

# Death Chamber: A tragedy on 9/11, 2012 in Pakistan



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## Acknowledgment

This research is about most devastating factory fire tragedy not only in Pakistan but of the world industrial history. The research is based on interviews of 101 members of deceased workers' family members and surviving workers of the "Ali Enterprise". It was conducted by team of dedicated volunteers soon after 9/, 2012 Fire Tragedy. This report is, in true sense, workers First Information Report (FIR) against the capitalist greed and of the lawlessness face by 60 million labour -force of Pakistan at their workplaces.

It speaks volume about the real state of deplorable working conditions of millions of working peoples of Pakistan. The ground reality at work place any where showed that least attention is being paid by the employers to the wellbeing of the workers. The basic rights to live decent life have been snatched long ago and now work places becoming death trap for the workers. The fire on September 11, 2012 at "Ali Enterprise" a garment factory in Baldia Town in Karachi was the one of the stark outcome of existing working environment at workplaces especially in industrial and textile sector.

It will not be appropriate to think the fire tragedy on September 11 as an accident but factually it was sheer intentional criminal negligence on the part of owners and management of the factory, concern government departments, International Buyers and the Social Audit certification body which forced innocent workers to burn alive. The factory was not registered with Labour Department, the factory building was not approved from the building authority, safety measures nowhere in the factory, there was no record of any labour and electric inspection of the factory, majority of workers worked under contract system and not registered with social security and old age benefits bodies, no union to bargain and protect the workers' rights. The international buyer not only breached local labour laws and ILO labour Conventions but also its own "Code of Conduct" usually signed with the local merchandise producer so is the case with international Social Audit Certifying organization acted in criminal way issuing SA8000 Certificate just ten days before the day of tragic inferno . The same alarming conditions still prevailed everywhere in the industrial zones without any check.

I am most grateful to Comrade Zehra Akbar Khan for leading the team, developing the format of the research and have done excellent in-depth research on Baldia Factory Fire tragedy. I owe a special debt of gratitude to Shafqat Ali, Qadeer Tanoli and all friends and comrades who help to make the research work more effective.

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## Introduction:

September 11, 2012 was one of the darkest days in the history of labor movement in Pakistan and it was also the deadliest disaster not only in textile sector but all industrial sector of the world. On the day fire was broke out in Ali Enterprises, a garment factory in SITE area, Karachi in which 257 workers died within small spine of time. The main cause of these deaths was unprotected working environment. Many of the stranded workers died of suffocation as they were trapped in a factory with no emergency exits available. A large number of workers suffered serious injuries as they jumped from the building for their safety. It was not the first incident of its kind but every day such workplace mishaps are reported albeit on smaller scale, which mostly go unnoticed. There are factories and commercial establishments, spread all over the country, having same horrible working conditions, posing potential threats to the lives of about 60million Pakistani workers.

History reminds that 101 years ago on 25<sup>th</sup> March 1911 a same fire incident took place in the Triangle Shirtwaist Factory (New York City) in the USA which resulted in death of 146 garment workers. After 101 years the history was repeated but with a more severity, burning alive of 257 officially confirmed workers in the inferno in Ali Enterprises Karachi, producing garments for a Germany-based International Buyer “KiK”. These victims were in their prime years, mostly ageing between 15 to 35 years.

Karachi, where the fire tragedy was witnessed, is the largest city, industrial and commercial hub of Pakistan where more than 65% of industries of the country are located, producing merchandizes for local and international markets. Textile garments is one of the most important sectors providing job to millions of workforce and earning much needed foreign exchange, though on the cost of cheap labour and precarious working environment. Majority of factories least bothers about the labour laws, international labour standards and even their own agreed Code of Conducts (COC) with the international buyers. Ali Enterprises was one of these factories having all signs of anti-workers policies, with more focus on maximizing profit, paying least attention to the safety and wellbeing of their workers. Ali Enterprises had an estimated turnover of 10 to 50 million US dollars a year, compared with a salary of skilled worker between 50 to 100 US dollars paid at the end of the month. The company manufactures semi-finished and finished products for the brand "OKAY Jeans," of KiK based in Germany as well as for other brands like Go Blue and Diesel, as revealed by the workers in their interviews in this survey. The factory employed approximately 2000 workers in different shifts for different jobs in its 16 sections.

It was informed by the survived workers that more than 500 workers including women and children were in the factory premises when the fire broke out. Many workers, who were off duty, were also inside the factory on the fateful day because it was the pay day. On Tuesday, 11th September 2012 at around 6pm a fire broke out at the first floor of the factory where all the supplies including inflammable chemicals and materials were kept, which resulted in a huge blaze, causing death of a large number of workers. It was not the

first fire accident in the factory. During the survey many interviewed workers revealed that it was the third fire accident. Previously, two fire incidents had occurred due to electric short-circuit but they were not as dreadful as the 9/11 mishap. In February of the same year (2012) a fire mishap was also reported by the workers of Ali Enterprises, but in spite of series of such incidents, the factory owners didn't take any precautionary measures to secure the lives of their workers. On 11<sup>th</sup> September 2011 the owners and management of the factory applied the same negligent attitude and committed heinous crime as they didn't allow their workers to escape for their lives, and ordered them first to salvage the material, machinery and finished products. They didn't realize the intensity of fire and considered it a minor one like previous small fire accidents. Their criminal negligence speaks loudly about the mindset of industrialists and their management in Pakistan.

The workers, who were interviewed, confirmed that the emergency gates were locked and the main electric gate was also locked on the instruction of the factory management. All windows were also blocked, permanently, with the iron grills on the pretext to stop theft of merchandise. It was a shocking and criminal intentional negligence on the part of factory management that no emergency alarm was there to alert the workers to escape during emergency situations to save their lives. There was only one entrance and exist point, which was also blocked with materials and merchandise dumped there.

It was confirmed from the Labour Department Government of Sindh, that Ali Enterprises was not officially registered under the Factories Act 1934 and its building design was also not approved by the competent building control authority. The factory had been functioning since long in the heart of an industrial zone of Karachi, illegally, without any check. The four-storied garment factory had only one exit and with no functioning firefighting instruments. The workers didn't have any training and system support to cope with emergency situations. Another strake reality was that the majority of workers were also not registered with any social security institution, which is mandatory under the labour laws. These workers were forced to work for 12 to 14 hours a day on low wages. It was also confirmed by the interviewees that majority of workers didn't have formal appointment letters and most of them were hired through contractor. The lack of appointment letters was a main hurdle in the way to get registered workers' representative trade union in the factory. The same tactics of recruitment through contactors is adopted by majority of employers in Pakistani factories to avoid the guaranteed rights of workers.

This is the real outcome of crony capitalism where workers are deprived of their basic rights. The overwhelming majority of industrialists only abide by their greed to earn more and more profit and apply all tactics and foul play to deny the basic rights to their workers, and even to scarify their lives at the altar of profit. The fact is that workers are the main vehicle to increase the wealth of their masters. The tragedy of 9/11 in Karachi tells us that in the 21st century this cruel capitalist approach has pushed the workers virtually to a medieval era where they had had no rights but only the slavery chains.

Prevailing situation of workers' rights and poor safety standards at workplace revealed that not only local manufacturers but also the international companies, brands and certification organizations are responsible for such fatal incidents. International brands and audit certification organizations have to implement the international labour laws and standards for safeguarding the rights of workers in the third world countries but sadly they also become the key vehicles to support local private enterprises that just want money by hook or by crook. These multinational companies never pay attention to the inhuman working condition at workplaces like Ali Enterprises from where they get the finished products for sale in European and North American markets. They fully know about the working conditions in Pakistanis factories where no laws are followed, and which do not have genuine unions to safeguard the workers' stakes. It was informed by some surviving workers that children also used to work in Ali Enterprises and all workers did not have any social security, though the factory was certified by SA8000 just 10 days before the tragedy. Kik (international brand) assumed the responsibility of fire after intense pressure of international labour movement and agreed to compensate the workers; however, they agreed on a meager amount of 1 million USD. They considered it as rehabilitation. However, the compensation as calculated as per international standards for the affected workers and their families stands 20 times higher than what the KiK has paid.

An international Social Audit Company RINA had issued SA8000 certificate to Ali Enterprises which means the factory was safe and working conditions there were more than satisfactory. The certificate was issued just 10 days before the accident which speaks volumes about the credibility and authenticity of the audit system of so-called international audit companies.

The Governments of Pakistan has not yet completely compensated the legal heirs of burnt victims. As per reports only 257 workers got the partial compensation, as majority of the workers didn't know the procedures adopted by the officials and government to compensate the family members of deceased workers. The authorities could not even produce DNA reports of 25 families whose loved ones were still missing, while only 17 unidentified bodies were buried in Mucho graveyard in Baldia Town. After the fire incident many workers became unemployed and those who were injured due to the fire didn't get proper treatment from the government. Now these families are facing problems to make both ends meet and they are literally starving.

The government also formed an inquiry commission and it submitted its report to the Sindh government but it is yet to be made public. Not a single member of the commission was expert of the given task but the government formed the commission anyway. The workers who were interviewed even didn't know about the members of the commission and its functions.

Soon after the Ali Enterprises tragedy, the government announced the compensation amount for the bereaved families, as under:

Prime Minister

Rs400, 000

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Chief Minister	Rs300, 000
Malik Riaz (Industrialist)	Rs200, 000

The commission information revealed that 176 workers' families got Rs900, 000 and 81 families received Rs700, 000 in first phase. Some individuals, International buyer and owners also committed to pay compensation as under:

KIK	Rs 97,975,058
Factory owners	Rs 61, 800, 000
Philanthropists	Rs 5, 720, 000

A Compensation Commission for the distribution of compensation amount headed by retired judge was formed on the order of Sindh High Court (SHC). The Compensation Commission has agreed to distribute compensation money in two rounds of second phase. In first round legal heirs of each deceased workers will receive total amount Rs. 500,000/-. Where as in second round same legal heirs of each deceased workers will receive total Rs. 110,000/-. This commission, till now, distributed more than 900 cheques (according to Sharia law) among 215 bereaved families and remaining families will get their compensation by the end of September 2013. This commission also distributed the collected amount among fifty-five injured workers. For the injured workers, the commission has formed criteria to distribute compensation as under:

Permanently disable injured workers	Rs500, 000/-
Gravely injured workers	Rs250, 000/-
Simple injured workers	Rs125, 000/-

It is very unfortunate that in an industrial city like Karachi where more than 65% of industries of the country are located has no laboratory to conduct DNA tests at a time of any mishap and tragedy like what happened in Ali Enterprises on September 11, 2012. There was no proper mechanism to collect the DNA samples of deceased's blood relatives so the bereaved families braved agony and trauma for many months to get the DNA reports to confirm the identity of unclaimed charred bodies lying in the Edhi mortuary of Karachi. It is reported that the related officials took repeatedly blood samples for the DNA identification purpose. There are still 25 unidentified workers, and 17 of them were buried in the Baldia graveyard of the city.

National Trade Union Federation (NTUF) was the first labor body of Pakistan which showed their serious concern over huge death of workers by recording their protest in Pakistan on 12<sup>th</sup> September 2012 outside the Karachi Press Club (KPC). Soon after the fire incident they mobilized many trade union workers to stand for their own protection at workplace and secure better working conditions for workers. They brought all labor federations and unions to one platform to launch a struggle for the just cause of workers and formed a Workers Right Movement (WRM) on 23<sup>rd</sup> September 2012. The NTUF was the first organization which also exposes the negligence of international brand "KiK" and faulty social auditing system.



The incident of Ali Enterprises has now changed into a new symbol of workers resistance movement which would help the factory workers to secure the right of having decent working environment and to get rid of social injustice and prevailing modern slavery, based on crony capitalism.

The labour resistance movement would also help to uproot the unjust economic and social system based on capitalism in Pakistan, which has been devised only to protect the vested interests of the elite class.

## Purpose of the Research:

The main purpose of the survey were

- To highlight the issues of labours working in the Ali Enterprises
- To record the information on working conditions and wages
- To find out the brand and what product the workers were preparing at the Ali Enterprises
- To find out the issues of surviving workers and the families of deceased workers.

## Methodology:

To identify the overall conditions of workers at Ali Enterprises and the problems being faced by the deceased workers' families, an interview method was adopted by the National Trade Union Federation. They developed a questionnaire, based on qualitative and quantitative questions of various ranges.

Data was collected from the garment workers of the factory in two different localities (Baldia and Orangi) in Karachi. The survey mainly dealt with the working condition, wages and overtime, union rights, child labour, laws and so-called Code of Conducts (COC) and social accountabilities (SA) certification.

## Sample size and selected areas:

The survey has selected district West, Baldia and Orangi areas in Karachi and interviewed 101 workers; 50 from the family members of deceased workers and 51 survivors/unemployed workers. See table 1 for workers' categories who were interviewed.

Table 1: Workers Category

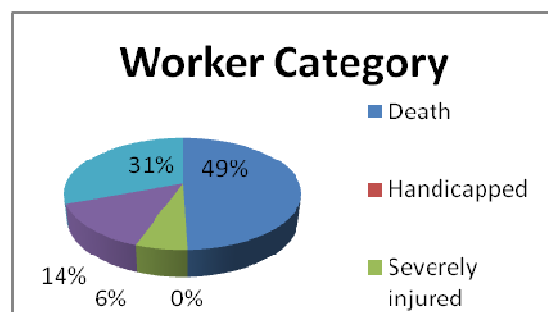
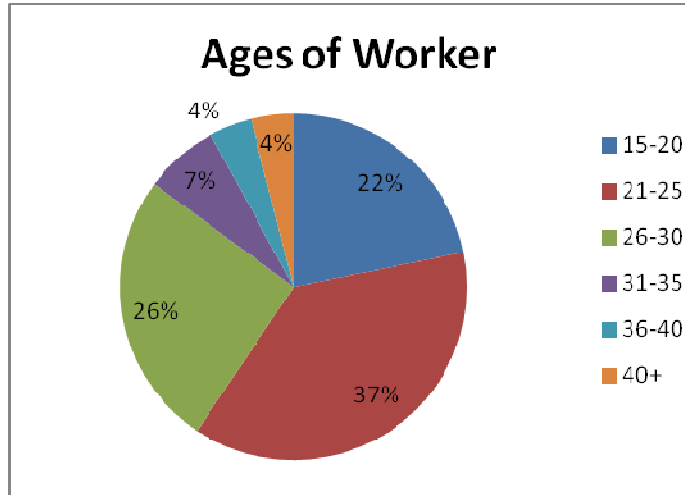


Table 1, showing that 14% interviewed workers were injured and only 6% workers were severely injured in Ali Enterprises fire on 11<sup>th</sup> September 2012.



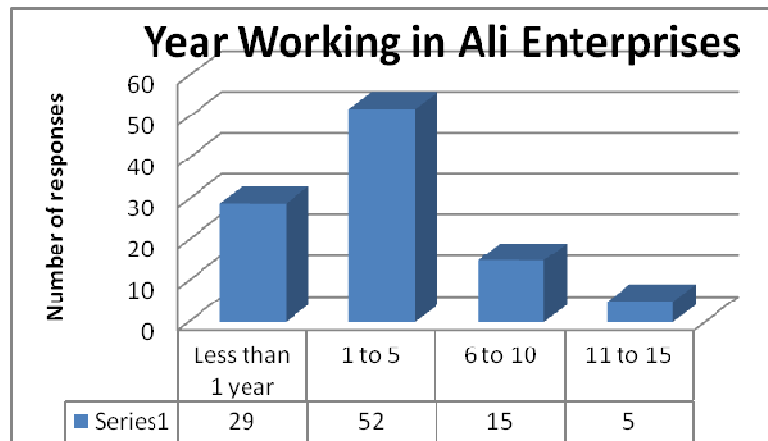
**Age Group:**

Table 2 below indicates the age group of the workers interviewed during the survey. The majority of the workers (37%) were in the age group range from 21 to 25 years while total 26% workers were between the age group of 26 to 30 years. 22% workers were from the age group of 15 to 20 years, while 15 out of 101 interviewed workers were from the age group of 31 to 40years+. It indicates that the 85% of the workers were youngsters of age group from 14 to 30 years who were employed in the Ali Enterprises located at SITE area near Baldia Town.



**Table 2: Age group of the interviewees'**

Below table 3 shows the years of workers working in or associated with the Ali Enterprises. 52 workers worked in the factory for 1 to 5 years while 29 workers worked in the factory for less than one year. Only 5 out of 101 interviewed workers worked for last 11 to 15 years.



**Table 3: Years of working in the factory**

**Key Findings:**

**Working Conditions and Wages**

- Working Hours and overtime:**

Working hours in this factory were 12 to 14 hours including overtime which was the normal routine for the workers of Ali Enterprises. They usually worked 6 days a week for 12 to 14 hours. They also work on Sundays. 43 (42%) out of 101 interviewed workers said that they worked for 12 hours while 35 workers indicated that they worked there for 11 hours (See table 4).

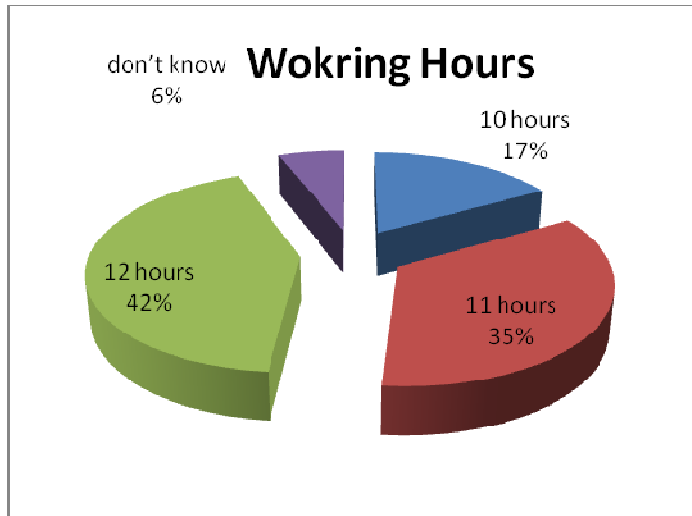
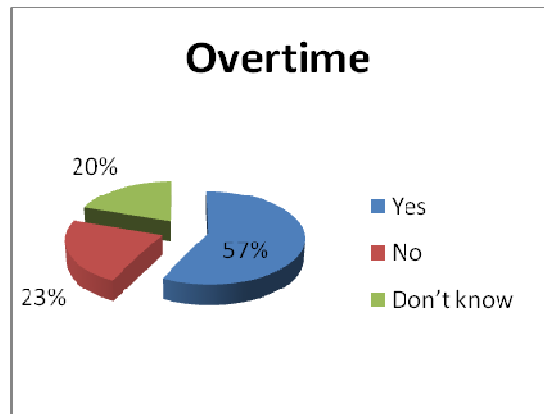


Table 4: Working hours in Ali Enterprises

Majority of the workers did overtime, up to 2 to 4 hours a day. 58 (57%) interviewees said that they and their relatives worked for overtime. 7 responded that they worked whole night and one of them told that he used to work till 2am, while one responded that he worked only on night duty. (See table 5).

Table 5: Overtime



But for the extra work they didn't receive any extra money or overtime. 75 (74%) responded that they didn't get extra payment for overtime in the factory. They said they got overtime on same rate (single payment), which they get for normal working hours. Only 13% responded that they get extra payment for overtime while 13% responded that they didn't know about the overtime rates. (See table 6)

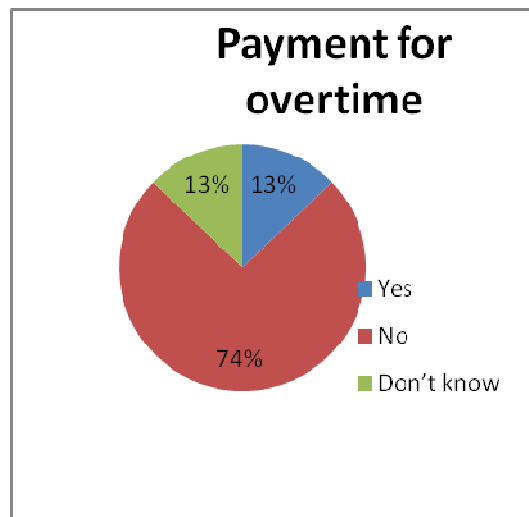
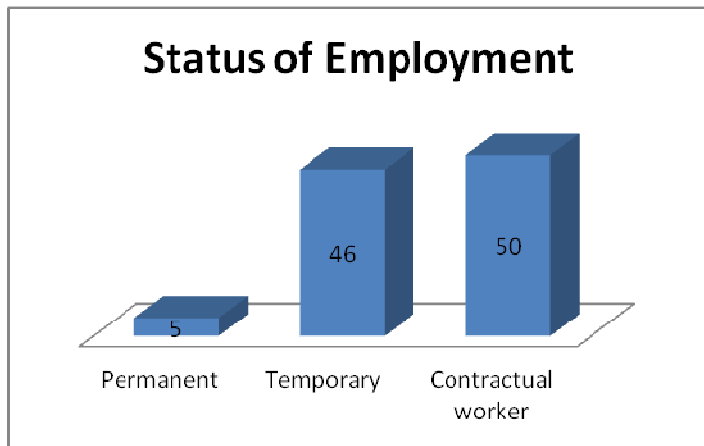


Table 6: Payment for overtime

**2. Employment Type:**

In Pakistan contract system prevails in all factories and now a third party system has also been introduced to break the legal relations between workers and employers. Due to this illegal act workers can't organize themselves in unions and can't make any demand for their legal and due rights with the owners. This is why the employers prefer to make agreements with contractors and get absolved themselves from many liabilities which labour laws guarantee to the workers. Through this contractual system (in many cases one worker is chosen as the contractor from workers' own ranks usually and put him in front of working class as their rival), employers easily avoid to provide their workers appointment letters (legal identification), social security and old age benefits, yearly bonus, group insurance and other facilities as per law.

Ali Enterprises was also included in the list of this category of factories where majority of worker were hired by contractors. Table 7 shows that 50% responded that they were hired by contractors while 46 reported that they were temporary workers (who were also contractual workers) and only 5 out of 101 interviewed workers said they work on permanent basis. These workers were mostly which from the sampling department of the factory.



**Table 7: Status of Employment**

**Table 8: Facilities provided by factory**

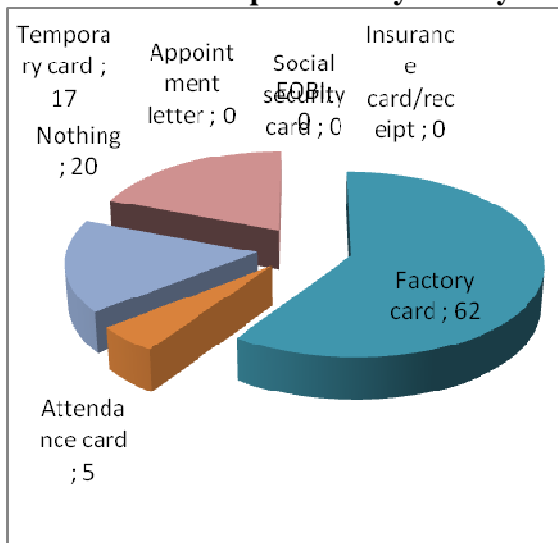


Table 8 indicates how many workers had got any identification document from the employers, on the basis of which they can claim a due social protection for them and their families. 62 workers responded that they had got the factory cards but without factory monogram or mark. 20 workers reported that they hadn't any identification or employment card provided by the factory, while 17 responded that they had temporary cards issued by factory as contractor workers. Having a factory card doesn't mean that they all were covered under the social security schemes provided by the government for workers.

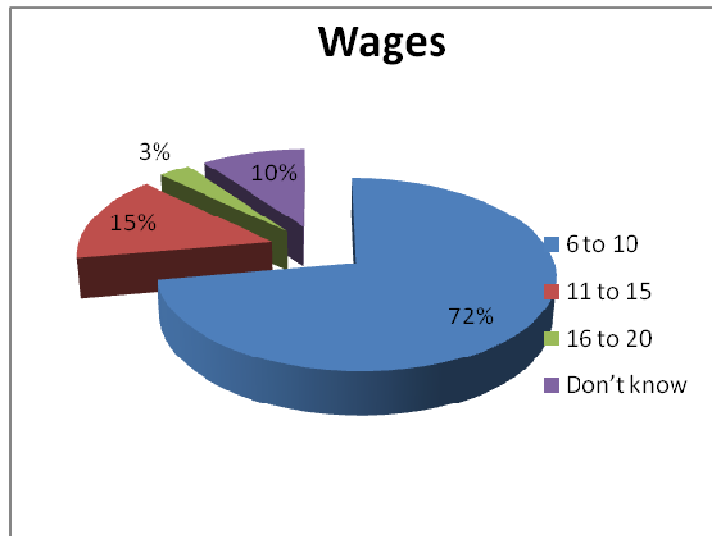
Sindh Employees Social Security Ordinance 1965 and Employees Old Age Benefits Act 1976 ensure to protect all workers who are employed in a factory and completed a probationary period of 90 days. It was also reported that these government departments prepared fake cards of dead workers after the factory fire. During the survey such officials were seen sitting outside the factory premises. It also showed the level of corruption and negligence of the departments, who neglected the interests of workers to benefit the entrepreneur.

Both departments made announcement that they will pay workers' dues and also take efforts to provide pension on monthly basis to the bereaved families. The EOBI had issued the cards valid only for three years which was a sheer breach of the law.

In the factory total 2000 laborer used to work in 16 departments.

### 3. Wages:

Workers of Ali Enterprises were paid salaries by their employer on 5<sup>th</sup> to 10<sup>th</sup> of each month. Most workers used to get their wages on time; however, these wages were very low and were not enough to meet their basic needs. Minimum wages of the unskilled workers in Pakistan was Rs8000 per month in 2012 as announced by the government. However, these minimum wages cannot cover the minimum living expenses of workers. This is why the trade unions demand Rs20000 per month as minimum wage for workers which can cater the needs of their families in current high inflation period.



**Table 9: Wages of workers**

Through this survey above mentioned table (Table 9) shows that about 72% workers were getting wages ranging from 6 to 10 thousand per month including overtime. While the wages of 15% workers were in range of 11 to 15 thousand per month, including overtime. Only 3% workers were paid monthly salary of 16 to 18 thousand, majority of them were from sample department. (Majority of all these workers were in category of skilled workers).

Majority of workers used to get wages on piece rate, as responded by 70 (69%) workers while only 26 interviewed workers said that they were working on monthly salary. (See

table 10). It also revealed that majority of workers were getting wages less than the government announced minimum wages for unskilled workers.

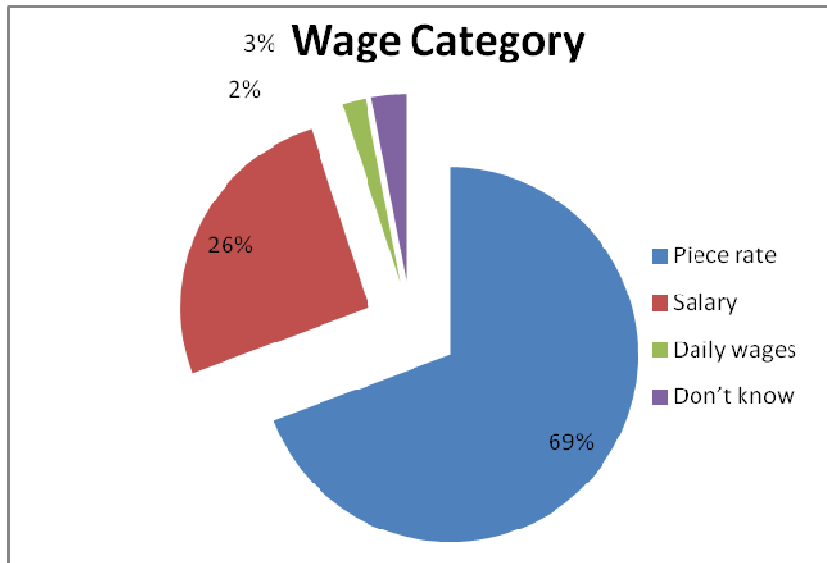


Table 10: Wages category

During the survey of the members of deceased families and surviving workers, majority of interviewed workers (64) reported that they didn't receive their last payment. Out of these interviewees 41 responded that they didn't receive their salary for the month of August while only 10 responded that they didn't get wages of last 11 days. (See tables 11 and 12)

26 interviewed workers said that they received their payment. Only 11 responded that they didn't know about the payment received or not by their loved ones (See Table 11)

Table 11: Payment received from factory

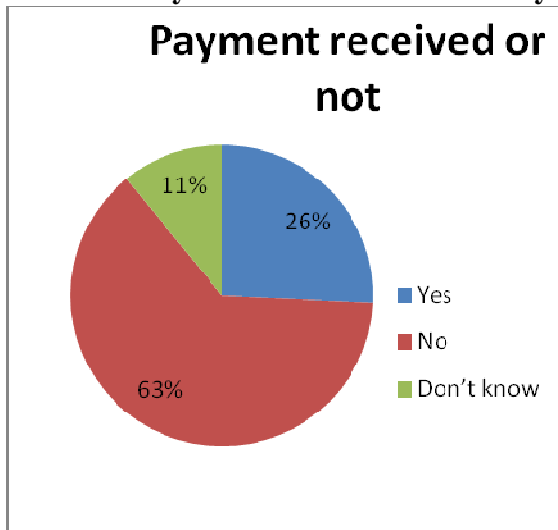
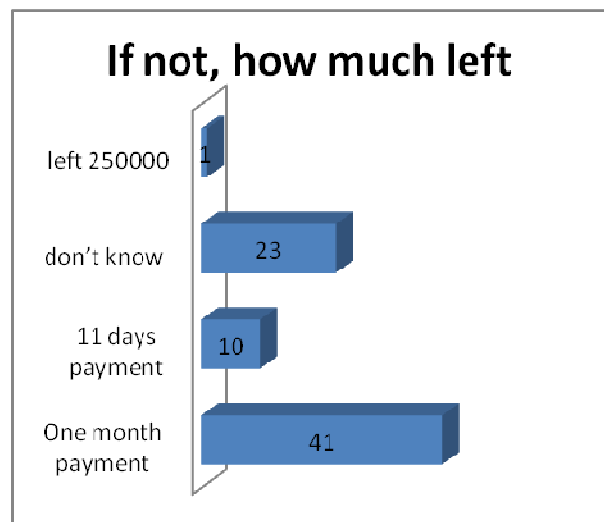


Table 12: If not, how much left



Most of the interviewed workers and bereaved family Members responded that they used to work in the stitching department (see table 13). 9 workers worked in the finishing department and 9 others responded that they didn't know in which department their loved one worked. In these department workers were given different kind of work on different floors of the factory. 57 workers were sewing machine (Singer machine) operators while 9 responded they didn't know about the work being done by their family members in the factory (See table 14).

Table 13: Department

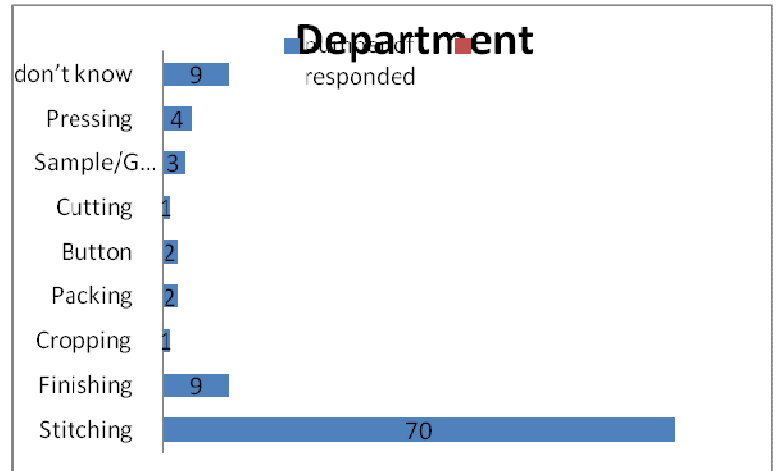
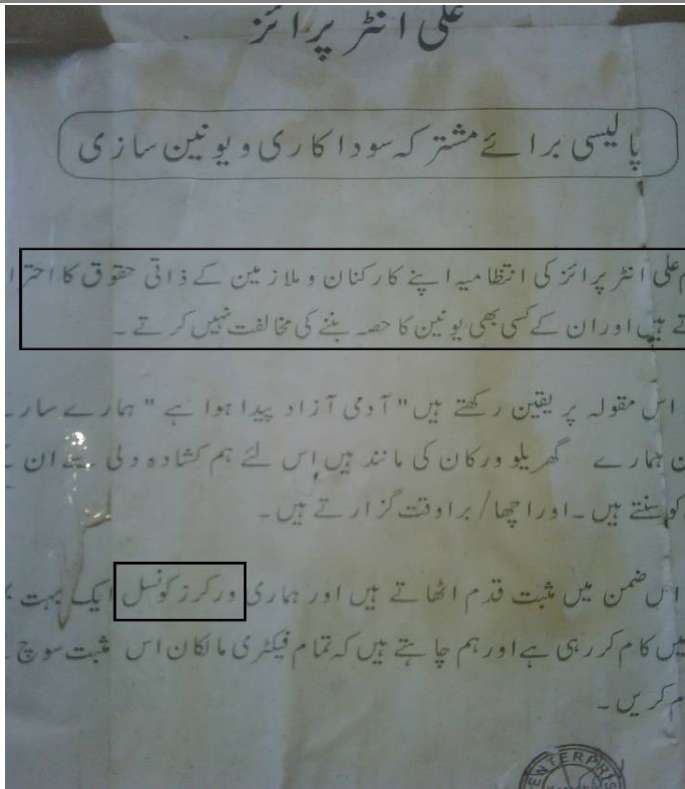


Table 14: Work done by workers

Work she/he do	Number of Workers
Quality in charge	3
Making buttons	3
Stitching/machine operator	57
Helper	5
Packing	2
Supervisor	1
Pressmen	5
Numbering/handling & packing	1
Sample making	2
Cropping	2
Altering	4
Loading and collecting	2
checking	2
Contractor	1
Mechanic	1
Labeling	1
Don't know	9
	<b>101</b>

## Freedom of Association and Collective Bargaining

Pakistan's constitution (Article 17) gives every citizen the right to organize and form their association. Pakistan also signed and ratified ILO's Convention 87 and 98 regarding freedom of association and collective bargaining and other 34 conventions including ILO core conventions. These rights protect workers from unfair labour practices and to recognize the right to bargain collectively for their betterment. However, these laws are not followed in many industrial sectors. Ali Enterprises was also one of them where no union existed instead of that they mentioned it clearly that they will support such action

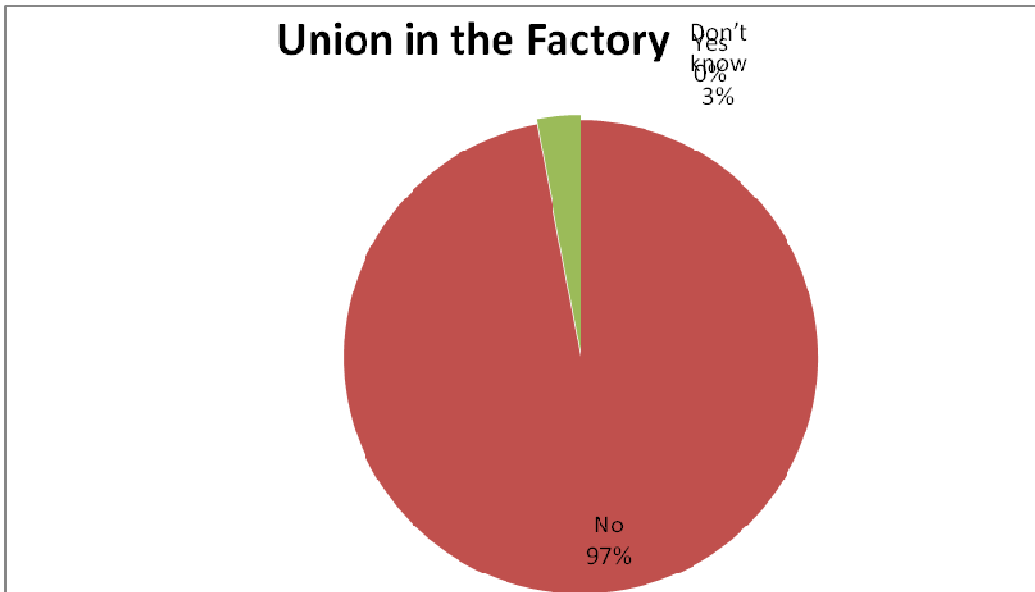


in their code of conducted pasted on the wall of Factory. According to the factory's code of conduct they formed Workers Council but it was not strange that none of the interviewed workers knew about any Workers Council. (Highlighted in the box)

Freedom of association emancipates workers to bargain for their just rights and increase the productivity of their factory in good environment but the Pakistani factory owners generally don't want to allow any genuine union to escape from giving benefits to their worker who play a vital role to generate profit for them.

The survey revealed that none of interviewees knew about the union and they all were not member of any trade union or any Workers' Council. This clearly indicates that there was no labour union in Ali Enterprises which was the violation of Pakistani constitution and international labour laws. (See table 15 below.)

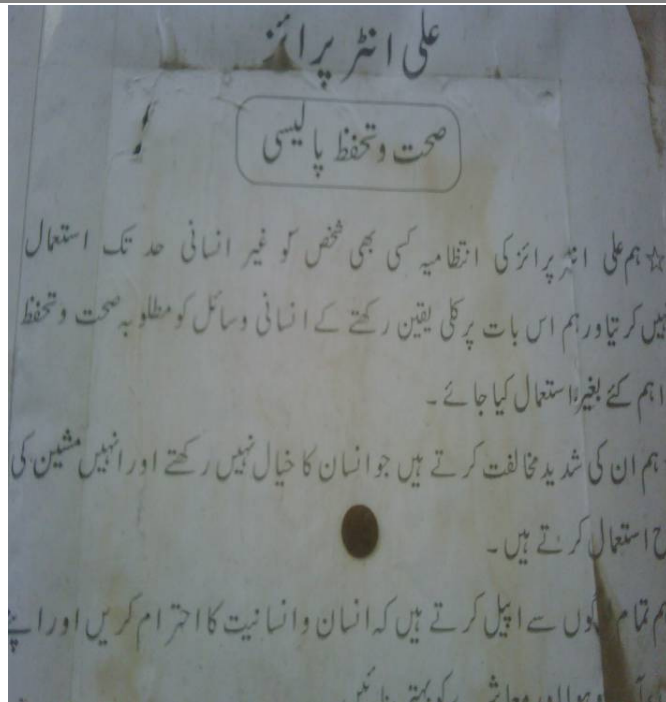
**Table 15: Is there a Trade Union present in Ali Enterprises?**





### Safety at workplace

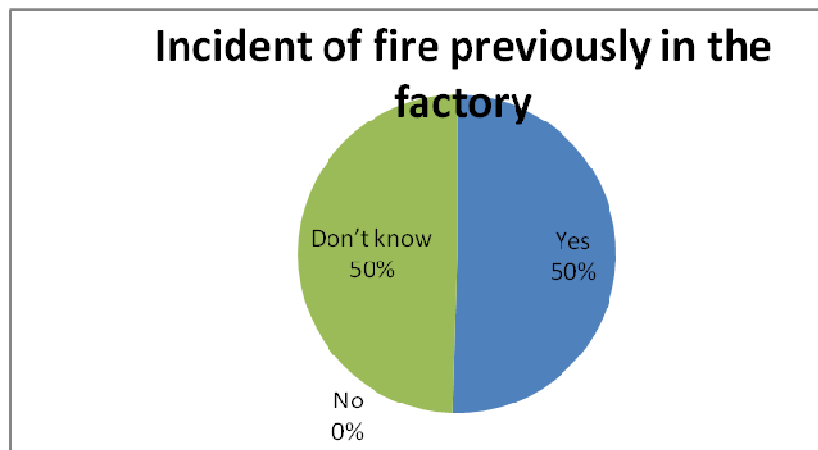
On 11<sup>th</sup> of September 2012 many workers lost their lives just because they worked in an unprotected workplace called Ali Enterprises where a same incident had already happened in that year (in April 2012 and then in September 2012). It is clearly mentioned in the Factories Act 1934 that the employer should provide different facilities and benefits including safety, healthcare and hygiene work environment to his/her workers. but there were no such measures taken by the owners of Ali Enterprises, as well as, the



building authorities that approved the building plan of the factory. Their negligence created a suffocated environment for the workers which led them to a virtual death chamber on that fateful day. The innocent workers including women and children perished just due to lack of basic safety measures in the factory. During the survey majority of the workers responded that fire had broken in the same factory three to four times previously (See table 16). The table indicated that 51 workers responded that fire incident happened in one department of the factory in April 2012 due to short-circuit but fortunately all workers remained safe and no big loss occurred.

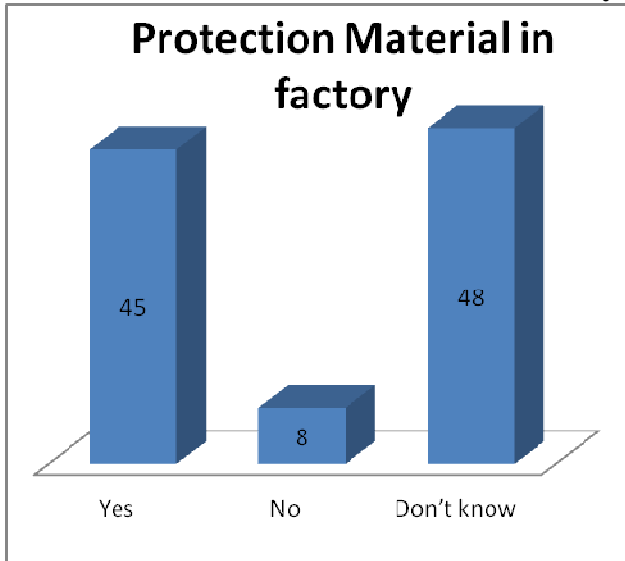
**Table 16; incidents of fire in same factory**

In spite of these previous accidents, the owners didn't take any measure to protect their workers from fire. The workers reported during the survey that they had seen fire extinguishing cylinders in the factory but they were useless as they didn't contain gas



and chemical in them. Some workers responded that fire was so high that no cylinder could douse it. (See tables 17, 18 and 19 below)

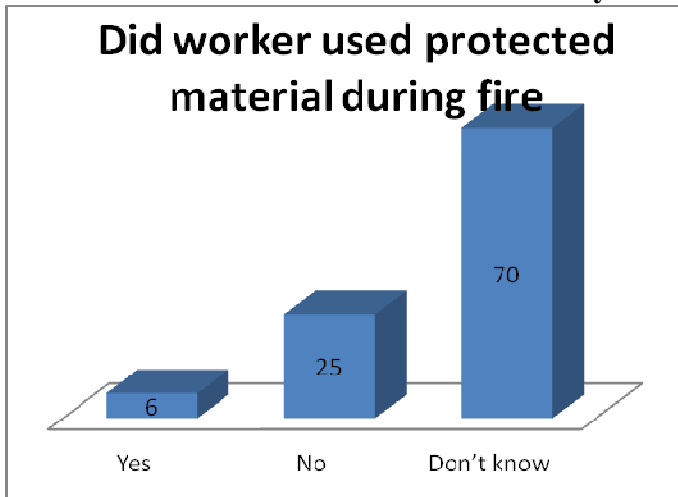
**Table 17: Protected material in the factory**



**Table 18: What kind of material it was:**

If yes, what was that?	
Cylinder	44
Water pipe	2

**Table 19: Protection materail was used by workers?**



The table 19 shows that only 6 workers used fire extinguish cylinders to control the inferno but it was so huge that no cylinder could stop it. 25 interviewees responded that they didn't used the cylinder because it was useless and empty. Three wrokers responded that due to huge smoke they couldn't see the cylinder so they didn't use it on time. But the majority of workers didn't know about any thing which they can use to put off the fire.

**Table 20: Trainig of firefighting**

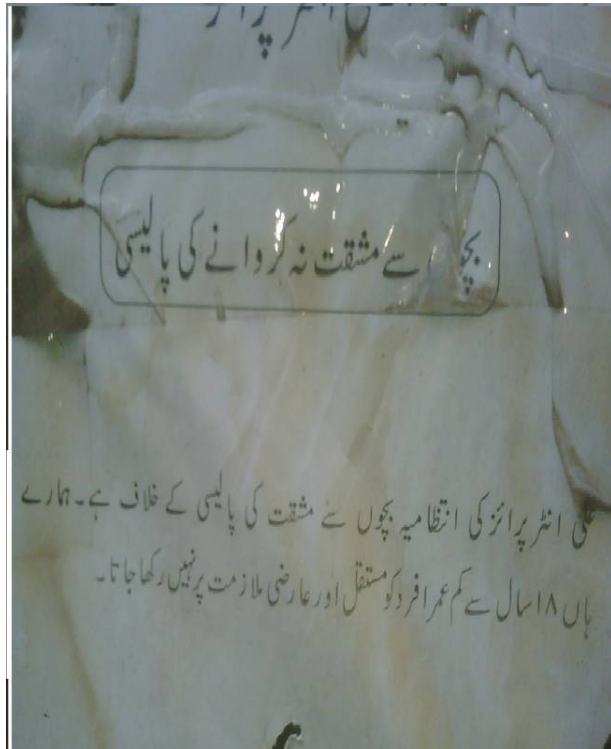


Table 20, shows that 51% interviewees didn't get any kind of training to protect themselves from fire. Only 2 workers responded that some workers had got firefighting trainig in the factory's canteen while 47% responded that they didn't know about such training.

### Child labour in the factory

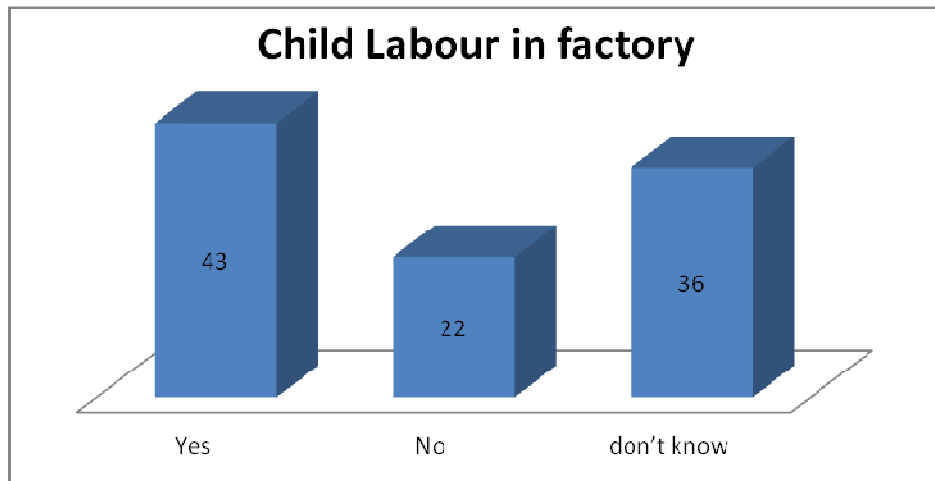
In Pakistan child labour is common in every sector but at the same time it is denied by the government, officially. The total number of working children in Pakistan is probably somewhere between 2 and 19 million, out of them nearly 2 million children work under the bonded labor system.

The Constitution of Pakistan prohibits slavery, forced labor, trafficking in human beings, and employment of children below the age of 14 years in any factory or mine or any hazardous employment, but we see that child labour (see above pictures taken from the factory premises) was there in Ali Enterprises. These children were mostly hired by contractors. It was also clearly



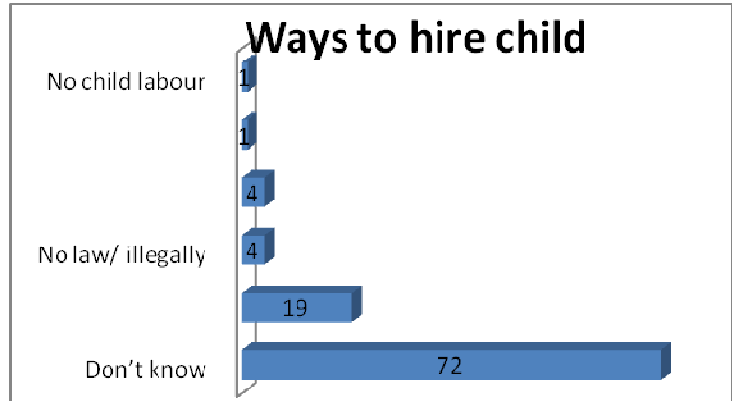
mentioned on the walls of factory that children below the age of 18 years are not allowed to work, but that law was being violated, as elsewhere in Pakistan. To end the malpractice concrete measures must be taken and buyers should also restrict themselves from buying the products, produced by children. During the survey 43 people responded that child labour existed in the factory while 36 responded that they didn't know about it. Only 22 informed that there was no child labour in the factory. (See table below).

**Table 21:**  
**Child labor**



The Factories Act of 1934 clearly describes the difference between adolescence and children. According to it adolescent means a person who has completed his 15 years but has not completed his 17 years. Before starting a job he has to submit his or her fitness

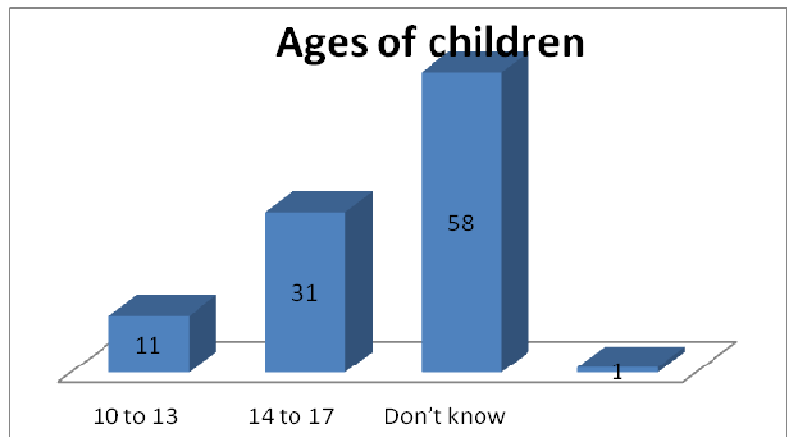
certificate given by a certifying surgeon (Section 52) to the employers, but the majority of the interviewed workers said that they were hired by a contactor without submitting any document provided by such a surgeon. Only 5 people responded that they had to show their birth certificate or B-form provided by National Database Registration Authority (NADRA). Majority of the workers (72) said that they didn't know any procedure to hire children for work. (See table 22.)



**Table 22: Procedure for hiring children for work**

A 'child' means a person who has not completed his 15 years and below this age no child is allowed to work in a factory (Section 50). However, in this factory it was found that children below the age of 14 years were hired and most of the employees had started work before attaining age of 14 years. The table 23 below shows the

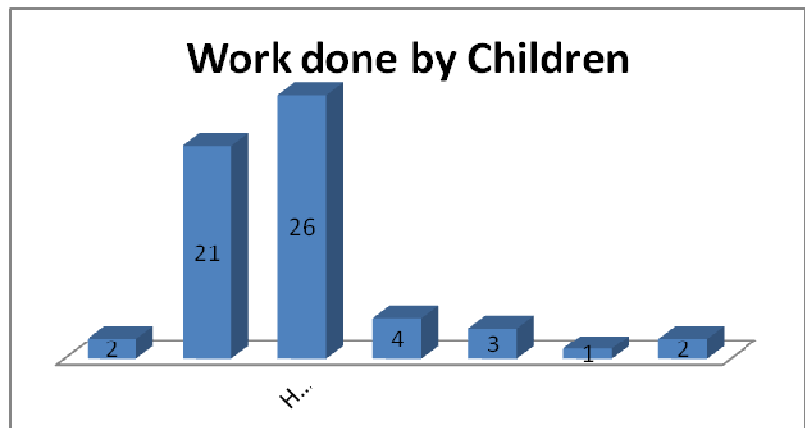
**Table 23: Children workers' age**



age group of children hired in Ali Enterprises. 58 interviewees responded that they didn't know about the age factor while 31 responded that children ageing between 14 and 17 years were hired in the factory. Only 11 responded that factory had hired children aged between 10 and 13 years.

**Table 24: Work done by children**

In factory the majority of child workers worked as helper (26) and cropping (21) (cutting extra threads from the finished products) (See table 24). Table 24 indicates the work done by the children in Ali Enterprises.



**Brand:**

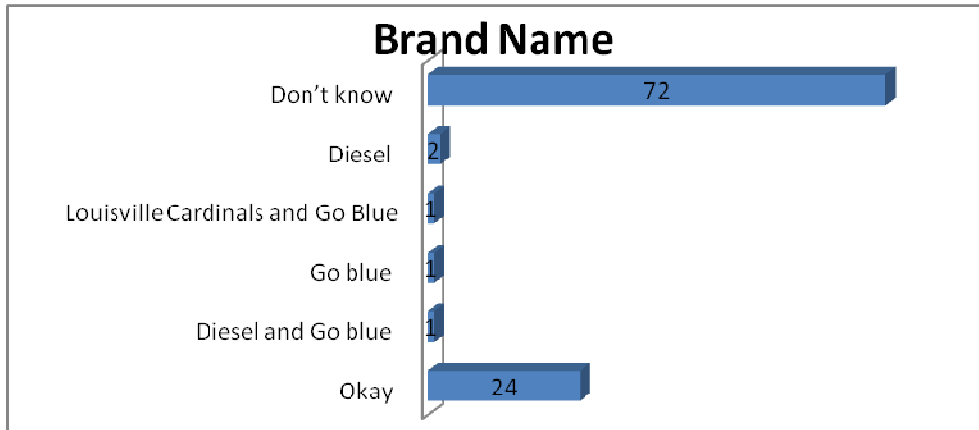
In Ali Enterprises majority of the workers didn't know about the brand and country for whom they were producing garments and paid very less. Most of the interviewees



said that they work for market of Europe and America.

On the question about the brand name, majority of the workers (72) responded that they didn't know about the brand for which they were hired to work. Only 24 responded that they were producing garments for "Okay" brand of "Kik", while three interviewees responded that they worked for "Go Blue" and "Diesel" brands. (See table 25).

**Table 25: Brand name**



**Table 26: Producing for which country**

For which country they producing	
America	30
Europe	35
Bangladesh	2
Australia	1
Don't know	60

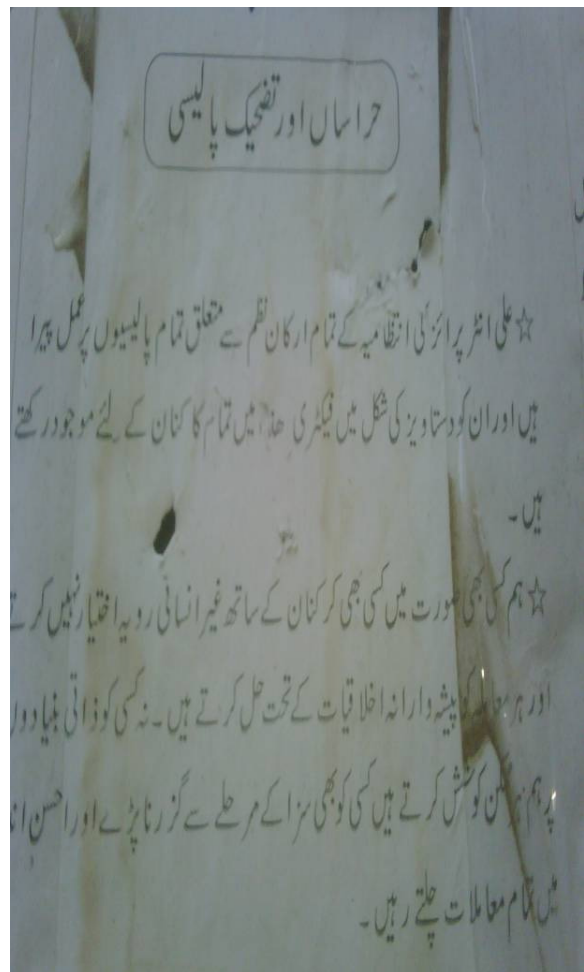
**Table 27: What kind of stuff they were producing**

What kind of stuff they were making in Ali Enterprises	
<b>Pants and shorts</b>	<b>59</b>
<b>Shirts</b>	<b>43</b>
<b>Trousers</b>	<b>16</b>
<b>Jacket</b>	<b>1</b>
<b>Table cover</b>	<b>2</b>
<b>Don't know</b>	<b>36</b>

Above table indicates that that affected workers were producing pants, shorts and shirts in Ali Enterprises for interntional markets, especially for European Union countries.

### Labour laws and Code of Conduct (CoC):

Pakistan falls in the list of those countries where implementation of labour laws is rare. Labour inspection, one of the important mechanisms to ensure the observance of labour related laws has been stopped. According to Ex-Labour Minister Mr. Amir Nawab, labour inspection was stopped due to the verbal order of the Chief Minister of Sindh province who had no right to stop the labour inspection, as it is against the labour laws. However, the labour minister didn't resist or resigned from his post! The labour department's official also didn't perform their duties properly, as prescribed under the law. They take bribe from the factory owners and prepare false reports. They are also involved in registering fake or pocket unions in factories and intimidate the workers who dare to form genuine unions for the cause of workers. They patronage the contractual labor system with the support of influential persons and sabotage the worker's movement. Only a few unions and federations, out of more than 6000 unions and 70 federations in Pakistan, raised the fire issue and mobilized workers

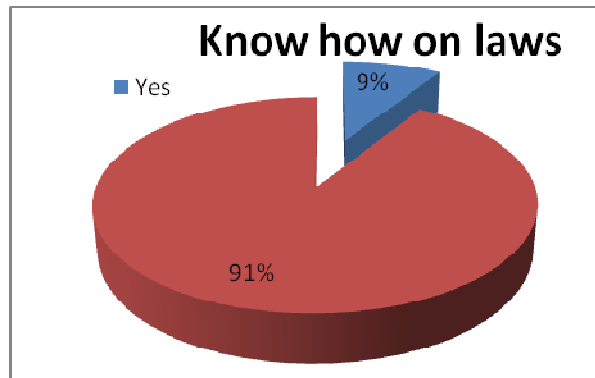




for better living and working conditions. The factory fire incident in Karachi shocked whole world and now many workers realize that they should organize themselves for their better future in unions and federations. National Trade Union Federation (NTUF) mobilizes the workers and some progressive elements and they have formed Workers Right Movement (WRM) on 23<sup>rd</sup> September 2012 after the factory fire.

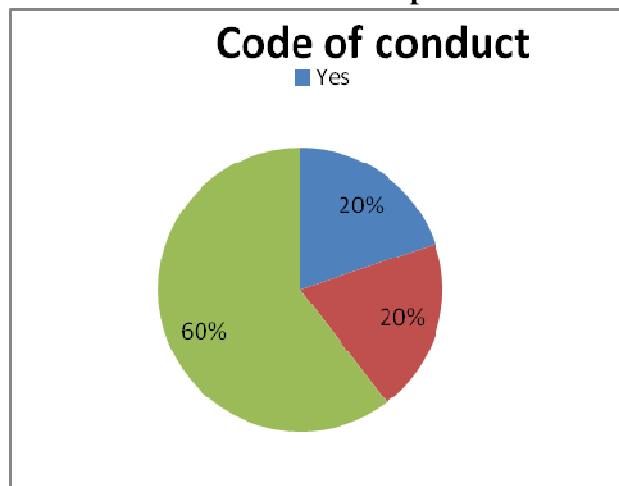
**Table 28: Knowledge regarding laws?**

One of the main reasons of the downfall of trade union movement in Pakistan is that workers are unaware of their due rights, as mentioned in law. During this survey only 9 out of 101 interviewees (See table 28) said they had some knowledge on the subject. However, all they knew was that the factory owners can't hire children below the age of 18 years.



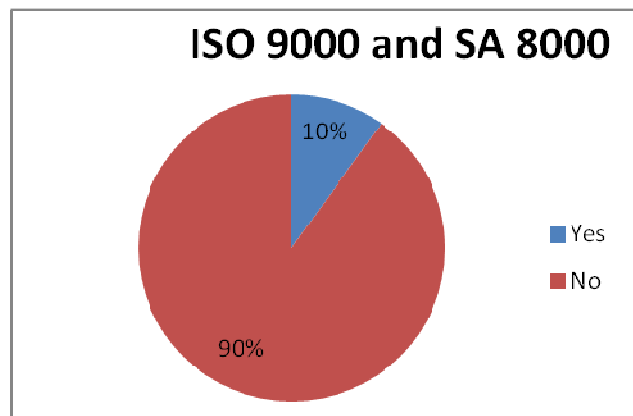
**Table 29: Code of conducts pasted on wall**

Some Code of Conducts type things were pasted on the wall of Ali Enterprises but majority of workers responded that they didn't know about such things. Only 20 responded that they knew that something about the law was pasted on the wall but they didn't read that. (Table 29)



Ali Enterprises was registered with SA8000. This certification organization issued a clearance certificate to Ali Enterprises without checking and monitoring facilities in the factory which clearly indicates the work of these certified organizations and shows the level of investors' interest for protection of their employees. Regarding the question of ISO9000 and SA8000 only 10% workers said that they had heard about it and 90% responded that they didn't know about such a certification.

**Table 30: Know ISO 9000 and SA 8000?**



Majority of the workers (55%) responded that they didn't know whether their factory was registered



with certified companies. Only one responded that the registration process was under way, while 44 workers responded that their factory was not registered with the company (See Table 31).

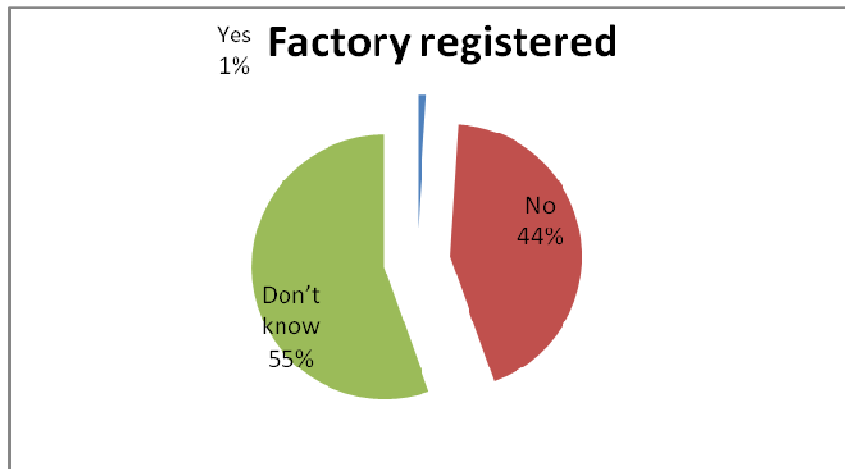


Table 31: Factory registered with ISO 9000 or SA 8000

### Commission on fire:

Soon after the 9/11 inferno the government formed a commission for investigating the incident but no one in public knows about its report on this human tragedy. WRM and NTUF have demanded repeatedly in their press conferences and statements that the commission should include workers' representatives and the affected. The survey also revealed that majority of the workers (84%) said that they didn't know about formation of such a commission. None of the workers had met with the members of commission or filed their complaints with them (at the time of interview). Only 7% interviewees responded that they lodged their complaints but with the police or Deputy Commissioner. (See table 33)

Table 32: Commission on Fire

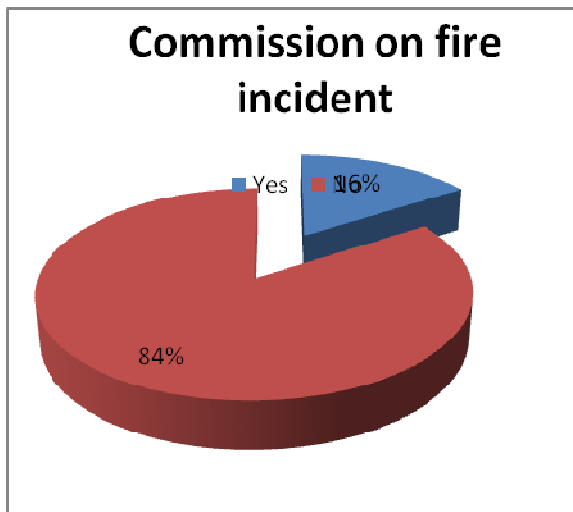
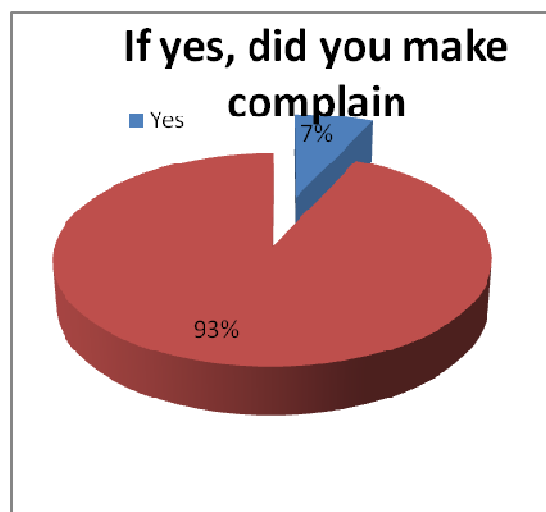


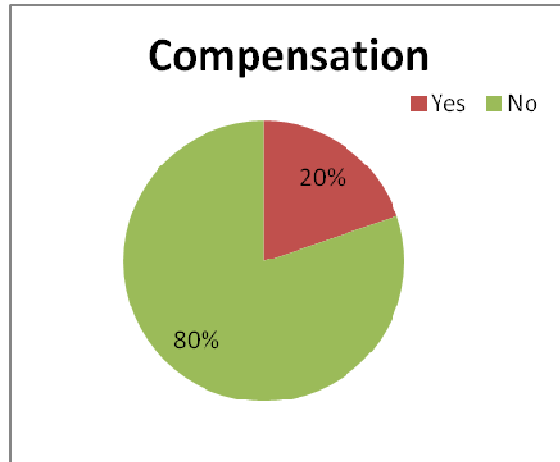
Table 33: If yes to whom complained



Tabel 34: Compensation

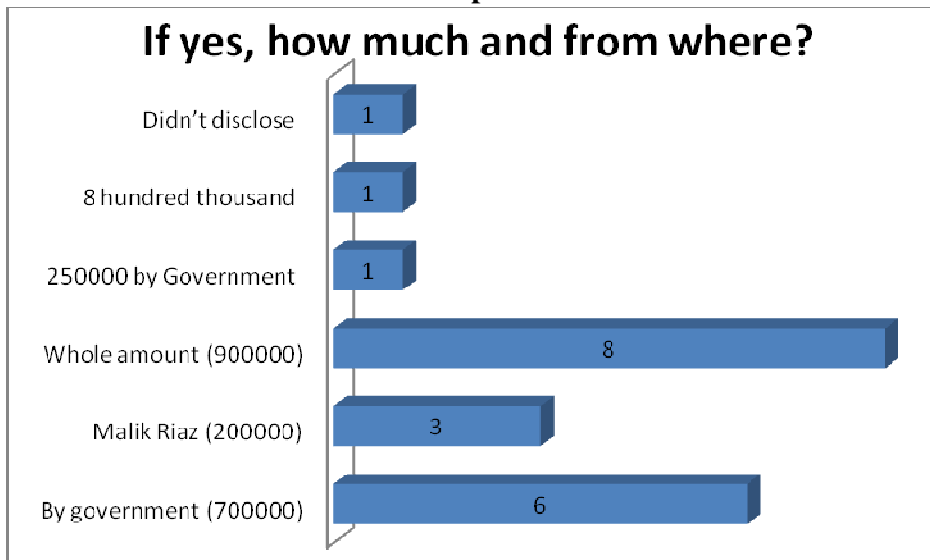
**Compensation:**

Many were committed to give compensation to the bereaved families, the injured and unemployed workers, but the compensation was not given to all of them. A compensation committee was also formed by the government but with no representation from the labor unions or federations and even the affectees. The compensation was handed over to 257 families as announced by the government and private parties and in second phase of compensation, through commission, 215 families received the compensation. Majority of the injured workers got treatment from their own resources. Only 20% interviewees responded that they received the compensation amount (at the time of interviews in Oct 2012).



Prime Minister	Rs400000
chief minister	Rs300000
Malik Riaz	Rs200000

Table 35: Compensation



SESSI and EOBI also committed for the compensation for which many are unaware.

**Issues of workers:**

Many issues surfaced for the family members of deceased workers and for those who became unemployed. Inflation rate is very high and there are limited jobs opportunities. In these conditions it is quite difficult to survive. In this survey 45 people responded that they were unemployed due to the closure of factory after the fire and 43 responded that they are facing economic crisis as majority of deceased workers were the only bread winners of their families. Eight workers who were injured in the fire said that they hadn't received any compensation and support for their treatment while 10 interviewees sought help in getting the dead bodies of beloved one. A woman asked for the national identity card, saying without the identity card she could not get compensation of her husband's death.

<b>Problem faced by workers</b>	
<b>Unemployment</b>	<b>45</b>
<b>Facing economic crisis</b>	<b>43</b>
<b>Need treatment/ couldn't work</b>	<b>8</b>
<b>Provide job</b>	<b>7</b>
<b>Help in getting dead body</b>	<b>11</b>
<b>Not compensated</b>	<b>8</b>
<b>(CNIC) ID card issues (Bengali)</b>	<b>1</b>

Majority of the workers asked for safety measures in factories so that the 9/11 like incidents does not occur again. They also demanded punishment to negligent employers. They also asked for strict implementation of safety at workplace and observance of all labor laws. They said there should be restriction on installation of electric gates in factories.

**Recommendation:**

1. Appointment letters should be given to the workers at the time of their recruitment.
2. Safety and protection measures as envisaged in international and national labour law must be observed at workplace and the government should ratify ILO convention of occupational safety and health (OSH).
3. It is strongly suggested that electric gates in the factories should be banned.
4. Factory building should be certified by the building authorities.
5. Training is required for workers in connection with labour laws, health and safety at workplace.
6. Some serious strategies should be evolved to initiate the process of formation of workers' representative unions in factories.
7. Develop efficient labour inspection mechanism.

8. Reregister workers with social security institutions, Employees Old Age Benefits Institution and Workers Welfare Board at the time of their employment.
9. Strictly observe the laws to register the factories under Factories Act 1934,
10. Increase minimum wages which should be according to the inflation rate
11. International brands should buy from or order to those manufactures who implement all labour laws, especially safety measures at work place in true sense.
12. The international brand called KIK is equally responsible for the fire incident and it should compensate the workers according to international standards.
13. Eliminate child labour from factories and enroll child labors in schools
14. DNA test laboratory should be established in every industrial city.
15. SA certification shouldn't be used to undermine the national and international labour standards.
16. Cancel registration of audit certifying organizations which issue fake ISO and audit certificates to factories. Government of Pakistan should order the international audit company RINA to provide the list of 100 factories to whom they have issued the audit certificates.
17. ILO has failed to play its due role to train workers; it is recommended that the ILO should evolve strategy on it and cooperate with all federations instead of a few chosen ones.
18. There should be long term rehabilitation program for the families of the victims and injured workers.

## Death Chamber: A tragedy on 9/11 in Pakistan | 2012

### Verified List Of Deceased Workers of Baldia Factory Fire Tragedy on 11 September 2012

S.No	Names	Father/ Husband's name
1	Muhammad Adil	Muhammad Naeem
2	Muhammad Asif	Muhammad Naeem
3	Anayatullah	Rahim Bux
4	Zaitoon	Haji
5	Hameedullah	Dad Muhammad
6	Shahzad Jerome	Jerome Aziz
7	Aneel Jerome	Jerome Aizi
8	Hafizullah	Adam
9	Muhammad Muzamil	Muhammad Munawar
10	Irshad Khan	Samad Khan
11	Abdul Shakoor	Faqeer Muhammad
12	Muhammad Latif	Syed sami ud din
13	Jaffar Hussain	Rasool Bux
14	Muhammad Imran	Muhammad Muslim
15	Hamid	Abdul Hameed
16	Arsalan	Ahsan
17	Shahbaz Ahmed	Wasi ahmed
18	Anil Khan	Youbert Rahi
19	Muhammad Noor Alam	Muhammad Shamimuddin
20	Muhammad Kalimuddin	Abdul Jabar Ansari
21	Muhammad Azeem	Muhammad Saleem
22	Muhammad Jameel	Humayun
23	Muhammad Amir	Muhammad Shamim
24	Muhammad Nadeem	Muhammad Azeemuddin
25	Hayat Hussain	Azad
26	Muhammad Ejaz Ayan	Ilyas Ali
27	Shafquat Mehmood	Abdul Ghafoor
28	Deedar Ahmed	Mehboob Ahmed
29	Muhammad Asghar	Noor Khatam
30	Abid Ali	Din Muhammad
31	Muhammad Hussain	Haroon Rasheed
32	Aamir Ghulam	Ghulam Rasool
33	Junaid Malik	Maqsood Alam Malik
34	Muhammad Rifaquat Ali	Liaquat Ali Mughal
35	Shamsuddin Ahmed	Abdul Rehman
36	Qaiser Noman	Ghulam Muhammad
37	Muhammad Raheel	Ramzan Ali
38	Amna Bibi	Allah Bux
39	Muhammad Jabbar Khan	Afzal haider

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40	Muhammad Shahabuddin	Muhammad Riazuddin
41	Rafiq Ahmed	Ghulam Qadir
42	Shoab	Rafiq ahmed
43	Sajid ur Rehman	Ubaid ur Rehman
44	Noshad Ali shah	Shoukat Ali Shah
45	Ayaz Ali Shah	Shoukat Ali Shah
46	Nasreen Naz	Abdul Ghani
47	Mujahid Hussain	Khadim Hussain
48	Attaullah Nabeel	Abdul Aziz Khan
49	Pervez	Muhammad Iqbal
50	Ghulam Sarwar	Gulam Murtaza
51	Ahsan Jawed	Jawed Hussain
52	Amanat Ali	Abdul Latif
53	Muhammad Owais	Abdul Majeed
54	Pervez Ghulam	Ghulam Serwar
55	Farhan	Muhammad Zaheer
56	Saeed Muhammad	Khalid Khan
57	Muhammad Ayaz	Muhammad Ilyas
58	Muhammad Kamran	Muhammad Irshad
59	Muhammad Shoab	Muhammad Idrees
60	Irfan Ali	Karam Ali
61	Kamal ud din	Qamar uz Zaman
62	Muhammad Atif	Muhammad Aslam
63	Mst. Nasreen	Widow of Muhammad Ayub
64	perveen	Wife of M. Hamid
65	Saima Ghani	Abdul Ghani Siddiqui
66	Shah Alam Hussain	Sabir Hussain Khan
67	Aamir Aftab	Aamir Sultan
68	Muhammad Arman	Muhammad Kalam
69	Shahid	Muhammad yaqoob
70	Ruqayya Perveen	Muhammad Shamim
71	Muhammad Farhan	Muhammad Alamgir
72	Muhammad Hanif	Muhammad yaseen
73	Muhammad Dilawar	Jahangir Alam
74	Ghulam Rasool	Faqeer Muhammad
75	Abid Ali	Muhammad zaman
76	Waqas	Nasrullah
77	Muhammad Ahsan	Muhammad Shahzada
78	Raees Ahmed	Bashir Ahmed
79	Muhammad ashfaq	Usman Ghani
80	Shahzad Junaid	Muhammad Ayaz
81	Shah Nawaz	Muhammad Seraj

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82	Shabbir Ahmed	Muhammad Shamim
83	Jahangir	Muhammad Jawed
84	Gohar Ali	Muhammad Zulfiqar Ali
85	Irshad Ali	Muhammad Ashraf
86	Muhammad Shan	Muhammad Nasir
87	Tajuddin	Muhammad Shamsuddin
88	Muhammad mehmoood	Muhammad Ansar
89	Saba	Jahangir Ahmed
90	Zahid Akhtar	Shamim Akhtar
91	Ikhtlaq Kiran	Muhammad Hashim
92	Muhammad Sohail	Abdul Qadeer
93	Rizwan Ahmed	Muhammad Aslam pervez
94	Muhammad faizan	Muhammad Tariq
95	Asim Ahmed	Ahsan Ahmed
96	Mst. Sajida	Muhammad Irfan
97	Muhammad Aslam	Akhlas Mian
98	Jaffar Alam	Ikhlas Mian
99	Salma Bibi	Muhammad Rafiq
100	Danish	Liaquat Ali
101	Shamim Akhtar	Abdul Shakoor
102	Muhammad Faisal Shah	Jan Muhammad
103	Mujahid Ali Khan	Abid Hussain
104	Muhammad Hafeez ur Rehman	Muhammad Abdu r Rehman
105	Muhammad Iqbal	Muhammad Ishaq
106	Qamar uz Zaman	Atta ul Haq
107	Ashfaq	Muhammad Mustafa
108	Muhammad Waqar	Mukhtar Hussain
109	Zeeshan Ahmed	Zahid Ahmed
110	Syed Muhammad Iqbal	Syed Muhammad Sham
111	Habib Khan	Umar Khan
112	Muhammad Waseem	Ghulam Rasool wahra
113	Imran Khan	Akbar Khan
114	Sameer Ahmed	Nazeer Ahmed Naek
115	Tanveer	Imam Buksh
116	Muhammad jahanzeb	Muhammad jabir
117	Allah Nawaz	Ghulam Sarwar
118	Muhammad Shahid	Abdul sattar
119	Muhammad Naeem	Khaliq Dad
120	Wahid	Shahid
121	Syed Masood ul Hassan Rizvi	Syed Mushair ul Hassan Rizvi
122	Muhammad Siddique	Muhammad Ibrahims
123	Alyan Ali Humza	Muhammad Asghar Ali



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124	Abdul Qayyum	Abdul Aziz
125	Muhammad Jawed	Abdul Hashim
126	Muhammad Iqbal Qadri	M Usman Ghanchi
127	Muhammad Anwar Hussain	Muhammad Akram
128	Furqan Alam	Asghar Ali
129	Muhammad Saleem Ahmed	Muhammad Jamil Ahmed
130	Shoab	Saawail Akbar
131	Khalil Ahmed	Nazeer Ahmed
132	Muhammad Mustafa	Muhammad Khan
133	Allah Rakha	Ameer Shah
134	Muhammad Kamran	Muhammad Owais
135	Zahid Hussain	Syed Shabbir Hussain
136	Abbas Ali	Ahmed Ali
137	Muhammad Waseem	Ghulam Mustafa
138	Farzan Begum	Muhammad Siraj
139	Syed Wali Hassan Mazhar	Syed Muhammad Iftikhar Nabi
140	Mst. Zaqar un nisa	Muhammad Nazeer Khan
141	Muhammad Shahbaz	Abdul Ghaffar
142	Abdul Majeed	Allah Bux
143	Abdul Rauf	Muhammad Sharif
144	Allaudin	Muhammad Hashim
145	Nizam ud din	Qammar uz Zaman
146	Nadir Hussain Papo	Muhammad Hashim
147	Rashida Bibi	Nasar Ali
148	Nasar Ali	Muhammad Shafi
149	Tanveer Ahmed siddiqui	Muhammad Mumtaz Ahmed
150	Muhammad Isar	Muhammad Yousaf
151	Muhammad Abdullah	Muhammad Moinuddin
152	Muhammad Nadeem	Muhammad Ismail
153	Farhan	Zulfiqar Ali
154	Syed Sarfaraz Hussain	Syed Murtaza Hussain
155	Muhammad Afzal	Muhammad Ashraf
156	Adil Ahmed	Abdul Ghafoor
157	Muhammad Haris Khan	Muhammad Rauf Khan
158	Sajid Ali Haider	Naushad Ali
159	Muhammad Aamir	Muhammad Iqbal
160	Zareena Begum	Hameedullah Khan
161	Zohra Khatoon	Muhammad Akhtar Hussain
162	Muhammad Adeel	Muhammad Shakeel
163	Sajid Ali	Abdul Rasheed
164	Israr Ahmed	Abdul Wahid
165	Tehmeena	Hameedullah

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166	Faisal	Muhammad Ejaz ahmed
167	Muhammad Ali Hussain	Badiur Rehman
168	Muhammad Farooq	Muhammad Ismail
169	Ziaul Haq	Nazarul Haq Khan
170	Muhammad Waqas	Muhammad Shamsudin
171	Muhammad Shahbaz	Muhammad Mutiur Rehman
172	Sajid Hussain	Shaikh Shahzada
173	Zeeshan Ahmed	Israr Ahmed
174	Kamal Khan	Kafeel Ahmed Khan
175	Syeda Zoya	Syed Hashmat Ali
176	Muhammad Aamir	Ghulam Mustafa
177	Muhammad Kashif	S M Saddarudin
178	Muslim	Abdul Samad
179	Muhammad Akram	Muhammad Hasan
180	Muhammad Hashim	Muhammad Jaseemudin
181	Hasnain	Muhammad Habib
182	Muhammad Kamran	Muhammad Ishaque
183	Shahbaz	Muhammad Siddique
184	Muhammad Imran	Muhammad Ramzan
185	Amman	Bashir Ahmed Zahid
186	Muhammad Essa	Muhammad Sattar
187	Mushtaque Ahmed	Iqbal Shahzad
188	Muhammad Fayyaz	Naseer Ahmed
189	Muhammad Kamran	Muhammad Moosa
190	Nazimud din	Sarho Khan
191	Muhammad Ishaque	Sarho Khan
192	Muhammad Ejaz	Naseer Ahmed
193	Mahrab Khan	Sarho Khan
194	Muhammad Akram	Mehmood Khan
195	Sanawar	Ghulam akbar
196	Muhammad Farhan	Muhammad Akram
197	Muhammad fasihuddin	Muhammad Rafiuddin
198	Shamsher Ali	Abdul Haneed
199	Hammad Ali	Muhammad Akram
200	Muhammad zubair	Hussain Mian
201	Waqas Ahmed	Gul Khan
202	Syed Ejaz Ali	Syed azmat Ali
203	Huma	Muhammad Iqbal Baig
204	Sana	Muhammad IqbalBaig
205	Naeem Ahmed	Jamil Ahmed
206	Muhammad Nadeem	Zahoor Ahmed
207	Ikhlq Hussain	Azad Shah

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208	Kamaludin	Ibrahim
209	Muhammad Jamshed Chughtai	Muhammad Bashir Chughtai
210	Attar	Katto
211	Muhammad Nazeer	Abdul Aziz
212	Ejaz Ahmed	Muhammad Shoab
213	Elahi Bux	Yar Muhammad
214	Sameena Jawed	Muhammad Jawed
215	Muhammad Jawed	Abdullah
216	Usman	Tariq Mehmood
217	Sajid	Shaukat Ali
218	Zeesha Sarwar	Ghulam Sarwar
219	Athar Ali	Amjad Ali
220	Muhammad Azeem	Muhammad Aziz
221	Nabi Hussain	Ali Hussain
222	Faisal Rehman	Fazal ur Rehman
223	Muhammad Saeed	Ghulam Nazik
224	Muhammad Rizwan	Faquir Muhammad
225	Muhammad Khan	Mehmood Khan
226	Muhammad Basit	Muhammad Zakria
227	Nabi Hussain	Ali Hussain
228	Muhammad Badar Iqbal	Noor Muhammad
229	Muhammad Shamim Akhtar Siddiqui	Muhammad Asmatullah Siddiqui
230	Allah Rakho	Nangar Khan
231	Muhammad Saud	Shafiullah
<b>Verified List Of unidentified Deceased</b>		
1	Faraz	Noor Muhammad Rehmatullah
2	Rahmat Ali	
3	Muhammad Hanif	Muhammad Sharif
4	Muhammad Akmal	Abdul Rahim
5	Ghulam Hussain	Manzoor ul Hassan
6	Muhammad Majid	Muhammad Hashim
7	Riaz Ahmed	Imam Bux
8	Muhammad Danish Jamil Faridi	Muhammad Ismail Faridi
9	Odaidullah	Syed Nazeef Shah
10	Muhammad Sohail	Muhammad Rafiq
11	Rubab Azmat	Syed Azmat Ali
12	Saba	Syed Azmat Ali
13	Sumaira	Syed Azmat Ali
14	Saeed	Munawar George
15	Syed Mehmood Shah	Syed Monawar Shah
16	Rafiqan Bibi	Shamshad Ali

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17	Adil Khan	Abdul Mateen
18	Asif Aziz	Dilawar Hussain
19	Waqar Ahmed	Abdul Jabbar
20	Muhammad Wasim	Muhammad Hadees
21	Muhammad Tufail	Ghulam Muhammad
22	Muhammad Jawed Khan	Abrar Khan
23	Sharjeel Ahmed	Hussain Ahmed
24	Shafiq ul Islam	Muhammad Shamsul Islam
25	Abdul Hafeez	Abdul Jabbar
<b>Verified list of Injured workers</b>		
1	Mohammad Asghar	Mohammad Anwer Umer
2	Nazeera Bibi	Jahangir
3	Mohammad Asif	Abdul Ghafoor
4	Mohammad Usman	Ali Mohammad
5	Kiran	Mohammad Yameen
6	Samreen	Mohammad Yameen
7	Haleema Bano	Wali Rehman
8	Syed Salman Ali	Anwer Ali
9	Mohammad Zaffar	Mohammad Ghaffar
10	Liaquat Hussain	Khadim Hussain
11	M. Arshad	Bahadur Khan
12	Shaikh M. Imran	Sheikh M. Ibrahim
13	Shahnaz	Majeed Hussain
14	Mohammad Zahid	Majeed Hussain
15	Honey	Maqbool Ahmed
16	Sahar Bano	Abdul Ghafoor
17	Mohammad Hanif	Mohammad Siddiq
18	Nazia Bibi	Mohammad Rafiq
19	Ishrat Fatima	Shabir Ahmed
20	Aleem Yousuf Zai	Mohammad Ahmed
21	Mst. Mahmood-un-nisa	Aleem Ahmed Yousuf Zai
22	Kamran Ahmed	Zahid Ahmed
23	Najma Khatoon	Mohammad Salahuddin
24	Mohammad Farhan	Mohammad Idrees Sheikh
25	Mumtaz Bibi	Abdul Waheed
26	Rashid Alam	Mahmood Alam
27	Mohammad Umer	Johar Ali
28	Nasreen Bibi	Iftikhar Ahmed
29	Shahzad Ali	Murad Ali
30	Arif Khan	Imtaiz Khan
31	Miss. Hina	Mohammad Saeed
32	Saeeda Bibi	Mohammad Shazad

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33	Zakir Alam	Ikhlaq Mia
34	Ishtiaq hussain	Manzoor Hussain
35	Shamshad Hussain	Ali Hussain
36	Muzamil Fahad	Mohammad Saleem
37	Mohammad Waqar	Mahmood Yousyuf
38	Mohammad Saharif	Yar Mohammad
39	Yar mohaamad Baloch	Hassan Baloh
40	Mohaamd Ilyas	Mohammad Ramzan
41	Mohammad Haris	Sohail Anjum
42	Mohammad Usman	Murad Ali
43	Mohammad Rafiq	Allahrakha
44	Liaquart Ali	Ghulam Haider
45	Aqeel Ahmed	Shahjahan
46	Allah Warayo	Imam Ali
47	Mst. Rabia	Abdul Kalam
48	Ayesha	Abdul Kalam