
LABOUR & HR DEVELOPMENT

LABOUR & HUMAN RESOURCE DEVELOPMENT

VISION

Protect the rights of workers and secure economic development through a satisfied, productive workforce; ensure social justice at the workplace through industrial peace; promote healthy labour-management relations for greater socio-economic progress and facilitate implementation of Occupational Safety and Health of labour; and undertaking other welfare measures for workers' families including healthcare, education and housing.

POLICY

The development program envisages meeting challenges of the modern day labour force through improvement of working conditions and environment in labour institutions, capacity building and provision of state-of-the-art adequate facilities. Elimination of bonded labour in brick kilns and replacement of existing carpet looms with ergonomic looms for the empowerment of carpet weaving families for combating hazardous child labour are also being introduced.

STRATEGIC INTERVENTIONS

- Provision of additional facilities and human resources at Centre for Improvement of Working Conditions & Environment (CIWC&E) / Industrial Relations Institute (IRI);
- Elimination of bonded labour in brick kilns in Punjab in general with major focus on Kasur & Lahore;
- Introduction of ergonomic looms for carpet weaving families;
- Awareness of workers and employers of their rights and obligations under the Labour laws; and
- Establishment of information system of factories and computerization of data.

Trend of Allocations

(Rs. in million)

Years	Original Allocation	Revised Allocation
2005-06	50.000	16.000
2006-07	60.000	17.000
2007-08	95.000	8.000
2008-09	100.000	46.000
2009-10	70.000	52.771
2010-11	85.000	

MTDF 2010-13
Labour & Human Resources : Summary
Development Programme 2010-11

Million Rs

Sub-Sector	Ongoing Programme					New Programme					Total				
	Capital	Revenue	Total	F. Aid	Total	Capital	Revenue	Total	F. Aid	Total	Capital	Revenue	Total	F. Aid	Total
Labour & Human Resources	0.000	40.000	40.000	0.000	40.000	24.000	21.000	45.000	0.000	45.000	24.000	61.000	85.000	0.000	85.000
Total	0.000	40.000	40.000	0.000	40.000	24.000	21.000	45.000	0.000	45.000	24.000	61.000	85.000	0.000	85.000
No. of Schemes	4					2					6				

Development Programme 2011-12

Sub-Sector	Ongoing Programme					New Programme					Total				
	Capital	Revenue	Total	F. Aid	Total	Capital	Revenue	Total	F. Aid	Total	Capital	Revenue	Total	F. Aid	Total
Labour & Human Resources	0.000	27.235	27.235	0.000	27.235	40.000	10.000	50.000	0.000	50.000	40.000	37.235	77.235	0.000	77.235
Total	0.000	27.235	27.235	0.000	27.235	40.000	10.000	50.000	0.000	50.000	40.000	37.235	77.235	0.000	77.235

Development Programme 2012-13

Sub-Sector	Ongoing Programme					New Programme					Total				
	Capital	Revenue	Total	F. Aid	Total	Capital	Revenue	Total	F. Aid	Total	Capital	Revenue	Total	F. Aid	Total
Labour & Human Resources	0.000	21.063	21.063	0.000	21.063	36.000	9.000	45.000	0.000	45.000	36.000	30.063	66.063	0.000	66.063
Total	0.000	21.063	21.063	0.000	21.063	36.000	9.000	45.000	0.000	45.000	36.000	30.063	66.063	0.000	66.063

LABOUR & HUMAN RESOURCES 2010-13: GRAND TOTAL

228.298

LABOUR & HR DEVELOPMENT: SUMMARY

(Rs. in million)

Type / Sub Sector	No. of Schemes	Provision for 2010-11						G. Total (Cap+Rev)	Projection for 2011-12	Projection for 2012-13
		Local		Foreign Aid		Total				
		Capital	Revenue	Capital	Revenue	Capital	Revenue			
<u>ON-GOING SCHEMES</u>										
Regular	4	0.000	40.000	0.000	0.000	0.000	40.000	40.000	27.235	21.063
Total: ON-GOING SCHEMES	4	0.000	40.000	0.000	0.000	0.000	40.000	40.000	27.235	21.063
<u>NEW SCHEMES</u>										
Regular	1	4.000	1.000	0.000	0.000	4.000	1.000	5.000	50.000	45.000
Block	1	20.000	20.000	0.000	0.000	20.000	20.000	40.000	0.000	0.000
Total: NEW SCHEMES	2	24.000	21.000	0.000	0.000	24.000	21.000	45.000	50.000	45.000
Grand Total	6	24.000	61.000	0.000	0.000	24.000	61.000	85.000	77.235	66.063

LABOUR & HR DEVELOPMENT

(Rs. in million)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2009-10	Provision for 2010-11						Projection for 2011-12	Projection for 2012-13	Throw fwd beyond June, 2013	
						Local		Foreign Aid		Total					G. Total (Cap+Rev)
			F. Aid	Total		Cap	Rev	Cap	Rev	Cap	Rev				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

ON-GOING SCHEMES

Regular

2939	1	Name of the Scheme	Provision of additional facilities and human resources at CIWCE/IRI	0.000	29.495	15.663	0.000	5.137	0.000	0.000	0.000	5.137	5.137	3.792	4.903	0.000
		Approval Date	Approved 13-09-2008													
		Major Components	Provision of equipment and furniture for the newly constructed auditorium/conference hall Provision of computers, vehicles, multimedia projectors, lab accessories and equipment, furniture for the existing building and staff of CIWCE and IRI so that an OSH outreach programme can be started Recruitment of staff Training and lab testing activities in OSH to be provided on commercial basis Holding of international conferences on OSH and CSR/social compliance													
		Major Targets	Equipping the auditorium Provision of missing facilities at CIWCE/IRIFacilitating the industry to meet OSH standards by providing quality training and testing facilities on cost basis. Offering joint trainings with other service providers on cost sharing basis To take steps for making the training and lab testing self sustainable													
		District and Tehsil	Lahore													

LABOUR & HR DEVELOPMENT

(Rs. in million)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2009-10	Provision for 2010-11						Projection for 2011-12	Projection for 2012-13	Throw fwd beyond June, 2013		
						Local		Foreign Aid		Total					G. Total (Cap+Rev)	
			F. Aid	Total		Cap	Rev	Cap	Rev	Cap	Rev					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
2940	2	Name of the Scheme	Elimination of bonded labour in brick kilns	0.000	123.367	51.429	0.000	25.493	0.000	0.000	0.000	25.493	25.493	16.263	16.160	14.022
		Approval Date	Approved													
		Major Components	A Project Management Committee and Project Management Unit (Bonded Labour Cell) will be established .Capacity building of DVCs and other stakeholders.Assistance to brick kiln workers to acquire NICs.. Publicity campaigns to be launched. Facilitation for Enrolment in voter listsProvision of education, skill, literacy and health facilities at selected clusters of brick kilns.													
		Major Targets	Veterinary services will be provided to kilns families animals.Testing of technologies of brick making to evolve technological solution to the bonded labour problem in brick kilns.Project partners from NGO sector to be included who will share the cost Non formal education of 7000 children and young person from brick kiln families. Provision of micro finance on interest free basis to 4500 brick kilns families Alternate skills provided to approx. 500 women from brick kilns. Holding of seminars/awareness and training sessions for various stakeholders including DVC members. Facilitation in issuance of NICs to approx. 13000 workers or their family members at brick kilns- Facilitation in enrollment in voter list and provision of Veterinary services													
		District and Tehsil	whole Punjab with major focus on Kasur, Lahore													

LABOUR & HR DEVELOPMENT

(Rs. in million)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2009-10	Provision for 2010-11						Projection for 2011-12	Projection for 2012-13	Throw fwd beyond June, 2013	
			F. Aid	Total		Local		Foreign Aid		Total					G. Total (Cap+Rev)
						Cap	Rev	Cap	Rev	Cap	Rev				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
2941	3	Name of the Scheme Introduction of Ergonomic Looms for the Carpet Weavers	0.000	4.700	3.350	0.000	1.350	0.000	0.000	0.000	1.350	1.350	0.000	0.000	0.000
		Approval Date	Approved 28-08-2009												
		Major Components	• Procurement of improved looms & workplace safety & health measures. • Selection of families to receive the improved looms and safety & health accessories. • Provision of looms and safety and health accessories to the beneficiary families												
		Major Targets	• Establishment of 50 model work sites with improved looms, health & safety measures. • Impact assessment of the interventions to study the impact of safety, health and income of the carpet weavers of the improved work environment												
		District and Tehsil	Sheikhupura, Faisalabad, Toba Tek Singh, Vehari, Khanewal & Lahore												
2942	4	Name of the Scheme Awareness of Workers & Employers on their Rights and Obligations under Labour Laws.	0.000	25.000	9.800	0.000	8.020	0.000	0.000	0.000	8.020	8.020	7.180	0.000	0.000
		Approval Date	Approved 11-08-2009												
		Major Components	• Development and production of literature on workers/ employers awareness • Campaigns through print and electronic media. Holding of conferences and symposiums for consultation with representatives of workers, employers												
		Major Targets	• Achieving better compliance with labour laws through awareness. • Promotion of welfare schemes and facilities among the workers. • Promotion of healthy social dialogue and industrial peace in the province.												
		District and Tehsil	Punjab												
Sub-Total: Regular			0.000	182.562	80.242	0.000	40.000	0.000	0.000	0.000	40.000	40.000	27.235	21.063	14.022
Total: ON-GOING SCHEMES			0.000	182.562	80.242	0.000	40.000	0.000	0.000	0.000	40.000	40.000	27.235	21.063	14.022

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(Rs. in million)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2009-10	Provision for 2010-11						Projection for 2011-12	Projection for 2012-13	Throw fwd beyond June, 2013	
						Local		Foreign Aid		Total					G. Total (Cap+Rev)
			F. Aid	Total		Cap	Rev	Cap	Rev	Cap	Rev				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

NEW SCHEMES

Regular

2943	5	Name of the Scheme	Computerization of data and Information of the Factories and establishments	0.000	100.000	0.000	4.000	1.000	0.000	0.000	4.000	1.000	5.000	50.000	45.000	0.000
		Approval Date	Un-Approved													
		Major Components	1. Establishment of Labour Statistics cell at Directorate and Division levels. Recruitment of Staff . Prepration of data information forms. Procurement of computer hardware. Development of software. Onlineflows of information on the prescribed format.Computerization data base and information.													
		Major Targets	Computerization classification and categorization of information for their use as better data source for future policy and planning. Delivery of better services to the stakeholder.													
		District and Tehsil	Punjab													
Sub-Total: Regular				0.000	100.000	0.000	4.000	1.000	0.000	0.000	4.000	1.000	5.000	50.000	45.000	0.000

Block

2944	6	Name of the Scheme	Block allocation for fast moving / unfunded schemes	0.000	40.000	0.000	20.000	20.000	0.000	0.000	20.000	20.000	40.000	0.000	0.000	0.000
		Approval Date	Un-Approved													
		Major Components	Labour Welfare Schemes													
		Major Targets	Completion of schemes													
		District and Tehsil	Punjab													
Sub-Total: Block				0.000	40.000	0.000	20.000	20.000	0.000	0.000	20.000	20.000	40.000	0.000	0.000	0.000
Total: NEW SCHEMES				0.000	140.000	0.000	24.000	21.000	0.000	0.000	24.000	21.000	45.000	50.000	45.000	0.000
Grand Total				0.000	322.562	80.242	24.000	61.000	0.000	0.000	24.000	61.000	85.000	77.235	66.063	14.022