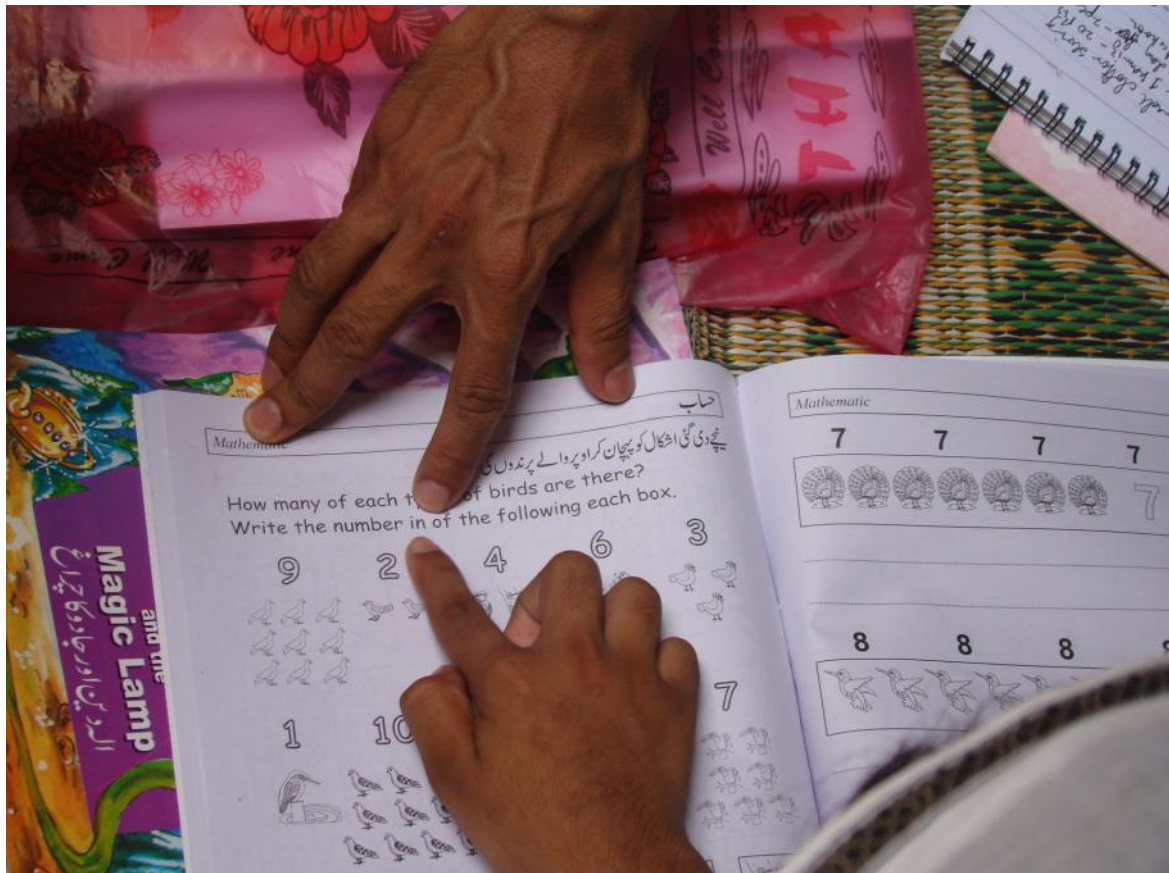




## *Annual Activity Report*

*“Community Literacy and Facilitation Centres in Lahore”*

*January – December, 2013*



## Introduction

### Labour Education Foundation (LEF) and its work

Since its inception, LEF has implemented various projects to promote labour rights. Its aim is to organize, capacitate and advocate workers about their rights and provide informed input to trade unions and the various civil society organizations for promoting workers' rights.

In cooperation with STS International Solidarity (STS), the Danish NGO partner organization, LEF implemented the project "Community Literacy & Facilitation Centres in Lahore" (CLFC) in six centres in urban areas of Lahore. The project aims at providing reading and writing skills to the formal and informal sector workers and raising awareness in terms of workers' rights.

The main activities carried out in the implementation of the project have been:

- |  |                                 |
|--|---------------------------------|
| 1. Orientation sessions                        | 8. Seminars                     |
| 2. Monitoring visits                           | 9. Pupils participation         |
| 3. Teachers monthly meetings                   | 10. Examination                 |
| 4. Teaching Aid Supplies                       | 11. Result ceremony             |
| 5. Meetings with Central Management Committees | 12. Visit of STS representative |
| 6. Teachers training workshop                  | 13. Achievements                |
| 7. Basic trade union training workshop         | 14. Challenges                  |

## Activities and details for 2013

### 1. Orientation sessions

Orientation sessions are an essential part of activities to improve the pupils' knowledge about workers' rights, to promote communication skills and to increase their self-confidence. In 2013, eighty four orientation sessions have been organized. The basic purpose of these sessions was to highlight the overall situation for workers; gender issues; importance of education; existing legislation; the weak implementation of this legislation and to start a debate amongst workers on relating these issues to their situation. The following topics were covered:

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Importance of education</li> <li>• Violence against women</li> <li>• Home based workers' problems</li> <li>• International women's day</li> <li>• Importance of May Day</li> <li>• Importance of casting one's vote</li> <li>• New government and workers' responsibilities</li> <li>• Solid waste management</li> </ul> | <ul style="list-style-type: none"> <li>• Importance and practicalities of forming and organizing unions</li> <li>• Gender issues</li> <li>• Health and hygiene</li> <li>• Labour rights</li> <li>• International campaign regarding 16 days of activism</li> <li>• Importance of examinations and future strategy</li> </ul> |
|---|--|

These topics are identified and chosen during the monthly teachers' staff meetings. The pupils were facilitated for preparation to conduct these sessions by themselves. The consideration of health and hygiene related problems in the centres and in communities led to this topic being included in the planned orientation sessions. At the orientation sessions, pupils discuss topics in a participatory manner and then LEF staff supplement with eventual points missed by the pupils. The discussions are characterized by a stimulating participation and participants often exhibit an excited behaviour. According to them these sessions are needed and of great use.

### Outcome of the orientation sessions

In these orientation sessions, pupils discussed the issues relating to their daily lives, for example their rights as citizens and workers. They also learnt how gender discrimination, rife in Pakistan, affects the rights of women in society. They were able to understand the important role that home based workers play in the economy; their plight and the reasons behind it. The discussion about the International Women's Day provided them with an opportunity to understand the importance of international initiatives and that the struggle for women's rights is a very important issue. Pupils actively participated and asked relevant questions from the facilitators.

During the gender awareness sessions, at the initial stage, some participants opposed the concepts promoted by the teachers but in the resulting discussion, with realistic examples taken from their daily lives, they were able to accept and understand that men and women have equal rights. In the session on May Day, they were told the history behind this event and later they took part in the celebratory procession with full enthusiasm.

See **Annex A** for details of the number of participants in the orientation sessions

## 2. Monitoring visits

A total of 71 monitoring visits have been carried out in 2013. Their main purpose was to monitor the performance of the teachers, measure the progress of the centres and to mobilize pupils - in order to awaken their interest in education and to ensure high and regular attendance figures.

## 3. Teachers' monthly meetings

12 monthly meetings with teachers have been organized in 2013, at the LEF office. Six teachers, the Program Coordinator and Social Mobiliser attended the meetings. Important topics for orientation sessions, challenges and general progress of the centres were highlighted in the teachers' reports. Details are given below:

### *Objectives*

- Building and maintaining the smooth running of the centres
- Sharing of ideas to improve performance
- Identification of ways for solving problems when and if they occur.
- Reinforcing commitment to work towards a common goal
- Following a common strategy to meet the objectives

### *Agenda*

- Progress of the centre
- Issues regarding the centre
- Functioning of Centre Manage Committees (CMC)
- Pupil attendance regularity
- Examination schedule
- Improvement aspects
- Hurdles and complications in motivating the local community
- Upcoming target plans



### 3.1 - Teachers Reports

In 2013, 12 teachers' meetings have been carried out. Each teacher was asked to present the centre report (using a brief report pattern developed by the LEF to cover all sections of the syllabus). Below are the summarized reports from each centre:

#### *Mustafabad Centre*

- Book 1 and book 2 have been completed
- Classes teaching stitching skills have been completed
- Drawing books have been completed
- Pupils have learnt to write their signatures in Urdu and English, to read utility bills, and simple story books. In addition, words that appear in the pupils' environment are used for training. E.g. shop signs, road names and banners that proclaim information about social and political events. Pupils show considerable familiarity with words in daily use.
- An examination was held in December, conducted by the Social Mobiliser. This was because the pupils requested extra time in order to be well prepared for the examination



*Mustafabad*

*Continued on next page*

- At the end of December a result ceremony was conducted. All 30 pupils passed the exam with good marks

**Note:** The present situation in the Mustafabad area indicates that there are not enough pupils to ensure further enrolments, so LEF has decided to shift this centre to another locality, where the local people have made requests for the establishment of a centre. The area of Jamil Park is under consideration for starting the centre. Field visits are going on to assess the situation and LEF will take a final decision in January.

#### ***Youhanabad-2 Centre***

- Book 1 and 2 completed
- Revision prior to an examination is in progress
- Pupils have learnt to write their signatures in Urdu and English
- Urdu and English names of vegetables, fruits and animals have been learned
- An examination will be held in the 2<sup>nd</sup> week of January 2014
- Mobilization work is in action in the local area to achieve the target for the next session



#### ***Sutter Mill Centre***

- Book 1 and 2 completed
- Pupils have learnt different English words which are used daily life
- All pupils have been through the syllabuses for English, Maths and Urdu
- Pupils participated actively in the orientation sessions
- Pupils are getting ready for the forthcoming examination, which will beheld in 2<sup>nd</sup> week of January 2014



#### ***Haronabad Dehrr Centre***

- This centre was initiated to replace the Dayal House centre (the pupils there were not showing any real progress in their education.
- The class was initiated with 28 pupils on 15<sup>th</sup> of October 2013(See note below)
- The pupils were introduced to LEF and the CLFC project
- Pupils have been regular in attending classes
- Book 1 has been completed and Book 2 is in progress
- The exercises in learning English and Urdu names for vegetables, fruits and animals have been started, as pupils have shown enthusiasm for learning words from their daily life
- 3 orientation session have been conducted
- Work to establish the CMC is in the progress
- An examination will be held in February 2014

***Haronabad-  
Dehrr***



**Note:** The teacher at Haronabad Dehrr Centre has been requested to make extra efforts to ensure completion of the course for 2013, despite the late start which was necessitated by the need for the change of localities.

#### ***Momen Pura Centre***

- Book 1 and 2 have been completed
- Pupils were able to write their names and other words in Urdu and English
- Preparation classes for examination are going on and the pupils are waiting for this with keen interest. The examination will be held in 2<sup>nd</sup> week of January 2014
- Stitching classes have been completed.

***Momen  
Pura***



#### ***Ahmad Town Centre***

Book 1 has been completed and Book 2 is in progress

Pupils can write their names in Urdu and English

Pupils have been interested in learning English words which are used in daily communication

Mathematical question are revised through tests

An examination will be held in 2<sup>nd</sup> week of January 2014



#### **4. Teaching Aid Supplies:**

In the last week of December, teaching aids and other equipment was delivered to the six centres. These items were: white-boards with stands, registers, pencils, erasers, sharpeners, wall clocks, coloured pencils, note books, diaries for teachers and other appropriate materials. Previously used school materials have become well-worn with usage, so new items have been purchased for the next sessions. In addition, clear and detailed sign boards have been acquired, for placement in front of each CLFC centre thus providing better information about its aims, what it offers the local community and contact details etc. These items have been registered and were duly signed for by the teachers, on receipt.

Please see Annex B for the details of the delivered materials

#### **5. Meetings with Central Management Committees**

CMCs are formed with the aim of improving the effectiveness and aptness of the regulatory system and to ensure the continued development of their local literacy centre.

CMCs generally include: an LEF representative; a teaching staff representative, active and most regular pupils from the centre; an influential person and activist from the local community. The average size of a committee is between 5 - 7 members. CMCs have assisted the project by helping with the functioning of the centres, building links between local communities and LEF and managing the orientation sessions. LEF works continuously to involve CMCs in discussions that seek to find possibilities and ways of ensuring the future sustainability of the centres.

In 2013, 47 meetings have been held by the Project Coordinator with members of the CMCs at all the centres. The aims of the meetings were to discuss present problems and forthcoming plans for the centres. Discussion topics included: progress at each centre and what steps should be taken for mobilizing the local communities with regard to the forthcoming sessions.

In cooperation with the teachers LEF has planned to arrange a meeting each month with the members of the CMCs. This is to strengthen the dialogue between them. Altogether there has been held 31 meetings of this type.

##### ***Decisions***

- CMCs will help the teachers to mobilize potential pupils for the coming sessions by: a) holding meetings in their local communities, b) placing eye catching flex banners in the local neighbourhood, c) distributing pamphlets and promoting an understanding of the objectives and aims of the CLFC centres.
- CMC members have made a general promise to allocate more time to work on improving progress at their centres, in 2014
- When the need arises, centre teachers have been encouraged to seek support from CMC members, to help them with general improvements and, not least, ensuring regular attendance of the pupils.

#### **6. Teachers' Training workshop**

A Teachers' Training Workshop was held on 16-17th May, 2013 at the LEF hall in Lahore.

It was a refresher course but included some new topics also. Five teachers participated, (A new teacher, for the sixth centre, was hired after the workshop was held).

##### **Objectives of the workshop:**

- To enhance the teachers' abilities to mobilise pupils and their teaching methods
- To inform them about workers' rights and the labour movements at national and international levels
- To familiarize them with advocacy concepts and an understanding of the informal sector workers' situation

##### **Topics for Training:**

- Briefing on CLFC project
- Concept and importance of advocacy
- Effective ways of running centres
- Methods of motivation and convincing people
- Importance of trade unionism and social security of workers
- Home based workers situation with gender perspective
- How to teach English and Mathematics



## 7. Basic Trade Union Training Workshop:

A basic trade union training workshop was held on 5-6th November, 2013 at the LEF hall in Lahore. Three active and energetic pupils from each centre were selected to participate in this workshop. Altogether, 30 participants, 19 women and 11 men, attended the workshop

**Facilitators:** Shahnaz Iqbal, Nazli Javaid, Khalid Mahmood, Niaz Khan, Jalvat Ali and Nosheen Khalid

### **Objectives:**

- To learn about basic trade union concepts
- To provide information about constitutional guarantees workers' and labour legislation in Pakistan
- To encourage pupils' awareness of the trade union role, specifically in improving the home based workers situation and generally about the trade union movement within Pakistan and on the international scene
- To learn about social and cultural behaviour patterns, with specific relation to the violations of women's rights

### **Topics for Training:**

- The social, political and economic situation of the Pakistani worker
- Role of trade unions and their historical background
- Labour legislation and rights
- Role of home based workers in building organizations
- Problems of home based women workers and their solutions
- Gender discrimination



## 8. Seminars:

### **8.1- Workers Unity Will Win Rights**

A seminar entitled "Workers Unity Will Win Rights" was held on 8<sup>th</sup> June 2013 at Youhanabad. Approximately 100 participants including home based workers, factory workers, domestic workers and pupils from the CLFC project attended.

The seminar started with an introduction to LEF and the CLFC project. Other events were: a theatre performance which highlighted the different kinds of violation workers face; a general discussion about the issues of their daily life. The participants appreciated the performance and topics, raising slogans that expressing that the way to rights is through unity.

### **8.2 - 16 Days of Activism against Gender Based Violence:**

A seminar entitled "16 Days of Activism against Gender Based Violence" was held on 26<sup>th</sup> November 2013 at Ahmad Town. Approximately 500 participants including home based workers, factory and domestic workers, pupils from CLFC project and people from the local communities attended.

Talks were held on the history of the campaign for "16 days of Activism against Gender Based Violence", highlighting the kinds of violation women face both in Pakistan and world-wide. It was explained that this is an international campaign that starts 25<sup>th</sup> November (International Day for the Elimination of Violence against Women) and ends 10<sup>th</sup> December (International Day of Human Rights). The topics of sexual harassment, women's suffering and what remedies there are to deal with these was highlighted. Another speaker dealt with women's rights under family legislation and the ways to utilise this legislation. A number of members from the local community were invited on stage to share their own ideas and experiences about the violation of women's rights, in their areas.

## 9 Pupil Participation

### **9.1 - National Convention of Home Based Workers (HBWs)**

20<sup>th</sup> October is celebrated as the "South Asian Day of Home Based Workers". The objectives of this day are to recognise and make visible a group of workers who are 'invisible'. LEF celebrates this day every year. On 26<sup>th</sup> October 2013, LEF organized a national convention of HBWs at Aiwan-e-Iqbal, Lahore. Nearly 1600 HBWs from different parts of the country together with 150 pupils from CLFC centres, participated.

Participants highlighted the situation being faced by HBWs throughout the country and their representatives gave an orientation about actual problems. Their view is that HBWs are being deprived of many due rights under current labour legislation, due to them not being recognised as a 'labour' force. This is mainly because they are not *registered*, which results in no cover, not only by the legislation but also by state social protection and welfare schemes. Furthermore, HBWs are exploited by contractors, being made to work for up to 20 hours a day for a nominal wage. HBWs demanded recognition

as a real 'labour' group, improvement in legislation so that it covers them and the ratification of the ILO Convention No. 177 for Home Based Work.

## **9.2 - Faiz Peace Festival**

Faiz Ahmed Faiz was a revolutionary poet of Indo-Pak for whom progressive people organize a festival each year, to pay tribute to him. This year it was held 17<sup>th</sup> February in the Open Air Theatre at the Jinnah Garden. Over two thousand people attended, groups coming from workers, civil society, progressive political parties as well as 94 CLFC pupils. The programme was divided into two sections: a poetry recital session and a musical session.

## **9.3 - 1st May procession**

A procession was organized on 1st May 2013 by NTUF and LEF to pay tribute to the martyrs of 1st May 1886. The route was from the Lahore Press Club to the General Post Office. It was estimated that more than a thousand workers participated. Approximately 175 pupils from all the CLFC centres also attended.

During the lively procession activists chanted many slogans e.g.: 'End load shedding of electricity and natural gas'; 'Control inflation'; 'Provide the right of unionism for informal sector workers'; 'Ratify ILO Convention for HBWs 177'; 'Announce a national policy for HBWs'; 'Implement labour laws'; 'Provide social security cards and old age benefits for employees'. Speeches were held by different trade union leaders on issues such as: 'Implementation of a minimum wage'; 'Importance of a national policy for HBWs'; 'Labour rights'

Leaders and members from trade unions representing employees in companies such as: Water and Power Development Authority, Pakistan Telecommunication Company Ltd. and Pakistan Railways were present in the procession. LEF values this important chance for centre pupils to interact with them and thereby to understand the importance of the labour rights movement and to play their role in the promotion of those rights

## **10 Examination:**

In December 2013, examinations were held by the Project Coordinator at the Mustafabad Shahdra centre. The examinations at the five remaining centres will be held in January 2014. The question papers and examination schedules were prepared in cooperation between the teachers and Project Coordinator and delivered to the centres on the actual examination day. Monitoring visits were held by the Project Coordinator on the examination days.

## **11 Result Ceremony:**

The exams were followed by a Result Ceremony, organized by LEF, at the Mustafabad Shahdra centre. 30 pupils took the examination, with only 3 who were unable to do so – these had moved from the local area. Certificates were awarded to those who had passed the exam. Prizes were awarded to the pupils with first, second and third positions.

## **12 The Project inspection visit by Jamal Bakhteyar (STS)**

The STS project leader, Mr. Jamal Bakhteyar visited the project from 29<sup>th</sup> July to 4<sup>th</sup> August. The purpose of his visit was to get a general view of the project's progress and specifically, to assess the functioning of the centres.

At an introductory briefing, organized by LEF, the Project Coordinator presented a detailed overview of the current centres and a plan was made for inspection visits to each centre. Requests, originating from teachers and pupils, concerning the need for additional requirements at the centres, were presented at this meeting.

A meeting was held with the LEF finance manager to arrange for:

- Irons and stitching machines for the pupils at the Mustafabad Shahdara and Momen Pura centres, where the teaching of stitching skills is available.
- Installation of UPS (Uninterrupted Power Supply – battery systems that enable continued power supplies and thereby continued centre activities during power failures. These are common in Pakistan)

During his visit to each centre, Jamal Bakhteyar, who is himself a teacher in a Danish school, spent time engaging directly with the pupils, to see and evaluate their progress in spoken and written English and Urdu. He had also brought educational materials with him for distribution to each pupil, to show them appreciation and encouragement.

At the end of the project inspection visit, a debriefing was held to give a feedback from the experiences gained, with suggestions for improving the functioning of the centres:

- Exchange of pupils amongst centres
- Maintenance of a complete profile for all pupils and maintenance of effective links with previous pupils
- The involvement of teachers in planning, to overcome emerging problems.
- Visible sign boards for centres
- Further improvement of the monitoring system was discussed.

### 13. Achievements:

- 180 pupils in six centres were enrolled.
- 84 orientation sessions were conducted.
- The pupils at all centres are capable of: writing their names in Urdu and English; reading utility bills and environmental signs. (See also the Mustafabad Centre teacher's report – section 3.1)
- Examination and result ceremony at the Mustafabad Shahdra centre has been held.
- The 2nd session for training stitching skills at the Momen Pura centre is completed and the one at Haronabad Dehrr centre is also in progress.
- All teachers regularly engage their pupils in debate forums for current topics - their own lives, and social or political issues.
- Despite challenges such as the lack of appropriate locations for centres, the targets for finding sufficient numbers of pupils was achieved, due to good team work.
- Attendance and active participation at the orientation sessions have been significant in enhancing knowledge and self-confidence amongst pupils.
- Records of present and past pupil profiles have been completed. These will be extremely useful because most pupils live in rented accommodation and change their addresses according to requirements often dictated by job-seeking. Using these profiles will help LEF to keep in contact with them and enable a follow-up of their participation in the project.
- 10 pupils from Dehrr centre participated in seminar organized by Labour Community Organization at Wandla Diyal Shah – collaboration between the different projects run by LEF is strengthening the struggle for workers' rights.
- 7 pupils from Ahmad Town and Mustafabad participated in a training workshop organized by Labour Community Organization (LCO) - a project under the auspices of LEF.
- Residents of Sadiq Ali Park arranged a demonstration to protest against the lack of electricity, natural gas, and a decent water and sewage system. 4 pupils from the Ahmad Town centre participated in it.
- Pupils from the Youhanabad centre organized a demonstration against the bomb attack in a church in Peshawar.
- Pupils participated in a demonstration organized by the Joint Action Committee for Peoples Rights (JAC) in protest against the rape of a four year old girl.

### 14 Challenges

- The examination schedule delay, caused by pupils staying away for Christmas celebrations. This necessitated the holding of exams at 5 centres in January 2014.
- Mobilizing communities for promoting the importance of literacy is time consuming and cost much effort. Similarly, so does maintaining the numbers and interest of pupils.
- Regular meetings with CMC committees are difficult, due to the differences in the members' working hours.
- Low and irregular attendance, specifically by home based and factory workers (due to their long working hours and overtime).
- Male domination is a major restriction that often stands in the way of female attendance at the centres.
- Pakistani women have double and sometimes triple housekeeping burdens, making it difficult for them to find time for reading and writing.
- During Moharram (the first, and a religious month, in the Islamic calendar) regular attendance at Moman Pura and Mustafabad centres has been major constraint.



## Annex A

### Orientation Sessions

Centre Name	Total Orientation Sessions	Total Participants	Female	Male
Shahdarah Mustafabad Centr	17	490	399	91
Youhanabad Centre	14	345	304	41
Moman Pura Centre	17	451	412	39
Sutter Mill Centre	12	292	10	282
Ahmad town Centre	05	137	01	136
Dayal House Rehman Pura	16	414	405	09
Haronabad Dehrr Centre	03	81	81	0

## Annex B

### Teaching Aid Supplies

Sr. no	Items	Quantity	Category
1	Wall Clocks	06	INVENTORY
2	Energy Savers	06	INVENTORY
3	Glasses	36	INVENTORY
4	Registers	150	EUCATIONAL MATERIAL
5	Pencils	200	EUCATIONAL MATERIAL
6	Erasers	200	EUCATIONAL MATERIAL
7	Sharpeners	200	EUCATIONAL MATERIAL
8	Color pencils boxes	100	EUCATIONAL MATERIAL
9	Phenyl for cleaning	06	CLEANING MATERIAL
10	Acid for washroom cleaning	06	CLEANING MATERIAL
11	Sweeping instrument	06	CLEANING MATERIAL
12	Paper rims boxes	02	EUCATIONAL MATERIAL
13	Diaries for teachers	06	EUCATIONAL MATERIAL
14	Bucket (Dust Bins)	06	INVENTORY
15	Towels	06	CLEANING MATERIAL
16	White boards with stands	06	EUCATIONAL MATERIAL
17	Wash room cleaning brush	06	CLEANING MATERIAL
18	File boxes	12	EUCATIONAL MATERIAL

