

ABSTRACT

According to the definition of labour unions, they have always been attributed with securing financial and non-financial benefits for their members through collective bargaining. In this article, those aspects of labour unions have been researched, which are beyond collective bargaining, through literature in the world and through actual research in Pakistan. Four persons were also interviewed. It is found that unions have also been playing various kinds of social role, beyond collective bargaining for workers and society in: public health, alleviation of poverty, and providing training and educational services to workers. Details of some of these activities in Pakistan are given.

Key Words: Labour unions, public health, poverty alleviation, training, workers' rights

INTRODUCTION

According to 'World Labour Report 1997-1998' of ILO (1998), the Australian Bureau of Statistics has defined union as: "An organization, consisting predominantly of employees, the principal activities of which include the negotiation of pay and conditions of employment for its members".

Buchmueller, et. al., (1999) stated that the role of US trade unions, in obtaining health and welfare benefits for their members, dates to the 18th century. According to Munts (1967), earlier union organizations were established for the provision of health and welfare benefits and, later on, they became engaged in bargaining over wages with employers. According to Knowles and Eade (n.d.) the core business of labour unions is to organize and press for fair terms and conditions of work, negotiate on behalf of the work force, provide services for members, bring them into the network, and mobilize them.

So trade unions are considered as organizations mainly struggling to secure benefits for their members through collective bargaining such as financial gains like raise in wages, bonuses, various allowances, insurance benefits, overtime payment as well as non-financial benefits, such as job security, comfortable work-place, recreational facilities and reducing fear of the employer. But several studies have shown that unions also have mandate beyond collective bargaining, such as in environment, energy-management, politics and law making, public health,

productivity and efficiency improvement, in addition to role in poverty-alleviation and disasters like earthquakes. Participants of the Conference on Sustainable Development (CSD, 2001) admitted that trade unions have taken an active role in other international fora on issues of sustainable development, including: the Organization for Economic Cooperation and Development (OECD), European Union (EU), Food and Agricultural Organization (FAO), World Health Organization (WHO), World Trade Organization (WTO), International Labour Organization (ILO), and the United Nations Environment Programme (UNEP). Thus, unions want to cooperate with local and national governments, other major groups, and international agencies to bring about patterns of decision-making that are consistent with the goals of sustainable development.

HYPOTHESES

H₀: Unions are socially dull bodies, exerting efforts only for seeking benefits for their members.

H₁: Unions are not socially dull bodies, and exert efforts for social welfare, besides seeking benefits for their members.

RESEARCH METHODOLOGY

Focus of this research is to determine the social efforts of trade unions, particularly in Pakistan. Therefore, this research article has been developed on descriptive secondary information about labour unions in alleviation of poverty, public health and safety, for education and awareness-building throughout the world obtained from research literature. The research based on actual descriptive-cum-numeric data about Pakistani unions and Europe-based unions working directly or in collaboration with Pakistani unions, for welfare and betterment of workers and society in Pakistan. This is a descriptive research and readers like unionists and workers who are not familiar with quantitative methods can also read it.

LITERATURE REVIEW

Role for Public-Health and Sustainable Development

According to CSD (2001), the tradition of union-management partnerships for occupational health and safety is being expanded to include sustainable

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Social Role of Labour Unions

development. These “partnerships” imply that employers and workers share an interest in the overall state of environment, and in so far as they are based on trust, equity and transparency, can be powerful motivators for change. Occupational health and safety toolkits are being developed to guide health and safety activists through identification/analysis of and in response to workplace-problems, these are now being ‘repackaged’ to accommodate environmental concerns or activities. A workplace-culture of occupational health and safety is now being incorporated into a workplace culture of sustainable development, as unions undertake campaigns that encourage workers to see themselves also as ‘environmental citizens’.

UNO admitted during “World Summit on Sustainable Development” WSSD (2002) that trade unions of the world have formulated a position on sustainable development, based on research and interaction with members and employers. This position is distinguished by a clear focus on the Social Dimension and, in particular, on quality employment as the key to poverty eradication and other sustainable development priorities. According to the discussants of World Summit on Sustainable Development (WSSD), the Japan International Labour Foundation (JILAF) has sponsored health and safety training-programmes for thousands of workers, by training trainers in Bangladesh, Japan, Mongolia, Pakistan, and the Philippines. Italian unions participated in multi-party agreement to protect Mediterranean Sea by extending safety measures on ships carrying dangerous cargoes.

UNO underlined the fact in WSSD held in 2002 that since 1992, AIDS/HIV has emerged as one of the most pressing work-place issues of our time, with 23 million working people suffering from this disease (17.5 million in 43 African countries alone). According to WSSD the ICFTU (International Confederation of Free Trade Unions, present ITUC) African Regional Organization (AFRO) has launched a five-year plan on AIDS, focusing on workers in road and maritime transport, mining, agriculture, commerce and hotel sectors in sub-Saharan Africa. Public Services International (PSI) and International Transport Workers’ Federation (ITF) have also launched projects, in the belief that trade unions can ensure more sensitive treatment of workers facing this disease.

ILO (2005) reported that trade unions around the world have made HIV/AIDS prevention and care a priority

area of their work, by using their expertise in dealing with occupational health and safety hazards, as well as environmental concerns to fight the pandemic. The value addition of trade unions in the fight against HIV/AIDS is that they have closer links to their members, are trusted by them, and can, therefore, easily relate to those who are infected. Trade unions are also developing partnerships with employers, as is spelt out in the ICFTU-International Organization of Employers (IOE) statement entitled “Fighting HIV/AIDS together: A Programme for future engagement”. The Ghana Employers Association has been running its HIV/AIDS project with the Ghana Trades Union Congress since mid-2001. In the domain of car industry in South Africa, Ford has established a well-functioning partnership for HIV/AIDS with the Congress of South African Trade Unions (COSATU), affiliated with National Union of Metal and Allied Workers of South Africa, through the involvement of shop stewards. One particular area where the voice of trade union has been heard more and more is the campaign for high quality, cheap and affordable life-saving drugs. Pressure has been put on governments to ensure that the WTO Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS) and intellectual provisions in regional and bilateral trade-agreements are implemented in a manner that does not impede such access. The vulnerabilities of the poor also mean that work-related accidents often plunge entire extended families into extreme poverty. According to ILO, some 2.2 million people worldwide succumb to work-related accidents or diseases every year. Some 160 million are victims of work-related illnesses and around 270 million occupational accidents occur annually. One can, therefore, appreciate the scale of the problem. The basic work of trade unions, to ensure compliance with health and safety regulations at work, is, therefore, a crucial contribution to poverty-reduction.

Heins (2004) reported that since United Nations Conference on Environment and Development (UNCED), labour unions have engaged in a wide range of activities. For example, labour union members have participated in sessions of OECD, FAO, WHO, WTO, ILO and UNEP that address the issue of sustainable consumption and production. Moreover, they have been involved in a large number of national and local initiatives to promote mainly the social pillar of sustainable consumption and production. Additionally, represented by the ICFTU, they have been actively involved in the CSD (Conference on Sustainable Development) mechanism since 1996 when the ICFTU for the first

time coordinated the input of labour union to the CSD as a one-hour 'Day of the Workplace' session. The contribution in 1997 was a session themed 'Trade Union Dialogue'. In the following years, labour unions' input to the CSD focused on the role of workers and unions with respect to concrete thematic aspects of sustainable development, such as Business and Industry (1998), Sustainable Tourism (1999), Food and Agriculture (2000), and Sustainable Energy, and Transportation (2001). Over the years, not only ICFTU and Trade Union Advisory Committee (TUAC) to the OECD participated in the dialogue sessions with other stakeholders, but also other international unions representing various industrial sectors.

Social Role in Alleviation of Poverty

Ebbinghaus (2002) expressed the view that unions use their institutionalized involvement in social policy-governance in order to advance their interests in the ongoing reform process.

According to World Bank (1995), the struggle against poverty is intrinsic to the trade unions' mission and they have actively engaged in poverty-alleviation strategies throughout their history. While concurring that the consequences of union activity will vary from country to country, Aidt and Tzannatos (2001), using evidence predominantly drawn from the OECD countries, acknowledge that trade unions can smooth out the employer-employee relationship through their actions to enforce agreements and by providing channels for employees to voice their grievances. Moreover, through policy-dialogue trade unions make representations to governments and international agencies and campaign for pro-poor policies, monitor them and promote the formulation of alternative ones.

According to ILO (2005), the organizing work of trade unions is one key-effort at poverty-eradication. The more organized the workers are the better they can determine their own destiny as they best understand their own economic and political situation. The ILO report further revealed that trade unions are a crucial part of the fight against poverty and their actions contribute to regulation of global economy. Trade unions together with other organizations are involved in the 'Global Call to Action against Poverty', and campaign for extended debt-cancellation for all low-income countries without IMF/World Bank structural adjustment conditionalities. Historically, trade unions have equitable redistribution of the gains from economic growth, reducing poverty amongst the lowest wage-earners through their collective

bargaining activities. This involves initiatives such as organizing unemployed youth in the informal economy, organizing market women and establishing coalitions with peasant associations. These initiatives include targeted programmes, aimed directly at the poor or at the working poor, involvement in campaigns or collective bargaining in order to defend and promote rights at work, and policy interaction at national or international levels, in order to create the conditions for poverty eradication and for pro-poor policies. The earliest benefits that trade unions from the United States and the United Kingdom offered included providing resources for a decent burial and the campaign for good public education for children.

According to Knowles and Eade (n.d.), many of the large European and North American labour unions and global or regional union federations also raise funds from their members for aid and development work. These are far too many to be described individually, but some of the most important include AFCSME, AFL-CIO and the United Electrical, Radio and Machine Workers of America (UE) in the United States; the Deutsche Gewerkschaftsbund in Germany; the Federatie Nederlandse Vakbeweging in the Netherlands; the Trade Unions Congress in the UK; and many unions in Scandinavia. Some of these have formed specialist development organizations, such as Norwegian People's Aid (NPA) networks, and special union funds, such as the Steelworkers' Humanity Fund, founded by the United Steelworkers of Canada, whose members donate 40 cents a week on the basis of which co-funding from the government is leveraged, currently running at a total of CA\$5 million, annually.

Role in Training, Education and Skill Building

According to some researches, unions are also taking interest in workers' training, education and skill building, convincing either government or employers to arrange training or arranging training programmes themselves to build their skill and enhance the earning capacity of workers. Aidt and Tzannatos (2001) wrote that unionized workers tend to receive more training than their non-unionized counterparts, especially company-related training.

According to CSD (1998) and WSSD (2002), in India 'West Bengal Cha Mazdoor Sabha' (union) educates its members on the safe use of agro-chemicals and workers' rights. Port and dockworkers of the Hind Mazdur Sabha (HMS) educated and organised cargo handlers, in response to illegal imports of hazardous goods.

Social Role of Labour Unions

Wong (2000) stated that in Singapore, unions urged employers to invest in training of workers and also negotiated training clauses in collective agreements and sought to ensure higher subsidies for training low-skilled/low-income workers. She further wrote that unions urged workers to enhance their skills as a means to ensure employment-security by keeping pace with changing job requirements and to increase their earning capability in the longer term. To help workers to remain employable throughout life by providing nationally certified skill-training, National Trade Union Confederation approached employers to sponsor their employees for Skills-Upgrading Programmes in December 1996. On 30th June 1999, a total of 288 companies had committed 21,800 workers for Skill Redevelopment Programme (SRP) training in five general launches and nine sectoral launches, since December 1996.

According to Katz, et. al., (1993), in many countries unions are effectively involved in vocational education programmes. Adji (2002) reported that in Niger, the USTN (Union des Syndicats des Travailleurs du Niger) is running a project to provide low-cost training to workers. The USTN is also running a training school and an agricultural project.

According to WSSD (2002) in the Czech Republic, the Mine, Geology and Oil Industry Workers' Union's "Train the Trainers Programme" extends awareness into the community. Russian and Norwegian unions cooperate in the Barents Region to provide training and job experience for Russian workers, engineers and advisers in Cleaner Production (CP) technology, waste minimization, energy conservation, and sound ecological processes.

Mishel and Walters (2003) were of the opinion that unions also created awareness about laws regarding health, such as in USA about FMLA's existence and regulations.

Booth, et. Al., (2003), using data of British Household Panel Survey 1991-96, found that union-covered workers were more likely to receive training and also received more days of training relative to non-covered workers. Among workers who received training, those with union-coverage enjoyed greater returns to training and higher wage-growth than did those without it.

Trade Union Congress (TUC) (2006), in a briefing paper, reported that union presence has a significant impact on the incidence of training. Analysis of the

2003 Labour Force showed that 39% of union members had been engaged in some training in the previous three months, compared to only 26% of non-unionized employees. TUC also reported that employees get more training when the issue is negotiated with employers through unions, rather than employers simply consulting the unions about the organization's training strategy. TUC referred to a research by Francis Green 1996 which demonstrated that unionized workplaces were 17% more likely to have a training centre and 11% more likely to have a training plan. TUC referred to other studies showing that training is more likely to deliver benefits to members when unions not only secure recognition from the employers but also play an active role in taking decisions about what is provided.

The participants of the conference on sustainable development acknowledged that trade unions have developed capacity for work-place centred education because unions are the foremost providers of adult education in many countries (CSD, 2001).

The discussants of Regional Meeting (1999) threw light on the potentially significant role of unions towards building social cohesion through establishing institutions for skill development, mobilization of investable resources, and through the development of cooperatives aimed at the provision of housing, credit and consumer services.

Fahlbeck (1999) evidenced it by reporting that, in Sweden, the extensive training and education programmes are conducted by virtually all unions. LO, for example, has a wide range of educational programmes and runs several schools. Anyemedu (2002) also reported that, in Ghana, the TUC has made the education of the members one of its priority concerns.

ILO (2005) reported that a number of labour unions have made undertakings for education, awareness raising and advocacy. In Colombia, in 1995, reacting to the massive wave of dismissals from government institutions, the Women's Bureau of the Single Confederation of Workers of Colombia (CUT) started working out strategies to provide the labourers with vocational training. This gave birth to the House for Working Women Heads of Household (Casa de la Mujer Trabajadora Jefa de Hogar), which later started to train women in non-traditional trades by means of programmes in finishing and silver plating, electrical fitting and graphic arts. Similarly, Argentina's Sindicato Único de Trabajadores de Edificios de Rentay

Horizontal (Single Trade Union of Concierges) (SUTERH) opened the Centre for Professional Education in 1992 to provide basic knowledge on occupational health and safety. In 1999, SUTERH established the Higher Education Institute and currently offers education in Applied Computing Sciences, Security and Hygiene at Work and Technician Degrees in Intelligent Buildings.

Unions have also given workers awareness about their rights, as Mishel and Walters (2003) quoted the view that union members were about 10% more likely to have heard of the FMLA (in USA) and understand whether or not they were eligible. This is because of awareness given to them by unions.

Role in Human Rights

Swedish unions are at the forefront in promoting human rights, including union rights. They strongly advocate the inclusion of basic ILO Conventions in international instruments, such as the WTO charter (Fahlbeck 1999).

SOCIAL ROLE OF TRADE UNIONS IN PAKISTAN

Pakistani unions APFOL (All Pakistan Federation of Labour), PWF (Pakistan Workers Federation having one million members) with the sponsorship of foreign unions like Italian union CISL (Confederazione Italiana Sindacati Lavoratori) through its NGO named ISCOS (Istituto Sindacale Per La Cooperazione Allo Sviluppo), Japanese Union Rengo, Swedish Federation of Trade Unions, LO (Landsorganisationen i Sverige) and Danish union FTF (Confederation of Salaried Employees and Civil Servants) did work in social sector beyond collective bargaining, as listed below.

Healthcare

In Pakistan, the Italian trade union CISL through ISCOS (which is its NGO), in collaboration with Pakistani trade unions, rendered services in healthcare. Under 'Primary Health Care Project for Afghan Refugees 2002-2004', ISCOS set up and equipped a clinic with medical staff in Afghan refugee camp at Khakki Village (District Mansehra of NWFP province). Moreover, ISCOS, under ISCOS-CISL/ Piemonte Afghan Refugees Project 2002-2006, set up three medical teams working in shifts to examine Afghan refugee patients of Nauthia (Peshawar) and Khurasan (FATA) camps.

Shelters and Orphanages

Under ISCOS-CISL's "Piemonte Afghan Refugee Project 2002-2006", ISCOS has built three family shelters in Peshawar to house 90 Afghan orphans. These orphanages provide them with healthcare, education and psycho-pedagogic counseling to move them towards a better future.

Services in Earth Quake

In October 2005, Pakistan suffered from a very disastrous earth-quake which, according to official record, claimed 87,000 lives including 19,000 children in schools. Besides this, thousands of innocent children were injured and hundreds of schools collapsed and became unfit for educational activities. Thousands of children became orphans and remained were left without any support. PWF (Pakistan Workers Federation) worked to help out the quake-trodden people by providing food, blankets, quilts and other items of daily use. ISCOS rebuilt two permanent schools in quake-affected districts of Mansehra and provided tents; learning material, such as books, notebooks, blackboards and tool kits for teachers; and helped in establishment of tent schools. During February-July 2006, a three-day orientation/training was provided to 9500 teachers in the earthquake-affected area.

Training and Skill Building

i. Training to Workers: CISL through ISCOS, during the three year period, provided training under the 'Trade Union Education Unit' of ISCOS to Pakistani workers and communities in the following fields:

- *Trade Union Education and Administration:* 18 master trainers (as instructors) and 90 trainers were imparted with specialized training in order to impart further training down the line. (Detail is enumerated in Table-1).
- *Organizing the Un-organized:* 18 master trainers (as instructors) and 102 trainers were imparted training to impart further training down the line. (Detail is enumerated in Table-2).
- *Collective bargaining/Tripartite Institutions and Social Dialogue:* 19 master trainers (as instructors) and 102 trainers were imparted training to impart further training down the line

Social Role of Labour Unions

Table - 1: Training Activities on "Basic Trade Union Education & Administration"

Training National / Regional	Schedule	Place	No. of Participants	
			Male	Female
National	15 th - 19 th Sep 2004	Islamabad	14	4
Regional	1 st - 5 th Oct 2004	Sialkot	14	4
Regional	30 th Nov - 4 th Dec 2004	Quetta	18	0
Regional	27 th - 31 st Dec 2004	Peshawar	15	3
Regional	15 th - 19 th Jan 2005	Lahore	15	3
Regional	9 th - 13 th Mar 2005	Karachi	13	5

Table - 2: Training Activities on "Organising the Unorganised"

Training National / Regional	Schedule	Place	No. of Participants	
			Male	Female
National	2 nd - 6 th Mar 2005	Islamabad	17	1
Regional	2 nd - 6 th Mar 2005	Peshawar	18	0
Regional	17 th - 21 st Apr 2005	Quetta	18	0
Regional	27 th - 31 st Jul 2005	Swabi	20	0
Regional	21 st - 25 th Aug 2005	Sialkot	20	4
Regional	30 th Sep - 4 th Oct 2005	Karachi	20	4

Table - 3: Training Activities on "Collective Bargaining through Economic and Financial Analysis"

Training National / Regional	Schedule	Place	No. of Participants	
			Male	Female
National	2 nd - 6 th Jan 2006	Islamabad	15	04
Regional	30 th Jan - 3 rd Feb 2006	Khairpur Mirs	13	05
Regional	27 th - 31 st Mar 2006	Faisalabad	15	04
Regional	17 th - 21 Apr 2006	Karachi	20	05
Regional	24 th - 28 th Apr 2006	Peshawar	18	02
Regional	18 th - 22 nd Dec 2006	Sialkot	12	08

(Detail is enumerated in Table-3).

- *Gender awareness:* 21 master trainers (as instructors) and 110 trainers were imparted training to impart further training down the line. (Detail is enumerated in Table-4).
- *HIV-AIDS & Family Planning:* 19 master trainers (as instructors) and 109 trainers were imparted training to impart further training down the line. (Detail is enumerated in Table-5).
- *Economic Literacy:* 19 master trainers (as instructors) and 126 trainers were imparted training to impart further training down the line. (Detail is enumerated in Table-6).
- *Trade Union Finance:* 726 trainers were imparted training to impart further training down the line. (Detail is enumerated in Table-7).
- *Civic education for Labour Councillors:* 289 trainers were imparted training of labour laws and civic education to impart further training

Table - 4: Training Activities on "Gender Sensitization"

Training National / Regional	Schedule	Place	No. of Participants	
			Male	Female
National	12 th - 16 th June 2006	Islamabad	12	9
Regional	6 th - 10 th Aug 2006	Quetta	10	10
Regional	6 th Nov - 10 th Nov 2006	Sialkot	11	13
Regional	5 th Dec - 9 th Dec 2006	Karachi	11	9
Regional	20 th Jan - 24 th Jan 2007	Peshawar	13	13
Regional	6 th Feb - 10 th Feb 2007	Faisalabad	11	9

Table - 5: Training Activities on "HIV/AIDS & Family Planning"

Training National / Regional	Schedule	Place	No. of Participants	
			Male	Female
National	26 th Feb - 2 nd Mar 2007	Islamabad	13	6
Regional	13 th Mar - 17 th Mar 2007	Hyderabad	14	7
Regional	26 th Mar - 30 th Mar 2007	Peshawar	17	3
Regional	10 th - 14 th Apr 2007	Quetta	22	0
Regional	14 th May - 18 th May 2007	Sialkot	11	13
Regional	28 th Aug - 1 st Sept 2007	Karachi	12	10

Table - 6: Training Activities on "Economic Literacy For Trade Unions"

Training National / Regional	Schedule	Place	No. of Participants	
			Male	Female
National	25 th - 29 th Jun 2007	Islamabad	16	3
Regional	28 th Jul - 1 st Aug 2007	Peshawar	18	3
Regional	6 th - 10 th Aug 2007	Quetta	20	0
Regional	21 st - 25 th Aug 2007	Lahore	13	9
Regional	26 th - 30 th Aug 2007	Karachi	15	7
Regional	9 th - 13 th Jul 2007	Sialkot	14	7
Regional	16 th - 20 th Jul 2007	Swabi	13	7

down the line to newly elected labour leaders. (Detail is enumerated in Table-8).

- *Training of Trainers (TOT) for Capacity Building: ISCOS-CISL-PWF Project* completed a batch-wise series of training modules. During this training series, 84 master trainers were trained by conducting 5 national training courses of 5 days each, in various industrial towns. These master trainers further trained 1341 (1255 male and 86 female) paralegal experts by conducting 26 five-day, 37 two-day and a three-day regional follow-up courses. (Detail of the

courses conducted and trainees is given in Table-9).

Besides these, other programmes as per details given below were also launched for trainings of trainers:

- Five-day training of trainers (TOT) programme, conducted in Swabi from 13th to 17th August 2006;
- Five-day training of trainers (TOT) programme, conducted in Sialkot from 3rd to 7th September 2006;
- Five-day National Training of Trainers

Social Role of Labour Unions

Table - 7: One-Day forum on “Trade Union Finance”

Training	Schedule	Place	No. of Participants	
			Male	Female
Regional	8 th Dec 2006	Islamabad	280	26
Regional	10 th Jan 2007	Peshawar	96	10
Regional	1 st Feb 2007	Khairpur	90	44
Regional	29 th Sept 2007	Taxila	75	0
Regional	30 th Sept 2007	Sialkot	60	45

Table - 8: One-Day forum on “Civic Education for Labour Councillors”

Training	Schedule	Place	No. of Participants	
			Male	Female
Regional	24 th Sept 2005	Topi	36	03
Regional	25 th Sept 2005	Karnal Sher Killi	48	08
Regional	28 th Sept 2005	Lahore	73	21
Regional	1 st Oct 2005	Swabi	92	08

(TOT) programme on “Basic Concepts of Human Workers Rights and International Labour Standards”, conducted in Islamabad from 4th to 8th September 2006;

- Five-day TOT programme, conducted in Islamabad from 27th November to 1st December 2006.

- *Paralegal Training:* ISCOS, with cooperation of PWF (Pakistan Workers Federation), trained many union-leaders as paralegal persons by educating them in labour laws and got it approved from government of Pakistan for them to appear in labour courts to plead the cases for themselves or for their fellow-workers, as law-counselors despite having no formal law education. During these courses, 351 (327 male and 24 female) unionists were trained. This effort will help those aggrieved workers who cannot afford heavy fees of professional lawyers. In this regard, three national and eighteen regional trainings were conducted in three phases in the years 2005 to 2007. Detail of the training activities under the ‘Trade Union Education Unit’ of ISCOS is enumerated in Tables-10-a, 10-b and 10-c.

Labour unionists, trained in these courses, further conducted follow-up courses to train other labour unionists as paralegal workers.

- *Occupational safety, health and environment*

(OSHE): ISCOS imparted a five-day and a two-day training on occupational safety, health and environment, covering the topics of industrial accidents and precautionary measures to avoid them, first aid, material handling, safety guards, utilizing natural resources at work place, pollution-free workplace, emergency help, significance of OHS in charter of demand, and national and international laws relating to OHS. During these trainings, 700 industrial workers in different enterprises of Gadoon industrial estate and 840 industrial workers in different enterprises of Sialkot industrial estate were trained. ISCOS conducted courses for the workers of mines on Mines Safety, in collaboration with Swedish Labour Federation (LO) and Danish Workers Federation (FTF) and Pakistan Workers Federation (PWF).

- ii. *Training to other communities:* CISL/ISCOS, under the project “Support for Afghan Refugee and Hosting Communities March to August 2006”, provided vocational training in marketing skill to Afghan and Pakistani communities in Peshawar districts and Kurram and Bajaur agencies, so that they can successfully run their businesses after returning to their country.

Gender Sensitization

In Pakistan, sensitizing the trade unions regarding gender is the only way to improve their membership in

**Table - 9: Trainers Training Module (TTM- 1 to 3) and their follow up
List of Activities held at Sialkot Industrial Estate, Gadoon Industrial Estate, District Swabi, Hattar
Industrial Estate, Haripur and Hub Industrial Estate, Balochistan**

S. No	Activity	Place	From	To	No. of Days	No. of Participants
1	Trainers Training Module-I (TTM-I) National Training	Gadoon (Swabi)	28-Jan-05	1-Feb-05	5	22
2	Trainers Training Module-I (TTM-I) National Training	Sialkot	11-Feb-05	15-Feb-05	5	20
3	2-Day Follow up Training Programme of TTM-I	Fauji Corn Complex, Gadoon	17-Feb-05	18-Feb-05	2	20
4	2-Day Follow up Training Programme of TTM-I	Marble Mines Tarakoh, Gadoon	22-Feb-05	23-Feb-05	2	20
5	2-Day Follow up Training Programme of TTM-I	Al Mozamal Steel, Gadoon	24-Feb-05	25-Feb-05	2	20
6	2-Day Follow up Training Programme of TTM-I	Bilal Chemical Gadoon	26-Feb-05	27-Feb-05	2	28
7	2-Day Follow up Training Programme of TTM-I	Gadoon Textile Mills Gadoon	6-Mar-05	7-Mar-05	2	25
8	2-Day Follow up Training Programme of TTM-I	Almuzamal Steel Corp. Gadoon	11-Mar-05	12-Mar-05	2	20
9	2-Day Follow up Training Programme of TTM-I	Saif Textile mills Gadoon	19-Mar-05	20-Mar-05	2	23
10	2-Day Follow up Training Programme of TTM-I	Vision Technologies Corp. Sialkot	21-Mar-05	22-Mar-05	2	20
11	2-Day Follow up Training Programme of TTM-I	Swabi	23-Mar-05	24-Mar-05	2	20
12	2-Day Follow up Training Programme of TTM-I	Haripur	26-Mar-05	27-Mar-05	2	20
13	2-Day Follow up Training Programme of TTM-I	Talon Sports Sialkot	26-Mar-05	27-Mar-05	2	20
14	2-Day Follow up Training Programme of TTM-I	Karnal Sher Killi Distt. Swabi	28-Mar-05	29-Mar-05	2	20
15	2-Day Follow up Training Programme of TTM-I	Pokal Industries Sialkot	28-Mar-05	29-Mar-05	2	20
16	2-Day Follow up Training Programme of TTM-I	Gadoon (Swabi)	30-Mar-05	31-Mar-05	2	20
17	Trainers Training Module-I (TTM-II) National Training	Gadoon (Swabi)	7-Apr-05	11-Apr-05	5	14
18	2-Day Follow up Training Programme of TTM-I	Saga Sports Sialkot	2-Apr-05	3-Apr-05	2	20
19	2-Day Follow up Training Programme of TTM-I	Saga Sports Sialkot	9-Apr-05	10-Apr-05	2	20
20	2-Day Follow up Training Programme of TTM-I	Modesty Sports Sialkot	13-Apr-05	14-Apr-05	2	20
21	2-Day Follow up Training Programme of TTM-I	Tramondi Sports Sialkot	16-Apr-05	17-Apr-05	2	20

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Social Role of Labour Unions

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22	2-Day Follow up Training Programme of TTM-I	United Surgical Sialkot	21-Apr-05	22-Apr-05	2	20
23	2-Day Follow up Training Programme of TTM-I	Hemalia Trading Co. Sialkot	23-Apr-05	24-Apr-05	2	20
24	2-Day Follow up Training Programme of TTM-I	Forward Sports Sialkot	25-Apr-05	26-Apr-05	2	20
25	Trainers Training Module-I (TTM-II) National Training	Sialkot (Swabi)	6-Jul-05	10-Jul-05	5	14
26	Trainers Training Module-I (TTM-II) National Training	Gadoon (Swabi)	14-Jul-05	18-Jul-05	5	14
27	5-Day Follow up Training Programme of TTM-II	(Swabi)	7-Dec-05	11-Dec-05	5	20
28	5-Day Follow up Training Programme of TTM-II	(Swabi)	26-Dec-05	30-Dec-05	5	20
29	5-Day Follow up Training Programme of TTM-II	Gadoon (Swabi)	06-Jan-06	10-Jan-06	5	20
30	5-Day Follow up Training Programme of TTM-II	Gadoon (Swabi)	23-Jan-06	27-Jan-06	5	20
31	5-Day Follow up Training Programme of TTM-II	Gadoon (Swabi)	06-Feb-06	10-Feb-06	5	20
32	5-Day Follow up Training Programme of TTM-II	Gadoon (Swabi)	20-Feb-06	24-Feb-06	5	20
33	5-Day Follow up Training Programme of TTM-II	(Swabi)	06-Mar-06	10-Mar-06	5	20
34	5-Day Follow up Training Programme of TTM-II	Gadoon (Swabi)	20-Mar-06	24-Mar-06	5	20
35	2-Day Follow up Training Programme of TTM-II	Gadoon (Swabi)	04-Feb-06	05-Feb-06	2	24 (Female)
36	2-Day Follow up Training Programme of TTM-II	Gadoon (Swabi)	25-Mar-06	26-Mar-06	2	20 (Female)
37	5-Day Follow up Training Programme of TTM-II	Sialkot	08-Dec-06	12-Dec-06	5	21
38	5-Day Follow up Training Programme of TTM-II	Sialkot	21-Dec-06	25-Dec-06	5	21
39	5-Day Follow up Training Programme of TTM-II	Sialkot	24-Jan-06	28-Jan-06	5	21
40	5-Day Follow up Training Programme of TTM-II	Sialkot	17-Jan-06	21-Jan-06	5	20
41	5-Day Follow up Training Programme of TTM-II	Sialkot	14-Feb-06	18-Feb-06	5	21
42	5-Day Follow up Training Programme of TTM-II	Sialkot	27-Mar-06	31-Mar-06	5	21
43	5-Day Follow up Training Programme of TTM-II	Haripur	09-Apr-06	13-Apr-06	5	20
44	2-Day workshop on Gender Awareness	Gadoon	22-Apr-06	23-Apr-06	2	20 (Female)
45	2-Day workshop on organized the un-organized	Gadoon	26-May-06	27-May-06	2	22 (Female)
46	2-Day Follow up Training Programme of TTM-I	Sialkot	26-Jan-07	27-Jan-07	2	21
47	2-Day Follow up Training Programme of TTM-I	Sialkot	29-Jan-07	30-Jan-07	2	21

continue...

...continued

48	2-Day Follow up Training Programme of TTM-I	Sialkot	6-Feb-07	7-Feb-07	2	23
49	2-Day Follow up Programme of TTM-I	Sialkot	27-Feb-07	28-Feb-07	2	23
50	2-Day Follow up Training Programme of TTM-I	Sialkot	6-Mar-07	7-Mar-07	2	21
51	2-Day Follow up Training Programme of TTM-I	Sialkot	8-Mar-07	9-Mar-07	2	22
52	2-Day Follow up Training Programme of TTM-I	Sialkot	13-Mar-07	14-Mar-07	2	22
53	5-Day Follow up Training Programme of TTM-II	Sialkot	19-Mar-07	23-Mar-07	5	23
54	2-Day regional Training Programme of TTM-I	Sialkot	29-Mar-07	30-Mar-07	2	22
55	5-Day Follow up Training Programme of TTM-II	Sialkot	3-Apr-07	7-April-07	5	18
56	2-Day Training Programme on OSHE	Hub, Balochistan	10-Apr-07	11-April-07	2	21
57	2-Day Follow up Training Programme of TTM-I	Sialkot	09-Apr-07	10-April-07	2	21
58	3-Day Training Programme on OSHE for Local bodies	Swabi	20-Apr-07	22-April-07	3	23
59	5-Day Follow up Training Programme of TTM-II	Sialkot	12-June-07	16-June-07	5	19
60	5-Day Follow up Training Programme of TTM-II	Sialkot	10-July-07	14-July-07	5	21
61	5-Day Follow up Training Programme of TTM-II	Sialkot	17-July-07	21-July-07	5	21
62	5-Day Follow up Training Programme of TTM-II	Sialkot	07-Aug-07	11-Aug-07	5	21
63	5-Day Follow up Training Programme of TTM-II	Sialkot	14-Aug-07	18-Aug-07	5	20
64	5-Day Follow up Training Programme of TTM-II	Sialkot	21-Aug-07	25-Aug-07	5	21
65	2-Day Training Programme of OSH	Hub, Balochistan	24-Aug-07	25-Aug-07	2	21
66	5-Day Follow up Training Programme of TTM-II	Sialkot	27-Aug-07	31-Aug-07	5	20
67	5-Day Follow up Training Programme of TTM-II	Sialkot	3-Sept-07	7-Sept-07	5	10
68	5-Day Follow up Training Programme of TTM-II	Sialkot	8-Sept-07	12-Sept-07	5	18
69	2-Day Training Programme on OSHE	Hub, Balochistan	13-Sept-07	14-Sept-07	2	21

the unions. Women participation in trade-unions is negligible and in labour leadership it is almost at zero level. For building active women-participation in trade unions, PWF (Pakistan Workers Federation), the cooperation of ILO (International Labour Organization), developed 120 women labour-leaders by conducting workshops in Quetta, Hyderabad, Karachi, Rawalpindi, Peshawar and Lahore.

Organizing the Un-organized

According to ILO (2005), organizing the work of trade unions is one key-effort for poverty eradication. More organized the workers are, the better they can determine their own destiny, as they best understand their own economic and political situation. The ILO

Social Role of Labour Unions

Table - 10(a): Paralegal Training Programme-Phase I

Training National / Regional	Date	Place	No. of Participants	
			Male	Female
National	5 th - 9 th Jan 2005	Islamabad	17	1
Regional	21 st - 25 th Feb 2005	Islamabad	18	0
Regional	27 th - 31 st Mar 2005	Peshawar	16	2
Regional	17 th - 31 st Apr 2005	Quetta	18	0
Regional	30 th Sept - 4 th Oct 2005	Karachi	15	3
Regional	15 th - 19 th Nov 2005	Lahore	19	0
Regional	15 th - 19 th May 2006	Quetta	18	2
Regional	11 th - 15 th Feb 2007	Hyderabad	26	0

report further revealed that trade unions are a crucial part of the fight against poverty and their actions contribute to regulation of the global economy. In this regard, ISCOS organized the un-organized workers by setting up/registering 65 new trade unions and 13,500 new members of unions, and making workers aware of their rights and duties, according to national and international legislation.

Abolishing Child-Labour/Children Education and Awareness

Pakistani trade union APFOL (All Pakistan Federation of Trade Unions), with sponsorship of Japanese trade unions Rengo-(JILAF), exerted efforts for child-labour elimination and rehabilitation of these children. They provided education upto Matric (10th class) to 80 children working in brick kilns. ISCOS, under "Block Grant Project January 2006 to December 2008", established 3 new middle schools (up to 8th class) for children working in carpet-weaving sector and provided education on health and basic human rights

through rehabilitation centres, and basic education and skills for working/street children to improve their living conditions in Pakistan. Families of child-labourers were provided with a monthly stipend, in order to prevent exploitation of these children.

Human Rights/Workers Rights

APFOL (the present PWF) and ISCOS co-funded by EC worked for giving awareness to workers about their rights. For strengthening civil-society participation to promote and defend workers' rights, a five-day national training programme titled "Basic Concepts of Human, Workers' Rights and International Labour Standards", was held in Islamabad on 8th September 2006. In total, 20 participants, representing various NGOs/CBOs from all over Pakistan, benefited from the training.

During three-year period from 2004 to 2007, a series of (12) national-level trainings were conducted by the ISCOS-CISL in collaboration with NGOs. Courses

Table - 10(b): Paralegal Training Programme-Phase II

National / Regional Training	Date	Place	No. of Participants	
			Male	Female
National	14 th - 19 th Dec 2005	Islamabad	11	0
Regional	24 th - 28 th Jan 2006	Karachi	10	5
Regional	20 th - 24 th Feb 2006	Lahore	15	0
Regional	28 th Feb - 4 th Mar 2006	Peshawar	14	3
Regional	25 th - 29 th Mar 2006	Islamabad	14	0
Regional	13 th - 17 th Mar 2007	Hyderabad	24	0

Table - 10(c): Paralegal Training Programme-Phase III

Training National / Regional	Date	Place	No. of Participants	
			Male	Female
National	9 th -13 th Sept 2006	Islamabad	10	0
Regional	5 th - 9 th Dec 2006	Karachi	11	5
Regional	18 th - 22 th Dec 2006	Sialkot	11	0
Regional	10 th - 14 th Jan 2007	Peshawar	14	3
Regional	6 th - 10 th Feb 2007	Faisalabad	14	0
Regional	10 th - 14 th Apr 2007	Quetta	12	0
Regional	16 th - 20 th Apr 2007	Hyderabad	20	0

were conducted on workers' rights in collaboration with NGOs, viz., 'Takhleeq Foundation' (partner NGO in Sindh province), 'De Lass Gull' (Partner NGO in NWFP Province), 'BEEJ', Quetta (partner NGO Balochistan province), 'SUDHAAR' (partner NGO Punjab province) and 'SHARP' (partner NGO Federal Area, Islamabad). The purpose of these trainings was to train 60 master trainers, who further trained 400 local level trainers to disseminate the message on workers' rights at the grass-roots level.

Other Services

Community Meetings for Farmers Co-operatives Societies and Women Organization: A series of community meetings, for raising awareness, began with farmers and women workers in various regions. During the reporting period, nine community meetings were held in various rural areas of Pakistan, especially in Sindh and Balochistan, in order to disseminate messages for the protection of the rights of workers and to give the opportunity to women to speak about their problems. The total number of participants in these activities was 764, including 230 males and 534 females.

Publications/Literature Development: ISCOS, with the cooperation of European Community and Pakistan Workers Federation to build awareness among workers and other people, also compiled and published booklets in simple Urdu and English language. These publications are:

- Manual on Para Legal issues;
- Booklet on Gender Sensitization;
- Manual on Trade Union Finance. (This Manual deals with key topics, such as sources of funds, income and expenditures of funds, budget

- presentation and trade unions financial strategy);
- Manual on Teachers' Training;
- Economic and Financial Analysis, through Collective Bargaining;
- HIV AIDS and Family Planning;
- Economic Literacy for Workers;
- Organize the Unorganized;
- Gender Sensitization;
- Occupational Safety, Health and Environment;
- Mines Safety for Mine Workers;
- First Aid;
- Child Labour;
- Cooperative Societies;
- Political Advocacy;
- Trade Union Finance;
- Civic Education; and
- Health and Hygiene.

DISCUSSION AND CONCLUSION

From the descriptive sections 3.1 to 3.3, it is clear that unions have been taking part in social work like poverty-alleviation, healthcare, and training and skill-building. Similarly, it may be noted in section 4.1 to 4.8 that many European unions, such as Italian union CISL through ISCOS (its sponsored NGO); Swedish Union LO; and Danish union FTF in collaboration and cooperation with Pakistani unions (such as PWF unions), work for health-care of the public. These activities are aimed at training the public in different fields and building their skills, organizing the unorganized workers, educating them about their rights, elimination of child labour, gender sensitization, and reaching women workers and training them for taking part in unions' activities. Unions have also worked in helping earthquake victims, developed orphanages, medical camps and helped in development of tent-schools for children in

Social Role of Labour Unions

earthquake-affected areas of Pakistan.

Greater effort is, no doubt, needed in several badly neglected areas, which can be made by enhancing the role of unions in combating poverty, environmental degradation and illiteracy. Nevertheless, it is clear that unions, besides seeking benefits for their members under collective bargaining, also take part in various activities of social welfare. Therefore, we reject the null hypothesis, i.e., "unions are socially dull bodies, exerting efforts only for seeking benefits for their members, and establish the alternate view, i.e., "Unions are not socially dull bodies, and also exert efforts for social welfare besides seeking benefits for their members".

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Sources of Data

Data about unions' work in Pakistan have been gathered by interviewing official of ISCOS and PWF and from reports of ISCOS.

In addition, the following persons were interviewed

1. *Dr. Ishaque Education Advisor ISCOS Pakistan*
2. *Mr. Nauman an official of ISCOS*
3. *Mr. Zahoor Awan Secretary General PWF (Rawalpindi)*

