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# **LABOUR & HR DEVELOPMENT**

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## **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, housing etc.

### **POLICY FRAMEWORK**

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 (including office space and conference halls). Elimination of bonded labour in brick kilns and provision of verification facilities for accurate delivery of fuel to the consumers is also an important milestone of the development strategy. A new project of using ergonomic looms for the empowerment of carpet weaving families in 12 districts of Punjab for combating hazardous child labour is being introduced.

### **STRATEGIC INTERVENTIONS**

- Provision of additional facilities and human resources at Center For Improvement of Working Condition & Environment CIWCW/ Industrial Relations Institute;
- Elimination of bonded labour in brick kilns in Punjab in general with major focus on Kasur & Lahore;
- Use of ergonomic looms for carpet weaving families in 11 districts of Punjab to combat health hazards;
- Strengthening of Centre for Improvement of Working Conditions and Environment (CIWCE) for improved Occupational, Safety and Health surveillance;
- Provision of verification facilities for accurate delivery of Petroleum and similar products to the consumer;

**MTDF 2008-11**  
**LABOUR & HUMAN RESOURCE DEVELOPMENT: SUMMARY**  
**Development Programme 2008- 09**

(Rs. in million)

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 Resource	15.000	47.800	<b>62.800</b>	0.000	<b>62.800</b>	0.000	37.200	<b>37.200</b>	0.000	37.200	15.000	85.000	<b>100.000</b>	0.000	<b>100.000</b>
<b>Total</b>	<b>15.000</b>	<b>47.800</b>	<b>62.800</b>	<b>0.000</b>	<b>62.800</b>	<b>0.000</b>	<b>37.200</b>	<b>37.200</b>	<b>0.000</b>	<b>37.200</b>	<b>15.000</b>	<b>85.000</b>	<b>100.000</b>	<b>0.000</b>	<b>100.000</b>
No. of Schemes	4					3					7				

**Development Programme 2009-10**

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 Resource	172.500	0.000	<b>172.620</b>	0.000	<b>172.500</b>	12.160	115.500	<b>102.000</b>	0.000	101.380	134.500	115.500	<b>274.000</b>	0.000	<b>274.000</b>
<b>Total</b>	<b>172.500</b>	<b>0.000</b>	<b>172.620</b>	<b>0.000</b>	<b>172.500</b>	<b>22.000</b>	<b>115.500</b>	<b>137.500</b>	<b>0.000</b>	<b>137.500</b>	<b>134.500</b>	<b>115.500</b>	<b>250.000</b>	<b>0.000</b>	<b>274.000</b>

**Development Programme 2010-11**

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 Resource	201.444	11.860	<b>213.300</b>	0.000	<b>213.300</b>	44.320	216.380	<b>247.500</b>	0.000	260.700	245.764	228.240	<b>474.000</b>	0.000	<b>474.000</b>
<b>Total</b>	<b>201.444</b>	<b>11.860</b>	<b>213.300</b>	<b>0.000</b>	<b>213.300</b>	<b>44.320</b>	<b>216.380</b>	<b>247.500</b>	<b>0.000</b>	<b>260.700</b>	<b>245.764</b>	<b>228.240</b>	<b>474.000</b>	<b>0.000</b>	<b>474.000</b>

<b>LABOUR &amp; HUMAN RESOURCE MTDF 2008-11 GRAND TOTAL</b>	<b>848.000</b>
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## LABOUR & HR DEVELOPMENT: SUMMARY

(Rs. in million)

Type / Sub Sector	No. of Schemes	Provision for 2008-09							Projection for 2009-10	Projection for 2010-11
		Local		Foreign Aid		Total		G. Total (Cap+Rev)		
		Capital	Revenue	Capital	Revenue	Capital	Revenue			
<b>ON-GOING SCHEMES</b>	4	15.000	47.800	0.000	0.000	15.000	47.800	62.800	51.700	19.813
<b>NEW SCHEMES</b>	3	0.000	37.200	0.000	0.000	0.000	37.200	37.200	72.060	50.000
<b>Grand Total</b>	<b>7</b>	<b>15.000</b>	<b>85.000</b>	<b>0.000</b>	<b>0.000</b>	<b>15.000</b>	<b>85.000</b>	<b>100.000</b>	<b>123.760</b>	<b>69.813</b>

## LABOUR & HR DEVELOPMENT

(Rs. in million)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2007-08	Provision for 2008-09						Projection for 2009-10	Projection for 2010-11	Throw fwd beyond June, 2011	
			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

### ON-GOING SCHEMES

2714	1	Name of the Scheme	Calibration of tank lorries and other mobile storage vessels.	0.000	40.663	3.296	15.000	0.000	0.000	0.000	15.000	0.000	15.000	8.000	14.367	0.000
		Approval Date	Approved 30.7.2005													
		Major Components	Land acquisition and construction of Calibration point along with staff residences.													
		Major Targets	Land acquisition, calibration point and civil work.													
		District and Tehsil	Muzaffargarh													
2715	2	Name of the Scheme	Combating hazardous child labour, bonded labour and empowering of carpet weaving families by using Ergonomic Looms.	0.000	73.960	5.410	0.000	35.000	0.000	0.000	0.000	35.000	35.000	33.550	0.000	0.000
		Approval Date	Approved 10.11.2006													
		Major Components	Setting up of PMU. Prequalification of manufacturers. Provision of ergonomic looms Provision of ergonomic looms in 12 Districts of Punjab. Publicity and awareness campaigns.													
		Major Targets	provision of staff and facilities at PMU. Provision of 3000 looms in 12 districts at 50% subsidized cost.													
		District and Tehsil	Sheikhupura, Hafizabad, Nankana Sahib, Faisalabad, Toba Tek Singh, Jhang, Multan, Vehari, Khanewal, Kasur, Narowal, Bahawalpur (Headquarter at Lahore)													

## LABOUR & HR DEVELOPMENT

(Rs. in million)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2007-08	Provision for 2008-09						Projection for 2009-10	Projection for 2010-11	Throw fwd beyond June, 2011	
			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
2716	3	Name of the Scheme	0.000	6.000	2.000	0.000	4.000	0.000	0.000	0.000	4.000	4.000	0.000	0.000	0.000
		Research studies on emerging global labour issues & challenges.													
		Approval Date													
		Approved 10.11.2006													
		Major Components													
		selection of consultants to carry out studies. Conducting of the studies by the consultants in the identified sectors. Submission of reports and project proposals based on findings of the studies.													
		Major Targets													
		Research studies will focus on the thematic areas of the studies:- Implication of global standards and trade regimes on work force in Punjab. Study on occupational diseases prevalent in Punjab work force with a view to update legal and institutional arrangement and research on female labour force in Punjab. Impact of technology adoption on labour force in various sectors in Punjab.													
		District and Tehsil													
		Punjab													
2717	4	Name of the Scheme		29.496	5.100	0.000	8.800	0.000	0.000	0.000	8.800	8.800	10.150	5.446	0.000
		Provision of additional facilities and human resources at CIWCE													
		Approval Date													
		Approved 10-10-2007													
		Major Components													
		Provision of equipment and furniture for the newly constructed auditorium / conference hall. Provision of computers, vehicles, multimedia projectors, lab accessories, equipment and furniture for the existing building and staff of CIWCE recruitment of staff for enhancing the quantum and sphere of training and lab testing activities in the fields of occupational safety, health and other international standards.													
		Major Targets													
		To fully equip the auditorium of CIWCE to provide missing facilities at CIWCE/IRI to facilitate the industries and businesses to meet safety, health and other related international standards related globalization. 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 2007-08	Provision for 2008-09						Projection for 2009-10	Projection for 2010-11	Throw fwd beyond June, 2011	
			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
Total: ON-GOING SCHEMES			0.000	150.119	15.806	15.000	47.800	0.000	0.000	15.000	47.800	62.800	51.700	19.813	0.000

### NEW SCHEMES

2718	5	Name of the Scheme	Elimination of Bonded Labour in brick kilns.	0.000	150.000	0.000	0.000	20.000	0.000	0.000	0.000	20.000	20.000	50.000	50.000	30.000
		Approval Date	Un-approved													
		Major Components	Project management unit will be established. Capacity building of DVCs and other stakeholders. Assistance to brick kilns workers to acquire NICs. Publicity campaigns to be Launched. Provision of education, skill, literacy and health facilities at selected clusters of brick kilns. Testing of new 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.													
		Major Targets	Non-formal education of 10000 children and young persons from brick kilns workers. Alternate skills to be provided to approx. 500 women from brick kilns. Holding of 100 awareness and training sessions for various stakeholders including DVC members. Facilitation in issuance of NICs to approx. 10000 workers or their family members at brick kilns.													
		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 2007-08	Provision for 2008-09						Projection for 2009-10	Projection for 2010-11	Throw fwd beyond June, 2011	
			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
2719	6	Name of the Scheme Provision of latest/modern equipment to check the quality and measurement of quantity of CNG Station (Electronic Master Meter)  Approval Date Un-Approved Major Components Provision of hi-tech modern CNG Checking Kit . Employment of Technical Expert. Major Targets Improvement in Public service delivery by correct measurement of CNG gaseous fuel. Capacity building of field formation by training and technical supports. Minimize the complaints and resolve the differences between consumers.  District and Tehsil Punjab	0.000	18.260	0.000	0.000	7.200	0.000	0.000	0.000	7.200	7.200	12.060	0.000	0.000
2720	7	Name of the Scheme Provision of the essential facilities for the operationalization of the newly constructed Complex at Lahore.  Approval Date Un-Approved Major Components Essential office facilities Major Targets To facilitate Directorate of Labour & Labour Courts  District and Tehsil Lahore	0.000	20.000	0.000	0.000	10.000	0.000	0.000	0.000	10.000	10.000	10.000	0.000	0.000
<b>Total: NEW SCHEMES</b>			<b>0.000</b>	<b>188.260</b>	<b>0.000</b>	<b>0.000</b>	<b>37.200</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>37.200</b>	<b>37.200</b>	<b>72.060</b>	<b>50.000</b>	<b>30.000</b>
<b>Grand Total</b>			<b>0.000</b>	<b>338.379</b>	<b>15.806</b>	<b>15.000</b>	<b>85.000</b>	<b>0.000</b>	<b>0.000</b>	<b>15.000</b>	<b>85.000</b>	<b>100.000</b>	<b>123.760</b>	<b>69.813</b>	<b>30.000</b>