

# **LABOUR & HUMAN RESOURCE DEVELOPMENT**

## **VISION**

Meeting challenges of modern day Labour force through improvement of working conditions and environment at work places, raising awareness of rights and responsibilities under Labour laws, assisting the industry by holding internationally accredited trainings on Labour related standards and establishment of a modern Labour market information system.

## **POLICIES**

- Protect labour rights and promote safe and secure working environment for all workers.
- Take effective measures to eradicate forced labour and elimination of worst form of child labour.
- Maintenance of industrial peace and harmony in the province of Punjab.
- Provision and implementation of Punjab Employees Social Security Ordinance for social protection of Labour force.
- Enforcement of Labour welfare laws in factories, shops establishments besides the section of transport and railway.
- Implementation of Government Policies and Programs for the gradual elimination of child and bonded Labour.

## **PRIORITIES/ OBJECTIVES**

- The maintenance of industrial peace and welfare of industrial/commercial workforce. Provision of decent work environment to promote health & safety, eradication of bonded Labour and elimination of child Labour.
- To ensure equal remuneration for equal value of work without any gender discrimination. This is achieved through implementation of Labour laws and policies.

## **STRATEGIES**

Labour Department is collaborating with International Labour Organization (ILO) to implement decent work program in the province.

- Department is working hard in close collaboration with international donors to combat the child Labour and bonded Labour throughout the province.
- To make the factories inspection system more convenient and effective, department has launched a Computerized Labour Inspection System.
- To ensure the decent work environment, department is providing technical facilities and skill enhancing trainings in the field of health and safety.

## **ACHIEVEMENT OF FINANCIAL YEAR 2017-18**

- Combating Worst Form of Child Labor in 4 Districts i.e. (Jhang, Layyah, Chakwal and Jhelum) of Punjab with the total cost of PKR 160 million.
- Establishment of Bhakhar Job Bureau with the total cost of PKR 15.000 million.
- Efficient utilization of funds for on- going development schemes.

## **TARGETS FOR FY 2018-19**

Following Scheme is expected to be completed during FY 2018-19

- Capacity Development of Industry to Promote Compliance with Labour Standards.

## **NEW INITIATIVES 2018-19**

- Capacity Building of OSH Regimes to Promote Safer Working Condition at work places
- Business Re-engineering & Strengthening of Labour Inspectorate.

## **TRENDS OF ALLOCATION**

**(PKR in Millions)**

<b>Sr. No.</b>	<b>Years</b>	<b>Allocation</b>
1.	2014-15	111
2.	2015-16	610
3.	2016-17	650
4.	2017-18	650
5.	2018-19	300

**MTDF 2018-21**  
**LABOUR & HR DEVELOPMENT: SUMMARY**  
**DEVELOPMENT PROGRAMME 2018-19**

*(Million Rs.)*

Sub-Sector	Local	F. Aid	Total
<b>On-going Schemes</b>			
Regular	294.000	0.000	294.000
<b>Total: On-going Schemes</b>	<b>294.000</b>	<b>0.000</b>	<b>294.000</b>
<b>New Schemes</b>			
Regular	6.000	0.000	6.000
<b>Total: New Schemes</b>	<b>6.000</b>	<b>0.000</b>	<b>6.000</b>
<b>Total (Ongoing + New + ODP)</b>	<b>300.000</b>	<b>0.000</b>	<b>300.000</b>

**DEVELOPMENT PROGRAMME 2019-20**

*(Million Rs.)*

Sub-Sector	Local	F. Aid	Total
<b>On-going Schemes</b>			
Regular	323.400	0.000	323.400
<b>Total: On-going Schemes</b>	<b>323.400</b>	<b>0.000</b>	<b>323.400</b>
<b>New Schemes</b>			
Regular	6.600	0.000	6.600
<b>Total: New Schemes</b>	<b>6.600</b>	<b>0.000</b>	<b>6.600</b>
<b>Total (Ongoing + New + ODP)</b>	<b>330.000</b>	<b>0.000</b>	<b>330.000</b>

**DEVELOPMENT PROGRAMME 2020-21**

*(Million Rs.)*

Sub-Sector	Local	F. Aid	Total
<b>On-going Schemes</b>			
Regular	355.740	0.000	355.740
<b>Total: On-going Schemes</b>	<b>355.740</b>	<b>0.000</b>	<b>355.740</b>
<b>New Schemes</b>			
Regular	7.260	0.000	7.260
<b>Total: New Schemes</b>	<b>7.260</b>	<b>0.000</b>	<b>7.260</b>
<b>Total (Ongoing + New + ODP)</b>	<b>363.000</b>	<b>0.000</b>	<b>363.000</b>

<b>MTDF 2018-21 : Grand Total</b>	<b>993.000</b>
-----------------------------------	----------------

## LABOUR & HR DEVELOPMENT: SUMMARY

(PKR Million)

Type / Sub Sector	No. of Schemes	Provision for 2018-19				Projection for 2019-20	Projection for 2020-21
		Capital	Revenue	Foreign Aid	G. Total (Cap + Rev)		
<b><u>ON-GOING SCHEMES</u></b>							
Regular	4	0.000	294.000	0.000	294.000	350.000	414.352
<b>Total: ON-GOING SCHEMES</b>	<b>4</b>	<b>0.000</b>	<b>294.000</b>	<b>0.000</b>	<b>294.000</b>	<b>350.000</b>	<b>414.352</b>
<b><u>NEW SCHEMES</u></b>							
Regular	2	0.000	6.000	0.000	6.000	0.000	0.000
<b>Total: NEW SCHEMES</b>	<b>2</b>	<b>0.000</b>	<b>6.000</b>	<b>0.000</b>	<b>6.000</b>	<b>0.000</b>	<b>0.000</b>
<b>Total: ADP</b>	<b>6</b>	<b>0.000</b>	<b>300.000</b>	<b>0.000</b>	<b>300.000</b>	<b>350.000</b>	<b>414.352</b>
<b>Grand Total</b>	<b>6</b>	<b>0.000</b>	<b>300.000</b>	<b>0.000</b>	<b>300.000</b>	<b>350.000</b>	<b>414.352</b>

## Labour & HR Development

(PKR Million)

GS No	Scheme Information Scheme ID / Approval Date / Location	Est. Cost	Accum. Exp. June, 18	Provision for 2018-19			MTDF Projections		Throw fwd Beyond June, 2021
				Cap.	Rev.	G.Total (Cap.+Rev.)	2019-20	2020-21	
1	2	3	4	5	6	7	8	9	10

### ON-GOING SCHEMES

#### Regular

5886	Integrated Project for Promotion of Decent Work for Vulnerable Workers in Punjab Province 30-13-37-000289 / 01-07-2014 / Punjab LO14000337 R	5,150.000	615.615	0.000	247.000	247.000	300.000	350.000	3,637.385
5887	Capacity Development of Industry to Promote Compliance with Labour Standards. 30-14-37-000500 / 01-12-2014 / Punjab LO14003175 R	120.030	99.299	0.000	12.000	12.000	0.000	0.000	0.000
5888	Provincial Child Labour Survey (GOP Component = 90.187 m) (UNICEF = 50.000 m) Lahore, Punjab 30-15-37-001884 / 01-09-2015 / Punjab LO15002133 R	140.187	2.561	0.000	20.000	20.000	30.000	37.626	50.000
5889	Elimination of bonded labor in 4 Districts of Punjab. 30-12-38-000097 / 01-11-2012 / Bahawalpur, Faisalabad, Gujrat, Sargodha LO12000583 R	196.987	135.261	0.000	15.000	15.000	20.000	26.726	0.000
<b>Total: Regular</b>		<b>5,607.204</b>	<b>852.736</b>	<b>0.000</b>	<b>294.000</b>	<b>294.000</b>	<b>350.000</b>	<b>414.352</b>	<b>3,687.385</b>
<b>Total: ON-GOING SCHEMES</b>		<b>5,607.204</b>	<b>852.736</b>	<b>0.000</b>	<b>294.000</b>	<b>294.000</b>	<b>350.000</b>	<b>414.352</b>	<b>3,687.385</b>

### NEW SCHEMES

#### Regular

5890	Business Re-Engineering & Strengthening of Labour Inspectorate 30-18-37-025655 / Un-Approved / Punjab	20.000	0.000	0.000	1.000	1.000	0.000	0.000	0.000
5891	Capacity Building Of OSH Regimes to Promote Safer Working Condition at Workplaces 30-18-38-025650 / Un-Approved / Bahawalpur, Faisalabad, Gujranwala, Kasur, Lahore, Multan, Rawalpindi, Sheikhupura, Sialkot, Vehari	200.000	0.000	0.000	5.000	5.000	0.000	0.000	0.000
<b>Total: Regular</b>		<b>220.000</b>	<b>0.000</b>	<b>0.000</b>	<b>6.000</b>	<b>6.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
<b>Total: NEW SCHEMES</b>		<b>220.000</b>	<b>0.000</b>	<b>0.000</b>	<b>6.000</b>	<b>6.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
<b>Grand Total</b>		<b>5,827.204</b>	<b>852.736</b>	<b>0.000</b>	<b>300.000</b>	<b>300.000</b>	<b>350.000</b>	<b>414.352</b>	<b>3,687.385</b>