

LABOUR AND HUMAN RESOURCE

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 in 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 / INITIATIVES

- 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 2016-17

- An amount of Rs. 290.000 million was surrendered from the allocated amount. Hence, revised allocation of the sector is 360. This amount is expected to be utilized up to June 2017.
- A development scheme namely “Establishment of labour market and information and resource center” has been completed during ADP 2016-17.
- Efficient utilization of funds for various development schemes.
- Recruitment of integrated project staff for all districts of Punjab.

TARGETS FOR FY 2017-18

- Protection of 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.
- Improvement of workplaces under Occupational Safety & Health (OSH) standards in the informal sector.
- Execution of On-going schemes smoothly and efficiently to get maximum results.
- Completion of three On-going schemes during ADP 2017-18.
- Labour department aims to launch integrated project in all districts of the Punjab in One go in the fiscal year 2017-18.
- Issuance of khidmat cards to bonded and child labour of all sectors.
- Economic empowerment of the adult family members of Child Labour & Bonded Labour through Micro Finance.

- Conduction of provincial child labour survey in Punjab.
- Capacity development of industry to promote compliance with labour standards.
- A new scheme namely “Establishment of Bhakkar Job Bureau” has been included in ADP 2017-18. The Civil Work of this scheme will be completed during fiscal year 2017-18.

TREND OF ALLOCATION

(Million PKR)

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
8.	2017-18	650

MTDF 2017-20
LABOUR & HR DEVELOPMENT: SUMMARY
DEVELOPMENT PROGRAMME 2017-18

(Million Rs.)

Sub-Sector	Local	F. Aid	Total
On-going Schemes			
Regular	640.000	0.000	640.000
Total: On-going Schemes	640.000	0.000	640.000
New Schemes			
ODP	10.000	0.000	10.000
Total: New Schemes	10.000	0.000	10.000
Total (Ongoing + New + ODP)	650.000	0.000	650.000

DEVELOPMENT PROGRAMME 2018-19

(Million Rs.)

Sub-Sector	Local	F. Aid	Total
On-going Schemes			
Regular	704.000	0.000	704.000
Total: On-going Schemes	704.000	0.000	704.000
New Schemes			
ODP	11.000	0.000	11.000
Total: New Schemes	11.000	0.000	11.000
Total (Ongoing + New + ODP)	715.000	0.000	715.000

DEVELOPMENT PROGRAMME 2019-20

(Million Rs.)

Sub-Sector	Local	F. Aid	Total
On-going Schemes			
Regular	774.400	0.000	774.400
Total: On-going Schemes	774.400	0.000	774.400
New Schemes			
ODP	12.100	0.000	12.100
Total: New Schemes	12.100	0.000	12.100
Total (Ongoing + New + ODP)	786.500	0.000	786.500

MTDF 2017-20 : Grand Total

2,151.500

LABOUR & HR DEVELOPMENT: SUMMARY

(Million PKR.)

Type / Sub Sector	No. of Schemes	Provision for 2017-18				Projection for 2018-19	Projection for 2019-20
		Capital	Revenue	Foreign Aid	G. Total (Cap+Rev)		
<u>ON-GOING SCHEMES</u>							
Regular	5	0.000	640.000	0.000	640.000	536.012	500.000
Total: ON-GOING SCHEMES	5	0.000	640.000	0.000	640.000	536.012	500.000
<u>NEW SCHEMES</u>							
ODP	1	10.000	0.000	0.000	10.000	5.000	0.000
Total: NEW SCHEMES	1	10.000	0.000	0.000	10.000	5.000	0.000
Grand Total	6	10.000	640.000	0.000	650.000	541.012	500.000

LABOUR & HR DEVELOPMENT

(Million PKR.)

GS No	Scheme Information Approval Date / Location	Est. Cost	Accum. Exp June,17	Provision for 2017-18			MTDF Projections		Throw fwd Beyond June, 2020
				Cap	Rev	G. Total (Cap+Rev)	2018-19	2019-20	
1	2	3	4	5	6	7	8	9	10

ON-GOING SCHEMES

Regular

9239	Capacity Development of Industry to Promote Compliance with Labour Standards. Approved DDSC 2014/10/31 Lahore	134.160	74.052	0.000	41.671	41.671	18.439	0.000	0.000
9240	Integrated Project for Promotion of Decent Work for Vulnerable Workers in Punjab Province Approved PDWP 2014/05/06 Punjab	5,150.000	337.035	0.000	390.000	390.000	510.000	500.000	3,412.965
9241	Provincial Child Labour Survey (GOP Component = 90.187 m) (UNICEF = 50.000 m) Approved Lahore, Punjab Approved PDWP 2015/07/01 Punjab	140.187	3.427	0.000	79.889	79.889	7.573	0.000	0.000
9242	Elimination of bonded labor in 4 Districts of Punjab. Approved DDSC 2012/10/11 Gujrat,Faisalabad,Bahawalpur,Sargodha	196.987	101.889	0.000	95.098	95.098	0.000	0.000	0.000
9243	Combating Worst Forms of Child Labour in 4 districts of Punjab. Approved DDSC 2011/11/21 Jhang,Layyah,Chakwal,Jhelum	159.544	126.202	0.000	33.342	33.342	0.000	0.000	0.000
Sub-Total: Regular		5,780.878	642.605	0.000	640.000	640.000	536.012	500.000	3,412.965
Total: ON-GOING SCHEMES		5,780.878	642.605	0.000	640.000	640.000	536.012	500.000	3,412.965

NEW SCHEMES

ODP

9244	Establishment of Bhakkar Job Bureau Un-Approved Bhakkar	15.000	0.000	10.000	0.000	10.000	5.000	0.000	0.000
Sub-Total: ODP		15.000	0.000	10.000	0.000	10.000	5.000	0.000	0.000
Total: NEW SCHEMES		15.000	0.000	10.000	0.000	10.000	5.000	0.000	0.000
Grand Total		5,795.878	642.605	10.000	640.000	650.000	541.012	500.000	3,412.965