

# INTERIM NARRATIVE REPORT

## Project Title:

To create awareness, educate and protect the Human/Labour Rights of vulnerable women Brick Makers in the District of Faisalabad and Toba Tek Singh, Province Punjab – Pakistan

## This Reporting Period:

5 Months (May, 2011 to September, 2011)

## Funded By:



Women Working Worldwide  
MMU Manton Building  
Rosamond Street West  
Manchester,  
UK  
Tel: 00 44 (0) 161 247 1760

## Organized By:



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# **INTERIM NARRATIVE REPORT**

## **TITLE OF THE PROJECT:**

To create awareness, educate and protect the Human/Labour Rights of vulnerable women Brick Makers in the District of Faisalabad and Toba Tek Singh, Province Punjab – Pakistan

## **DURATION OF THE PROJECT:**

Ten Months (May, 2011 to February, 2012)

## **GEOGRAPHICAL POSITION OF THE PROJECT:**

Country = Pakistan  
Province = Punjab  
Districts = 1) Faisalabad 2) Toba Tek Singh

## **LEGAL HOLDER OF THE PROJECT:**

### **HOCCS**

Handicap & Orphan Children Charity Society  
P.O. Box No. 1093, People's Colony # 2,  
Faisalabad 38090  
Pakistan.

## **CONTACT PERSON:**

Comfort Naseem  
Chairman

### **HOCCS**

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## **FUNDING ORGANIZATION:**

### **Women Working Worldwide**

Manchester

UK

Tel: 00 44 (0) 161 247 1760

**Beneficiaries of the Project (according to proposal):**

600 Brick Makers Women

**Amount Received from WWW:** GBP £ 2,000/- = Pak Rs. 281,800/-  
(28 May, 2011)

**Local Contribution:** GBP £ 1,300/- = Pak Rs. 176,750/-

**Total Cost of the Project:** GBP £ 3,300/- = Pak Rs. 458,550/-

**Aim of the Project:**

To aware, educate and protect the Human/Labour Rights of vulnerable women Brick Makers of District Faisalabad and Toba Tek Singh through Awareness Seminars, Monthly Meetings, Theatres, and Publishing Posters.

**Objectives of the Project:**

1. To educate and aware the 600 illiterate, unaware and depressed brick makers (female) about their basic human rights and labour rights.
2. To built confidence and leadership qualities among these vulnerable women brick makers to struggle for the protection of their rights at brick kiln industries.
3. To promote the idea of unions and establishment of union of women brick makers workers for the protection of their rights.
4. To guide these vulnerable women brick makers for contacting with other human rights organizations that provides legal and Para-legal aid for these marginalized communities.

**Background and Summary of the Project:**

In the present modern age, every working sector like Government, Semi-Government, Private and local has laws, rules, regulation. But unfortunately, there are still some sectors where no law, rules, regulations and system is development especially for the protection of their rights and the owners operating their own ruling.

Women Brick Makers are one of those suffering sectors. These Workers have no basic human rights as well as labor rights and are exploited by their owners vastly. They start their work early in the morning till late night. Sometime they also work continuous 24 or 48 hours without taking any rest and without any extra payment.

These workers are being treated as slaves and sometimes their kids and other family members also have to work with them. They don't know about their basic rights and have no information about their rights of jobs. These workers are living very miserable life without any facility like sanitation, health, school, electricity and entertainment. They are totally unaware about the modern age and its facilities.

These workers are given very low salary ranges between Rs. 2,500 to Rs. 3,000 (US \$ 32 – 38) per month, which is very below to poverty line. They have to do hard work without any leave and rest, sometimes if he or she is sick or busy in any matter a family member must have to go to his / her place for work.

These workers basically work as bonded laborers of the owners and have no basic human and labor rights. They cannot take any decision about themselves without the involvement or permissions of the owners / landlords. Due to extreme poverty they have to take money from their owners as loans / advance for every small thing with huge mark-up. The amount of loans increases day by day and their whole family becomes debtors of the owners and it becomes difficult for them for the repayment. For the repayment of loans their whole family also has to do work for the owners for the un-ending period.

Due to illiteracy and lack of knowledge and information, landlords/ owners exploit their basic human rights and working rights. The landlords / landowners also threaten them if they raise their voice about rights. Their children don't go to school for getting education, they have lack of health facilities, they are sexual abused at work place, they don't have any written agreement with the landlords / owners, etc.

After taking detail survey by the social organizers, the following problems arise in respect of women brick maker's rights.

1. The women brick makers are working with their owners and landlords without any written agreement.
2. The working hours of these women workers are not fixed and they have to do start work very early morning till late night.
3. The facilities of increment, job security, provident fund, medical allowance and other allowances are not given to these women workers
4. They cannot take leave and if they get leave they have to replace anybody or have to do double duty in the next day.
5. There is no overtime allowance for them.
6. The salary which is given is very low and below to poverty line.
7. There is no law, rules, and regulations for their jobs and no labor unions exist for provide protection to their labor rights.
8. They have no basic human rights and as well as labor rights and they have to do act according to the owners and landlords.
9. These female brick makers are mostly sexual harassed.

10. These workers are threatened by Landlords and owners and they make false cause against them with the help of police and political parties pressure if they disobey them.
11. These women workers have greatly discriminated they have to pay very low wage, have no maternity leaves as per the rules of the Government policy.
12. Their children don't get education due to poverty and child labor promote as these children help their parents in work.

### **ACTIVITIES UNDERTAKEN:**

The following activities were undertaken during the reporting period from May, 2011 to September, 2011.

#### **1. Introductory Meetings with Women Brick Makers:**

HOCCS organized two introductory meetings in both districts with women brick makers in the beginning of the project. The purpose of these meetings was to give them the orientation of the project and discuss with them in details about the project activities and plan of action. These meetings were held at the places selected for the awareness seminars.

#### **2. Conduction of Awareness Seminars with the Women Brick Makers:**

During the reporting period, a total 10 awareness seminars of two days were conducted with women brick makers in both districts. About 300 women brick makers participated in these awareness seminars. It was planned that the awareness seminar will be of two days and the timing of each day will be 2:30 hours. In the first day of awareness seminars, the women brick makers were educated on:

- i. Basic human rights
- ii. Basic human rights of the women
- iii. Basic labour laws
- iv. Compensation act
- v. Leave law

On the second day of awareness seminars, the women brick makers were educated on:

- i. Labour rights
- ii. Govt. compensation policy
- iii. Provident fund, and other allowances
- iv. Conflict Mangament

These topics were discussed with the women brick makers in very simple and local language (PUNJABI) for their better understanding and complete participation in the discussion. In the awareness seminars, the women brick makers were educated in details about the Contract of Employment, Working and Rest Time, Paid Leave, Maternity Leave and Maternity Protection, Pay Issues etc.

The women brick makers participated in these awareness seminars very actively and also shared their problems which they are facing at brick kiln industries by the owners. They shared the major problems:

- Low wages
- No weekly holiday granted
- Dismissal from the job without prior notice
- No written agreement of appointment
- No fixed working hours
- Lack of health facilities by the owners
- No concept of pension at retirement
- Overload of work and no compensation of over time etc.
- Lack of marriage and death grant

After sharing the problems by the women brick makers, the resource persons told that HOCCS will assist them for developing relations with other Human Rights organization for getting their rights with the collaboration of Human Rights Organizations.

### **3. MONTHLY MEETINGS:**

During the reporting period, a total 10 monthly meetings were made with the women brick makers in both districts. The project coordinator and field staff of HOCCS made these monthly meetings and also monitor the project on regular basis. In these monthly meetings the women brick makers were educated about; How to establish labour union, Procedure of the registration of labour union and its benefit for the labour workers were described in details. Developing relations with other human rights organizations were also taught in these monthly meetings.

### **4. THEATRE TRAINING AND THEATRE PERFORMANCES:**

A two day Theatre training workshop was organized for the HOCCS theatre group. This two day training focused on the issues of women brick makers, theatre techniques, effective theatre, focus area, role of the viewers, types of problems faced by women brick makers at brick kiln industries, laws and legislation regarding the rights of labour workers.

After the training workshop the theater group started its performances in the awareness seminars. Till now ten performances have been performed. The purpose of these theatre shows was to highlight the issues and conditions of the women brick makers at the brick kiln industries, role of trade union in the worker's rights struggle and their problems at brick kiln industries like; sexual harassment, low wages, no fix working hours, health and hygiene etc. HOCCS theatre group presented these performances in the awareness seminars. At the end of theatre, a problem is highlighted among the participants and solution was asked by the participants. The kind of theatres which HOCCS Theatre Group are performing is called Interactive Theater in which the viewers also perform to correct the error purposely presented in the theatre. In this way the viewers also become the part of the theatre and the issue. The interactive theatre is one of the best tool to highlight the issues among the women brick makers.

### **5. PUBLISING OF POSTERS:**

About 1000 posters were published highlighting the issues of women brick makers which they are facing at brick kiln industries. These posters were distributed among women brick makers during awareness seminars and communities of both districts. After distributing these posters the women brick makers and communities of both districts were briefly educated on the situation and points highlighted in the poster.

### **MONITORING:**

The project is being monitored on regular basis. The women brick makers views in the regular meetings is also giving the feedback of the activities implemented.

### **OUTCOMES:**

At present the outcomes of the project is little difficult to measure but some indicators can be calculated which came after the implementation of the project:

- ✓ About 280 - 300 women brick makers have participated in awareness seminars and got education about their human and labour rights.
- ✓ Punjabi language has proved very successful to make them aware of their rights and participants are willing to fight for their rights.
- ✓ Totally unknown women brick makers have got awareness in relation to our contents of seminar.
- ✓ The awareness level increased among the women brick makers about women rights and working rights at brick kiln industries.
- ✓ The interactive theatre team played a very impressive role and highlighted the issues and rights of women workers among them. These women brick makers are now well aware about their rights and the importance of labour union and its function.

- ✓ The women brick makers have shown their keen interest in the formation of labour union and HOCCS assured them to provide required assistance in this regard.
- ✓ There is some positive change in the attitude of the women brick makers came toward development and assurance of their rights.

**DIFFICULTIES FACED:**

During the first five month period, some difficulties were faced by HOCCS. Especially the terrorism and suicide bombing affected the whole country. The high rate of unemployment, instable political and bad economic condition is creating disappointing among the people. In spite of all these problems, it is encouraging that the project completed its first five months activities timely and according to the project plan with the cooperation of the project staff and along with the whole communities of the both districts.

Following, are the some difficulties which were faced by HOCCS during organizing seminars and monthly meetings.

1. Most of the women brick makers are illiterate and make them aware of their rights is quite hard.
2. They feel hesitation to participate in seminars and share about violation of their rights.
3. Sometimes we cannot forbid them to bring their children with them. If we do so, they will get angry.
4. Understanding level of women brick makers is lower.
5. Sometimes we had to wait for them as they came late, seminars start late.

**SUBMITTED BY:**

**Comfort Naseem  
Chairman  
HOCCS**

**October 14, 2011**

# A PICTORIAL GLANCE OF THE ACTIVITIES

