

PROVINCIAL CONSULTATION

Health, Safety, and Job Security of Sanitation Workers in Sindh



Event Report

18th August 2022
Karachi



Sindh Human Rights Commission



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Venue: Pearl Continental Hotel, Karachi

**Sindh Human Rights Commission
Government of Sindh**

Background

The Sindh Human Rights Commission was established on May 9, 2013, after the promulgation of the Sindh Protection of Human Rights Act 2011 by the Sindh Assembly. The Commission's formation is an outcome of the Sindh Government's commitment to promoting service delivery on human rights in Sindh through protection and remedial measures. The Commission has been working for nine years now.

The mandate followed by the Commission centers around the functions of addressing human rights violations, taking proactive measures to pursue the human rights agenda, and promoting public discourse to mainstream human rights. The Commission is led by a chairperson and supported by six members. These include two former District and Sessions Court judges known as full-time members (Judicial Members), two current members of the Provincial Assembly, and two individuals from the civil society.

Over the past years, the Sindh Human Rights Commission has received several complaints pertaining to the exploitation of sanitation workers in the province. These complaints range from discrimination in the recruitment process due to religious identity, unequal wages, lack of access to labour laws, lack of immunization, non-availability of personal protective equipment (PPE), difficulties in accessing pensions upon their retirement, and non-registration with social security programs, among others. Most of these complaints have been reported from the key waste management departments of Sindh.

To address issues faced by the sanitation workers, SHRC initiated a set of concerted interventions. Starting with the formulation of a plan of action for the relevant stakeholders to assist the government in improving

SHRC formulated a plan of action to assist the government in improving the working conditions of sanitation workers. The Commission also wrote separate letters to the CM Sindh and relevant ministries to address key issues of sanitation workers.



the working and living conditions of sanitation workers, the Commission followed up with outreach to policy actors. SHRC wrote separate letters to the Chief Minister of Sindh, Minister of Labour, Department of Local Government, and the Provincial Ombudsman sharing a set of recommendations to address key issues of sanitation workers such as job regularization, protection against discriminatory practices, and equipment to deal with occupational health hazards, compensation against accidents, access to social security and minimum wage, and implementation of occupational health and safety at workplace etc.

Following thorough deliberations as a part of its engagement on the subject, SHRC has reached the conclusion that one of the major challenges in the way of realizing the rights of sanitation workers is the deficits in the existing labour laws. These are inadequate to address the issues of the sanitation workers.

Sanitation workers are not recognized as workers in any official definition including the Sindh Factories Act 2015 or the West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance, 1968. The Sindh Local Government 2013 Act in its schedule IV outlines sanitation as an area of work in the functions of the Union Councils and Union Committees. However, it does not mention the rights of the service providers. As a result, sanitation workers do not have access to occupational safety and health protection, compensation against accidents, pensions, and other provisions. Their services are used by the government as a part of its municipal work but the government itself is increasingly outsourcing their recruitment, rather than hiring them directly. This has further compromised their labour rights, since contract employment does not offer job security. Therefore, the attainment of the rights of sanitation workers under Article 9 and 25 of the constitution remains out of question.

In the backdrop of the grave reports of rights violations faced by the sanitary workers, SHRC has initiated a series of human rights-centric efforts to ensure the protection of the sanitation labour from occupational health and safety risks and promotion of their rights and job security, through revisiting the existing labour laws and policies. This exercise of legislation review sets the constitution of Pakistan, Pakistan's international human rights commitments, and ILO Decent Work Agenda as benchmark.

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Consultation on Health, Safety, and Job Security of Sanitation Workers in Sindh

As a part of this effort, the Sindh Human Rights Commission organised a one-day consultation with key stakeholders at Hotel Avari Towers, Karachi, on August 18, 2022. The purpose of the consultation was to identify the gaps in the legislation covering labour rights of sanitation workers and build a consensus to gear efforts toward driving legislative interventions for the inclusion of sanitation workers in the labour laws. The event was organised in technical partnership with The Knowledge Forum.

At the consultation, SHRC was represented by Chairperson Justice (R) Majida Razvi; Member Judicial- I, Mr. Arshad Noor Khan; Member Judicial - II, Mr. Muhammad Aslam Shaikh; Member SHRC from Provincial Assembly Ms. Kulsoom Chandio; and Member SHRC Civil Society, Mr. Zulfiqar Ali Shah. Ms. Pushpa Kumari, former Member SHRC from civil society also participated. The consultation was designed around three thematic areas:

Mapping of key issues and concerns of sanitation workers: Incorporated in the programme for ground-setting, the session aimed at highlighting the working conditions of sanitation workers, and related issues such as job security, safety, accidental compensation and other benefits, socio-economic challenges, marginalization, discrimination, and challenges to the right to unionisation.

Decent work for sanitation workers: The session was incorporated to emphasise the links of sanitation work with ILO's Decent Work guidelines, national and international laws and commitments, and occupational health and safety guidelines. Experts from labour legislation and ILO were invited to present a way forward for a legislative order that adequately incorporates the fundamentals of decent work in the rights of sanitation workers.

Mainstreaming of sanitation workers in labour laws and policies: The session was designed to cover an informed discussion on the existing laws and policies for the rights of sanitary labour and the reasons behind lack of implementation. The session had participation from representatives of local government, solid waste management authority and labour department. Participants were expected to shed light on practical impediments in the way of realising the rights of the sanitary workers.

SHRC plans to share recommendations from the consultation with the related law and policy-making entities to initiate the process of necessary action for formalising labour rights of sanitation workers.

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SHRC

has initiated a legislation review to ensure the protection of the sanitation labour from occupational health and safety risks and promotion of their rights and job security.



The proceedings of the day long consultation included the following sessions:

Inaugural Session:

1. Opening Remarks and consultation objectives

The session began with a formal welcome by Chairperson SHRC Justice (Retd) Majida Razvi. In her welcome note, the Chairperson highlighted SHRC's efforts for sanitary workers using its powerful mandate of addressing human rights complaints, drafting recommendations, and reviewing related legislation. She shared the Commission's experiences of dealing with the complaints of the sanitary workers. Describing their working conditions as inhuman and undignified, Chairperson SHRC said sanitary workers do not have access to protection, social security, or old age benefits. In case of accidents and death at work - which is common due to the hazardous nature of their work - the families of sanitation workers find themselves crippled under poverty and debt. She also expressed her expectations from experts for identifying gaps in the existing labour laws leading to improvement in the wellbeing of sanitary workers. "Today's consultation is a part of the long journey we are planning to undertake to ensure sanitary workers enjoy the same rights and respect at work as executive professionals do. Dignity and equality are fundamental pillars of human rights. Sanitary workers have as much right to health, wellbeing, and future security as any other. Our employment laws, labour laws, and policies related to local government and municipal management must be revised to ensure recognition and access for sanitary workers rights and entitlements," Chairperson SHRC Justice (R) Majida Razvi stressed.

“ Sanitary workers have as much right to health, wellbeing, and future security as any other. Our employment laws, labour laws, and policies related to local government and municipal management must be revised to ensure recognition and access for sanitary workers rights and entitlements.”

- Chairperson SHRC Justice (R) Majida Razvi

She urged the speakers and the participants to provide serious and workable inputs in the consultation so that these could be built into recommendations that could be pursued by SHRC with relevant



forums. She assured participants of her organisation's commitment to continue working for the fundamental rights of the sanitation labours.

Session I: Mapping Key Issues and Concerns

Session Brief: Panel discussion on working conditions of sanitation workers, job security, safety, accidental compensation and other benefits, socio-economic challenges, marginalization, caste and intersectionality, discrimination, and right to unionization.

Zulfiqar Ali Shah, Chairman of Municipal Workers Federation, and development expert Pirbhu Lal Satyani led the panel discussion. The two speakers brought with them their experience of working with sanitation workers. Zulfiqar Ali Shah, as Chairperson of the Municipal Workers Federation, represents workers that work in municipalities to deliver on sanitation work. Pirbhu Satyani, being formerly involved with the development and NGO sector, has led several projects for the well-being of sanitary workers.

1. **Zulfiqar Ali Shah, Chairman of Municipal Workers Federation**

Mr. Shah observed that public sector institutions are mandated to provide public services in Sindh. Workers from essential services such as municipal works should also be covered under labour laws. However, in the Industrial Relations Act 2013, sanitation workers are not covered in the definition of workers.

Sharing the experiences of municipal workers under government employment, Zulfiqar Ali Shah said that no duty hours are fixed in the field for these workers. In times of emergencies, sanitation workers have to work for 16-18 hours, without any special incentives.

On special occasions such as Eid etc. they are not allowed any time off. "In festive seasons, the duty hours could be so long that they end up going to sleep at work. No special or extra allowance or overtime is provided to these workers as only technical workers are offered the provision of overtime".

He shared that the Sindh Solid Waste Management Board (SSWMB)-functional in two districts of Karachi - tried to provide 25 percent extra allowance to sanitation labour through private contractors. This reflects that



“ *Sanitary workers suffer from diarrhoea, hepatitis, and other diseases due to exposure to waste and toxic substances. No mechanism has been adopted by the state for timely medical checkups. They end up spending all their retirement income on their medical treatment. It is high time for specific laws for sanitary workers to protect their rights and wellbeing.*”

- Zulfiqar Ali Shah, Chairman of Municipal Workers Federation



providing incentives to contract workers is very much doable. At the same time, sanitation workers employed by SSWMB are deprived of medical facilities. Moreover, workers in five District Municipal Corporation (DMCs) of Karachi are still working under municipal administration where they do not possess health and safety facilities.

He also regretted that SSWMB's private contractors hire sanitation workers on daily wages or third-party contract basis. "They are hired on Rs. 500 per day which makes Rs. 15,000 per month much lower than the legal minimum wage," Zulfiqar Ali Shah noted.

Drawing the attention of the participants toward the health implications of sanitary work, Mr. Shah said workers suffer from diarrhea, hepatitis, and other diseases due to exposure to waste and toxic substances. It is an apathy that no mechanism has been adopted by the state for timely medical checkups and diagnoses of diseases that sanitation workers incur. They end up spending all their retirement income on their medical treatment. He pleaded that it is high time for specific laws for sanitary workers to protect their rights and wellbeing. He also highlighted that sanitation workers are deprived of their pensions since 2016. "Cases (filed for release of pension) are pending in provincial ombudsman, departments, labour courts and High Court."

2. Mr. Pirbhu Lal Satyani, Regional Expert, International Dalit Solidarity Network (IDSN)

Illustrating his experiences of working with sanitation workers as well as the religious minority community, that is overly represented in sanitary work, Pirbhu Satiyani said sanitary workers struggle with high risks in terms of health, workplace security as well as their position in the social hierarchical order.

"It is ironic that in our society only members from the scheduled caste community are joining sanitary work." He pointed out that about 80% of workers in the sanitary work come from scheduled caste background. "Our society and state is not playing their part for the restoration of the dignity of these workers," said Satyani.



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- Zulfiqar Ali Shah, Chairman of Municipal Workers Federation

He also pointed out that promotion in these jobs is quite difficult but upper-caste minorities get promoted to drivers, Beldars and other higher pay scale grades.



Pointing to structural challenges confronting sanitation workers from the religious minority community, Satyani said lower job quota for religious minorities, poor and low-capacity of labour inspectors are major reasons why minorities stay relegated to only certain sectors of employment, particularly those that are looked down upon by the majority. “Moreover, the inhuman act of sending sanitation workers into gutters without safety kits should be declared illegal.” Satyani strongly suggested the provision of health and safety kits and minimum wages for sanitary workers to ensure the protection of their wellbeing.

Session II: Decent Work for Sanitation Workers

Session Brief: ILO’s Decent Work guidelines, National and International Laws and Commitments, ILO Convention No. 187 on occupational safety and health.

The session had participation from, Ms. Anis Haroon, Member National Commission for Human Rights (NCHR) Sindh; Razi Mujtaba Haider, International Labour Organization (ILO) Pakistan Office and Mr. Ashraf Naqvi, Former OSH Director Sindh.

The session sought to cover linkages between sanitary work and constitutional provisions on human rights and labour rights while also employing the prism of decent work to assess pathways to enhancing sanitary workers’ access to rights. All key speakers in the session came from a technical background covering rights and decent work.

1. Ms. Anis Haroon, Member Sindh, National Commission for Human Rights (NCHR):

Ms. Anis Haroon, member National Commission for Human Rights explained her organisation’s structure. She said similar to SHRC, the NCHR takes suo-moto action on human rights violations. However, NCHR and SHRC make an effort to avoid duplication and work in close coordination with the provincial commissions to serve the human rights agenda more efficiently.

She pointed out the importance of categorization of sanitary work - a practice that is not adopted by the labour departments in Pakistan. She observed that according to ILO’s definition there are many kinds of sanitary workers. “However, those facing the highest health and safety risk are the “Kundiman”, the sewage lines workers, who deal with hazardous conditions in the course of their work.



NCHR member Sindh also emphasised that technically there exists no provision that excludes sanitary workers from coverage in labour laws. “All workers are covered in the Constitution and ILO commitments ratified by Pakistan,” she pointed out. She also referred to the efforts of the civil society



activist Naeem Sadiq whose tireless advocacy for sanitary workers employed with the cantonment board led to the provision of minimum wages for them.

Ms. Haroon shared with participants her experience of engaging the relevant government departments to stop the practice of outlining

“Should be non-Muslim” as qualification for sanitary workers in government advertisements for sanitary work posts. She said it took repeated letters, follow-ups and personal engagement with related departments that eventually led to an order issued by the federal government to the provincial governments to stop this disgraceful and discriminatory practice.

Speaking of inequality in society, Ms. Haroon said equality for sanitary workers will also create conditions to do away the regressive class system. “We have to create maximum awareness that this work is not only reserved for non-Muslims. Raising the wages of sanitary workers is the first step in this direction. As you increase their salaries their social dignity will also increase,” she stressed.

Member Sindh NCHR also advocated for automation to replace manual work in the sanitation business. “Machinery is available for cleaning of gutters. These are being used all over the world. There is no reason why we, in Pakistan, cannot purchase them in order to protect our workers.”

She also asked civil society and human rights defenders to organize a national level conference on sanitation work and devise a plan of action by inviting all relevant government officers including chief secretaries. “We must question the authorities for not doing automation in sewage and sanitation services.”

2. Razi Mujtaba Haider, International Labour Organisation (ILO) Pakistan

ILO Pakistan National Programme Coordinator Razi Mujtaba Haider made an in-depth presentation on the principles of decent work and links to safe and dignified work conditions. He said that a total of 2.3 million women and men around the world succumb to work-related accidents or diseases every year; this corresponds to over 6,000 deaths every single day on average. Sanitary work remains one of the topmost unsafe works.

Mr. Mujtaba stressed that Pakistan has ratified eight core labour standards, which makes it obligatory for the country to prepare legislation and implement related laws so that

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"Machinery is being used for cleaning of gutters all over the world. The civil society and human rights defenders must question the authorities for not doing automation in sewage and sanitation services."

- Ms. Anis Haroon, Member Sindh, National Commission for Human Rights





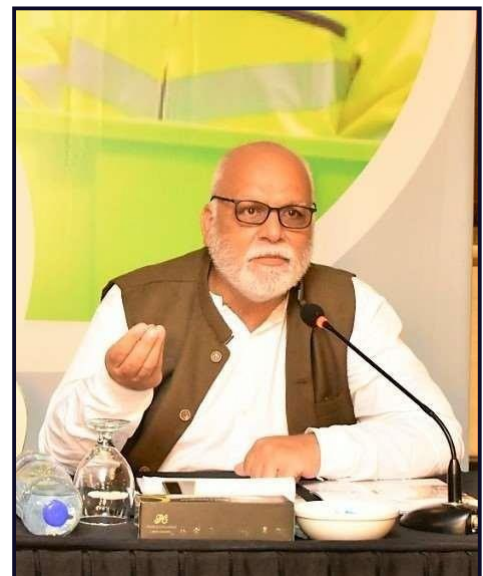
workers across the board could enjoy their rights enshrined in the country's constitution and ILO conventions ratified by Pakistan. ILO representative also said that it is unfortunate that workplace accidents are not reported in Pakistan. Hence, no reliable data is available of safety violations. He also mentioned ILO Convention C-155 in 1981. "The Occupational Safety and Health Convention covers workers protection against occupational hazards and promotes a dynamic and systematic approach focused on prevention".

Mr. Haider pointed out that no significant work has been done on training and capacity building on sanitary workers in the region. "In India, Bangladesh, Pakistan, and Nepal caste system exists. This is how discrimination continues to be practiced". He also noted that in Pakistan implementation of laws is a big challenge.

3. Ashraf Naqvi, Former Joint Director Labour Department, Government of Sindh, and First Secretary of Sindh OSH Council

Mr. Ashraf Naqvi asserted that all labour laws cover sanitary workers and quoted that the Sindh Occupation Safety and Health Act covers the rights of sanitary workers. "The scope of the said act is wider and covers the entire workforce except for mine workers."

Mr. Naqvi stressed on the need for a written policy statement on non-discrimination which should be available in each organization. "Absence of such a statement at the organisational level must be dealt with heavy fines on establishments." He also emphasised that health and safety



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"All labour laws cover sanitary workers. The Sindh Occupation Safety and Health Act covers the rights of sanitary workers. The scope of the said act is wider and covers the entire workforce except for mine workers."

*- Ashraf Naqvi, Former Joint Director Labour Department,
Government of Sindh*

committees should be established in each organization as per OSH law in Sindh which states, "on each 50 workers one worker would be elected in the Safety Committee".

The OSH expert also informed that in Sindh a Health and Safety Council has already been established, in which representatives of all employment sectors and civil society are members. According to Mr. Naqvi, death compensation for sanitation workers is also available in the law. He called on the Commission to initiate an orientation process to create better awareness and understanding of labour laws. By answering a question on the effectiveness of the Health and Safety Council, he clarified that the Act and rules are made but many standards that are technical in nature need to be revisited.



Session III: Mainstreaming of Sanitation Workers in Labour Laws and Policies

Session Brief: Discussion on the existing laws and policies for the rights of sanitary labour and the reasons behind lack of implementation; loopholes and impediments in the existing labour laws; Sindh Occupational Safety and Health Act 2017 and Sindh Local Government Act; Way forward and policy recommendations; Inputs from participants

The last session invited an executive of the Sindh Solid Waste Management Board, a sanitation service in the province. Secretary Local Government was also invited. However, he was unable to join due to rains in the city. Moreover, the session included Laeeq Ahmed, Secretary Labour, Habibuddin Junaidi from All Pakistan Trade Unions Organisation. Ms. Kulsoom Akhtar Chandio, Member Provincial Assembly Sindh presented special remarks.

The participants discussed practical challenges and opportunities for the rights of sanitation workers.

1. **Mr. Laeeq Ahmed, Secretary of Labour and Human Resources Department, Government of Sindh**

Secretary of Labour and Human Resources Department, Sindh stated that minimum wage policy can be easily implemented in the public sector. However, it is very difficult to implement it in private establishments. Sindh Labour Department is practicing an internationally recognized system for legislative process and proposals which is the tripartite system. After the eighteenth amendment, the province of Sindh enacted eighteen labour-related laws. He clarified that there is no discrimination with regard to workers in labour laws. "Labour laws cover all workers," Secretary Labour Department stressed.



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“Muslim workers are reluctant to do the job. This is the reason why minority workers are employed in the sanitary work.”

- Mr. Laeeq Ahmed, Secretary of Labour and Human Resources Department, Government of Sindh

Mr. Laeeq also emphasized on particular societal approach towards sanitation work. "Muslim workers are reluctant to do the job. This is the reason why minority workers are employed."

He also noted that occupational safety and health is a part of fundamental rights and Pakistan must ratify ILO convention on OSH.

Commenting on the quality of laws, Secretary Labour Department said there are no loopholes in the law. However, there is always room for improvement. "We struggle with the implementation of OSH laws. We have still not developed any standards. Moreover, due to the non-availability of experts, state

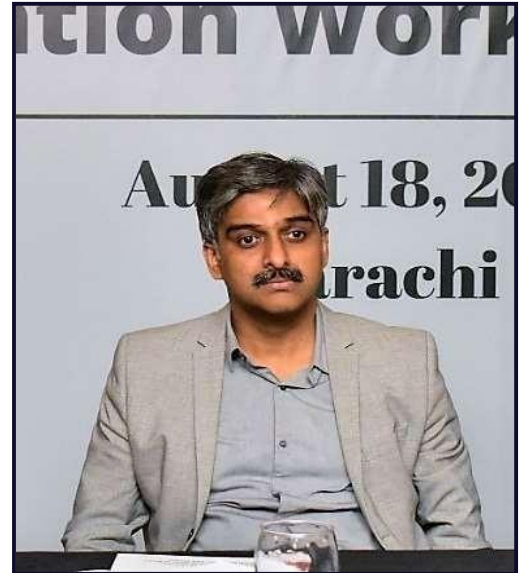
institutions are unable to take proper and timely action. There is a need for recruitment of experts in specific fields like architecture, civil infrastructure, chemical examiner, food scientist for testing and inspection processes so that problems are identified effectively. Without them we cannot devise a yardstick to penalize the violation of OSH laws in the labour courts,” said Mr Laeeq Ahmed.

Mr. Laeeq also suggested that in case of violation of labour laws trade unions should file cases in labour courts and follow compensation mechanisms in case of on-duty accidental deaths.

2. **Mr. Zubair Ahmed Channa, Managing Director,
Sindh Solid Waste Management Board**

The Managing Director of the Sindh Solid Waste Management Board observed that there is no law for compensation of the death of a sanitary worker in the province. “SSWMB reviewed many laws to identify provision for immediate compensation. However, all our efforts were in vain. We have nevertheless noted that endowment funds have a subsequent process to financially assist a worker or his/her family.” He also stated that according to the research by SSWMB only Police Department law has a provision for compensation to police officials during on-duty deaths.

Commenting on minimum wages, Mr. Channa said there is no issue of minimum wages in the SSWMB, as the Board is paying their permanent workers a rate higher than the minimum wage. However, for the non-permanent workers, the SSWMB pays Rs. 500-600 as daily wage per worker for eight hours of work to the



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SSWMB is paying their permanent workers a rate higher than the minimum wage. However, for the non-permanent workers, Rs. 500-600 is paid as daily wage per worker for eight hours of work to the contractors that hire these workers. In the draft CSR Schedule Rs. 1,000 is set as the daily wage of a sanitary worker.”

*- Zubair Ahmed Channa, Managing Director,
Sindh Solid Waste Management Board*

contractors that hire these workers. Overtime payment is also being made where applicable. However, the private contractors are not passing on the payments to the workers.

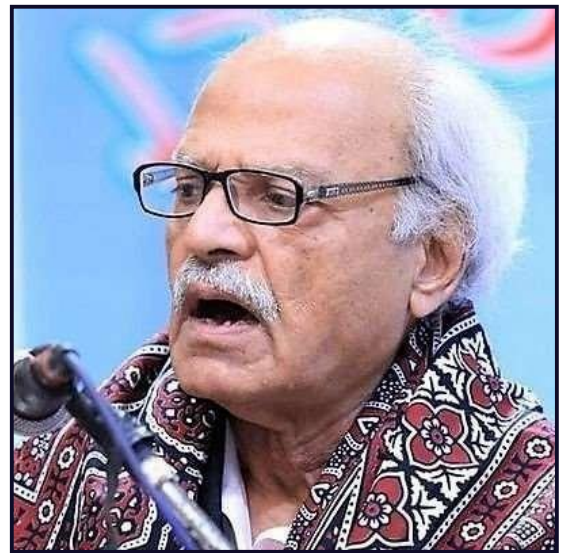
According to a draft CSR Schedule, which is pending for approval in the Sindh cabinet, Rs. 1,000 is set as the daily wage of a sanitary worker. In Sindh, the minimum wage is Rs. 25,000 per month so upon approval of CSR if we pay Rs. 1,000 daily wage to workers hired by private contractors there is a cushion available for middlemen to pay at least minimum wage to the workers,” MD Sindh Solid Waste Management Board said.

Mr. Channa also said that they are not encouraging child labour. However, it has been observed that families of sanitation workers sometimes join them at work so that the work is finished early. “When SSWMB management tried to stop workers from taking help from young children, they argue back that they cannot leave their children home during working hours. We are also struggling to resolve this issue.”

Talking about automation he said, “We have started the system of door-to-door collection of garbage which covers 55% of all districts of operation.” He pledged that in near future SSWMB shall improve mechanization in garbage collection process.

3. **Mr. Habibuddin Junaidi, All Pakistan Trade Unions Organization**

Senior trade unionist and leader of All Pakistan Trade Unions Organization lamented that labour laws are not being implemented properly. “Private companies are implementing minimum wages in their institutions. However, most public sector organizations fail to comply with the minimum wage order,” Mr. Junaidi noted. He also commended the Sindh Assembly for passing progressive labour laws post 18th amendment. However, he admitted that implementation of the law is seldom followed.



“ *Private companies are implementing minimum wages in their institutions. However, most public sector organizations fail to comply.*”

- Habibuddin Junaidi, All Pakistan Trade Unions Organization

Input from Participants:

Key remarks from the participants include

1. **Mr. Yousuf Hakam**

Yousuf Hakam who has worked in the Karachi Water and Sewerage Board's sewage section for more than 35 years stressed that Kundiman (Sewage lines cleaning worker) and sanitation workers die on duty due to toxic fumes in sewage chambers. “Their employers the Karachi Water and Sewerage Board or the Sindh Local Government Department do not have any provision for their families in case



of accidental deaths. He also said that Muslim workers get early promotions. However, non-Muslims labour who serve KWSB for decades retire at a lower grade.

2. *Mr. Kashif Anthony NCJP*

Kashif Anthony, a minority rights activist and civil society member spoke for the rights of the Christian community largely involved in sanitation work. He said Water Board workers retired in 2016 are still unable to get their dues from KWSB. He emphasised that workers should be hired directly in SSWMB and KWSB instead of through third-party contractors.

Remarks by Ms. Kulsoom Akhtar Chandio, Member Provincial Assembly and Member SHRC

Ms. Chandio, a legislator in the Sindh Assembly and a member of the Sindh Human Rights Commission stated her party's policy of equality and non-discrimination. She pledged to use her legislative position to work with activists and SHRC for the rights of the sanitary workers.

A set of recommendations were presented by the participants to introduce necessary policy and legislative interventions for the wellbeing of sanitary workers.

Policy Recommendations

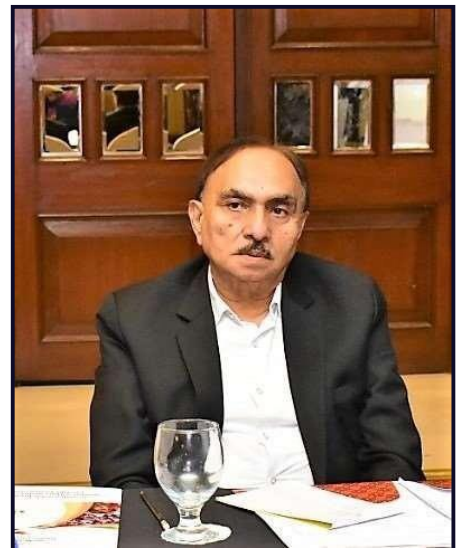
- ❖ Labour Laws in Sindh do not cover special provisions for sanitation labour to protect their rights and wellbeing. Legislative amendments are imminent to eliminate inhumane treatment of workers.
- ❖ Due to compromising work conditions in the sewage sector, workers catch diarrhea, hepatitis, and other diseases. Provision of health, safety and medical facilities should be made a mandatory part of their service benefits.
- ❖ The practice of sending sanitation workers in gutters without safety kits should be declared illegal. The provision of health and safety kits and an increase in the minimum wages of sanitary workers should be ensured for their protection and well-being.
- ❖ Automation in sanitary work is paramount to protecting human lives. All over the world, machinery is being used for cleaning gutters. The government should procure scavenging machines for sanitation work.
- ❖ Pakistan must ratify the C155 - Occupational Safety and Health Convention and devise relevant legislation accordingly.
- ❖ Provincial authorities need to initiate a mandatory orientation process for workers, trade unionists and civil society to create better safety awareness, labour rights, and sensitization to OSH and other labour laws.



- ❖ The government should hire experts to develop occupational safety and health standards. Devising a standard yardstick is required to penalize the offenses and violations under Sindh OSH law.
- ❖ In case of violation of labour laws, trade unions should file cases in labour courts and follow compensation mechanism in case of accidental deaths.
- ❖ The practice of hiring non-regular workers through third-party contractors must be in compliance with the Provincial and National labor Laws and the custodian department/s must ensure implementation of the same.

Way Forward

Mr. Aslam Shaikh, Member Judicial II SHRC presented a vote of thanks. He assured participants that the recommendations shared at the forum will be passed on to the relevant departments. "SHRC would take up the task of following up while using our platform to propose relevant amendments and redrafting of the law based on the points raised by the participants in the consultation today."



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Presenting his vote of thanks, SHRC Member Judicial II Mr. Aslam Shaikh assured participants that the recommendations shared at the forum will be passed on to the relevant departments. "SHRC would use our platform to propose relevant amendments and redrafting of the laws to protect the rights of the sanitary workers."





List of annexures:

The following documents are attached as an annexure with this report.

1. Programme Agenda
2. Press release/news reports