



Cover Sheet 2021-22

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Individual Strategy	SESSI and EOBI Registration for Sindh's Sanitary Workers and Waste Collectors
Seminar Leader	Professor Duncan Green and Dr Tom Kirk
Due Date	Monday, 25 th April 2022
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Individual Strategy**Glossary**

EOBI	Employee Old-Age Benefits Institute
SESSI	Sindh Employees' Social Security Institute
SSWMB	Sindh Solid Waste Management Board
LG Sindh	Local Government Sindh
NCHR	National Commission of Human Rights
EOB	Employee Old-Age Benefits
SS	Social Security
PPP	Pakistan's People Party

1. Context

Disclaimer: *The strategy sometimes uses sanitary workers as an overarching term which includes both sanitation workers, and waste collectors (janitors, sweepers, etc.).*

1.1 Sanitation and Sanitary Workers in Pakistan

Pakistan's government estimates 87,000 tons of solid waste generated weekly, mostly rising from metropolitan areas. Karachi alone produces 16,500 tons of municipal waste daily (ITA, 2022). These statistics are accompanied by a weak waste-collecting infrastructure, lack of urban planning and equipment, and low public awareness.

Pakistan's sanitary workers, hence, have the mammoth tasks of collecting and cleaning this waste. However, sanitation workers and waste collectors have been constantly ignored in policies, plans, and initiatives (Ittefaq et al., 2021). These workers are often employed on a non-permanent basis, depriving them of benefits and pensions. Their working conditions are unhygienic, without any safety equipment, and often in life-threatening conditions. Limited access to healthcare exacerbates these health risks (Ittefaq et al., 2021).

1.2 Social Context

Despite only constituting 2% of the overall population in Pakistan, around 80% of the sanitary workforce is Christian (Fuchs and Fuchs, 2020). The sanitary workforce faces religious and caste determination, with the attached stigma of being unclean (Beall, 2006). In 2017, Irfan Masih, a sanitary worker in Umerkot died as doctors refused to treat him, terming him unclean. (BBC, 2017).

There is a 5% minority quota for employment nationwide, but minorities are often given low-tier, sanitary workers' jobs – jobs considered degrading. There are recurring discriminatory employment ads for sanitary workers which call for non-Muslim minorities, including ads posted by the Pakistani military (The New York Times, 2020). The workers are often called derogatory names like “chuhra”, meaning dirty.

Recently, there has been increasing activity highlighting the plight of sanitary workers, especially after Covid-19 labelling them “essential workers”. The Justice for Janitors group organised a march in Karachi for workers' rights, with wide-scale participation (Dawn, 2022). Aurat March's 2022 theme

focused on exploited labor. SCMP recently released a video depicting the gruelling conditions of Pakistan's sanitary workers, amassing 100,000+ views on YouTube. This showcases the reach of social media for such issues, as well as possibility of society's shifting attitudes towards the exploitation of sanitary workers.

1.3 Political Context

Sanitary workers are often deprived of their rights in policies. The Sindh Sanitation Policy of 2016 and 2017 failed to mention the workers at all (The News, 2019). Furthermore, politicians and government officials have mostly been silent on the state of sanitary workers and waste collectors (Beall, 2006).

In 2022, a major positive development has taken place with the National Commission of Human Rights (NCHR) taking notice of the discriminatory practices against sanitary workers especially in advertisements, and campaigning for its end (The News, 2022).

2. Objective of the Campaign

2.1 Problem

There are multiple legal and social problems faced by sanitary workers. The lack of benefits, (health benefits, and pensions) is one of the recurring problems raised by sanitary workers (WaterAid, 2020).

The **Sindh Solid Waste Management Board (SSWMB)**, under the Local Government department, is the primary body responsible for all waste collection in Sindh. SSWMB is responsible for ensuring the registration of its employees with **Employee Old-Age Benefits (EOBI)** and **Sindh Social Security (SESSI)**. However, this practice is not followed, and many sanitary workers do not receive any benefits or security (WaterAid, 2020). In a report by WaterAid 2020, no cases of workers with health insurance were found in Pakistan.

2.2 Objective

The campaign's objective is to ensure the strict implementation of the laws to register the sanitary workers and waste collectors with EOBI and SESSI in Sindh. SSWMB and the Local Government

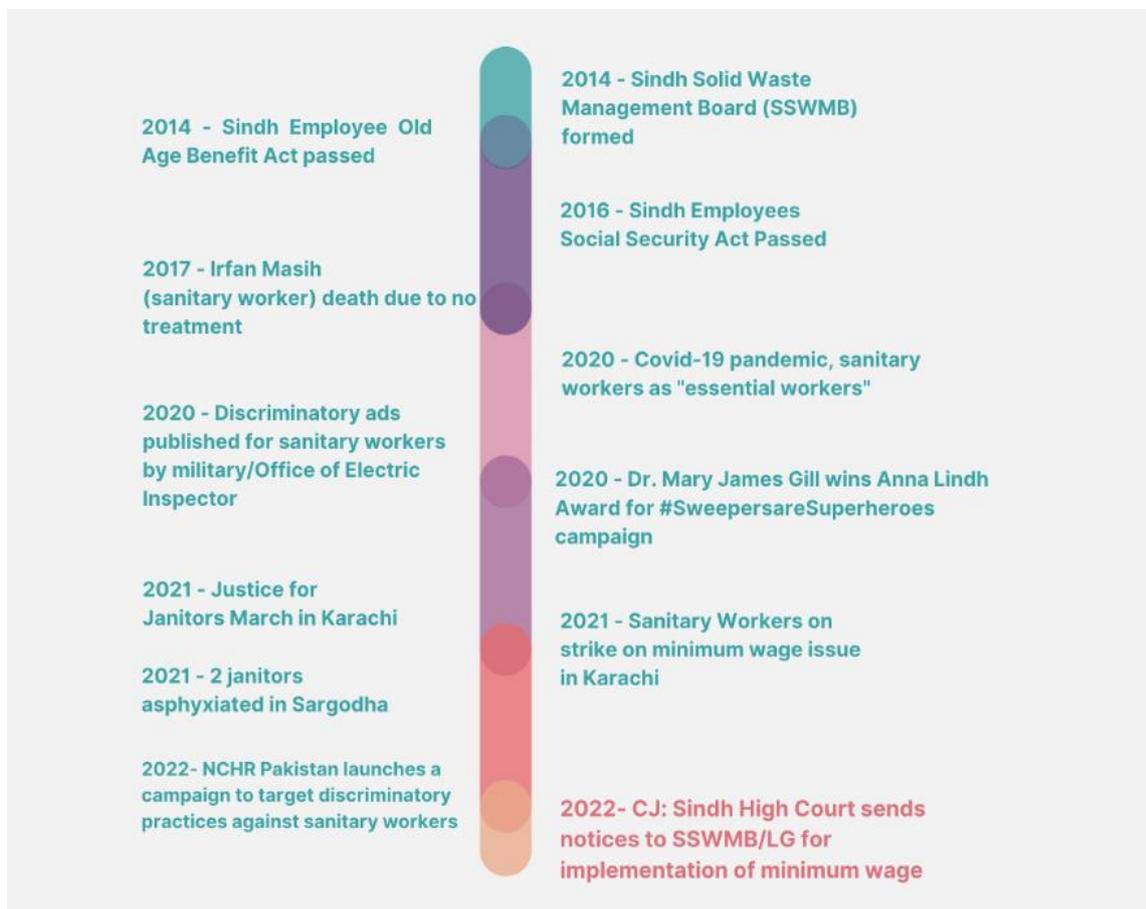
Department are to be held responsible for this. It will be implemented through coalition building to put pressure on the SSWMB and LG Sindh to take action, monitor, and report the registration of these workers. The strategy will also run a social media campaign to target discrimination, and shift public attitudes towards the workers.

Sindh is chosen due to its recent Acts and amendments to EOBI and SESSI; the newly formed SSWMB; and, the huge amounts of waste generated in Karachi.

With hazardous working conditions, the lack of PPE, no pension and benefits, the EOBI and SESSI registration can provide sanitary workers with relief and access to their legal rights. The benefits cover pensions, old-age benefits, and medical insurance in case of accidents, injuries, and sickness – conditions these workers are extremely vulnerable to. The campaign's success will be a success for human and labor rights in Sindh.

3. Timeline

3.1 Timeline of events (past 8 years)



3.2 Possible Critical Juncture

Sindh Sindh High Court Ruling 2022:

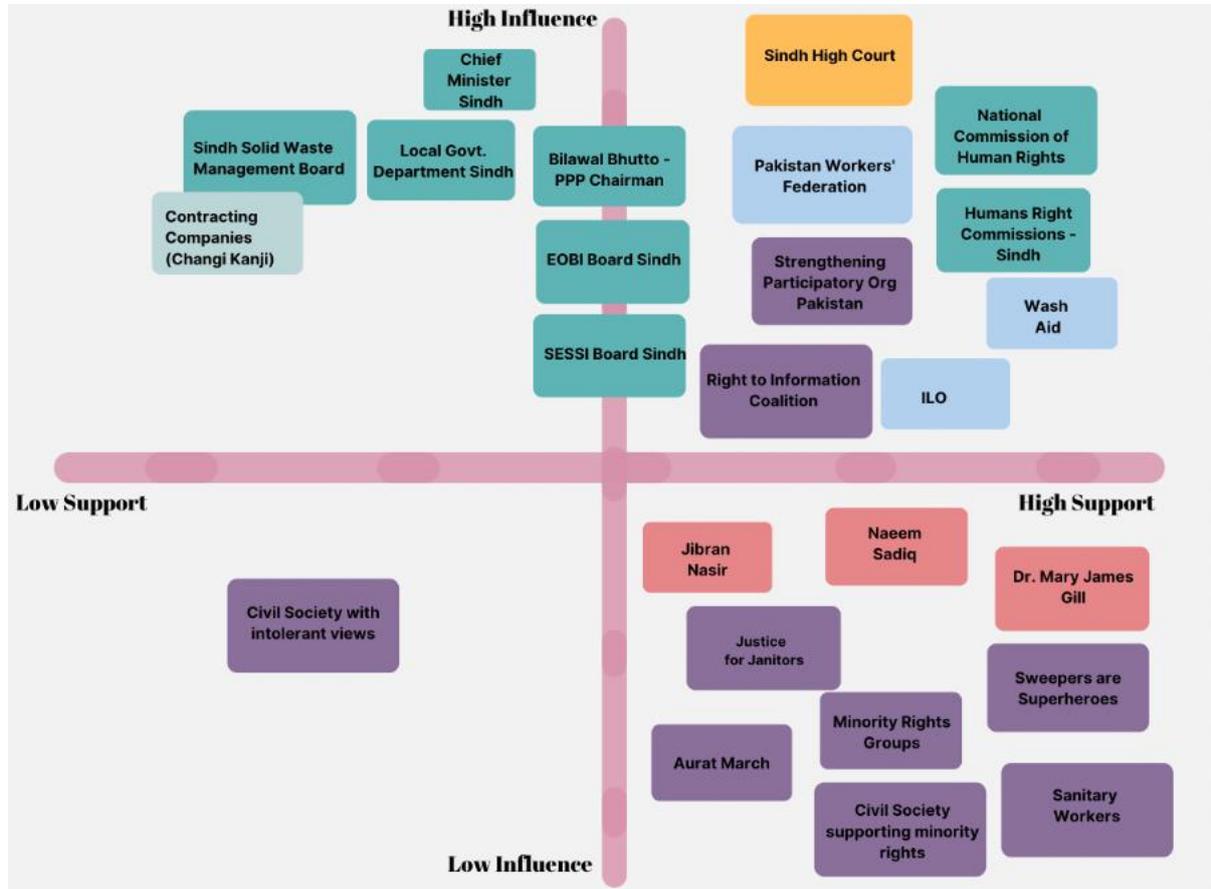
In January 2022, the Sindh High Court issued notices to Sindh's local government secretary, as well as the SSWMB for the strict implementation of minimum wages for their sanitation workers (The News, 2022).

This ruling resulted after the labor right activist, Naeem Sadiq, and others filed a petition in Court, stating that workers employed under LG department and SSWMB were paid below the minimum wage, without any repercussions.

The ruling exhibits the *power with* and the *power within* citizens. It can be a potential landmark ruling to help pave the way for advocacy, and further legal action for illegal practices against these workers.

4. Stakeholder Mapping and Power Analysis

4.1 Stakeholder Map



Key:



4.2 Agents of Change - Power Analysis

Sindh Solid Waste Management Board (SSWMB): The SSWMB, founded in 2014, is the primary body responsible for collecting “solid and other” waste, either on its own or through third-party contractors (including Chinese companies like Changi Kanji) (Sindh SSWMB Act, 2014). The

SSWMB has *power over* the sanitary and waste workers as their principal employer. While the SSWMB has *visible power*, it also has *hidden power* as it can relinquish responsibility of EOBI/SESSI registration, by hiring contractors who then hire the workers. It has shown negligence as workers are not registered with EOBI/SESSI, and is the primary agent of change which needs to be pushed to act.

Local Government Department: The LG Department Sindh is responsible for all government councils of Sindh, and has *visible* and *hidden power over* as well as the capacity to give *power to* groups through policy implementation. SSWMB falls under the ambit of Local Government making it an agent for change.

Sindh High Court: Independent from the government, the Court has set precedent for participation from citizens, being a form of *invited space*. It holds *visible power* as a law-making body, and has the *power to* pass laws/hold people accountable.

Humans Right Commissions Bodies: The Humans Rights Commission bodies, aimed to uphold the rights of minorities and exploited people, can help in providing *power to* the sanitary workers.

Sanitary Workers: As the exploited group, sanitary workers can create claimed spaces, and working with NGOs/activists/public/supportive institutions, can exhibit the *power with* and *power within*.

Pakistan Workers' Federation: A constituent of ILO, PWF strives to help workers achieve their rights. It holds *invisible power* with its international support, and can help mobilize and educate sanitary workers.

Key Individuals: Key individuals, advocating for the workers' rights include Naeem Sadiq, who has been brought forth petitions to the Court, and Mary James Gill, who leads the campaign #SweepersareSuperheroes for sanitation workers' rights. These citizens show the *power within* individuals, and also the *power with* by working together. They use *invited spaces*, and target *closed spaces*. .

NGOs/Civil Society: The society at large holds *power over* the sanitary workers, reflected by discriminatory ads, practices, and terms which perpetuates powerlessness in the groups. Conversely, NGOs and civil societies, which support human, labor, and minority laws (Aurat March/Coalition of Right to Information/Strengthening Participatory Org) can help create *claimed spaces* and through their *hidden power*, lead to developing *power with* and *power within* sanitary workers.

5. Influencing Strategy:

The influencing strategy will utilise the following articles as its legal basis:

- Article 19 of the Constitution of Pakistan: “Every citizen shall have the right to have access of information in all matters of public importance...”
- Right of Access to Information Act, 2017: “Everyone shall have the right to access all information held by public bodies...”
- The Old-Age Benefits Act 2014 Sindh: “Each organization employing more than 5 employees (either themselves or through contractors), must register with EOBI...”
- The Sindh Employees Social Security Act 2016: “The employer shall, for every employee, whether employed by him directly or through any other person, pay to the Institution a contribution...”

The provisions show that the registration and contribution of EOBI and SESSI for its workforce (including sanitary workers and waste collectors) falls under the principal employing body - in this case, the SSWMB.

Enabling Environment:

The sanitary workers’ strike in Karachi for minimum wage in 2021, and the admission of SSWMB of contracting companies not giving them the due wage (Bol News, 2021), shows growing awareness amongst workers regarding their rights, as well as recognition from SSWMB following pressure and accountability. The Justice for Janitors demonstration in 2022, and social media outreach (e.g. SCMP video on sanitary workers) also show potential shifting norms.

The 2022 notice of NCHR to stop discriminatory practices against sanitary workers, and the critical juncture of the Sindh High Court 2022 notice to SSWMB and LG for implementation of their legal minimum wages further creates an enabling environment to advocate for legal rights.

The upcoming elections in 2023 bring an opportunity to hold government institutions and members responsible. As such, advocating for the legal rights of workers in Sindh during this time is likely to garner attention from the SSWMB, and the local government of PPP, including the Chief Minister of Sindh, Syed Murad Ali Shah.

The following tactics/strategies will be employed for the campaign:

5.1 Coalition/Lobbying:

a. Lobbying between groups/individuals

The influencing strategy will aim to lobby and connect multiple stakeholders which support the rights of minorities, and labour. This includes activists like Naeem Sadiq, and Dr. Mary James Gill. The mandate of registering workers with EOBI and SESSI through pressure on the government institutes, and petitions to the Sindh High Court will be laid out. This mandate, followed by a template of the petition/letter, will be drafted and agreed upon by major stakeholders. This includes groups like SPO, Justice for Janitors, Aurat March, and the Sindh Human Rights Commission, and NHCR representatives.

b. Lobbying of Sanitary Workers

Support, feedback, and approval of sanitary workers will be required. The workers will be included to formulate the mandate, by utilising the network in place of groups like Sweepers are Superheroes. The coalition formed can inform sanitary workers regarding their legal rights of EOB and SS. Enlisting PWF representatives (Saad Muhammad – Deputy General Secretary), and using their help and coalition with the ILO, the demands can be explained to, and propelled by the workers. Activists like Boota Imtiaz Masih, who have previously worked with these workers can be enlisted for support.

5.2 Social Media Campaign:

To successfully influence the authorities to register the workers with EOBI and SESSI, the strategy will employ a social media campaign to amass public support.

Videos of sanitary workers employed by SSWMB and LG will be uploaded. The plight of sanitary workers, and the unhygienic work conditions will be highlighted through pictures and videos. The campaign will utilise hashtags like #WhereAretheBenefits to spread awareness. Testimonies from sanitary workers with their consent on their absent EOBI and SESSI status, and its harrowing implications, will be uploaded. This will aim to shift people's apathetic attitudes towards the workers, and invoke empathy.

The social media awareness campaign will also aim to give *power to* the citizens, and convince them to hold the authorities (SSWMB/LG councils) accountable for the registration of their sanitary workers and waste collectors, by applying pressure. The citizens will be provided with a letter template alongside the contact information of people they can contact/email/message, of the relevant bodies (SSWMB/LG). A letter template, and the relevant stakeholders' contacts is attached in the Appendix.

The Coalition on Right to Information, and PWF will be engaged on social media spaces (Twitter Space, Instagram Live) to share information of the RTI, and how ordinary citizens can effect change for vulnerable groups.

5.3. Influencing the Govt. Institutions:

Using the coalition of activists and groups, and the support of citizens from the social media campaign, pressure will be exerted on the SSWMB and the LG councils to display the current status of the EOBI/SESSI of their employed sanitary staff. Since not registering employees is illegal, the campaign will rely on its legal and humane grounds to pressure the authorities to register employees with EOBI and SESSI.

The letters/complaints will be sent through multiple channels – email, social media accounts, WhatsApp, and postal letters. These letters, combined with mass social media outreach, will demand accountability, and pressurize the SSWMB and LG to complete their legal duty of registering their workers for EOBI and SESSI.

The subsequent confirmation of registration of the workers will also be demanded, with the coalition working with the sanitary staff to help confirm their EOBI/SESSI status.

5.4 Petitions in the Sindh High Court:

The Sindh High Court has already set a precedent by sending notices to SSWMB and LG councils to ensure minimum wage implementation. This critical juncture can pave the way for more court notices, and stricter legal action being taken.

In particular, petitions can specifically call for the registration of EOBI and SESSI in Court. The unhygienic conditions, and the workers' exposure to toxic waste strengthen the need for the EOBI and

SESSI, corroborated by WaterAid/ILO recommendations. The coalition formed can help take these findings to the Sindh High Court, with support from the public.

The petitions will call for notices being given specifically for SSWMB and the LG to register and display the relevant information regarding the EOBI/SESSI status of their sanitary workforce. It will also call for action to be taken against these bodies if they stand in violation to the law, and fail to register their employees.

6. Conclusion

The influencing strategy aims to effect change in policy implementation, as well as invoke empathy in public to act. The social media campaign, by highlighting the workers' conditions and providing tangible, practical steps for the public to follow to effect change can create ripples of change in social norms, and change the status quo by forcing key stakeholders to act. Actors working towards minority, human, and labor rights through lobbying can further focus their efforts and resources towards a common agenda.

Continued pressure from activists and civilians, petitions to the court, and the use of constitutional rights can influence the SSWMB and LG department to fill their duty to register workers with EOBI/SESSI, and be held accountable if they fail to do so with the consequence of legal action. The campaign, hence, serves to champion the human, and legal rights of Sindh's exploited sanitary workers.

Appendix

Letter/Message to send to relevant authorities:

EOBI/SESSI Registration for Sanitary Workers and Waste Collectors

Dear Sir/Madam,

Request for information under Federal Right for Access to Information Act, 2017 and Article 19A of the Constitution of Islamic Republic of Pakistan.

As a citizen of Pakistan, I would like to obtain the following information/records as provided for and by the above-mentioned legislations:

1. For the sanitary workers and waste collectors employed under your organization, please mention, and confirm the registration of these employees with EOBI Sindh. Kindly provide the records of EOBI numbers of said employees.
2. For the sanitary workers and waste collectors employed under your organization, please mention, and confirm the registration of these employees with SESSI Sindh. Kindly provide the records of SESSI numbers of said employees.
3. Kindly confirm if the EOBI and SESSI contribution of the sanitary workers and waste collectors is being regularly paid.
4. For where the employees have not been registered with EOBI/SESSI, kindly confirm the steps you will take to ensure their legal and immediate registration.

Regards,
Name

Contact List of People/Agents:

SSWMB
SINDH SOLID WASTE MANAGEMENT BOARD

**3rd Floor, DMC (South) Building, Opposite to Aram Bagh Police Station, Near Haqqani
Chowk, District South, Karachi-74200, Pakistan**
Phone No: 021-99333710-03 Fax No: 021-99333700

URL: www.sswmb.gos.pk E-mail: info@sswmb.gos.pk

NAME	DESIGNATION	EXT	CONTACT	E-MAIL
Zubair Ahmed Channa	Managing Director		021-99333701	md@sswmb.gos.pk
Muhammad Riaz Gill	Executive Director Finance		021-99333704-6	info@sswmb.gos.pk
Tariq Nizamani	Executive Director (Ops-1)		021-99333704-6	info@sswmb.gos.pk
Shahbaz Tahir Khan	Secretary		021-99333703	info@sswmb.gos.pk
Nisar Ahmed Soomro	Executive Director (Operation-III)		02199333702	info@sswmb.gos.pk
Rehmatullah Shaikh	Director (W to E)		02199333701	info@sswmb.gos.pk
Musheer Ahmed	Director FEC East		021-99333704-6	info@sswmb.gos.pk
Sabir Hussain Shah	Director (Ops-II)		021-99333704-6	info@sswmb.gos.pk
Majid Raza Ghouri	Director (LFS)		021-99333704-6	info@sswmb.gos.pk
Syed Ali Raza	Director (Legal)		021-99333704-6	info@sswmb.gos.pk
Masood Adil Hashmi	Deputy Director (Ops)		021-99333704-6	info@sswmb.gos.pk

Masood Adil Hashmi	Deputy Director (Ops)	021-99333704-6	info@sswmb.gos.pk
Ahsan Raza Khan	Deputy Director (Finance)	021-99333704-6	info@sswmb.gos.pk
Majid Raza Ghouri	Deputy Director (Central) KHI	021-99333704-6	info@sswmb.gos.pk
		021-99333704-6	info@sswmb.gos.pk
Ahsan Raza Khan	Deputy Director (M&E) KHI	021-99333704-6	info@sswmb.gos.pk
Muhammad Suleman Khero	Deputy Director (West) KHI	021-99333704-6	info@sswmb.gos.pk
Syed Aftab Ali Shah	Deputy Director (Korangi) KHI	021-99333704-6	info@sswmb.gos.pk
Ghulam Abbas Mangrio	Deputy Director (Ops-East) KHI	021-99333704-6	info@sswmb.gos.pk
Ms. Almas Saleem	Deputy Director (Media)	021-99333704-6	info@sswmb.gos.pk
Rehmatullah Pirzada	Deputy Director (FEC East)	021-99333704-6	info@sswmb.gos.pk
Ahsan Raza Khan	Deputy Director (Legal)	201-99333704-6	
Aftab Ahmed Soomro	Deputy Director (Contract Management/ Procurement)	021-99333704-6	aftabsoomro@yahoo.com

Local Govt. Sindh

Local Govt. Sindh:

**Address : Ground Floor Annexe Tughluque House
Sindh Secretar**

Email : info@lgsindh.gov.pk

Chief Minister – Syed Murad Ali Shah:

Email

muradalishah@gmail.com

Permanent Contact 14-A, Street -7, Central Avenue, Phase II, DHA, Karachi.
(M) 0300-8210080

Address in Constituency Village Wahur, Taluka Sewan District Jamshoro
(M) 0300-8210080

Provincial Minister of Sindh for Local Governments – Syed Nasir Hussain Shah:

Permanent Contact Qasr-e-Nasir, Karbala Road Rohri, District Sukkur.

Present Contact Ali House 202, ST: 32, Khayaban-e- Romi, Phase VIII, DHA, Karachi.
(M)0333-7100555

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