

# **GADANI SHIP BREAKING WORKERS STRUGGLE**

**NATIONAL TRADE UNION FEDERATION (NTUF)**

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# GADANI

- ✘ Gadani is a coastal village of Lasbela District of Province of Balochistan located about 43 km south-west of Karachi.
- ✘ The present estimated population of this village is 35000.
- ✘ 97% of the population is Muslim with a small Hindu minority.
- ✘ Belong to Sanghur, Kurd, Sajdi, Muhammad Hasni, and Bezinjo tribes.
- ✘ Majority of the population speaks Balochi with some Sindhi
- ✘ Majority of the people are illiterate.
- ✘ Majority of the people are living beyond poverty line.
- ✘ 10 coal power plants of total capacity of 6,600 MW with technical and financial assistance of China is under consideration.

# GADANI SHIP BREAKING YARD

- ✘ Ship Breaking at Gadani introduced in the year 1973.
- ✘ Gadani was the world's largest ship-breaking site in the 1980s, where oil tankers and bulk carriers were taken there to be dismantled.
- ✘ Presently third largest ship breaking yard in the world.
- ✘ The total area of the Ship Breaking yards spread over 12 KM.
- ✘ 132 Ship-Breaking Yards/Plots
- ✘ Each yard/plot consisting of 8 acres
- ✘ One acre is equal to 4840 square yard
- ✘ One meter is equal to 1.094 yards.
- ✘ Each yard/plot consisting of  $4840 \times 8 = 38720$  yards or  
 $38720 \times 1.094 = 42359.68$  meters
- ✘ Presently 34 companies are working as Ship-Breaking Companies.
- ✘ In the 2009-2010 fiscal year, a record 107 ships, with a combined light displacement tonnage (LDT) of 852,022 tons, were broken.
- ✘ It currently has an annual capacity of breaking up to 135 ships of all sizes, including super tankers, with a combined LDT of 1,400,000 tons

# ROLE OF SHIP BREAKING IN BALOCHISTAN ECONOMY

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- ✘ Ship- Breaking is the biggest industry of Balochistan
- ✘ One of the highest tax paying industry in Pakistan
- ✘ Paid \$3.2 billion as tax during the year 2016-17
- ✘ Meets over 35% of the country's need for steel

# WORKFORCE

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- ✘ Total workforce available for ship breaking work = 30000
- ✘ Total present direct workforce = 12000 to 15000
- ✘ Worker per day needed for breaking one ship= 200 to 250
- ✘ Total direct and indirectly estimated workforce = 125000
- ✘ Employment with re-rolling mills and smelters=110000
- ✘ Number of re-rolling mills depending on ship breaking = 450
- ✘ The number of smelters depending on ship breaking = 650
- ✘ Dependent family members rely on ship breaking = 850000

# AREA WISE DISTRIBUTION OF WORKFORCE

✘ Khyber Pukhtun Khawa	52%
✘ Punjab	28%
✘ The local worker of Gadani	14%
✘ Sindh	6%

# **CLASSIFICATION OF WORKER**

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Law classified the workman into six following classification

1. Permanent
2. Probationer
3. Temporary
4. Badli
5. Apprentice
6. Contract worker

# CLASSIFICATION OF SHIP BREAKING WORKER

- ✘ The ship breaking workers classified into four classifications
- ✘ Unskilled worker = (ship welder, helper, side helper, ground helper, loading labour, Belcha man, katchra man, and pani wala)
- ✘ Semi-skilled worker = (Fitter, Crane helper, fitter helper, winch operator helper, general workers Wireman
- ✘ Skilled = (Ship welder, field welder, winch operator, crane operator, lifter operator, sir hang, machine, foreman, ground welder.
- ✘ Admin = ( Belchaman, katchraman, chokidar, cook, driver, clerk, Pashmam, Chaplasi, storekeeper, plot supervisor including crane operator, clerk, lifter operator
- ✘ The ship breaking worker is without any =identification of his employer
- ✘ In spite of years and years service working without any service benefits
- ✘ In spite of years and years service working without permanent worker position

# EMPLOYMENT PROCEDURE

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- ✘ The owners of ship-breaking yards employ / recruit no one.
- ✘ They engage labour contractors /JAMADAR who then hire workers.
- ✘ This system ensures the workers get no perks and privileges beyond their daily wages
- ✘ worker work on the principle “NO WORK NO PAY”

# WAGE STRUCTURE AND BENEFITS FOR INDUSTRIAL WORKERS IN BALOCHISTAN

- ✘ The minimum wage in Balochistan is Rs.15000/per month
- ✘ with following benefits
  1. One month gratuity of every year of service
  2. Provident fund of workers contribution with equal contribution of employer plus profit
  3. Leave encashment
  4. 5% workers share in profit
  5. One weekly leave
  6. 10 days casual leave with pay
  7. 16-day medical leave
  8. 15 days annual holidays
  9. Social security coverage. Employer is paying 6% contribution for every employee to Social Security
  10. Workers are entitled to medical and cash benefits from Social Security
  11. Old-age pension from E.O.B.I. The employer is paying 5% contribution to E.O.B.I for every employee.
  12. Workers are entitled to several cash benefits from Workers Welfare Fund up Rs.500,000/

# WAGE STRUCTURE FOR GADANI SHIP BREAKING WORKERS

- × Unskilled worker wage: Rs. 610 per day
- ×  $\text{Rs.}610 \times 365 \text{ days} = \text{Rs.}222650$  per year
- ×  $\text{Rs.}222650 / 12 = \text{Rs.}18554$  per month
  
- × Semiskilled worker wage: Rs.617 per day
- ×  $\text{Rs.}617 \times 365 \text{ days} = \text{Rs.} 225205$  per year
- ×  $\text{Rs.}225205 / 12 = \text{Rs.}18767$  per month
  
- × Skilled worker wage: Rs.956 per day
- ×  $\text{Rs.}956 \times 365 \text{ day} = \text{Rs.}348940$  per year
- ×  $\text{Rs.}348940 / 12 = \text{Rs.}29078$  per month
  
- × Admin worker wage Rs.45157 per month
- × Gratuity of every year of service=Nil

# OTHER BENEFITS

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✘ Provident fund	Nil
✘ Leave encashment	Nil
✘ 5% workers share in profit	Nil
✘ One weekly leave	Nil
✘ Casual leave with pay	Nil
✘ Medical leave with pay	Nil
✘ Annual holidays with pay	Nil
✘ Social security coverage	Nil
✘ Old-age pension from E.O.B.I.	Nil
✘ Workers Welfare Fund Benefits	Nil

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**Ship Breaking workers are the most neglected and low paid worker. Without getting these benefits means they are getting Rs.250 or less per day which is less than 3 \$**

# TERMS OF EMPLOYMENT

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- ✘ Working years and years without appointment letter
- ✘ Without security of employment
- ✘ Working on fix wages without Bonus or allowances

# CONDITIONS OF SERVICE

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- × Working conditions are miserable
- × take on jobs at their own peril
- × practices are extremely hazardous
- × No care is given to worker safety or protection of the environment
- × No implementation of laws and regulations to protect workers and the environment
- × Effected badly due to non-presence of laws to clear the Ships from toxins such as asbestos, lead, ozone-depleting substances, Polychlorinated Biphenyls (PCBs) and heavy metals.
- × Non supply of Personal Protective Equipment (PPE)
- × Without Medical Care
- × Without clean drinking water
- × Without electricity
- × Without proper Bath rooms
- × Without proper wash rooms
- × With first aid facilities
- × Without any ambulance service

# APPLICATION OF LABOUR LAWS ON SHIP BREAKING YARDS

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- ✘ Almost all labour laws are applicable on Gadani Ship Breaking Yards including following labour laws:
- ✘ Factories Act, 1934. Most of the provisions of this act are irrelevant.
- ✘ Payment of Wages Act, 1936. To regulate the payment of wages.
- ✘ Workmen's Compensation Act, 1923. To provide for the payment of compensation for injury by accident.
- ✘ Employers' Liability Act, 1938. In respect of injuries sustained by worker.
- ✘ Minimum Wages Ordinance, 1961. To provide for the regulation of minimum rates of wages.
- ✘ Social Security Act. To provide medical and cash benefits
- ✘ Employees' Old-Age Benefits Act. To provide old age benefits
- ✘ Industrial and Commercial Employment (Standing Ordinance) Ordinance. Relating to employment
- ✘ Shops and Establishment Ordinance
- ✘ Industrial Relations Act. Law relating to formations of trade unions
- ✘ Workers Welfare Fund. For providing residential accommodation and other facilities

# INTERNATIONAL CONVENTIONS

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## × Fundamental Conventions

- × Forced Labour Convention, 1930 (Convention No.29)
- × Freedom of Association and Protection of the Right to Organise Convention, 1948 (Convention No.87)
- × Right to Organise and Collective Bargaining Convention, 1949(Convention No. 98)
- × Equal Remuneration Convention, 1951(Convention No.100)
- × Abolition of Forced Labour Convention, 1957(Convention No.105)
- × Discrimination (Employment and Occupation) Convention, 1958 (Convention No.111)
- × Minimum Age Convention, 1973(Convention No.138)
- × Worst Forms of Child Labour Convention, 1999 (Convention No.182)

# **GOVERNANCE CONVENTIONS.**

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- 1. Labour Inspection Convention,  
1947 (Convention No. 81)**
- 2. Tripartite  
Consultation(International Labour  
Standards) Convention,1976  
(Convention No. 144)**

# GSP PLUS- EUROPEAN REGULATIONS

- ✘ New GSP Regulation (Regulation No. 978/201
- ✘ Article 14 of the of the European Parliament and the Council of the European Union stipulates that by January 1, 2016 and every two years thereafter, the European Commission will present a report to the European Parliament as well as the European Council regarding implementation status of 27 international conventions.
- ✘ Article 15 further provides that in case a GSP Plus beneficiary country does not respect its binding undertakings or formulate a reservation, the GSP Plus status will be withdrawn.

# FREEDOM OF ASSOCIATION

- ✘ I.L.O Convention No.87 and 98, Pakistan has ratified both the Convention
- ✘ I.L.O Convention 87 Freedom of Association and Protection of the Right to Organise Convention, 1948 (Convention No.87)
- ✘ I.L.O Convention 98 Right to Organise and Collective Bargaining Convention, 1949(Convention No. 98)
- ✘ European Union declared these conventions as Core Conventions
- ✘ The Article 17 of the Constitution declared freedom of Association as Fundamental Right.
- ✘ As per Article 17 “Every citizen shall have the right to form association or unions, subject to any reasonable restrictions imposed by law in the interest of the sovereignty and integrity of Pakistan, public order, and morality.
- ✘ The Balochistan Industrial Relations Act, 2010 is applicable on Gadani.

# FREEDOM OF ASSOCIATION IN THE YARDS

- ✘ labour contractors(Jamadars) are the leaders and officials of the Ship-Breaking Labour Union – a collective bargaining agent (CBA)
- ✘ If any worker need work at a yard through a contractor, he is bound to support contractor as his union representative.
- ✘ “This is the only [industry] in Pakistan where employers, who have the power to hire and fire workers, are also leading as trade union leader.
- ✘ Against the provisions of law Pakistan Ship Breaking Association conduct bargaining sessions with union (yellow union)
- ✘ Ship Breaking Workers are deprived from the right of association.
- ✘ Workers with the support of NTUF formed and registered union with Balochistan Labour Department under the name “ Ship Breaking Democratic Workers Union in the year 2009 but deregistered after 3 months on the allegation of fake membership by the C.B.A Union
- ✘ After this deregistration, the Ship Breaking Mazdoor union was registered in 2012 with the same group of trade union leaders and again deregistered on the same charge of fake membership by C .B.A Union in the year 2013.
- ✘ In addition to the C.B.A Union a union under the name of Ship Breaking Workers Union which is registered with Balochistan Labour Directorate under is also functioning. This union is affiliated with National Trade Union Federation, Ship Breaking Yard, Gadani.
- ✘ The total memberships of this trade union with card holders are continuously increasing and now 772 workers are its member.

# HEALTH AND SAFETY ISSUES

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- ✘ Gadani lacks the basic facilities such as access to schools and public infrastructure
- ✘ Dangerous not only to the people involved but also to the marine life and the overall environment of the area
- ✘ Laws relating to health and safety are poorly enforced
- ✘ Decent working conditions and environmental justice is needed.
- ✘ The National Trade Union Federation has drawn up a draft law that includes provisions for worker safety, compensation, and the recycling of waste and hazardous materials, in line with International Labour Organization guidelines.

# ACHIEVEMENTS

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- ✘ Union membership increased from 550 to 729 and end year it will be 900.
- ✘ The NTUF has drafted a comprehensive law “The Balochistan Ship Breaching Act, 2017” which covers registration of all workers with a Board
- ✘ Complete health and safety provision and Inspection system is in the Act;
- ✘ The NTUF after struggle succeeded in the payment of compensation to 30 deceased workers of November 2016 fire tragedy.
- ✘ Compensation of Rs.2500,000/ each worker was paid to the dependents
- ✘ The NTUF after struggle succeeded in the payment of compensation to 05 deceased workers of November 2016 fire tragedy @ Rs.1800,000 to each deceased family
- ✘ 57 serious injured workers of November tragedy were provided free medical treatment by the employers
- ✘ The NTUF with the assistance of Eadi Foundation succeeded in payment of compensation to 11 families
- ✘ The NTUF after the fire incident arranged 60 ambulances service of Eadi Foundation
- ✘ The NTUF with the assistance of Ministry of Ports and Shipping also arranged helicopter service for rescue of affected workers

# ACHIEVEMENTS

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- ✘ The NTUF succeeded in pressuring the federal and provincial government to constitute two facts finding commission on November tragedy. The NTUF provided its inputs in both commissions
- ✘ With the efforts of NTUF now owners have been recognising union and government also started inviting union in all meeting on Ship Breaking
- ✘ With the efforts of the NTUF the owner increases 10% increase in all workers wages
- ✘ The union office located at plot No 52, rebuild with the donation collected by workers
- ✘ The NTUF recently gathered all relevant information on Gadani Ship Breaking Yard and is useful for international community if published.
- ✘ Huge media coverage
- ✘ Union helped to get land for the hospital in Gadani

# RALLIES/DEMO



# RALLIES/DEMOS



# PROGRAM



# TRAININGS

# 108 PARTICIPANTS IN 4 TRAININGS



# TRAININGS



# TRAINING PARTICIPANTS

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1. First training on OSH on 28<sup>th</sup> & 29<sup>th</sup> March 16 = 20
  2. Secd. on National Strategy 9<sup>th</sup> & 10<sup>th</sup> April 2016= 28
  3. Third on OSH on 22<sup>nd</sup> October 2016 = 28
  4. Fourth on OSH on 29<sup>th</sup> and 30<sup>th</sup> October 2016= 32
- Total = 108

# CAMPS

# 770 VISITED 4 CAMPS



# PRESS CONFERNCES



# PRESS CONFERENCE



# NEWS LINKS

- ✘ Express Tribune: <https://tribune.com.pk/story/1468071/gadani-ship-breaking-workers-threaten-go-strike/>
- ✘ Express Tribune: <https://tribune.com.pk/story/1474855/ship-breaking-workers-call-off-strike-demands-met/>
- ✘ The Nations: <http://nation.com.pk/karachi/28-Jul-2017/call-to-ensure-shipbreaking-workers-rights>
- ✘ Dawn: <https://www.dawn.com/news/1313347>
- ✘ Express Tribune: <https://tribune.com.pk/story/1272021/place-another-blaze-ntuf-lambastes-govt-ship-breakers-fire/>
- ✘ The News: <https://www.thenews.com.pk/print/163635-Govt-flayed-for-condemning-families-of-Gadani-ship-breakers-to-starvation>
- ✘ Express Tribune: <https://tribune.com.pk/story/784764/keeping-it-shipshape-ntuf-wants-safety-standards-for-shipbreakers/>
- ✘ National Courier: <http://nationalcourier.pk/metropolis/150-workers-still-trapped-inside-burning-vessel/>
- ✘ Dawn: <https://www.dawn.com/news/1308636>
- ✘ The News: <https://www.thenews.com.pk/print/161882-Lack-of-safety-measures-caused-Gadani-tragedy-NTUF>
- ✘ Dawn: <https://www.dawn.com/news/1307256>
- ✘ The Nation: <http://nation.com.pk/karachi/03-Nov-2016/gadani-incident-worst-disaster-in-ship-breaking-history>
- ✘ Express Tribune: <https://tribune.com.pk/story/1109678/successful-negotiations-gadani-ship-breaking-workers-call-off-strike/>
- ✘ The News: <https://www.thenews.com.pk/print/161729-They-were-demanding-workplace-safety-just-two-days-ago>
- ✘ Dawn: <https://www.dawn.com/news/1295332>
- ✘ Geo Tv: <https://www.geo.tv/latest/119390-Death-toll-from-blast-at-Gadani-ship-breaking-yard-mounts-to-16>
- ✘ Dawn: <https://www.dawn.com/news/1304660>
- ✘ The News: <https://www.thenews.com.pk/print/163635-Govt-flayed-for-condemning-families-of-Gadani-ship-breakers-to-starvation>
- ✘ Ship and Ports: <http://shipsandports.com.ng/pakistani-shipbreaking-workers-union-calls-off-strike-2/>
- ✘ Herald: <https://herald.dawn.com/news/1153615>
- ✘ Hazards Magazine: <http://www.hazards.org/workingworld/charredlabour.htm>

# VIDEO LINKS

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- ✘ <https://www.youtube.com/watch?v=FfQ1eNAe1Uc&feature=youtu.be>
- ✘ <https://www.youtube.com/watch?v=5natpaPkgD0>
- ✘ <https://www.facebook.com/ntufpakistan/videos/382980222082382/>
- ✘ <http://video.dunyanews.tv/index.php/en/mustwatch/58754/Gadani-incident:-NTUF-criticizes-ship-breaking-association#.WaBg2PgjG1s>
- ✘ <https://www.facebook.com/ntufpakistan/videos/371102139936857/>
- ✘ [https://www.youtube.com/watch?v=72ib-7T\\_N94](https://www.youtube.com/watch?v=72ib-7T_N94)
- ✘ <https://www.youtube.com/watch?v=J1nE8I0LUgl>