



Labour Education Foundation

Community Literacy
&
Facilitation Centres

A project in collaboration with STS International Solidarity

Activity Report

January – June 2013

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Introduction

Labour Education Foundation (LEF) was established in 1993 as a non-government organization. It was an initiative of renowned trade union leaders, human rights and women rights activists to organize, capacitate and advocate for workers' rights and provide informed input to trade unions and various civil society organizations for promoting workers' rights. LEF conducts its activities throughout Pakistan. LEF has been devoting considerable resources to support and enable industrial and informal sector workers to organize themselves, develop their knowledge, claim their rights and transform unequal power relations.

Vision: A democratic, progressive, just, peaceful and developed society where working class men, women and youth are empowered to claim and protect its 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.

LEF initiated the project titled "Community Literacy and Facilitation Centres" (CLFC) in 2012. The basic objectives of the project is to develop an educated resourceful and organized body of workers from trade unions, the formal and informal labour sectors, who will be capable of contributing to strengthening democracy, peace and workers' rights in Pakistan.

Main activities conducted during this reporting period include:

1. Examinations
2. Result ceremonies
3. Orientation sessions
4. Shifting of three centres
5. Monitoring visits
6. Teachings aid supplies
7. Teachers' monthly meetings
8. Teachers reports
9. Central Management Committee (CMCs) meetings
10. Changes in staff
11. Participation in: Faiz Peace Festival, Labour Day
12. Teachers Training Workshop
13. Seminar
14. Achievements
15. Challenges

1. **Examinations**

After the completion of teaching period in the year 2012, examinations were taken in January 2013 in five centres (The examination in Jallo Moore Centre was held in December 2012). Question papers were prepared by teachers and Project Coordinator. The question papers were composed and delivered to the centres. Date sheet was prepared by teachers and Project Coordinator and the schedule was shared with learners. Monitoring visits were arranged by Project Coordinator at the suggested examination dates.

2. **Result ceremonies**

Result ceremonies were organized by LEF in the month of January 2013 in six centres. 147 learners appeared in the examination and just 3 out of total numbers were not successful. 30 learners could not appear in the exams due to different reasons such as shifting of the learners from the particular area, death in families and other family related matters. Certificates were awarded to those learners who passed the examination. Trophies were awarded to the learners with first, second and third positions.

3. **Orientation Sessions**

3.1 *Objective*

Orientation sessions are essential part of activities to enhance their knowledge base about workers' rights, to promote communication skills and confidence within the learners. From January to June 2013, 43 orientation sessions were conducted in six centres. Total participants were 1051 including 193 males and 858 females. These orientation sessions were the basic source of awareness about social, political and economic issues which Pakistan is facing. Staff of the other LEF projects along with Program Coordinator conducted sessions on the following topics. For details of the number of participants please see **Annex A (on page 12)**

3.2 *Topics of the orientation sessions*

- 6 sessions to understand gender related matters
- 6 sessions on the importance of education
- 5 sessions about the situation of home based workers
- 6 sessions regarding significance of International Women's Day
- 6 sessions about the history and importance of May Day
- 4 sessions about the importance of vote
- 4 sessions on new government and workers responsibility
- 6 sessions on importance and practicalities of organizing and forming unions

3.3 *Outcome of orientation sessions*

Through the orientation sessions, learners discussed the issues related to their daily life in terms of gender dimensions. They were able to understand the important role that home based workers are playing in the economy, plight of home based workers and reasons behind their issues. The discussion about women's day provided them an opportunity to understand the importance of international initiatives and that struggling for women's rights is an important issue. Learners actively participated and asked relevant questions from the facilitators.

During the gender awareness sessions, at the initial stage, some participants were not agreeing but due to discussion and some realistic examples from their daily lives, they were agreed that men and women have equal rights as human beings.

As they came to know the history of May Day they participated in procession with full enthusiasm.

4. **Shifting of three centres**

In Moman Pura, Yousaf Park and Jallo Moore, the LEF staff and teachers were not able to find enough learners to continue these centres at the same locations (hired in 2012) despite several field visits at different places.

Three new areas Dayal House, Ahmed Town and Moman Pura Dubai Chouk were identified as suitable places for continuing centres. In these areas, there were several number of home based, factory and domestic workers interested in having reading and writing skills. Two centres were shifted in the month of January 2013 and one centre of Ahmed town was shifted in the month of June to new places and functioning well.

The building of the Mustafabad centre was shifted due to owner's demand to evacuate the building to a nearest place in street number 12 with the same students in June.

5. **Monitoring visits**

33 monitoring visits were arranged for examining centres performance and mobilizing learners in different areas.

6. **Teaching aid supplies**

Teaching aids and equipment were delivered to five centres in March 2013 and sixth centre in the month of June. It includes led pencils, hard board, loose papers and other relevant material. A list of these items was prepared and handed over to the teachers for record and documentation. Detail of the supplies is given in **Annex B on page 13**

7. **Teachers monthly meetings**

During the period of Jan to June 2013, 6 monthly teachers meetings were organized.

7.1 Objectives

- Update about the centres
- Sharing of ideas to improve the performance
- Identification of ways for solving problems if occurred
- Reinforcing commitment to work towards a common goal
- To build a common strategy to meet the objectives

7.2 *Agenda*

- Progress of the centres
- Teachers report about the strength of learners
- Functioning of CMCs
- Regularity of learners
- Hurdles and complications in motivating community

7.3 *Tasks*

- In all meetings, the Project Coordinator reinforced the objectives of the meetings and emphasized the importance of developing on-going and practical links with all teachers
- Teachers were asked to present their monthly reports for sharing
- Teachers were taught how to work on report writing
- Discussion with teachers that how we can improve our work to make the project a success
- Contracts of teachers for 2013 were discussed with them
- Teachers were reminded to maintain time table and other activity reports properly
- Teachers were asked to organize two meetings with CMC members in a month
- Teachers were made responsible to organize orientation sessions
- To meet the request of the learners to conduct orientation sessions outside their centres, teachers were asked to motivate them to contribute in financial terms.
- Reimbursement of monthly utility bills

8. Teachers Reports

Given below are the summarized reports of each centre:

8.1 *Mustafabad Centre*

- Class was initiated with 22 learners on 1st February and there are 27 learners in the centre now
- Contacts with the people was a regular activity in the area for identification and selection of the learners
- LEF and the project CLFC was introduced to the learners

- Book one has been completed
- Centre was shifted to a new place in the same area of Mustafaabad
- 8 orientation session were conducted
- 4 CMC members meetings were held
- An orientation session was conducted at a nearby historical building (Tomb of Jhangir - Mughal Emperor). Learners enjoyed this arrangement

8.2 *Ahmed Town Centre*

- The centre from Yousaf Park was shifted to Ahmed Town due to difficulties in meeting the target.
- Teacher was replaced for this centre
- There were 19 learners at the initial stage
- Field visits was a regular activity of the teacher for meeting the target and developing new linkages
- Formation of CMC is underway

8.3 *Youhanabad Centre*

- From 15th of February regular classes were started in the centre
- Book one has been completed
- The exercise to learn the English and Urdu names of vegetables, fruits and animals have been started taking into account their interest to learn the word from daily life
- All learners can write their name in English and Urdu
- The learners increase their knowledge through orientation sessions
- 29 learners are attending classes

8.4 *Sutter Mill Centre*

- Field work is going on to motivate learners as there are 25 learners at the moment
- Old learners are very active in this area and helping in mobilizing the community for the next phase
- Learners are interested to learn different English words which are used in daily communication
- Learners in this centre take keen interest in politics and workers' rights. They like to do debate on these topics

8.5 *Dayal House Centre*

- From 1st of January regular classes were started in this centre

- CMC is actively working to support the teacher
- The teacher introduced Urdu and English alphabets through tone of voice
- Book one was completed
- There are 26 learners
- Learners are well disciplined now as there were some problems in the beginning in terms of regularity

8.6 *Moman Pura (Dobai Chock) Centre*

- Book one has been completed
- CMC members have been playing active role for the success of the centre
- 27 learners are very active and motivated to learn about workers' rights
- Learners want to be the part of workers movements

9. Meetings with Central Management Committees

During January to June, 2 meetings were conducted with the members of CMCs in all centres on a monthly basis (one by the Project Coordinator and one by the teacher). These committees are consisting of 7 to 11 members including male and female. The basic purpose of these meetings was to discuss the problems and upcoming plans of the centres. Discussions were made on the progress of the centres and what methodology should be adopted for mobilizing the community.

9.1 *Objective*

The main purpose of the creation of CMCs was to improve the effectiveness and appropriateness of the regulatory system and ensure its continued development.

9.2 *Decisions*

- CMCs will help the teachers for mobilizing the community
- Two meetings with CMC members will be arranged in each month
- Teachers will take help from CMC members when need arises in any situation and condition

10. Changes in Staff

- Salman Ali Social Mobilizer resigned. He has got another job. At the moment Project Coordinator is able to handle the field work as well which was the responsibility of the Social Mobilizer. LEF management is thinking of changing the job description of Project Coordinator to include more fieldwork so that the centers are properly monitored and hiring of another staff member to work in

office on sharing basis with other projects for reporting and support in managing the project affairs.

- The performance of the teacher Sidra Pervaiz was not up to the mark so she was replaced. She was informed on 30th of February 2013 and replaced on 1st April. An experienced female activist Urooj Khaliq applied and was selected for teaching in Moman Pura centre.
- Yousuf Park centre was shifted to Ahmed Town, as the enrolment of learners for new session was not satisfactory in this area. Teacher of Yousaf park centre informed that he will not be able to continue his job in case the centre is being shifted in another area. Shan Butt is a new teacher of this centre now. Firstly LEF was thinking to shift this centre to Adda Chabeel but the attitude of the community was not favourable as they were not serious.

11. **Teachers Training workshop**

Teachers Training Workshop was convened on 16-17th May, 2013 at LEF Hall, Lahore. It was basically a refresher course for teachers including some new topics. Five teachers participated in it as another teacher was hired later on. Objectives of teachers training workshop were:

- Discussion about the project
- Parameters of running centres
- Learning teaching methodologies
- Importance of trade unionism
- Advocacy about workers' rights
- Home based workers situation in gender perspective

11.1 ***Proceedings Day 1***

After registration and introduction, formation of rules and regulations, objectives and agenda of the training workshop were explained. Brief history of LEF and its mission, vision was shared by the old teachers with the purpose of enhancing their capacity as trainers.

The next session was about the introduction of the CLFC project. The salient features of the project such as introduction and financial support by the International Solidarity Network (STS), main objective of the present project of developing reading and writing skills amongst workers, awareness enhancement on political and labour related issues and development of networking between workers and civil society were shared. It was

reinforced that in its 3 year run, this project will provide reading and writing skills for approximately 600 workers/shop stewards and resource-building for at least 900 workers.

A session about the concept, importance and relevance of advocacy was conducted. Discussing the details of advocacy, it was mentioned that advocacy is mostly done for or against in any deed. The examples of ongoing advocacy efforts were given such as for the proper implementation of Minimum Wage ACT and against discriminatory laws against women and minorities to help teachers to understand the parameters of advocacy. The components of advocacy such as identification of the problem, Information collection, motivation of relevant stakeholders, importance of developing linkages and the nature of possible activities was debated with the participants.

Session three was effective ways of running Centres. After discussion, the given below points were agreed to follow on for effective running of the centres that teachers should:

- treated learners as adult instead of considering them children
- play role as a leader
- give respect to the learners
- listen their issues and concerns
- sit with learners on mat instead of the chair
- He or she should be explanatory while talking
- solve problems in consultation with learners

Different strategies to deal with different types of learners were decided such as teacher should involve more experienced and well-informed learners to improve the interest and knowledge base of the less experienced learners and should give more time to shy students to encourage them.

Fourth session was about different methods of motivation and convincing people from the communities. Two role plays were arranged to discuss the method of motivation in two different situations. While discussing the proceedings of the plays it was decided that while convincing others it is important that we should not behave like outsider, should not hesitate to sit with them, and should not sound proud and superior.

11.2 Proceedings Day 2

The second day started with the review of the previous day by discussing important learning's.

Session about the importance of trade unionism and social security of the workers was the next. It was explained that trade union means group of workers to ensure their rights. Trade unions work for the freedom of association and expression, residence, education, transport, health and social security rights of workers. The facilitator highlighted that if the workers are united in form of a union they can claim the benefits such as marriage grant, death grant, free education of children, medical treatment, old age benefits etc.

Next session was on Home based workers situation with a gender perspective. Facilitator highlighted the issues that the workers in informal sector of Pakistan and other South Asian countries are living under bad working conditions and they are not being provided social security and other benefits. Home based workers are totally powerless and invisible. These people work and toil very hard but in spite of that they always remain poor because they are not acknowledged by the state as workers and are not on agenda for improving their situation. The facilitator emphasized the need of organization, trade unionization and solidarity amongst workers to challenge this discriminatory situation.

Another session was on how to teach English and Mathematics in centres. The facilitator said that the learners of the centres should be familiar with English like Urdu because it is also an important language. The teachers can teach English through common examples like they can discuss alphabets through match box sticks to make it interesting. They should be able to learn thank you, welcome and other commonly used words easily. The facilitator explained to the teachers about the techniques of teaching mathematics addition, subtraction, multiplication and division.

12. Seminar

A seminar was convened on 8th of June 2013 at Youhanabad entitled "Workers Unity Will Win Rights". There were approximately hundred participants including home based, factory, domestic workers and learners from CLFC project. The LEF and the CLFC project were introduced. There was a theatre performance which highlighted different kinds of violation workers are facing. A discussion about relating the issues with their daily life was conducted. Workers like the performance and said we will win our rights through unity.

13. Learners Participation

13.1 **Faiz Peace Festival**

Faiz Ahmed Faiz was a revolutionary poet of Indo-Pak. Some progressive peoples organize a festival every year. The festival was organized on February 17, 2013 at the Open Air Theatre at the Jinnah Garden to paying tribute to the late revolutionary poet. Over two thousand people, including the working class, civil society, progressive

political parties and 94 learners participated in this event. The programme was divided into two sections: a poetry recital session and a musical session.

13.2 **1st May procession**

To pay tribute to the martyrs of 1st May 1886 a procession was organized on 1st May 2013 by NTUF and LEF. It started from Press Club Lahore to GPO Chouk. There were thousand workers participated in it. Approximately 175 Learners form all centres participated in it.

14. **Achievements**

- All six centres are functioning properly
- About 155 learners are having education in six centres
- 43 orientation sessions have been conducted with the learners, old learners and people from surrounding communities
- A skill centre is functioning in Shahdarah centre on self-help bases to learn clothes stitching
- CMC members are playing active role for the success of centres

15. **Challenges**

- Selection of suitable places for three centres (Moman Pura, Jallo Moore and Yousaf Park) remained a challenge
- Mobilizing communities regarding the importance of literacy take time
- To maintain the numbers and interest of learners is an ongoing job
- Maintenance of centre set-up and creating an environment of class room
- In community mostly learners are living on rented places due to that their permanent link with centre is not much effective
- Regular meetings with CMC members are an issue due to different timings of their work
- Domestic workers find it difficult to spare enough time to attend classes as most of the time they work from 8 to 8 without any weekly leave. Some very active domestic workers left due to the threats from employers to reduce their wages.

Annex A: Orientation Sessions

Centre Name	Total Orientation Session	Total Participants	Female	Male
Shahdara Mustafabad Centre	8	213	209	4
Youhanabad Centre	9	206	168	38
Moman Pura Centre	8	235	216	19
Sutter Mill Centre	6	113	108	5
Ahmed Town Centre	1	15		15
Dayal House Centre	11	269	260	9

Annex B: Teachings Aid Supplies

SR. NO.	ITEM	QUANTITY	CATEGORY
1	Towel	1	CLEANING MATERIAL
2	Soap dish	1	CLEANING MATERIAL
3	mosquito spray	1	CLEANING MATERIAL
4	Soap	1	CLEANING MATERIAL
5	Sweeping Instruments (Each)	1	CLEANING MATERIAL
6	Hard Board	35	EDUCTAION MATERIAL
7	Diary for teacher	1	EDUCTAION MATERIAL
8	Duster	1	EDUCTAION MATERIAL
9	Eraser	12	EDUCTAION MATERIAL
10	Sharpener	12	EDUCTAION MATERIAL
11	Pencils	12	EDUCTAION MATERIAL
12	Loose papers English (Bundle)	1	EDUCTAION MATERIAL
13	Loose papers Urdu (Bundle)	1	EDUCTAION MATERIAL
14	Glass for learners	7	INVENTORY
15	Mug for Teacher	1	INVENTORY
16	Bucket	1	INVENTORY
13	Tray	1	INVENTORY
14	Plates	6	INVENTORY
15	Gas Cylinder	1	INVENTORY
16	Lock	1	INVENTORY
	Total	98	