2024

LAUNCHING CONVENTION OF PAKISTAN COMMUNITY HEALTH WORKERS FEDERATION

November 23, 2024

Lahore

Public Services International (PSI)

Pakistan Community Health Workers Federation (PCHWF)

Workers Education and Research Organization (WERO)

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EXECUTIVE SUMMARY: Launch of Pakistan Community Health Workers Federation (PCHWF)

The official launch of the **Pakistan Community Health Workers Federation (PCHWF)** took place on **November 23, 2024**, at Falleties Express Hotel in Lahore, marking a significant milestone in the decades-long struggle of Lady Health Workers (LHWs) in Pakistan. The event brought together over 20,000 women health workers, including LHWs, polio workers, and midwives, from across the country, alongside labor leaders, union representatives, and partners of Public Services International (PSI).

The establishment of the PCHWF represents the unification of various regional health worker unions into Pakistan's first national union, providing a single platform for workers to address common challenges and fight for their rights. The federation aims to amplify the voices of workers and advocate for reforms in wages, benefits, working conditions, and professional development. It will also work to improve security, workplace safety, and ensure benefits such as health insurance, pensions, and maternity leave. A major focus is the service structure for all LHWs, restoration of health risk allowances, standardized pay for polio workers, and a demand for the minimum wage to be increased to PKR 50,000.

The newly elected office bearers will lead the federation in its mission to protect and promote the rights of health workers. The PCHWF will collaborate with international organizations and national trade unions to strengthen its advocacy and ensure the welfare of healthcare workers across Pakistan. This launch marks the beginning of a powerful and unified movement to secure better conditions for the essential workers who are at the heart of Pakistan's healthcare system.

ON THE NEED FOR A FEDERATION

The struggle of the Lady Health Workers (LHWs) has been successful largely due to the effective mobilization of the workers and the unity demonstrated by different groups for a shared cause. This federation, therefore, is an extension of the idea that only through unity can the movement find strength.

Lady Health Workers in Pakistan have successfully negotiated regularization for themselves, but they still have a long way to go in securing their rights. To provide a single platform through which community health workers can raise their voices was, therefore, imperative. This federation will serve as one banner under which unions can network with international organizations, organize protests, and lobby government officials. Under this unified platform, workers will find that their collective voice grows louder, effectively building pressure on the government.

The issues the federation aims to address are:

- Service structure
- Designing and issuing service rules
- Restoration of the health risk allowance for all health workers
- Standardized pay across the country for polio workers
- Supervisory allowance for LHS
- Foolproof security for LHWs and polio workers, and compensation for those killed or injured
- Safe workplaces, free from incidents of sexual harassment
- Benefits such as social security, gratuity, maternal leave, healthcare, and pension for workers
- Fight against privatization and outsourcing of healthcare and other utility services
- Increasing the minimum wage to PKR 50,000

OVERVIEW OF THE EVENT

The **PCHWF launch event** brought together over 20,000 women community health workers from all four provinces of Pakistan. The gathering symbolized a monumental step in the collective struggle for better working conditions and recognition. Lady Health Workers (LHWs), despite their crucial role in providing primary healthcare in rural areas, have long faced issues such as low pay, inadequate benefits, delayed unsafe working conditions, and sexual harassment.

The PCHWF was created to unite various regional unions into a national federation to advocate for better conditions. The event also highlighted key achievements, such as the regularization of LHWs in 2012, and focused on the ongoing struggle for service structure, fair wages, particularly for polio workers who still receive honorariums.

Public Services International (PSI) has played a key role in supporting the unionization of community health workers across Pakistan and in facilitating for organizing, lobbying, research, and networking. The launch emphasized the urgent need for better security measures, especially after recent attacks on polio workers, and marked a significant step in the fight for secure, dignified, and fair working conditions for these essential healthcare workers.

OBJECTIVES OF THE CONVENTION

The primary goals of the **November 23, 2024, convention** for the launch of the PCHWF were to:

1. **Form a National Federation:** Officially establish the PCHWF as the first national federation representing community health workers in Pakistan.

2. **Solidify Workers' Rights:** Address issues such as meagre pay, delayed salaries, lack of benefits, and unsafe working conditions.
3. **Promote Solidarity:** Foster unity among various unions and community health worker groups to strengthen collective action for better working conditions.
4. **Empowerment and Representation:** Provide a formal platform for workers to advocate for their rights through collective bargaining.
5. **Raise Awareness:** Emphasize the critical role of community health workers and the need for secure, supportive working environments.

This event marked a crucial step in advancing the rights and recognition of community health workers, highlighting their essential contributions to Pakistan's healthcare system.

ATTENDANCE AND PARTICIPANTS

The launching convention of PCHWF was attended by more than 500 numerous lady health workers, polio health workers, midwives, and leaders of the movement from across the country. Labor leaders, representatives of trade unions, and affiliates of PSI also participated. Mir Zulfiqar, Coordinator of PSI, and Asad-ur-Rehman, a PSI affiliate, moderated the convention.

UNIONS UNDER THE FEDERATION

1. Punjab Ladies Health Workers Union, Sheikhupura
2. Ladies Health Workers Union, Faisalabad
3. All Sindh Lady Health Workers and Employees Union
4. All Khyber Pakhtoon Khawa Lady Health Workers and Staff Union
5. Baluchistan Lady Health Workers Union

PROCEEDINGS OF THE CONVENTION

Office Bearers

The election of office bearers for the Pakistan Community Health Workers Federation (PCHWF) marked a significant moment in the union's history, as it solidified the leadership structure for the newly formed national union. The below mentioned diverse group of leaders was elected, representing the unity and collective determination of the women health workers from all four provinces of Pakistan.

1. Chairperson....Rifasiat Qamar
2. Vice Chairperson.... Soraya Naz
3. Vice Chairperson.... Musarrat Basharat

4. Vice Chairperson.... Nasira Parveen
5. President.... Halima Zurqarnain
6. Vice President.... Erum Fatima
7. General Secretary.... Rahila Tabassum
8. Additional General Secretary.... Bibi Jan Baloch
9. Deputy General Secretary.... Robina Shaheen
10. Secretary Finance.... Shamim Ara
11. Joint Secretary.... Parveen Sakhi
12. Information Secretary.... Parveen Akhtar
13. Secretary Education and Research.... Rozeena Bibi
14. Secretary Legal Affairs.... Rizwana Kosar
15. Office Secretary.... Safia Bano
16. Secretary Youth Affairs.... Kinza Malik
17. Executive Member…. Rabia
18. Executive Member…. Sadia Bano
19. Executive Member…. Sameera
20. Executive Member…. Fareena Khan
21. Executive Member…. Shahida Gul

OBJECTIVES OF THE FEDERATION

The establishment of the federation marks a crucial moment in the history of the community health workers' movement in Pakistan. This historic step is the first of many in a fruitful and righteous struggle. The objectives of the federation are as follows:

1. **To protect and advance the rights and interests of health workers** in all matters related to wages, benefits, working conditions, and professional development.
2. **To promote unity and solidarity among health workers** across various sectors, including, but not limited to, public health institutions, private healthcare providers, and academic and research institutions.
3. **To engage in collective bargaining** on behalf of health workers, ensuring fair and just terms of employment.
4. **To advocate for healthcare policies** that enhance the welfare of both health workers and the general public, promoting universal access to quality healthcare.
5. **To provide legal and financial assistance to member unions** and their members in disputes or grievances related to employment.
6. **To ensure gender equality and promote inclusivity** by defending the rights of all health workers, regardless of gender, race, ethnicity, or status.
7. **To collaborate with international trade union organizations** and foster partnerships with other worker organizations in the healthcare sector worldwide.
8. **To collaborate with national trade union centers** to build a vibrant, effective, and strong trade union movement.
9. **To educate members** about their basic and fundamental rights.

RESOLUTIONS AND OUTCOMES

In alignment with the objectives outlined above, the Pakistan Community Health Workers Federation (PCHWF) has committed to the following resolutions and outcomes:

1. **Wage and Benefit Improvements**: Achieving standardized pay across all regions for health workers, ensuring a fair and just compensation system, and restoring health risk allowances for all workers.
2. **Collective Bargaining and Policy Change**: Engaging in robust collective bargaining to secure regular wages for all health workers, particularly polio workers, and advocating for policies that promote better working conditions and social security benefits, including pensions and maternity leave.
3. **Security and Safety Measures**: Implementing comprehensive security measures for polio workers and all community health workers, with a focus on safety from violence, sexual harassment, and other workplace hazards.
4. **Gender Equality and Inclusivity**: Advancing the cause of gender equality, ensuring that the rights of women health workers are protected, and advocating for a workplace free from discrimination.
5. **Legal and Financial Support**: Providing legal and financial assistance to member unions in addressing grievances and employment-related issues, ensuring that workers can resolve disputes effectively.
6. **National and International Solidarity**: Strengthening collaboration with national trade union centers and international organizations to build a united movement that advocates for the rights of health workers at both local and global levels.
7. **Educational Initiatives**: Offering educational resources and training to union members to ensure they are well-informed about their rights and empowered to take an active role in advancing their causes.

By pursuing these resolutions, the federation aims to bring about transformative change for community health workers in Pakistan, securing fair wages, improved conditions, and a respected place within the healthcare system.

KEY SPEECHES

MIR ZULFIQAR ALI

Coordinator, Community Health Workers Project Pakistan was called upon to give an overview of the history of Lady Health Workers in Pakistan. He spoke about the establishment of the program and the timeline of their struggle to secure better working conditions. He began his address by thanking Sister Kate, the Regional Secretary of PSI, and stated that the launch of the National Federation of

Community Health Workers is a historic event. Along with the session on their 10-year association with PSI, this day holds great significance for the Lady Health Workers of Pakistan.

Delving into the history of the Lady Health Workers program, he explained that it was founded by Benazir Bhutto in 1994. Its purpose was to provide basic health facilities to women and children in the community, bringing first-line healthcare to their doorstep. In the beginning, Lady Health Workers received meager salaries, faced poor working conditions, lacked a service structure, and endured daily harassment. There were no steps taken to ensure their safety and security. "I have been working alongside Lady Health Workers to fight for their rights since 1994," Zulfiqar said. "I have been trying to liaise between Lady Health Workers and the government even before I worked with PSI."

In 2008, different organizations and groups of Lady Health Workers realized that, despite their years of service, they still lacked basic amenities and had not been regularized. A three-pronged strategy was developed to mobilize all Lady Health Workers and integrate them into the struggle. During this period, thousands of Lady Health Workers protested and organized strikes. They engaged with government officials, approached various courts, and struggled tirelessly for their right to be regularized. The government could no longer turn a blind eye and was eventually compelled to listen to the demands of the Lady Health Workers. Their regularization was achieved—not as a gift or benefit, but as the result of a grueling struggle.

However, this regularization, Mir Zulfiqar added, came with significant confusion. Following the 18th Amendment and the devolution of powers to the provinces, Lady Health Workers did not receive formal letters of regularization or a clear service structure. During this period of uncertainty, PSI stood steadfast with the Lady Health Workers. At this time, a project manager from PSI visited Pakistan and spoke with Lady Health Workers. With their assistance, a strategy was developed to further mobilize workers, align them with the cause, and lobby government officials. Protests were also organized to apply additional pressure on the government. Representatives of the movement met with MNAs, MPAs, and other government officials and began pursuing legal channels. Networking efforts were expanded at both national and international levels, involving trade unions, civil society organizations, and other stakeholders. This ultimately led to the distribution of regularization letters, although a service structure was still absent.

PSI's role was pivotal in these efforts. They began by researching the issues affecting Lady Health Workers. One study focused on the impacts of low and delayed wages, while another examined the sexual harassment faced by Lady Health Workers within their communities. These findings were widely publicized and used to train Lady Health Workers. Each year, more than a thousand workers received training through this initiative. Their skills and capacities were enhanced in areas such as collective bargaining, negotiation, public speaking, effective social media use, and communication. These skills were imparted through seminars and workshops, with the aim of making Lady Health Workers self-sufficient so they could raise and address their issues

independently. This approach created new leaders within the movement, who now present their concerns and solutions at both national and international forums. This has earned the movement international respect and recognition.

Another achievement of the movement, Mir Zulfiqar pointed out, is the establishment of three registered unions—one in Sindh and two in Punjab—with efforts underway to register unions in Balochistan and KPK as well.

Praising the struggle of Lady Health Workers in Pakistan, Zulfiqar described them as the backbone of the healthcare system. He reminisced about their role as frontline workers during the COVID-19 pandemic. He noted that community health workers in India and Nepal, by comparison, are still not regularized and are recognized merely as volunteers. “The struggle of Lady Health Workers in Pakistan is a model to emulate for them,” Mir Zulfiqar said. During the pandemic, Lady Health Workers from Pakistan, India, and Nepal collaborated through online meetings to draft a charter of demands. This document was widely shared among workers, leading to significant changes. As a result of lobbying based on this charter, governments began providing safety equipment and gadgets to Lady Health Workers, along with COVID-19 bonuses.

An exchange visit was also organized, during which community health workers from Nepal visited Pakistan and met with the pioneers of the struggle. This was intended to replicate the success of Pakistan’s movement in Nepal, where health workers are fighting for similar rights. Additionally, the President of All Sindh Lady Health Workers, Halima Zulqarnain, was invited by the Executive Board of PSI to share their struggles, achievements, and current challenges—a matter of great honor and a testament to how far the movement has come.

Documentaries at both national and international levels have been made about the long road of struggle for Lady Health Workers and their unions. Mobilization efforts have been highly successful, with membership surging wherever organizational units exist. This unity has created a strong foundation for future struggles and successes. The launch of the federation, Zulfiqar explained, provides an umbrella under which the movement can continue to flourish and achieve new milestones as a united front. He emphasized that unity is essential for achieving their goals, calling it the most powerful weapon in their arsenal.

Looking ahead, Zulfiqar highlighted several challenges the federation must tackle. He stressed the importance of uniting the remaining groups of community health workers under the federation’s banner. The next major goal, he said, is to secure a comprehensive service structure for Lady Health Workers. Addressing the widespread sexual harassment and physical assaults faced by health workers, particularly polio workers, is another critical priority. Zulfiqar underscored the need for a national campaign and strategy to combat these issues effectively.

He also warned of the government’s moves to outsource or privatize Basic Health Units (BHUs) and various departments within the community health workers' program, which

could jeopardize the job security of Lady Health Workers. Private companies might replace them with less favorable working conditions. Zulfiqar urged immediate action and campaigning against privatization to safeguard the livelihoods of Lady Health Workers.

He concluded by thanking PSI for their unwavering support of the movement, expressing gratitude to General Secretary PSI Brother Daniel and all those who contributed to the cause. “PSI has provided us with intellectual and financial support, bridging the gap between us and the international community,” Mir Zulfiqar said in closing. “We could not be more thankful.”

KATE LAPPIN

Regional Secretary, PSI Asia-Pacific

The launch of the National Federation of Community Health Workers was marked by an inspiring address from Kate, a senior representative of PSI. Addressing the gathered participants, Kate expressed heartfelt appreciation for the warm welcome and acknowledged the significance of the historic occasion. She extended congratulations on behalf of PSI’s 30 million workers worldwide, emphasizing that the Lady Health Workers of Pakistan are an integral part of the PSI family and serve as an inspiration to workers globally.

Kate highlighted the years of anticipation and effort that had led to the formation of this federation, describing it as a unifying moment for community health workers across Pakistan. She acknowledged the unwavering dedication of the leaders and members who have worked tirelessly to secure the rights of Lady Health Workers. The unity of women from Sindh, Punjab, Khyber Pakhtunkhwa, and Balochistan was celebrated as a powerful symbol of sisterhood and solidarity.

Reflecting on the global challenges faced by women health workers, Kate expressed frustration and determination to address the systemic undervaluation of women in healthcare. She noted that the persistent issues of low wages, lack of recognition, and unregularized employment for health workers—seen not just in Pakistan but also in India, Nepal, the Philippines, and Africa—stem from gender discrimination. Kate emphasized that these conditions would not have been imposed on male workers and urged trade unions to prioritize women’s issues, as they have increasingly done over the past two decades.

Kate recognized the immense challenges facing Pakistan, including political instability, economic difficulties, and climate crises, and pledged PSI’s unwavering support for the Lady Health Workers' struggle. She affirmed that while governments may come and go, unions remain steadfast in their mission to uphold workers' rights.

Acknowledging the contributions that made the formation of the federation possible, Kate thanked the PSI National Coordinating Committee in Pakistan and its 11 affiliates for

their support. She also commended the dedication of PSI staff and key individuals such as Mir Zulfiqar and Brother Asad, who played pivotal roles in bringing the federation to life.

In conclusion, Kate conveyed her best wishes for the success of the federation and reaffirmed PSI's support for the Lady Health Workers of Pakistan. Her address ended with a resounding message of solidarity and empowerment: "Zindabad to the Lady Health Workers of Pakistan!"

DANIEL BERTOSSA

Secretary General PSI, delivered an inspiring address on the historic day of the founding of the new National Federation of Community Health Workers in Pakistan. Expressing his pleasure at being part of the momentous occasion, Daniel congratulated the Lady Health Workers (LHWs) on this monumental achievement. He highlighted that PSI, representing 30 million workers worldwide, has been following the work of the LHWs with great respect and solidarity.

Daniel announced that PSI would report this significant milestone to workers around the globe. He mentioned that at the upcoming PSI Global Executive Board meeting, which would host 50 of the world's most prominent trade union leaders from public services, he would personally highlight the success and achievements of the LHWs in Pakistan. He commended the dedication, hard work, and commitment of the federation members, emphasizing that PSI was enormously proud of their efforts.

Underscoring the power of collective action, Daniel remarked that unity is the foundation of workers' strength and the answer to the challenges they face. He acknowledged the unique and pressing issues confronting community health workers in Pakistan, including violence, harassment, low wages, rising prices, and the constant threat of the climate crisis. He expressed his confidence that the new national federation would elevate the voices of these 125,000 women workers, creating meaningful change not only for them but also for the broader population they serve.

Daniel emphasized the vital role that Lady Health Workers play in improving the lives of the people they serve and in contributing to the development of the country. He affirmed that their fight is just and promised that PSI would continue to support their struggle with solidarity. He also highlighted that the work of the LHWs in Pakistan serves as a source of inspiration for community health workers in other parts of the world, including Africa, where PSI is working to help health workers form unions to protect their rights.

Expressing gratitude, Daniel thanked the supporters of this movement and other unions that have stood in solidarity with the LHWs. He concluded by wishing the federation success in its endeavors and expressed his hope to join them in person at a future convention. Reassuring them of PSI's unwavering support, he ended his address with a powerful message of encouragement: "Keep fighting, and know that the entire PSI family stands with you."

BANANI DEKA

Gender and Equality Officer, South Asia, Banani Deka addressed the gathering with an encouraging and heartfelt message. Sharing her extensive experience of working with community health workers for five years, she expressed her delight at witnessing the formation of a national platform for Lady Health Workers (LHWs) in Pakistan.

Banani acknowledged the years of hard work by Sindh and Punjab's Lady Health Workers, as well as community health workers across Pakistan, which had culminated in this significant achievement. She highlighted the importance of the South Asian platform, where Indian and Nepali health workers are leading campaigns to gain regularization and recognition. Banani noted that these health workers draw deep inspiration from the struggle and success of their counterparts in Pakistan, learning from their fight for regularization and better working conditions.

She congratulated the Lady Health Workers on establishing the national platform and commended their efforts in amplifying the voices of workers across the country. Concluding her address, Banani extended her best wishes to all the participants and expressed hope for their continued success in advancing the rights of community health workers.

RAMAN KANNAN

Sub-Regional Secretary, South Asia, addressed the gathering of Lady Health Workers (LHWs) from the four provinces, extending warm greetings to all participants, including Sister Kate and the leadership of PSI affiliates. Speaking virtually, Kannan conveyed his regret at not being able to attend in person but expressed his excitement at joining the event online. He also shared congratulations from community health workers in Nepal and India where similar programs were being held in solidarity with the achievements of Pakistani LHWs.

Kannan highlighted the importance of the work undertaken by LHWs in Pakistan and reflected on the journey that began over a decade ago. He explained how PSI affiliates initially included workers in the public sector but gradually recognized the need to organize Pakistan's large group of community health workers, particularly women. Over the past ten years, significant progress has been made, resulting in registered unions in

Sindh and Punjab. He expressed confidence that unions in Balochistan and KPK would soon follow, strengthening the collective movement of community health workers.

He noted that the regularization of LHWs in Pakistan has instilled hope and confidence among community health workers in Nepal and India, inspiring them to continue their fight for regularization and recognition. Kannan reassured the participants that PSI, along with its affiliates, remains firmly committed to supporting their efforts. He added that General Secretary Sister Kate would provide valuable guidance on future strategies to further their cause.

Kannan also emphasized the need to consider the broader role of community health workers and women in governance. He called for solidarity from other unions in Nepal, Pakistan, and India to support the ongoing struggles. He commended Pakistan for being ahead of other countries in organizing community health workers, highlighting the readiness of PSI affiliates to offer their support whenever needed.

Addressing global challenges, Kannan stressed the need to tackle issues such as climate change and digitalization. He referenced his recent conversation with Nizamani Sahab during a visit to Delhi, where they discussed alarming pollution levels, with Lahore ranking as the most polluted city and Delhi following closely behind.

Concluding his address, Kannan expressed his confidence in the powerful leadership of the newly formed national federation and the strength of the women leading this movement. He congratulated the LHWs on their achievements and reaffirmed PSI's unwavering support, extending his gratitude to everyone involved in the struggle.

MUSARRAT BASHARAT

Vice Chairperson, Pakistan Community Health Workers Federation, addressed the gathering at the convention, welcoming all the guests, especially Kate, who continues to inspire them. She began by reflecting on the inception of the Lady Health Workers (LHW) program in 1994, stating that at that time, no one was ready to take on the challenging role. She paid tribute to the women who left their homes to perform the duties of LHWs, working for low wages, and sometimes not being paid for six months. Despite these hardships, these women continued their service to the community.

In those days, women working outside the home faced societal stigma, which made their contributions even more difficult. However, over time, they recognized their struggles and began to organize, raising issues such as low wages and harassment. This led to the historic sit-in in Islamabad, after which their concerns were acknowledged, and the Supreme Court of Pakistan intervened. In 2012, they were officially regularized.

Musarrat highlighted that the success of the LHWs' movement was largely due to the hard work of women, especially those in rural areas, whose contributions were often

overlooked. Their courage in the face of adversity and their unity played a crucial role in achieving this victory. Today, LHWs are recognized as the backbone of Pakistan's healthcare system.

She also shared how joining PSI ten years ago provided LHWs with more strength and an opportunity to learn from others globally. When they started their union, they were few in number, but now their strength has grown significantly. After the 18th Amendment in Pakistan's Constitution, LHWs were required to work within their provinces, which led to division, but PSI's support enabled them to strengthen their presence in 12 districts of Punjab.

Despite the progress, many challenges remain. Musarrat pointed out that LHWs still have no designated workspace in Basic Health Units (BHUs), and they have often had to perform their duties outdoors. They have been required to work 24-hour shifts without safety measures, particularly during the COVID-19 pandemic. Furthermore, whenever new health programs are initiated, LHWs are given responsibility without compensation, yet they continue to serve.

Musarrat concluded by emphasizing that the formation of the federation, uniting the four provinces, is a major step forward. She expressed confidence that with PSI's continued support, they would be able to further their struggle for key issues, including a proper service structure, addressing the concerns of retirees, and other workers' rights.

HALIMA ZULQARNAIN

President, Pakistan Community Health Workers Federation

The speaker emphasized unwavering determination, expressing no fear of anyone. They described the current movement as an emotional storm marking the beginning of new revolutions, with a rallying call to Lady Health Workers across Pakistan. Gratitude was extended to colleagues and the Public Services International (PSI) for organizing the event in Lahore, which brought together Lady Health Workers from all over the country.

Reflecting on the history of their struggle, the speaker highlighted the first sit-in staged by Lady Health Workers in Karachi in 1995, during which Mir Zulfiqar Ali provided steadfast support. Through WERO and later PSI in 2015, Lady Health Workers were united nationwide. Their prolonged struggle has since garnered global awareness about the challenges and hardships faced by these workers.

The speaker addressed the persistent problems Lady Health Workers encounter. Even now, they lack a proper service structure, pension, or gratuity for retired employees, as well as seniority recognition for the past 18 years of service. Security concerns during polio campaigns remain a significant issue. However, the speaker expressed confidence that these challenges could be resolved through collective efforts and national-level federation unity.

Acknowledging significant achievements with PSI's support, the speaker highlighted several milestones. PSI organized technical training sessions, leadership programs, and gender equality workshops, equipping Lady Health Workers to prioritize and address issues effectively. The registration of the first union of Lady Health Workers in Sindh through PSI was described as a landmark achievement for the country.

PSI's assistance also ensured that Lady Health Workers received compensation for their extensive work during polio campaigns, although these payments were later reduced. The speaker expressed hope for the restoration of these benefits in the future. Additionally, PSI supported Lady Health Workers during critical incidents, such as the rape of a worker in Jacobabad, Sindh. PSI's efforts pressured the government to act, resulting in the arrest of the perpetrators and justice for the victim.

The speaker commended PSI for fostering connections with community health workers from other countries, enabling Lady Health Workers to benefit from shared experiences. They noted that such collaborations were instrumental in advancing the cause of Lady Health Workers.

The contributions of Lady Health Workers to achieving Pakistan's Millennium Development Goals (MDGs) were emphasized, including their pivotal role in providing maternal and child healthcare, eradicating thousands of polio cases, and their widely acknowledged efforts during the COVID-19 pandemic. Despite facing unparalleled challenges, Lady Health Workers were described as a formidable and determined workforce. United under their union, they are committed to continuing their struggle and achieving their rights. The speaker concluded by affirming their unity and resolve to follow through on all union decisions, emphasizing their position as a leading force in the fight for workers' rights.

RIFASIAT QAMAR

Chairperson, Pakistan Community Health Workers Federation

The speaker began by extending greetings and expressing joy on behalf of Lady Health Workers from across Pakistan, who had come together under one roof. This significant gathering was attributed to the efforts of Public Services International (PSI), which has played a key role in uniting Lady Health Workers nationwide. While PSI has already been active in Sindh and Punjab, it has recently initiated work in Khyber Pakhtunkhwa (KPK).

The speaker noted that when Lady Health Workers operate in isolation, their issues are often overlooked by the government. However, by uniting under a federation, they can effectively address their challenges. In KPK, the union has consistently supported Lady Health Workers in times of need, exemplifying the advantages of union membership.

The speaker emphasized the unity achieved through PSI's efforts, highlighting the organization's role in capacity-building and providing unwavering support to colleagues.

They expressed pride in PSI's partnership and declared solidarity with the Pakistan Community Health Workers Federation, concluding with a resounding affirmation of their collective strength and determination to overcome challenges.

KINZA MALIK

Youth Secretary, Pakistan Community Health Workers Federation

The speaker began by extending greetings and expressing deep gratitude to the guests from outside Pakistan, the Punjab Lady Health Workers Union, and workers from across the country. They conveyed respect to the leadership, fellow polio worker sisters, supervisors, and the Punjab Lady Health Workers Union for their consistent support. The Union was commended for treating polio workers like family, addressing their issues, and standing alongside them in solidarity.

The speaker acknowledged the Union's efforts in empowering polio workers by offering opportunities to hold leadership positions and providing training in organizing. These initiatives have enabled millions of polio workers across Pakistan to unite and fight for their rights. Polio workers were described as unrecognized frontline heroes who, in every outbreak and disaster, stand at the forefront, serving their communities.

Despite their critical role, polio workers in Pakistan, many of whom are educated young women, face numerous challenges. They work on a voluntary basis for minimal pay, enduring harsh climatic conditions, societal stigma, long working hours, harassment, intimidation, and violence. Yet, they continue to be denied dignified employment, adequate wages, and social security.

The speaker called for collective action, urging polio workers across Pakistan to begin their struggle for rights with unity, high morale, and passion. Under the umbrella of the Pakistan Community Health Workers Federation and Public Services International, efforts will focus on organizing, uniting, and empowering polio workers to secure their fundamental rights, including safe workplaces, fair wages, and equitable employment.

The speaker emphasized the importance of collaboration with Lady Health Workers, supervisors, and other civil servants of the National Program to achieve these goals. They also highlighted the need for the support of senior leaders from major federations and unions present at the event.

Expressing confidence in the collective power of the movement, the speaker concluded by affirming that polio workers in Pakistan would soon secure their basic rights, dignified employment, safe workplaces, and a brighter future. The speech ended with gratitude and a resolute declaration of solidarity with the labor union.

PARVEEN SAKHI

Joint Secretary, Pakistan Community Health Workers Federation

The speaker began by paying tribute to the brave Lady Health Workers from all provinces of Pakistan, describing them as a courageous army, constantly on the battlefield but without weapons of war. These workers were acknowledged for their resilience and determination in fighting for their rights within the framework of the law, leading to many significant achievements.

Highlighting the ongoing struggle in Balochistan, the speaker noted the persistent efforts to resolve local challenges. However, they shared the positive development that, with the support of Public Services International (PSI), individuals from different provinces and linguistic backgrounds had come together in unity.

The speaker emphasized that greater unity would result in increased strength and success in achieving collective goals. Acknowledging the rapid pace of development and the various challenges faced in this era, they urged Lady Health Workers to remain united. They described the establishment of the federation as a milestone for Lady Health Workers, likening it to a chain that connects various links to strengthen bonds. This unity, they asserted, would ensure that no one could suppress the voices of Lady Health Workers in the future.

The speaker concluded by expressing heartfelt gratitude to Mir Zulfiqar Ali and the PSI team for their efforts in establishing the federation, recognizing their understanding of the problems and struggles of Lady Health Workers. The speech ended with thanks to all those involved in this significant initiative.

RAHILA TABASSUM

General Secretary, Pakistan Community Health Workers Federation

The speaker welcomed Sister Kate, Sir Abdul Rahman Asi, Sir Mir Zulfiqar, the lady health workers from Pakistan's four provinces, and labor leaders from across the country to the solemn ceremony marking the establishment of the first Community Health Workers Federation of Pakistan. The speaker congratulated everyone on the federation's establishment and highlighted that the Punjab Lady Health Workers Union had initiated its work in 2017.

During a training session in Islamabad in September 2023, the speaker first met Sir Abdul Rahman Asi, Mir Zulfiqar Sahib, and especially Sister Kate. The speaker expressed pride in being the first lady health supervisor to join the Punjab Lady Health Workers Union, representing LHWs, and shared their role as Deputy General Secretary after participating in the union elections held in February 2024.

The speaker mentioned their contribution to expanding the union to other districts of Punjab with the support of PSI, resulting in membership growth from hundreds to thousands. Expressing gratitude to all unions for their trust, the speaker shared their pride in being elected Central General Secretary of the Federation. They expressed determination to strengthen the union in Punjab and aimed to increase the federation's membership in all four provinces of Pakistan.

The speaker outlined key goals for addressing the issues faced by community health workers across Pakistan. These included establishing a proper service structure for employees, eliminating the dying cadre of National Program employees, initiating new recruitments, aligning scales with employees' educational qualifications, and opposing privatization measures. Additionally, they emphasized the need to protect employee pensions and ensure a harassment-free workplace for National Program employees.

ASAD-UR-REHMAN ASI

Secretary, Pakistan Workers Federation

The speaker expressed honor and privilege at addressing the audience on the historic occasion of the official launch of the Pakistan Community Health Workers Federation (PCHWF). They began by extending heartfelt congratulations to the newly elected office bearers of the federation.

Reflecting on the journey, the speaker conveyed deep gratitude for the opportunity to contribute volunteer services to the struggle, emphasizing that this initiative was not merely a milestone for community health workers but a collective dream nurtured together. They highlighted that the launch of the federation stood as a testament to the strength of solidarity and resilience. Acknowledging that much work remained to be done, the speaker described the day as a significant step toward recognizing and uplifting the frontline workers who form the backbone of public health in Pakistan. They expressed confidence that this collective spirit would enable the achievement of remarkable goals.

The speaker further emphasized that the federation was not solely about empowering community health workers but also about revitalizing the trade union movement in Pakistan. They described it as a call for justice, dignity, and recognition for workers, who are often the unsung heroes of society. Expressing firm belief in the potential of the PCHWF, the speaker envisioned it as a model of unity and strength, setting an example for other sectors to organize and advocate for their rightful role in shaping a better future

RUKHSANA KHALID

Secretary Ladies Wing, All Pakistan Labour Federation

The speaker expressed heartfelt tribute to the Lady Health Workers from across Pakistan, acknowledging their hard work and efforts in laying the foundation of the federation. They assured the Lady Health Workers of the unwavering support of the All-

Pakistan Labor Federation, emphasizing solidarity and a commitment to stand alongside them whenever needed. The remarks concluded with gratitude for their dedication and achievements.

ZAFAR MALIK

Secretary General, Railway Workers Union Open line

The speaker began by extending greetings to all the Lady Health Workers and expressed gratitude for the opportunities provided by Zulfiqar and Asi Sahib to meet with them and understand their struggles. They acknowledged the numerous challenges faced by trade unions in the country, including privatization, downsizing, and outsourcing.

Despite these difficulties, the speaker highlighted the joy of the day, celebrating the inclusion of the representative federation of women community health workers into the labor movement. They concluded by assuring the Lady Health Workers of continued support in their ongoing struggle and expressed gratitude to all present.

HUSSAIN MUNIR BHATTI

WAPDA Hydro Electric Workers Union

The speaker began by extending heartfelt congratulations to the officials of the Federation. They acknowledged the decline of trade unions in Pakistan but expressed hope that the struggle of Lady Health Workers—built on their unity, their federation, and their determination—would revitalize the labor movement and foster collective solidarity.

The speaker reflected on the past struggles of Lady Health Workers, recalling their fight for rights through sit-ins, demonstrations, and hard-fought successes. On behalf of their leadership, the speaker assured the unwavering support of WAPDA union colleagues, pledging to stand alongside the Lady Health Workers whenever needed. The remarks concluded with a resounding tribute to the women's union.

HANIF RAMY

General Secretary, Muttahida Labour Federation, Punjab

The speaker began by expressing gratitude to Mir Zulfiqar and the audience for the opportunity to address the gathering. They extended congratulations to the newly elected leadership of the Federation and commended the remarkable struggle of Lady Health Workers, emphasizing that their achievements are a testament to the power of determination and resilience.

Reflecting on the past, the speaker noted that during the peak of the labor movement, facilities and laws were enacted in favor of workers. However, they highlighted the current challenges, pointing out that policies are now being introduced to undermine workers' rights, particularly in Sindh and Punjab, under the guise of a labor code. The speaker reaffirmed the labor movement's strong opposition to such regressive legislation.

The speaker praised the unity and the convention of the Lady Health Workers as commendable efforts, expressing full support for their federation and leadership. They emphasized that the inclusion of the federation in the labor movement would bring renewed energy, zeal, and momentum to the collective struggle.

Acknowledging the critical role of women in society, the speaker underscored the importance of the Lady Health Workers' struggle, organization, and dedication, describing them as invaluable assets to the labor movement. They expressed hope for the continued growth and strength of the federation and its significant contributions to the broader labor movement. The speech concluded with gratitude to all those present.

SHAMSA RASHID

Secretary Ladies Wing, Lahore Development Authority

The speaker began by commending all the participants, particularly Kate, for creating this opportunity, and expressed gratitude to PSI for organizing such an outstanding program. They emphasized that women are capable of achieving anything they set their minds to, pointing to the impressive effort of community health workers in organizing and decorating such a large and wonderful venue.

Reflecting on their own journey, the speaker shared how, upon first joining the union, they knew little and were uncertain about how to speak or contribute. Over time, however, they rose to the position of Vice President of their union and now dedicate themselves to resolving the challenges faced by workers, especially women.

The speaker concluded by assuring their colleagues that their union would stand with them during difficult times and reiterated their appreciation to everyone for their collective efforts.

ASMA REHMAN

Director, Labour Rights Foundation

The speaker expressed great joy at seeing Lady Health Workers from across Pakistan coming together once again and extended gratitude to Mir Zulfiqar for the opportunity to reconnect with old friends. They congratulated all the women present, encouraging them to believe in themselves, as their energetic efforts marked the beginning of a new chapter. The speaker emphasized that women are neither inferior nor weak, urging them to continue fighting for their rights.

The speaker concluded by thanking Mir Zulfiqar, Kate, and PSI for their support and congratulating the newly elected officers of the Federation.

ABDUL REHMAN ASI

Chairman, Pakistan Workers Federation

The speaker began by addressing the audience, especially Sister Kate, and expressed gratitude for their presence in Lahore. They first thanked Allah Almighty for granting the courage and grace to unite community health workers and acknowledged the guidance and support of PSI, which made this achievement possible.

The speaker recited a poignant couplet, emphasizing the enduring impact of the sacrifices and struggles of workers, suggesting that their marks would remain indelible despite efforts to erase them.

The speaker declared the day as a moment of success for everyone, highlighting the unity achieved by bringing the colleagues of the National Community Health Workers Program under one federation. They congratulated the newly elected officials, noting with pride that this federation was unique in Pakistan, with 100% of its officials being women. The speaker praised these courageous women for consistently advocating for their partners' rights and expressed hope that they would continue to do so.

On behalf of all Affiliated Organizations of PSI and the Pakistan Workers Federation, the speaker, as the Central Chairman, assured unwavering support to the Community Health Workers Federation. They urged the newly elected officials to persist in their struggle for their colleagues with the same level of honesty and commitment. The speaker expressed confidence that success in resolving their issues was imminent. Concluding their remarks, they hoped for future meetings if life allowed, and ended with a resounding declaration of solidarity, saying, "Long live the labor union, long live Pakistan."

SHAMSUR REHMAN SAWATI

President, National Labour Federation

The speaker began by greeting the audience with "Assalam Alaikum" and prayed for God's blessings upon them. They extended congratulations to all the colleagues present in the hall and the newly elected office bearers. The speaker remarked that achieving something requires struggle, and the formation of the federation on that day was a result of the collective effort and perseverance of the members.

They highlighted the urgent need for organizing and uniting the labor movement in Pakistan, noting that the trade union movement was in a fragile state. The speaker attributed this decline to the actions of so-called labor leaders, who had significantly weakened the movement. They pointed out that the denial of rights was systemic, with 83% of Pakistan's 7.5 million labor force working in the informal sector, where labor and social protection laws were not implemented. Consequently, these workers were deprived of basic rights, while the situation for the remaining 17% was also concerning.

The speaker emphasized that only 1% of the labor force in Pakistan was part of a labor trade union and noted the lack of social protection for workers. They called for collective action to combat issues such as the contracting system, unemployment, and privatization.

Concluding their remarks, the speaker congratulated their sisters on announcing the formation of the federation during the founding meeting. They also extended their congratulations to the newly elected officials and assured them, on behalf of the National Federation, of full support in every struggle. The speaker ended their address with gratitude.

PICTURE GALLERY

MEDIA COVERAGE/NEWS CLIPPINGS

Daily CityNews

ABC CERTIFIED

Pakistan is our oyster

Pakistan Community Health Workers Federation formed to unite lady health workers of country

KARACHI: (STAFF REPORTER) More than 20,000 women community health workers from all four provinces of Pakistan have united to form the Pakistan Community Health Workers Federation (PCHWF), the country's first national community health workers union.

The National Union, marks a significant milestone in the decades-long struggle of the women who deliver primary health care across the country.

The women union leaders from the four provinces agreed to form the national federation to counter the common problems facing community health workers, polio workers and community midwives including the recent attacks on women polio workers, harassment, denial of minimum wages, delayed salaries, and lack of professional recognition.

The Lady Health Workers (LHW) program, initiated in 1994 by former Prime Minister Benazir Bhutto, has grown from 30,000 to over 125,000 workers.

These workers serve as the backbone of Pakistan's primary healthcare system, particularly in rural and underserved areas. Following a successful struggle that reached the Supreme Court, all Lady Health Workers achieved regularisation in 2012, marking their first major victory. Yet the polio workers are still denied regular wages, existing only on honorariums.

The global union federation, Public Services International (PSI), has been supporting community health workers to unionise and organise across Pakistan and supported the first union in Pakistan, the All Sindh Lady Health Workers and Employees Union, to become legally established. PSI's Regional Secretary for the Asia Pacific region, Kate Lappin attended the convention and address the workers.

"We work continuously in harsh weather conditions but we are not respected like humans. The unity of our federation will change the trend so we can gain our rights," states Kinza Malik, a Polio Worker from Punjab Province and Secretary, Youth Affairs of PCHWF.

"We educate and vaccinate the community, but we are often ignored and neglected. With PCHWF as our united voice, we will fight for recognition, respect and fair treatment," said Rifasiayt Bibi from the KPK Province and Chairperson, PCHWF.

"Daily, we walk for miles, facing threats and resistance as our work is to save lives. As a national federation, we demand safety, respect and acknowledgement of what we do. One of our major demands is for the Pakistan Government to announce service structure for all LHWs," said Bibi Jan Baloch, a Lady Health Worker from Balochistan and Additional General Secretary of PCHWF.

"Our federation will not allow the government to out-source health facilities. Together we will protect public health services," said Halima Leghari, Lady Health Supervisor from Sindh and President, PCHWF.

"The Federation will ensure the safety and security of all CHWs," said Rahila Tabassum, a Lady Health Supervisor from Punjab and General Secretary of PCHWF.

"PSI congratulates the Community Health Workers across Pakistan who have organised themselves into a powerful National Union. These Women who dedicate themselves to improving public health, providing support to the most remote communities are undoubtedly entitled to respect, a living wage and a dignified retirement. We know that will only be achieved through the unity of workers, in Pakistan and across the world and we will proudly continue to work with them in solidarity." Kate Lappin, Regional Secretary PSI.

The federation unites following five major unions across Pakistan's provinces:

1.Punjab Ladies Health Workers Union, 2.Sheikhupura Ladies Health Workers Union, 3.Faisalabad All Sindh Lady Health Workers and Employees Union 4.All Khyber Pakhtoon Khawa Lady Health Workers and Staff Union 5.Balouchistan Lady Health Workers Union.

میرے ملک کا مثبت چہرہ۔۔۔وقار کیساتھ — حق کی بات۔۔۔دلیل کیساتھ

Daily SALAMPAKISTAN Karachi

روزنامہ سلام پاکستان کراچی

چیف ایڈیٹر: محمد کامران زہری

سرپرست اعلیٰ: سید فرقان مجتبیٰ

جلد نمبر:23 | منگل 23 جمادی الاول 1446ھ بمطابق 26 نومبر 2024ء | شمارہ نمبر 202

خواتین ہیلتھ ورکرز پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن بنانے کیلئے متحد

کراچی (نمائندہ رپورٹر) پاکستان کی لیڈی ہیلتھ ورکرز اور کمیونٹی ہیلتھ ورکرز ایسوسی ایشنز کی 20 ہزار خواتین نے پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کے قیام کا اعلان کر دیا۔ اس کا اعلان منگل کے روز کراچی پریس کلب میں ایک پریس کانفرنس میں کیا گیا۔ اس موقع پر پاکستان کے چاروں صوبوں سے 20,000 سے زائد خواتین کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز ایسوسی ایشنز بنانے کے لیے متحد ہو گئی ہیں۔ ملک کی پہلی کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز یونین کی ڈیجیٹل ممبرشپ کا آغاز بھی کیا گیا۔ اس یونین کی رکنیت فیس 100 روپے ماہانہ رکھی گئی ہے۔ یونین کے قیام کا اعلان کرتے ہوئے پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رخسانہ پی پی نے کہا: "ہم کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز ہیں۔ ہم صحت عامہ کی دیکھ بھال فراہم کرنے والی خواتین کی دہائیوں سے جاری جدوجہد میں ایک اہم سنگ میل ہے۔ چاروں صوبوں کی خواتین یہاں موجود ہیں، ہمارے حقوق حاصل کرنے کی جدوجہد میں ہم سب متحد ہیں، لیکن ہمیں کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز کے طور پر شناخت نہیں کیا جاتا۔ ہماری فیڈریشن کا اتحاد اس رجحان کو بدل دے گا تاکہ ہم اپنے حقوق حاصل کر سکیں۔" معصومہ خیر بخش نواز نے تحفظ والی اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رخسانہ پی پی نے کہا: "ہم کمیونٹی تنظیم اور ان کے چیمپئن رہے ہیں، لیکن ہمیں اکثر نظر انداز کیا جاتا ہے۔ ہماری آواز بننے کی اور ہم اپنی پہچان، احترام اور منصفانہ سلوک کے لیے لڑیں گے۔" نیلی پی جان بلوچستان کی ایک لیڈی ہیلتھ ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی ایڈیشنل جنرل سیکریٹری نے کہا: "ہم روزانہ ڈیوٹی کے دوران مہینوں پیدل چلتے ہیں، خطرات اور ہراسگی کا سامنا کرتے ہیں ہمارا کام خواتین اور بچوں کی جان بچانا ہے ہم تحفظ، احترام اور اپنے کام کے اعتراف کا تقاضا کرتے ہیں، ہمارا مطالبہ ہے کہ حکومت پاکستان لیڈی ہیلتھ ورکرز کے سروس اسٹرکچر کا فوراً اعلان کرے۔" سندھ کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی سیکرٹری جنرل صوفیہ بانو نے کہا: "ہم 2012 میں ریگولرائزیشن حاصل کرنے والی پہلی یونین تھیں، لیکن ہمارے ساتھی ورکرز کو اب بھی کم تنخواہ پر کام کرنا پڑ رہا ہے۔ ہم ان کے لیے بھی برابری کے حقوق چاہتے ہیں۔" بلوچستان لیڈی ہیلتھ ورکرز یونین کی صدر، عطیہ طاہری نے کہا: "ہم حکومت کو صحت عامہ کی خدمات کے لیے ایک بجٹ لائن مختص کرنے کی اپیل کرتے ہیں۔ ہم ہیلتھ ورکرز کے تحفظ کے لیے ایک جامع قانون کا مطالبہ کرتے ہیں۔" پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رخسانہ پی پی نے کہا: "ہم کمیونٹی تنظیم اور ان کے چیمپئن رہے ہیں، لیکن ہمیں اکثر نظر انداز کیا جاتا ہے۔ ہماری آواز بننے کی اور ہم اپنی پہچان، احترام اور منصفانہ سلوک کے لیے لڑیں گے۔" نیلی پی جان بلوچستان کی ایک لیڈی ہیلتھ ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی ایڈیشنل جنرل سیکریٹری نے کہا: "ہم روزانہ ڈیوٹی کے دوران مہینوں پیدل چلتے ہیں، خطرات اور ہراسگی کا سامنا کرتے ہیں ہمارا کام خواتین اور بچوں کی جان بچانا ہے ہم تحفظ، احترام اور اپنے کام کے اعتراف کا تقاضا کرتے ہیں، ہمارا مطالبہ ہے کہ حکومت پاکستان لیڈی ہیلتھ ورکرز کے سروس اسٹرکچر کا فوراً اعلان کرے۔" سندھ کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی سیکرٹری جنرل صوفیہ بانو نے کہا: "ہم 2012 میں ریگولرائزیشن حاصل کرنے والی پہلی یونین تھیں، لیکن ہمارے ساتھی ورکرز کو اب بھی کم تنخواہ پر کام کرنا پڑ رہا ہے۔ ہم ان کے لیے بھی برابری کے حقوق چاہتے ہیں۔" بلوچستان لیڈی ہیلتھ ورکرز یونین کی صدر، عطیہ طاہری نے کہا: "ہم حکومت کو صحت عامہ کی خدمات کے لیے ایک بجٹ لائن مختص کرنے کی اپیل کرتے ہیں۔ ہم ہیلتھ ورکرز کے تحفظ کے لیے ایک جامع قانون کا مطالبہ کرتے ہیں۔"

حق و سچ کی آواز

Daily The Morning Plus News Karachi

روزنامہ دی مارننگ پلس نیوز کراچی

چیف ایڈیٹر: محمد کامران زہری

ایڈیٹر: سید محمد ذوہیب

قیمت 20 روپے

جلد نمبر:23 | منگل 23 جمادی الاول 1446ھ بمطابق 26 نومبر 2024ء | شمارہ نمبر 202

خواتین ہیلتھ ورکرز پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن بنانے کیلئے متحد

کراچی (نمائندہ رپورٹر) پاکستان کی لیڈی ہیلتھ ورکرز اور کمیونٹی ہیلتھ ورکرز ایسوسی ایشنز کی 20 ہزار خواتین نے پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کے قیام کا اعلان کر دیا۔ اس کا اعلان منگل کے روز کراچی پریس کلب میں ایک پریس کانفرنس میں کیا گیا۔ اس موقع پر پاکستان کے چاروں صوبوں سے 20,000 سے زائد خواتین کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز ایسوسی ایشنز بنانے کے لیے متحد ہو گئی ہیں۔ ملک کی پہلی کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز یونین کی ڈیجیٹل ممبرشپ کا آغاز بھی کیا گیا۔ اس یونین کی رکنیت فیس 100 روپے ماہانہ رکھی گئی ہے۔ یونین کے قیام کا اعلان کرتے ہوئے پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رخسانہ پی پی نے کہا: "ہم کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز ہیں۔ ہم صحت عامہ کی دیکھ بھال فراہم کرنے والی خواتین کی دہائیوں سے جاری جدوجہد میں ایک اہم سنگ میل ہے۔ چاروں صوبوں کی خواتین یہاں موجود ہیں، ہمارے حقوق حاصل کرنے کی جدوجہد میں ہم سب متحد ہیں، لیکن ہمیں کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز کے طور پر شناخت نہیں کیا جاتا۔ ہماری فیڈریشن کا اتحاد اس رجحان کو بدل دے گا تاکہ ہم اپنے حقوق حاصل کر سکیں۔" معصومہ خیر بخش نواز نے تحفظ والی اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رخسانہ پی پی نے کہا: "ہم کمیونٹی تنظیم اور ان کے چیمپئن رہے ہیں، لیکن ہمیں اکثر نظر انداز کیا جاتا ہے۔ ہماری آواز بننے کی اور ہم اپنی پہچان، احترام اور منصفانہ سلوک کے لیے لڑیں گے۔" نیلی پی جان بلوچستان کی ایک لیڈی ہیلتھ ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی ایڈیشنل جنرل سیکریٹری نے کہا: "ہم روزانہ ڈیوٹی کے دوران مہینوں پیدل چلتے ہیں، خطرات اور ہراسگی کا سامنا کرتے ہیں ہمارا کام خواتین اور بچوں کی جان بچانا ہے ہم تحفظ، احترام اور اپنے کام کے اعتراف کا تقاضا کرتے ہیں، ہمارا مطالبہ ہے کہ حکومت پاکستان لیڈی ہیلتھ ورکرز کے سروس اسٹرکچر کا فوراً اعلان کرے۔" سندھ کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی سیکرٹری جنرل صوفیہ بانو نے کہا: "ہم 2012 میں ریگولرائزیشن حاصل کرنے والی پہلی یونین تھیں، لیکن ہمارے ساتھی ورکرز کو اب بھی کم تنخواہ پر کام کرنا پڑ رہا ہے۔ ہم ان کے لیے بھی برابری کے حقوق چاہتے ہیں۔" بلوچستان لیڈی ہیلتھ ورکرز یونین کی صدر، عطیہ طاہری نے کہا: "ہم حکومت کو صحت عامہ کی خدمات کے لیے ایک بجٹ لائن مختص کرنے کی اپیل کرتے ہیں۔ ہم ہیلتھ ورکرز کے تحفظ کے لیے ایک جامع قانون کا مطالبہ کرتے ہیں۔"

Daily TAJDEED Karachi

روزنامہ تجدید کراچی

بانی: حسن عسکری

ایڈیٹر: ماہارا جپوت

قیمت 10 روپے

جلد نمبر:13 | منگل 23 جمادی الاول 1446ھ 26 نومبر 2024ء | شمارہ نمبر 30

پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کا قیام

سپریم کورٹ سے لیڈی ہیلتھ ورکرز کی ریگولرائزیشن بڑی کامیابی ہے، خطاب

کراچی (اسٹاف رپورٹر) پاکستان کے چاروں صوبوں سے 20,000 سے زائد خواتین کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز ایسوسی ایشنز بنانے کے لیے متحد ہو گئی ہیں۔ ملک کی پہلی کمیونٹی ہیلتھ ورکرز اور لیڈی ہیلتھ ورکرز یونین کی ڈیجیٹل ممبرشپ کا آغاز بھی کیا گیا۔ اس یونین کی رکنیت فیس 100 روپے ماہانہ رکھی گئی ہے۔ یونین کے قیام کا اعلان کرتے ہوئے پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رخسانہ پی پی نے کہا: "ہم کمیونٹی تنظیم اور ان کے چیمپئن رہے ہیں، لیکن ہمیں اکثر نظر انداز کیا جاتا ہے۔ ہماری آواز بننے کی اور ہم اپنی پہچان، احترام اور منصفانہ سلوک کے لیے لڑیں گے۔" نیلی پی جان بلوچستان کی ایک لیڈی ہیلتھ ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی ایڈیشنل جنرل سیکریٹری نے کہا: "ہم روزانہ ڈیوٹی کے دوران مہینوں پیدل چلتے ہیں، خطرات اور ہراسگی کا سامنا کرتے ہیں ہمارا کام خواتین اور بچوں کی جان بچانا ہے ہم تحفظ، احترام اور اپنے کام کے اعتراف کا تقاضا کرتے ہیں، ہمارا مطالبہ ہے کہ حکومت پاکستان لیڈی ہیلتھ ورکرز کے سروس اسٹرکچر کا فوراً اعلان کرے۔" سندھ کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی سیکرٹری جنرل صوفیہ بانو نے کہا: "ہم 2012 میں ریگولرائزیشن حاصل کرنے والی پہلی یونین تھیں، لیکن ہمارے ساتھی ورکرز کو اب بھی کم تنخواہ پر کام کرنا پڑ رہا ہے۔ ہم ان کے لیے بھی برابری کے حقوق چاہتے ہیں۔" بلوچستان لیڈی ہیلتھ ورکرز یونین کی صدر، عطیہ طاہری نے کہا: "ہم حکومت کو صحت عامہ کی خدمات کے لیے ایک بجٹ لائن مختص کرنے کی اپیل کرتے ہیں۔ ہم ہیلتھ ورکرز کے تحفظ کے لیے ایک جامع قانون کا مطالبہ کرتے ہیں۔"

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پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کا قیام تاریخی موقع قرار

کراچی (اسٹاف رپورٹر) پاکستان کے چاروں صوبوں سے 20,000 سے زائد خواتین کمیونٹی ہیلتھ ورکرز پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن بنانے کے لیے متحد ہوگئیں۔ ملک کی پہلی نیشنل کمیونٹی ہیلتھ ورکرز اینڈ ایمپلائز یونین ملک بھر میں بنیادی صحت کی دیکھ بھال فراہم کرنے والی خواتین کی دہائیوں سے جاری جدوجہد میں ایک اہم سنگ میل ہے۔ چاروں صوبوں کی خواتین یونین رہنماں کا کمیونٹی ہیلتھ ورکرز، پولیو ورکرز اور کمیونٹی دائیوں کو درپیش مشترکہ مسائل بشمول خواتین پولیو ورکرز پر حملوں، ہراساں کرنا، کم از کم اجرت سے انکار، تنخواہوں میں تاخیر اور کئی جیسے مسائل کا مقابلہ کرنے کے لیے قومی فیڈریشن بنانے پر اتفاق۔ لیڈی ہیلتھ ورکرز پروگرام، جو 1994 میں سابق وزیراعظم بینظیر بھٹو نے شروع کیا تھا، 30,000 ورکرز سے بڑھ کر 125,000 ورکرز تک پہنچ گیا ہے۔ یہ کارکنان پاکستان کے بنیادی صحت کی دیکھ بھال کے نظام میں ریڑھ کی ہڈی کی حیثیت رکھتی ہیں، خاص طور پر دیہی اور کم سہولت والے علاقوں میں۔ ایک کامیاب جدوجہد کے بعد سپریم کورٹ کے حکم پر تمام لیڈی ہیلتھ ورکرز نے 2012 میں ریگولرائزیشن حاصل کی، جو ان کی پہلی بڑی کامیابی ہے۔ اس کے باوجود آج بھی پولیو ورکرز کو باقاعدہ اور کم از کم اجرت سے محروم رکھا جاتا ہے۔ پی ایس آئی کی

ایشیا پیسفک ریجن کے لیے ریجنل سیکریٹری کیٹ لیپن نے نیشنل کنونشن میں شرکت کی اور کارکنوں سے خطاب میں کہا، پبلک سروسز انٹرنیشنل (PSI)، کمیونٹی ہیلتھ ورکرز کو پاکستان بھر میں متحد اور منظم کرنے میں مدد فراہم کررہی ہے، پاکستان میں پہلی یونین، آل سندھ لیڈی ہیلتھ ورکرز اینڈ ایمپلائز یونین کو قانونی طور پر قائم کرنے میں معاونت کرتی رہی ہے۔ کنزہ ملک، صوبہ پنجاب سے پولیو ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی سیکریٹری، پُرجوش انیمیٹرز کہتی ہیں۔ ہم سخت سردی حالات میں مسلسل کام کرتے ہیں لیکن بطور انسان ہمارا احترام نہیں کیا جاتا۔ ہماری فیڈریشن کا اتحاد اس رجحان کو بدل دے گا، تاکہ ہم اپنے حقوق حاصل کرسکیں۔ صوبہ خیبر پختونخوا سے تعلق رکھنے والی اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رفاست بی بی نے کہا، ہم کمیونٹی کو تعلیم اور ان کے بچوں کو ویکسین دیتے ہیں، لیکن ہمیں اکثر نظرانداز کیا جاتا ہے۔ ہماری آواز بنے گی اور ہم اپنی پہچان، احترام اور منصفانہ سلوک کے لیے لڑیں گے۔ بی بی جان بلوچ، بلوچستان کی لیڈی ہیلتھ ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی ایڈیشنل جنرل سیکریٹری نے کہا، ہم روزانہ ڈیوٹی کے دوران میلوں پیدل چلتے ہیں، خطرات اور مزاحمت کا سامنا کرتے ہیں، ہمارا کام خواتین اور بچوں کی جان بچانا ہے، ہم تحفظ، احترام اور اپنے کام کے اعتراف کا تقاضا کرتے ہیں، ہمارا مطالبہ ہے کہ حکومت پاکستان لیڈی ہیلتھ ورکرز کے سروس اسٹرکچر کا فوراً اعلان کرے۔ سندھ کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی صدر، حلیمہ لغاری نے کہا، ہم حکومت کو صحت کی سہولتیں آٹ سورس کرنے کی اجازت نہیں دیں گے۔ ہم مل کر صحت عامہ کی خدمات کی حفاظت کریں گے۔ پنجاب کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی جنرل سیکریٹری راحیلہ تبسم نے کہا، فیڈریشن تمام کمیونٹی ہیلتھ ورکرز کے بنیادی حقوق اور حفاظت کو یقینی بنائے گی۔

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Ph: 021-36454775
جلد نمبر 09 | 25 نومبر 2024ء، 22 جمادی الاول 1446ھ (قیمت 20 روپے) | شمارہ نمبر 14

پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کا قیام ہیلتھ ورکرز کیلئے تاریخی موقع

20,000 سے زائد خواتین کمیونٹی ہیلتھ ورکرز پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن بنانے کے لیے متحد ہوگئیں

کراچی (اسٹاف رپورٹر) ملک کی پہلی نیشنل کمیونٹی ہیلتھ ورکرز اینڈ ایمپلائز یونین ملک بھر میں بنیادی صحت کی دیکھ بھال فراہم کرنے والی خواتین کی دہائیوں سے جاری جدوجہد میں ایک اہم سنگ میل ہے۔ چاروں صوبوں کی خواتین یونین رہنماں کا کمیونٹی ہیلتھ ورکرز، پولیو ورکرز اور کمیونٹی دائیوں کو درپیش مشترکہ مسائل بشمول خواتین پولیو ورکرز پر حملوں، ہراساں کرنا، کم از کم اجرت سے انکار، تنخواہوں میں تاخیر اور کئی جیسے مسائل کا مقابلہ کرنے کے لیے قومی فیڈریشن بنانے پر اتفاق۔ لیڈی ہیلتھ ورکرز پروگرام، جو 1994ء میں سابق وزیراعظم بینظیر بھٹو نے شروع کیا تھا، 30,000 ورکرز سے بڑھ کر 125,000 ورکرز تک پہنچ گیا ہے۔ یہ کارکنان پاکستان کے بنیادی صحت کی دیکھ بھال کے نظام میں ریڑھ کی ہڈی کی حیثیت رکھتی ہیں، خاص طور پر دیہی اور کم سہولت والے علاقوں میں۔ ایک کامیاب جدوجہد کے بعد سپریم کورٹ کے حکم پر تمام لیڈی ہیلتھ ورکرز نے 2012 میں ریگولرائزیشن حاصل کی، جو ان کی پہلی بڑی کامیابی ہے۔ اس کے باوجود آج بھی پولیو ورکرز کو باقاعدہ اور کم از کم اجرت سے محروم رکھا جاتا ہے۔ پی ایس آئی (PSI) کے ایشیا پیسفک ریجن کے لیے ریجنل سیکریٹری کیٹ لیپن نے نیشنل کنونشن میں شرکت کی اور کارکنوں سے خطاب میں کہا، پبلک سروسز انٹرنیشنل (PSI)، کمیونٹی ہیلتھ ورکرز کو پاکستان بھر میں متحد اور منظم کرنے میں مدد فراہم کررہی ہے، پاکستان میں پہلی یونین، آل سندھ لیڈی ہیلتھ ورکرز اینڈ ایمپلائز یونین کو قانونی طور پر قائم کرنے میں معاونت کرتی رہی ہے۔ کنزہ ملک، صوبہ پنجاب سے پولیو ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی سیکریٹری، پُرجوش انیمیٹرز کہتی ہیں۔ ہم سخت سردی حالات میں مسلسل کام کرتے ہیں لیکن بطور انسان ہمارا احترام نہیں کیا جاتا۔ ہماری فیڈریشن کا اتحاد اس رجحان کو بدل دے گا، تاکہ ہم اپنے حقوق حاصل کرسکیں۔ صوبہ خیبر پختونخوا سے تعلق رکھنے والی اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی چیئرپرسن رفاست بی بی نے کہا، ہم کمیونٹی کو تعلیم دیتے ہیں، لیکن ہمیں اکثر نظرانداز کیا جاتا ہے۔ ہماری آواز بنے گی اور ہم اپنی پہچان، احترام اور منصفانہ سلوک کے لیے لڑیں گے۔ بی بی جان بلوچ، بلوچستان کی لیڈی ہیلتھ ورکر اور پاکستان کمیونٹی ہیلتھ ورکرز فیڈریشن کی ایڈیشنل جنرل سیکریٹری نے کہا، ہم روزانہ ڈیوٹی کے دوران میلوں پیدل چلتے ہیں، خطرات اور مزاحمت کا سامنا کرتے ہیں، ہمارا کام خواتین اور بچوں کی جان بچانا ہے، ہم تحفظ، احترام اور اپنے کام کے اعتراف کا تقاضا کرتے ہیں، ہمارا مطالبہ ہے کہ حکومت پاکستان لیڈی ہیلتھ ورکرز کے سروس اسٹرکچر کا فوراً اعلان کرے۔ سندھ کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی صدر، حلیمہ لغاری نے کہا، ہم حکومت کو صحت کی سہولتیں آٹ سورس کرنے کی اجازت نہیں دیں گے۔ ہم مل کر صحت عامہ کی خدمات کی حفاظت کریں گے۔ پنجاب کی لیڈی ہیلتھ سپروائزر اور فیڈریشن کی جنرل سیکریٹری راحیلہ تبسم نے کہا، فیڈریشن تمام کمیونٹی ہیلتھ ورکرز کے بنیادی حقوق اور حفاظت کو یقینی بنائے گی۔

پبلک سروسز انٹرنیشنل پی ایس آئی کمیونٹی ہیلتھ ورکرز کی ریجنل سیکریٹری کیٹ لیپن

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پاڪستان ڪميونٽي هيلٿ ورڪرز فيڊريشن جو قيام تاريخي قدم آهي: ڪيٽ ليپن

ايل ايڇ وي پروگرام 1994ع ۾ بينظير ڀٽو شروع ڪيو، سمورن ليڊي هيلٿ ورڪرز کي ريگيولر ڪرڻ جي اپيل

پبلڪ سروسز انٽرنيشنل پي ايس آءِ ڪميونٽي کي متحد ۽ منظم ڪرڻ ۾ مدد ڪري رهي آهي

ڪراچي: پي ايس آءِ جي ايشيا پيسفڪ جي ريجنل سيڪريٽري ڪيٽ ليپن ۽ ٻيا تقريب ۾ شريڪ آهن

ڪراچي (پ ر) پاڪستان ڪميونٽي هيلٿ ورڪرز فيڊريشن جو قيام هيلٿ ورڪرن لاءِ هڪ تاريخي قدم آهي، پاڪستان جي چٽي سوين ماڻ 20,000 ڪان وڌيڪ وومين ڪميونٽي هيلٿ ورڪرز پاڪستان ڪميونٽي هيلٿ ورڪرز فيڊريشن (PCHWF)ناهڻ لاءِ متحد ٿي ويون. ملڪ جي پهرين پاڪستان ڪميونٽي هيلٿ ورڪرز فيڊريشن سڄي ملڪ ۾ برائمري هيلٿ ڪيئر ۾ عورتن جي ڏاهڪن ڪان جاري جدوجهد ۾ هڪ سنگ ميل آهي. اهڙو اظهار پي ايس آءِ جي ايشيا پيسفڪ جي ريجنل سيڪريٽري ڪيٽ ليپن تقريب کي خطاب ڪندي ڪيو. هن چيو ته چٽني سوين جي وومين يونين آگواٽين ڪميونٽي هيلٿ ورڪرز، پوليو ورڪرز ۽ ڪميونٽي مڊ وائفز کي درپيش گڏيل مسئلن کي منهن ڏيڻ لاءِ عورتن پوليو ورڪرز تي حملن، هراسان ڪرڻ، گهٽ ۾ گهٽ اجرت ڪان انڪار، پڳهارن ۾ دير ۽ گهٽتائي سميت قومي وفاقي ناهڻ تي اتفاق ڪيو. ليڊي هيلٿ ورڪر (LHW)پروگرام، اڳوڻي وزيراعظم بينظير ڀٽو 1994ع ۾ شروع ڪئي، جيڪو وڌي 125,000 ٽي ويو آهي. اهي مزدور پاڪستان جي بنيادي صحت جي نظام جي ريڙهه جي هڏي هن، خاص ڪري ڳوٺائين ۽ غير محفوظ علاقن ۾. ڪامياب جدوجهد ڪانپوءِ 2012ع ۾ سپريم ڪورٽ جي حڪم تي سمورن ليڊي هيلٿ ورڪرن کي ريگيولر ڪيو ويو. ڇڪتائي سندن پهرين وڏي ڪاميابي آهي، ان جي باوجود اڄ پوليو ورڪرز گهٽ ۾ گهٽ اجرت کان محروم آهن. پي ايس آءِ جي ايشيا پيسفڪ جي ريجنل سيڪريٽري ڪيٽ ليپن، نيشنل ڪنونشن ۾ شرڪت ڪئي ۽ ڪارڪن کي خطاب ڪندي چيو ته "پبلڪ سروسز انٽرنيشنل (پي ايس آءِ) ڪميونٽي کي متحد ۽ منظم ڪرڻ ۾ مدد ڪري رهي آهي. سڄي پاڪستان ۾ مزدورن قانوني طور تي پاڪستان ۾ پهرين يونين، آل سنڌ ليڊي هيلٿ ورڪرز اينڊ ايمپلائيز يونين (ASLHWEU)قائم ڪرڻ ۾ مدد ڪئي، پنجاب صوبي جي پوليو ورڪرز ۽ يوٿ اڪيمٽرز جي سيڪريٽري پي سي ايڇ ڊبليو ايف ڪنزا ملڪ جو چوٿ آهي ته "آسان سخت موسمي حالتن ۾ ڪم ڪرڻ ٿا ۽ انسانن جي حيثيت ۾ اسان کي تسليم ڪجي ٿو. اسان جو وفاق جو اتحاد ان رجحان کي تبديل ڪندو ته جيئن اسان ڀنڀنڊا حق حاصل ڪري سگهون. خيبرپختونخواهه سان تعلق رکندڙ ۽ پاڪستان ڪميونٽي هيلٿ ورڪرز فيڊريشن جي چيئرپرسن رفعت بي بي چيو ته "آسان ڪميونٽي کي تعليم ڏيون ٿا ۽ انهن جي ٻارن کي ويڪسين ٿا ڏيون. پر اسان کي اڪثر نظرانداز ڪيو ويندو آهي. عزت ۽ منصفاڻو علاج، بلوچستان جي ليڊي هيلٿ ورڪر ۽ PCHWFجي ايڊيشنل جنرل سيڪريٽري بي بي جان بلوچ چيو ته اسان ڏيوٽي دوران سخت ڏکائيندڙ حالتن ۾ ڪم ڪريون ٿا، اسان جو هر عورتن ۽ ٻارن جي بچاءَ لاءِ جو مقابلو ڪيو آهي، اسان جو هر عورتن ۽ ٻارن جي بچاءَ لاءِ جو مقابلو ڪيو آهي، اسان پنهنجي ڪم جي تحفظ، عزت ۽ احترام جو مطالبو ڪيو آهي، سنڌ جي ليڊي هيلٿ سپروائيزر ۽ پي سي ايڇ ڊبليو ايف جي صدر حڪومت کي صحت جي خدمتن کي آئوٽ سورس ڪرڻ جي اجازت نه ڏينداسين حفاظت ڪندو." پنجاب جي ليڊي هيلٿ سپروائيزر ۽ PCHWFجي جنرل سيڪريٽري راحيلا تبسم چيو ته، "وفاق سمورن ڪميونٽي هيلٿ ورڪرز جي بنيادي حقن جي حفاظت کي يقيني بڻائيندو. پبلڪ سروسز انٽرنيشنل (PSI)پاڪستان جي انهن ڪميونٽي هيلٿ ورڪرن کي شاندار پيش ڪري ٿي. جن پاڻ کي وقف ڪري ڇڏيو آهي، هڪ طاقتور نيشنل فيڊريشن جي طور تي منظم ڪيل آهي عورتون جيڪي پاڻ کي عوام جي صحت جي بهتري لاءِ وقف ڪن ٿا، بغير ڪنهن شڪ، وقار، رهائشي اجرت جي سپ ڪان ڏوريانهين برادرين کي مدد فراهم ڪن ٿيون ۽ هڪ باوقار ريٽائرمينٽ جا مستحق آهيون، اسان جاڻون ٿا ته اهو پاڪستان ۽ سڄي دنيا ۾ ڪارڪنن جي اتحاد سان حاصل ڪيو ويندو. پنجاب ليڊيز هيلٿ ورڪرز يونين، شيخوپوره-2، ليڊيز هيلٿ ورڪرز يونين، فيصل آباد، 3. آل سنڌ ليڊي هيلٿ ورڪرز اينڈ ايمپلائيز يونين، 4. آل خيبرپختونخوا ليڊي هيلٿ ورڪرز اينڈ اسٽاف يونين 5. بلوچستان ليڈي هيلٿ ورڪرز يونين.

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ACKNOWLEDGMENTS

The Pakistan Community Health Workers Federation extends heartfelt gratitude to all individuals and organizations that have contributed to the success of the Lady Health Workers' movement. We thank PSI, FORSA and KNS for their unwavering support, particularly General Secretary Daniel Bertossa, Regional Secretary Kate Lappin, and Sub-Regional Secretary Raman Kannan, Projects Officer Aisha Bahadur whose leadership and solidarity have been pivotal. Special recognition is due to the tireless efforts of Mir Zulfiqar Ali and his years of commitment to championing the rights of Lady Health Workers. We also acknowledge the invaluable contributions of grassroots workers, union leaders, civil society organizations, and trade unions whose collective

efforts have shaped this journey. Lastly, we express our deep appreciation to the women health workers who, through their resilience, courage, and unity, have laid the foundation for future progress and continue to inspire movements for workers' rights across South Asia and beyond.

ANNEXURES

Program of the Convention

National Convention Of
Pakistan Community Health Workers Federation

Program
23rd November 2024
Venue: Faletties Express Hotel, Shimla Hill, Lahore

Inaugural Session- Moderator: Brother Asad Ur Rehman	
09:30 to 10:00 am	Registration of participants
10:00 to 10:15 am	Welcome note and background of the Project by Brother Mir Zulfiqar (Coordinator PSI)
10:15 to 10:30 am	Key remarks on "Why PSI wants to empower Community Health Workers" by Sister Kate Lappin (PSI)
10:30 to 10:55 am	Speeches of Representatives of Lady Health Workers (Baluchistan, KPK, Punjab and Sindh)
10:55 to 11:00 am	Sharing the challenges faced by polio workers and highlighting the Union's commitment to resolving these issues by a Polio Worker
11:00 to 11:30 am	Tea break
Working Session-Moderator: Sister Ms. Shamim Ara	
11:30 to 11:50 am	Purpose and Significant Aspects of Constitution of Federation
11:50 to 12:00 pm	Approval of Constitution of Federation by the General Council of the Federation
12:00 to 12:15 pm	Announcement and Approval of Office Bearers
12:15 to 12:30 pm	Oath-Taking Ceremony for the Federation's Office Bearers
12:30 to 12:45 pm	Group Photo of Newly elected leadership
12:45 to 01:00 pm	Future Planning of the Federation by General Secretary
01:00 to 02:00 pm	Lunch
Concluding Session-Moderator: Brother Mir Zulfiqar	
02:00 to 03:00 pm	Speeches of Honorable Guests from Trade Unionists/CSOs/PSI