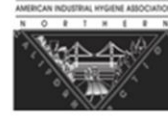


PEACE AND JUSTICE
NETWORK PAKISTAN
پیس اینڈ جسٹس نیٹ ورک پاکستان



Developing World Outreach Initiative - DWOI



TRAINING WORKSHOP REPORT

ADVANCING OCCUPATIONAL HEALTH AND SAFETY FOR BRICK KILN SECTOR IN PAKISTAN

Capacity Building of Workers Rights Defenders, Union Members and Brick
Kiln Workers Rights Organizaitons

(25th March, 2026)



Submitted by



PEACE AND
JUSTICE NETWORK
پیس اینڈ جسٹس نیٹ ورک پاکستان

Training Workshop Report

Advancing Occupational Health and Safety in the Brick Kiln Sector in Pakistan: Empowering Labour Rights Defenders to Protect and Promote the Rights of Brick Kiln Workers

Date: 25th March, 2026

Venue: Board Room, Peace and Justice Network, Lahore.

Participants: 27 brickkiln labour rights defenders

On 25th March, 2026, Peace & Justice Network Pakistan organized a capacity development workshop in Lahore bringing together 27 labour rights defenders, union members, brick kiln workers' rights organizations, as well as journalists, lawyers, labour inspectors and district labour committee representatives so they are better equipped to Protect and Promote the Rights of Brick Kiln Workers. The session focused on advancing the rights of brick kiln workers, equipping labour rights defenders with stronger understanding of legal and policy frameworks, and enhancing awareness and implementation of Occupational Health and Safety (OHS) standards across the sector in Pakistan supported by Developing World Outreach Initiative (DWOI).

Key Resource Persons:

- Mr. S. Raza Ali – Country Director, Peace and Justice Network Pakistan
- Mr. Rao Zahid – Labour Rights Specialist
- Mr. Illyas Hussain – Legal Expert

1. Background and Context

The brick kiln sector in Pakistan represents one of the most marginalized segments of the informal economy, characterized by hazardous working conditions, weak regulatory oversight, and systemic labour rights violations. Workers often including women and children face multiple and intersecting vulnerabilities, including bonded labour, wage exploitation, occupational health risks, and exclusion from social protection systems.

Recognizing these structural challenges, a specialized training on Advancing Occupational Health and Safety (OHS) was organized and facilitated by the Peace and Justice Network Pakistan, with the support of DWOI (Development and Welfare Organization International). The training aimed to strengthen the role of labour rights defenders as frontline actors in advocating for safe, dignified, and rights-based working conditions within the brick kiln sector.

The initiative reflects a broader commitment to advancing labour justice, enhancing legal literacy, and promoting accountability mechanisms in informal labour sectors. A comprehensive training session on Advancing Occupational Health and Safety (OHS) in the Brick Kiln Sector in Pakistan was conducted with the overarching aim of strengthening the capacity of labour rights defenders. The training focused on equipping participants with knowledge, tools, and strategies to effectively advocate for and safeguard the rights of brick kiln workers, one of the most marginalized and vulnerable labour groups in Pakistan.

The training brought together key experts and practitioners who delivered thematic sessions on occupational hazards, legal frameworks, labour rights, and grievance redressal mechanisms.

2. Training Methodology:

The training methodology was mixed and participatory. Initially, data on human rights defenders was collected and participants were identified and shortlisted accordingly. Based on the participants' profiles, tailored PowerPoint presentations were developed.

During the training sessions, a combination of methods was used, including lectures, slide presentations, and brainstorming exercises to ensure active engagement and effective learning. The training adopted a participatory and rights-based learning approach;

- Expert led technical sessions
- Interactive discussions and experience sharing
- Case-based analysis of labour rights violations
- Legal literacy and policy interpretation

3. Objectives of the Training

The training was designed with the following core objectives:

Advancing Occupational Health and Safety for Brick Kiln Sector in Pakistan - Empower Labour Rights Defenders so they are better Equipped to Protect and Promote the Rights of Brick Kiln Workers

Addition objectives include:

- To enhance understanding of occupational health and safety risks in the brick kiln sector
- To build the capacity of labour rights defenders to identify, prevent, and respond to workplace hazards
- To strengthen knowledge on legal and policy frameworks protecting brick kiln workers
- To enable participants to advocate for labour rights, including elimination of bonded and child labour
- To promote institutional accountability and worker registration within labour and social protection systems

4. Session-wise Proceedings

Session 1: Occupational Health, Safety, and Environmental Risks in Brick Kilns

Facilitator: Mr. Raza, Country Director, Peace and Justice Network Pakistan

Mr. Raza opened the training by setting the context and clearly articulating the objectives. He emphasized that occupational health and safety must be understood not only as a technical issue but as a fundamental labour right closely linked with dignity, equity, and justice.

He highlighted that the training would focus on strengthening understanding of legal protections and policy frameworks, while also addressing ground-level realities faced by workers.

Key Content Covered:

1. Environmental and Occupational Hazards

Mr. Raza provided a detailed analysis of the hazardous conditions prevalent in brick kilns:

Air Pollution: Continuous exposure to kiln smoke and particulate matter leading to chronic respiratory illnesses such as asthma and bronchitis

Respiratory Diseases: High incidence of lung-related illnesses due to prolonged inhalation of toxic emissions

Heat Stress and Burns: Workers, especially those operating near furnaces, face extreme temperatures causing dehydration, heatstroke, and severe burns

Physical Injuries: Manual handling of heavy loads, lack of safety equipment, and unsafe infrastructure contribute to frequent injuries

Chemical Exposure: Contact with harmful substances used in brick production processes

Biological Hazards: Poor sanitation and living conditions increasing vulnerability to infections and diseases

2. Structural and Systemic Concerns

- Informality and lack of regulation
- Absence of occupational safety standards
- Limited awareness among workers regarding risks and rights

Mr. Raza emphasized that these hazards are not accidental but are rooted in systemic neglect and weak governance structures, requiring both policy reform and grassroots advocacy.

Session 2: Legal and Policy Framework – Punjab Labour Code 2025

Facilitator: Mr. Rao Zahid

This session focused on unpacking the Punjab Labour Code 2025, particularly its relevance to the brick kiln sector.

Key Areas of Discussion:

- Overview of labour rights provisions under the new code
- Legal obligations of employers in ensuring safe working conditions
- Provisions related to worker registration and welfare
- Enforcement mechanisms and the role of labour departments

Mr. Zahid critically examined the implementation gap, noting that despite progressive legislation, enforcement remains weak due to lack of monitoring, political will, and institutional capacity. He stressed the importance of labour rights defenders in:

- Monitoring compliance
- Supporting workers in accessing legal remedies
- Advocating for stronger enforcement mechanisms

Session 3: Labour Rights, Legal Protections, and Grievance Redressal

Facilitator: Mr. Illyas Hussain

The third session provided an extensive overview of labour laws and grievance mechanisms, enabling participants to navigate legal frameworks effectively.

Key Laws Covered:

- Factories Act, 1934
- Bonded Labour System (Abolition) Act, 1992
- Punjab Employees Social Security Ordinance, 1965

- Employees Old-Age Benefits Institution (EOBI)
- Trafficking in Persons Act, 2018
- Punjab Prohibition of Child Labour at Brick Kilns Act, 2016
- Workmen's Compensation Act, 1923
- Critical Issues Identified:

1. Informality and Lack of Registration

- Majority of brick kilns operate outside formal registration systems
- Workers remain unregistered with social security and EOBI

2. Wage Exploitation

- Non-implementation of minimum wage laws
- Illegal wage deductions under debt bondage systems

3. Forced and Bonded Labour

- Persistence of coercive labour arrangements
- Intergenerational debt cycles

4. Child Labour

- Continued involvement of children in hazardous work environments

5. Weak OHS Compliance

- Lack of safety measures and protective equipment

Mr. Hussain emphasized the importance of accessible and functional grievance redressal mechanisms, including labour courts, complaint cells, and human rights institutions.

5. Key Recommendations

Based on collective reflections, the following recommendations were developed:

1. Workplace Safety

- Ensure provision of mandatory PPE (gloves, masks, boots)
- Promote safe kiln design and infrastructure improvements
- Establish fire safety and emergency response systems

2. Health Protection

- Regular health screenings and medical camps
- Access to clean drinking water and sanitation
- Interventions to reduce smoke and dust exposure

3. Labour Rights Protection

- Enforcement of minimum wage laws
- Elimination of bonded labour practices
- Registration of workers with social security and EOBI
- Regulation of working hours

4. Capacity Building and Awareness

- Regular training programs on OHS and labour rights

- Promotion of literacy and education, especially for children
- Awareness campaigns targeting both workers and employers

5. Institutional Coordination

- Formation of a federal-level working group to address brick kiln sector issues
- Strengthening coordination between government departments, civil society, and worker organizations

6. Outcomes and Impact

The training resulted in:

- Enhanced technical understanding of occupational health risks
- Improved legal literacy among labour rights defenders
- Strengthened capacity for advocacy and grievance handling
- Increased awareness of systemic challenges and policy gaps
- Greater commitment toward collective action and network building

Participants demonstrated increased confidence in engaging with stakeholders, documenting violations, and supporting workers in accessing their rights.

7. Conclusion

The training successfully contributed to building a cohort of informed and empowered labour rights defenders equipped to address the complex challenges within the brick kiln sector. By integrating occupational health, legal frameworks, and advocacy strategies, the initiative laid the foundation for sustained efforts toward labour justice.

The collaboration between Peace and Justice Network Pakistan and DWOI highlights the importance of multi stakeholder partnerships in addressing deeply rooted structural inequalities. Moving forward, continued engagement, policy advocacy, and grassroots mobilization will be essential to ensure safe, dignified, and equitable working conditions for brick kiln workers across Pakistan.



Annex A: Attendance

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Developing World Outreach Initiative - DWOI



ADVANCING OCCUPATIONAL HEALTH AND SAFETY FOR BRICK KILN SECTOR IN PAKISTAN

Capacity Building of Workers Rights Defenders, Union Members and Brick Kiln Workers Rights Organizations

Date: 25th March 2026

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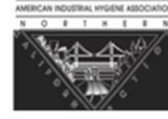
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PEACE AND JUSTICE
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Developing World Outreach Initiative - DWOI



TRAINING WORKSHOP REPORT

ADVANCING OCCUPATIONAL HEALTH AND SAFETY FOR BRICK KILN SECTOR IN PAKISTAN

Capacity Building of Workers Rights Defenders, Union Members and Brick
Kiln Workers Rights Organizaitons

(31st March, 2026)



Submitted by



PEACE AND
JUSTICE NETWORK
پیس اینڈ جسٹس نیٹ ورک پاکستان

Training Workshop Report

Advancing Occupational Health and Safety in the Brick Kiln Sector in Pakistan: Empowering Labour Rights Defenders to Protect and Promote the Rights of Brick Kiln Workers

Date: 31st March, 2026

Venue: Bonded Labour Foundation Training Facility, Sheikhpura

Participants: 28 brickkiln labour rights defenders

On 31st March, 2026, Peace & Justice Network Pakistan organized a capacity development workshop in Sheikhpura bringing together 28 labour rights defenders, union members, brick kiln workers' rights organizations, as well as journalists and lawyers so they are better equipped to Protect and Promote the Rights of Brick Kiln Workers. The session focused on advancing the rights of brick kiln workers, equipping labour rights defenders with stronger understanding of legal and policy frameworks, and enhancing awareness and implementation of Occupational Health and Safety (OHS) standards across the sector in Pakistan supported by Developing World Outreach Initiative (DWOI).

Key Resource Persons:

- Mr. S. Raza Ali – Country Director, Peace and Justice Network Pakistan
- Mr. Rao Zahid – Labour Rights Specialist
- Mr. Illyas Hussain – Legal Expert

1. Background and Context

The brick kiln sector in Pakistan represents one of the most marginalized segments of the informal economy, characterized by hazardous working conditions, weak regulatory oversight, and systemic labour rights violations. Workers often including women and children face multiple and intersecting vulnerabilities, including bonded labour, wage exploitation, occupational health risks, and exclusion from social protection systems.

Recognizing these structural challenges, a specialized training on Advancing Occupational Health and Safety (OHS) was organized and facilitated by the Peace and Justice Network Pakistan, with the support of DWOI (Development and Welfare Organization International). The training aimed to strengthen the role of labour rights defenders as frontline actors in advocating for safe, dignified, and rights-based working conditions within the brick kiln sector.

The initiative reflects a broader commitment to advancing labour justice, enhancing legal literacy, and promoting accountability mechanisms in informal labour sectors. A comprehensive training session on Advancing Occupational Health and Safety (OHS) in the Brick Kiln Sector in Pakistan was conducted with the overarching aim of strengthening the capacity of labour rights defenders. The training focused on equipping participants with knowledge, tools, and strategies to effectively advocate for and safeguard the rights of brick kiln workers, one of the most marginalized and vulnerable labour groups in Pakistan.

The training brought together key experts and practitioners who delivered thematic sessions on occupational hazards, legal frameworks, labour rights, and grievance redressal mechanisms.

2. Training Methodology:

The training methodology was mixed and participatory. Initially, data on human rights defenders was collected and participants were identified and shortlisted accordingly. Based on the participants' profiles, tailored PowerPoint presentations were developed.

During the training sessions, a combination of methods was used, including lectures, slide presentations, and brainstorming exercises to ensure active engagement and effective learning. The training adopted a participatory and rights-based learning approach;

- Expert led technical sessions
- Interactive discussions and experience sharing
- Case-based analysis of labour rights violations
- Legal literacy and policy interpretation

3. Objectives of the Training

The training was designed with the following core objectives:

Advancing Occupational Health and Safety for Brick Kiln Sector in Pakistan - Empower Labour Rights Defenders so they are better Equipped to Protect and Promote the Rights of Brick Kiln Workers

Addition objectives include:

- To enhance understanding of occupational health and safety risks in the brick kiln sector
- To build the capacity of labour rights defenders to identify, prevent, and respond to workplace hazards
- To strengthen knowledge on legal and policy frameworks protecting brick kiln workers
- To enable participants to advocate for labour rights, including elimination of bonded and child labour
- To promote institutional accountability and worker registration within labour and social protection systems

4. Session-wise Proceedings

Session 1: Occupational Health, Safety, and Environmental Risks in Brick Kilns

Facilitator: Mr. Raza, Country Director, Peace and Justice Network Pakistan

Mr. Raza opened the training by setting the context and clearly articulating the objectives. He emphasized that occupational health and safety must be understood not only as a technical issue but as a fundamental labour right closely linked with dignity, equity, and justice.

He highlighted that the training would focus on strengthening understanding of legal protections and policy frameworks, while also addressing ground-level realities faced by workers.

Key Content Covered:

1. Environmental and Occupational Hazards

Mr. Raza provided a detailed analysis of the hazardous conditions prevalent in brick kilns:

Air Pollution: Continuous exposure to kiln smoke and particulate matter leading to chronic respiratory illnesses such as asthma and bronchitis

Respiratory Diseases: High incidence of lung-related illnesses due to prolonged inhalation of toxic emissions

Heat Stress and Burns: Workers, especially those operating near furnaces, face extreme temperatures causing dehydration, heatstroke, and severe burns

Physical Injuries: Manual handling of heavy loads, lack of safety equipment, and unsafe infrastructure contribute to frequent injuries

Chemical Exposure: Contact with harmful substances used in brick production processes

Biological Hazards: Poor sanitation and living conditions increasing vulnerability to infections and diseases

2. Structural and Systemic Concerns

- Informality and lack of regulation
- Absence of occupational safety standards
- Limited awareness among workers regarding risks and rights

Mr. Raza emphasized that these hazards are not accidental but are rooted in systemic neglect and weak governance structures, requiring both policy reform and grassroots advocacy.

Session 2: Legal and Policy Framework – Punjab Labour Code 2025

Facilitator: Mr. Rao Zahid

This session focused on unpacking the Punjab Labour Code 2025, particularly its relevance to the brick kiln sector.

Key Areas of Discussion:

- Overview of labour rights provisions under the new code
- Legal obligations of employers in ensuring safe working conditions
- Provisions related to worker registration and welfare
- Enforcement mechanisms and the role of labour departments

Mr. Zahid critically examined the implementation gap, noting that despite progressive legislation, enforcement remains weak due to lack of monitoring, political will, and institutional capacity. He stressed the importance of labour rights defenders in:

- Monitoring compliance
- Supporting workers in accessing legal remedies
- Advocating for stronger enforcement mechanisms

Session 3: Labour Rights, Legal Protections, and Grievance Redressal

Facilitator: Mr. Illyas Hussain

The third session provided an extensive overview of labour laws and grievance mechanisms, enabling participants to navigate legal frameworks effectively.

Key Laws Covered:

- Factories Act, 1934
- Bonded Labour System (Abolition) Act, 1992
- Punjab Employees Social Security Ordinance, 1965
- Employees Old-Age Benefits Institution (EOBI)
- Trafficking in Persons Act, 2018
- Punjab Prohibition of Child Labour at Brick Kilns Act, 2016

- Workmen's Compensation Act, 1923
- Critical Issues Identified:

1. Informality and Lack of Registration

- Majority of brick kilns operate outside formal registration systems
- Workers remain unregistered with social security and EOBI

2. Wage Exploitation

- Non-implementation of minimum wage laws
- Illegal wage deductions under debt bondage systems

3. Forced and Bonded Labour

- Persistence of coercive labour arrangements
- Intergenerational debt cycles

4. Child Labour

- Continued involvement of children in hazardous work environments

5. Weak OHS Compliance

- Lack of safety measures and protective equipment

Mr. Hussain emphasized the importance of accessible and functional grievance redressal mechanisms, including labour courts, complaint cells, and human rights institutions.

5. Recommendations

1. Workplace Safety Improvements

- Ensure provision and use of PPE
- Introduce safer kiln technologies and infrastructure
- Establish emergency response systems

2. Health Protection Measures

- Conduct regular medical camps and health screenings
- Improve access to clean water and sanitation
- Reduce exposure to harmful emissions

3. Strengthening Labour Rights

- Enforce minimum wage laws
- Eliminate bonded labour practices
- Register workers with social security and EOBI

4. Capacity Building and Awareness

- Conduct regular training on OHS and labour rights
- Promote education and literacy initiatives
- Raise awareness among employers and workers

5. Institutional Coordination

- Establish a coordinated working group at national level
- Strengthen collaboration between government, civil society, and worker organizations

6. Outcomes and Impact

The training resulted in:

- Enhanced technical understanding of occupational health risks
- Improved legal literacy among labour rights defenders
- Strengthened capacity for advocacy and grievance handling
- Increased awareness of systemic challenges and policy gaps
- Greater commitment toward collective action and network building

Participants demonstrated increased confidence in engaging with stakeholders, documenting violations, and supporting workers in accessing their rights.

7. Conclusion

The training effectively achieved its objectives by building the knowledge, skills, and confidence of labour rights defenders working in the brick kiln sector. Participants are now better equipped to address occupational health risks, advocate for labour rights, and support workers in accessing legal protections.

The collaboration between Peace and Justice Network Pakistan and DWOI demonstrates the value of multi-stakeholder partnerships in addressing complex labour issues. Sustained efforts in advocacy, capacity building, and institutional engagement will be essential to ensure safe, dignified, and equitable working conditions for brick kiln workers across Pakistan.



Annex A: Attendance

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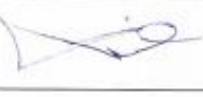



ADVANCING OCCUPATIONAL HEALTH AND SAFETY FOR BRICK KILN SECTOR IN PAKISTAN

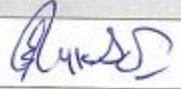
Capacity Building of Workers Rights Defenders, Union Members and Brick Kiln Workers Rights Organizations

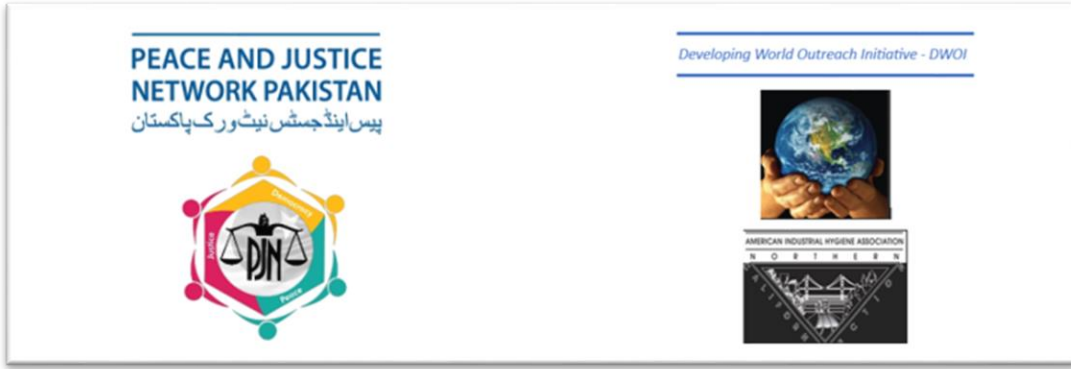
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PROJECT TITLE

EMPOWERING LABOUR RIGHTS DEFENDERS: ENHANCING
WORKPLACE HEALTH AND SAFETY STANDARDS IN PAKISTAN'S
BRICK KILN SECTOR

Training Project Grant Final Report

Submitted by:

Syed Raza Ali, CEO PJN Pakistan

Email: raza.a@pjn.org.pk; Cell: +92-301-8559845



PEACE AND
JUSTICE NETWORK
پیس اینڈ جسٹس نیٹ ورک پاکستان

1. Cover Page

PROJECT TITLE: *Empowering Labour Rights Defenders: Enhancing Workplace Health and Safety Standards in Pakistan's Brick Kiln Sector*

Organizer(s):	<p>Organization: Peace & Justice Network (PJN) Pakistan Website: www.pjn.org.pk Email: secretariat@pnj.org.pk +92-51-2318016</p> <p>Contact Person:</p> <p>Name: Syed Raza Ali Role: Program Lead – Business and Human Rights Email: raza.a@pnj.org.pk WhatsApp +92-301-8559845</p>
Synopsis:	<p>The project strengthened the capacity of labour rights defenders, union members, and brick kiln workers' rights organizations to promote occupational health and safety (OHS) standards and labour rights in Pakistan's brick kiln sector. Through two capacity-building workshops in Lahore and Sheikhpura, 55 participants gained practical knowledge of national labour laws, international labour standards, workplace hazard identification, and advocacy strategies. The project also supported the dissemination of a Workplace Safety Guidebook to promote safer, more dignified, and rights-based working conditions for brick kiln workers.</p>

2. Specific Goals:

Following are the key specific goals under the program:

- Goal 1: Enhance understanding of workplace health and safety rights and obligations under national and international labour laws.
- Goal 2: Build advocacy and monitoring capacities of grassroots labour leaders and union representatives to identify and address workplace hazards.
- Goal 3: Develop and disseminate a practical guideline booklet to promote minimum occupational health and safety standards for brick kiln workers.

3. Population(s) studies and/or affected

The project primarily targeted and benefited labour rights defenders, trade union representatives, brick kiln workers' rights organizations, and grassroots civil society actors working to advance labour rights and occupational health and safety in Pakistan's brick kiln sector. A total of 55 participants from Punjab participated in the two capacity-building workshops conducted in Lahore and Sheikhpura.

The project also indirectly benefited brick kiln workers and their families, including vulnerable groups such as women workers, daily wage labourers, bonded labourers, and children at risk of labour

exploitation, through improved advocacy, awareness, monitoring, and workplace safety interventions undertaken by trained participants. Additionally, journalists, lawyers, labour inspectors, and district labour committee representatives engaged in the trainings, contributing to a broader multi-stakeholder effort to promote safer working conditions and stronger protection of labour rights in the brick kiln industry.

4(a). Methods of Data Collection and Data Analysis

Participants were recruited through Peace & Justice Network Pakistan's (PJN) networks of labour rights defenders, trade unions, brick kiln workers' rights organizations, civil society groups, legal practitioners, journalists, labour inspectors, and district labour committee representatives. The selection process prioritized individuals actively engaged in labour rights advocacy and workplace safety issues within the brick kiln sector to ensure practical application and replication of learning at the community level.

Prior to the trainings, PJN conducted Key Informant Interviews (KIIs) with representatives of the Labour Department to better understand the regulatory framework, enforcement mechanisms, and occupational health and safety challenges within the brick kiln sector. PJN also undertook field visits to brick kilns, where consultations and meetings were held with brick kiln workers and kiln owners to gather first-hand information on working conditions, workplace hazards, labour rights concerns, existing safety practices, and challenges related to compliance with labour laws and occupational health and safety standards. The findings from these consultations informed the design of the training curriculum, workshop discussions, and the development of the Workplace Safety Guidebook.

The project was implemented through two interactive one-day capacity-building workshops conducted in Lahore and Sheikhpura. Training methodologies included expert presentations, interactive lectures, group discussions, case studies, question-and-answer sessions, experience sharing by labour rights practitioners, and participatory exercises on workplace hazard identification and occupational health and safety (OHS) risk assessment. Participants were provided with training materials and a Workplace Safety Guidebook summarizing key labour laws, international labour standards, and practical workplace safety measures.

Data collection and analysis were conducted through participant registration forms, attendance records, pre- and post-training assessments, workshop evaluation forms, findings from key informant interviews, observations from field visits, and qualitative feedback collected during discussions and reflection sessions. Quantitative and qualitative data were analyzed to assess participants' knowledge gains, identify common workplace safety challenges, evaluate the effectiveness of the training, and measure the relevance and applicability of the project's interventions in promoting safer and more rights-based working conditions within the brick kiln sector.



Field Assessment Visit to Brickkiln in Sheikhpura



Key Informant Interview with Director Labour, Government of Punjab Mr. Mohammad Shahid

5. Results and Impacts

5(a). Key Results Associated with Each Specific Goal

Specific Goal 1: Enhance understanding of workplace health and safety rights and obligations under national and international labour laws.

This goal was successfully achieved through two capacity-building workshops conducted in Lahore and Sheikhpura, which trained a total of 55 participants, exceeding the original target of 50 participants. Participants gained a comprehensive understanding of occupational health and safety (OHS) principles, workers' rights, and employer obligations within the brick kiln sector. The trainings covered Pakistan's constitutional protections, including safeguards against forced and bonded labour, as well as key labour laws such as the Factories Act, 1934, Punjab Occupational Safety and Health Act, 2019, Minimum Wages Ordinance, 1961, and Employment of Children Act, 1991.

Activity	Location	Date	Participants
Capacity Development Workshop on Labour Rights and Occupational Health & Safety	Lahore	25 March 2026	27
Capacity Development Workshop on Labour Rights and Occupational Health & Safety	Sheikhpura	31 March 2026	28
Total			55

Participants were also introduced to relevant international standards, including ILO conventions on occupational safety, forced labour, child labour, discrimination, and the UN Guiding Principles on Business and Human Rights. Pre- and post-training assessments and participant feedback indicated a significant increase in participants' understanding of workplace safety obligations, labour rights protections, and available legal remedies. The goal was fully achieved, with participants demonstrating improved knowledge and confidence in applying labour rights frameworks within their communities and workplaces.

Specific Goal 2: Build advocacy and monitoring capacities of grassroots labour leaders and union representatives to identify and address workplace hazards.

The project successfully strengthened the practical skills of labour rights defenders, union representatives, and civil society organizations to monitor workplace conditions and advocate for safer working environments. Through participatory exercises, case studies, group discussions, and hazard identification activities, participants learned how to recognize occupational risks commonly faced by brick kiln workers, including excessive heat exposure, dust inhalation, respiratory illnesses, unsafe machinery, inadequate sanitation facilities, and lack of personal protective equipment.

Participants also enhanced their skills in incident documentation, reporting mechanisms, community-based monitoring, stakeholder engagement, and constructive dialogue with kiln owners, labour inspectors, and government authorities. The inclusion of journalists, lawyers, labour inspectors, and district labour committee representatives fostered a multi-stakeholder approach to labour rights advocacy. Feedback from participants demonstrated increased confidence in

advocating for workers' rights and implementing workplace safety monitoring mechanisms. This goal was fully achieved and exceeded expectations through the strong participation and engagement of relevant stakeholders.

Specific Goal 3: Develop and disseminate a practical guideline booklet to promote minimum occupational health and safety standards for brick kiln workers.

A practical Workplace Safety Guidebook was developed and disseminated among all workshop participants. The guidebook provided accessible information on occupational health and safety standards, labour rights, relevant national legislation, international labour standards, hazard prevention measures, and practical recommendations for improving workplace safety within brick kilns.

The guidebook served as both a learning resource during the workshops and a practical reference tool for participants to use in their future advocacy, awareness-raising, and community outreach efforts. Participants expressed strong appreciation for the resource and indicated their intention to use it in training workers, engaging with employers, and supporting labour rights advocacy initiatives. This goal was successfully achieved, ensuring that knowledge generated through the project remains available beyond the duration of the trainings.

Specific Goal	Planned Result	Achievement	Status
Goal 1: Enhance understanding of workplace health and safety rights and obligations under national and international labour laws	Participants gain knowledge of OHS standards, labour laws, constitutional protections, and international labour standards	55 participants trained through two workshops; increased awareness of OHS standards, labour rights, legal remedies, and international labour standards	Fully Achieved
Goal 2: Build advocacy and monitoring capacities of grassroots labour leaders and union representatives	Participants develop skills to identify hazards, document violations, and engage stakeholders	Participants trained on hazard identification, incident reporting, workplace monitoring, advocacy strategies, and stakeholder engagement	Fully Achieved
Goal 3: Develop and disseminate a practical Workplace Safety Guidebook	Guidebook produced and distributed to support ongoing advocacy and awareness	Workplace Safety Guidebook developed and distributed to all participants for future awareness raising and capacity building	Fully Achieved

5(b). Nature and Extent of Impacts

The project generated important impacts at both the individual and community levels by strengthening occupational health and safety awareness and labour rights advocacy within Pakistan's brick kiln sector. Direct beneficiaries included 55 labour rights defenders, union members,

representatives of brick kiln workers’ rights organizations, journalists, lawyers, labour inspectors, and district labour committee representatives. These participants acquired practical knowledge on workplace safety standards, labour rights protections, legal remedies, hazard identification, and advocacy strategies that can be applied in their respective communities and professional roles.

Beneficiary Group	Direct Beneficiaries	Expected Indirect Beneficiaries
Labour Rights Defenders	✓	
Union Members and Labour Leaders	✓	
Brick Kiln Workers' Rights Organizations	✓	
Journalists	✓	
Lawyers	✓	
Labour Inspectors and District Labour Committee Representatives	✓	
Brick Kiln Workers and Families		✓
Wider Brick Kiln Communities		✓

The project also indirectly benefits brick kiln workers and their families, particularly those exposed to hazardous working conditions, exploitation, bonded labour practices, and limited access to occupational safety measures. Through the trained participants, the project is expected to reach a significantly larger number of workers through awareness sessions, workplace engagement, advocacy initiatives, and community-level dissemination of information.

Area	Knowledge/Skills Acquired
Occupational Health & Safety	Hazard identification, risk prevention, workplace safety measures
Labour Laws	Factories Act, Punjab OSH Act, Minimum Wages Ordinance, Child Labour Laws
International Standards	ILO Conventions and UN Guiding Principles on Business and Human Rights
Advocacy Skills	Negotiation, dialogue with employers and authorities
Monitoring & Reporting	Incident documentation, complaint mechanisms, workplace monitoring
Community Mobilization	Awareness raising and replication of training at local level

The evaluation methodology, including participant feedback, pre- and post-training assessments, workshop discussions, and qualitative reflections, revealed increased understanding of occupational health and safety principles, stronger awareness of legal protections available to workers, and greater confidence among participants to advocate for improved workplace conditions. Participants demonstrated an improved ability to identify workplace hazards, document violations, engage relevant authorities, and promote compliance with labour laws and safety standards.

The project also contributed to strengthening local occupational hygiene and workplace safety capacity by fostering collaboration among labour rights defenders, unions, legal practitioners, journalists, labour inspectors, and civil society organizations. The inclusion of multiple stakeholders

helped build networks for ongoing coordination, information sharing, and collective advocacy around labour rights and occupational health and safety issues.

As a result of the training, participants indicated that they would use the acquired knowledge to conduct awareness sessions for workers, support workplace hazard assessments, engage employers on safety improvements, document labour rights violations, and advocate for stronger enforcement of occupational health and safety standards. Many participants also committed to utilizing the Workplace Safety Guidebook as a resource for community outreach and worker education.

While some immediate impacts were observed through increased knowledge and awareness, broader changes in workplace practices and compliance are expected to occur gradually over the coming months as participants apply their learning within their organizations, communities, and workplaces. The project has therefore laid an important foundation for longer-term improvements in workplace safety, labour rights protection, and occupational health practices within the brick kiln sector.



Group Photo Lahore Training (25th March, 2026)



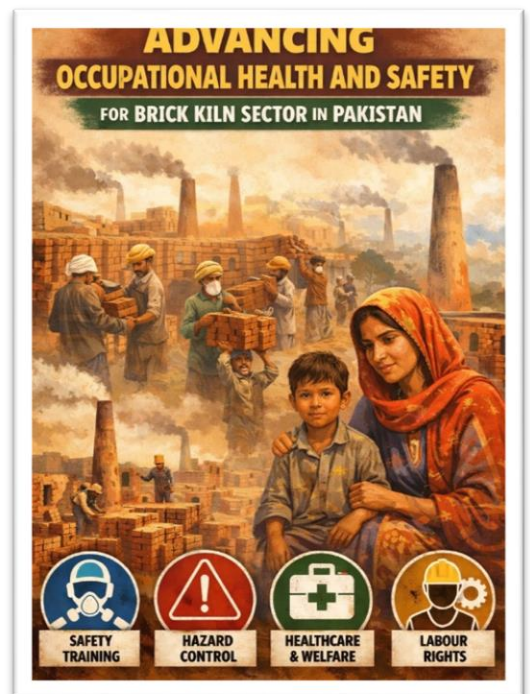
Group Photo Sheikhpura Training (31st March, 2026)

5(c). Problems Encountered and How They Were Resolved

The project was implemented successfully and achieved its intended objectives; however, several challenges were encountered during implementation.

One challenge was coordinating the participation of stakeholders from diverse professional backgrounds, including labour rights defenders, union representatives, lawyers, journalists, labour inspectors, and district labour committee members. Differences in schedules and professional commitments made attendance planning more complex. PJN addressed this challenge through early coordination, direct communication with participants, and flexible logistical arrangements, ensuring strong participation and representation from all key stakeholder groups.

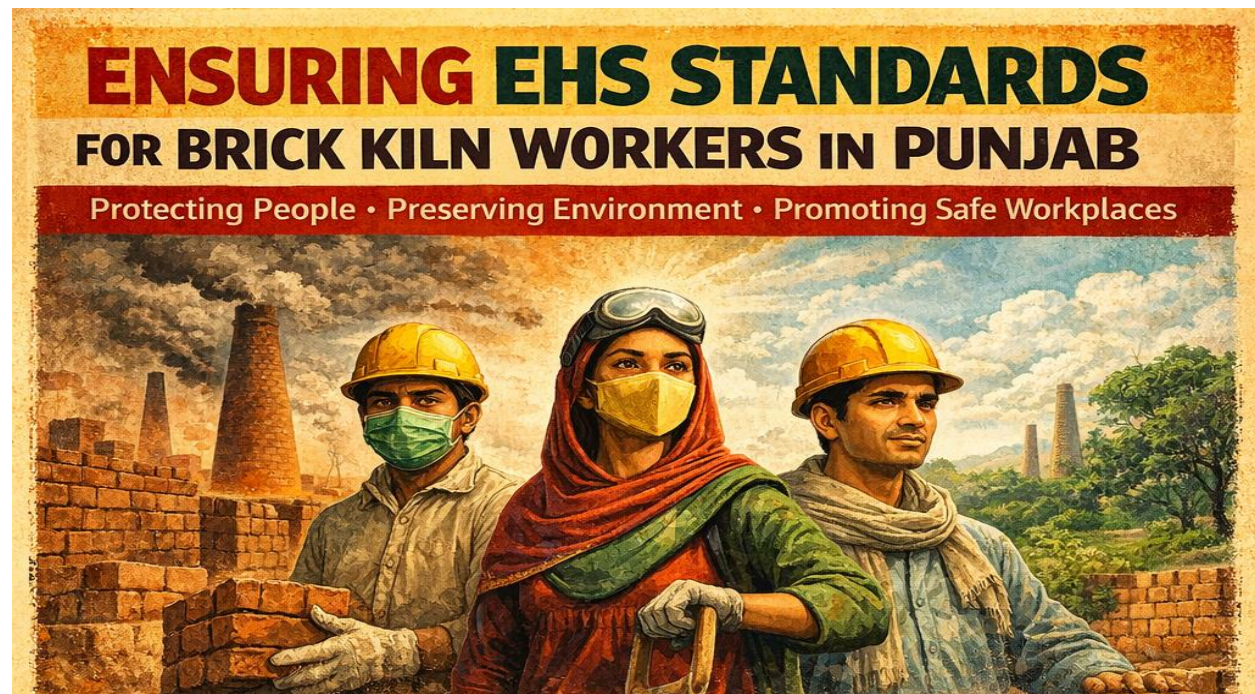
Another challenge involved addressing varying levels of knowledge and experience among participants regarding occupational health and safety standards and labour rights frameworks. Some participants possessed significant prior experience, while others had limited exposure to labour legislation and workplace safety concepts. To address this,

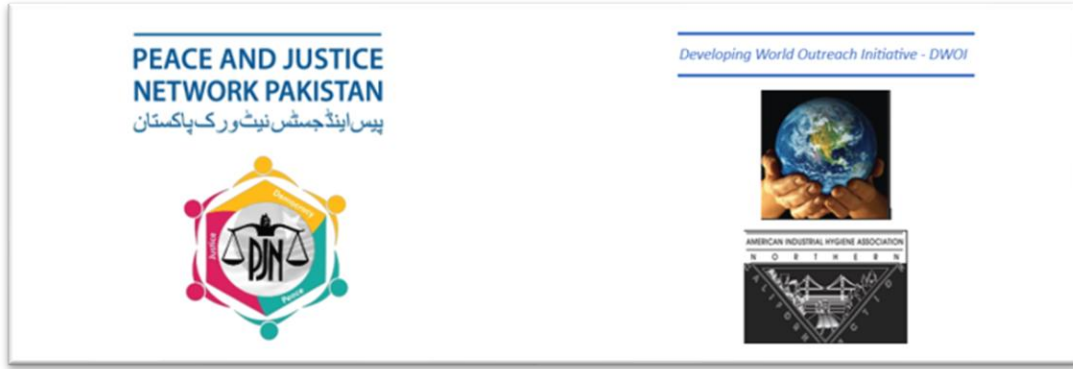


trainers adopted participatory and inclusive learning approaches, combining expert presentations with practical exercises, case studies, group discussions, and question-and-answer sessions that accommodated different learning needs and experience levels.

Field consultations and brick kiln visits also highlighted challenges related to limited awareness of occupational health and safety standards among workers and varying levels of compliance among kiln operators. These findings were integrated into the training content, enabling discussions to focus on practical solutions, locally relevant examples, and realistic advocacy strategies that participants could implement within their communities.

Despite these challenges, effective planning, stakeholder engagement, adaptive facilitation methods, and strong participant commitment enabled the project to be completed successfully. The lessons learned from implementation will help inform future initiatives focused on labour rights, occupational health and safety, and workplace standards within Pakistan's informal labour sectors.





PROJECT TITLE

EMPOWERING LABOUR RIGHTS DEFENDERS: ENHANCING
WORKPLACE HEALTH AND SAFETY STANDARDS IN PAKISTAN'S
BRICK KILN SECTOR

Training Project Grant Final Report

Submitted by:

Syed Raza Ali, CEO PJN Pakistan

Email: raza.a@pjn.org.pk; Cell: +92-301-8559845



PEACE AND
JUSTICE NETWORK
پیس اینڈ جسٹس نیٹ ورک پاکستان

1. Cover Page

PROJECT TITLE: *Empowering Labour Rights Defenders: Enhancing Workplace Health and Safety Standards in Pakistan's Brick Kiln Sector*

Organizer(s):	<p>Organization: Peace & Justice Network (PJN) Pakistan Website: www.pjn.org.pk Email: secretariat@pnj.org.pk +92-51-2318016</p> <p>Contact Person:</p> <p>Name: Syed Raza Ali Role: Program Lead – Business and Human Rights Email: raza.a@pnj.org.pk WhatsApp +92-301-8559845</p>
Synopsis:	<p>The project strengthened the capacity of labour rights defenders, union members, and brick kiln workers' rights organizations to promote occupational health and safety (OHS) standards and labour rights in Pakistan's brick kiln sector. Through two capacity-building workshops in Lahore and Sheikhpura, 55 participants gained practical knowledge of national labour laws, international labour standards, workplace hazard identification, and advocacy strategies. The project also supported the dissemination of a Workplace Safety Guidebook to promote safer, more dignified, and rights-based working conditions for brick kiln workers.</p>

2. Specific Goals:

Following are the key specific goals under the program:

- Goal 1: Enhance understanding of workplace health and safety rights and obligations under national and international labour laws.
- Goal 2: Build advocacy and monitoring capacities of grassroots labour leaders and union representatives to identify and address workplace hazards.
- Goal 3: Develop and disseminate a practical guideline booklet to promote minimum occupational health and safety standards for brick kiln workers.

3. Population(s) studies and/or affected

The project primarily targeted and benefited labour rights defenders, trade union representatives, brick kiln workers' rights organizations, and grassroots civil society actors working to advance labour rights and occupational health and safety in Pakistan's brick kiln sector. A total of 55 participants from Punjab participated in the two capacity-building workshops conducted in Lahore and Sheikhpura.

The project also indirectly benefited brick kiln workers and their families, including vulnerable groups such as women workers, daily wage labourers, bonded labourers, and children at risk of labour

exploitation, through improved advocacy, awareness, monitoring, and workplace safety interventions undertaken by trained participants. Additionally, journalists, lawyers, labour inspectors, and district labour committee representatives engaged in the trainings, contributing to a broader multi-stakeholder effort to promote safer working conditions and stronger protection of labour rights in the brick kiln industry.

4(a). Methods of Data Collection and Data Analysis

Participants were recruited through Peace & Justice Network Pakistan's (PJN) networks of labour rights defenders, trade unions, brick kiln workers' rights organizations, civil society groups, legal practitioners, journalists, labour inspectors, and district labour committee representatives. The selection process prioritized individuals actively engaged in labour rights advocacy and workplace safety issues within the brick kiln sector to ensure practical application and replication of learning at the community level.

Prior to the trainings, PJN conducted Key Informant Interviews (KIIs) with representatives of the Labour Department to better understand the regulatory framework, enforcement mechanisms, and occupational health and safety challenges within the brick kiln sector. PJN also undertook field visits to brick kilns, where consultations and meetings were held with brick kiln workers and kiln owners to gather first-hand information on working conditions, workplace hazards, labour rights concerns, existing safety practices, and challenges related to compliance with labour laws and occupational health and safety standards. The findings from these consultations informed the design of the training curriculum, workshop discussions, and the development of the Workplace Safety Guidebook.

The project was implemented through two interactive one-day capacity-building workshops conducted in Lahore and Sheikhpura. Training methodologies included expert presentations, interactive lectures, group discussions, case studies, question-and-answer sessions, experience sharing by labour rights practitioners, and participatory exercises on workplace hazard identification and occupational health and safety (OHS) risk assessment. Participants were provided with training materials and a Workplace Safety Guidebook summarizing key labour laws, international labour standards, and practical workplace safety measures.

Data collection and analysis were conducted through participant registration forms, attendance records, pre- and post-training assessments, workshop evaluation forms, findings from key informant interviews, observations from field visits, and qualitative feedback collected during discussions and reflection sessions. Quantitative and qualitative data were analyzed to assess participants' knowledge gains, identify common workplace safety challenges, evaluate the effectiveness of the training, and measure the relevance and applicability of the project's interventions in promoting safer and more rights-based working conditions within the brick kiln sector.



Field Assessment Visit to Brickkiln in Sheikhupura



Key Informant Interview with Director Labour, Government of Punjab Mr. Mohammad Shahid

5. Results and Impacts

5(a). Key Results Associated with Each Specific Goal

Specific Goal 1: Enhance understanding of workplace health and safety rights and obligations under national and international labour laws.

This goal was successfully achieved through two capacity-building workshops conducted in Lahore and Sheikhpura, which trained a total of 55 participants, exceeding the original target of 50 participants. Participants gained a comprehensive understanding of occupational health and safety (OHS) principles, workers' rights, and employer obligations within the brick kiln sector. The trainings covered Pakistan's constitutional protections, including safeguards against forced and bonded labour, as well as key labour laws such as the Factories Act, 1934, Punjab Occupational Safety and Health Act, 2019, Minimum Wages Ordinance, 1961, and Employment of Children Act, 1991.

Activity	Location	Date	Participants
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Capacity Development Workshop on Labour Rights and Occupational Health & Safety	Sheikhpura	31 March 2026	28
Total			55

Participants were also introduced to relevant international standards, including ILO conventions on occupational safety, forced labour, child labour, discrimination, and the UN Guiding Principles on Business and Human Rights. Pre- and post-training assessments and participant feedback indicated a significant increase in participants' understanding of workplace safety obligations, labour rights protections, and available legal remedies. The goal was fully achieved, with participants demonstrating improved knowledge and confidence in applying labour rights frameworks within their communities and workplaces.

Specific Goal 2: Build advocacy and monitoring capacities of grassroots labour leaders and union representatives to identify and address workplace hazards.

The project successfully strengthened the practical skills of labour rights defenders, union representatives, and civil society organizations to monitor workplace conditions and advocate for safer working environments. Through participatory exercises, case studies, group discussions, and hazard identification activities, participants learned how to recognize occupational risks commonly faced by brick kiln workers, including excessive heat exposure, dust inhalation, respiratory illnesses, unsafe machinery, inadequate sanitation facilities, and lack of personal protective equipment.

Participants also enhanced their skills in incident documentation, reporting mechanisms, community-based monitoring, stakeholder engagement, and constructive dialogue with kiln owners, labour inspectors, and government authorities. The inclusion of journalists, lawyers, labour inspectors, and district labour committee representatives fostered a multi-stakeholder approach to labour rights advocacy. Feedback from participants demonstrated increased confidence in

advocating for workers' rights and implementing workplace safety monitoring mechanisms. This goal was fully achieved and exceeded expectations through the strong participation and engagement of relevant stakeholders.

Specific Goal 3: Develop and disseminate a practical guideline booklet to promote minimum occupational health and safety standards for brick kiln workers.

A practical Workplace Safety Guidebook was developed and disseminated among all workshop participants. The guidebook provided accessible information on occupational health and safety standards, labour rights, relevant national legislation, international labour standards, hazard prevention measures, and practical recommendations for improving workplace safety within brick kilns.

The guidebook served as both a learning resource during the workshops and a practical reference tool for participants to use in their future advocacy, awareness-raising, and community outreach efforts. Participants expressed strong appreciation for the resource and indicated their intention to use it in training workers, engaging with employers, and supporting labour rights advocacy initiatives. This goal was successfully achieved, ensuring that knowledge generated through the project remains available beyond the duration of the trainings.

Specific Goal	Planned Result	Achievement	Status
Goal 1: Enhance understanding of workplace health and safety rights and obligations under national and international labour laws	Participants gain knowledge of OHS standards, labour laws, constitutional protections, and international labour standards	55 participants trained through two workshops; increased awareness of OHS standards, labour rights, legal remedies, and international labour standards	Fully Achieved
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Goal 3: Develop and disseminate a practical Workplace Safety Guidebook	Guidebook produced and distributed to support ongoing advocacy and awareness	Workplace Safety Guidebook developed and distributed to all participants for future awareness raising and capacity building	Fully Achieved

5(b). Nature and Extent of Impacts

The project generated important impacts at both the individual and community levels by strengthening occupational health and safety awareness and labour rights advocacy within Pakistan's brick kiln sector. Direct beneficiaries included 55 labour rights defenders, union members,

representatives of brick kiln workers’ rights organizations, journalists, lawyers, labour inspectors, and district labour committee representatives. These participants acquired practical knowledge on workplace safety standards, labour rights protections, legal remedies, hazard identification, and advocacy strategies that can be applied in their respective communities and professional roles.

Beneficiary Group	Direct Beneficiaries	Expected Indirect Beneficiaries
Labour Rights Defenders	✓	
Union Members and Labour Leaders	✓	
Brick Kiln Workers' Rights Organizations	✓	
Journalists	✓	
Lawyers	✓	
Labour Inspectors and District Labour Committee Representatives	✓	
Brick Kiln Workers and Families		✓
Wider Brick Kiln Communities		✓

The project also indirectly benefits brick kiln workers and their families, particularly those exposed to hazardous working conditions, exploitation, bonded labour practices, and limited access to occupational safety measures. Through the trained participants, the project is expected to reach a significantly larger number of workers through awareness sessions, workplace engagement, advocacy initiatives, and community-level dissemination of information.

Area	Knowledge/Skills Acquired
Occupational Health & Safety	Hazard identification, risk prevention, workplace safety measures
Labour Laws	Factories Act, Punjab OSH Act, Minimum Wages Ordinance, Child Labour Laws
International Standards	ILO Conventions and UN Guiding Principles on Business and Human Rights
Advocacy Skills	Negotiation, dialogue with employers and authorities
Monitoring & Reporting	Incident documentation, complaint mechanisms, workplace monitoring
Community Mobilization	Awareness raising and replication of training at local level

The evaluation methodology, including participant feedback, pre- and post-training assessments, workshop discussions, and qualitative reflections, revealed increased understanding of occupational health and safety principles, stronger awareness of legal protections available to workers, and greater confidence among participants to advocate for improved workplace conditions. Participants demonstrated an improved ability to identify workplace hazards, document violations, engage relevant authorities, and promote compliance with labour laws and safety standards.

The project also contributed to strengthening local occupational hygiene and workplace safety capacity by fostering collaboration among labour rights defenders, unions, legal practitioners, journalists, labour inspectors, and civil society organizations. The inclusion of multiple stakeholders

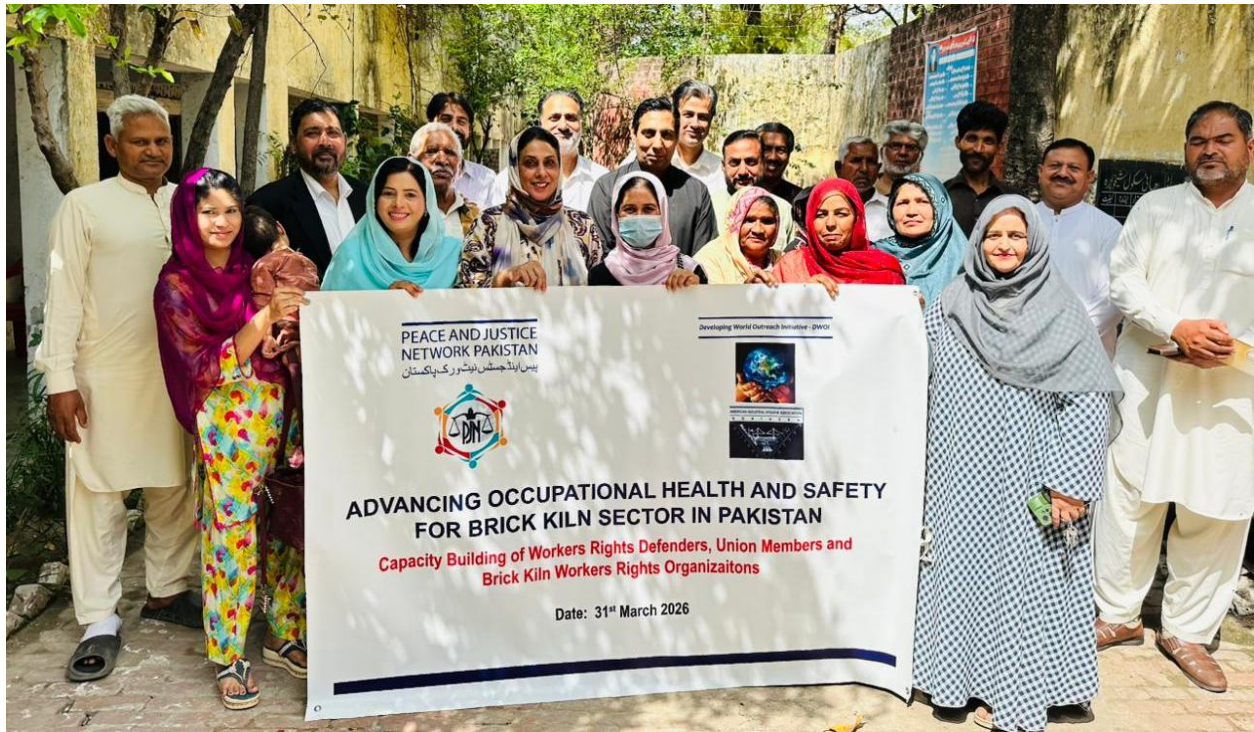
helped build networks for ongoing coordination, information sharing, and collective advocacy around labour rights and occupational health and safety issues.

As a result of the training, participants indicated that they would use the acquired knowledge to conduct awareness sessions for workers, support workplace hazard assessments, engage employers on safety improvements, document labour rights violations, and advocate for stronger enforcement of occupational health and safety standards. Many participants also committed to utilizing the Workplace Safety Guidebook as a resource for community outreach and worker education.

While some immediate impacts were observed through increased knowledge and awareness, broader changes in workplace practices and compliance are expected to occur gradually over the coming months as participants apply their learning within their organizations, communities, and workplaces. The project has therefore laid an important foundation for longer-term improvements in workplace safety, labour rights protection, and occupational health practices within the brick kiln sector.



Group Photo Lahore Training (25th March, 2026)



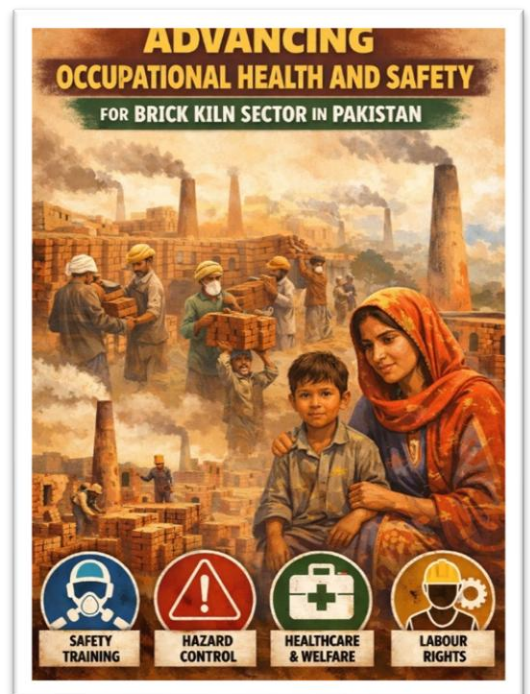
Group Photo Sheikhpura Training (31st March, 2026)

5(c). Problems Encountered and How They Were Resolved

The project was implemented successfully and achieved its intended objectives; however, several challenges were encountered during implementation.

One challenge was coordinating the participation of stakeholders from diverse professional backgrounds, including labour rights defenders, union representatives, lawyers, journalists, labour inspectors, and district labour committee members. Differences in schedules and professional commitments made attendance planning more complex. PJN addressed this challenge through early coordination, direct communication with participants, and flexible logistical arrangements, ensuring strong participation and representation from all key stakeholder groups.

Another challenge involved addressing varying levels of knowledge and experience among participants regarding occupational health and safety standards and labour rights frameworks. Some participants possessed significant prior experience, while others had limited exposure to labour legislation and workplace safety concepts. To address this,



trainers adopted participatory and inclusive learning approaches, combining expert presentations with practical exercises, case studies, group discussions, and question-and-answer sessions that accommodated different learning needs and experience levels.

Field consultations and brick kiln visits also highlighted challenges related to limited awareness of occupational health and safety standards among workers and varying levels of compliance among kiln operators. These findings were integrated into the training content, enabling discussions to focus on practical solutions, locally relevant examples, and realistic advocacy strategies that participants could implement within their communities.

Despite these challenges, effective planning, stakeholder engagement, adaptive facilitation methods, and strong participant commitment enabled the project to be completed successfully. The lessons learned from implementation will help inform future initiatives focused on labour rights, occupational health and safety, and workplace standards within Pakistan's informal labour sectors.

