

LABOUR AND HUMAN RESOURCE

VISION

Meeting challenges of modern day Labour force through improvement of working conditions and environment in 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

- 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 in the section of transport and railway.
- Implementation of Government Policies and Programs for the gradual elimination of child and bonded Labour.
- Enforcement of Weights & Measures laws on Factories Shops, Establishments including Petrol Pumps.

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 / INITIATIVES

- Labour Department is collaborating with International Labour Organization (ILO) to implement decent work program in the province.
- Department 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 Labour Inspection Computerization 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 2015-16

- Recruitment of staff for head office and establishment of Project Management Unit
- Recruitment of district staff and establishment of 10 District Implementing Units
- IEC material on Child Labour, Bonded Labour, Legal Aid Service Unit and Integrated Project has been prepared and disseminated in target districts
- Capacity building/orientation training of Project staff was conducted with the support of ILO
- The PMU-IP has arranged trainings on Reporting Mechanism, OSH and Social Mobilization for District Managers, Social Mobilizers and Assistant Directors.
- Annual work plan is being successfully implemented by all DIUs
- Districts Coordination Committees are notified under the chairmanship of respective DCOs in all 10 Project districts
- 13 District Coordination Committee (DCC) meetings held in Project districts so far
- 28 District Vigilance Committee (DVC) meetings held in Project districts so far
- 105 Hazardous workplaces have been identified to transform into model workplaces to make safe for workers under Occupational Safety & Health standards in 10 districts (10 per district). SAA-CIWCE assessed 50 hazardous workplaces (5 per district) and listing of Personal Protection Equipments (PPEs) have been finalized for Tender floating
- Legal Aid Service Unit (LASU) has been established in PMU-IP having Toll Free Number 0800-88889. 20 volunteer lawyers (2 from each district) have been identified for legal support to BK Workers and orientation session on LASU have been organized for these lawyers
- Baseline survey is being holding by the Punjab Bureau of Statistics. Data collection has been completed in all 10 districts & now the data is being entered into the system. Focus Group Discussions have been conducted in district Sheikhpura & Hafizabad
- 4898 Un-registered Brick Kiln Workers have been identified and shared with NADRA for processing of their CNICs. 4056 CNICs of brick kiln workers have been processed and 261 CNICs have been issued to BK Workers
- 3550 Un-registered Children have been identified for their birth registration and 3337 Children have been registered

- 261 BK Workers have been identified for issuance of PESSI cards. 70 cards have been processed and issued
- 38 NFBE Schools have been established in 10 Project districts with the enrollment of 1617 children. These NFBE Schools have been established with the support of local philanthropists/self-help basis
- 184 Households of Bonded & Child Labour have been linked with MFIs (AKHUWAT, WSO, FFO, NRSP, BUNYAD) & 139 more households have been identified for Economic Empowerment
- Tender of PPEs have been finalized and uploaded on PPRA website and in national newspapers

Targets for FY 2016-17

- Provision of Non Formal Education to all enrolled children of 120 established Non Formal Education Centers (NFECs) in 4 districts where more than 4200 children having age b/w 05 to 14 years have been enrolled and studying in different grades. Moreover, these children will be mainstreamed into formal schools.
- Establishment of 30 Literacy cum Skill Training Centers for 750 adolescents where they will be made literate & trained in demand-driven skills.
- Establishment of 30 Model Workplaces in target districts to demonstrate risk reduction as tool to promote healthy employment of young and adult persons.
- Establishment and testing of mechanism for community level child labour monitoring in the four project districts.
- Research studies, awareness campaigns, web and database development, special events, stakeholders dialogues to promote the lessons learned and to encourage their large scale adoption.
- Establishment of NFBESs at community places No. of Child Labourers.
- Establishment of NFBESs at BKs No. of Bonded Child Labour (age 5-13 years).
- Total children (5-13 years) will complete primary education.
- Establishment of FLCs & CLCs for imparting literacy cum skill training to adolescents (age 14-18 years).
- Economic empowerment the adult family members of CL & BL through linkages with MFIs.
- Facilitation in the issuance of CNICs for Brick kiln workers.

- Improvement of workplaces under Occupational Safety & Health (OSH) standards in the informal sector.
- Brick kiln workers will have Social Security Cards.

Trend of Allocation

Rs. In million

Sr. No.	Years	Allocation
1.	2010-11	85
2.	2011-12	70
3.	2012-13	100
4.	2013-14	42
5.	2014-15	111
6.	2015-16	610
7.	2016-17	650

MTDF 2016-19
Labour & HR
Development Programme 2016-17

(Million Rs.)

Sub-Sector	Capital	Revenue	Total	F.Aid	Total
On-Going Schemes					
Regular	0.000	650.000	650.000	0.000	650.000
Total	0.000	650.000	650.000	0.000	650.000
New Schemes					
Regular	0.000	0.000	0.000	0.000	0.000
Total	0.000	0.000	0.000	0.000	0.000
Total (On-Going + New)	0.000	0.000	650.000	0.000	650.000

Development Programme 2016-17

On-Going Schemes					
Regular	0.000	0.000	715.000	0.000	715.000
Total	0.000	0.000	715.000	0.000	715.000
New Schemes					
Regular	0.000	0.000	0.000	0.000	0.000
Total	0.000	0.000	0.000	0.000	0.000
Total (On-Going + New)	0.000	0.000	715.000	0.000	715.000

Development Programme 2016-17

On-Going Schemes					
Regular	0.000	0.000	786.500	0.000	786.500
Total	0.000	0.000	786.500	0.000	786.500
New Schemes					
Regular	0.000	0.000	0.000	0.000	0.000
Total	0.000	0.000	0.000	0.000	0.000
Total (On-Going + New)	0.000	0.000	786.500	0.000	786.500

MTDF 2016-19: Grand Total 2151.50

LABOUR & HR DEVELOPMENT: SUMMARY

(Million Rs.)

Type / Sub Sector	No. of Schemes	Provision for 2016-17				Projection for 2017-18	Projection for 2018-19
		Capital	Revenue	Foreign Aid	G. Total (Cap+Rev)		
<u>ON-GOING SCHEMES</u>							
Regular	6	0.000	650.000	0.000	650.000	1,451.647	1,079.461
Total: ON-GOING SCHEMES	6	0.000	650.000	0.000	650.000	1,451.647	1,079.461
Total: ADP	6	0.000	650.000	0.000	650.000	1,451.647	1,079.461
Grand Total	6	0.000	650.000	0.000	650.000	1,451.647	1,079.461

LABOUR & HR DEVELOPMENT

(Million Rs.)

GS No	Scheme Information Approval Date / Location	Est. Cost	Accum. Exp June,16	Provision for 2016-17			MTDF Projections		Throw fwd Beyond June, 2019
				Cap	Rev	G. Total (Cap+Rev)	2017-18	2018-19	
1	2	3	4	5	6	7	8	9	10

ON-GOING SCHEMES

Regular

4675	Establishment of Labour Market Information and Resource Centre. 19-02-2016 Lahore , Punjab	45.027	37.885	0.000	7.142	7.142	0.000	0.000	0.000
4676	Capacity Development of Industry to Promote Compliance with Labour Standards. 31-10-2014 Lahore , Punjab.	134.160	51.770	0.000	41.671	41.671	40.719	0.000	0.000
4677	Provincial Child Labour Survey (GOP Component=90.187 m) (UNISEF=50.000 m) Approved Lahore , Punjab	140.187	25.000	0.000	65.187	65.187	0.000	0.000	0.000
4678	Integrated Project for Promotion of Decent Work for Vulnerable Workers in Punjab Province 06-05-2014 Punjab	5,159.629	81.163	0.000	449.000	449.000	1,286.275	1,079.461	2,263.730
4679	Combating Worst Forms of Child Labour in 4 districts of Punjab. 21-11-2011 Chakwal, Jhulem, Jhang, Layyah	180.832	98.753	0.000	40.000	40.000	42.079	0.000	0.000
4680	Elimination of bonded labour in 4 Districts of Punjab. 11-10-2012 Faisalabad, Sargodha, Gujrat, Bahawalpur	196.987	67.413	0.000	47.000	47.000	82.574	0.000	0.000
Sub-Total: Regular		5,856.822	361.984	0.000	650.000	650.000	1,451.647	1,079.461	2,263.730
Total: ON-GOING SCHEMES		5,856.822	361.984	0.000	650.000	650.000	1,451.647	1,079.461	2,263.730
Total: ADP		5,856.822	361.984	0.000	650.000	650.000	1,451.647	1,079.461	2,263.730
Grand Total		5,856.822	361.984	0.000	650.000	650.000	1,451.647	1,079.461	2,263.730