

## **LABOUR & HUMAN RESOURCE DEVELOPMENT**

### **Vision**

Protect the rights of workers and secure economic development through a satisfied, productive workforce; ensure social justice at the work place 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 faced by labour force through improvement of working conditions and environment in workplaces, raising awareness of rights and responsibilities under labour laws, assisting the industry by holding internationally accredited trainings on labour related standards, establishment of a modern labour market information system.

### **Objectives**

- Elimination of bonded labour in brick kilns in Punjab in general with major focus on Kasur & Lahore
- Provision of additional facilities and human resources at Centre for Improvement of Working Conditions & Environment (CIWC&E) / Industrial Relations Institute (IRI)
- Awareness of workers and employers of their rights and obligations under the Labour laws

### **Strategic Interventions**

- Establishment of Labour Market Information and Resource Centre
- Combating Worst Forms of Child Labour in 4 district of Punjab
- Provision of Checking Kit of Weights & Measures and allied Training for inspecting Staff (Pilot Project for Lahore)
- Accreditation and Capacity Building of Secondary Standard Laboratory of Weights & Measures, Government of Punjab
- Extension of scheme on Elimination of Bonded Labour in 4 districts of Punjab

**Trend of Allocation**

(Million Rs.)

| <b>Sr. No</b> | <b>Year</b> | <b>Allocation</b> |
|---------------|-------------|-------------------|
| 1             | 2006-07     | 60.000            |
| 2             | 2007-08     | 95.000            |
| 3             | 2008-09     | 100.000           |
| 4             | 2009-10     | 70.000            |
| 5             | 2010-11     | 85.000            |
| 6             | 2011-12     | 70.646            |
| 7             | 2012-13     | 100.000           |

**MTDF 2012-15**  
**Labour & Human Resource : Summary**  
**Development Programme 2012-13**

(Million Rs.)

| Sub-Sector                 | Capital      | Revenue       | Total          | F. Aid       | Total          |
|----------------------------|--------------|---------------|----------------|--------------|----------------|
| <b>Ongoing Schemes</b>     |              |               |                |              |                |
| Regular                    | 1.000        | 67.446        | 68.446         | 0.000        | <b>68.446</b>  |
| <b>Total</b>               | <b>1.000</b> | <b>67.446</b> | <b>68.446</b>  | <b>0.000</b> | <b>68.446</b>  |
| <b>New Schemes</b>         |              |               |                |              |                |
| Regular                    | 0.000        | 15.405        | 15.405         | 0.000        | <b>15.405</b>  |
| Block                      | 0.000        | 16.149        | 16.149         | 0.000        | <b>16.149</b>  |
| <b>Total</b>               | <b>0.000</b> | <b>31.554</b> | <b>31.554</b>  | <b>0.000</b> | <b>31.554</b>  |
| <b>Total (ongoing+new)</b> | <b>1.000</b> | <b>99.000</b> | <b>100.000</b> | <b>0.000</b> | <b>100.000</b> |

**Development Program 2013-14**

|                            |              |                |                |              |                |
|----------------------------|--------------|----------------|----------------|--------------|----------------|
| <b>Ongoing Schemes</b>     |              |                |                |              |                |
| Labour                     | 1.650        | 84.800         | 86.450         | 0.000        | <b>86.450</b>  |
| <b>Total</b>               | <b>1.650</b> | <b>84.800</b>  | <b>86.450</b>  | <b>0.000</b> | <b>86.450</b>  |
| <b>New Schemes</b>         |              |                |                |              |                |
| Labour                     | 2.200        | 21.350         | 23.550         | 0.000        | <b>23.550</b>  |
| <b>Total</b>               | <b>2.200</b> | <b>21.350</b>  | <b>23.550</b>  | <b>0.000</b> | <b>23.550</b>  |
| <b>Total (ongoing+new)</b> | <b>3.850</b> | <b>106.150</b> | <b>110.000</b> | <b>0.000</b> | <b>110.000</b> |

**Development Program 2014-15**

|  |              |                |                |              |                |
|--|--------------|----------------|----------------|--------------|----------------|
| <b>Ongoing Schemes</b>                                       |              |                |                |              |                |
| Labour   | 1.820        | 93.280         | 95.100         | 0.000        | <b>95.100</b>  |
| <b>Total</b>   | <b>1.820</b> | <b>93.280</b>  | <b>95.100</b>  | <b>0.000</b> | <b>95.100</b>  |
| <b>New Schemes</b>   |              |                |                |              |                |
| Labour   | 2.400        | 23.500         | 25.900         | 0.000        | <b>25.900</b>  |
| <b>Total</b>   | <b>2.400</b> | <b>23.500</b>  | <b>25.900</b>  | <b>0.000</b> | <b>25.900</b>  |
| <b>Total (ongoing+new)</b>                                   | <b>4.220</b> | <b>116.780</b> | <b>121.000</b> | <b>0.000</b> | <b>121.000</b> |
| <b>Labour &amp; Human Resource MTDF 2012-15: Grand Total</b> |              |                |                |              | <b>331.000</b> |

## LABOUR & HR DEVELOPMENT: SUMMARY

(Million Rs.)

| Type / Sub Sector              | No. of Schemes | Provision for 2012-13 |               |              |                    | Projection for 2013-14 | Projection for 2014-15 |
|--------------------------------|----------------|-----------------------|---------------|--------------|--------------------|------------------------|------------------------|
|                                |                | Capital               | Revenue       | Foreign Aid  | G. Total (Cap+Rev) |                        |                        |
| <b><u>ON-GOING SCHEMES</u></b> |                |                       |               |              |                    |                        |                        |
| Regular                        | 6              | 1.000                 | 67.446        | 0.000        | 68.446             | 127.114                | 43.598                 |
| <b>Total: ON-GOING SCHEMES</b> | <b>6</b>       | <b>1.000</b>          | <b>67.446</b> | <b>0.000</b> | <b>68.446</b>      | <b>127.114</b>         | <b>43.598</b>          |
| <b><u>NEW SCHEMES</u></b>      |                |                       |               |              |                    |                        |                        |
| Regular                        | 2              | 0.000                 | 15.405        | 0.000        | 15.405             | 72.000                 | 64.000                 |
| Block                          | 1              | 0.000                 | 16.149        | 0.000        | 16.149             | 0.000                  | 0.000                  |
| <b>Total: NEW SCHEMES</b>      | <b>3</b>       | <b>0.000</b>          | <b>31.554</b> | <b>0.000</b> | <b>31.554</b>      | <b>72.000</b>          | <b>64.000</b>          |
| <b>Grand Total</b>             | <b>9</b>       | <b>1.000</b>          | <b>99.000</b> | <b>0.000</b> | <b>100.000</b>     | <b>199.114</b>         | <b>107.598</b>         |

# LABOUR & HR DEVELOPMENT

(Million Rs.)

| GS No | Scheme Information<br>Approval Date / Location / Scheme ID | Est. Cost | Accum. Exp<br>June,12 | Provision for 2012-13 |     |                       | MTDF Projections |         | Throw fwd<br>Beyond<br>June, 2015 |
|-------|--|-----------|-----------------------|-----------------------|-----|-----------------------|------------------|---------|-----------------------------------|
|       |  |           |                       | Cap                   | Rev | G. Total<br>(Cap+Rev) | 2013-14          | 2014-15 |                                   |
| 1     | 2  | 3         | 4                     | 5                     | 6   | 7                     | 8                | 9       | 10                                |

## ON-GOING SCHEMES

### Regular

|                                |   |                |                |              |               |               |                |               |               |
|--------------------------------|---|----------------|----------------|--------------|---------------|---------------|----------------|---------------|---------------|
| 1661                           | Provision of additional facilities and human resources at CIWCE/IRI<br>13-9-2008 Lahore<br>LMP08-23231818501-0001   | 29.496         | 22.560         | 0.000        | 5.936         | 5.936         | 1.000          | 0.000         | 0.000         |
| 1662                           | Provision of Checking Kit of Weights & Measures and allied Training for inspecting Staff (Pilot Project for Lahore)<br>August,2011 Lahore<br>LMP11-23231818501-0001 | 8.300          | 4.000          | 0.000        | 4.300         | 4.300         | 0.000          | 0.000         | 0.000         |
| 1663                           | Elimination of bonded labour in brick kilns<br>Approved Lahore, Kasur , Pattoki, Chunian, Kot Radha Kishan<br>LMP11-23248800001-0002                                | 123.367        | 87.850         | 0.000        | 17.500        | 17.500        | 18.017         | 0.000         | 0.000         |
| 1664                           | Awareness of Workers & Employers on their Rights and Obligations under Labour Laws.<br>11-8-2009 Punjab<br>LMP09-23239900001-0001                                   | 25.000         | 15.351         | 0.000        | 5.000         | 5.000         | 4.649          | 0.000         | 0.000         |
| 1665                           | Establishment of Labour Market Information and Resource Centre<br>Approved Punjab<br>LMP11-23239900001-0003   | 65.272         | 13.000         | 1.000        | 4.000         | 5.000         | 47.272         | 11.535        | 0.000         |
| 1666                           | Combating Worst Forms of Child Labour in 4 districts of Punjab<br>Approved Jhelum, Chakwal, Jhang, Layyah<br>LMP11-23238800001-0004                                 | 180.832        | 17.000         | 0.000        | 30.710        | 30.710        | 56.176         | 32.063        | 44.883        |
| <b>Sub-Total: Regular</b>      |   | <b>432.267</b> | <b>159.761</b> | <b>1.000</b> | <b>67.446</b> | <b>68.446</b> | <b>127.114</b> | <b>43.598</b> | <b>44.883</b> |
| <b>Total: ON-GOING SCHEMES</b> |   | <b>432.267</b> | <b>159.761</b> | <b>1.000</b> | <b>67.446</b> | <b>68.446</b> | <b>127.114</b> | <b>43.598</b> | <b>44.883</b> |

## NEW SCHEMES

### Regular

|                           |  |                |                |              |               |                |                |                |                |
|---------------------------|--|----------------|----------------|--------------|---------------|----------------|----------------|----------------|----------------|
| 1667                      | Accreditation and Capacity Building of Secondary Standard Laboratory of Weights & Measures, Government of Punjab<br>Un-Approved Lahore<br>LMP12-23231818501-0001 | 20.000         | 0.000          | 0.000        | 3.000         | 3.000          | 17.000         | 8.000          | 0.000          |
| 1668                      | Elimination of bonded labour in 4 Districts of Punjab.<br>Un-Approved Faisalabad, Sargodha, Gujrat, Bahawalpur<br>LMP12-23248800001-0002                         | 198.768        | 0.000          | 0.000        | 12.405        | 12.405         | 55.000         | 56.000         | 75.363         |
| <b>Sub-Total: Regular</b> |  | <b>218.768</b> | <b>0.000</b>   | <b>0.000</b> | <b>15.405</b> | <b>15.405</b>  | <b>72.000</b>  | <b>64.000</b>  | <b>75.363</b>  |
| <b>Block</b>              |  |                |                |              |               |                |                |                |                |
| 1669                      | Block Allocation for new initiatives under Labour<br>Un-Approved Punjab<br>LMP12-23239900013-0003  | 16.149         |                | 0.000        | 16.149        | 16.149         | 0.000          | 0.000          | 0.000          |
| <b>Sub-Total: Block</b>   |  | <b>16.149</b>  |                | <b>0.000</b> | <b>16.149</b> | <b>16.149</b>  | <b>0.000</b>   | <b>0.000</b>   | <b>0.000</b>   |
| <b>Total: NEW SCHEMES</b> |  | <b>234.917</b> | <b>0.000</b>   | <b>0.000</b> | <b>31.554</b> | <b>31.554</b>  | <b>72.000</b>  | <b>64.000</b>  | <b>75.363</b>  |
| <b>Grand Total</b>        |  | <b>667.184</b> | <b>159.761</b> | <b>1.000</b> | <b>99.000</b> | <b>100.000</b> | <b>199.114</b> | <b>107.598</b> | <b>120.246</b> |