was to impart basic literacy skills to working children. By the year 2000 over 3,000 learners were educated under this project in 5 years.

In the same year LEF went into collaboration with Swedish Graphic Workers Union to develop the printing project "Pakistan Trade Unions Resource Center". Swedish Graphic Workers Union continued support till 1998.

In 1996, LEF felt the need to provide a meeting place to workers for various activities. A hall in the name of Gulzar Labour Hall was maintained to facilitate trade unions meetings and activities on subsidized rates. Olof Palme International Center (OPC) and Swedish Teachers Union, Gothenburg, supported this project till 1999. In 1997 OPC also funded the production of a video film 'Trade Unions for a Brighter Tomorrow'.

In 1997, the establishment of 10 adult literacy centers in Lahore, was a major educational initiative of LEF. Swedish Teachers' Union, Local Branch, Gothenburg was the partner in this project, under which 1000 trade union members were imparted literacy by 2000 in three years. In 2001, as extension of this project, eight centers were set up in Lahore for 600 learners to impart basic and advance literacy to the workers.

Further expanding the adult literacy program, 10 centers were set up in Sindh province in 2002, increasing the number to 16 by 2004 for over 500 learners. The project is running in collaboration with Folk Schools, Angred.

LEF launched 'Campaign for a Peaceful Pakistan' in collaboration with OPC in year 2000 for promoting peace consciousness among workers and youth, engaging over 1,500 people in Lahore & Karachi. After military takeover in 1999, LEF felt the need to promote and strengthen democracy in Pakistan. So in 2003 with collaboration of ABF, Sweden, LEF launched a project 'Democratic Development Pakistan' in Lahore & Karachi to promote democratic values, associating over 1,000 activists from target groups. ABF funded this project till 2004, but in 2005 OPC becomes LEF partner to run this project.

2. Projects:

2.2 Campaign For a Peaceful Pakistan (CFPP)

After nuke explosions by India and Pakistan in May 1998, Labour Education Foundation, in cooperation with the Olof Palme International Center, Sweden, launched “Campaign for a Peaceful Pakistan” in January 2000. The aim of this project is to spread peace consciousness among the masses through activists from different walks of life. CFPP focus youth and workers as its prime target groups. Lahore and Karachi, the two major cities were selected for project activities, seminars, workshops and study circles.

“Workers for Peace” receiving peace delegation from India at Wahga Border, Lahore.

During the year 2002, CFPP remained updated and also kept abreast many peace activists on the peace related issues. 113 participants were trained through workshops. Besides this, we promoted peace consciousness among 4000-6000 people through material development i.e, like posters and stickers. Our publication, “Peace Newsletter”, approached more than 30,000 people. 85 participants attended meetings arranged for Workers for peace and Youth for Peace while over 100 people were involved in different peace rallies, seminars and protests. During the year we were able to work on 8 issues of Peace Newsletter. Publications were also distributed in Quetta, Multan, Islamabad, Lahore, Karachi and some other cities.

In year 2003, three issues remained significant i.e. war on Iraq, rise of religious parties and Pak-India relations. During different activities like workshops, seminars, publications and peaceful action training, got priority. The war on Iraq motivated many people to come on the streets. It was high time for LEF not only to intervene in the process but also promote peace consciousness. It gave LEF good opportunity to train activists with progressive and genuine approach towards Iraq war. So our publications were aimed at providing fresh information and analysis on the issue. The issue was immediately taken up under workshop in Karachi on “Peace in South Asia”, to trigger discussions among the intelligentsia. Another major issue, the rise of fundamentalism, was hotly debated in our newsletter. To keep the debate up we also included a topic on fundamentalism in our seminar at Lahore.

To provide masses alternative platform on Iraq issue, LEF actively involved in the formation of Anti-War Committee and bringing secular groups on this joint platform. We remained involved with AWC programs under CFPP activities. In 2004 LEF, becomes member of World Social Forum. It participated in WSF, 2004 event in Mumbai, India. Two seminars, two workshops and ten study circles were organized in Karachi and Lahore, besides participation in other activities.

Seminars

Indian peace activist, Sri Lata speaking at a CFPP seminar in Karachi.

During the period 6 seminars, 4 in Karachi and 2 in Lahore were organized. Current topics related to peace were selected and debated at length. Renowned intellectuals read the papers. Over 500 peace lovers including political, social and trade union activists participated in these events.

2. Projects:

Workshops

Overall nine issue-based workshops, 4 in Karachi and 5 in Lahore, were organized during the period 2002-04. The professionals, experts and university professors with command on the topics, delivered lectures. Total 210 activists were trained through these workshops.

Study circles

Over 21 study circles were arranged with community groups, students and target groups at various places in Lahore and Karachi. About 500 activists were involved in discussions, related to social issues.

Newsletter

One of the PTCL union members making a point at a CFPP workshop in Lahore

28000 copies of 28 issues of Urdu Peace Newsletter were published and distributed among target groups, organizations and social activists during the reporting period. The purpose was not only to document and disseminate project and organizational activities but to promote peace consciousness through issue-based articles. Active feedback from the readers was a great encouragement to the project.

Material Development

During the reporting period, about 9000 copies of 3 posters, 5000 copies of 6 stickers, 1000 copies of introductory project broacher, 3000 copies of Urdu booklet on peace and 30,000 copies of 10 leaflets, were published and distributed at various junctures through out the period, among social, political, trade union activists, organizations and general masses.

Workers for peace & youth for peace

Workers for peace and youth for peace are forums, where youth and students discuss the peace related issue. These discussions were facilitated by CFPP. Activists are mostly trained through our workshops. Besides this, Peace Newsletter was regularly posted to members for information and clarity on peace related issues. As a result some of them also wrote articles to publish in the newsletter. They worked to build peace consciousness among workers and youth in their respective areas. At present their total membership is 160.

Peaceful action trainings

An image of CFPP poster against weaponisation

Under CFPP, we participated in different activities and also involved workers and students in these activities. Different meetings, seminars, rallies and protests organized by other organizations were used as an opportunity to train peace activists and involve in different peace networks following are some major action training participated by CFPP.

2. Projects:

- CFPP used its contacts and motivated individuals to participate in a seminar on “Peace, not War” organized by Labour Party Pakistan on 15 January, 2002.
- CFPP supported Lahore Peace Forum (LPF) in organizing “Faiz Peace Festival” on 9th March, 2002, in Lahore.
- CFPP participated in the protest demo organized by major progressive political parties and social organizations at Lahore Press Club on 13 June, 2002. 50 copies of booklet, “Nukes are nothing but weapons of destruction”, were distributed at the event. This demonstration was reported in many national newspapers.
- Moreover, CFPP coordinator visited Philippines to participate in the Founding Assembly of Asian Peace Alliance. Representatives of 17 countries participated in it.
- A Peace Convention was organized by an NGO, ASR in 2003 at Lahore. CFPP was also part of the convention. 50 booklets were distributed at the occasion.
- CFPP participated in “New Year Night as a Peace Night”, activity on 31st Dec 2002. The main purpose was to raise voice for opening Pak-India border.
- CFPP actively participated in forming Anti-War Committee, aimed to organize public rallies against US attack on Iraq.
- CFPP Participated in demo on international Human Rights Day, with *Anjuman Muzareen* [tenants] Pakistan.
- CFPP Facilitated a Japanese Journalist, Mr. Kodama's visit to villages near Okara [City], where tenants are struggling for land ownership rights.

LEF team members receiving Peace Marchers from India at Wagha Border in Lahore.

2. Projects:

CFPP Activities Summary (2002-04)

Topics	Date / Place			Participants
Workshops				
Peace and Students	4-5	May 02	at Lahore	27
Effects of Wars	14-15	Sep 02	at Lahore	26
Lessons of Hiroshima	10-11	Aug 02	at Karachi	18
Problems & Prospects of Peace: Challenges for South Asia	28-29	Jun 03	at Karachi	28
Struggle for Peace	24-25	Oct 03	at Lahore	13
Intolerance and Weaponization of Society	27	Dec 2003	at Lahore	20
Weapons of Mass Destruction & the Need for Peace	27-28	Dec 03	at Lahore	21
History of Peace Movement in South Asia	17-18	Jul 04	at Karachi	30
Nuclear Weapons and Peace Movement	26-27	Jul 2004	at Karachi	27
Seminars				
War on Afghanistan and its Effects on Pakistan	14	Dec 2002	at Karachi	42
War and People	28	May 2003	at Lahore	40
Religious Extremism and Peace Initiatives in South Asia	31	Aug 03	at Karachi	200
No More Hiroshima	6	Aug 03	at Karachi	
Impact of Indian Election on South Asian Peace Process	12	Jun 2004	at Karachi	28
Pakistan India: What Type of Peace People want	15	Dec 2004	at Lahore	200
Newsletter				28000 issues
Year 2002 (8 Editions), Year 2003 (10 Editions) , Years 2004 (10 Editions)				Monthly
Study Circles				
Youth for Peace	9	Feb 2002	at Lahore.	9
Perspectives after American Intervention in Region.	20	Aug 2002	at Lahore	12
Sudden Rise of Political Fundamentalism.	28	Nov 2002	at Lahore	9
Kashmir Conflict.	25	Dec 2002	at Karachi	17
Tension between India and Pakistan.	12	Jan 2002	at Lahore	11
War like situation between India and Pakistan.	10	Jul 2002	at Lahore	13
Terrorism in Pakistan.	5	Dec 2002	at Karachi	19
Iraq War and its Effects on Working Class.	29	Mar 2003	at Lahore	7
Risks and Effects of Nuclear War in South Asia.	5	Jun 2003	at Lahore	9
Introduced to Peace project and briefing about LEF work.	10	Jun 2004	at Karachi	20
Current Situation in Wazirastan.	7	Jul 2004	at Karachi	23
How to create strong group of Peace Activist.	10	Aug 2004	at Karachi	19
Introduction of Peace Project to Karachi University Students	7	Sep 2004	at Karachi University	17
Introductory Meeting with females of New Karachi.	21	Sep 2004	at New Karachi	20
How to create youth group for Organizational Development.	25	Sep 2004	at Karachi University	10
Consultation with Community to start Study Circles	28	Oct 2004	at Kashmir Colony Karachi	17
Introduction of Peace Project to Community	30	Oct 2004	at Azam Town Karachi	30
A group meeting with community to involve them in Project Activities.	5	Nov 2004	at Steel Town Karachi	18
A Group Meeting was organized to suggestions for the Topic of Workshop.	13	Nov 2004	at Karachi university	5
A Group Meeting with females to involve them in Peace Project	24	Nov 2004	at Orangi Karachi	26
Meeting of target group with Jan Hodann, Oolf Palme Center, Sweden	16	Dec 2004	at LEF office Lahore	
Participation / Other Activities				
A seminar "Peace not War" was organized by Labor Party Pakistan.	15	Jan 2002	at Lahore Press Club	
CFPP and Lahore Peace Forum gave support to "Faiz Peace Festival".	9	Mar 2002	at Lahore	
Participation in Demo against War Threats, organized by Political Parties.	13	Jun 2002	at Lahore	
Distributed leaflet about Nuclear Dangers on Hiroshima Day Program.	9	Aug 2002	at Lahore	
Participation in Assembly of APA, in Philippines.	Year	2002	at	
50 Booklets were distributed on Peace Convention organized by ASR.	Jul	2002	at Lahore	
Peace Night Activity, jointly organized by LEF and LPP	31	Dec 2002	at Lahore	
Anti War Committee Protest Rallies Against US Attack on Iraq.	28	Dec 2002	at Lahore	
Demo on international Human Rights Day with <i>Anjuman Muzareen</i> [Tenants]	Year	2002	at	
Facilitated Japanese journalist Mr. Kodama meeting with Okara Tenants	Year	2002	at	
Lecture on Global Peace Movement by American activist Robin Modules.	15	Apr 2003	at Lahore	
Seminar on "Possible US Attack: Dangers and Consequences" by AWCP.	8	Jan 2003	at Lahore	
Protest Rally against Attack on Iraqi People, by Anti War Committee	18	Jan 2003	at Lahore	
Publications				
2 posters: 1. War is Killer of World Peace" 2. Harms of Nuclear Weapons	Year	2002		5000+2000
6 stickers: to promote Peace Message both in English and Urdu.	Year	2002		3000 each
2 nd edition of booklet, "Nukes are Nothing but Weapons of Destruction"	Year	2002		1000
One Broacher: an introduction of Workers for Peace and Youth for Peace,	Year	2002		3000
10 different kinds of Leaflets on different occasions for Public circulation	Year	2002		3000 each
An article titled "Dangers and Hopes" published in Daily "The News"	Year	2003		
Letter to Editor about Resolution of Kashmir was published in Daily Dawn	Year	2003		
3 articles published in Weekly <i>Mazdoor Jeddojuhd</i> on Fanaticism	Year	2003		
A poster carrying slogans "Education not War, Equality not War, Peace not war"	Year	2003		2000

2. Projects:

2.3 Democratic Development Pakistan (DDP) 2003-04

Democratic Development Pakistan (DDP) was launched in January, 2003 in collaboration with ABF Norra Stor-Stockholm, Sweden. The project aims at promotion and strengthening of democratic culture in Pakistan by creating political awareness against dictatorship and authoritarian rules through seminars, workshops, publications, enhancing coordination with like-minded political parties, civil society organizations, media persons, advocates, trade unions, women and youth groups.

With scope as Lahore and Karachi, the project aims to provide legal help to those who have been victimized by various state institutions for raising voice for democratic restoration or who have been restricted from practicing their democratic rights.

The project introductory meeting held on May 6, 2003, at Lahore, was followed by a series of detailed meetings with key persons from the target groups like political parties, trade unions, journalists, lawyers, women activists and youth. Participants for this meeting were selected, keeping in view their importance for influencing their respective target groups. 60 key persons from target groups participated in the meeting. The objectives of this introductory meeting was to share project planning objectives, methodology and strategies to motivate the leadership of different political parties, trade unions, and other target groups to participate in the DDP activities.

Dr. Mubashar Hasan, renowned peace activist and politician, giving away certificate to a DDP training workshop participant, in Lahore.

Workshops

During the period 2003-04, 6 two-day workshops were organized, 2 in Karachi and 4 in Lahore on various topics related to democracy. Through these workshops 191 trade union, political and social activists were trained in two years. The workshops brought together various participants from different sections of society like trade unions, political parties, youth, women activists, lawyers and students. The objectives of workshops were to train activists on some basic issues regarding democracy and constitution, to trigger thinking about the causes of dictatorship and its impact on masses. Moreover, they should be trained to adopt democratic behaviors and analyze the political and democratic conditions of the country.

Seminars

During the period 6 seminars, 4 in Karachi and 2 in Lahore were organized which were participated by over 1100 people from different walks of life including, political activists, trade union workers, lawyers and other social and human rights activists. The major objectives of this activity were to create awareness about the importance of participation in decision-making and to engage masses in a more practical dialogue for promoting and consolidating democracy. Renowned intellectuals and experts are invited to make conceptual contribution to the ongoing debate on democracy.

A view of DDP workshop on Military and Democracy held at Lahore.

2. Projects:

DDP organized a seminar
on Hasba Act in 2004 in Lahore

Study Circles

11 study circle meetings were held during the period 2003-04 in various areas of Karachi and Lahore. Over 200 individuals, activists participated in these meetings and discussed several selected social and political issues at full length. The purpose of this continuous activity is to identify and develop target groups and make their involvement in the democratic activities more meaningful. Another purpose of these meetings was to share the future strategy with target groups. Besides this strategies are also discussed to strengthen the process of team building and involve them in the planning of future activities. The target groups are trade union members, lawyers, youth, civil society organizations and media persons.

News Letters

Publication of DDP newsletter *Khabarnama-e-Jamhooria* (Democracy News) is important part of the project planning. There is 3-members Advisory Board to decide contents. In the period 2003-04, about 16800 copies of 21 issues were published and distributed. The content contained discussions on different issues, letters of the readers as feed back and also reporting of different activities. The Newsletter is posted to different political parties, civil society organizations, trade unions and media organizations.

Material Development

Several activities were undertaken during the reporting period to promote the concept of democracy among masses. 2000 copies of project introductory broacher, 1000 copies of one poster exposing dictatorship, 1000 copies of one 21-page Urdu booklet on Democracy, were published and distributed among the target groups and different organizations. More over, about 8000 copies of 4 stickers were published and distributed. These stickers were based on slogans collected through a competition arranged among target groups. 65 slogans were received in this competition. A committee of three experienced trade union and political personalities selected four slogans for stickers.

Following were the messages of the stickers.

1. "Democracy is spirit of living nations"
2. "Democracy is incomplete sans Food, Clothing and Housing"
3. "Democracy is meaningless under class system"

Legal Help

DDP developed and published this poster in 2003

Legal help is a major component of DDP project. The methodology is flexible, in some cases lawyers' fee is paid, in others court and victim expenses are provided. The legal aid is provided through formation of lawyers groups in Lahore and Karachi. These groups do not have a permanent status but are functional through contact persons in Lahore and Karachi. During the period 2003-04, about 346

2. Projects:

persons including trade union, political and social activists were provided legal help through 100 plus cases. Some important legal help cases are as under:

Textile workers

Legal help was provided to workers of Al-Karam Textile Mills and Dawood Textile Mills, Karachi. More than 100 workers were sacked by the factory administration for organizing trade unions. LEF, with the help of workers, formed *Mazdoor Rabta Committee* (Workers Liaison Committee) to help these workers re-instate through courts. DDP extended legal help in two separate cases of 10 and 12 workers and coordinated in other cases with National Trade Union Federation.

Political Parties

- Five members of Labour Party Pakistan, were among the 60 persons arrested for protesting against the murder case of five NGO activists of *Adara-e-Aman-o-Insaf* in Karachi. DDP provided legal help to these LPP members to secure bail. The case is still in the court.
- The govt. registered a case against 16 activists of Labour Party Pakistan for holding demonstration against Presidential Referendum on 26th April, 2002. The case is still pending in court. DDP is helping these persons in terms of lawyers' fee and court expenses.
- The leaders of Tenants Movement, Punjab are facing many cases in the courts for resisting Army on land ownership rights at Okara military farms. DDP provided lawyers and court fee in this case.

Participants of a DDP seminar in Lahore.

Railway Worker Wins Case

Mr. Saif-ur-Rehman---an active member of the Railway Workers Union, was one of the first few victims of Mushraff regime. He faced many problems and crises after the military take over of Pakistan Railways. He was transferred and then sacked from his job. His family too faced severe financial problems but he never gave in, and continued struggle. At last he won the legal battle with the LEF legal support.

“The management accused me of diverting workers attention from their work and provoke them against the management and also forced them to participate in union activities. But the actual reason was my active participation in union activities. I was punished because I demanded workers rights, denied by military government”, thinks Saif.

The union members as well as Mr. Saif-ur-Rehman protested peacefully for 27 days and forced the management to accept workers' rightful demand of paying over time. But the management transferred Mr. Saif to Hyderabad, which was very far from Lahore.

Mr. Saif moved the labor court against his transfer. Court announced its decision in favor of Saif but the Railway management instead of accepting court decision, sacked him from the job. Mr. Saif-ur-Rehman again approached NIRC and won the case but management went into appeal in full bench against this decision. At last after four years long legal battle the full bench reinstated Mr. Saif-ur-Rehman on his job. Mr. Saif-ur-Rehman was provided legal help by the LEF in terms of Lawyer's fee, court expenses and traveling.

2. Projects:

DDP activities summary (2003-04)

Topic	Date	Place	Participants
Workshops			
Democracy & Dictatorship in perspectives	21,22 June 2003	Lahore	27
Constitutional Crisis & History of Democracy	13,14 Dec 2003	Karachi	36
How to Build Strong Democratic Culture in Pakistan	27,28 Dec 2003	Lahore	23
The Ways to Strengthen Democratic process	22,23 May 2004	Karachi	32
How to build strong democratic culture in Pakistan	8,9 May 2004	Lahore	30
Military & Democracy	29,30 Sep 2004	Lahore	34
Seminars			
Future of Democracy in Pakistan	27 July 2003	Karachi	125
Pakistan: Tasks for Formation of Democracy	30 Oct 2003	Lahore	350
Discriminatory laws and Customs Against Women	30 July 2004	Karachi	140
State Responsibilities & Privatization of Education	3 Sep 2004	Karachi	32
Hasba Act & Democracy	8 Sep 2004	Lahore	245
Military Regime and Political Crisis	30 Nov 2004	Karachi	30
Publications			
21 monthly Newsletters		Lahore	800
One broacher about democracy		Lahore	2,000
4 colorful stickers carrying slogans on democracy		Lahore	8,000
One 21-page Urdu booklet on democracy		Lahore	2,000
One colorful poster		Lahore	1,000
Legal Help			
70 trade union activists through 49 cases		Pakistan	70
Political activists against Presidential Referendum		Lahore	16
<i>Idara-e-Amno Insaf Case</i>		Karachi	55
Case of <i>Anjuman Muzareen</i> (Peasants Movement)		Punjab	4
Support case against administration corruption		Lahore	1
Support to affectees of demolition of 150 houses		Karachi	150
Got released 5 workers from illegal detention		Lahore	5
Legal help to journalist		Okara	1
2 cases of Textile workers		Karachi	22
Partial support to Shipyard workers GP Fund case		Karachi	
Support for union leaders of Karachi shipyard		Karachi	22
Support in different Cases at Labor Courts.		Karachi	25
Study Circles			
Introductory meeting on DDP project	6 May 2003	Lahore	60
Religious Extremism and Democracy	16 April 2004	Lahore	32
Indian Election and its Impact on Pakistani Masses	11 June 2004	Lahore	19
Importance of democracy in the society	21 Feb 2004	Karachi	11
Security Council & supremacy of parliament	13 April 2004	Karachi	8
Education and Democracy	17 April 2004	Karachi	15
Military operation in Balochistan & Human Rights	30 Nov 2004	Lahore	21
Can America bring Democracy in Iraq?	21 Aug 2004	Lahore	9
DDP project and issues regarding democracy	31 Oct 2004	Lahore	35
Ban on student unions and its effects.	18 Sep 2004	Karachi	7
Military Operation in Balochistan and its effects	21 Aug 2004	Karachi	16
Trainings/ Workshops attended			
Better understanding political process by WWHL		Lahore	
Sexual Abuse by War against Rape (WAR).		Lahore	
Communication Concepts and Skills by CWS		Lahore	
Education for Citizenship by SAHE		Lahore	
Monitoring and Evaluation		Karachi	
Participation			
Over 30 meetings organized by various organizations		Karachi & Lahore	
Attended 10 issue-based rallies and demos.		Karachi & Lahore	
Participation in 9 seminars		Karachi & Lahore	

2. Projects:

2.4 Adult Literacy Centers-Lahore (2001-2004)

One of the objectives of Labor Education Foundation is empowering trade unions by imparting basic literacy to their members to make them more productive and effective for themselves, society as well as trade union movement in Pakistan.

In year 2001, the Labour Education Foundation started second phase of Union Adult Literacy Program in collaboration with Swedish Teachers Union, Gothenburg. First phase of this program started in 1997 and ended in 2000. In this phase 10 centers were set up with help of different trade unions in Lahore. These centers were established in factory premises to facilitate the workers. More than 700 workers were imparted basic literacy during that period.

Learners of women adult literacy center, Shahdhra

In extension of adult literacy centers project (1997-2000), LEF again with financial help of Swedish Teachers Union, Gothenburg, launched Adult Literacy project (2001-2004). Under this project 8 centers were established in two phases (2001-02) and (2003-04) for the trade union members in different industrial areas of Lahore. These centers were further divided in two phases; 4 centers for Phase-1, which were meant for basic literacy and 4 centers for Phase-2, which focused on advanced literacy for the workers who had already got basic literacy. 4 centers of Phase-1 completed their two-year tenure in December 2002, while 4 centers of Phase-II remained functional till Dec 2003. In total 863 learners were enrolled and imparted basic literacy skills through these centers.

During the period, under the Adult Literacy Project, LEF worked with various Lahore-based trade unions and organizations including;

1. Workers Union, Rustam Sohrab Cycle Factory, Shahdhra.
2. Ittehad Labor Union, Carpet Industries Pakistan.
3. All Pakistan Paramedical Staff Union.
4. PWD Workers Union, Irrigation Department.
5. National Organization of Postal employees.
6. Garment Workers Union.
7. Railways Workers Union.
8. Women Workers Help Line.
9. Jute Workers Union.
10. Embroidery Women Workers Union.

The learners having class at adult literacy center
Rustum Sohrab Cycle Factory, Lahore.

Adult Literacy Project-Lahore Summary (2001-04)						
No.	Refrence	Year-2001	Year 2002	Year 2003	Year 2004	Total
1	Number of centers	8	8	4	4	8
2	Number of Teachers	8	8	4	4	8
3	Number of learners	263	266	166	168	863
4	CMC meetings	-	-	42	111	153
5	Teachers meetings	12	16	18	07	53

2. Projects:

ALP Activities Chart (2002-04)				
No.	Activity	Topic	Date/place	Participants
1	Seminar	Workers Rights Awareness	Dec-02, Lahore	58
2	Special Lectures	Trade Union principals & responsibilities	10 Jul-03, Shahdhra	29
		Women, family laws and gender issues	25 Jul-03, Shahdhra	14
		Social Security Laws	26 Jul-03, Ashraf Carpet	18
		Old Age Benefit	26 Jul-03 Mohsin Banday Carpet	29
		Social Security, Health & Safety, IRO 02	22 Jun-04, Shahdhra	49
		Employees Old Age Benefit, IRO2002	23 Jun-04, Ashraf Carpet	24
		Employees Old Age Benefit, IRO2002	24 Jun-04 , Iqbal Carpet	19
		Violence against women	25 Jun 04 , Shahdhra	27
3	Teachers Trainings/ Workshops	Teaching Methodology	8-9 Sep 02, LEF office,	8
		Learning Strategies	21-26 April-03 at SAHE	4
		Struggle against Illiteracy	6-7 Dec-03, NCE	4
4	Publications	Evaluation Report, 2001-04	July 2004	-
		Work book on basic adult literacy (Phase-I)	Dec-02-3	2500 copies
		Work book on advance adult literacy (Phase-I I)	Dec, 04	1000 copies

Year 2002

Year 2002, was significant for the Program, especially for the reason that, Labour Education Foundation developed teachers training course on the basis of modern pedagogical teaching techniques as well as a professional evaluation and monitoring system, to check the day to day development in the class room, through reflective journal and by physical assessment of centers on regular basis. Initiative of developing a composite syllabus for phase-1 and phase-2, as well as teachers guide under this program, was also a step forward towards elimination of the curse of illiteracy among working class. Out of 616 learners, there were 360 enrolled in Phase-I and 256 in Phase-II.

But not everything was smooth as a significant problem faced in these centers, was the drop out of learners. To cope with the problem, efforts were made to develop smooth owner-worker relationship. There are so many reasons behind the drop-out including;

1. The workers/learners of the factory are sometimes short listed by the owners.
2. Down sizing/ firing of the workers/learners by the factory owner.
3. Workers/learners stop work, shut down of factory.
4. Workers/learners shift work place/factory, city even province.
5. Stressing demand of over time by the owner/manager

New syllabus

Unfortunately the available syllabus in public and private education sector is full of chauvinistic, ultra nationalist, more racist and sectarian content. Keeping these elements in view, the need was felt to develop new syllabus, which should be the only right answer to the curse of illiteracy. Old syllabus, which was sound-based, was stopped teaching in 2001. LEF developed new syllabus on the basis of modern pedagogical techniques with the help of worksheets. A consensus regarding new syllabus was developed keeping the learners needs in view. The local diction and slang, which are used in various industries and agricultural sector, were incorporated. The urban and rural gap in use of symbols, metaphors, idioms etc was reduced. The learners' mother tongue was given special focus in the new syllabus. Some lively illustrations were also added as support system to make books more attractive and interesting. Effort was also made to make the content of the books secular in nature, productive, functional and information-based. The learners as well as the teachers appreciated new syllabus. To strengthen new syllabus for Phase-II, some short story books were also added. In this regard, at least 26 short story books on different issues for study were provided to learners.

2. Projects:

Seminar

Organizing class lectures on different topics like social security, health and safety, labor laws, union organization etc for Phase-II centers, was the initial plan of project. But due to on-going activities of course development, coordinator's training, evaluation process and teachers training meetings during the year 2002, it was not possible to arrange regular lectures in the centers. Then it was decided that one seminar for Phase-II learners should be organized for covering the topics mentioned above. Seminar "Workers Rights & Awareness" was held on 28 December, 2002 at Caritas Hall in Lahore. 58 participants of the different Adult Literacy Centers and unions attended this seminar.

Trainings

Study circle leaders training workshop in Lahore.

A Seminar and a Workshop were organized with mentor to promote the teachers skill regarding Lesson Plan & to make worksheet/concepts/poster designing with their own ideas. In December 2002, a seminar regarding "Workers Rights & Awareness", for the Learners of Phase-II, was organized in Lahore to develop some functional and social awareness on issues such as, Labour Laws, Health and Safety, Social Security, Registration of Trade Union, Collective Bargaining Agent (CBA). The workshop regarding Lesson Plan & Worksheet was held on September 08, 2002. The workshop was aimed at finding solutions of the problems being faced by teachers, regarding practical use of worksheets in the classes and preparing the lesson plans.

Education through special lectures on different topics, concerning workers has been an important feature of Adult Literacy Project. In this respect, two lectures in each of the 4 phase-II centers were arranged. These lectures covered a wide range of topics like; Trade Union and Members' Responsibilities, Trade Union Principles and Its Kinds, Women and Family Laws, Women's Role in Democratic System and Discrimination in Society, Health and Safety, Social Security and Old Age Benefits Act, 1967.

Some special short training sessions were also organized for teachers during the monthly teachers meetings on various issues, regarding data base forms filling, difficulties in teaching, understanding of new syllabus etc.

Impact

Participants of study circle leaders training workshop.

As a result of all these activities professional skill of the learners improved. Some of the learners after getting basic literacy joined formal education system. There was also improvement in self-confidence and issues understanding. Some factory workers also started participating in peace demonstrations. Not only social activities of the learners increased but classroom environment also improved. Most of the learners became active members of trade unions after completion the literacy course.

2. Projects:

Why CMCs?

For proper functioning and sustainability of the centers, LEF made efforts to organize Center Management Committees in different factories with the help of administration. Since the factory management is important stakeholder so our strategy was to form CMC involving the administration with full interest in these centers. The objective behind the CMC is the smooth running of literacy classes on one hand and sustainability of centers on the hand, through funding from factory administration. Some important features of CMC include;

1. CMC discuss time bargaining with administration in case of over load.
2. CMC plays important role in the Union negotiations with Administration.
3. In absence of teacher CMC arranges alternate facilitator in the classroom.
4. To encourage passing out learners, CMC arranges functions to encourage teacher.
5. CMC facilitates center and factory visits by LEF and foreign delegates.

Adult literacy teacher explaining health and safety measures to the learners at a center.

Year 2003

Improvement in the teachers' understanding regarding their role in the classroom and over all management of the center was observed during the year 2003. This was viewed as a result of maintaining Reflective Journal by the teachers. The Coordinator ensured regular discussions with teachers about better maintenance of the Reflective Journal. Moreover, the development of Group Work resulted in beneficial for the learners. The learners understood the worksheet-based syllabus easily and discussed the social and political issues in the group discussions. An appropriate monitoring system was developed. In this respect, during the year 2003, 178 visits were paid by the coordinator to regulate the performance of centers.

Functions

Arrangement of functions in the centers with the help of trade unions, administration, and members of CMCs, was a new initiative during 2003. On the occasions, held at various centers certificates and gifts were distributed among the passing out learners. Special gifts were also given to the position holders. The gift packs usually enclosed some short story books on different topics e.g. health, safety, security, cultural etc. LEF publications including newsletter, posters, stickers, ball point and notebooks were distributed among the learners.

Learners Progress Report

Monthly Learners Progress Report is maintained by the teachers on regular basis. Through these activities, teacher observes learners performance according to the subjects. This progress is being maintained on a register against each learner's name. There is also a proper examination system at the end of every session. The second term examination of Phase-II was conducted in August 2003. Total 74 learners from 4 centers took part in the examinations.

Adult literacy center at a carpet factory in Lahore.

2. Projects:

Maskeen knows the knowledge power

Maskeen Khan receiving course completion certificate
from Moeen Nawaz Panoo, trade union leader & LEF Board Member

Miskeen Khan 53, has been working at various carpet washing units for the last over 15 years. A school deserter in his childhood, he never felt the urge to go back to any educational institution until he came across to the Adult Literacy Center at Ashraf Carpet Washing unit. In the mid of his literacy course, when he visited his hometown, over 350km from his workplace for which he needed to change several buses, he wondered to discover that the literacy course had enabled him to locate his route buses as well as his seat in the vehicles without seeking help of any literate person. Earlier, he had successfully checked under payments by his employer for his piece-charged work with the help of the functional knowledge of mathematics, he had acquired in the course of study. Convinced of the notion "Knowledge is Power" with his successful experience, he got his two daughters admitted to a nearby school as soon as he reached his home. Both the poor girls, like many of their cousins and other girls in the town, were deprived of their right to education because of local cultural norms. Khan says that the nine-month

2. Projects:

Learners having class at adult literacy center, Godab Town, Karachi,

2.5 Adult Literacy Project- Karachi (Year 2002-04)

Further expanding the Adult Literacy program, 16 centers were set up in province of Sindh and Balochistan in two phases, i.e. (2001-02) and (2003-04), with the financial support of Folk Schools, Angered (FiA), Sweden. Under this project 785 learners got basic literacy skills till 2004.

Adult Literacy Project, Karachi, Hyderabad and Hub (2002-04)

Sr.No	Refrence	Year 2002	Year 2003	Year 2004	Total
1	No. of centers	10	12	16	16
2	No. of teachers	10	10	16	16
3	No. of learners	130	255	400	785
4	CMC meetings	10	26	113	149
5	Teachers meetings	12	11	12	35

Year 2002

The adult literacy project in Karachi and Hyderabad started in January 2002. The work started by organizing meetings with different trade unions, workers groups and local bodies' councilors. There were 10 meetings organized with All Pakistan Labor Federation, Labor Forum Pakistan, Lines Area Peace Organization and Union Council members to establish centers in Karachi. In the same way two meetings were organized in Hyderabad with workers representatives of Bangle Industry. In 2002, there were seven male centers; all in Karachi and three female centers; two in Hyderabad and one in Karachi.

Vocational training facility for learners at New Karachi adult literacy center.

2. Projects:

Regular meetings of teachers and coordinator are held every month to discuss centers progress and strategies to run the same more effectively. To enhance community involvement and ownership Center Management Committees (CMC) has been formed at all centers. LEF organized 12 CMCs, which also launched a campaign to get their houses (labor colony) regularised form Sindh Katchi Abadis Authority (SKAA) and continue struggle against other issues like domestic violence.

The LEF educational intervention in labor colonies has made the industrial workers more organized and empowered as they are confident now to challenge the factories management. They organized themselves under the umbrella of “Labor Coordination Committee” with the help of LEF.

Shahida shows the way

Godra Colony, New Karachi----one of thousands of sleeping slums of the city, with a population of more than 150,000 people mainly informal industrial workers. Like many other areas, Godhra Colony too remained neglected in terms of basic facilities, especially education to the home-based informal workers. Keeping in view the problem of illiteracy among young working girls, LEF made educational intervention here two and half year ago and established two adult literacy centres. Most of the target group comprises young home-based women workers of informal sector.

Shahida Ramadan, 23 is a young female learner of Godra Colony Adult literacy centre. Her parents are illiterate and work hard to support extended family of eight. Five of Shihda's eight siblings had never been to any school. The basic source of income for the family is home-based work of stitching bags. The contractors of the area usually exploited the workers and paid fewer wage through various tactics of cheating. Being illiterate, Shahida and other family members were not able to check contractor record and other accounts. But after getting one year adult literacy course from LEF centre, she was good at mathematics (counting, adding, subtractions and multiplication, etc) and can count her wages and contractors record. Now the contractor was no more able to cheat them in counting of bundles of bags and other piece rates etc. Along with her studies she is now teaching her younger brothers and sisters. Shahida is a promising social activist and also participate in issue-based discussions, political activities like demonstrations, workshops, Seminars, Study Circles etc.

2. Projects:

Social activist from his core

Minorities are highly vulnerable section of Pakistani society and frequently becomes target of wrath of the ruling elite and religious bigots, who rarely spare any opportunity to harass them by exploiting discriminatory laws of the land. As a result, life of minorities has become miserable, making them scared to speak for their rights. But many are also fighting back.

One such person is Pervaiz Bhatti---- a teacher in LEF adult literacy centre, Kashmir Colony, Karachi. Mr. Bhatti is Christian, came into contact with LEF few years ago. He was selected as teacher and remained involved in all the organizational activities and trainings. He organized Christian community of his area where LEF started first adult literacy centre. Regular participation in LEF activities and trainings, helped Bhatti develop not only a popular teacher but also a die hard human rights campaigner and social activist.

He mobilized the community members and initiated a number of campaigns on the issues of Blasphemy Law and separate electorate system, that had isolated the minorities from the mainstream polity of the country. As a result of such campaigns, at last the minorities won the right to joint electorate system in recent local bodies' elections. Pervaiz Bhatti is a popular teacher-cum community motivator, human right activist and councilor of his area.

Year 2003

Year 2003 marked the second year of Adult Literacy Project in Karachi and Hyderabad, in collaboration with Folk Schools, Angered (FiA). During the year 2003, the number of Adult Literacy Centers were increased to 12 at seven places. Trade unions involvement and workers coordination with the centers was the main feature for this year.

True to its mission and objectives, LEF remained committed as a grassroots organization and further strengthened its presence in the targeted areas. It fully supported the working classes who were facing demolition of their houses by the municipal authorities. LEF backed the laborers, fighting on legal issues with their respect managements. Unorganized laborers, women workers, children and other marginalized sections of the society, irrespective of religion and sex remained at the core of LEF concern. LEF also introduced orientation sessions with CMC members and teachers.

Year 2004

2004 was the 3rd year of collaboration between Labour Education Foundation (LEF) and Folk Schools, Angered (FiA) regarding Adult Literacy Project (ALP) in Karachi, Hyderabad and Hub Balochistan. The Adult Literacy project has provided LEF a chance to expand its work among trade union and working class. All literacy centers are located near industrial and slump areas, where the working classes are living without basic needs of life, like education, health, fresh water and suitable environment.

In 2004 there were total 16 centers; 12 in Karachi, 3 in Hyderabad and 1 in Hub, Balochistan. Two stitching centers working in Hyderabad and one in Karachi. Around 400 adults are benefiting from these adult literacy centers. Learners attend classes five days a week. During monitoring visits, coordinator tries to observe the learners performance, teacher teaching methodology and environment of the center.

In 2004, LEF formed a Central Centers' Management Committee (CCMC), which consists of members from the CMCs of all the centers and management of LEF in Karachi. All learners / workers are laborers, working in factories (looms power, garments, and hosierys), home-based workers and street vendors. The learners belong to different spheres of working class, i.e. Trade Union activists of, Water Board Union, Karachi Municipal Corporation, All Pakistan Hosiery Garment Union, Labour Coordination Committee, Bangle Workers Union and Power Looms Workers.

2. Projects:

Activities Chart, ALP-Karachi Year (2002-04)

Teachers' Trainings/Workshops/Discussions/Meetings

No	Topic	Place/date	Participants
1	Labor Day	Azam Town Karachi, May 02	All CMC members
2	Trade union issues	Kashmir Colony, May 02	Teachers, learners CMC
3	1. Political situation in Pakistan 2. Labor Day	Lines Area Karachi. May 02 1 st May 2002	Teachers, learners, CMC members
4	1. Situation of Industrial Area, workers. 2. Labour Day	Landhi Kornagi, Sept 02. 1 st May 2002	Community, Teachers and learners
5	1. Situation of Industrial Area, workers 2. Labour Day	Liaqatabad, Nov 02. 1 st May 2002	Community, Teachers, learners
6	Discussion on workers condition in Karachi.	Korangi Industrial Area, Karachi	Teacher, Learners Community
7	1. Workers rights of Bangle union.	Liaqat Colony, Hyderabad Apr 02.	Bangle workers, learners
8	1. Labourers and government policies. 2. Labor Day	Bilal Colony, Feb 03. 1 st May 2003	Teachers, Community, Learners.
9	Trade union issues and importance of participation in social and political meetings	Hyderabad, Female center. March 2003.	CMC members, teachers, learners
10	1. Workers rights in Karachi. 2. Labor day	Kashmir Colony, Jun 03 1 st May 2003	Teachers, learners CMC members
11	1. Workers situation in Industrial Area. 2. Labor Day	Sher Pao Colony, 1 st May 2003.	Community teachers and learners.
12	1. Workers situation in Industrial Area, Karachi. 2. Labor Day	Liaqatabad, 8 Nov 03. 1 st May 2003.	Trade union workers, teachers, learners
13	Discussion on workers condition in Karachi.	Korangi Industrial Area, Karachi	Teachers, Community members
14	1. Workers rights of Bangle union. 2. Labor Day	Hyderabad , April 03. 1 st May 2003.	Bangles workers, learners
15	1. Workers Rights and Trade Union. 2. Labor Day.	Sher Pao Colony II, April 03 1 st May 2003.	Bangles workers unions, learners
16	Teachers training	Karachi /June 2004.	All male/female teachers.
17	1. Women's Day. 2. Labor Day	New Karachi, March 04. 1 st May 2004	Learners, 3 teachers, CMC community members
18	1. Women's Day 2. Labor day.	9 th March 2004 1 st May 2004	Teachers, learners CMC members.
19	1. Workers situation in industrial Area, Karachi. 2. Labor Day 3. Women's Day	Azam Town, May 02 4 th May 2004 13 of March 2004.	Community members, Teachers learners
20	1. Women's Day 2. Labor Day	Metrovill Area, March 04 6 th May 2003.	learners and Teachers
21	1. Labor Day 2. Women Day	Landhi, May 03 14 March 2004	Teacher, Learners, Community
22	1. Labor Day 2. Rights of Bangle Workers Union.	Hyderabad, 7 May 04 20 March 2004	Bangle workers unions, learners
23	1. Women's Day 2. Labor Day.	Malir 2 March 2004. 3 rd May 2004.	Factories Workers unions, learners
24	Teachers training	Karachi /June 2004.	ALP teachers.
25	1. Women's Day 2. Labor day.	Kashmir Colony, March 04. 1 st May 2004	Teachers, CMC members
26	1. Labor Day 2. Women's day	9 th May 2004. 17 March 2004.	Trade unionists, teachers, learners
27	1. IRO 2002 and union. 2. Labor Day 3. Women's Day	Hotel Mehran, Karachi. 4 th May 2004. 18 March 2004	Shipyards workers Union, ALP teachers, Trade Union leaders.
28	1. Labor Day 2. Women's day	Gahzi Nagar, 8 May 04. 2 March, 2004	Teachers, Learners, Community
29	1. Women's Day 2. Labor day.	New Muzafarabad 21 May 2004	Landhi trade unions workers , learners
30	1. Women's Day 2. Labor day.	Hub, ALP center. 9 th May, 2003.	Learners, CMC members and 15 Union activists.

3. Publications:

Development has rationally been an under-reported area in the mainstream media and the publishing industry in Pakistan. In order to fill information gaps and improve linkages within the sector, LEF disseminates information, related to workers and organizational activities, through various means, like newsletters, booklets, posters and stickers, under various projects activities. The newsletters cover a wide range of issues related to importance of peace and democracy, besides documenting the respective projects activities.

- The monthly Urdu newsletters i.e. *Khabar Nama-e-Jamhooriat* (Democracy News) under DDP and Peace Newsletter under CFPP, catered the needs of the social, political and trade union activists. 21 issues of *Khabar Nama-e-Jamhooriat* were published and disseminated during the reporting period.
- 28 issues of Peace Newsletter were published and distributed among target groups, organizations and social activists during the period.
- Under CFPP, 3 posters, 6 stickers, one introductory broacher, one booklet on peace and 10 leaflets were published and distributed among social, political, trade union activists, organizations and general masses.
- Similarly under DDP, one 21- page Urdu booklet on democracy, one introductory broacher, one poster and 4 stickers were published and distributed among organizations, social and political activists from 2002-04.
- A number of articles and letters to editors of newspapers, written by Peace coordinator, were appeared in daily News and Urdu weekly *Mazdoor Jeddojuhd* on various topics of peace and democracy.
- All sorts of above-mentioned publications are also advertised through LEF website.

4. Networking:

4.1 Affiliations

To get itself affiliated and become member of various like-minded forums, coalitions, fronts and associations at national and international level, has been part of LEF broader strategy to build and strengthen civil society. At present LEF is member of following organizations.

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

LEF Programme Manager (1st from left)
Khalid Mahmood at a IFWEA meeting, in Portugal.

4.2 Working with Trade Unions

The industrial base is quite small in Pakistan and the working class is not so large. However, the working class has great potential that needs to be channalized. Unfortunately, only a small section of the working class is organized in trade unions. Hardly six per cent workers are unionized. According to an estimate, there are only five million trade union members in a country of 150 million people. Most of the regimes have been extremely hostile to trade union organizations or working class movements in Pakistan.

The trade unions in Pakistan, lag far behind than those of in developed countries, in terms of organization, information and education. This owes largely to lack of facilities and resources for trade unions in Pakistan. Many such unions have no office-accommodation, facing lot of difficulties in organizing union activities. Many of them have even no access to computer, photocopier or a fax.

The Labour Education Foundation is a step forward in assisting such unions in their organization and to help increase the skill-base of trade union activists, by providing them access to technical facilities through our Trade Union Resource Center, as well as building their capacity through literacy programs and training workshops. Building a labor movement in the country, through workers education, is the ultimate vision of the LEF.

Meaningful and effective engagement with various trade unions, especially in Karachi and Lahore, has been core strategy of LEF various projects implementation. Education and capacity building of the trade union workers, has always been a cross cutting theme of all LEF projects activities.

LEF members at World Social Forum
2004, Mumbai, India.

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4. Networking:

Shoulder to shoulder with Shipyard Labour Union

Karachi Shipyard Labour Union is one of the most militant trade unions in Pakistan with strong history of resistance to anti-workers policies of military and civil govts. The shipyard management is directly controlled by the on-duty high ranking officers of Pakistan Navy. The union has strong membership of 1900 workers and is affiliated with National Trade Union Federation.

In 2002, there were nearly 7000 workers attached with the shipyard but the government, very much following neo-liberal agenda, forced some 5000 workers to get handshake retirement. Sensing the danger, Karachi Shipyard Labour Union initiated a tireless struggle against this anti worker policy. The management, using coercive methods, filed four cases in various courts against union and its leadership. But the union stood fast and put forward their charter of demands as collective bargaining agent (CBA). The management suspended 16 union office-bearers and sacked the finance secretary in year 2002 and 2003, respectively.

Along with continuous agitation, the union decided to fight the legal battle and filed 14 cases against the management injustice in different courts. During the days of struggle, LEF stood shoulder to shoulder with the union and fully supported the workers and its leadership and extended all technical and financial help in different legal cases on one hand and remained involved in agitation against management, through seminars, demos, rallies and press conferences on the other hand.

After three long years of struggle, the management was forced to accept the demands of union. All cases against the union and its leaders were withdrawn, 16 union leaders were reinstated with all back benefits.

The impact is visible and now the shipyard union members are always ready to volunteer in all LEF activities. There are four union activists in LEF general body and one member has representation in the executive board.

LEF is engaged with following trade unions, social groups and fronts at various levels in projects activities.

No.	Name	Place
1	Bangle Industry Women Workers.	Hyderabad
2	Embroidery Workers Group.	Karachi
3	Hosiery Factories Workers	Karachi
4	Workers of pipefitting, steel.	Karachi
5	Garments factories workers	Karachi
6	Workers of leather factory	Karachi
7	Karachi Municipal Corporation,	Karachi
8	Water Board and Shopkeepers Union.	Karachi
9	Shopkeeper and Auto Mechanics workers.	Karachi
10	Domestic Workers Union.	Karachi
11	All Pakistan Labor Federation	Karachi
12	National Trade Union Federation (NTUF)	Karachi
14	Water Board Union	Karachi
15	Fishermen Union	Karachi
16	KMC Employees Union	Karachi
17	All Pakistan Hosiery Garment Union	Karachi
18	Workers Coordination Committee, Landhi	Karachi
19	Rustam Sohrab Cycle Factory Union, Pakistan	Lahore
20	Ittehad Labor Union, Carpet Industries, Pakistan.	Lahore
21	All Pakistan Paramedical Staff Union	Lahore
22	PWD Workers Union, Irrigation Department	Lahore
23	National Organization of Postal Employees Union.	Lahore
24	Garment Workers Union	Lahore
25	Railways Workers Union	Lahore
26	Women Workers Help Line	Lahore
27	Jute Workers Union.	Lahore
28	Embroidery Women Workers Union	Lahore

5. Strengthening new organizations:

5.1 Women Workers Help Line

Women Workers Help Line (WWHL) was an initiative of women supporters of the Labour Education Foundation in year 2000. The objective was fighting back repressive and discriminatory laws against women in more organized manner. LEF supported WWHL in formation, organization, developing projects and building staff capacity. With the continuous LEF management and technical support during the last four years, WWHL has emerged as most vocal and effective women issue-oriented organization in Pakistan. Today WWHL is an independent organization making tremendous efforts to resolve problems of working women ranging from workplace to legal issues. It has over 1500 memberships through out Pakistan. It has launched campaigns, organized festivals, seminars, workshops and dialogues to organize working women movement in Pakistan.

5.2 Movement for Labour Rights (MLR)

Movement for Labour Rights (MLR) Karachi, an alliance of seven organizations of informal sector, including:

- Hosiery and Garments Labour Organization,
- Power Looms Workers General Union,
- Hotel and Restaurant Workers Union,
- Clubs Workers Unions,
- Fruit Market Workers Alliance,

5. Strengthening new organizations:

5.1 Women Workers Help Line

Women Workers Help Line (WWHL) was an initiative of women supporters of the Labour Education Foundation in year 2000. The objective was fighting back repressive and discriminatory laws against women in more organized manner. LEF supported WWHL in formation, organization, developing projects and building staff capacity. With the continuous LEF management and technical support during the last four years, WWHL has emerged as most vocal and effective women issue-oriented organization in Pakistan. Today WWHL is an independent organization making tremendous efforts to resolve problems of working women ranging from workplace to legal issues. It has over 1500 memberships through out Pakistan. It has launched campaigns, organized festivals, seminars, workshops and dialogues to organize working women movement in Pakistan.

5.2 Movement for Labour Rights (MLR)

Ittehad Labour Union leaders discussing a poster at a union members meeting in Lahore.

Movement for Labour Rights (MLR) Karachi, an alliance of seven organizations of informal sector, including:

- Hosiery and Garments Labour Organization,
- Power Looms Workers General Union,
- Hotel and Restaurant Workers Union,
- Clubs Workers Unions,
- Fruit Market Workers Alliance,
- Transport Workers Association,
- Marble Workers Association and
- Women Welfare Development Organization.

It was our adult literacy project, through which we came into contact with MLR. LEF had started two centers for adult workers in collaboration with Power Loom Workers General Union and Hosiery and Garments Labour Organization in Baldia Town and Zia Colony i.e, a working class area of Karachi. Movement for Labour Right (MLR) was a budding organization of the area and lacked basic infrastructure to start activities. It was in need of office, where they could sit and hold meetings. The LEF cooperated and allowed them to use the ALP center premises after the literacy classes. It had made healthy impact on MLR activities and organizational capacity. LEF also selected two MLR office-bearers i.e, Nawab Ali and Sohail Raza as ALP teachers and involved other members in LEF training activities to build their capacity. Taking advantage of the LEF facilities, MLR started gaining strength and now it is one of the vocal voices of informal sector workers in Karachi. In several MLR activities, LEF has extended all sort of help, like mobilization, management and organization.

Pakistan Printing and Graphic workers union members at a training workshop in Lahore.

MLR is now an active member of WSF process. Their rising strength shows that in coming days it would be a strong workers movement in Pakistan.

6. Sustainability:

6.1 Pakistan Trade Union Resource Centre (PTURC)

The Pakistan Trade Union Resource Center (PTURC) was established in 1995 in Lahore with the moral and material help, extended by the Swedish Graphic Workers Union (GF). The PTURC became an independent institution in 2000 and is not receiving any material support from the GF since then.

The PTURC consists of first ever printing co-operative in Pakistan to help unions and social organizations with information dissemination. The PTURC provides many facilities and services, previously unavailable, to the trade unions. It has the support of all the major unions in Pakistan. Since its establishment in July 1995, dozens of unions have benefited from its facilities. On average, about 100 trade unionists visit this center every week.

The main facilities available here, include, composing and word processing. Composing is carried out in Urdu, Punjabi and English. Assistance and advice is provided to trade union activists in producing a variety of literature and stationery. The PTURC has professional computers, laser printers and flatbed scanner. These computers contain work-processing packages in both Urdu and English, desktop publishing packages and spreadsheet packages.

The PTURC is fully equipped with several facilities like phone, fax, photocopier. At the center all charges are made on a cost covering rather than profit.

The PTURC printing shop consists of one of the best set-ups, available in Lahore to the trade unions, political parties, minority groups and social organizations. It employs a staff of 8 graphic workers with no child labor. The printing co-operative consists of three printing press, binding facilities, process camera and plate-making equipments all under one roof. The PTURC has become a vital part in planning printing for the trade unions. Many religious minority groups do not feel any hesitation to come for printing at this place. In the presence of radical religious groups, many printing press owners do not feel safe in printing for the religious minorities.

Workers busy at PTURC printing press

A view of pre-printing section of PTURC.

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6.2 Weekly Workers Struggle

Mazdoor Jeddohud (Workers Struggle) was launched in 1980, in Amsterdam, Holland, by a group of radical youth living there in exile during the military dictatorship of General Zia-ul Haq. It later moved to Pakistan in 1986, following relaxation in censorship by military dictatorship. It was initially published as quarterly with financial support from overseas Pakistani community and trade unions. It was launched as a monthly paper in 1989. However, in October 1997 its was transformed into a weekly and received some financial support from Olof Palme International Center (OPC), Sweden, from 1997 till 1999. Since 1999 the magazine is independent and self sustained.

Weekly Workers Struggle published a special number on renowned writer, Sadat Hasan Manto's 50th anniversary

7. Organizational Development:

As a result of development process since 2002, a need was felt to restructure and revive the organization. For this purpose few important decisions were taken.

- Shift the office building to a comparatively spacious place and improve the organizational infrastructure to facilitate the working conditions.
- Restructure General Body and the Executive Board to make the Foundation more active and dynamic.
- in March 2004, on the suggestion of General Body and subsequent approval by the Executive Board, the Foundation gets its new name as Labor Education Foundation (LEF)

7.1 General Body

After restructuring of the LEF, the first General Body meeting was organized on 28th December 2004, at LEF office in Lahore. This meeting was held under the decision of new Executive Board, formed in February 2004. 26 members including 10 from Karachi and 16 from Lahore, participated in the meeting. 3 members from Karachi could not participate due to their organizational commitments.

- The meeting discussed constitution, developed by the Board at the time of registration in February 2004 and approved it. It was decided to elect a 9-member Executive Board including six members from Lahore and three from Karachi. It was further decided that one general body meeting and four board meetings to be held on quarterly basis every year.
- The meeting also decided that a 3-member management committee elected from the board, to manage LEF daily affairs.
- Slate of members and office-bearers for the new board was presented for election by the panel of chairs on recommendation of the outgoing board. All the nine members were elected unanimously by the general body.

7. Organizational Development:

List of general body members

No.	Name	Union / Organization
1	Bushra Khaliq	Women Workers Help Line
2	Yousaf Baloch	National Trade Union Federation
3	Rana Latafat	All Pakistan PASCO Workers Union
4	Niaz Khan	Ittehad Labour Union, Carpet Industries, Pakistan
5	Azra Shad	Women Workers Help Line
6	Munira Bibi	Brick klin Workers Union
7	Moeen Nawaz	Workers Union, Rustam Sohrab Cycle Factory
8	Ziaullah Niazi	Lahore Press Club
9	Moeen Azhar	Lahore Press Club
10	Abdul Majeed	Railway Workers Union
11	Daud Khan	Ittehad Labour Union, Carpet Industries, Pakistan
12	Riffat Maqsood	Women Workers Help Line
13	Asghar Ali	Workers Union Rustam Sohrab Cycle Factory
14	Maqsood Hussain	Railway Workers Union
15	Mahmood Butt	Brick klin Workers Union
16	Muhammad Azam	Pakistan Printing & Graphic Workers Union
17	Anwar Hussain	Power Looms General Workers Union
18	Hamida Sikandar	Women Welfare & Development Organization
19	Noor Bacha	Karachi Shipyard Labour Union
20	Haji Maqbool Awan	Ittehad Welfare Committee
21	Tahir Iqbal Baig	Karachi Shipyard Labour Union
22	Azizullah Jatoi	Karachi Shipyard Labour Union
23	Farhat Yasmeen	Women Welfare & Development Organization
24	Haji Bashir Ahmed	Ittehad Welfare Committee
25	Nasir Mansoor	National Trade Union Federation
26	Behram Shah	All Pakistan Clerks Association
27	Ejaz Shah	Sanghar Sugar Mills
28	Abdul Salam	Landhi Workers Coordination Committee
29	Liaqat Ali	Pakistan Steel Progressive Union

Board members

No.	Name	Office	Union / Organization
1	Maqsood Hussain	President	Railways Workers Union
2	Bushra Khaliq	General Secretary	Women Workers Help Line
3	Niaz Khan	Vice President	Ittehad Labor Union carpet Industries
4	Moeen Nawaz	Treasurer	Workers Union Rustum Sohrab Cycle Factory
5	Yousaf Baloch	Member	National Trade Union Federation
6	Azra Shad	Member	Women Workers Help Line
7	Noor Bacha	Member	Karachi Shipyard Labor Union
8	Farhat Yasmeen	Member	Women Welfare & Development Organization
9	Nasir Mansoor	Member	National Trade Union Federation

7.2 Executive Board

After the general body meeting, newly elected board met on one-point agenda to elect the Management Committee. Bushra Khaliq, Moeen Nawaz Punno and Niaz Khan were elected as members of the Management Committee. The 9-member Executive Board is elected every two years at the General Meeting. The Executive Board elects a management committee to look after the daily affairs of the Labor Education Foundation.

The Executive Board meets every three months. The Management Committee develops policies and initiatives. These policy matters are determined in a democratic manner through proper discussion and debate and ratified by the Executive Board. The General Meeting holds accountable the Executive Board for its annual activities, budget, and accounts and ratifies policies and determines future priorities. The donor organizations are provided with the copies of the audited annual finance reports as well as progress and development reports.

7. Organizational Development:

7.3 Establishment of Karachi office

To cater development needs and strengthening projects work in Sindh, LEF established its regional office in Karachi, in April 2003. Office is situated in the center of city with two rooms and a meeting hall with capacity, of over 30 persons. Office has three computers, two printers, one fax and two phone lines. There is 4-member staff with one volunteer, working in this office. Besides this 20 part time teachers are working on literacy project.

7.4 Staff Development:

Staff capacity building, vis-à-vis projects, implementation methodologies and enabling them to learn about the new development discourses, the staff members were provided opportunities to attend training workshops.

8. LEF Staff

1. Management:

- 1.1 Mr. Khalid Mahmood, Programme Manager
- 1.2 Ms. Talat Rubab, Management Assistant

2. Project Staff:

2.1 Campaign for a Peaceful Pakistan

- 1- Ms. Zehra Akber, Karachi
- 2- Mr. Shahid Iqbal, Lahore

2.2 Democratic Development Pakistan

- 1- Ms. Jalvat Ali, Lahore
- 2- Mr. Syed Shahid Ali, Karachi

2.3 Adult Literacy Project

- 1- Mr. Ulfat Tanveer Bukhari, Lahore
- 2- Mr. Sher Baz, Karachi

3. Support Staff:

- 3.1 Mr. Mohammad Tahir, Lahore
- 3.2 Mr. Amanullah, Karachi

4. Volunteer Management:

- 4.1 Mr. Nasir Aziz, Karachi

5. Part-timers:

- 5.1 Twenty teachers in Karachi, Hyderabad and Hub.
- 5.2 Twelve Study Circle Leaders in Lahore

Jalvat Ali (Project Coordinator)

Participated in training workshop
"Communication Concepts and Skills"

Talat Rubab (Management Assistant)

Participated in training workshop
"Communication Concepts and Skills"

Rizwan Atta (Coordinator, 2001-04)

Participated in training workshop
"Training of Trainers"

Ulfat Tanveer Bukhari (Coordinator)

Got training in Study Circles
Methodology from ABF, Sweden

Zehra Akber (Project Coordinator)

Participated in training workshop on
"Project Monitoring and Evaluation"

Sher Baz (Project Coordinator)

Participated in training workshop on
"Project Monitoring and Evaluation"

Asif Rahim (Coordinator, 2003-04)

Participated in training workshop on
"Project Monitoring and Evaluation"

Khalid Mahmood (Program Manager)

Participated in training workshops
"Finance for Non-Profits",
"Project Development and Management"

9. Project Support Partners

No.	Project	Period	Supported by
1	Printing project "Pakistan Trade Unions Resource Center"	(1995-1998)	Swedish Graphic Workers Union
2	'Mazdoor Jeddohd' (Workers' Struggle)	1997.	Olof Palme International Center, Sweden
3	Union schools for working children	(1993-2000)	Swedish Teachers Union Gothenburg
4	Gulzar Labor Hall	(1996-1999)	Olof Palme International Center, Sweden, Swedish Teachers Union Gothenburg
5	Video film "Trade Unions for Brighter Tomorrow"	(1997)	Olof Palme International Center, Sweden
6	10 Adult literacy centers, Lahore	(1997-2000)	Swedish Teachers' Union, Gothenburg;
7	8 Adult literacy project, Lahore (extension project)	(2001-2004)	Swedish Teachers' Union, Gothenburg;
8	20 Adult literacy centers in Sindh	(2002-on going)	Folk Schools, Angred, Sweden
9	"Campaign for a Peaceful Pakistan" in Lahore & Karachi	(2000-on going)	Olof Palme International Center, Sweden
10	"Democratic Development Pakistan" in Lahore & Karachi	(2000- on going)	(2003-04) ABF, (2005- on going) Olof Palme International Center, Sweden

10. Acronyms

1. LEF (Labour Education Foundation)
2. CFPP (Campaign For Peaceful Pakistan)
3. ALP (Adult Literacy Project)
4. DDP (Democratic Development Pakistan)
5. CMC (Center Management Committee)
6. MLR (Movement for Labour Rights)
7. ABF (Workers Education Association, Sweden)
8. OPC (Olof Palme International Center, Sweden)
9. FiA (Folk Schools, Angred, Sweden)
10. GF (Swedish Graphic Workers Union)
11. WSF (World Social Forum)
12. APA (Anti-Privatization Alliance)
13. JAC (Joint Action Committee)
14. LPP (Labor Party Pakistan)
15. WWHL (Women Workers Help Line)
16. NIRC (National Industrial Relations Commission)
17. CWS (Church World Service)
18. WAR (War Against Rape)
19. NTUF (National Trade Union Federation)
20. PWC (Pakistan Workers Confederation)
21. PTURC (Pakistan Trade Union Resource Center)
22. *Anjuman Mazareen* (Tenants organization in Punjab)
23. *Mazdoor Jaddojehd* (Workers Struggle, weekly Urdu magazine)
24. *Khabar Nama-e-Jamhooriat* (Democracy News, monthly newsletter)