



WHO WE ARE

The Labour Education Foundation (LEF) was established in 1993 as a non-governmental organization. The initiative was led by a few renowned trade union leaders, human rights and gender rights activists. Their aim was to organize, capacitate and advocate for workers rights and provide informed input to trade unions and various civil society organizations for the promotion of workers rights. Although we have offices in Lahore, Karachi and Mardan the LEF conducts activities throughout Pakistan.

We have been devoting considerable resources towards supporting and enabling formal and informal sector workers to organize themselves, develop their knowledge, claim their rights and transform unequal power relations.

We have been honored with the SILVER ROSE AWARD for 2011 by SOLIDAR, a European network of 52 NGOs active in over 90 countries to advance social justice. The Silver Rose Award was presented to us on the 1st of March 2011 during a ceremony held in the European Parliament in Brussels, Belgium.

VISION

A democratic, progressive, just, peaceful and developed society where working classmen, women and youth are empowered to claim and protect their social, economic and political rights.

MISSION

Conscious, informed and gender sensitized workers, women and youth groups challenging the existing situation as part of the movements for ensuring gender equality, promoting constitutional, legal and labour rights, eradicating poverty, violence and working for a nuclear-free democratic society.

STRATEGY

The LEF engages in a sustainable process of change through a wide-ranging movement for enabling workers to demand economic justice, eradicate poverty by challenging neo-liberal policies and politics affecting the masses, especially women and marginalized communities.

The process includes:

- Organizing and training trade unions, encouraging the participation of women especially from the informal sector.
- Linking issues with health and the environment.
- Emphasizing on networking with other initiatives and movements.
- Raising consciousness regarding political, legal, social and economic rights.
- Linking peace, gender equality and development with human rights and
- Using an integrated participatory approach to execute our activities and plans.

FOCUS

Through our activities we focus on workers' rights, education, gender equality, peace, democracy and development.

STRUCTURE

General Body:

The National level, General Body has 43 members (of them 11 women) nominated by trade unions and workers' organizations affiliated with us.

Board:

An 11-member Board (of them 3 women) elected bi-annually by the General Body during the LEF Congress, assists in identifying policy guidelines for the organization.

Staff:

We have a staff of 30 (of them 13 women) which covers the entire country through its activities.

CURRENT PROJECTS

- Democracy, Peace and Workers' Rights
- Awareness Raising, Support and Strengthening of Brick Kiln Workers in Pakistan
- Labour Community Organizations
- Strengthening Trade Unions A Pathway for Ensuring Labour Rights in Pakistan
- Running Fikr-e-Nau School (established in Kashmir after the earthquake)
- Livelihood and Education Support to Flood Survivors
- Livelihood KPK Project- Vocational Training for Females.

WHAT WE DO

ORIENTATION SESSIONS/STUDY CIRCLES

Every year, we arrange scores of orientation sessions and study circles for workers in their areas in order to familiarize with and educate them about the existing realities, relevant issues and occurrences both at a national and international level. Orientation sessions and study circles are the first stage for engaging workers in activities which guide our planning and intervention strategy and involves them in the broader movement for human rights.

CAPACITY BUILDING

We conduct training workshops, seminars and conferences every year on trade unionism, democracy, peace, human rights concepts, gender equality, health especially HIV/AIDS, violence against women and family laws so that we may raise awareness and train workers to take action on their own in their respective areas.

Trade union activists trained in our workshops are serving their respective trade unions with enhanced skills in textile, metal, food, brick kiln and services sectors.

We have played a vital role in developing three home-based women worker's unions, which are involved in bangle making, garment stitching and embroidery. We initiated and registered the Home Based Women Workers Federation which has now evolved into a representative body the government is obliged to negotiate with on issues concerning home based women workers.

NETWORKING

We are affiliated to the International Federation of Workers' Education Associations (IFWEA), the South Asia Labour Forum, the Joint Action Committee for Peoples Rights, Home-Net Pakistan, Anti-war Committee, the Pakistan Peace Coalition, the Pakistan Social Forum and the Anti-Privatization Alliance.

Our main networking efforts include:

Initiating and strengthening the Labour Relief Campaign in collaboration with other like-minded organizations after the devastating earthquake of October 8, 2005. A similar campaign was successfully launched after the 2010 floods.

We have undertaken an initiative to form a Trade Union Action Committee for Minimum Wages in collaboration with 11 organizations who also seek the implementation of a minimum wage.

LABOUR EDUCATION FOUNDATION



RESEARCH AND PUBLICATION

Our research maps public issues, develops and publishes situation analysis and user-friendly training manuals in order to highlight the realities of the lives of workers, build opinion and envisage subsequent collective actions.

We publish "Labour Education" which is a monthly newsletter that produces quick and user-friendly information packages, leaflets as well as issue-based and motivational posters that meet both the immediate and long-term needs of workers.

LEGAL HELP

We have formed a panel of lawyers who provide legal assistance and support through information and links with relevant institutions. This is extremely important for the brick kiln workers so that they may be provided with relief against the atrocities and oppression of their owners.

WHAT WE HAVE ACHIEVED

- Workers trained by the LEF are demanding representation, fighting to change the laws, policies and practices that deny their rights, sharing information and taking collective action.
- In the last ten years, 31 new trade unions have been organized and registered with our support.
- We have built the capacity of trade unions and workers' groups through information dissemination, legal support, minimum wage negotiations for workers and the facilitation of the acquisition of social security cards, etc.
- Workers who joined the campaign in order to resist military dictatorship became part of the wider democratic struggle of the Lawyers' Movement.
- We have trained over 1000 trade union members in basic trade unionism, leadership and political education.
- We have provided legal support to over 1500 workers during the last 8 years.
- We have formed the Action Committee which campaigns for the implementation of a Minimum Wage.
- We have organized a Home Based Women Workers Federation as well as cooperatives for home based women workers that are now negotiating with investors for fair wages, developing linkages with other business entities for better income, minimizing the role of middlemen and taking an active part in litigation involving workers.
- We have successfully been running a resource centre with pre-printing and printing facilities at subsidized rates for trade unions and social outfits.
- During the past five years (1996-2000) we have educated over 3000 working children in three schools, called Union Schools for Working Children. We have educated more than 3000 workers through 20 Adult Literacy Centres.



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