
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.

TREND OF ALLOCATIONS

Years	(Rs. in million)	
	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	

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 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;
- Provision of latest equipments to check the quality and measurement of quantity of CNG; and
- Awareness of workers and employers of their rights and obligations under the Labour laws.

MTDF 2009-12
Labour & Human Resource: Summary
Development Programme 2009-10

(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 Resource	0.000	56.000	56.000	0.000	56.000	0.000	14.000	14.000	0.000	14.000	0.000	70.000	70.000	0.000	70.000
Total	0.000	56.000	56.000	0.000	56.000	0.000	14.000	14.000	0.000	14.000	0.000	70.000	70.000	0.000	70.000
No. of Schemes	3					2					5				

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	0.000	84.312	84.312	0.000	84.312	0.000	15.688	15.688	0.000	15.688	0.000	100.000	100.000	0.000	100.000
Total	0.000	84.312	84.312	0.000	84.312	0.000	15.688	15.688	0.000	15.688	0.000	100.000	100.000	0.000	100.000

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 Resource	0.000	90.974	90.974	0.000	90.974	0.000	59.026	59.026	0.000	59.026	0.000	150.000	150.000	0.000	150.000
Total	0.000	90.974	90.974	0.000	90.974	0.000	59.026	59.026	0.000	59.026	0.000	150.000	150.000	0.000	150.000

LABOUR & HUMAN RESOURCE MTDF 2009-10: GRAND TOTAL **320.000**

LABOUR & HR DEVELOPMENT: SUMMARY

(Million Rs)

Type / Sub Sector	No. of Schemes	Provision for 2009-10							Projection for 2010-11	Projection for 2011-12
		Local		Foreign Aid		Total		G. Total (Cap+Rev)		
		Capital	Revenue	Capital	Revenue	Capital	Revenue			
ON-GOING SCHEMES	3	0.000	56.000	0.000	0.000	0.000	56.000	56.000	41.000	43.380
NEW SCHEMES	2	0.000	14.000	0.000	0.000	0.000	14.000	14.000	11.000	5.000
Grand Total	5	0.000	70.000	0.000	0.000	0.000	70.000	70.000	52.000	48.380

LABOUR & HR DEVELOPMENT

(Million Rs)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2008-09	Provision for 2009-10						Projection for 2010-11	Projection for 2011-12	Throw fwd beyond June, 2012	
						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

4304	1	Name of the Scheme	Provision of additional facilities and human resources at CIWCE / IRI	0.000	29.496	4.908	0.000	10.696	0.000	0.000	0.000	10.696	10.696	8.000	5.892	0.000
		Approval Date	Approved 10-10-2007													
		Major Components	Provision of equipment and furniture for the newly constructed auditorium and conference hall. Provision of computers, vehicles, multimedia projectors, lab accessories equipment and furniture for the existing building and staff of CIWCE and IRI. 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/IRI; to provide missing facilities at CIWCE/IRI; to facilitate the industries and businesses to meet safety, health challenges and other health international standards related globalization. To take steps for making the training and lab testing self-sustainable.													
		District and Tehsil	Lahore													
4305	2	Name of the Scheme	Elimination of Bonded Labour in Brick Kilns	0.000	123.367	18.315	0.000	34.744	0.000	0.000	0.000	34.744	34.744	33.000	37.488	0.000
		Approval Date	Approved 16-09-2008													
		Major Components	Oversight Committee to be notified. Bonded labour cell to be established.													
		Major Targets	Provision of primary education to children of families at brick kilns (300 schools and approx. 10000 children). Provision of CNIC (12780), enrolment in voter lists. Veterinary services. Provision of micro finance (Rs.40 million interest free in the form of small loans)													
		District and Tehsil	Lahore, Kasur													

LABOUR & HR DEVELOPMENT

(Million Rs)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2008-09	Provision for 2009-10						Projection for 2010-11	Projection for 2011-12	Throw fwd beyond June, 2012	
			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
4306	3	Name of the Scheme Provision of latest / modern equipment to check the quality and measurement of quantity of CNG stations (Electronic Master Meter) Approval Date Approved 18-08-2008 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	7.700	0.000	10.560	0.000	0.000	0.000	10.560	10.560	0.000	0.000	0.000
Sub-Total: Regular			0.000	171.123	30.923	0.000	56.000	0.000	0.000	0.000	56.000	56.000	41.000	43.380	0.000
Total: ON-GOING SCHEMES			0.000	171.123	30.923	0.000	56.000	0.000	0.000	0.000	56.000	56.000	41.000	43.380	0.000

NEW SCHEMES

Regular

4307	4	Name of the Scheme Introduction of ergonomic looms for the carpet weavers Approval Date Un-Approved Major Components Procurement of improved looms, workplace safety & health measures. Selection of families to receive the improved looms, safety & health accessories. Provision of looms, 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 Lahore, Sheikhpura, Faisalabad, Toba Tek Singh, Vehari, Khanewal	0.000	5.000	0.000	0.000	4.000	0.000	0.000	0.000	4.000	4.000	1.000	0.000	0.000
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(Million Rs)

GS No	SS No	Scheme Information	Estimated Cost		Exp. upto 2008-09	Provision for 2009-10						Projection for 2010-11	Projection for 2011-12	Throw fwd beyond June, 2012	
						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
4308	5	Name of the Scheme	0.000	25.000	0.000	0.000	10.000	0.000	0.000	0.000	10.000	10.000	10.000	5.000	0.000
		Awareness of workers and employers on their rights and obligations under Labour Laws.													
		Approval Date													
		Un-Approved													
		Major Components													
		Development and production of literature on workers employers awareness. Campaign through print and electronic media. Documentary for education of workers and employers by holding of conferences and symposiums for consultation with the representatives of workers, employers and relevant stakeholders.													
		Major Targets													
		Achieving better compliance with labour laws through awareness. Promotion of welfare scheme 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	30.000	0.000	0.000	14.000	0.000	0.000	0.000	14.000	14.000	11.000	5.000	0.000
Total: NEW SCHEMES			0.000	30.000	0.000	0.000	14.000	0.000	0.000	0.000	14.000	14.000	11.000	5.000	0.000
Grand Total			0.000	201.123	30.923	0.000	70.000	0.000	0.000	0.000	70.000	70.000	52.000	48.380	0.000