

Report of



CSDO

Child & Social Development Organization

For the Years

2 0 0 6 - 2 0 0 8

Compiled by
CSDO Project Team
Reviewed by
CSDO Management Committee

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1. Abbreviations

A

ATC Apprentices Training Center

B

BLCC Bunyad Literacy Community Council
BOG Board of Governors

C

CCB Citizen Community Board
CLF Child Labour Fund
CLEP Child Labour Elimination Programme
CLMIS Child Labour Management Information System
CPWB Child Protection & Welfare Bureau
CSDO Child & Social Development Organization
CSDP Child & Social Development Programme
CSR Corporate Social Responsibility

D

DCO District Coordination Officer
DCCWD District Commission for Child Welfare & Development
DFA District Football Association
DO District Officer
DTW District That Work

E

ECHO Elimination of Child Labour from Hazardous Occupations
EDO-CD Executive District Officer - Community Development
EFP Employers' Federation of Pakistan
EMIS Education Management Information System

F

FIFA Federation Internationale De Football Association
 FLA Fair Labour Association
 FC Football Club

H

HMIS Health Management Information System

I

IMAC Independent Monitoring Association for Child Labour
 IPEC International Programme on the Elimination of Child Labour
 ILO International Labour Organization

M

MSME Micro, Small Medium Sized Enterprises

N

NCHD National Commission for Human Development
 NFECs Non Formal Education Centers
 NGOs Non Government Organizations

P

PFF Pakistan Football Federation
 PILER Pakistan Institute of Labour Education & Research
 PWF Pakistan Workers' Federation

R

RAB Registration at Birth

S

SCCI	The Sialkot Chamber of Commerce & Industry
SCF-UK	Save the Children Fund
SIDC	Sports Industry Development Centre
SIDTS	Sports Industry Development Trust Sialkot
SKIL	Society for Knowledge & Innovative Learning
SMEDA	Small & Medium Enterprise Development Authority
SVP	Senior Vice President

T

TDAP	Trade Development Authority of Pakistan
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U

UNICEF	United Nations Children Fund
UNIDO	United Nations Industrial Development Organization
USAID	United States Agency for International Development
US DOL	United States Department of Labour

V

VP	Vice President
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W

WDACL	World Day Against Child Labour
WFSGI	World Federation of the Sporting Goods Industry

2. Introduction

The Child & Social Development Organization (CSDO) was established to sustain the social component of the Sialkot Soccer Ball Project i.e. Child Labour Elimination Programme from the Soccerball Industry of Sialkot. Mr. Andre Gorgemans, Secretary General of World Federation of the Sporting Goods Industry (WFSGI) inaugurated CSDO on 8th May, 2000. In the beginning it was set up as a “Child Labour Cell” in the Sialkot Chamber of Commerce & Industry (SCCI). Later on its name was changed into “Child and Social Development Programme”. All the key partners of the Soccer Ball Project (Atlanta Agreement) i.e. ILO, UNICEF, SCCI, SCF-UK, etc. contributed in its development through technical and financial assistance. For example, SCF-UK provided its support by providing two computers, a printer, office tables, etc. UNICEF and ILO-IPEC intended to strengthen the technical capacities of CSDP. Therefore, CSDP got itself registered as an independent NGO under the voluntary social welfare agencies ordinance 1961 (XLV) of Pakistan. In this process its name was changed from CSDP to CSDO (Child & Social Development Organization).

In March 2004, ILO-IPEC signed an agreement with CSDO to help develop its technical and institutional capacities wherein it committed to provide a financial assistance of US \$ 20,000. With this assistance the CSDO strengthened its following areas:

- Resource Centre on Child Labour Issues
- Development of Management Information System
- Advocacy on Child Labour Issues
- Capacity Building Through a Training Workshop on Maximum Performance

Since its opening in the year 2002, CSDO has maintained very close liaison with District Government and other agencies working on similar directions. As a lead agency it has worked with UNICEF and other NGOs for the implementation of ECHO Project (Elimination of Child Labour from Hazardous Occupations), which benefited about three thousand children in terms of providing them opportunity to acquire education, and created awareness among thousands of individuals on the hazards of child labour and importance of education. Similarly, it has also played a pivotal role in piloting RAB (Registration at Birth) Project in 36 union councils of District Sialkot to promote birth registration trends.

3. Mission Statement

The mission of CSDO is to act as a proactive '**Social Arm**' of the Sialkot Chamber of Commerce & Industry (SCCI), for addressing the Corporate Social Responsibility issues.

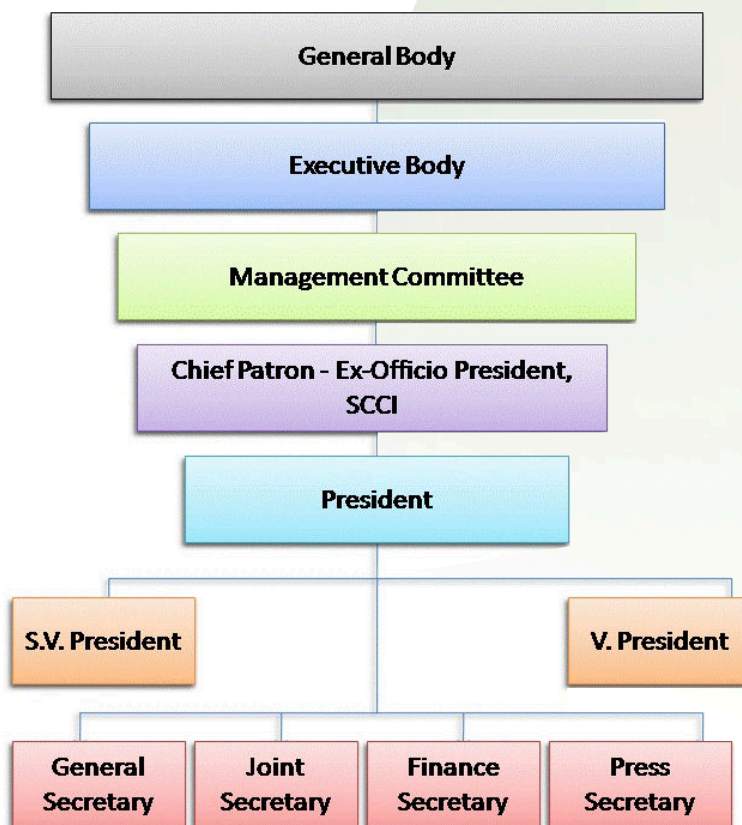
Mainly focusing on:-

- C**hild **L**abour **F**ree **S**ialkot
- T**o **P**romote **S**ocially **R**esponsible **E**ntrepreneurship in **S**ialkot

4. Objectives

- C**hild **W**elfare
- W**omen **W**elfare
- Y**outh **W**elfare
- S**ocial **E**ducation
- C**oordination amongst **S**ocial **W**elfare **A**gencies

5. Organizational Structure



6. CSDO Election 2006-2008

6.1 Office Bearers



Mr. Assad Bajwa
V. President



Shaikh M. Yunas Ratra
President



Shaikh Tahir M. Kapur
S.V. President



Dr. Khurram A. Khawaja
Gen. Secretary



Mr. Arshud Latif Butt
Joint Secretary



Maj. (R) Mansoor Ahmed
Fin. Secretary



Mr. Zubair Agha
Press Secretary

6.2 Executive Body Members



Khawaja Zakauddin



Mr. Riazuddin Shaikh



Mr. Navid Iqbal Shaikh



Mir M. Farooq Meyer



Mir M. Daood



Mian Abdul Shakoor



Mr. Ahsan Naeem



Mr. Shafique-Ur-Rehman

7. CSDO Staff Team



Mr. Ijaz Ahmed
Project Manager, CSDO



Mr. Rauf Ilyas
Dy. PM / IT Officer, CSDO



Miss Sumaira Jamil
Internee, CSDO



Mr. Nazir Ahmed
Office Boy, CSDO

8. Report by The President



At the outset of my report, I would like to thank the Members of Child & Social Development Organization (CSDO) for having elected me as President of CSDO for the tenure 2006 - 2008. It is indeed, a matter of great honor for me to present to you my report for the two years tenure as the President of CSDO. I would like to pay special thanks to Office Bearers, Executive Body members, Management Committee members, members of the Sports Committee and other members of CSDO for their invaluable support throughout my tenure to accomplish the tasks of CSDO.

Availing the opportunity, I would like to extend special thanks to **Khawaja Zakauddin**, for his great efforts for CSDO during his four years (2002 - 2006) tenure as President, CSDO. Credit also goes to all former members of the Management Committee for their great services rendered for the growth of CSDO. We always value and acknowledge their kind cooperation and support provided to achieve the objectives of CSDO.

I would also like to express my gratitude to FIFA/ILO for their financial support for the establishment of a “Centre of Football Excellence” in Sialkot to promote the game of football amongst children under 14. We must acknowledge here continued support of all National and International Agencies who had played pivotal role to set-up CSDO and to meet its objectives i.e. SCCI, UNICEF, ILO-IPEC, WFSGI, Save the Children Fund (SCF), local NGOs, individuals, etc.

Beside continues working on the set objectives, we focused the following issues in the years 2006-2008:-

8.1 Center of Football Excellence

FIFA Football Resource Programme

A joint project of "ILO-IPEC, FIFA & CSDO

During the stakeholders' consultation meeting for the launch of phase III of the ILO-IPEC/FIFA project on 9th June, 2006 in Sheikh Muhammad Shafi Auditorium of the SCCI, ILO-IPEC gave a detailed presentation of the main components of the new project phase. The main element of this phase was the development of a football resource programme through which the sports activities had to be promoted i.e. football among the children and to rehabilitate the former child labourers. The then, SCCI President, Dr. Nouman Idris Butt emphasized the interest of CSDO in establishing a National Centre of Football Excellence in Sialkot in order to promote football as popular sports in Sialkot. The proposal to develop a centre of football excellence was reaffirmed by the CSDO during the stakeholders' consultation held at Rauf Tower Hotel, Sialkot on 5th March, 2007.

We are satisfied and pleased to state that under the 3rd phase of the Child Labour Elimination Programme (CLEP) the focus is now to provide our children with true childhood through sporting activities of playing soccer ball. Under "ILO-IPEC/FIFA Football Resource Programme 2007" (Football for Hope), a "Center of Football Excellence" in Sialkot is being set-up by Child & Social Development Organization (CSDO) to promote football as popular game amongst children. For the implementation of the Project, the under-mentioned steps were taken:

8.1.1 SPORTS COMMITTEE

CSDO formed a Sports Committee consisted of the following members to coordinate and manage the project activities: -

Sr. No.	Member Name/Firm/Org.
01	Ex-Officio President, CSDO (In Chair)
02	Ex-Officio President, SCCI
03	Ex-Officio District Sports Officer
04	Ex-Officio Executive District Officer - Community Development
05	Ex-Officio Chairman, Departmental Committee on Sports Activity of SCCI

Sr. No.	Member Name/Firm/Org.	
06	Dr. Khurram Anwar Khawaja	M/s: Anwar Khawaja Industries (Pvt.) Ltd.
07	Shaikh Tahir Majid Kapur	M/s: Kapur (Pvt.) Ltd.
08	Mir Muhammad Farooq Meyer	M/s: Meyer & Co.
09	Mr. Qaiser Iqbal Baryar / Mr. Assad Bajwa	M/s: Talon Sports (Pvt.) Ltd.
10	Major (R) Mansoor Ahmed	M/s: Tempo Enterprises
11	Dr. Nouman Idris Butt	M/s: Capital Sports Corporation (Pvt.) Ltd.
12	Mr. Arshud Latif Butt	M/s: Matrix Intech
13	Mr. Muhammd Zubair Agha	M/s: Gripper Corporation
14	Mr. Rizwan Asif	Representative of District Football Association (DFA)
15	Mr. Majid Raza Bhutta	M/s: Fircos Industries (Pvt.) Ltd.
16	Shaikh Abdul Majid	M/s: Bromed Surgical (Pvt.) Ltd.
17	Mr. Zain Ul Hassan Shabbir	M/s: Starpak (Pvt.) Ltd.

8.1.2 Up-gradation of Play Ground

To provide facility of quality play ground to the children, the playground of the Government Jinnah Islamia College, Sialkot was up-graded, with the support of FIFA, ILO-IPEC, Sialkot Chamber of Commerce & Industry, and Soccerball manufacturers. A multipurpose pavilion, to serve as store room/changing room as well as spectator stands/steps, were constructed in the ground. Flag wall was also constructed in the ground. Training area, for organizing football coaching programmes and matches for children, is being developed. Technical area for officials, organizing matches, etc. is also being constructed in the ground.



8.1.3 Coaching and other supplementary

Youth always requires guidance from advisors, trainers, coaches, etc. and Sialkot youth is no exception. Eighteen Young talented football players (coaches, referees and organizers) were trained through District Football Association (DFA) who are further coaching the selected football players (football teams), under 14, in the selected communities. Complete soccer kits and other necessary facilities were provided to the players so that the children might play the game of football instead of indulging in any unwanted activity. CSDO has also been successful in selecting five female volunteers for training as football coaches, referees and organizers, and the coaching sessions were organized at the Government Girls H/S School Model Town Sialkot with the support of Education Department and DFA, Sialkot.



8.1.4 Formation of under-14 Football Clubs/Teams

Under the Programme (FIFA Football Resource Programme), football players selected from formal football clubs, schools, colleges and communities were benefited from football coaching through District Football Association (DFA). After completing coaching sessions, the young players were encouraged to identify other talented under-14 football players in their respective areas and shared their elite training knowledge and skills with them. CSDO supported the establishment of under-14 football teams in six formal football clubs in Sialkot. Each under-14 team was consisted of around twenty-five players. Names of the selected clubs are as under:

1. Crescent Football Club
2. Lofty Football Club
3. Capital Sports Football Club
4. Cantt United Football Club
5. Prince Football Club
6. Town United Football Club

8.1.5 Capacity Building of Football Clubs and Teams

To build the capacity of football clubs/teams, soccer kits, training bibs, cones, footballs, pool nets, etc. were provided to the six football clubs under-14 established under the Project.



Capital Sports FC



Crescent FC



Lofty FC



Prince FC



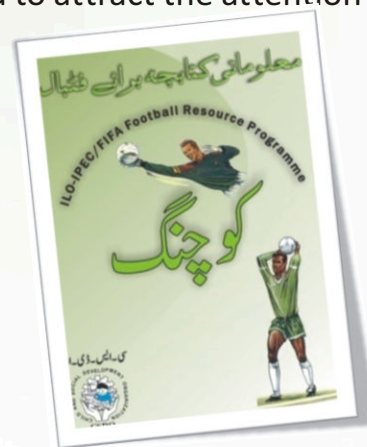
Town United FC



Cantt United FC

8.1.6 Creating Interest in the Communities About Football

In order to promote the activities of the Center of Football Excellence and to raise awareness of football as popular sport, CSDO developed and disseminated relevant materials in the selected communities, formal and non-formal schools, football clubs, and amongst children and youth. Football coaching booklet was also developed and distributed to spread the knowledge about football game and to attract the attention of the players.

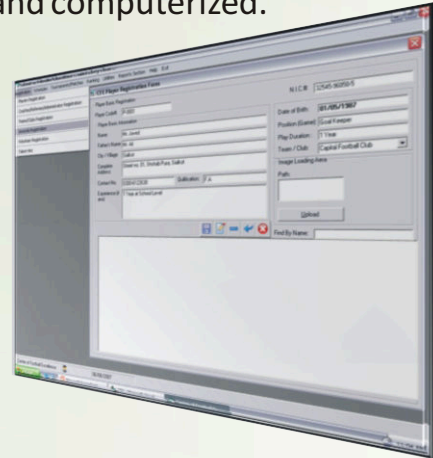
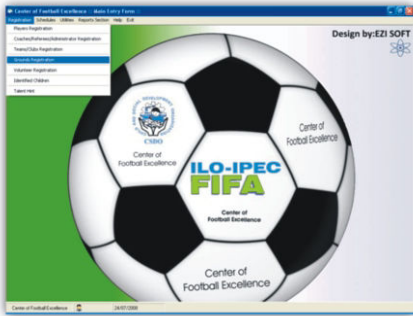


A Talk Show involving two Executive Body Members of CSDO was also broadcasted on local radio FM 104 on 24th October 2007. To create awareness about football as a popular and healthy game, advertisement on local TV channels, Radio - FM 104 and print media was given. Press clippings of articles on the project published in different newspapers

were collected and up-loaded on the website of CSDO: www.csdo-scci.org

8.1.7 Development of Database of the Programme

CSDO has developed a comprehensive database of the project. Relevant data of the one hundred fifty selected players, six coaches, six referees and six organizers, and 62 football clubs of District-Sialkot was collected and computerized.



8.1.8 Addition of Sub-Domain of the Programme

CSDO already had in place its own website. Some new pages relevant to the project and its activities were added in the website. www.csd-scci.org



8.1.9 Assessment of Football Clubs & Teams in Sialkot

Assessment of all the football clubs and teams was carried out with the objective to know the current status of football clubs and teams in Sialkot. Currently there are 52 registered and 10 unregistered clubs listed.

8.1.10 Football Tournament

A football tournament under age groups 8-10 and 11-14 was organized in the ground of Center of Football Excellence in which 21 football teams, (under age group 8-10 = 6 and 11-14= 15) participated, which were managed by CSDO and Sudhaar. Under the project around 450 children including those from amongst former football stitchers, their siblings, etc. were benefited.

Number of industrialists, officials of the Government, Sialkot Chamber of Commerce & Industry, International agencies i.e. ILO-IPEC, UNIDO and USAID-Urban Institute-DTW Project, and Pakistan Football Federation, District Football Federation, NGOs, volunteers, influentials, teachers, representatives of press and electronic media, large number of students/children, etc. extended their cooperation and favor in organizing the tournament.



● March Past / Marching Together

Twenty one teams participated in the March Past on 15th December, 2007.



● Prize Distribution

CSDO arranged gifts/track suits and trophies for the teams who played final matches. The prizes were awarded to the children by the guests, including Capt.(R) Atta Muhammad Khan, District Coordination Officer (DCO), Sialkot who was Chief Guest in the final matches of the tournament. He announced to provide track suits to the winning team of SOS Children's Village and assured his full support to sustain the programme. Shaikh Muhammad Yunas Ratra, President, CSDO awarded cash prizes to four winner and runner up teams (age groups 8-10 and 11-14) @ Rs. 3,000 to each winner team and Rs. 2,000 to each runner up team on behalf of his company (Ratra Trading Co. Private Ltd.)





Major (R) Mansoor Ahmad, Finance Secretary, CSDO awarded cash prize of Rs. 5,000 to the winning team of SOS Children's Village on behalf of his firm (Tempo Enterprises). CSDO awarded shields to the guests.

Certainly it was an excellent programme, held first time in Sialkot to promote the sporting activities amongst the children. Children are taking keen interest in the football game. Around 450 children were benefited from the pilot project of “ILO-IPEC FIFA Football Resource Programme”, started on 15th May, 2007. We would like to extend special thanks to ILO-IPEC, FIFA, SCCI and other stakeholders who helped us to achieve the objectives of the programme. CSDO would also like to thank all who took part in this glorious event and made it a remarkable success.

8.1.11 Our Corporate Friends/Support of Business Community of Sialkot

The industrialists of Sialkot especially soccer ball manufacturers are fully supporting the programme as part of their Corporate Social Responsibility. CSDO would like to extend special thanks to the following four Soccerball manufacturers (members of the Child Labour Elimination Programme) who helped the CSDO in organizing football tournament under 14 and provided their financial support:

1. M/s: Talon Sports (Pvt.) Ltd.
2. M/s: Anwar Khawaja Industries (Pvt.) Ltd.
3. M/s: Forward Sports (Pvt.) Ltd.
4. M/s: Tempo Enterprises

8.2 Football Resource Programme - Phase II

The 2nd phase of “ILO-IPEC FIFA Football Resource Programme” was started from 1st June, 2008 and its duration will be six months. For this phase, the principal objectives will be to consolidate the achievements of the previous programme in terms of providing additional technical support through the center of football excellence. The project aims to enhance capacity-building of football coaches, referees and organizers, to reinforce links to the District Football Association (DFA) and to promote football as a popular sport in Sialkot-District.

In order to continue the positive outcomes of the previous action programme in providing organized and recreational football activities to former working children, children at-risk, their siblings, their peers and particularly girls, the CSDO action programme aims to contribute to the institutionalization of football activities for children through its “Centre of Football Excellence”.

The programme strategy of the 2nd phase of the Project includes the following main activities:-

- i. Regular meetings of the Sports Committee of CSDO to coordinate and manage the activities of the Centre of Football Excellence.
- ii. Improvement of lower/second football ground of the Government Jinnah Islamia College to establish football training area and coaching academy for organizing coaching programme for the players.
- iii. Construction of two technical areas in the upper/main football ground of the Centre to accommodate the requirements of football teams using the main football pitch and for matches and tournaments.
- iv. Continued support for under-14 football teams established under previous action programme.
- v. Establishment of under-14 girls' football teams in the new selected project areas.
- vi. Purchase of material and equipments for football activities, including training cones, training bibs, line flag poles and flags, corner flags, football goalposts and nets, line markers, lining paint, water bottles and carriers, footballs, etc.
- vii. Upgrading of project database and website of CSDO for the activities of the new action programme.
- Viii. Regular monitoring the activities of the Project.

8.3 Soccerball Project - Child Labour Elimination Programme (CLEP)

Under the banner of Sialkot Chamber of Commerce, the Soccerball manufacturers are participating in the Child Labour Elimination Programme on voluntary basis to eliminate Child Labour from the Soccerball industry with the support and collaboration of ILO-IPEC, UNICEF, Save the Children Fund, Sialkot Chamber, US DOL, WFSGI, FIFA, local NGOs, etc.

There is a growing consciousness and desire among the business community all over the World to address the social issues like child labour. There hardly exists any successful example wherein the industry has taxed itself to address the issue of Child Labour through a two pronged strategy i.e.

- a. **Monitoring and Prevention, and**
- b. **Social Protection and Rehabilitation**

This programme not only purged the Soccer Industry of child labour but placed the children in schools to provide them a base for successful future life as well. This programme is recognized worldwide as a role model.

To sustain the achievements of Atlanta Agreement, with the mutual consensus of all the Atlanta Partners, two independent institutions namely: the **Independent Monitoring Association for Child Labour (IMAC)** and the **Child & Social Development Organization (CSDO)** were established. IMAC took over the workplace monitoring functions of ILO-IPEC whereas the CSDO deals with issues like child labour and other social issues.

As part of the routine activities, CSDO has been providing secretarial support to SCCI in managing Child Labour Elimination Programme. In this regard, CSDO is extending the following services:-

- i. Providing front desk services to Soccerball Manufacturers desirous to join the Child Labour Elimination Programme (CLEP).
- ii. Addressing online concerns of different stakeholders regarding the Child Labour Elimination Programme (CLEP).
- iii. Arranging meetings/group discussions of the Soccerball Manufacturers participating in CLEP (issuance notice of meetings, drafting and circulation of minutes of meeting, etc).

- iv. Cancellation of memberships of the non-compliant members of CLEP.
- v. Facilitating in arranging foreign delegation related to Child Labour and other social issues.
- vi. Addressing media issues related to CLEP.
- vii. Facilitation to SCCI in managing Child Labour Fund (CLF) by:-
 - o Regularly maintaining CLF Database
 - o Sending reminders to CLEP member Soccerball manufacturers for recovery of pro rata contribution and other dues towards CLEP.
 - o Follow-up and reporting to the Trade Development Authority of Pakistan (TDAP) to ensure their financial commitments for the continuity of the CLEP.

8.4 Say No to Professional Child Beggary

The Child Protection & Welfare Bureau (CP&WB), Govt. of the Punjab is in process of establishing a “Child Protection Centre” in Sialkot to eliminate professional beggary. CSDO and SCCI are supporting the Project. Number of training sessions for the police officials, and planning meetings with the officials of civil societies, business community and the Govt. officials were held in Sialkot and CSDO facilitated



the Child Protection & Welfare Bureau in organizing these training, meetings, events, etc. Presently we (CSDO & SCCI) are requesting the CP&WB to expedite the process to start the function of the 'Center' immediately. CSDO also offered its every possible support to the bureau in this regard. We hope that the 'Bureau' shall soon establish a “Child Protection Centre” in Sialkot to fight against professional child beggary.

8.5 Sports Industry Development Trust Sialkot (SIDTS) and Sports Industry Development Center (SIDC)

CSDO has provided full support to SCCI to establish a Sports Industry Development Trust and Sports Industry Development Centre in Sialkot to cope with the challenge of mechanized production of footballs in collaboration with SMEDA. In this regard, CSDO provided the following services:-

- o Facilitation for holding Trustees' meetings
- o Facilitation in organizing other meetings related to the Project.
- o Regular follow-up with the Trustees for funds collection and maintaining database.
- o Facilitation to the consultant for the registration of Trust & other Related matters.

8.6 Serve Sialkot Programme - A move to promote Volunteerism

Dr. Khurram Anwar Khawaja, General Secretary, CSDO floated the idea of “**Serve Sialkot Programme**”. Under the banner of Sialkot Chamber of Commerce, the business community of Sialkot rendered great services for the development of the city (Sialkot) and welfare of the people and continued to play its part for further developments. Perhaps, it is the only city in Asia where the business community has directly contributed in building the basic infrastructure in the city. In spite of active involvement of the business community in the city development, the city is still facing some problems, like traffic congestions especially during peak hours, improper management of solid waste, etc.



As above problems come under the preview of the local government, so, most of these can be addressed by better management and by raising awareness amongst the general public. The crop of volunteers can perform the requisite tasks to achieve the objectives. In this regard, CSDO performed the following activities:-

- I. Development of the concept paper in collaboration with Mr. Nasir Dogar, Chief Executive, Independent Monitoring Association for Child Labour (IMAC).

- ii. Holding of brainstorming meetings involving the officials of District Government, NGOs, Print and Electric Media, Industrialists, Heads of Various educational institutes, etc. to materialize the idea.
- iii. Development of requisite Database of the Programme.
- iv. Introductory as well as awareness raising material about Programme has been drafted and designed.

8.7 Literate Sialkot - A Move to Spread Literacy

In the fiscal year 2007, the National Commission for Human Development (NCHD) showed its interest to join hands with CSDO to launch a special programme in Sialkot namely "Literate Sialkot Programme" as its on-going Literacy Programme. CSDO developed a comprehensive proposal and submitted to NCHD for its further consideration to start the Programme. Following were the main understandings/objectives of the Programme:-

- i. During the pilot phase of the Programme i.e. five months, 50 literacy centers would be established in rural and urban areas of the District-Sialkot for the literacy-deprived soccerball stitchers, individuals of the general community and neglected children/ group(s). To regularize this campaign, the Project partners would review the progress and would design a long-term literacy campaign in the light of lessons learnt.
- ii. In an inaugural Programme, the business community, in general, and the soccerball manufacturers, in particular, will be invited by the President SCCI for the adoption of "LITERATE SIALKOT PROGRAMME".

Unfortunately, the above said programme could not be materialized by NCHD due to change in its project policy of working with NGOs. However, CSDO is making efforts to find out some other donors/resources to start this programme.

8.8 Corporate Social Responsibility (CSR)/Social Compliance

The industry and exporters of Sialkot have done a lot and continued to do much more towards the social sector than could be expected from the corporate sector. Under the banner of Sialkot Chamber of Commerce & Industry, the business community of Sialkot has completed the various social development projects i.e. Sialkot Dry Port Trust, built roads under Sialkot City Package, Sialkot Dry Port Trust,

Constructed Sialkot International Airport, Export Processing Zone, SOS village, The Light School, Seerat Study Centre, etc. There would hardly be any example or model of such social works being done by the private and business sector in the developing countries. We do not boast of our accomplishments in this respect but reiterate that we have the urge, commitment and missionary spirit to do whatever possible for our country, our city and people. Our workers are our assets and their welfare is very important to us.

In November 2006, Nike terminated its agreement with Saga Sports with allegation of non-compliance of CSR/Social Compliance. Saga Sports set-up its stitching centers in the rural areas to facilitate the labour by providing them jobs near their home places. After termination of its agreement with Nike, a large number of employees and workers were terminated as a result. The Saga-Nike episode damaged the sporting industry of Sialkot and gave a bad message to the International Buyers.

It is a matter of great concern for the Soccer industry of Pakistan that just after Saga-Nike episode, the entire industry was being blamed for CSR violations and was required to do more than the child labour elimination and labour rights, under the Government laws. In order to address the issue of Corporate Social Responsibility/Social Compliance, all the stakeholders i.e. the Government of Pakistan, ILO, UNIDO, UNICEF, WFSGI, FIFA, International Brands, FLA, National and International NGOs, SCCI, industrialists of Sialkot, officials of Pakistan Workers Federation, Employers' Federation of Pakistan etc. developed "The Sialkot Initiative 2007". Number of meetings, consultations and workshops were held at National and International level involving all the above stakeholders to resolve the issue amicably. CSDO, being a stakeholder, is very actively involved in all these activities and is also facilitating SCCI in managing all CSR related matters.

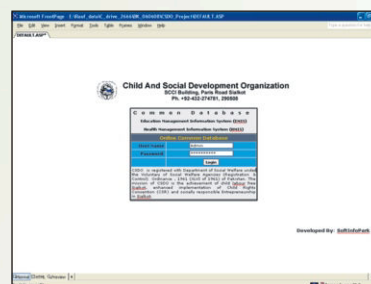
A delegation of SCCI headed by the then President SCCI (Sh. Abdul Waheed Sandal) went to Bangkok on 24 May, 2007 to attend a follow-up meeting jointly organized by the World Federation of the Sporting Goods Industry (WFSGI) and ADIDAS, in light of "the Sialkot Initiative 2007" developed in tripartite stakeholders' workshop held on 21-22 February, 2007 at ILO office, Islamabad-Pakistan. Another meeting on the same issue was organized by WFSGI at Las Vegas USA on 10 June, 2007. In this meeting, a delegation of SCCI also participated. CSDO also provided full secretarial support to SCCI in coordinating these international meetings.

During various meetings with the Government officials, SCCI and other Trade Bodies of Sialkot proposed that the issue of CSR/Social Compliance might be addressed by one window operation through a "Levy of Cess" at a certain percentage of the FOB value of export proceeds.

The same matter was again discussed in 2nd meeting of the Sub-Committee for Decent Work Country Programme on “the Sialkot Initiative” held on 23rd August, 2007 at Holiday Inn, Lahore in which it was decided that the Sialkot Chamber of Commerce would submit a proposal in writing to address CSR issues in light of the Sialkot Initiative 2007 to the Secretary, Labour and Human Resource Department, Government of the Punjab, Lahore. CSDO facilitated SCCI in drafting the said proposal in coordination and advice of Khawaja Zakauddin, Chairman Departmental Committee on Child Labour of SCCI, and in arranging a consultation meeting of the Trade Bodies of Sialkot for their consent on the above mentioned proposal, before submitting to the Government.

8.9 Management Information System (MIS)

A common database covering Health Management Information System (HMIS), Education Management Information System (EMIS) and Child Labour Management Information System (CLMIS) has been developed and being further refined for shaping it up to meet desired results.



8.10 Making Easy Access Globally / Website

CSDO has its own official website www.csdo-scci.org, which is being upgraded regularly to facilitate the members and to make the people aware about the activities of CSDO.



8.11 Resource Center on Child Labour and CSR

With the financial support of ILO-IPEC, CSDO has established a library wherein number of books concerning corporate social responsibility, child labour, social development, child rights, etc. are placed to facilitate the members, individuals, visitors, business community and other concerned organizations working in similar direction.



8.12 Advocacy on Child Labour Issues

CSDO remained focused on disseminating different project reports at National and International level. CSDO designs a special advertisement representing all the Soccerball manufacturers participating in the Child Labour Elimination Programme and gets published in the yearly International Handbook of the World Federation of the Sporting Goods Industry (WFSGI), Switzerland.



8.13 Celebration of World Day Against Child Labour (WDACL)

In collaboration with ILO-IPEC, SCCI, District Government, and NGO's, CSDO takes lead every year in celebrating “World Day against Child Labour” (WDACL).

To celebrate WDACL 2007, a function was arranged on 12th June, 2007 at Anwar Club Sialkot with theme of **“Harvest for the Future Agriculture without Child Labour”**. ILO-IPEC, CSDO, Sudhaar, BLCC, DFA/PFF, etc. jointly organized the event. Number of children, Government officials, representatives of civil societies, industrialists, parents, teachers, vendors, volunteers, representatives of Trade Bodies of Sialkot, etc. participated in the event. The children presented their views on the issue of child labor through dramas, poems, tableaux, skits, and speeches. Some children of Pakistan Bait-ul-Mal also participated in the programme. Special memorial shields related to the occasion were awarded to the children and guests.

In order to commemorate WDACL 2008, the event was organized on 12th June, 2008 at Venus Banquet Hall, Sialkot. The theme of the day was **“Education: the right response to Child Labour”**. This function was jointly organized by ILO-IPEC, CSDO, SKIL, Sudhaar, BLCC and DFA, Sialkot. The activities of the occasion included drawing and painting competition by under - 14 children, speech competition among different schools' students, hoisting and display of banners and placards, and Children Seminar.



The District Coordination Officer (DCO), Sialkot was Chief Guest at both the events (WDACL 2007 and 2008). Number of Government officials i.e. Executive District Officer - Community Development, District Officer - Labour, Principal ATC, Chairman CCB, DO elementary Education, District Education Department, officials of ILO-IPEC, representatives of the Trade Bodies of Sialkot, representatives of Pakistan Workers Federation, NGOs, teachers, etc. participated in the programme. Children of different schools presented skits, dramas, tableaux and songs, etc. The speakers of the programme assured their full support to protect the rights of children.



8.14 Celebration of Universal Children's Day

Every year, CSDO also celebrates Universal Children's Day (20th November) with the support and cooperation of Sialkot Chamber, industrialists, civil societies, relevant government departments and ILO-IPEC Sialkot, etc.

To celebrate Universal Children's Day 2006, function was organized on 30th November, 2006 in the Sialkot Chamber of Commerce. Children of different schools presented skits, dramas, tableaux, songs, and speeches, etc. on the importance of child rights and hazardous of child labour.

To celebrate Universal Children's Day 2007, CSDO organized a friendly football match for under-14 on 20th November, 2007 at the “[Centre of Football Excellence](#)” (Government Jinnah Islamia College, Sialkot.)

Number of government officials, office bearers and members of CSDO, industrialists, football players, students, teachers, parents, representatives ILO-IPEC Sialkot, and the officials of District Football Association, etc. participated in the programme. CSDO arranged gifts and trophies for the teams who played the match.



8.15 Translation & Development of By-laws of CSDO in English

The current By-laws of CSDO are in Urdu and may not be understood internationally. In order to make it an internationally understood document, the Office Bearers of CSDO resolved to produce the By-laws/Management Procedures of CSDO in English; expanding the objectives of CSDO. In this regard, the assignment has been given to **M/s: Nasir & Company, Chartered Accountants**, Sialkot to produce the By-laws/Management Procedures of CSDO in English.

8.16 Offering Internships for Career Beginners

CSDO continues to provide internship opportunities to desiring students/volunteers both male and female to help them stand on their own by getting necessary work experience in the social development sector with CSDO. Currently, we have Miss Sumaira Jamil as an internee with CSDO. She is being provided stipend.

8.17 Strengthening Social Support Network

We regret to report here that Mr. Saqib Rashid, one of the most senior Field Monitors of the Independent Monitoring Association for Child Labour (IMAC) died in a road accident while performing his duties on 14th November, 2007. CSDO immediately approached to few of its members/Soccerball manufacturers participating in CLEP and appealed for financial support for the family of Mr. Saqib Rashid (Late). We are thankful to the following firms/members/individuals who helped in this regard:-

Sr. No.	Name Firm/Individual/Org.	Amount
01	Contribution by IMAC Staff	150,000/-
02	Anwar Khawaja Industries (Pvt.) Ltd.	50,000/-
03	Capital Sports Corp. (Pvt.) Ltd.	50,000/-
04	Forward Sports (Pvt.) Ltd.	50,000/-
05	Khalid Overseas Corporation	50,000/-
06	Ratra Trading Co. (Pvt.) Ltd.	10,000/-
Total:		360,000/-

The collected funds of Rs. 360,000/- were delivered to Ms. Sbiha Rashid M/O Mr. Saqib Rashid (Late) on 19th December, 2007 through IMAC in shape of a demand draft.

8.18 Increase in Membership of CSDO

The Management of CSDO has played an important role to increase the membership of CSDO. We would like to mention here that two years back total members of CSDO were **35** only. This number has been increased up-to **84**. Out of these 84, eighty two are the life members and only two are the ordinary members.

We would like to report that the Departmental Committee on Child Labour of SCCI and all Soccerball manufacturers participating in the Child Labour Elimination Programme (CLEP) decided in the meeting held on 21st September, 2007 that it would be mandatory for all CLEP members to be a life member of the Child & Social Development Organization

It has also been resolved that any CLEP member who would not pay membership fee of CSDO as per its rules and regulations would be accounted for delisting from the CLEP membership. General Body of CSDO has also approved/endorsed the same decisions of the CLEP members in its meeting held on 27th December, 2007. Up-to now 58 out of 84 Soccerball manufacturers participating in CLEP have got the life time membership of CSDO.

8.19 Proposal to Increase Stitching Capacity of Football Stitchers

* Presently, Sialkot caters to around 70% of total World demand for hand-stitched inflatable Soccer balls, and thus producing around 40 million balls annually of worth US\$ 210 million. During the peak season, which repeats after 4 years on the occasion of FIFA World Cup, the production of inflatable balls exceeds 60 million per annum. These balls are produced by a workforce of around 60, 000. More than 1,000 entrepreneurs are engaged in different parts of the value chain, the majority of which fall into the MSME (micro, small, medium sized enterprises) category*.

Currently, average stitching capacity of a football stitcher is 3 - 4 balls per day (within 8 working hours). In this age of intense competition, the soccer industry is going to face serious challenges of shortage of skilled labour for producing hand stitched balls.

CSDO and SCCI are considering various options to increase the stitching capacity of the stitchers for which it also looks towards various institutions. In this regard, the Sialkot Chamber has decided to give Cash Prize of Rs. 200,000 (two hundred thousand) to the institution which would provide a workable Proposal, through implementation of which the stitchers may be able to sew 7- 8 balls per day instead of the present capacity of 3- 4 balls per day (within 8 working hours). In this regard, CSDO has developed a CD of the current football stitching process and prepared a detail of material used in the production process of Soccerball, and has sent to various concerned universities requesting them to depute the experts in this field to submit workable proposal. Currently, we are receiving proposals from various universities and it is hoped that the workable solution would be obtained for speedy production.

* Report on the Sports Goods Sector in Pakistan compiled by ITC.

We have tried our best to provide best services to the members and to perform welfare activities towards social developments. It was never possible to achieve anything without the support of Office Bearers, Executive Body, members of CSDO, and Office Bearers of SCCI.

I appreciate the efforts and hard work of CSDO staff especially Mr. Ijaz Ahmed, Project Manager and Mr. Rauf Ilyas, Dy. PM/IT Officer for accomplishing the tasks of CSDO. I also thank the Print and Electronic Media for their support provided throughout our tenure.

Dear and Worthy Members!

I thank you once again for giving me chance to work on your behalf.

**God bless you.
God bless Pakistan.**

Yours

Shaikh Muhammad Yunas Ratra

President

9. Visits of Notional & International Delegations

Visit of

Mr. Guy Thijs

Director-in-Focus (HQs),
ILO-IPEC, Geneva
on 22nd November, 2006

Visit of

Mr. Bryan D. Hunt,

Principal Officer,
US Consulate, Lahore

Ms. Mary M. Townswich

Economic Counselor,
American Embassy, Islamabad
on 8th December, 2006



9. Visits of Notional & International Delegations

Visit of

Ms. Shehala Shahid Butt

Parliamentary Secretary,
Social Welfare & Bait - Ul - Maal Department,
Government of the Punjab, Lahore

Ms. Tahira Habib

Consultant/ Programme incharge Pakistan American Consulate,
Lahore
on 10th January, 2007



Visit of

Mr. Rijk van Haarlem

Senior Advisor on Child Labour Monitoring Systems (CLMS)
International Labour Organization (ILO), Netherlands
on 4th February, 2007



9. Visits of Notional & International Delegations

Visit of

Mr. Anthony Ewing

ILO Expert, New York,
on 15th February, 2007



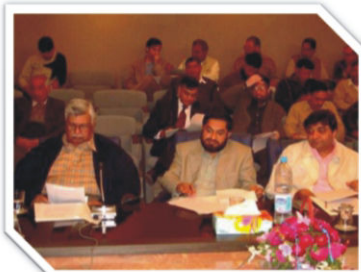
Visit of

Mr. Andre Gorgemans

Secretary General,
World Federation of Sporting Goods & Industry (WFSGI)

Mr. Kari Tapiola

Executive Director,
International Labour Organization (ILO), Geneva
on 19th February, 2007.



9. Visits of Notional & International Delegations

Visit of

Mr. Nick Grisewood

Consultant, ILO-IPEC/FIFA Project
on 28th February, 2007 and 16th April, 2008.



Visit of ILO Delegation comprised of;

Mr. Taseer Alizai

Project Manager ILO-IPEC, Lahore,

Mr. Wael Issa

Consultant ILO, Geneva

Mr. Sivanandhiram

ILO Consultant, Geneva
on 9th April, 2008.



9. Visits of Notional & International Delegations

Visit of

Mr. Mohsen Gilani

Representative of FIFA,

Col. (R) Ahmad Yar Khan Lodhy

General Secretary,

Pakistan Football Federation (PFF), Lahore

Mr. Muhammad Muslim Butt

Deputy Director Technical/Operation,

Pakistan Football Federation (PFF), Lahore

Mr. Taseer Alizai

Project Manager, ILO-IPEC, Lahore
on 23rd April, 2008 at SCCI.



9. Visits of Notional & International Delegations

Visit of UNICEF delegation comprised of;

Mrs. Smaranda Popa

Chief Child Protection,
UNICEF, Islamabad

Mr. Mannan Rana

Child Protection Specialist,
UNICEF, Islamabad

Mr. Shamshad Qureshi

Child Protection Specialist,
UNICEF, Lahore
on 7th June, 2008.



10. Participation in Training Workshops, Seminars, Consultations, other Meetings, etc.

- § One Day Consultation on Corporate Social Responsibility (CSR) arranged by PILER, CBL & SCCI on 6th January, 2007.
- § One Day training workshop of the members of District Commission for Child Welfare & Development (DCCWD) organized by Social Welfare, Woman Development and Bait-ul-Maal held on 12th January, 2007 at Lahore.
- § Meeting on Saga-Nike episode arranged by the Ministry of Labour & Manpower Division, Govt. of Pakistan held on 20th January, 2007 at Islamabad.
- § Tripartite Stakeholders' Workshop for Sialkot Partnership organized by the Government of Pakistan and International Labour Organization, held on 21st to 22nd February, 2007 at ILO Office, Islamabad.
- § Brands, their suppliers, WFSGI, SCCI and others follow-up meeting on “The Sialkot Initiative 2007” organized by WFSGI and Adidas held on 24th May, 2007 at Bangkok-Thailand.
- § One Day Meeting/Group Discussion on “Opinion Survey of District Council Members” arranged by USAID/ Pakistan/District That Work (DTW) held on 13th July, 2007 at Sialkot.
- § Two Days Workshop on “Labour Inspection Sialkot Initiative 2007” jointly organized by the Pakistan Workers Federation (PWF) and International Labour Organization (ILO) held on 22nd to 23rd August, 2007 at Lahore.
- § One day training workshop on “Interactive Advocacy” jointly organized by Employers' Federation of Pakistan and SCCI held on 10th November, 2007 at Rauf Tower Hotel, Sialkot.

- § Two Days “Workshop on Social Dialogue Sialkot Initiative 2007” organized by Employers' Federation of Pakistan and SCCI held on 26th to 27th November, 2007 at Sh. M. Shafi Hall of SCCI.
- § One Day Training workshop on Aids/HIV organized by A & B Development Consultants held on 5th January, 2008 at Hotel Taj Palace, Sialkot.
- § One day “National CSR Conference” organized by the Employers' Federation of Pakistan (EFP) at Avari Hotel Lahore held on 21st April, 2008.
- § “ILO/FIFA Project stakeholders' workshop on project exit strategy 2nd phase of FIFA Project” held on 22nd April, 2008 at Hotel Taj Palace, Sialkot.
- § Two Days Training Seminar on SA 8000 organized by the Ministry of Commerce, Govt. of Pakistan held on 5th to 6th May, 2008 at SCCI.

11. Meetings of the

Office Bearers, Management Committee, Executive Body Members, General Body of CSDO, Sports Committee, Soccerball Manufacturers Participating in Child Labour Elimination Programme (CLEP), Trade Bodies of Sialkot, etc.

- § Meeting of the Board of Governors of the Independent Monitoring Association for Child Labour (IMAC) held on 27th January, 2007 at SCCI.
- § Meeting of the Trustees of the Sports Industry Development Trust Sialkot held on 27th January, 2007 at Sh. M. Shafi Hall of SCCI.
- § ILO-IPEC/FIFA Project Stakeholders' consultation held on 5th March 2007 at Rauf Towers Hotel, Sialkot.
- § Meeting of all Soccerball Manufacturers Participating in the Child Labour Elimination Programme (CLEP) held on 17th May, 2007 at Sh. Shafi Hall of SCCI.
- § 1st progress sharing meeting of ILO-IPEC/FIFA Project held on 21st May, 2007 at ILO office, Sialkot.
- § Planning meeting about celebration of World Day against Child Labour (WDACL) held on 5th June, 2007 at ILO office, Sialkot.
- § Meeting of the Management Committee of CSDO held on 13th June, 2007.
- § 1st meeting of the Sports Committee of CSDO held on 25th June, 2007 in the Mini Committee Room of SCCI.
- § 2nd progress sharing meeting of ILO-IPEC/FIFA Project held on 26th June, 2007 at ILO office, Sialkot.

- § 1st meeting of the Decent Work Task Force Discussion on Sialkot Initiative 2007 organized by the Ministry of Labour and Manpower Division, Govt. of Pakistan held on 3rd July, 2007 at PESSI Lahore.
- § Meeting with the District Football Association (DFA) Sialkot and Sudhaar held on 14 July, 2007 in the office of Secretary DFA, Sialkot.
- § 2nd meeting of the Sports Committee of CSDO held on 17th July, 2007 in Sh. M. Shafi Hall of SCCI.
- § 3rd progress sharing meeting of ILO-IPEC/FIFA Project held on 23rd July, 2007 at ILO office, Sialkot.
- § Meeting with the District Football Association (DFA) held on 20th July, 2007 in the Government Jinnah Islamia College, Sialkot.
- § Meeting of Management Committee of CSDO held on 16th August, 2007 at SCCI.
- § Joint meeting of the Management Committee and Sports Committee of CSDO held on 7th September, 2007 in the Retiring Room of SCCI.
- § 4th Progress Sharing Meeting of ILO-IPEC/FIFA Project held on 17th September, 2007.
- § Meeting of all Soccerball Manufacturers Participating in the Child Labour Elimination Programme (CLEP) held on 21st September, 2007 at SCCI.
- § Joint meeting of the Executive Committee of SCCI, all Trade Bodies, and all Soccerball Manufacturers Participating in the Child Labour Elimination Programme (CLEP) held on 9th October, 2007 at SCCI.

- § Joint Meeting of the Management Committee and Sports Committee of CSDO held on 23rd October, 2007.
- § Meeting of the Board of Governors (BOG) of Independent Monitoring Association for Child Labour (IMAC) held on 24th October, 2007 in the office of IMAC, Sialkot.
- § Talk Show on FM 104 (Radio Buraq, Sialkot) for the promotion of football game held on 24th October, 2007.
- § 5th Progress Sharing meeting of the stakeholders' of ILO-IPEC/FIFA Project held on 29th November, 2007 at ILO office Sialkot.
- § Meeting of the General Body Members of CSDO held on 27th December, 2007 at SCCI Auditorium.
- § 6th Progress sharing meeting of the stakeholders' of ILO/FIFA Project held on 15th January, 2008 at ILO office, Sialkot.
- § Meeting of all Soccerball Manufacturers Participating in the Child Labour Elimination Programme (CLEP) and Departmental Committee on Child Labour, SCCI held on 3rd March, 2008 at SCCI Auditorium.
- § Meeting with the officials of UNIDO Lahore held on 2nd April, 2008 in the office of President, SCCI to discuss the matters related to the Soccer Village.
- § Meeting of all Soccerball Manufactures Participating in the Child Labour Elimination Programme (CLEP) and Departmental Committee on Child Labour, SCCI held on 19th May, 2008 at SCCI.
- § Planning meetings about celebration of World Day Against Child Labour (WDAKL) held on 28th May, 2008, 3rd June, 2008 and 10th June, 2008 at ILO office Sialkot.
- § Meeting of the Management Committee of CSDO held on 16th June, 2008 in the Retiring Room of SCCI.

- § A launching ceremony of project “ Development of Human Rights Culture in District Sialkot” organized by Baidarie Roars, Sialkot held on 28th June, 2008.

12. List of General Body Members

General Body Members

Sr.#	Member Name	Firm/Org./Address
1	KHAWAJA ZAKAUDDIN	M/s: CAPITAL SPORTS CORP. (PVT.) LTD.
2	MIAN NAEEM JAVED	M/s: SUBLIME SPORTS (PVT.) LTD.
3	MR. NAVID IQBAL SHEIKH	M/s: DAIKO ENT. (PVT.) LTD.
4	MR. ARSHAD LATIF BUTT	M/s: MATRIX INTECH
5	SHAIKH MUHAMMAD YUNAS RATRA	M/s: RATRA TRADING CO. (PVT.) LTD.
6	MR. ZAIN UL HASSAN SHABBIR	M/s: STAR PAK (PVT.) LTD.
7	DR. KHURRAM ANWAR KHAWAJA	M/s: ANWAR KHAWAJA INDUSTRIES (PVT.) LTD.
8	MR. MUHAMMAD SALEEM BARYAR	M/s: TALON SPORTS (PVT.) LTD.
9	MR. SHAKUT JAVID SIDDIQUI	MIANA PURA, SHAHAB PURA ROAD, SIALKOT
10	MR. GHAZANFAR ALI SHABBIR	M/s: ALI TRADING COMPANY (PVT.) LTD.
11	MR. ABDUL GHAFOOR	M/s: TOWNE BROTHERS (PVT.) LTD.
12	KHAWAJA MASUD AKHTAR	M/s: FORWARD SPORTS (PVT.) LTD.
13	MR. JARAR HUSSAIN AWAN	M/s: AWAN SPORTS (PVT.) LTD.
14	MR. MUHAMMAD ZUBAIR AGHA	M/s: GRIPPER CORPORATION
15	MAJOR (R) MANSOOR AHMED	M/s: TEMPO ENTERPRISES (PVT.) LTD.
16	MR. RIAZUDDIN SHEIKH	M/s: COMET SPORTS (PVT.) LTD.
17	MR. KHURRAM BADAR ALAM	DARA ARIAN, SIALKOT.
18	MR. ABDUL HAFEEZ	M/s: MONZA IMPEX (PVT.) LTD.
19	MR. ABDUL WAHID MIRZA	M/s: MEDICAL DEVICES (PVT.) LTD.
20	MR. M. AMMAR FAISAL AL ASSAD	M/s: TALON SPORTS (PVT.) LTD.

General Body Members

Sr.#	Member Name	Firm/Org./Address
22	MIR MUHAMMAD DAOOD	M/s: J.S.D SPORTS (PVT.) LTD.
23	MR. AHSAN NAEEM	M/s: VISION TECHNOLOGIES CORP. (PVT.) LTD.
24	MR. MAJID RAZA BHUTTA	M/s: FIRCOS INDUSTRIES (PVT.) LTD.
25	MR. SHAFIQ UR RAHMAN	M/s: FINE ART ENGINEERING CO.
26	MIR MUHAMMAD FAROOQ MEYER	M/s: MEYER & CO.
27	MIAN ABDUL SHAKOOR	H/No. 8 / 385, NAI ABADI RANGPURA ROAD, SIALKOT
28	RANA WAHEED MUKHTAR	M/s: EXBEX ENTERPRISES
29	SHEIKH TAHIR MAJID KAPUR	M/s: KAPUR (PVT.) LTD.
30	MR .FAISAL MAHMOOD KHAN	M/s: COZ INDUSTRIES.
31	SHEIKH EJAZ AHMED SONI	M/s: ALBERTA SPORTS (PVT.) LTD.
32	SHEIKH MUHAMMAD SAEED	M/s: RAPPORT INTERNATIONAL
33	MR. SOHAIL KHALID	M/s: EUREKA INDUSTRIES
34	MR. ASIF REHIM	M/s: PIONEER INTERNATIONAL (PVT.) LTD.
35	MR .MUHAMMAD PERVEZ IQBAL SONI	M/s: REMINGATON SPORTS (PVT.) LTD.
36	PROF. SH. SAFDAR SUNDAL	M/s: PHEDRA INDUSTRIES (PVT.) LTD.
37	MR. GUL ZAMAN KHAN	M/s: IHSAN SPORTS
38	MR. QAISER IQBAL BARYAR	M/s: TALON SPORTS (PVT.) LTD.
39	SHEIKH PERVEZ IQBAL	M/s: RUMEL SPORTS (PVT.) LTD.
40	MR. FAIZAN HUMAYUN	M/s: ELSPORTS IPVT.) LTD.
41	KHAWAJA NAVEED AZAM	M/s: ASSAC SPORTS INDUSTRIES (PVT.) LTD.

General Body Members

Sr.#	Member Name	Firm/Org./Address
43	MR. GHULAM MUSTAFA CH.	M/s: SHAFY SPORTS WEAR
44	MR. WASEEM SHAHBAZ LOODHI	M/s: SPORTZ UN-LIMITED
45	SHEIKH ABDUL MAJID	M/s: BROMED SURGICAL (PVT.) LTD.
46	DR. SARFRAZ BASHIR	M/s: MEDICAL ENGINEERS
47	MALIK M. ASHRAF	M/s: ORTOMAC SURGICO
48	MR. AMJID BAIG	M/s: AAFZA INDUSTRIES (PVT.) LTD.
49	MR. MAJID KHAN	M/s: IHSAN SPORTS
50	MR. SHAHID RAZA	M/s: MADRIGAL SPORTS (PVT.) LTD.
51	SYED ALI RAZA HUSSAIN	M/s: LEATHERWARE (PVT.) LTD.
52	MR. UMAR USMAN SANDAL	M/s: POKAL INDUSTRIES (PVT.) LTD.
53	MR. ZIA UR REHMAN CH.	M/s: FOX & ASSOCIATES
54	MALIK FAZAL ELAHI	M/s: GOLDEN BEE INDUSTRIES
55	SHEIKH MUHAMMAD ALI	M/s: G.A.F. CORPORATION
56	MR. SHAFQAT MEHMOOD	M/s: KHALID OVERSEAS CORPORATION
57	MR. FARHAN KHAWAJA	M/s: B.J. SPORTS (PVT.) LTD.
58	MR. ADNAN YOUSAF	M/s: YOUSAF NAWAB INTERNATIONAL CORP.
59	MR. NISAR AHMED	M/s: SOCCER PULS INTERNATIONAL (PVT.) LTD.
60	MR. ARIF HUSSAIN	M/s: MUNDO SPORTS (PVT.) LTD.
61	MR. HAMEED RAMZAN HAFIZ	M/s: FINE GROUP INDUSTRIES
62	SHEIKH BABAR HUMAYUN	M/s: SPORTS VIEW

General Body Members

Sr.#	Member Name	Firm/Org./Address
64	MR. ABDUL SALAM	M/s: REEMA GROUP OF COMPANIES
65	MR. SHAHZAD KASUR CHEEMA	M/s: RECTO SPORTS (PVT.) LTD.
66	MR. KHALID MAHMOOD GUNDRA	M/s: TAJMAHAL SPORTS (PVT.) LTD.
67	MR. MUHAMMAD AFZAL AWAN	M/s: CRAFTSMAN (PVT.) LTD.
68	MR. BILAL AFZAL KAPUR	M/s: KARAM INDUSTRIES (PVT.) LTD.
69	MR. USMAN KHALIL	M/s: TATAPAK INDUSTRIES
70	MR. NADEEM MEHMOOD	M/s: BALLON DE SPORTS (PVT.) LTD.
71	MR. MUHAMMAD SARWAR	M/s: MODESTY SPORTS (PVT.) LTD.
72	MR. SAEED UR REHMAN	M/s: REEMAXE INDUSTRIES (PVT.) LTD.
73	MR. YASIR SARWAR	M/s: YASIR INDUSTRIES
74	MR. ASIF MUNIR	M/s: KAMAPLA INDUSTRIES
75	MR. M. ARSHAD	M/s: EURROSOCCER INTERNATIONAL
76	MR. AMIR IQBAL	M/s: PROLINE CORP. (PVT.) LTD.
77	MR. AMIR IKRAM MALLHI	M/s: MALLHI SPORTS (PVT.) LTD.
78	MR. ABDUL SAMAD MALIK	M/s: FIRST AMERICAN CORP. (PVT.) LTD.
79	MR. IMTIAZ AHMED SH.	M/s: LASER SPORTS (PVT.) LTD.
80	SH. TANVEER ANWAR SONI	M/s: ALBERTA ENTERPRISES
81	MR. JUNIAD KHALID KAPUR	M/s: ISRA SPORTS (PVT.) LTD.
82	MR. KHIZER REHMAN	M/s: SUNFLEX INDUSTRIES
83	KHAWAJA TAHIR SALEEM	M/s: AWARE SPORTS
84	SHEIKH ABDUL WAHEED SANDAL	M/s: GEM SPORTS CORPORATION

13. Audited Financial Reports

13.1 (Fiscal Year 2006 - 2007)

NASIR & COMPANY
CHARTERED ACCOUNTANTS

2nd FLOOR, RIAZ PLAZA PARIS ROAD, SIALKOT - PAKISTAN
TEL: 052-4265194-4594754-4589500-4591116 FAX: 052-4582809
E-MAIL: nasirco@haat.net.pk & nasirco@skt.comsats.net.pk



AUDITORS' REPORT TO THE MEMBERS

We have audited the annexed balance sheet of **CHILD AND SOCIAL DEVELOPMENT ORGANISATION**, as on 30th June 2007 along with annexed income and expenditure account, for the year then ended and we report that:

"In our opinion and to the best of our knowledge and according to the explanations given to us and shown by the books of accounts, the annexed balance sheet and income and expenditure account exhibit true and fair view of the state of affairs of the organisation."

Sialkot
September 15, 2007



Nasir
NASIR AND COMPANY
CHARTERED ACCOUNTANTS



CHILD AND SOCIAL DEVELOPMENT ORGANISATION		2007	2006
<u>BALANCE SHEET AS ON 30TH JUNE 2007</u>		(Rupees)	(Rupees)
	Note		
<u>FUNDS AND LIABILITIES</u>			
CAPITAL FUND			
Balance brought forward from previous year		1,716,411	1,243,245
Add: Surplus for the year		365,517	473,166
		<u>2,081,928</u>	<u>1,716,411</u>
ILO-IPEC FIFA FOOTBALL RESOURCE PROGRAM	1	418,155	-
VEHICLE FUND		460,000	-
CURRENT LIABILITIES			
Creditors, Accrued and other Liabilities	2	90,032	57,532
		<u>3,050,115</u>	<u>1,773,943</u>
<u>PROPERTY AND ASSETS</u>			
FIXED CAPITAL EXPENDITURE			
Operating Fixed assets (as per schedule annexed)		313,592	341,746
CURRENT ASSETS			
Advances, Deposits, and other Receivables	3	732,009	93,057
Cash in hand		8,177	4,137
Cash at banks	4	<u>1,996,337</u>	<u>1,335,003</u>
		<u>2,736,523</u>	<u>1,432,197</u>
		<u>3,050,115</u>	<u>1,773,943</u>

The annexed notes form an integral part of these financial statements.


PRESIDENT


GENERAL SECRETARY


FINANCE SECRETARY

September 15, 2007



CHILD AND SOCIAL DEVELOPMENT ORGANISATION

**INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30TH JUNE 2007**

	Note	2007 (Rupees)	2006 (Rupees)
INCOME			
From Sialkot Chamber of Commerce & Industry		1,084,332	1,056,564
Donations from Local Persons		-	1,000
Membership Fee		10,200	17,300
		<u>1,094,532</u>	<u>1,074,864</u>
EXPENDITURES			
Office Expenditures	4	682,560	547,516
Depreciation		46,455	54,182
		<u>729,015</u>	<u>601,698</u>
Surplus for the year transferred to Balance Sheet		<u>365,517</u>	<u>473,166</u>

The annexed notes form an integral part of these financial statements.


PRESIDENT


GENERAL SECRETARY


FINANCE SECRETARY



1 ILO-IPEC FIFA FOOTBALL RESOURCE PROGRAM

Contribution received during the year

Less: Utilized during the year

- Staff salaries

- Stationery

- Operations and maintenance

2007 (Rupees)	2006 (Rupees)
------------------	------------------

452,475	-
28,000	-
2,470	-
3,850	-
34,320	-
418,155	-
418,155	-

Represented By:

Standard Chartered Bank Ltd. Account

2 CREDITORS, ACCRUED AND OTHER LIABILITIES

Sundry Creditors

Accrued expenses

3,545	7,026
86,487	50,506
90,032	57,532

3 ADVANCES DEPOSITS AND OTHER RECEIVABLES

Prepaid insurance

Account receivable

Operational budget receivable

926	1,696
-	1,000
731,083	90,361
732,009	93,057

4 CASH AT BANKS- Current

Prime Commercial Bank Ltd


Standard Chartered Bank Ltd- ILO, IPEC-FIFA Project

1,578,182	1,335,003
418,155	-
1,996,337	1,335,003



5 OFFICE EXPENDITURES

	2007 (Rupees)	2006 (Rupees)
Staff Salaries and benefits	420,894	425,216
Printing , stationery and publications	96,636	16,665
Communications	35,777	24,336
Travelling and conveyance - Foreign	35,500	-
Travelling and conveyance - Local	10,080	1,742
Repair and maintenance	8,750	7,950
POL for Motorcycles	20,670	24,328
Insurance	4,645	2,852
Auditors' remuneration	8,000	8,000
Advertisement	1,220	-
Entertainment	6,677	2,929
Fee and subscription	-	3,250
Miscellaneous	1,738	1,672
Universal Children Day & World Day Against Child Labour	27,973	-
Delegation cost (FIFA , ILO and WFSGI)	-	8,576
Desk study of the Sialkot Soccer ball project	-	20,000
Annual renewal fee of website	4,000	-
	<u>682,560</u>	<u>547,516</u>


PRESIDENT


GENERAL SECRETARY


FINANCE SECRETARY



CHILD AND SOCIAL DEVELOPMENT ORGANISATION
 SCHEDULE OF OPERATING FIXED ASSETS
 AS AT JUNE 30, 2007

Sr. No	PARTICULARS	C O S T			D E P R E C I A T I O N			W. D. V. AS ON 30.06.07	
		AS ON 01.07.06	ADDITIONS (DELETIONS)	AS ON 30.06.07	AS ON 01.07.06	Rate	For the year		AS ON 30.06.07
1	Office equipments	369,090	1,800	370,890	102,802	10%	26,809	129,611	241,279
2	Lap Top	56,900	-	56,900	17,070	30%	11,949	29,019	27,881
3	Furniture and fixture	14,403	16,500	30,903	3,320	10%	2,758	6,078	24,825
4	Books and periodicals	3,226	-	3,226	1,116	10%	211	1,327	1,899
5	Vehides	40,200	-	40,200	19,618	20%	4,116	23,734	16,466
		483,819	18,300	502,119	143,926		45,844	189,770	312,350
INTANGIBLE									
6	Computer software	8,150	-	8,150	6,297	33%	611	6,908	1,242
	Rupees 2007	491,969	18,300	510,269	150,223		46,455	196,678	313,591

[Signature]
 PRESIDENT

[Signature]
 GENERAL SECRETARY

[Signature]
 FINANCE SECRETARY

13. Audited Financial Reports

13.2 (Fiscal Year 2007 - 2008)

NASIR & COMPANY
CHARTERED ACCOUNTANTS

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AUDITORS' REPORT TO THE MEMBERS

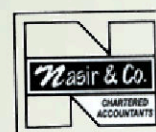
We have audited the annexed balance sheet of **CHILD AND SOCIAL DEVELOPMENT ORGANISATION**, as on 30th June 2008 along with annexed income and expenditure account, for the year then ended and we report that:

“In our opinion and to the best of our knowledge and according to the explanations given to us and shown by the books of accounts, the annexed balance sheet and income and expenditure account exhibit true and fair view of the state of affairs of the organisation.”

Sialkot
July 26, 2008

Haniq
NASIR AND COMPANY
CHARTERED ACCOUNTANTS



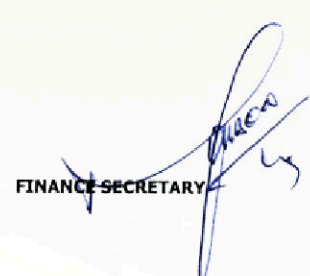


CHILD AND SOCIAL DEVELOPMENT ORGANISATION				
BALANCE SHEET AS ON 30TH JUNE 2008		Note	2008 (Rupees)	2007 (Rupees)
FUNDS AND LIABILITIES				
CAPITAL FUND				
	Balance brought forward from previous year		2,081,928	1,716,411
	Add: Surplus for the year		1,597,822	365,517
			<u>3,679,750</u>	<u>2,081,928</u>
	ILO-IPEC FIFA FOOTBALL RESOURCE PROGRAM	1	-	418,155
	VEHICLE FUND		453,180	460,000
CURRENT LIABILITIES				
	Creditors, Accrued and other Liabilities	2	10,000	90,032
			<u>4,142,930</u>	<u>3,050,115</u>
PROPERTY AND ASSETS				
FIXED CAPITAL EXPENDITURE				
	Operating Fixed assets (as per schedule annexed)		708,027	312,350
ITANGIBLE ASSETS				
	Computer software (as per schedule annexed)		899	1,242
CURRENT ASSETS				
	Advances, Deposits, and other Receivables	3	606,360	732,009
	Cash in hand		14,311	8,177
	Cash at banks	4	2,813,333	1,996,337
			<u>3,434,004</u>	<u>2,736,523</u>
			<u>4,142,930</u>	<u>3,050,115</u>

The annexed notes form an integral part of these financial statements.


PRESIDENT


GENERAL SECRETARY


FINANCE SECRETARY

JULY 26, 2008



CHILD AND SOCIAL DEVELOPMENT ORGANISATION			
INCOME AND EXPENDITURE ACCOUNT			
FOR THE YEAR ENDED 30TH JUNE 2008			
	Note	2008 (Rupees)	2007 (Rupees)
INCOME			
From Sialkot Chamber of Commerce & Industry		1,892,400	1,084,332
Donations from Local Persons		664,751	-
Membership Fee		43,000	10,200
Profit on Fixed Deposit		34,543	
		2,634,694	1,094,532
EXPENDITURES			
Office Expenditures	5	893,421	682,560
Depreciation		143,451	46,455
		1,036,872	729,015
Surplus for the year transferred to Balance Sheet		1,597,822	365,517

The annexed notes form an integral part of these financial statements.

		
PRESIDENT	GENERAL SECRETARY	FINANCE SECRETARY




	2008 (Rupees)	2007 (Rupees)
1 ILO-IPEC FIFA FOOTBALL RESOURCE PROGRAM		
Opening Balance	418,155	-
Add: Contribution received during the year from ILO	496,833	452,475
Contribution received from ILO/IPEC/FIFA	659,332	
	<u>1,156,165</u>	
	1,574,320	
Less: Utilized during the year		
- Staff salaries	175,410	28,000
- In town Travel	29,565	-
- Subsidies for travel cost of players & Coaches	49,710	-
- Installation and development of football pitch and training area and Football materials/equipment	210,000	-
- Building the infrastructure,changing room/seating	219,670	-
- Organizing and implementing elite coaching programme for talented players drawn from Sudhaar and football clubs and teams	308,981	-
- Design and development of computerized database	24,000	-
- Printing and Dissemination of IEC materials	99,900	-
- Activities linked to awareness rising, communications and promotions	99,200	-
- Research and analysis	(1.1) 316,350	-
- Misc: expenses	13,177	-
- Stationery	20,417	2,470
- Operations and maintenance	7,940	3,850
	<u>1,574,320</u>	<u>34,320</u>
	-	418,155
Represented By:		
Standard Chartered Bank Ltd. Account	-	418,155
1.1 These amounts have been incurred for conducting research and development and analysis of football played as sports before and after programme and capacity building of local clubs to sustain programme in the longer term.	<u>316,145</u>	-
	316,145	
2 CREDITORS, ACCRUED AND OTHER LIABILITIES		
Sundry Creditors	-	3,545
Accrued expenses	10,000	86,487
	<u>10,000</u>	<u>90,032</u>
3 ADVANCES DEPOSITS AND OTHER RECEIVABLES		
Prepaid insurance	4,934	926
Operational budget receivable (S.C.C.1)	473,100	-
ILO-IPEC/FIFA Project funds receivable	128,326	731,083
	<u>606,360</u>	<u>732,009</u>



	2008 (Rupees)	2007 (Rupees)
4 CASH AT BANKS- Current		
ABN Amro Bank Ltd	1,276,790	1,578,182
Bank Al-falah Ltd	1,536,543	
Standard Chartered Bank Ltd- ILO, IPEC-FIFA Project	-	418,155
	<u>2,813,333</u>	<u>1,996,337</u>
5 OFFICE EXPENDITURES		
Staff Salaries and benefits	407,383	420,894
Printing , stationery and publications	16,532	96,636
Communications	48,053	35,777
Travelling and conveyance - Foreign	-	35,500
Travelling and conveyance - Local	18,700	10,080
Repair and maintenance	9,708	8,750
POL for Motorcycle	20,850	20,670
POL for Car	38,706	-
Insurance	13,237	4,645
Auditors' remuneration	10,000	8,000
Advertisement	-	1,220
Entertainment	12,881	6,677
Miscellaneous	11,354	1,738
Universal Children Day & World Day Against Child Labour	21,535	27,973
FIFA , ILO / IPEC Project Expenses	260,432	-
Annual renewal fee of website	4,050	4,000
	<u>893,421</u>	<u>682,560</u>


PRESIDENT


GENERAL SECRETARY


FINANCE SECRETARY



**CHILD AND SOCIAL DEVELOPMENT ORGANISATION
SCHEDULE OF OPERATING FIXED ASSETS
AS AT JUNE 30, 2008**

Sr. No	PARTICULARS	C O S T			D E P R E C I A T I O N			W.D.V. AS ON 30.06.08	
		AS ON 01.07.07	ADDITIONS (DELETIONS)	AS ON 30.06.08	AS ON 01.07.07	Rate	For the year		AS ON 30.06.08
1	Office equipments	370,890	30,400	401,290	129,611	10%	27,168	156,779	244,511
2	Lap Top	56,900	-	56,900	29,019	30%	8,364	37,383	19,517
3	Furniture and fixture	30,903	-	30,903	4,846	10%	2,606	7,452	23,451
4	Books and periodicals	3,226	-	3,226	1,093	10%	213	1,306	1,920
5	Vehicles	40,200	506,820	547,020	23,734	20%	104,657	128,392	418,628
		502,119	537,220	1,039,339	188,303		143,008	331,312	708,027

INTANGIBLE

6	Computer software	8,150	100	8,250	6,908	33%	443	7,351	899
	Rupees 2008	510,269	537,320	1,047,589	195,212		143,451	338,663	708,926
	Rupees 2007	491,696	18,300	510,269	149,311		46,756	196,067	312,350

[Signature]
PRESIDENT

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GENERAL SECRETARY

[Signature]
FINANCE SECRETARY



CSDO

CHILD & SOCIAL DEVELOPMENT ORGANIZATION

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