



MINISTRY OF
OVERSEAS PAKISTANIS
& HRD



PAKISTAN NATIONAL PROFILE ON OCCUPATIONAL SAFETY AND HEALTH

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▶ Pakistan national profile on occupational safety and health



MINISTRY OF
OVERSEAS PAKISTANIS
& HRD



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► Abbreviations and acronyms

BEOE	Bureau of Emigration and Overseas Employment
BESSI	Balochistan Employees Social Security Institute
CBA	Collective bargaining agent
DWE	Directorate of Workers Education
EFP	Employers Federation of Pakistan
EOBI	Employees' Old-Age Benefits Institution
ESSI	Employee Social Security Institution
FTCC	Federal Tripartite Consultative Committee
GDP	Gross Domestic Product
GSP+	Generalized Scheme of Preferences Plus (European Union)
HSE	Health, safety and environment
ILO	International Labour Organization
KDLB	Karachi Dock Labour Board
KP	Khyber Pakhtunkhwa
KPESSI	Khyber Pakhtunkhwa Employees Social Security Institution
MOPHRD	Ministry of Overseas Pakistanis and Human Resource Development
NAVTTTC	National Vocational and Technical Training Commission
NGO	Non-governmental Organization
OEC	Overseas Employment Corporation
OSH	Occupational Safety and Health
PBS	Pakistan Bureau of Statistics
PESSI	Punjab Employees Social Security Institute
PILAR	Pakistan Institute of Labour Administration and Research
PPE	Personal Protective Equipment
PWF	Pakistan Workers Federation
SAA-CIWCE	Saeed Ahmad Awan Centre for the Improvement of Working Conditions and Environment
SESSI	Sindh Employees Social Security Institute
SMEDA	Small and Medium Enterprises Development Authority
WWB	Workers Welfare Board
WWF	Workers Welfare Fund

Foreword

The Ministry of Overseas Pakistanis and Human Resource Development has consistently collaborated with Provincial Labour Departments and other relevant stakeholders to ensure safer workplaces that adhere to international labour standards. Occupational safety and health (OSH) plays a vital role in promoting the overall well-being and quality of life of workers. Considering the post-COVID-19 scenario, which necessitates innovative and proactive measures for safe and healthy working conditions, the development of this National OSH Profile 2022 signifies Pakistan's commitment to Occupational Safety and Health.

The primary purpose of this profile is to establish a foundation for policy development, planning and direction to enhance OSH practices throughout the country. The Pakistan National OSH Profile 2022 outlines and summarizes pertinent legislation; available resources and infrastructure; governing authorities and bodies; OSH provisions for social security, accident and disease prevention; training and research initiatives; data collection methods; and promotional activities. Its aim is to present and evaluate the current OSH situation in the country.

The Pakistan National OSH Profile 2022 will assist in the establishment of an effective national OSH programme and will serve as a base for analysing the existing OSH conditions in the country. It will facilitate the development of a comprehensive national plan of action on OSH in the future. By regularly updating the OSH Profile, stakeholders in Pakistan's labour sector will be able to assess progress periodically. This valuable tool will benefit all parties involved in the labour sector in Pakistan.

I would like to offer my gratitude to the International Labour Organization (ILO) for providing technical support to develop and publish the OSH Profile. I extend my heartiest congratulations to MOPHRD officials for their tremendous effort in preparing this resourceful Profile. I acknowledge the support and efforts of Provincial Labour Departments, Employees Social Security Institutions, Workers Welfare Boards, employers' and workers' organizations, other professional organizations, and OSH experts in developing this Profile.

We are happy to publish this Profile at a historical time when the International Labour Conference has included a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work. I believe that this document would be an important marker to ensure safe and healthy workplaces for all. Moreover, this National OSH Profile will be a valuable source of information for policymakers, government officials, workers, employers, and OSH practitioners to follow and monitor OSH developments and to use as a basis for formulating the National OSH Programme in the country. I am optimistic that this profile will contribute towards developing programmes and practices that support the overall goal of creating safer and healthier workplaces in Pakistan.

Secretary

Ministry of Overseas Pakistanis and Human Resource Development

Government of Pakistan

► Acknowledgments

The Pakistan National Profile on Occupational Safety and Health has been successfully developed under the guidance of the Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD) and in adherence to the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187). This profile was meticulously crafted by considering local conditions and through extensive consultation with respective stakeholders.

MOPHRD and ILO Country Office for Pakistan highly appreciate all the endeavour of Dr Ijaz Ahmad and Dr Mabroor Hassan for developing the Profile. They gathered and reviewed the information and authored the text. We sincerely acknowledge and appreciate the invaluable support and efforts of various officials and organizations involved in the development of the Pakistan National Profile on Occupational Safety and Health. These include officials from Provincial Labour Departments, Provincial Mines and Minerals Development Departments, Provincial Employees Social Security Institutions, Workers Welfare Boards, employers' and workers' organizations, Punjab Emergency Services (Rescue 1122), as well as other professional organizations and OSH experts.

We would like to give special thanks to Zulfiqar Haider, Secretary, MOPHRD. We would also like to acknowledge and appreciate the support of many experts and officials across Pakistan especially, Dr Arshad Mahmood (SAA-CIWCE), Dr Mohsin Abbas (UoG), Dr Tariq Sultan Pasha (independent observer), Naeem Subhani (ASSP), Rao Zahid (DoL Punjab), Meerat Khan (DoL Balochistan), Zeeshan Afridi (DoL KP), Irfan Ullah Khan (DoL KP), Mujahid Shah (Mines and Minerals KP), Wakeel Ud Din (SESSI), Sibtain Mughal (DoL Sindh), Syed Muhammad Sajjad Haider (DoL Sindh), Riaz Chaudhary (Mine Development Department Punjab), Asad Mahmood (PWF), Ch Yaseen (PWF), Syed Nazer Ali (EFP), Miss Ambreen Kamil (SESSI), Miss Shumaila Anjum (PESSI), and Ambreen Tariq Khan (WWF) for their valuable input, guidance and help.

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▶ Executive summary

This National Occupational Safety and Health (OSH) Profile is a diagnostic tool for systematically reviewing and evaluating the OSH landscape in Pakistan, encompassing all available instruments and resources. Its main objective is to provide a comprehensive overview that lays the groundwork for policy development, planning, and guidance to improve OSH practices nationwide. The Pakistan National OSH Profile 2022 succinctly presents key aspects, including relevant legislation, available resources and infrastructure, governing authorities, provisions for social security, measures for accident and disease prevention, training and research initiatives, methods for data collection, and promotional activities.

The Pakistan National OSH Profile comprises five sections. Section 1 offers a comprehensive country overview, presenting statistics on demography, literacy, the economy (formal and informal), as well as labor and employment. In Section 2, the focus shifts to Pakistan's OSH-related legal framework, encompassing enforcement and implementation mechanisms. This section succinctly outlines both national and provincial regulatory frameworks, along with voluntary technical standards and guidelines recognized as reliable references at these levels. It delves into the components of the legal framework, including national and provincial laws and regulations, secondary legislative acts, standards, OSH requirements in the Constitution, and ratified ILO Conventions pertaining to OSH and inspection. Section 2 also examines OSH and labor-related regulatory authorities, encompassing their enforcement and compliance mechanisms, supervision and inspection systems, and relevant statistics such as inspections, violations, fines, registered establishments, and factories. It sheds light on occupational health services and the roles of private compliance initiatives. The support mechanisms for progressive improvement of OSH, targeting small- and medium-sized enterprises (SMEs), migrant workers, the self-employed, and persons with disabilities, are also covered. This section provides insights into available financial and human resources, as well as coordination, cooperation, and collaboration mechanisms. Moreover, Section 2 offers an overview of prevention and advisory services, encompassing OSH committees, training and capacity-building programs, educational and awareness-raising initiatives, and promotional activities such as annual OSH and labor days. It highlights safety awards presented by stakeholders, particularly the government, and outlines policies, programs, and initiatives undertaken by the Employers Federation of Pakistan and the Pakistan Workers Federation.

Section 3 outlines the national and provincial system for notifying and recording occupational accidents, diseases, and injuries—a crucial aspect of workplace safety and health management. In Pakistan, employers are mandated by law to report specific types of work-related incidents, hazardous occurrences, injuries, and illnesses to competent authorities or the relevant Labour Departments. Comprising three subsections, Section 3 covers:

- (i) The legal framework and its implementation;
- (ii) A statistical analysis of occupational injuries and diseases; and
- (iii) Case studies of recent serious disease outbreaks.

The first subsection on the legal framework and implementation provides an overview of legal requirements related to initial response and first aid, incorporating mandatory provisions from legislation. It also encompasses the recording and notification mechanism, its functionality, data collection and analysis processes for occupational injuries and diseases, and an assessment of its alignment with the ILO Code of Practice. The prescribed list of occupational diseases and injuries as per the Workmen's Compensation Act 1923, along with the list of Occupational Diseases Recommendation, 2002 (No. 194), is included in this subsection. The second subsection presents data and statistics on occupational accidents and injuries, including fatalities, sourced from various outlets such as Labour Force Surveys, Provincial Inspectorates of Mines Welfare, Provincial Labour Departments, and Employees Social Security Institutions. Data from the past five years of Labour Force Surveys were selected, and additional information on deaths, accidents, and injuries resulting from road traffic accidents/crashes was incorporated from records of the National Transport Research Center and Punjab's Emergency Services (Rescue 1122). This subsection also features two case studies—one on the COVID-19 pandemic and another on a silicosis survey conducted in Punjab.

It highlights safety awards presented by stakeholders, particularly the government, and outlines policies, programs, and initiatives undertaken by the Employers Federation of Pakistan and the Pakistan Workers Federation.

Section 4 focuses on OSH research, development, training initiatives, programs, and projects in Pakistan. It encompasses key research studies, reports, case studies, and projects related to OSH. Additionally, this section provides a comprehensive list of higher education institutions and universities that offer OSH-related certifications and qualifications. Specialized government and private institutions, offering roles such as OSH advice, support, awareness, capacity-building, training, and certifications, are also featured. A national-level survey of OSH professionals is conducted to gather real-time, valuable data regarding qualified OSH professionals in Pakistan. This section further includes statistics on the number of OSH training courses delivered and the total number of trainees trained by major stakeholders, including Provincial Labour Departments, Civil Defense Departments, and Punjab Emergency Services (Rescue 1122).

Section 5 presents key findings and recommendations, with the findings categorized into strengths and weaknesses. Various strengths and challenges related to applicable legislation, policies, rules and regulations, relevant authorities, institutions and their capacity, inspection and enforcement mechanisms, existing OSH systems and programs, recording of accidents and diseases, training and research initiatives, data collection methods, and promotional activities are detailed in this section. Based on the findings, there is a compelling need to enhance OSH implementation, focusing on strengthening inspection mechanisms, regulatory bodies, and OSH training institutions. Addressing these critical gaps in Pakistan's national OSH system requires comprehensive reforms. Prioritizing the consolidation of laws and the formulation of relevant rules and regulations is essential to ensure effective monitoring while concurrently improving enforcement measures. Moreover, investments in digital monitoring and record-keeping infrastructure and resources are imperative to facilitate OSH implementation. Additionally, there is a need for improved awareness initiatives and the development of comprehensive training programs. These measures will empower individuals and organizations with the knowledge and skills necessary for promoting workplace safety and health. Finally, strengthening coordination among all stakeholders is crucial for creating a cohesive and effective OSH framework. By prioritizing worker safety and health as a national agenda, Pakistan can significantly contribute to the creation of safer and healthier workplaces across the country.

▶ 1. Economic and demographic overview of Pakistan

Pakistan has achieved considerable progress on many fronts since 1947. Periodic boom–bust growth cycles have been observed in the economy of Pakistan in past decades. According to the Economic Survey of Pakistan 2021–22, the country posted 5.97 per cent growth in its gross domestic product (GDP) in the fiscal year 2022. In the fiscal year 2022, Pakistan witnessed 7.2 per cent growth in the production and manufacturing sector, 6.3 per cent growth in the services sector, 4.4 per cent growth in agriculture, 39 per cent growth in the export of goods and services, and 46 per cent growth in the importation of goods and service (Pakistan, Finance Division 2022).

Pakistan is fifth-most populous country in the world, and has the world’s tenth-largest labour force. As of the latest 7th Population and Housing Census in 2023, the total population of Pakistan stands at 241.49 million. A prosperous future for Pakistan depends on the employed, skilled and productive population. To this end, the Government of Pakistan has implemented the National Skills Strategy 2018 to foster multi-source funding, governance and capacity-building of the labour force through skills, equity, industry ownership, and quality of work in both national and international markets. General country data providing an economic and demographic overview of Pakistan are presented in table 1.1.

In 2015, Pakistan placed itself among the world’s first countries to endorse the United Nations’ Sustainable Development Goals (SDGs) (Naumann and Murtaza, 2022). The Government of Pakistan is attempting to achieve the SDGs through Pakistan Vision 2025, a comprehensive national development framework. The safeguarding of globally recognized occupational safety and health (OSH) standards is a cardinal part of trade and access to the global market. As part of its being a beneficiary of the European Union’s Generalized Scheme of Preferences Plus (GSP+I), the Government of Pakistan is promoting globally recognized OSH standards in business to ensure access to trade preference and tariff relief in the European Union.

The Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD) has previously developed an Occupational Safety & Health: Legal Framework & Statistical Trend Analysis (2010–2015) that provided a detailed overview of the OSH-related legal framework of Pakistan, its enforcement regime, challenges in the implementation of the legal system, and suggestions for revitalization and restructuring of the legal system. The development of the National Occupational Safety and Health Profile 2016–2022 is a collaborative initiative of the MOPHRD and the ILO. The National Occupational Safety and Health Profile 2016–2022 will carve opportunities for improvements in maintaining globally recognized OSH standards, establishing decent workplaces and complying with the requirements of the GSP+.

► **Table 1.1. General country data – Economic and demographic overview**

Demographic data	
Total population 2023	241.49 million
Annual population growth rate 2023	2.55%
Urban rural distribution of population 2023	38.82 : 61.18
Population density 2022	287 per km ²
Male–female ratio	51.02 : 48.98
Literacy rate	Overall: 63% Male: 73% Female: 53%
Total fertility rate 2020 (Mean number of children that women have by age 50)	3.7%
Crude birth rate per 1 000 persons 2020	27
Crude death rate per 1 000 persons 2020	6.7
Infant mortality rate (number of deaths of infants under age 1 per 1 000 live births each year) 2020	56
Life expectancy 2020	65 years
Economic data	
GDP for fiscal year 2022	66 940 billion rupees
GDP growth rate for fiscal year 2022	5.97%
GDP per capita 2022	US\$1568
Poverty rate in fiscal year 2022	35.7%
Per capita national income in fiscal year 2022	US\$1 798
Per capital income in terms of purchasing power parity (PPP) 2022	US\$5 232
National CPI inflation year-on-year 2022	24.5%
Remittances, monthly average for fiscal year 2022	US\$2.61 billion
Foreign exchange reserves (by end of March 2022)	US\$10.9 billion
Exports (July 2022 – April 2023)	US\$23.2 billion
Imports (July 2022 – April 2023)	US\$ 46.9 billion

Labour and employment data	
Total working population (15 years and above) for fiscal year 2020–21	Total: 133.51 million Male: 67.07 million Female: 66.44 million
Labour force for fiscal year 2020–21	Total: 71.76 million Male: 54.92 million Female: 16.84 million
Outside the labour force for fiscal year 2020–21	Total: 88.07 million Male: 26.00 million Female: 62.07 million
Unemployed status for fiscal year 2020–21	Total: 4.51 million Male: 3.01 million Female: 1.50 million
Employment status for fiscal year 2020–21	Total: 67.25 million Male: 51.91 million Female: 15.34 million
Labour force participation rate for fiscal year 2020–21	Total: 44.9 % Male: 67.9 % Female: 21.4%
Employment by main sectors of GDP in fiscal year 2020–21	<ul style="list-style-type: none"> • Agriculture/Forestry/Hunting and Fishing: 37.4% • Manufacturing: 14.9% • Community/Social and Personal Services: 16.0%
Employed labour force by sector in fiscal year 2020–21	<ul style="list-style-type: none"> • Agriculture/Forestry/Hunting and Fishing: 37.4% • Manufacturing: 14.9% • Construction: 9.5% • Wholesale and Retail Trade: 14.4% • Transport/Storage and Communication: 6.2% • Community/Social and Personal Services: 16.0% • Others: 1.5%
Employment status in informal sector in fiscal year 2020–21	Total: 30.49 million Male: 27.26 million Female: 3.23 million

▶ 2. Legal framework, enforcement and implementation

The legal framework, its enforcement and implementation play a crucial role in maintaining occupational safety and health. OSH standards and guidelines are established under a legal framework that employers must follow to provide a decent and productive workplaces to their employees. The framework also provides a mechanism for enforcing compliance with these standards and to make employers accountable for violations. Since its independence, Pakistan has developed and implemented many pieces of legislation to address labour affairs including occupational safety and health (OSH). Annex I provides a detailed list of OSH legislation in Pakistan at the national and provincial levels, as well the status and aims of these legislations.

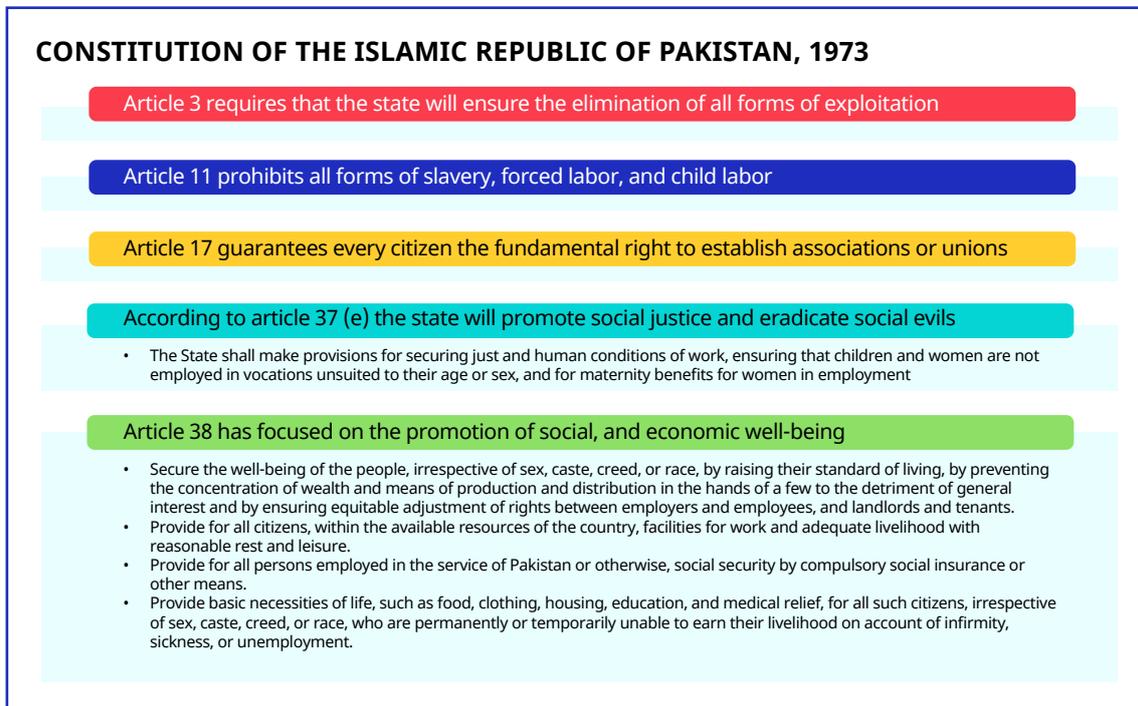
2.1. Legislative and regulatory framework in Pakistan

2.1.1. Legislative and regulatory framework at the national level

The Constitution of Pakistan (1973) sets the baseline for fundamental human rights, labour rights, and safe working conditions and environment at the workplace. It provides the basis for OSH-related legislation. The Constitution stresses in article 3 that the State will ensure the elimination of all forms of exploitation. Article 11 prohibits all forms of slavery, forced labour and child labour. Article 17 provides for the fundamental right to form associations and trade unions. Article 18 prescribes the right of Pakistani citizens to enter any lawful profession or occupation and to conduct any lawful trade or business. Article 25 lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone. According to article 37 of the Constitution, the State will promote social justice and eradicate social evils. Article 38 of the Constitution focuses on the promotion of social and economic well-being. Figure 2.1 below illustrates the OSH-related provisions in the Constitution.

Before the 18th Amendment to the Constitution in 2010, labour was a subject of the Concurrent Legislative List, under which both the National and Provincial Assemblies had the authority to enact legislation. However, federal legislation largely overruled provincial legislation, causing tensions between the provinces concerning their autonomy.

In April 2010, the 18th Amendment devolved labour and 47 other items in the Concurrent Legislative List to the provinces. The Amendment significantly altered the federal and provincial governments' roles and responsibilities, with certain powers previously performed by the Federal Government devolved to the provinces.

▶ **Figure 2.1. Occupational safety and health-related provisions in the Constitution**

Since devolution, all labour-related provisions are handled by the Provincial Labour Departments. After devolution, the provincial administrations have enacted their own policies and legislation, albeit with the stated aim of complying with the Constitution and international commitments (such as ILO labour standards). Each province has enacted its own policies and acts related to OSH in order to promote and ensure the occupational safety and health of workers inside their jurisdiction.

2.1.1.1. Policies related to occupational safety and health

2.1.1.1.1. Government of Pakistan's Labour Policy 2010

The Labour Policy has revitalized the economy and sustained efforts towards wise utilization of resources, increasing productivity, promoting investment, and maximizing employment. The Labour Policy aims to improve working conditions and secure worker rights in Pakistan, and addresses measures to establish decent workplaces, protect the rights of workers, develop manners best suited to the resources of the country, and develop an efficient and competitive labour market in the country. The Labour Policy has outlined the management of issues such as working hours, minimum wages, social security, OSH, dispute resolution, and training of workers. It has also visualized the creation of a tripartite mechanism involving employers, workers and the Government to implement the Policy to achieve its outcomes. The goals of the Policy are to promote fair labour practices and to ensure decent working conditions for workers in order to sustain the economy and maximize reasonable benefits for both workers and employers. The Labour Policy has been divided into the following four parts:

- ▶ Legal Framework;
- ▶ Advocacy: Rights of Workers and Employers;
- ▶ Skill Development and Employment;
- ▶ Manpower Export.

The Government of Pakistan has introduced six labour policies to protect workers and their rights since 1947. The labour policies and their objectives are presented in table 2.1.

▶ **Table 2.1. Evolution of labour policies in Pakistan**

2010
<ul style="list-style-type: none"> ▶ Workers' right to form unions and unions should be protected and an institutional framework is made available to foster close cooperation between workers and employers at the establishment level. ▶ Equitable adjustment of rights between workers and employers should be ensured in an atmosphere of harmony, mutually beneficial to the workers and the management. ▶ Consultations between workers and employers on matters of interest to the establishment and welfare of workers should be made more effective. ▶ Adequate security of jobs should be available to the workers and there should be expeditious redressal of their grievances. ▶ Conditions should be created that workers and employers are committed to enhancing labour productivity. ▶ Promotion to higher jobs be ensured at all levels based on suitability and merit and for this purpose arrangements should be made for in-service training facilities. ▶ Facilities for proper matching of job opportunities and job seekers be strengthened and standard procedures be streamlined. ▶ Social insurance schemes to be further strengthened. ▶ Just and humane conditions of work be guaranteed to all workers. ▶ Forced labour in all its forms to be eliminated. ▶ Provisions relating to the employment of children are to be strictly adhered to and enforced.
2002
<ul style="list-style-type: none"> ▶ Ensure the dignity of the labour and strengthen bilateralism. ▶ Fostering a trustworthy relationship between employer and employee and promotion of social dialogue ▶ Simplification and rationalization of labour laws, extension in the social safety net, OSH measures, and human resource development. ▶ Elimination of child labour, bonded labour, and gender discrimination. ▶ Adopting an evolutionary approach to provide a better work environment and gradual extension of welfare measures to the workers in the informal sector through active consultation and collaboration with the workers and the employers. ▶ Develop human resources in the context of skill development of workers through revamping of worker training and re-skilling programmes. ▶ Increase the effectiveness of institutions responsible for social protection and labour welfare by strengthening the tripartite character of their management.
1972
<ul style="list-style-type: none"> ▶ Reform the labour laws and develop new administrative infrastructure to manage the workers' welfare, viz Workers Welfare Fund Ordinance and Employees Old-Age Benefits Act. ▶ Amended Industrial Relations Ordinance with enhanced protection of workers' rights, such as imposing conditions on the authority of employers to terminate workers' jobs. ▶ Enhance the benefits for workers such as Workers' participation in factory management; increase workers' shares in the company's profits from 2 per cent to 4 per cent now and then to 5 per cent. ▶ Nomination/election of shop-stewards to attend to day-to-day workers' problems, Settlement of disputes through Works Councils, Establishment of Workers Children Education Cess, Representation of workers on the Governing Body established under Workers Welfare Fund Ordinance, and increased profit-sharing, statutory bonus, group insurance scheme, and group incentive scheme, etc. will be granted.
1969
<ul style="list-style-type: none"> ▶ Formation of trade unions, the regulation of relations between employers and workmen and the avoidance and settlement of any differences or disputes arising between them. ▶ Amend and consolidate the law relating to the formation of trade unions, the regulation of relations between employers and workmen and the avoidance and settlement of any differences or disputes arising between them or matters connected therewith and ancillary. ▶ Creating an environment in which both employers and workers could work together to achieve greater productivity and encourage the growth of trade unions.

1959

- ▶ The growth of healthy trade unionism is essential for a stable social structure.
- ▶ Sound measures to encourage trade unions.

1955

- ▶ To encourage the growth of genuine healthy trade unions to promote healthy collective bargaining on the part of labour

2.1.1.2. Occupational safety and health-related legislation

Prior to the 18th constitutional amendment in 2010, the Federal Government was responsible for legislating on labour and OSH matters, and the Pakistan Factories Act 1934 was applicable across all the Pakistan. However, in the aftermath of the devolution created by the 18th Amendment each province became responsible for enacting its own OSH legislation. This has led to some variation in the OSH laws among provinces, with each province enacting its own OSH legislation tailored to the specific needs and circumstances of its workforce (table 2.4). However, there are challenges regarding the implementation of these laws, particularly in smaller provinces with limited resources and capacity to enforce them.

2.1.1.2.1. Factories Act 1934 (Act No. XXV of 1934) (amended in 2022)

The Factories Act 1934 serves as the primary legislation governing factories in Pakistan, and subsequent amendments and regulations have been introduced over the years since its passage to address emerging issues and to better align the law with international labour standards. The Act regulates the working conditions, health, safety and welfare of workers employed in factories.

The federal government in Pakistan have implemented several OSH rules, regulations and secondary legislation to prompt, promote and maintain safe working conditions in various industries and workplaces. These rules and regulations have been put in place to protect workers from harm and injury on the job and to ensure that employers are taking steps to prevent accidents and injuries from occurring.

The following are the federal rules, regulations and secondary legislation related to OSH in Pakistan:

- ▶ Civil Aviation Air Safety Circular 2019
- ▶ National Laboratory Biosafety & Biosecurity Policy 2017
- ▶ Building Code of Pakistan- Fire Safety Provisions 2016
- ▶ The Pakistan Onshore Petroleum (Exploration and Production) Rules 2013
- ▶ National Biosafety Guidelines 2005
- ▶ Hazardous Substances Rules 2003
- ▶ Pakistan Offshore Petroleum (Exploration and Production) Rules 2003
- ▶ Pakistan Nuclear Regulatory Authority Ordinance 2001 (No. 3 of 2001)
- ▶ National Environmental Quality Standards 2001
- ▶ Pakistan Environmental Protection Act 1997
- ▶ Nuclear Safety and Radiation Protection (Treatment of Food by Ionizing Radiation) Regulations 1996
- ▶ Pakistan Nuclear Safety and Radiation Protection Ordinance (No. IV of 1984)
- ▶ Agricultural Pesticides Ordinance 1971 (II of 1971)
- ▶ Hazardous Occupation Rules 1963 (No. 1-6 (L-II/64).

2.1.2. Legislative and regulatory framework at provincial level

2.1.2.1. Provincial labour policies

Worker rights, protection of workers and OSH are now provincial subjects following the 18th Amendment to the Constitution of Pakistan in 2010. This being the case, Khyber Pakhtunkhwa (KP), Punjab and Sindh have developed, approved and implemented labour policies in the aftermath of the 18th Amendment. However, Balochistan and Gilgit-Baltistan have only recently initiated the formulation of their labour policies (Punjab LHRD, n.d.; Sindh LHRD, n.d.; Khyber Pakhtunkhwa DoL, n.d.; Balochistan LMD, n.d.; Gilgit Baltistan ILCD, n.d.). The provincial labour policies aim to protect workers' fundamental rights, including the right to safe working conditions and environment, social security, OSH, welfare facilities, equity, non-discrimination, freedom of association, safe and suitable equipment, integrity, security, fair wages, and protection from all types of hazards (table 2.2).

The Punjab Labour Policy aims to ensure and promote safe working conditions, prohibition of child labour, decent work, OSH, and social protection of the workers in Punjab. The Policy has also addressed measures to improve and promote social security benefits, capacity-building, skill development, and equitable employment opportunities for workers. The Sindh Labour Policy addresses the rights of workers, including social security, fair wages, globally recognized standards of OSH, capacity-building, prohibition of child labour, freedom of association, skill development, and creation of employment. The Khyber Pakhtunkhwa Labour Policy aims to improve labour standards, protect worker rights, implement occupational safety and health, create ease of doing business, prohibit child labour, ensure freedom of association, skill development, capacity-building, create employment, and foster research and development.

► Table 2.2. Occupational safety and health-related sections in Provincial Labour Policies

Punjab Labour Policy 2018	Chapter 3 of the policy covers the following OSH-related areas.
	3.1 Legislative framework
	3.2 Promoting freedom of association, tripartism and social dialogue
	3.3 Improving enforcement through revamping inspection
	3.4 Occupational health and safety
	3.5 Rationalization of wages with a shift towards living fair wage
	3.6 Addressing discrimination in remuneration and employment
	3.7 Gradual elimination of child labour
	3.8 Abolishing bonded labour
	3.9 Strengthening employee's social security system
	3.10 Special focus on the vulnerable groups
	3.11 Research and development
	3.12 Labour market information and analysis system (LMI&AS)
	3.13 Labour welfare
	3.14 Skills development for adolescents

Khyber Pakhtunkhwa Labour Policy, 2018

Part 5 of the KP Labour Policy addresses the provision of basic labour rights, capacity-building and institutional development, social protection and welfare, and employment promotion and facilitation. The following are the OSH-related provisions:

- 5.1. Ensuring the provision of basic labour rights
 - 5.1.1 Extending coverage and scope of labour legislation
 - 5.1.2 Reinvigoration of labour inspection
 - 5.1.3 Freedom of association and collective bargaining
 - 5.1.4 Health and safety at the workplace
 - 5.1.5 Gradual eradication of child labour
 - 5.1.6 Tackling forced and bonded labour
 - 5.1.7 Gender at work
 - 5.1.8 Addressing discrimination in remuneration and employment
 - 5.1.9 Fair wage
 - 5.1.10 Workers' facilitation
 - 5.1.11 Labour judiciary

- 5.2 Capacity-building and institutional development
 - 5.2.1 Establishment of training institute
 - 5.2.2 Capacity-building of inspectors
 - 5.2.3 Orientation of social partners
 - 5.2.4 Child and Bonded Labour Unit (C&BLU)
 - 5.2.5 Research and development

- 5.3 Social protection and labour welfare
 - 5.3.1 Social security
 - 5.3.2 Workmen's compensation
 - 5.3.3 Workers Welfare Board
 - 5.3.4 Employees Old-Age Benefits Institution (EOBI)

- 5.4 Employment
 - 5.4.1 Employment promotion and skill development
 - 5.4.2 Labour market information and analysis system (LMI&AS)
 - 5.4.3 Career counselling
 - 5.4.4 Apprenticeship scheme
 - 5.4.5 Persons with disabilities
 - 5.4.6 Transgender
 - 5.4.7 Youth employment

Sindh Labour Policy, 2018	Following sections/subsections of this policy deal with OSH-related aspects.
	4. Protection of vulnerable section of the working class
	5. Specific measures
	6. Dispute resolution mechanisms.
	7. Wage determination
	8. Occupational safety and health
	9. Social protection
	10. Institutional reforms
	11. Worker participation
	12. Dispute resolution
	13. Protection of labour rights
	14. Social security schemes
	15. Benefits to the worker
	16. Minimum wages

2.1.2.2. Occupational safety and health-related legislation in provinces

Pakistan has several provincial Occupational Safety and Health (OSH) Acts that are designed to promote workplace safety and prevent workplace accidents and injuries. As noted above, the 18th Amendment to the Constitution transferred certain powers and responsibilities from the Federal Government to the provinces, including the power to legislate on matters related to OSH. The legislative provisions of the various OSH-related Acts in Pakistan are presented in table 2.3 below.

► **Table 2.3. Focused OSH areas covered in recent provincial OSH legislation**

Duties and responsibilities of employers, workers, labour inspectors, committees, safety officers, and OSH representatives
Hazard identification and provision of control measures
Provision of welfare facilities, including first aid, drinking water, toilets and washing areas
Provision of emergency procedures
Reporting of incidents
Establishment of OSH committees
Housekeeping
Guarding of machinery
Illumination
Training and supervision
Fire arrangements
Personal protective equipment

Safety and health policy
Manual handling
Load handling equipment
Work at height
Safety of building and manufacturing process
Consultation through safety and health representatives
Protection against infectious diseases
Appointment of Safety Officer
Appointment of Inspectors

2.1.2.2.1. Balochistan Occupational Safety and Health Act 2022 (Act No. XXXIII Of 2022)

The Balochistan Occupational Safety and Health Act 2022 was enacted to ensure the OSH conditions at all workplaces in the province for the protection of persons at work against risk of injury arising out of the activities at workplaces. The Act aims to promote a safe, healthy and decent working environment adapted to the physical, physiological and psychological needs of all persons at work.

2.1.2.2.2. Balochistan Factories Act 2021 (Act No. XIX of 2021)

The Balochistan Factories Act 2021 was put in place by the Balochistan Government to ensure the safety and well-being of workers employed in factories. It aims to regulate the operation and management of factories to ensure environmentally sustainable and socially responsible operations. The Act covers areas such as working conditions, OSH, employment practices, minimum wages, child labour and environmental protection.

2.1.2.2.3. Khyber Pakhtunkhwa Factories Act 2013 (Act No. XVI of 2013)

The Khyber Pakhtunkhwa Factories Act 2013 regulates the working conditions in factories located in the Khyber Pakhtunkhwa province of Pakistan. The law was enacted to ensure the safety, health and welfare of workers employed in factories and to improve the overall working environment. The Act requires factories to provide a safe and healthy working environment for their employees. It specifies various measures that must be taken, such as providing protective equipment, ensuring adequate ventilation, and maintaining proper sanitation. Overall, the KP Factories Act 2013 aims to ensure that factories provide a safe and healthy working environment for their employees and comply with the laws and regulations related to factory operations in the province.

2.1.2.2.4. Punjab Factories Act 1934 (Act XXV of 1934) (amended in October 2022)

The Punjab Factories Act 1934 governs the working conditions and rights of workers in factories located in Punjab Province. The Act has been amended several times since 1934 to keep pace with changing labour practices. The Act applies to all factories located in Punjab Province, including those engaged in the manufacturing, processing and assembling of goods. The Act sets out various rules and regulations relating to the safety, health and welfare of workers, including provisions for the registration and inspection of factories, employment of young persons and women, working hours, holidays and leave entitlements, and payment of wages and compensation.

2.1.2.2.5. Sindh Factories Act 2015 (Act No. XIII of 2016)

The Sindh Factories Act 2015 was enacted to regulate the conditions of employment in factories and to ensure the safety, health and welfare of workers. The Act applies to all factories operating in the province of Sindh, and it sets out the requirements for the registration of factories, the inspection of factories, and the welfare facilities that must be provided for workers.

Under the Act, factory owners are required to maintain a register of workers, provide adequate ventilation and lighting, ensure the cleanliness of the workplace, and provide first aid facilities. The Act also sets out the requirements for the hours of work, breaks and overtime, and it regulates the employment of women and children in factories. The Act provides for the establishment of a tripartite Board of Inspection and Advisory Services to oversee the implementation of the law, and it sets out the penalties for non-compliance.

2.1.2.2.6. Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)

The Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 was enacted by the Government of Khyber Pakhtunkhwa Province to promote and ensure the safety and health of workers in workplaces. The Act aims to prevent accidents, injuries and diseases caused by work activities by establishing and enforcing minimum standards for OSH.

2.1.2.2.7. Punjab Occupational Safety and Health Act 2019 (Act IV of 2019)

The Punjab Occupational Health and Safety Act 2019 aims to ensure safe and healthy working conditions for employees in the province of Punjab. The Act came into effect on 22 February 2019 and applies to all workplaces in both the private and public sectors. The Act requires employers to provide a safe and healthy workplace for their employees, including provisions for adequate lighting, ventilation and sanitary facilities. Employers are also required to provide training and protective equipment to their employees to prevent workplace injuries and illnesses. The Act also establishes the Punjab Occupational Safety and Health Council, which is responsible for developing and implementing policies and programmes related to OSH in the province. The Council is composed of representatives from government departments, employers, and workers' organizations. The Act includes provisions for enforcement and penalties for non-compliance with its requirements.

▶▶ Employers are also required to provide training and protective equipment to their employees to prevent workplace injuries and illnesses.

► **Table 2.4. Legislative provisions of OSH-related Acts in Pakistan**

Law	Legislative Provisions
Factories Act 1934 (Adopted and implemented in the Islamabad Capital Territory) Factories (Amendment) Act 2021	Chapter 3 Health and Safety (sections 13–33)
Khyber Pakhtunkhwa Occupational Safety and Health Act 2022	Sections 3–38
Balochistan Occupational Safety and Health Act 2022	Chapter 2 Duties of Employers and Workers (sections 4–10) Chapter 3 Provision about Health and Safety (sections 11–17) Chapter 4 Enforcement (sections 18–29) Chapter 5 Special Provision for Mines (sections 30–37) Chapter 6 Provincial Council for Occupational Safety and Health (sections 38–40) Chapter 7 Penalties (sections 41–46) Chapter 8 Miscellaneous (sections 47–62)
Baluchistan Factories Act 2021	Chapter 3 Occupational Safety and Health Part 1 General Provisions (sections 14–29) Part 2 Specific Provisions (sections 30–55)
Sindh Factories (Amendment) Act 2021	Chapter 3 Health and Safety (sections 15–53)
Punjab Occupational Safety and Health Act 2019 (amended in 2022)	Sections 3–32
Sindh Occupational Health and Safety Act 2017	Chapter 1 Preliminary (sections 4–9: General Duties) Chapter 2 Provisions regarding Safety and Health (sections 10–16) Chapter 3 Enforcement (sections 17–25) Chapter 4 Occupational Safety and Health Council (sections 26–28) Chapter 5 Offences and Penalties (sections 29–34)
Khyber Pakhtunkhwa Factories Act 2013	Chapter 3 Health and Safety (sections 14–53)

2.1.2.2.8. Sindh Occupational Safety and Health Act 2017 (Act No. I of 2018)

The Sindh Occupational Health and Safety Act 2017 was implemented to promote and ensure the safety and health of workers in workplaces. The Act aims to prevent accidents, injuries and diseases caused by work activities by establishing and enforcing minimum standards for OSH. The Act covers all workplaces in the province of Sindh, including factories, mines, construction sites and other places of employment. It outlines the responsibilities of employers, workers and government in promoting and maintaining safe and healthy working conditions. Some of the key provisions of the Sindh Occupational Health and Safety Act 2017 include the establishment of an Occupational Safety and Health Council, the requirement for employers to provide a safe working environment, the provision of training and education on OSH for workers, the requirement for employers to provide personal protective equipment, and the establishment of an Occupational Safety and Health Fund to support research and training. The Act also provides for the appointment of inspectors to monitor compliance with OSH standards, and for the enforcement of penalties for non-compliance.

2.1.2.3. OSH-related rules, regulations and secondary legislation

The provincial governments in Pakistan have implemented several OSH rules, regulations and secondary legislation to prompt, promote and maintain safe working conditions in various industries and workplaces. These rules and regulations have been put in place to protect workers from harm and injury on the job and to ensure that employers are taking steps to prevent accidents and injuries from occurring.

Following are the provincial rules, regulations and secondary legislation related to OSH in Pakistan:

- ▶ Khyber Pakhtunkhwa Factories Rules 2022
- ▶ Khyber Pakhtunkhwa Worker's Compensation Rules 2022
- ▶ Khyber Pakhtunkhwa Minimum Wages Rules 2022
- ▶ Khyber Pakhtunkhwa Prohibition of Employment of Children Rules 2021
- ▶ Khyber Pakhtunkhwa Bonded Labour System (Abolition) Rules 2021
- ▶ Khyber Pakhtunkhwa Industrial Statistics (Welfare and Conditions of Labour) Rules 2021
- ▶ Khyber Pakhtunkhwa Shops & Establishment Rules 2021
- ▶ Khyber Pakhtunkhwa Maternity Benefit Rules 2021
- ▶ Khyber Pakhtunkhwa Industrial Relation Rules 2021
- ▶ Sindh Occupational Safety and Health Rules 2019
- ▶ Khyber Pakhtunkhwa Environmental Protection Act 2019
- ▶ Punjab Hazardous Occupation Rules (Silicon) 2015
- ▶ Punjab Shops and Establishments Ordinance 1969 (VIII of 1969) (amended in 2014)
- ▶ Sindh Environmental Protection Act 2014
- ▶ Sindh Environmental Protection Agency (Review of Initial Environmental Examination and Environmental Impact Assessment) Regulations 2014.
- ▶ Boilers and Pressure Vessels Ordinance 2002 (CXXI of 2002) (amended in 2013 by Punjab)
- ▶ Industrial and Commercial Employment (Standing Orders) Ordinance 1968 (amended in 2012 by Punjab)
- ▶ Disabled Persons (Employment and Rehabilitation) Ordinance 1981 (XI of 1981) (amended In 2012 by Punjab)
- ▶ Road Transport Workers Ordinance 1961 (XXVIII of 1961) (amended in 2012 by Punjab)
- ▶ Punjab Environmental Protection Act 1997 (mended in 2012 by Punjab)
- ▶ Balochistan Environmental Protection Act 2012

2.1.2.4. Collective bargaining agreements

Collective Bargaining Agents (CBAs) have been appointed under the Industrial Relations Ordinance and Industrial Relations Acts to ensure the representation of trade unions in committees, boards and commissions in industrial disputes. These CBAs are registered trade unions elected by secret ballot. A CBA is entitled to undertake collective bargaining with an employer or employers on matters connected with employment, non-employment, the terms of employment, or any right guaranteed or secured to it or any worker by or under any law, or any award or settlement.

The CBA formulates collective bargaining agreements that include the facilities for the establishment of trade union activities and procedures for settling collective disputes, including grievances and disciplinary

procedures. The collective agreements settle terms and conditions of employment, wages and salaries, hours of work, holiday entitlement and pay, level of performance, job grading, lay-offs, retrenchment, sick pay, and pension and retirement schemes. Such agreements once duly executed by both parties become the source of law. The agreements should invariably be in writing and should be drafted with care, for they are meant to settle disputes rather than raise them. Table 2.6 presents a list of selected enterprises in a number of sectors that are actively engaged with registered CBAs.

► **Table 2.5. Number and membership of CBA and non-CBA trade unions at the federal and provincial levels**

Province	Total no. of trade unions	CBA trade unions	Non-CBA trade unions	Total membership
Federal level (Registered with NIRC)	401	233	168	350 196
Punjab	2 342	674	1 668	502 546
KP	366	71	295	51 225
Sindh	3 924	379	3 545	494 417
Baluchistan	63	33	30	15 776
Total	7 096	1 390	5 706	1 414 160

Collective bargaining goes beyond statutory benefits, compassing the adjustment of various rights, including access to adjudication in Labour Courts. Under the Industrial Relations Ordinance 2002, an appeal can be filed against any decision or order made by a Labour Court or Industrial Tribunal. The appeal can be filed in the relevant High Court directly within 30 days of the decision or order being made. The National Industrial Relations Commission is entrusted with preventing unfair practices and decisions.

► **Table 2.6. Examples of enterprises that have active collective bargaining agents representing their workers, by economic sector**

Economic sector	Selected	Location
Textile	<ul style="list-style-type: none"> • J&P Coats (Private) Limited • Kohinoor Textile Mills Limited • Nishat Mills 	<ul style="list-style-type: none"> • Karachi • Rawalpindi • Faisalabad
Sports goods	Forward Gear (Private) Limited	Sialkot
Automobile	Hinopak Motors Limited	Karachi
Oil and Gas	National Refinery Limited (Public sector company)	Karachi
Packaging	Merit Packaging Limited	Karachi
Pharmaceutical	BSN Medical (Private) Limited	Karachi
Food	Hamdard (Waqf) Pakistan	Karachi

Collective bargaining agreements played a critical role in promoting social justice and economic equality by ensuring that workers have a voice in the workplace and are treated fairly and equitably. The agreements help to promote industrial harmony, job security and productivity while protecting the interests of workers. The organizations that are mentioned in table 2.6 have appointed collective bargaining agents to protect the interests of workers by providing a collective voice for workers in negotiations with employers.

The CBAs have successfully settled disputes to promote good working conditions and ensure incentives for workers to perform at their best. When workers are treated fairly and provided with adequate compensation and benefits, they are more likely to be motivated and productive. The following are examples of successful collective bargaining in Pakistan (Khalil 2018):

- ▶ J&P Coats (Private) Limited collective bargaining agreement included several clauses on financial benefits in addition to a gross salary increments and a bonus amounting to 35 per cent of the basic salary because of successful collective bargaining. Additional clauses included allowances for house rent and cost of living and a special bonus in case of full attendance. The agreement allows three workers to be sponsored by the company to undertake the Hajj. The company was also required to provide long-service awards and retirement awards to workers, according to the terms of the agreement.
- ▶ The CBA successfully negotiated two yearly bonuses in addition to a 6 per cent increment in salary, and the presence of a doctor and female nurse on the factory premises in Forward Gear (Private) Limited.
- ▶ The CBA at Hinopak Motors (Pvt.) Limited successfully negotiated annual increments of 18 per cent and 11 per cent, respectively, for two years.
- ▶ The CBA at BSN (Pvt.) Limited was able to secure a bonus equivalent to 4.5 salaries in addition to an increment in salary.
- ▶ National Refinery Limited adjusted to an overtime formula that was agreed by the workers and management in addition to other financial settlements. Securing grants and allowances for performing the Hajj and Umrah pilgrimages appeared to be an essential element of the collective bargaining agreement. The agreement included a Housing Assistance Loan from a revolving fund of 7,500,000 rupees with the maximum individual loan limit at 400,000 rupees, as well as a provision for a company loan from a revolving fund of 2,400,000 rupees with a maximum individual loan limit of 45,000 rupees.
- ▶ In Hinopak (Private) Limited, the CBA was successful in negotiating for company sponsorship of four workers with their spouses to undertake the Umrah every year. Similarly, loans for purchasing motorbikes and outpatient treatment reimbursement for workers and their families were included in the collective bargaining agreement.
- ▶ At Hamdard (Waqf), the agreement included company sponsorship for five workers to undertake the Hajj and one to undertake the Umrah annually. Similarly, financial rewards for service recognition appeared to be a common feature among the various agreements. The workers were able to secure a company loan for house repair whereby 30 workers were to receive 300,000 rupees over a return period of six years. The CBA was also successful in negotiating a yearly medical insurance of 200,000 rupees for permanent as well as contract workers.
- ▶ Merit Packaging agreed on provisions for awarding recognition (including long-service medals) and placing more focus on workers' general welfare.
- ▶ At Kohinoor Textile Mills (Private) Limited, the agreement included repair and maintenance of the workers' colony.
- ▶ In the case of Nishat Mills, the workers were provided with residential facilities. A school bus was also arranged for workers' children living in the workers' colony.

The following sectors are exempted from the right to collective bargaining under Industrial Relations Act 2012:

- ▶ government services (federal or provincial);

- ▶ Defense production and Pakistan Railways;
- ▶ agriculture (including forestry, hunting, and fishing);
- ▶ self-employed persons;
- ▶ hospitals and clinics;
- ▶ education institutions;
- ▶ export processing zones;
- ▶ specific public sector enterprises fall;
- ▶ Pakistan Security Papers;
- ▶ Pakistan Security Printing Corporation;
- ▶ Wah Ordnance Factory;
- ▶ Pakistan Council of Scientific and Industrial Research;
- ▶ Defense Housing Authority, Karachi;
- ▶ National Logistic Cell;
- ▶ Civilians of the Defense Services;
- ▶ Watch and Ward, Security or Fire Service of Oil;
- ▶ gas, seaports or airports;
- ▶ banks and financial institutions; and
- ▶ employment declared as "essential services" by the Essential Services (Maintenance) Act 1952 (ESMA, 1952).

2.1.3. Ratified ILO Conventions

The ILO Conventions and international labour standards are pivotal tools for promoting and advancing decent workplaces and workers' rights. The implementation of Conventions and labour standards ensures equity, security, social protection, dignity, justice and the protection of fundamental rights of workers at workplaces. The ILO has addressed a wide range of labour issues through its Conventions and Recommendation, including: OSH and the provision of safe working conditions; the provision of social protection; the right to freedom of association and collective bargaining; freedom from discrimination and exploitation; the prohibition of child labour and forced labour; and the regulation of working hours and fair wages. ILO Conventions have set minimum labour standards for promoting and maintaining decent work to achieve safe workplaces; sustainable development; inclusive economic growth; social cohesion; labour inspection; interaction among workers, employers and government; dispute settlement; and stability within society.

Furthermore, ILO Conventions and international labour standards play a cardinal role in shaping national legislation and policies. The ratification of ILO Conventions and international labour standards and recognition of their requirements in the development of policies and legislation confirm the implantation of globally recognized standards, protection of workers, and trade incentives.

The Government of Pakistan has ratified and has in force several ILO Conventions with the aim of protecting workers, strengthening global partnerships, improving decent work, and achieving conformity with recognized labour standards. Pakistan has enacted international labour standards in national and provincial laws aimed at promoting and maintaining decent work to achieve safe workplaces, sustainable development, inclusive economic growth and social cohesion. In all, Pakistan has ratified 36 ILO Conventions, 30 of which are currently in force. In addition, the country is in the process of ratifying two fundamental Conventions directly related to OSH, namely the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187). Meanwhile, Pakistan has also prioritized the ratification of the ILO Safety and Health in Mines Convention, 1995 (No. 176). Pakistan has ratified eight of the ten fundamental Conventions as well as two Conventions related to governance, with the remainder being technical Conventions. The ILO Conventions ratified by Pakistan are presented in table 2.7 below.

However, beyond ratifying several ILO Conventions, Pakistan is making all efforts to ensure the protection of workers and the implementation of recognized standards of health and safety. In recognition of these efforts, the ILO encourages and works closely with the Government of Pakistan, industry, workers' organizations and social partners to improve labour standards and ensure conformity with the requirements of ILO Conventions and other international labour standards.

► **Table 2.7. ILO Conventions that have been ratified (or are in the process of being ratified) by Pakistan, by order of ratification**

Subject	Convention	Ratification
Occupational injuries, diseases, and deaths	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	In Process
Provision of safe workplace and working environment	Occupational Safety and Health Convention, 1981 (No. 155)	In Process
Maritime safety	Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)	2017
Minimum age for work	Minimum Age Convention, 1973 (No. 138)	2006
Equal remuneration	Equal Remuneration Convention, 1951 (No. 100)	2001
Abolition of child labour	Worst Forms of Child Labour Convention, 1999 (No. 182)	2001
Human resource development	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	1994
Tripartite consultation	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	1994
Social security	Equality of Treatment (Social Security) Convention, 1962 (No. 118)	1969
Discrimination	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	1961
Abolition of forced labour	Abolition of Forced Labour Convention, 1957 (No. 105)	1960
Weekly rest	Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	1960
Forced labour	Forced Labour Convention, 1930 (No. 29)	1957
Labour inspection	Labour Inspection Convention, 1947 (No. 81)	1953
Collective bargaining	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	1952
Freedom of association	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	1951
Night work by women	Night Work (Women) Convention (Revised), 1948 (No. 89)	1951
Night work by young workers	Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)	1951
Dockers' safety	Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	1947

Subject	Convention	Ratification
Underground work by women	Underground Work (Women) Convention, 1935 (No. 45)	1938
Maritime occupational safety and health	Seamen's Articles of Agreement Convention, 1926 (No. 22)	1932
Workmen's compensation	Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)	1927
Accident compensation	Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	1927
Working hours	Hours of Work (Industry) Convention, 1919 (No. 1)	1921
Young workers	Night Work of Young Persons (Industry) Convention, 1919 (No. 6)	

As signatories to the Conventions listed above, Pakistan must respect, protect and comply with the rights and obligations laid out in these Conventions. Pakistan has expressed the OSH rights and obligations found in ILO Conventions through constitutional and legislative frameworks, including the Factories Act 1934, the Sindh OSH Act 2017, the Punjab OSH Act 2019, and the KP OSH Act 2021. In addition, provincial governments have implemented Industrial Relation Acts, Minimum Wage Acts, Abolition of Forced and Bonded Labour Acts, and Abolition of Child Labour Acts (Annex I).

It is important to acknowledge that the Government of Pakistan is committed to ensuring labour-related rights. The federal and provincial governments have already taken numerous innovative measures to implement the provisions of ILO Conventions and to develop legal frameworks on labour and OSH. In this context, the ILO Country Office for Pakistan and the International Labour and Environmental Standards (ILES) Project have technically and financially supported the federal and provincial governments in these efforts and achievements in terms of legislation, developing decent and productive workplaces, ensuring labour rights, and implementing globally recognized OSH standards.

2.1.3.1. ILO Conventions related to OSH

Many ILO Conventions are at least broadly concerned with the working environment and the occupational safety and health of workers. The following is a list of key Conventions related to OSH that Pakistan has referred to in developing its legal frameworks around OSH:

- ▶ Occupational Safety and Health Convention, 1981 (No. 155);
- ▶ Occupational Cancer Convention, 1974 (No. 139);
- ▶ Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148);
- ▶ Occupational Health Services Convention, 1985 (No. 161);
- ▶ Asbestos Convention, 1986 (No. 162);
- ▶ Safety and Health in Construction Convention, 1988 (No. 167);
- ▶ Chemicals Convention, 1990 (No. 170);
- ▶ Prevention of Major Industrial Accidents Convention, 1993 (No. 174);
- ▶ Safety and Health in Mines Convention, 1995 (No. 176);
- ▶ Safety and Health in Agriculture Convention, 2001 (No. 184);
- ▶ Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

Convention No. 155 defines the responsibilities of governments and employers and the rights of workers in regard to OSH. Although, the ratification of this Convention by Pakistan is still in process, the Factories Act 1934, the Sindh OSH Act 2017, the Punjab OSH Act 2019, and the KP OSH Act 2021 all consider and follow the requirements of the Convention.

ILO Convention No. 155 is to be enforced based on tripartite consultation among government, employers and workers, and it applies to all aspects of economic activities. However, when a Member State ratifies the Convention and after consultation with the representative organizations of employers and workers, there is the possibility to exclude a few economic activities. Convention No. 155 contains the following obligations:

- ▶ National OSH policy promulgation and implementation through OSH legislation and other suitable methods in consultation with representative organizations of employers and workers (Article 4).
- ▶ Enforcement through adequate and appropriate inspection system and penalties (Article 9).
- ▶ Support to employers and workers to comply with legal obligations through guidance (Article 10).
- ▶ Determination of the conditions governing the conception of undertakings, operations and safety measures (Article 11(a)).
- ▶ Determination of work processes, substances and agents to be prohibited, limited or made subject to authorization (Article 11(b)).
- ▶ Establishment of a procedure for notification of accidents and occupational diseases and the production of statistics (Article 11(c)).
- ▶ Investigation of serious cases (Article 11(d)).
- ▶ Publication of annual reports on measures taken following the national OSH policy (Article 11(e)).
- ▶ Introduction of a system to examine the impact on workers' health of chemical physical and biological agents (Article 11(f)).
- ▶ Duties of designers, manufacturers, importers and providers of machines, equipment and substances to ensure safety, provide information and undertake studies (Article 12).
- ▶ Protection of the workers' right to remove themselves from imminent danger without undue consequences (Article 13).
- ▶ Inclusion of OSH at all levels of education and training (Article 14).
- ▶ Coordination between various authorities and bodies with competencies on OSH (Article 15).

ILO Convention No. 155 places the following obligations on employers within a ratifying country:

- ▶ Ensure that workplaces, machinery, equipment and processes are safe and without risk to health (Article 16(1)).
- ▶ Ensure that chemical, physical and biological substances are without risk to health (Article 16(2)).
- ▶ Provide personal protective equipment (Article 16(3)).
- ▶ Collaborate with other undertakings that are simultaneously engaged in activities at the same workplace (Article 17).
- ▶ Take measures for emergencies, accidents and first aid (Article 18).
- ▶ Implement OSH measures at no or low cost for workers (Article 21).

ILO Convention No. 155 provides for the following duties and rights of workers:

- ▶ Cooperate with the employer in the fulfilment of the employer's obligations (Article 19(a)).
- ▶ Workers' representatives to cooperate with the employer on OSH (Article 19(b)).
- ▶ Receive adequate information on OSH and the right to consult representative organizations (Article 19(c)).
- ▶ Receive appropriate training on OSH (Article 19(d)).
- ▶ Enquire and be consulted on all aspects of OSH (Article 19(e)).
- ▶ Report any imminent danger to immediate supervisor (Article 19(f)).
- ▶ Right not to return to a work situation where there is continuing imminent danger (Article 19(f)).

2.2. Competent authorities on OSH supervision and administration

The competent authorities are those responsible for supervising and enforcing OSH legislation and national standards in industries, shops and establishments in Pakistan, including:

- ▶ Performing monitoring and inspections;
- ▶ Investigating workplace accidents (including injuries and diseases);
- ▶ Recording statistics;
- ▶ Providing advice, warnings and service notices;
- ▶ Imposing fines and penalties in case of non-compliance; and
- ▶ Initiating prosecutions.

2.2.1. National and provincial authorities/bodies

2.2.1.1. Ministry of Overseas Pakistanis and Human Resource Development

The federal Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD) was established on 7 June 2013 and oversees matters concerning overseas Pakistanis and human resource development in Pakistan.

The MOPHRD has the responsibility for reporting to the ILO's Committee of Experts on the Application of Conventions and Recommendations (CEACR) on Pakistan's progress in applying international labour Conventions at the country level. The MOPHRD is focused on the protection and welfare of the workers employed in Pakistan and abroad. The Ministry is mandated to protect the rights of workers and to develop and manage the human resources of the country. The Ministry plays a vital role in shaping the policies and programmes to address the challenges and opportunities related to the development and management of human resources in both local and global contexts. The MOPHRD has the following five divisions.

- ▶ Workers Welfare Wing (headed by a Joint Secretary BS-20)
- ▶ Emigration (headed by a Joint Secretary BS-20)
- ▶ Administration/Overseas Pakistanis (headed by a Joint Secretary BS-20)
- ▶ Policy Unit (headed by Chief of BS-20)
- ▶ Finance and Accounts (headed by Chief Finance and Accounts Officer of BS-20)

2.2.1.2. Provincial Labour Departments

A. Punjab Labour and Human Resource Department

The Punjab Labour and Human Resource Department was established under the Punjab Government Rules of Business 1974. It is responsible for "promoting the welfare and protecting the rights of labour force and workmen". The following are the functions of the Department:

- ▶ Maintenance of harmony and peace in industries in Punjab.
- ▶ Resolving disputes in industries.
- ▶ Coordination with District Labour and Human Resource Boards, conveying relevant information on the labour market and implementation of government policies.
- ▶ Decisions on compensation claims and solving cases of non-payment of wages.
- ▶ Trade union and federation registration and de-registration.
- ▶ Determining Collective Bargaining Agents (CBAs), conducting referendums, and supervising trade unions and election proceedings.
- ▶ Auditing and scrutinizing of annual returns/funds of trade unions and federations.
- ▶ Labour welfare laws enforcement on railways, factories, shops, and industrial and commercial establishments.
- ▶ Implementation of government policies and programmes to eliminate child labour.

- ▶ Coordination of government efforts to address child labour and bonded labour.
- ▶ Registration of shops, factories and establishments.
- ▶ Conducting training at the Industrial Relations Institute on industrial relations and management of finances.
- ▶ Provision of advisory services, information and training to industry to improve safety and health conditions in the working environment.
- ▶ Distribution of funeral and marriage grants and talent scholarships.
- ▶ Estate management and plot allotments of labour colonies.
- ▶ Promotion of opportunities for employment, collection and dissemination of information on the labour market, and provision of data to the Defense Forces on skilled personnel (Punjab LHRD, n.d.).

B. Sindh Labour and Human Resources Department

The Sindh Labour and Human Resources Department is responsible for promoting peace in the workplace through the observation of labour laws. The Department holds the important role of promoting employment and investment in the province. It is also responsible for protecting the labour force and enhancing its capacity through training and development. The following are the functions of the Department:

- ▶ Registration of trade unions and other trade union-related matters.
- ▶ Holding referendums and overseeing the determination of Collective Bargaining Agents.
- ▶ Applying to all industries, shops and establishments to resolve industrial disputes and enforce labour laws.
- ▶ Conducting OSH training for workers and employers.
- ▶ Solving issues of non-payment of wages under the Payment of Wages Act.
- ▶ Compilation of statistical data (Sindh LHRD, n.d.).

C. Khyber Pakhtunkhwa Labour Department

The Khyber Pakhtunkhwa (KP) Labour Department is the custodian of the guaranteed rights of workers, such as the right to organize, the right to collective bargaining, the right to participation in the affairs of workers' organizations, health and safety, minimum wages, compensation, and so on. The Department also focuses on enforcement of various labour laws and international systems of weights and measures in the province. In addition, it carries out drives to raising awareness among the workers, employers and other stakeholders on issues of labour and other relevant matters. The following are the functions of the Department:

- ▶ Settlement of disputes between trade unions and industries.
- ▶ Implementation of labour laws and carrying out periodic inspections.
- ▶ Conducting training and conferences for workers and employers and playing a role in tripartite bodies.
- ▶ Compilation and dissemination of labour statistics.
- ▶ Enforcement of the KP Bonded Labour System Abolition Act 2015 and the KP Workers' Compensation Act, and enforcement of judgments of claims under the KP Payment of Wages Act 2013.
- ▶ Assisting in implementing labour policies and legislation (Khyber Pakhtunkhwa DoL, n.d.).

D. Balochistan Labour and Manpower Department

The Labour and Manpower Department of the Government of Balochistan was established with the goal of protecting labour rights, imparting technical and vocational training to the youth of Balochistan, and providing welfare to workers registered with social security institutions. The following are the functions of the Department:

- ▶ Promoting decent work in the workplace.
- ▶ Registration of trade unions, shops, establishments, and commercial and industrial units.
- ▶ Implementation of OSH practices at workplaces.

- ▶ Providing equal opportunity for wages.
- ▶ Improving relations between workers and employers.
- ▶ Scholarship provision to the children of workers (Balochistan LMD, n.d.).

E. Gilgit-Baltistan Directorate of Industries, Commerce and Labour

Gilgit-Baltistan's Directorate of Industries, Commerce and Labour is working to promote industrial development, to create a healthy environment, and to promote sustainable industrialization. It aims to promote activities for trade, commerce, vocational training and technical education, as well as to implement labour laws to improve the working conditions of labour. The following are the functions of the Directorate:

- ▶ Industrial development and planning.
- ▶ Labour law enforcement.
- ▶ International Labour Day celebration.
- ▶ Promoting industrial exhibitions in the country.
- ▶ Conducting industrial research.
- ▶ Industrial surveys and control.
- ▶ Establishing colonies for workers.
- ▶ Working on various projects such as the Board of Investment, Industrial Zone Minawar Gilgit, D-Commerce Mapping, and Existing Industries of Gilgit-Baltistan (Gilgit-Baltistan ILCD, n.d.).

F. Azad Jammu and Kashmir Department of Industries, Commerce and Labour

The objective of the Department of Industries, Commerce and Labour is to accelerate the pace of economic development in the territory of Azad Jammu and Kashmir through human resource development and industrialization. The activities carried out by the department include the following:

- ▶ Development of industrial infrastructural facilities to facilitate investment.
- ▶ Overseeing government incentives to help promote industrialization.
- ▶ Human resources mobilization towards activities that generate income.

2.2.1.3. Provincial Mines Labour Welfare Commissionerates

In Pakistan, there are several Mines Labour Welfare Commissionerate working under Provincial Mines and Mineral Development Departments that were established to ensure the welfare and safety of workers in the mining industry. In all the provinces these Commissionerates operate through the Excise Duty on Minerals (Labour Welfare) Act 1967, except in Khyber Pakhtunkhwa, which has enacted their own recent legislation – the Khyber Pakhtunkhwa Excise Duty on Minerals (Labour Welfare) Act 2021.

The Commissionerates are responsible for enforcing labour laws and regulations in mines across the country. The following are the Mines Labour Welfare Commissionerate in Pakistan:

- ▶ Punjab Mines Labour Welfare Commissionerate
- ▶ Sindh Mines Labour Welfare Organization
- ▶ Khyber Pakhtunkhwa Commissionerate of Mines Labour Welfare
- ▶ Balochistan Mines Labour Welfare Commissionerate

Each Commissionerate is headed by a commissioner who is responsible for implementing labour policies, providing social welfare services, and ensuring the health and safety of workers in the mining industry. The Commissionerates have established rescue stations and provide rescue and recovery facilities to mine workers trapped in and about the mines or in case of mine emergencies and accidents. The Commissionerates also work closely with the federal and provincial governments to promote the welfare of mine workers and their families, including by providing medical facilities to mine workers and their families, ensuring safety and health measures in mines, and promoting the education of mine workers and their children.

2.2.1.4. Workers' Welfare Funds/Boards

Operating primarily at federal level, the Workers Welfare Fund (WWF) was established in 1971 under the Workers Welfare Fund Ordinance. The WWF is managed by a tripartite Governing Body having not more than 18 members, which includes members from federal and provincial governments and representatives from workers and employers, as per section 7(2) of Workers' Welfare Fund Ordinance 1971. The WWF is responsible for providing welfare services to industrial workers and their families, including housing, education, healthcare and social security. The WWF is funded by contributions from employers (2 per cent of annual income, and the left-out amount of profit after its allocation to workers) (Pakistan, WWF, n.d.). After the 18th Amendment to the Constitution, Punjab and Sindh established their own Punjab Workers Welfare Fund and Sindh Workers Welfare Fund in 2019 and 2014, respectively. But despite the enactment of a provincial Fund in Punjab, the province still operates under the federal WWF, along with KP and Balochistan. It is pertinent to mention that along with industrial and factory workers, the federal and provincial WWFs also extend benefits to registered mining workers.

A. Pakistan Workers Welfare Fund

The Pakistan Workers Welfare Fund (WWF) was established in 1971 under the Workers Welfare Fund Ordinance. The WWF is funded by contributions from employers, who are required by law to contribute a percentage of their profits to the Fund. The WWF uses these funds to provide a range of services to workers, including:

- ▶ Provision of housing facilities to industrial workers and their families, including the construction of low-cost housing units, repair and renovation of existing units, and the provision of loans for the construction or purchase of homes.
- ▶ The WWF provides education facilities to workers' children, including the construction and operation of schools, scholarships and vocational training programmes.
- ▶ Provision of healthcare facilities to workers and their families, including the construction and operation of hospitals, clinics and medical camps.
- ▶ The WWF provides social security services to workers, including the payment of old age pensions, disability pensions and survivor benefits.

The WWF has a network of regional offices across Pakistan, and its services are available to workers in all industrial sectors, including manufacturing, agriculture, and services. The fund also has a grievance redressal mechanism in place to address any complaints or disputes related to its services.

B. Sindh Workers Welfare Fund

Following the 18th Amendment, the Provincial Assembly of Sindh passed the Sindh Workers Welfare Fund Act 2014, and the Sindh Workers Welfare Fund was notified on 28 October 2015. The Fund is responsible for the welfare of workers and their families in the province of Sindh. The primary functions of the Sindh Workers Welfare Fund are:

- ▶ Collection of funds from the employers of industrial and commercial establishments in Sindh.
- ▶ Provision of welfare services to workers and their families, including healthcare, education, housing and financial assistance.
- ▶ Administration of the funds collected from employers and ensuring that they are utilized for the welfare of workers and their families.
- ▶ Regulating matters related to housing allotment, rent fixation, housing costs or flats financed by monies allocated from the Fund and oversight of external repairs and maintenance.

B. Balochistan Workers Welfare Board

The Balochistan Workers Welfare Board is responsible for providing welfare services to workers and their families in Balochistan. The Board collects funds from the employers of industrial and commercial establishments in Balochistan. The board provides welfare services to workers and their families, including healthcare, education, housing and financial assistance. The Board is funded through a percentage of the total wages paid to workers in industrial and commercial establishments in Balochistan. The Board is also authorized to receive donations and grants from the Government and other organizations. Overall, the

Balochistan Workers Welfare Board plays a vital role in ensuring the welfare of workers and their families in Balochistan, by providing them with essential services and financial assistance.

C. Punjab Workers Welfare Fund

Punjab Workers Welfare Fund was established under the Punjab Workers Welfare Fund Act 2019. The Fund provides a holistic package of services to industrial workers, which includes provision of marriage grants, death grants, talent scholarships, the establishment and maintenance of labour colonies, and the establishment and operation of workers welfare schools in various districts of Punjab.

D. Khyber Pakhtunkhwa Workers Welfare Board

The Khyber Pakhtunkhwa Workers Welfare Board was established under the Khyber Pakhtunkhwa Workers Welfare Fund Ordinance 1971. The primary objective of the Board is to provide welfare services to workers and their families in Khyber Pakhtunkhwa. The following are the functions of the Board:

- ▶ To provide educational and residential facilities as well as other measures for welfare, including the Jahez Fund for the marriage of the daughters of workers.
- ▶ Providing merit scholarships to deserving children of industrial workers and the distribution of bicycles and sewing machines.
- ▶ The Board is mainly responsible for the provision of housing, health, education and other welfare facilities to families and workers.
- ▶ The Board has constructed residential colonies, schools, technical and vocational institutes, community centres, Medicare centres, and hospitals, and has provided other welfare measures, such as, marriage grants, death grants and scholarships for industrial and mine workers and their children.

E. Provincial Minimum Wages Boards

The Provincial Minimum Wages Boards were established under the Minimum Wages Ordinance 1961. The primary objective of the Boards is to fix minimum wages for workers in different industries and trades in the provinces. The Boards are responsible for the following activities:

- ▶ Fixing minimum wages: The Boards determine and fix minimum wages for workers in different industries and trades.
- ▶ Reviewing and revising minimum wages: The Boards review and revise minimum wages periodically to ensure that they are consistent with the cost of living and other economic factors.
- ▶ Conducting surveys: The Boards conduct surveys and research to gather information on the cost of living, the prevailing wage rates, and other relevant economic factors that may impact the determination of minimum wages.
- ▶ Advising the Government: The Boards advise the Government on matters related to the determination of minimum wages and the enforcement of minimum wage laws and regulations.

The Boards are composed of representatives from employers, workers, and the Government. The Boards meet periodically to review and revise minimum wage rates, and overall play an essential role in ensuring that workers in different industries and trades in provinces receive fair compensation for their labour.

F. Employees' Old Age Benefits Institution (EOBI)

The Employees' Old-Age Benefits Institution (EOBI) is a social security institution in Pakistan that provides financial assistance to retired workers, their dependents, and survivors. It was established under the Employees' Old-Age Benefits Act 1976, and is a federal organization that operates under the MOPHRD. The EOBI has the following responsibilities:

- ▶ provision of Old-Age Pensions;
- ▶ provision of Survivor's Pensions;
- ▶ provision of Invalidity Pensions;
- ▶ provision of Old-Age Grants;

- ▶ identification and registration of establishments and industries;
- ▶ identification and registration of insured persons;
- ▶ collection of contributions;
- ▶ EOB Fund management; and
- ▶ provision of benefits as per the law.

G. Labour Welfare Department of Islamabad Capital Territory

The Labour Welfare Department of Islamabad Capital Territory is responsible for the welfare and protection of workers in the Islamabad Capital Territory. The Department is responsible for enforcing labour laws and regulations, promoting and protecting the rights of workers, and improving the working conditions of labourers in the region.

The Department's main functions include:

- ▶ inspection of factories/shops and Commercial Establishments;
- ▶ registration of factories;
- ▶ registration of shops and commercial establishments;
- ▶ referral of the wage-related cases of workers to the relevant authority under the Payment of Wages Act 1936;
- ▶ making decisions in compensation cases under the Workmen's Compensation Act 1923; and
- ▶ elimination of child/bonded labour in Islamabad.

2.2.1.5. Employees Social Security Institutions

Employees Social Security Institutions (ESSIs) provide social protection programmes to workers and their families. The ESSIs are government-run and are responsible for administering social security programmes such as marriage grants (for women workers and daughters of workers), death grants, study and scholarships, pensions, disability insurance, unemployment benefits, and healthcare. The following are the provincial ESSIs:

- ▶ Punjab Employees Social Security Institution (PESSI): PESSI is a provincial institution that provides social security benefits to workers in the province of Punjab.
- ▶ Sindh Employees Social Security Institution (SESSI): SESSI is a provincial institution that provides social security benefits to workers in the province of Sindh.
- ▶ Balochistan Employees Social Security Institution (BESSI): BESSI is a provincial institution that provides social security benefits to workers in the province of Balochistan.
- ▶ Khyber Pakhtunkhwa Employees Social Security Institution (KPESSI): KPESSI is a provincial institution that provides social security benefits to workers in the province of Khyber Pakhtunkhwa.

2.2.1.6. National Industrial Relations Commission

The National Industrial Relations Commission (NIRC) was established in 1972 by modifying the Industrial Relations Ordinance 1969. The NIRC was founded as a quasi-judicial entity under the Labour Policy 1972 to encourage genuine trade unionism by establishing industry-specific federations of unions at the national level. It has been sustained by subsequent legislation such as the Industrial Relations Ordinance 2002, the Industrial Relations Act 2008, and the Industrial Relations Ordinance 2011. Now it is established under section 53 of Industrial Relations Act 2012.

The NIRC supervises the relationships between businesses and employees. It addresses unfair labour practices by employers and employees, the resolution of industrial disputes, the registration of trans-provisional trade unions and unions in Islamabad, and the federation and designation of Collective Bargaining Agents. The NIRC is chaired by a retired or sitting judge of the Supreme Court of Pakistan. Its members include retired or serving District and Session Judges, federal government officers, and the Registrar of the NIRC. It has a significant role in promoting industrial peace, which is vital for commercial institutions to operate at a high level of productivity.

2.2.1.7. Labour Courts

Labour Courts in Pakistan are a part of the country's judicial system that are responsible for resolving disputes related to employment and labour laws. These courts were established under the provincial Industrial Relations Acts, which provide for the regulation of relations between employers and employees and the resolution of disputes through a legal process.

Labour Courts deal with disputes related to the terms and conditions of employment, wrongful dismissals, and other employment-related matters. They have jurisdiction over cases where the amount of a claim does not exceed a certain limit. There are nine labour courts working in Punjab, eight in Sindh, five in KP and two in Balochistan to handle labour issues. The National Industrial Relations Commission (NIRC) Appellate Tribunal hears appeals against the decisions of the Labour Courts (Punjab LHRD, n.d.; Sindh LHRD, n.d.; Khyber Pakhtunkhwa DoL, n.d.; Balochistan LMD, n.d.; Gilgit Baltistan ILCD, n.d.).

In Pakistan, labour courts play an essential role in protecting the rights of workers and ensuring that employers comply with the country's labour laws. These courts help to resolve disputes in a timely and fair manner, ensuring that workers are treated fairly and justly.

2.2.1.8. Employer's Federation of Pakistan

The Employer's Federation of Pakistan (EFP) is a non-profit organization that represents the collective voice of employers in Pakistan. It was established in 1950 and is headquartered in Karachi. The primary objective of the EFP is to promote and protect the interests of employers in Pakistan. This is achieved through advocacy, lobbying, research and capacity-building. The EFP also provides a platform for employers to network and exchange ideas and best practices.

The EFP represents a diverse range of industries, including in manufacturing, services, agriculture, and finance. It has a membership of over 850 employers, including small- and medium-sized enterprises (SMEs), multinational corporations and industry associations (EFP, n.d.). Some of the key areas that the EFP focuses on include labour laws and regulations, industrial relations, OSH, and human resource management. The EFP also collaborates with other stakeholders, including government agencies, trade unions, and civil society organizations, to promote dialogue and constructive engagement on issues affecting the world of work in Pakistan. The EFP have the following core functions:

- ▶ Promote and protect the interests of employers nationally and internationally.
- ▶ Provide a forum for employers in Pakistan to progress in a global society through decent work and better human resource management, while taking corporate social responsibility into account.
- ▶ Pursue industrial peace, harmony, poverty alleviation and promotion of entrepreneurship, and promote policies and legislation conducive to investment, economic growth, employment generation and decent wages.
- ▶ Develop business through increased production quality, advanced human resource management, balanced workers management and a decent work environment.
- ▶ To promote prosperity through good relations and unanimity among employers on various issues.
- ▶ Create awareness and animate employers and other stakeholders to support the decent work agenda for the country.
- ▶ Playing an important role in promoting employment in the country.
- ▶ Reducing the communication gap between employers and the Government.

2.2.1.9. Pakistan Workers' Federation

The Pakistan Workers' Federation (PWF) is a national-level trade union federation that represents the interests of workers in Pakistan. The PWF was formed in 2005 from the merger of three leading national-level federations: the All-Pakistan Federation of Labour (APFOL), the All Pakistan Federation of Trade

Unions (APFTU) and the Pakistan National Federation of Trade Unions (PNFTU).

The PWF is affiliated with the International Trade Union Confederation (ITUC) and the South Asian Regional Trade Union Council (SARTUC). It has a membership of over 1.5 million workers from various sectors, including agriculture, manufacturing, construction, services, and the public sector. The primary objective of the PWF is to promote and protect the rights and interests of workers in Pakistan. This is achieved through collective bargaining, lobbying, advocacy, and education and training. The PWF also engages in social and political activism to promote social justice and human rights.

The PWF is committed to improving working conditions, wages and social protection for workers in Pakistan. It works closely with other trade unions, civil society organizations and human rights groups to promote the rights of workers and ensure their inclusion in social and economic policies.

The key functions of the PWF (n.d.) include:

- ▶ Setting up, maintaining and growing a strong and effective national organization consisting of free and democratic trade unions, unconstrained by any external ascendancy and committed to promoting the interests of working people all over Pakistan and strengthening the dignity of labour.
- ▶ Directing, harmonizing and managing the activities of regional federations, associated industrial unions and their industrial federations in all matters directly or indirectly influencing the workers.
- ▶ Improving working conditions and health and safety standards for workers.
- ▶ Establishing, maintaining and expanding social security for all workers
- ▶ Representing the free trade union movement in all regional and international forums that have been established to perform functions affecting the social and economic conditions of workers and to fully support the execution of their decisions whenever desired.
- ▶ Ensuring the integration of women into trade unions and developing gender equality in activities and decision-making at all levels.
- ▶ Endeavouring for the annihilation of child labour and all forms of forced/bonded labour.
- ▶ Promoting peace and security at the national, regional and international levels for the well-being of people, especially working men and women.
- ▶ Striving to ensure better and good relations between employers and workers.
- ▶ Supporting and protecting the interests of affiliated units to secure legislative support for the promotion of workers' interests.
- ▶ Encouraging and supporting socio-economic projects and services for the benefit of affiliates and their members.
- ▶ Striving for social and political dialogue that reflects the perspective of trade unions in the formulation of socio-economic policies and plans of the Government, with the aim of ensuring sustainable and equitable development.
- ▶ Striving for the ratification and enforcement of all ILO Conventions, especially concerning basic labour standards.

2.2.1.10. Civil Defense Department

The Civil Defense Department in Pakistan is responsible for promoting public safety and providing emergency services during natural disasters, civil disturbances, and other crises. The Department is tasked with identifying and analysing potential hazards, developing response plans, and conducting training programmes to enhance public safety awareness and emergency preparedness.

The Civil Defense Department operates under the Ministry of Interior and is responsible for providing emergency response services during disasters such as earthquakes, floods and fire incidents. The Department also assists in evacuating citizens during emergencies and provides first aid and medical assistance to those in need. In addition to emergency response services, the Civil Defense Department also conducts awareness campaigns on topics such as fire safety, traffic safety and first aid. The Department also offers training programmes for individuals and organizations to enhance their emergency preparedness.

2.2.1.11. Punjab Emergency Service Department

The Punjab Emergency Service Department, also known as "Rescue 1122", is an emergency service provider in the province of Punjab. Its primary mandate is to provide a rapid emergency medical response, rescue and fire services to the citizens of Punjab. Punjab Rescue 1122 was established under the Punjab Emergency Service Act 2006 for the management of emergencies such as hazardous material accidents, explosions, building collapses, road accidents, medical emergencies, fires, flood and water rescue, animal rescue and so on.

The service has since expanded to cover 36 districts of Punjab, and it has responded to over 11 million emergencies to date. The emergency services provided by Punjab Rescue 1122 include ambulance services, fire services, rescue services and disaster management. The service is available 24/7, and citizens can call the emergency helpline number 1122 to request assistance in case of an emergency. Punjab Rescue 1122 has a dedicated team of trained professionals who are equipped with the latest equipment and technology to provide efficient emergency services. The service is committed to providing timely and effective assistance to all citizens of Punjab in times of need.

2.2.1.12. Khyber Pakhtunkhwa (KP) Emergency Service Department

The Khyber Pakhtunkhwa (KP) Emergency Service Department, which is also known as Rescue 1122, is an emergency service provider in the province of Khyber Pakhtunkhwa. It was established in 2010 with the aim of providing timely and efficient emergency medical response, rescue, and fire services to the citizens of Khyber Pakhtunkhwa.

The KP Rescue 112 covers all 35 districts of Khyber Pakhtunkhwa and is available 24/7. Citizens can call the emergency helpline number 1122 to request assistance in case of an emergency. The emergency services provided by KP Rescue 1122 include ambulance services, fire services, rescue services and disaster management. KP Rescue 1122 has a team of trained professionals who are equipped with the latest equipment and technology to provide efficient emergency services. The service is committed to providing timely and effective assistance to all citizens of Khyber Pakhtunkhwa in times of need.

In addition to emergency response services, KP Rescue 1122 also focuses on creating awareness among the public about emergency preparedness, first aid, and disaster management. It conducts training programmes and workshops for citizens, schools and other organizations to equip them with the necessary skills and knowledge to deal with emergencies.

2.2.1.13. Sindh Emergency Service

Sindh Emergency Service (SES) has changed the landscape of emergency care in Pakistan. It is an ISO 9001:2015 certified, state-of-the-art life-saving ambulance network providing round-the-clock emergency care in Sindh.

SES is a vital link for people suffering from critical health issues, as it provides required pre-hospital emergency care while transporting the patient from their home, hospital or place of accident to a proper health facility. The SES have the following aims:

- ▶ Stabilize and transport patients from the site of injury or illness to healthcare facilities.
- ▶ Address common emergencies such as cardiac arrest, accidents, injuries and obstetric emergencies.
- ▶ Reduce the incidence of loss of life due to inadequate emergency response.

2.2.1.14. Ministry of Climate Change

The Ministry of Climate Change (previously the Ministry of Environment) was established in 2012 and is headed by a Federal Minister who is assisted by a team of professionals and technical experts. The Ministry works closely with various stakeholders, including government agencies, NGOs, academia and the private sector, to achieve its objectives.

The Ministry of Climate Change is responsible for the sound management of chemicals and hazardous materials throughout their life cycle. The Ministry is also mandated for the implementation of the Basel, Rotterdam, and Stockholm Conventions, the Vienna Convention, the Minamata Convention, and the Strategic Approach to International Chemicals Management (SAICM). In this regard, the Ministry of Climate Change has implemented the National Hazardous Waste Management Policy 2022 and Hazardous Substance Rule 2005.

2.2.1.15. Environmental Protection Agencies

The Pakistan Environmental Protection Agency was established under section 5 of the Pakistan Environmental Protection Act 1997. After the 18th Amendment, all provinces of Pakistan established their own Provincial Protection Agencies under their respective Provincial Environmental Protection Acts. The Environmental Protection Agencies are mandated to prepare, revise and set National Environmental Quality Standards (NEQS) for noise and for the emission of substances into the air or water. They also monitor and assess environmental conditions and their impacts.

2.2.1.16. Ministry of National Health Services, Regulation and Coordination

The Ministry of National Health Services, Regulation and Coordination is responsible for formulating policies, regulations and guidelines for the healthcare sector in Pakistan. It was established in 2011 and is headed by the Federal Minister for National Health Services.

The Ministry's mandate includes:

- ▶ Development of national health policies and strategies to improve the health status of the population.
- ▶ Regulation of healthcare services to ensure quality and safety standards are met.
- ▶ Coordination and collaboration with provincial health departments and other stakeholders to implement national health programmes.
- ▶ Provision of technical assistance and capacity-building to improve the health infrastructure and human resources in the country.
- ▶ Promotion of public-private partnerships to improve access to quality healthcare services.

The Ministry oversees several institutions and organizations, including the National Institute of Health, the Drug Regulatory Authority of Pakistan, and the Pakistan Medical and Dental Council. It also works closely with international organizations, such as the World Health Organization, to address global health issues and promote the health and well-being of the Pakistani population.

2.2.1.17. Public Health Engineering Departments

The Public Health Engineering Departments (PHEDs) are government agencies at the provincial level that are responsible for providing a safe and reliable water supply, sanitation, and hygiene services to communities. PHEDs work towards improving public health by ensuring the availability of clean drinking water, promoting proper sanitation practices, and creating awareness about the importance of good hygiene.

PHEDs are typically responsible for the planning, design, construction, operation and maintenance of water supply and sanitation infrastructure, such as wells, boreholes, water treatment plants, sewerage systems and wastewater treatment plants. The Departments also conduct water quality testing and environmental impact assessments, and develop policies and guidelines related to water supply and sanitation.

PHEDs play a critical role in promoting public health and ensuring access to safe water and sanitation services, particularly in rural areas and low-income communities where access to these basic services may be limited. The Departments work in close collaboration with other government agencies, NGOs and community groups to implement programmes and initiatives aimed at improving water supply and sanitation services and promoting public health.

2.2.1.18. Karachi Dock Labour Board

The Karachi Dock Labour Board (KDLB) is a regulatory body established under the Karachi Dock Workers (Regulation of Employment) Scheme 1973 issued by the Federal Government via SRO 1693(I)/1973 in pursuance of the Dock Workers (Regulation of Employment) Ordinance 1973, which was later replaced by the Dock Workers (Regulation of Employment) Act 1974. The KDLB was established and functions under an Act of Parliament to regulate the employment of dock workers at the Karachi Port. It is empowered to impose cess on cargo handled at the Karachi Port to generate funds for the welfare of dock workers registered with the Board.

The KDLB consists of the following 14 tripartite members from government, employers and workers:

- ▶ Chairman
- ▶ Senior Executives – Karachi Port Trust
- ▶ Senior Executives – Karachi Port Trust
- ▶ CBA Representatives of dock workers
- ▶ CBA Representatives of dock workers
- ▶ CBA Representatives of dock workers
- ▶ Representatives of the Pakistan Ship Agents Association
- ▶ Representatives of the Pakistan Ship Agents Association

Some of the functions of the KDLB include:

- ▶ Registration of dock workers: The KDLB registers dock workers and issues identity cards to them, which entitle them to work in the Karachi port area.
- ▶ Allocation of work: The KDLB allocates work to registered dock workers based on the availability of work and the worker's skills and experience.
- ▶ Payment of wages: The KDLB is responsible for ensuring that dock workers are paid their wages on time and that they receive fair compensation for their work.
- ▶ Welfare measures: The KDLB provides various welfare measures for dock workers, such as housing, medical facilities and educational facilities for their children.
- ▶ Safety measures: The KDLB is responsible for ensuring that safety measures are in place to protect the health and safety of dock workers. This includes providing safety equipment and training for workers.
- ▶ Redress of grievances: The KDLB provides a grievance redress mechanism for dock workers to raise their concerns and complaints.

At present, 2,692 dock workers are registered on the KDLB roster under the following categories in day/night shifts (table 2.8):

► **Table 2.8. Number of registered dock workers on the KDLB roster**

Worker category	Registered labourers		Total
	Day	Night	
Hatch workers	578	574	1 152
Tindal	53	54	107
Wharf workers	575	539	1 114
Total	1 366	1 326	2 692

Source: KDLB, n.d

2.2.2. National and provincial tripartite bodies and committees

The Tripartite Advisory and Consultative Committees in Pakistan serve as platforms for dialogue and consultation at the national, provincial and industry levels between employers, workers and the Government. The primary functions of Tripartite Consultative Committees in Pakistan include:

- ▶ Encouraging social dialogue among employers, workers and governments to promote harmonious industrial relations, tripartite participation in policymaking, and decent work for workers.
- ▶ Assisting in the development of national and sector policies and providing a forum for dialogue on issues related to labour and employment, such as minimum wages, social protection and OSH, and for dialogue on policies aimed at advancing human development, sustainability and other goals.
- ▶ Acting as a platform for resolving disputes arising between employers, workers and government. Tripartite consultation helps prevent and manage conflicts and resolves disputes in a peaceful and cooperative manner.

Overall, the Tripartite Consultative Committees are important mechanisms for promoting social dialogue, policy development, dispute resolution, capacity-building, and monitoring and evaluation of labour policies and programmes to enhance industrial relations, labour rights and human development.

2.2.2.1. Federal tripartite bodies and committees

The MOPHRD has established the Federal Tripartite Consultative Committee (FTCC) to bring together all tripartite partners – including representatives of all Provincial Labour Departments, employers’ and workers’ organizations, and the ILO Country Office – to discuss labour issues and bring labour laws in the country into conformity with Pakistan’s international obligations and to further pave the way for ratification of the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

In July 2014, the FTCC was formed in compliance with ILO Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). The FTCC head is the Secretary, and the Committee has representatives from provincial governments, employers’ and workers’ organizations, and the ILO. The FTCC is a platform for debate and decision-making based on consensus on labour issues. FTCC meetings are mandated to occur at least once a year.

The recent meeting of tripartite Governing Body of Federal Workers Welfare Fund (WWF) held on 24 February 2023 approved an increase in worker welfare grants, that is, a death grant of 800,000 rupees and a marriage grant of 400,000 rupees (Pakistan, WWF, n.d.).

The National Labour Council has been formed following deliberations by trade union representatives from across Pakistan during a national level consultation. The Pakistan Institute of Labour Education and Research (PILER) and Sindh Labour Solidarity Committee jointly organized the National Labour Consultation 2016 on 7 November 2016 at the PILER Centre, Karachi (PILER, n.d.). The Consultation was attended by 70 concerned stakeholders comprising state representatives, trade unionists, leaders of informal sector workers’ organizations, civil society organizations, human rights activists, academics, representatives of employers, and representatives of the Sindh Department of Labour. The Consultation brought together the collective wisdom of labour-based organizations and trade unions to launch a common platform to initiate a joint struggle against deteriorating labour conditions in the country. The National Labour Council will further stride to jointly resolve the issues of workers through collaboration and uniformity.

2.2.2.2. Provincial tripartite bodies and committees

Article 5 of Convention No. 144 allows for the delegation of power concerning legislation on labour and its administration to the provinces. To this end, the provinces of Balochistan, Khyber Pakhtunkhwa, Punjab, and Sindh established their own Provincial Tripartite Consultative Committees between August and September 2014. In addition, some provinces have established Tripartite Labour Standing Committees

to perform functions related to new legislation, amendments and bridging the gap between workers and employers. For example, the Sindh Tripartite Labour Standing Committee (STLSC) was established on 19 January 2018, and has 30 members with equal representation from government, employers and workers. The latest meeting of the STLSC was held on 19 January 2023 as the “Seminar on the Better Work Programme”.

Other tripartite structures at the national and provincial levels include the Governing Body of the Workers Welfare Fund, the Provincial Employees Social Security Institutions (SESSI, PESSI, BESSI, KPSSI), the Board of Trustees of the Employees Old-Age Benefit Fund, the Steering Committee on Bonded Labour, Provincial OSH Councils, and the Provincial Minimum Wage Boards, among others.

In Sindh, Zonal Committees were also established in late 2019 in six industrial zones in Karachi to facilitate tripartite dialogue and intervention to improve workers’ rights and working conditions. The committees comprise representatives from the Labour Department, employers and workers from respective industrial zones.

The Workers Employers Bilateral Council of Pakistan (WEBCOP), a forum for positive bilateral dialogue between workers and employers, is effectively active and holds occasional meetings. A recent WEBCOP consultative meeting was held in Karachi in October 2021 to discuss challenges posed to industry and Conventions Nos 87 and 98 (freedom of association and collective bargaining), and was attended by WEBCOP President Zaki Ahmed Khan and representatives of the EFP.

A recent meeting of the tripartite Governing Body of Punjab Workers Welfare Fund – a 16-member body with 10 members from government and 3 each from employers’ and workers’ organizations – was held on 13 March 2023. A summary of decisions from that meeting is as follows:

- ▶ Approved to continue existing transport facilities and provision of uniforms, notebooks, books, stationery and so on to workers’ children.
- ▶ Regularization of services of teaching and nonteaching staff of workers welfare schools in Punjab.
- ▶ Remuneration to intern students as an example of corporate social responsibility.
- ▶ Grant of special conveyance allowance to employees with disabilities.
- ▶ Grant of time-scale promotion of worker in the case of a deceased employee.
- ▶ Establishment of the Punjab Workers Welfare Fund’s Employees Housing Society (PWWF 2023).

2.3. Enforcement and implementation mechanisms

Enforcement and implementation mechanisms are critical to ensuring compliance with laws, regulations and policies. The enforcement and implementation mechanism include the following:

- ▶ Inspections are conducted to monitor compliance with regulations and standards. These inspections cover facilities, equipment and processes to ensure that they meet the required standards. Inspections are conducted on a regular basis or in response to complaints or incidents.
- ▶ Penalties and fines are imposed on individuals or organizations that violate regulations or policies. These can be financial penalties or other types of sanctions, such as suspensions of licenses or permits.
- ▶ Ensuring reporting, collection of data, and recording and notification of work-related accidents, injuries and diseases
- ▶ Training and education are used to ensure that individuals and organizations understand the regulations and policies that apply to them.
- ▶ Incentives are used to encourage compliance with regulations and policies.
- ▶ Legal actions are taken against organizations that violate regulations or policies. This can include civil or criminal prosecution.

2.3.1. Mechanisms for ensuring compliance with laws and regulations

2.3.1.1. Notification, recording and statistics of incidents

The ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases recommends that employers maintain accurate records of all occupational accidents and diseases that occur at the workplace. Part 4 of the Code of Practice requires that employers must ensure reporting, collection of data, and recording and notification of work-related accidents, injuries and diseases at the enterprise level. The required information is the date, time, location and nature of the incident, as well as the name and job title of the person affected. Records should be kept in a confidential manner and only accessed by authorized personnel. According to Part 5 of the Code of Practice, employers are also required to report certain accidents and diseases to the relevant authorities.

The federal and provincial labour laws have legally bound employers to report, record and maintain statistics of incidents, injuries, diseases and deaths. The Factories Act 1934 (amended in 2022) and Provincial Factories Acts require a notice of accidents (fatal, or non-fatal causing absence of a worker from work) to the inspector of factories. The Factories Act 1934 and its provincial variants require that the employer, or a manager on behalf of an employer, shall notify the occurrence of any accident, injury, disease or death to competent authorities within 48 hours of the incident. Notice of fatal accidents is also required under the Federal and Provincial Workmen's Compensation Acts. The Mines Act 1923 and the Khyber Pakhtunkhwa Excise Duty on Minerals (Labour Welfare) Act 2021 require the reporting of mining incidents to the relevant department/directorate.

The Provincial OSH Acts require the reporting and recording of certain types of incidents to the relevant competent authority. The Provincial OSH Acts require that employers and a self-employed person should report every accident in a prescribed manner to the Inspector within 24 hours of the occurrence of the accident. If the accident is fatal or results in disability, competent authority shall send notice in writing of such disablement or death to the employer or the self-employed person in control of the workplace within 24 hours of the communication of the disability or death. Failure to report incidents in a timely and accurate manner can result in penalties and fines, as well as jeopardize the safety and health of workers. Clause 19-D of the Contractor's Labour Regulations requires a contractor to present before an inspector (engineer-in-charge) the details of activities carried out over the previous fortnight, including the details of any accidents that occurred, the circumstances leading to these accidents, and the extent of injury or damage caused.

► **Table 2.9. Legislative provisions on notification, recording and statistics of incidents**

Legislation	Provision
Punjab Factories Act 1934 (Act XXV of 1934) (amended in 2022)	Section 39-N
Balochistan Occupational Safety and Health Act 2022 (Act No. XXXIII of 2022)	Chapter 4 Enforcement (section 26)
Khyber Pakhtunkhwa Factories Act 2013 (Act No. XVI of 2013)	Section 50
Sindh Factories Act 2015 (Sindh Act No. XIII of 2016)	Section 51
Balochistan Factories Act 2021 (Act No. XIX of 2021)	Section 51
Punjab Occupational Safety and Health Act 2019 (Act No. IV of 2019) (amended in 2022)	Section 13
Sindh Occupational Safety and Health Act 2017 (Act No. I of 2018)	Section 23(4-5)
Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)	Section 13

The Industrial Statistics Act 1942 (Act No. XXV of 1942) and its provincial variants require industrial establishments to submit statistical returns on various aspects of their operations, such as their output, incidents, injuries, diseases employment, capital investment and utilization of resources. Legislative provisions in labour laws on notification, recording and statistics of incidents are presented table 2.9.

2.3.1.2. Inspection

Labour inspection is an essential component of labour law enforcement. Article 2 of the ILO Labour Inspection Convention, 1947 (No. 81), requires Member States to establish a system of labour inspection to ensure compliance with labour laws and regulations, including those related to OSH, working conditions, employment contracts and social security. Article 3 of the Convention requires to secure the enforcement of legal provisions relating to conditions of work and the protection of workers while engaged in their work, such as provisions relating to hours, wages, safety, health and welfare, the employment of children and young persons, and other connected matters. According to Article 12, labour inspectors should have the authority to enter workplaces, inspect premises, equipment, process, working conditions records and documents, interview workers and management, and issue orders and citations for non-compliance.

Being party to Convention No. 81, the Government of Pakistan considers labour inspection critical in protecting the labour rights and well-being of workers. The labour laws put forward labour inspection as a key instrument of the Labour Departments to ensure that employers provide safe and healthy working conditions, fair wages and benefits, and that they are in compliance with the labour standards. Labour inspection covers a wide range of labour laws, including minimum wage and overtime regulations, workplace safety and health standards, child labour laws, and anti-discrimination laws. Labour Inspections are conducted on a routine basis, in response to complaints or referrals, or as part of targeted enforcement campaigns.

Information collected from the Provincial Labour Departments has revealed that they have established different zones in the respective provinces. Each zone has appointed a competent Labour Inspector/ Labour Officer. Each zone has allotted different factories, shops and establishments to each Labour Inspector/Officer. The Labour Inspector/Officer visits factories, shops and establishments under their jurisdiction on a routine basis or in case of complaints. The Factories Act 1934 (amended in 2022) and the Provincial Factories Acts require “examination of the premises and plant and of any prescribed registers and take on the spot or otherwise such evidence of any persons as [the inspector] may deem necessary for carrying out the purposes of this Act”. The Provincial OSH Acts require “examination and inquiry as may be necessary to ascertain whether the provisions of Act are complied with, so far as respects a workplace and any person in the workplace”. The legislative provisions on labour inspection in labour laws are presented in table 2.10.

► **Table 2.10. Legislative provisions on labour inspection**

Legislation	Provision
Punjab Factories Act 1934 (Act No. XXV of 1934) (amended in 2022)	Section 11(b)
Balochistan Occupational Safety and Health Act 2022 (Act No. XXXIII of 2022)	Chapter 6 Enforcement
Khyber Pakhtunkhwa Factories Act 2013 (Act No. XVI of 2013)	Section 12(b)
Sindh Factories Act 2015 (Sindh Act No. XIII of 2016)	Section 13(b)
Balochistan Factories Act 2021 (Act No. XIX of 2021)	Section 10(b)
Punjab Occupational Safety and Health Act 2019 (Act No. IV of 2019) (amended in 2022)	Section16
Sindh Occupational Safety and Health Act 2017 (Act No. I of 2018)	Section 19(1)
Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)	Section 18

2.3.1.3. Legal actions, fines and penalties

The legal actions, fines and penalties prescribed under labour laws promote compliance with labour laws and protect the rights of workers through ensuring the accountability of employers. The threat of fines, criminal charges and other penalties encourages employers to take proactive steps to comply with labour laws, such as providing fair wages, offering reasonable working hours, and providing safe working conditions.

The labour laws in Pakistan cover advice, warnings, written notices, legal notices, fines, penalties, prohibition of activities, and legal prosecutions as consequences of non-compliance with laws. The legal action taken depends on the severity of non-compliance with the law. The Factories Act 1934, along with its provincial variants and the Provincial OSH Acts, have defined the fines to be levied in case of violations of the law. The legal provisions and fines defined under the labour laws are presented in table 2.11.

► **Table 2.11. Legal provisions and defined fines under labour laws**

Legislation	Sections	Penalty for violation of OSH provisions
Punjab Factories Act 1934 (Act No. XXV of 1934) (amended in 2022)	Section 60	Fine, which may extend to twenty thousand rupees.
Balochistan Occupational Safety and Health Act 2022 (Act No. XXXIII of 2022)	Chapter 8 (Schedule for punishment)	Whoever acts in contravention of any of the provisions of this Act or the rules shall be punishable under schedule for punishment.
Khyber Pakhtunkhwa Factories Act 2013 (Act No. XVI of 2013)	Section 87	Whoever acts in contravention of any of the provisions of this Act or the rules shall be punishable with a fine which may extend to twenty thousand rupees for the first offence.
Sindh Factories Act 2015 (Sindh Act No. XIII of 2016)	Section 92	Whoever acts in contravention of any of the provisions of this Act or the rules shall be punishable with fine which may extend to fifty thousand rupees and not below twenty-five thousand rupees.
Balochistan Factories Act 2021 (Act No. XIX of 2021)	Section 95	Whoever acts in contravention of any of the provisions of this Act or the rules shall each be punishable with fine which may extend from twenty to fifty thousand rupees.
Punjab Occupational Safety and Health Act 2019 (Act No. IV of 2019) (amended in 2022)	Section 19	Whoever acts in contravention of any of the provisions of this Act or the rules shall be punished with fine which may extend to rupees one hundred thousand.
Sindh Occupational Safety and Health Act 2017 (Act No. I of 2018)	Sections 29 and 30	Whoever acts in contravention of any of the provisions of this Act or the rules shall be punished with a fine which may extend to rupees fifty thousand or period of imprisonment.
Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)	Section 22	Whoever acts in contravention of any of the provisions of this Act or the rules shall be punished with fine which may extend to rupees two million but not less than rupees fifty thousand and imprisonment which may extend to term of one year.

2.3.1.4. Training and education

Training and education are critical components of labour laws in Pakistan, as they help to ensure that workers and employers are aware of their rights and obligations under the law. Effective training and education programmes can help to prevent labour law violations and promote compliance with labour standards, as well as provide a mechanism for workers to report violations and seek redress for wrongs. The legal provisions around training and education in labour laws are provided in table 2.12.

► **Table 2.12. Legal provisions on training and education in labour laws**

Legislation	Provision
Factories Act 1934 (Act No. XXV of 1934) (amended in 2022)	Section 25 (7)
Balochistan Occupational Safety and Health Act 2022 (Act No. XXXIII of 2022)	Sections 4 and 11
Punjab Factories Act 1934 (Act No. XXV of 1934) (amended in 2022)	Section 25 (7)
Khyber Pakhtunkhwa Factories Act 2013. (Act No. XVI of 2013)	Section 47 (4)
Sindh Factories Act 2015 (Act No. XIII of 2016)	Section 29 (7)
Balochistan Factories Act 2021 (Act No. XIX of 2021)	Section 14(2)(b)
Punjab Occupational Safety and Health Act 2019 (Act No. IV of 2019)	Section 3I and (h)
Sindh Occupational Safety and Health Act 2017 (Act No. I of 2018)	Section 4 (Section 4 e)
Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)	Section 3(c) and (h)

2.3.2. Labour supervision and inspection systems

The labour inspection regime in Pakistan is primarily focused on ensuring compliance with labour laws related to minimum wage, working hours, OSH and child labour. Inspectors are authorized to conduct inspections at workplaces to ensure that employers are complying with these laws.

The Provincial Labour Departments have established Labour Welfare Directorates/District Labour Departments to undertake inspections and supervisions in factories shops and establishments (table 2.13). The Labour and Manpower Department of Balochistan has established Directorate-General of Labour Welfare, which has 26 allied District Labour Departments. The District Labour Departments have appointed 76 Labour Inspectors/Labour Officers and 6 Occupational Hygienists to perform inspections in the province. Meanwhile, the Government of Balochistan has developed a separate Mines and Minerals Development Department at the division level. The Balochistan Mines and Minerals Development Department has 49 Mining Inspectors to inspect the mines in the province (table 2.14). The KP Directorate of Labour has 13 allied District Labour Welfare Departments. The Directorate has 142 Labour Inspectors/Labour Officers and 6 Occupational Hygienists to inspect factories shops and establishments. The province also has 15 Mining Inspectors to inspect the mines. The Punjab Labour and Human Resource Department under the Directorate of General Labour Welfare has nine directorates to implement the inspection regime in factories, shops and establishments. The total sanctioned strength of inspection staff is 225, including 15 female inspectors. Meanwhile, the Mines and Mineral Department has 14 Mining Inspectors to inspect mining sites in the province (table 2.14). A summary table of Inspection staff of the provinces is as follows.

► **Table 2.13. Number of registered factories and shops and establishments, by province/territory**

Category	Punjab	KP	Balochistan	Sindh	ICT
Registered factories	22 475	1 280	511	9 447	247
Registered shops and establishments	226 600	24 415	26 144	58 195	4 005
Total	249 075	25 695	26 655	67 642	4 252

Source: Primary data from field visits and interviews

► **Table 2.14. Number of inspection staff across Pakistan, by province/territory**

Category	Punjab	KP	Balochistan	Sindh	Gilgit Baltistan	Total
Factory and shops inspection staff	225	142	76	188	8	639
OSH inspectors/hygienist (filled positions)	4	6	6	23	n/a	39
Mining inspectors	14	15	49	26	n/a	104
Total	243	163	131	237	8	782

n/a = data not available.

Source: Primary data from field visits and interviews

Along with introducing new occupational safety health legislative provisions, the provinces including Balochistan, Punjab, Sindh, and Khyber Pakhtunkhwa have designated/hired staff for relevant OSH inspections.

The relevant Directorate usually nominate a Labour Inspector/Labour Officer and issue them an authority letter for the purpose of carrying out inspections. The Labour Inspectors/Officers have the power to enter any factory, at any time during working hours, for the purpose of inspecting the premises and ensuring compliance with labour laws. Under the labour law, Labour Inspectors/Officers can examine any register, record, notice or document required to be maintained; inspect working conditions, processes, activities and equipment; and take samples. Labour Inspectors/Officers can issue advice, warnings, written notices, fines and legal notices in cases of non-compliance. The District Labour Welfare Departments also have the power to restrict the operations of an industrial facility and refer the case to the Labour Courts for legal prosecution. The provinces use checklists for inspection.

The collected and available information suggest gaps in the inspection regime that are hindering compliance with labour laws and with ILO Convention No. 81. The number of Labour Inspectors/Officers is insufficient, numbers indicate that there is one inspector for more than 18,000 workers. Considering their meagre number, it is not possible for these Labour Inspectors to visit all workplaces and fulfill their fundamental responsibility (Paycheck, n.d.). Although Punjab and KP have purchased labour inspection management systems, they are not yet functional and have incomplete data.

It is also observed that in the past Government at times imposed bans on labour inspections, barring authorities from inspecting factories to check working conditions, safety and the implementation of the labour laws, to facilitate the growth and promotion of small- and medium-sized enterprises (SMEs). Hence, there is dire need to strengthen inspection regime in Pakistan to implement labour laws. A sample inspection checklist for KP is given below:

GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF LABOUR
CENTER FOR OCCUPATIONAL SAFETY & HEALTH
OSH INSPECTION CHECKLIST

Names of Inspectors _____ Signature: _____

Location Inspected: _____ Date: _____

Sr#	Section	Yes	No	Legislative provisions
1.	Cleanliness			Clause-14, Section 1,2 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(i) of KP OSH Act 2022.
2.	Exits, Entrances and Exterior Parking Lot			Clause 41, Section 1,2 & Clause-40 of KP Factories Act-2013.
3.	Environment			Clause-20, Section 1,2, 3, 4 & Clause-16, Section 1, 2, 3 & Clause-18 of KP Factories Act-2013. Clause-8, Section-2, Subsection-(b), (i) of KP OSH Act 2022
4.	Health and Safety Bulletin Board			Clause-3, Section-1, Subsection-(j) of KP OSH Act 2022. Clause-9, of KP OSH Act 2022.
5.	Fire Protection and Warning Systems			Clause-28, Section-1 to 9 & Clause-48, Section-1 to 5 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(o) of KP OSH Act 2022.
6.	Welfare Facilities			Clause-22, Section-1, 2, & Clause-21, Section-1, 2, 3, 4 & Clause-24, Section-1, 2, & Clause-25 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(m) of KP OSH Act 2022.
7.	Material Handling and Storage			Clause-3, Section-1, Sub Section-(g), (c) of KP OSH Act-2022. Clause-8, Section-2, Sub Section(e), (q) of KP OSH Act-2022.
8.	Hazardous Substances			Clause-17, Section-1, 2 & Clause-47, Section-1 to 6 of KP Factories Act-2013.
9.	Personal Protective Equipment (PPE)			Clause-43, Section-1, 2 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(k) of KP OSH Act 2022.
10.	Electrical			Clause-3, Section-1, Subsection-(g) of the KP OSH Act-2022 Clause-8, Section-1, of KP OSH Act 2022.
11.	Tools and Machinery			Clause-30, Section-1, 2, 3 & Clause-32, Section-1, 2, 3 & Clause-33, & Clause-38, Section-1, 2, 3 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(f) of KP OSH Act 2022. Clause-8, Section-2, Subsection-(f), (g) of KP OSH Act 2022.
12.	Security			Clause-8, Section-2, Subsection-(s) of KP OSH Act 2022.
13.	Lifting Operation			Clause-36, Section-1, 2, & Clause-37, Section-1, 2, 3, 4 & Clause-42, Section-1, 2, of KP Factories Act-2013.
14.	Vulnerability			Clause-31, Section-1, 2, & Clause-35 of KP Factories Act-2013.
15.	Building Safety			Clause-44, & Clause-45, Section-1, 2, 3, 4 of KP Factories Act-2013.

16.	Accident Reporting, Recording and Investigation	Clause-50 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(I) & Section-2 of KP OSH Act 2022. Clause-13, Section-1 To 7, of KP OSH Act 2022.
17.	Vendor/Manufacturer supply safety	Clause-7, Section-1 & Section-2 of KP OSH Act 2022.
18.	Others	

2.3.3. Number of inspectors, inspection visits and results

Labour Officers are designated to inspect factories; while Labour Inspectors visit shops and establishments according to their allocated territory. Both conduct inspections according to a routine schedule or in cases of complaints. They submit their inspection results to relevant authorities. It is recommended under the labour laws for Labour Inspectors/Officer to submit monthly progress and performance reports.

Tables 2.15 to 2.18 present the details of the number of inspectors, the number of inspection visits and the results in both the Provincial Labour Departments and the Provincial Mines and Mineral Development Departments for the period 2017–22. However, data disaggregated by industry is not available.

► **Table 2.15. Inspection statistics related to labour welfare in mining – Punjab, by year**

Description	2022	2021	2020	2019	2018	2017
Number of mining/labour inspectors	14	14	9	9	9	9
Number of field visits of DG/director/commissioner/inspectors	1 075	1 084	1 072	1 205	1 262	1 125
Number of enforcement actions	684	1 575	1 735	1 426	1 241	845
Fines imposed (rupees)	900,000	660 000	874 720	508 600	593 700	356 800

► **Table 2.16. Inspection statistics related to labour welfare in mining – Balochistan, by year**

Description	2022	2021	2020	2019	2018	2017
Number of mining/labour inspectors	24	24	23	16	13	09
Number of inspection/field visits of DG/director/commissioner/inspectors	2 343	2 051	1 490	1 580	600	600
Number of enforcement actions	48	2 051	1 490	1 580	150	150
Fines imposed (rupees)	800,000	480 000	1 005 000	1 355 000	600 000	450 000
Number of cases of fines	8	104	30	123	82	61

► **Table 2.17. Inspection statistics related to labour welfare in mining – KP**

Description	2022	2021	2020	2019	2018	2017
Number of mining/labour inspectors	15	15	15	14	3	3
Number of field visits of DG/director/ commissioner/inspectors	4 410	4 788	4 148	1 178	488	639
Number of enforcement actions	929	922	2 141	1 426	1 241	845
Fines imposed (rupees)	3 373 000	142 135	93 500	n/a	n/a	n/a

n/a = data not available.

► **Table 2.18. Inspection statistics of provincial/territorial Directorates of Labour Welfare, Labour Departments, and HR Departments, by year**

Description	Provinces	2022	2021	2020	2019	2018	2017
Total number of labour inspections	Punjab	n/a	n/a	n/a	n/a	n/a	n/a
	KP	70 644	70 649	56 450	60 828	68 504	43 988
	Balochistan	13 755	2 2410	7 528	23 965	21 542	104 006
	Gilgit Baltistan	180	160	150	n/a	n/a	n/a
	Sindh	12 252	9 435	7 931	7 797	6 077	8 000
Total number of OSH inspections	Punjab	n/a	n/a	n/a	n/a	n/a	n/a
	KP	256	n/a	n/a	n/a	n/a	n/a
	Balochistan	n/a	n/a	n/a	n/a	n/a	n/a
	Sindh	1 776	1 980	2 580	2 600	2 650	3 080
Total number of court trials/ prosecutions	Punjab	n/a	n/a	n/a	n/a	n/a	n/a
	KP	9 475	9 178	7 087	10 160	10 607	6 115
	Balochistan	1 497	1 130	821	1 645	1 515	3 427
	Sindh	1 955	1 969	1 015	759	806	1 090
Total number of violations	Punjab	n/a	n/a	n/a	n/a	n/a	n/a
	KP	300	250	n/a	n/a	n/a	n/a
	Balochistan	702	640	144	1 138	1 515	1 345
	Gilgit Baltistan	45	33	25	n/a	n/a	n/a
	Sindh	1 955	1 969	1 015	759	806	1 090
Total number of fine cases imposed	Punjab	n/a	n/a	n/a	n/a	n/a	n/a
	KP	100	n/a	n/a	n/a	n/a	n/a
	Balochistan	702	640	144	1 138	1 515	1 345
	Sindh	1 955	1 969	1 015	759	806	1 090
Total amount of fine imposed (million rupees)	Punjab	n/a	n/a	n/a	n/a	n/a	n/a
	KP	16.108	14.54	12.58	12.58	13.57	13.57
	Balochistan	23 118	76 240	102 466	744 118	1 007 232	510 000
	Sindh	6 457	4 198	1 612	2 879	1 350	1 106

Description	Provinces	2022	2021	2020	2019	2018	2017
Total number of workers/ labourers complaints	Punjab	n/a	n/a	n/a	n/a	n/a	n/a
	KP	2 155 since 2020	n/a	n/a	n/a		
	Balochistan	n/a	n/a	n/a	n/a	n/a	n/a
	Gilgit Baltistan	58	41	26	n/a	n/a	n/a
	Sindh	297	367	321	315	231	281

n/a = data not available.

2.3.4. Occupational health services in accordance with national and provincial laws and practices

The Provincial Labour Departments provide a wide range of occupational health services in accordance with the national and provincial laws and practices. The services include health and safety training, workplace hazard assessments, workplace inspections, occupational health assessments and case management for work-related injuries and illnesses. In this regard, provinces have established dedicated centres. The centres perform audiometry test of workers, occupational health assessments, silicosis assessment, vibration tests, assessments of respiratory problems, instruction on the use of personal protective equipment, training to workers, and assistance to industry in preventing health hazards. The following centres are providing such services:

A. Saeed Ahmed Awan Centre for Improvement of Working Conditions & Environment (SAA-CIWCE)

SAA-CIWCE Lahore is a pioneer institution providing services in the fields of OSH and working environment under the Punjab Labour and Human Resource Department. SAA-CIWCE provides top quality professional services to businesses and industry to help them meet their national and international commitments (SAA-CIWCE, n.d.).

The SAA-CIWCE offers OSH training, risk assessment, safety audits and advisory services. It can also offer joint services with other organizations in areas of mutual interest. The SAA-CIWCE also has facilities such as a well-equipped conference hall, a library and a hostel for trainees or other partners of SAA-CIWCE. The labs of SAA-CIWCE are unique in Pakistan, offering a range of services in the field of OSH and work environment. The centre has a dedicated fully equipped mobile OSH lab, including portable and easy to handle equipment and gadgets. The areas where monitoring and testing services are provided include:

i. Exposure monitoring of workers

- ▶ total dust exposure
- ▶ respirable dust exposure
- ▶ cotton dust exposure
- ▶ aerosols exposure monitoring
- ▶ silica dust
- ▶ volatile organic compounds (VOCs)
- ▶ toxic gases exposure

ii. Safety and physical hazard testing

- ▶ noise measurement
- ▶ total dust survey
- ▶ heat stress surveys

- ▶ ventilation testing
- ▶ lighting surveys

iii. Worker health monitoring

- ▶ audiometry for testing noise-induced hearing loss
- ▶ pulmonary function testing/lung function testing/spirometry

iv. Environmental sampling

- ▶ stack emissions monitoring
- ▶ particulate matter monitoring.

B. Center for Environmental and Occupational Health (CEOH)

The CEOH is an occupational and environmental health advisory services unit housed at the federal level at the prestigious National Institutes of Health in Islamabad. The following are occupational health services by the CEOH:

- ▶ Evaluate, perform research, analyse and advise on environmental hazards and occupational safety.
- ▶ Develop and provide national guidelines on environmental safety.
- ▶ Develop and provide national guidelines on occupational safety, including on radiological, biological and chemical hazards.
- ▶ Assist the federal and provincial governments in formulating laws and policies related to environmental and occupational safety.
- ▶ Act in an advisory, investigative and consultative capacity to the federal or provincial governments or the public in specific instances of actual or suspected environmental or occupational hazards.

C. Directorate of Workers Education

The Directorate of Workers Education (DWE) in Islamabad is a government agency that is responsible for promoting and providing education and training to workers and their representatives. The DWE operates under the MOPHRD, and its mission is to improve the working conditions and well-being of workers through education and training. The DWE offers a variety of OSH training programmes and courses for workers and their representatives, such as awareness on respiratory diseases (including silicosis) and measures to prevent occupational diseases (Pakistan, DWE, n.d.).

D. National Institute of Labour Administration and Training (NILAT)

The NILAT operates under the Sindh Labour Department and provides a variety of training programmes, workshops and seminars aimed at educating workers and employers about the importance of occupational health. These programmes cover a wide range of topics, such as the identification and assessment of workplace health hazards, the proper use of personal protective equipment, and the development of safety policies and procedures. The NILAT has developed guidelines for silicosis prevention, and has also developed awareness material on precautionary and preventive measures for silicosis. They have completed several silicosis prevention awareness campaigns in industry (NILAT, n.d.).

D. Centre for Occupational Safety and Health, Khyber Pakhtunkhwa

The Centre for Occupational Safety and Health in Khyber Pakhtunkhwa works under the Directorate of Labour. The centre was established by funding under the Public Sector Development Program of the Ministry of Planning, Reforms and Development Initiatives in 2017. The Government has allocated 30.221 million rupees for the purchase of equipment/tools to extend and strengthen occupational health services across the province. The centre's main objective is to identify, assess and control hazards in workplaces that may affect workers' health in the long term. The centre provides information and advice on how to prevent occupational health hazards, such as proper handling of hazardous materials, implementation

of proper ventilation and air quality standards, and adequate ergonomic design of workstations to avoid musculoskeletal disorders. The centre also conducts awareness campaigns to raise awareness among employers and workers about the potential long-term health effects of workplace hazards. The centre collaborates with other organizations to provide training and education programmes for workers and employers to prevent occupational health hazards.

E. Occupational Safety and Health Center, Sindh

Occupational Safety and Health Center in Sindh provides training and education to employers and workers on how to identify, assess and control occupational health hazards and diseases. The centre conducts research to identify emerging occupational health hazards and to develop effective strategies to address them. The centre carries out workplace inspections and audits to ensure compliance with OSH regulations. The centre is focused on the identification and prevention of diseases caused by exposure to occupational hazards such as chemicals, dust, noise, vibration, radiation and biological agents. They provide identification, monitoring, inspections and preventive measures services against respiratory diseases, skin diseases, musculoskeletal disorders, hearing loss and infectious diseases. The centre raises public awareness about occupational health hazards and diseases through public education campaigns, seminars and workshops (Sindh LHRD, n.d.).

F. Mine Rescue Safety Training Centre, KP

The Mine Rescue Safety Training Centre in KP provides training and emergency rescue services to miners and helps them prepare for potential mining accidents and to respond quickly and effectively in the event of an emergency. One of the most prominent health hazards in mines is exposure to dust, which can cause respiratory problems such as black lung disease, silicosis and other respiratory diseases. Miners may also be exposed to other harmful substances such as diesel exhaust, chemicals and radiation. The centre provides training on the use of personal protective equipment (PPE) such as respirators, gloves and protective clothing to minimize exposure to these hazards. They also provide training on ventilation systems and dust control methods to reduce the amount of dust in the air. Other health hazard in mines include the risk of injury from falls, cave-ins, explosions and other accidents. The centre provides training on mine safety procedures, including emergency response plans, evacuation procedures and first aid (Khyber Pakhtunkhwa Department of Minerals Development, n.d.).

G. Employees Social Security Hospitals

The provincial ESSIs have established Employee Social Security Hospitals and Medical Centres to provide health services to workers and their families. The Punjab Employee Social Security Institution (PESSI) has functional 19 hospitals, while the Sindh Employee Social Security Institution (SESSI) has 4 hospitals and 5 medical centres (PESSI, n.d.; SESSI, n.d.-a). Through meetings with relevant officials, it has been found that the Punjab Directorate-General of Mines and Minerals (2023) has 3 Mines Rescue and Safety Stations, 5 hospitals and 6 dispensaries to provide health services to mining workers and the KP Department of Mineral Development (n.d.) has 2 Mines Rescue and Safety Stations to rescue mining workers.

2.3.5. Roles and status of private compliance initiatives

The role of private OSH compliance initiatives is critical, especially in the scenario of Pakistan, where the state inspection and monitoring systems are fragile. Private auditing and compliance help to assess and evaluate the effectiveness of an organization's OSH management system. Such initiatives help to identify potential hazards in the workplace and assess the level of risk associated with those hazards. This information can then be used to prioritize safety improvements and develop corrective actions to reduce the risk of workplace accidents and injuries, and it can also be used to help improve industry competitiveness and overall performance. OSH audits also help to ensure compliance with relevant safety and health regulations and standards. Examples of these standards include:

- Environmental Management System-ISO 14001: 2015
- Quality Management System-ISO 9001: 2015
- Occupational and Health Management System-ISO 45001: 2018

- ▶ Worldwide Responsible Accredited Production (WRAP)
- ▶ Sedex
- ▶ Oeko Tex
- ▶ Pakistan Accord on Health and Safety in the Textile and Garment Industry (Pakistan Accord).

Hundreds of Pakistani enterprises in various sectors, including SMEs, are taking advantage of private OSH compliance initiatives, including to meet compliance with the aforementioned standards . However, the number of such enterprises could not be estimated for this profile. The following are major service providers for meeting certifications/standards.

- ▶ Intertek Pakistan
- ▶ Bureau Veritas Consumer Products Services
- ▶ Pakistan Council of Scientific and Industrial Research
- ▶ In-house laboratories.
- ▶ Sustainable Green Solutions Pakistan
- ▶ QHSE Business International
- ▶ The Protectors
- ▶ GIC Pakistan
- ▶ TECHSPEC certifications
- ▶ DAS (Private) Limited
- ▶ TUV Austria Bureau of Inspection and Certification (Private) Limited
- ▶ ITISISO Solutions (Private) Limited

Some notable enterprises that are part of private compliance initiatives are as follows:

- ▶ K.B. Enterprises
- ▶ Dekalb Trade Voice
- ▶ Pakistan Tanneries
- ▶ Kamal Industries
- ▶ Kamal Limited
- ▶ Kamran Textiles (Private) Limited
- ▶ K & M (Private) Limited
- ▶ Mestex Linens (Private) Limited
- ▶ Modern Weaving Factory
- ▶ MAK Textiles (Private) Limited
- ▶ Hassan Textiles (Private) Limited
- ▶ Mubarik Textiles
- ▶ Mubashar Corporation (Private) Limited
- ▶ Mughanus (Private) Limited
- ▶ Munawar Textiles
- ▶ National Export Corporation (Private) Limited
- ▶ National Fabcon (Private) Limited
- ▶ Kausar Fabrics (Private) Limited
- ▶ Naseem Fabrics
- ▶ Interloop
- ▶ Nishat Mills Limited
- ▶ Chenab Limited
- ▶ Gul Ahmed Textile Mills Limited
- ▶ Nestle Pakistan

Private compliance initiatives are particularly active in the textile industry, as that sector seeks to maintain the benefits derived from trade incentives, such as those associated with the EU's Generalized Scheme of Preferences Plus (GSP+) and the Pakistan Accord.

In Pakistan many different sectors, including banking, telecommunications, manufacturing, pharmaceuticals, construction, and oil and gas are following good OSH standards, having previously developed tailor-made OSH programmes and policies.

Telenor Pakistan has implemented the telecom industry's first-ever health and safety initiative, called "Health, Safety, Security and Environment" (HSSE). Through the HSSE initiative, Telenor provides life and health insurance to all its franchise employees, covering them in circumstances of theft/mugging, hospitalization, accidents, disability, illness and death. This is especially extended to Retail Sales Officers, who act as sales agents connecting Telenor with retailers. With Askari insurance as a partner, every franchise employee is covered by health and life insurance. If an employee is injured during the course of business operations, they receive insurance to cover their medical expenses. If they die, the insurance company grants their family insurance money. Telenor has made it mandatory for all Retail Sales Officers to ensure compliance with the HSSE initiative via a state-of-the-art distribution application called "Apollo". Through the use of Apollo, Retail Sales Officers are able to better ensure they comply with safety laws, such as by documenting the wearing of helmets on every trip, carrying an active driver's license, and diagnosing their motorbike health. Through the Synergi Life tool, Telenor Pakistan also has an incident reporting framework for the company to report all business-related incidents. Telenor's steadfast commitment to safety ensures that these policies are implemented so that Retail Sales Officers can perform their duties with peace of mind, knowing they are protected by their company. Through this first-of-its-kind initiative, Telenor Pakistan has not only helped reduce physical risks among their employees, but also improved their quality of life and empowered them to do more.

2.3.6. Support mechanisms for a progressive improvement of occupational safety and health conditions in MSMEs and in the informal economy

Improving OSH conditions is essential for the well-being of workers and the productivity of enterprises in Pakistan. However, micro-, small- and medium-sized enterprises (MSMEs) and enterprises in the informal economy in Pakistan often face unique challenges in implementing effective OSH measures due to limited resources, fragile economics, lack of awareness and lack of organizational structures.

The Small and Medium Enterprises Development Authority (SMEDA) is a government agency that works to promote and support the development of SMEs in the country. SMEDA has several programmes and initiatives aimed at improving OSH conditions in MSMEs and enterprises in the informal economy. The following are some of the support mechanisms that SMEDA offers:

- ▶ Capacity-building workshops: SMEDA organizes capacity-building workshops on OSH for MSMEs and informal economy workers. These workshops cover topics such as risk assessment, hazard identification and control measures.
- ▶ OSH compliance support: SMEDA provides support to MSMEs to comply with OSH regulations. This includes conducting OSH audits and inspections to identify areas of improvement and providing guidance on OSH compliance.
- ▶ OSH equipment subsidies: SMEDA offers subsidies for MSMEs to purchase OSH equipment such as PPE and safety gear. This helps to reduce the financial burden on these enterprises while promoting OSH practices.
- ▶ Technical support: SMEDA provides technical support to MSMEs to improve their OSH practices. This includes providing guidance on appropriate safety measures and implementing preventive measures to reduce workplace hazards.
- ▶ OSH awareness campaigns: SMEDA runs awareness campaigns to promote OSH practices among MSMEs and informal economy workers. These campaigns include seminars, webinars and training sessions.

SMEDA has provided support to more than 200,000 MSMEs, and provided more than 3,000 training to various industries. SMEDA is offering financial assistance of up to 500,000 rupees to startups, micro-enterprises and small businesses for developing their businesses and systems (SMEDA, n.d.).

2.3.7. Support mechanisms for Pakistani migrant workers working overseas

Overseas labour migration became part of the federal legislative list under 18th Amendment and now the Federal Government is responsible for placing citizens in overseas employment. The Emigration Ordinance 1979 and its accompanying rules make up the framework governing the code of conduct for overseas labour recruitment in and emigration from Pakistan.

The MOPHRD under its different wings provides a range of services and support to migrant workers from Pakistan. These services include:

- ▶ Pre-departure orientation: Migrant workers are provided with pre-departure orientation programmes to help them prepare for their migration. These programmes offer information about the destination country; its culture, laws and regulations; and the rights and responsibilities of migrant workers.
- ▶ Legal assistance: The Ministry provides legal assistance to migrant workers in cases of abuse or exploitation in the destination country. Legal assistance includes facilitation in filing cases, coordination with local law enforcement agencies and provision of legal aid.
- ▶ Complaints resolution: The Ministry operates a complaints resolution cell to address grievances and complaints of migrant workers. The complaints can be related to employment, working conditions, payment issues and other related matters.
- ▶ Reintegration services: For returned workers, the Ministry provides reintegration services, including vocational training, counseling and job placement assistance.
- ▶ Information and awareness campaigns: The Ministry conducts information and awareness campaigns to educate migrant workers about their rights, responsibilities and the risks and challenges of migration (Pakistan, MOPHRD, n.d.).

Furthermore, MOPHRD has appointed different Community Welfare Attachés to support migrant workers abroad. The appointed Community Welfare Attachés include six in Saudi Arabia, three in the United Arab Emirates, two in Qatar, and one each in Bahrain, Kuwait, Malaysia, Oman, the Republic of Korea, Greece, the United States of America and Japan (Pakistan, MOPHRD, n.d.).

THE MOPHRD has also taken the following visionary steps to boost manpower export and to ensure regular emigration:

- ▶ A Draft National Emigration and Welfare Policy for Overseas Pakistanis has been developed and is at the final stages of approval.
- ▶ Bilateral labour agreements/memoranda of understanding (MOUs) have been signed with destination countries. In this regard, a MOU on manpower export was signed with Saudi Arabia in 2021.
- ▶ The Bureau of Emigration and Overseas Employment (BEOE) has prepared Country Specific Strategies on Saudi Arabia, the United Arab Emirates and Malaysia, suggesting the responsibilities of each relevant stakeholder in boosting manpower export to these countries.
- ▶ The BEOE has developed a comprehensive reintegration strategy for returned migrant workers to accommodate them in local and international markets.
- ▶ The BEOE is actively working to explore job opportunities for Pakistani workers in non-traditional countries. In this regard, a comprehensive diversification strategy has been developed for top five priority countries – Saudi Arabia, the United Arab Emirates, Malaysia, Qatar and Oman – along with five other potential/non-traditional countries, such as Kuwait, the Republic of Korea, Japan, Germany and China, in order to promote the export of manpower to these countries.
- ▶ To facilitate Pakistani emigrants going abroad, “Worker’s Foree Remittance Accounts”, which

involves a full feature bank account available in current account and Profit Loss Sharing account, were inaugurated at all nine Protectorate of Emigrants Offices across Pakistan.

- ▶ The BEOE created linkages between the Overseas Employment Corporation (OEC) and the National Vocational and Technical Training Commission (NAVTTTC) in order to match trained job seekers in the NAVTTTC database with available jobs on the BEOE website (as per an MOU signed between the OEC and NAVTTTC).
- ▶ A campaign against illegal overseas job advertisements was held in close coordination with newspapers, Federal Investigation Agency, Pakistan Telecom Authority, and other relevant departments.
- ▶ The BEOE started registration of foreign employers on its website so that potential migrant workers may be hired either directly by registered employers or through an overseas employment promoter, depending upon their requirements.
- ▶ The one-year Cooperation Agreement between the OEC and the Kuwait Ministry of Health for supply of medical professionals, initially signed in 2020, has been renewed until 3 July 2023. A total of 1,943 medical professionals have so far proceeded to Kuwait for employment since October 2020. Further recruitment is in process.
- ▶ To empower the Pakistani skilled workers to obtain jobs in Japan, OEC is going to start Japanese language classes for the potential candidates from Feb 2022. Two Japanese language instructors have been hired for the purpose.
- ▶ The OEC convenes Korean language training for those persons who are interested to go to the Republic of Korea for employment purposes, and 799 persons have obtained Korean language training.
- ▶ A Roshan Digital Account was introduced in all branches of all public and private banks in Pakistan to facilitate overseas Pakistanis in remitting both local and foreign currency. According to the State Bank of Pakistan, 549,445 account holder across 175 counties transferred remittances totaling US\$5.966 billion during the period September 2020 till March 2023 via Roshan Digital Accounts (State Bank of Pakistan 2023).

In addition, the Migrant Resource Centre (MRC) works under the auspices of the MOPHRD and the Punjab Department of Labour (DoL). The MRC is funded by the European Union under the project “Improving Migration Management in the Silk Routes Countries”. Since 2016, the MRC has provided potential and outgoing migrants with counselling in various areas, such as overseas employment and pre-departure orientation, in addition to providing information on working and living conditions abroad; rights, obligations and protection of migrants; access to education systems in other countries; skills development; and vocational training programmes in Pakistan. More importantly, MRC counsellors provide awareness on the benefits of safe and regular migration and the dangers and consequences of irregular migration.

The Directorate of Workers Education (DWE) under the MOPHRD is also dedicated to educating, advising, training and building the capacity of workers, employers and other industrial partners. The DWE provides year-round free Arabic, Korean and Japanese language programmes, especially to migrant workers.

2.3.8. Support mechanisms for women workers

Pakistan has ratified the following ILO Conventions relating to the special circumstances and treatment of women and adolescents in an OSH context:

- ▶ Underground Work (Women) Convention, 1935 (No. 45);
- ▶ Night Work (Women) Convention (Revised), 1948 (No. 89);
- ▶ Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90).

Article 2 of Convention No. 45 requires that no women should be employed in underground work in any mine. In accordance with the provisions of this Convention, section 23-C(1) of the Mines Act prohibits the employment of women in any underground mines.

For safety reasons and in accordance with the above Conventions, labour laws also limit the employment

of women and adolescents at night. Section 45 of the Factories Act limits the employment of women up to only 7 p.m. (though if the employer arranges for pick-up and drop-off of the employee, and of the employee's own accord, a female worker may work until 10 p.m.). Section 54 of the Act requires that children (over the age of 14 years) should not be employed after 7 p.m.

The West Pakistan Maternity Benefit Ordinance 1958 requires the provision of maternity benefits to female employees. The Ordinance applies to women during and after their pregnancy who are employed in factories, mines, shops and establishments. The following are provincial variants of the Ordinance:

- ▶ West Pakistan Maternity Benefit (Amendment) Act 2017 for Islamabad Capital Territory;
- ▶ Maternity and Paternity Leave Act 2020, for employees under administrative control of the Federal Government;
- ▶ Khyber Pakhtunkhwa Maternity Benefits Act 2013 (Act No. XVIII of 2013);
- ▶ Punjab Maternity Benefits Ordinance 1958 (amended in 2012); and
- ▶ Sindh Maternity Benefits Act 2018 (Act No. XXXIX of 2018).

The maternity benefit laws cover the following support to women workers:

- ▶ Under the Ordinance, female employees are entitled to six weeks of paid leave before their expected delivery date and six weeks of paid leave after delivery. If a female employee has suffered a miscarriage or medical termination of pregnancy, she is entitled to six weeks of paid leave from the date of miscarriage or medical termination.
- ▶ The Ordinance also requires employers to provide female employees with medical treatment during their pregnancy and after delivery, including consultation with a qualified medical practitioner and any necessary medication.
- ▶ The right to and liability for payment of maternity benefits ensures that every woman employed in an establishment shall be entitled to, and her employer shall be liable for the payment of, maternity benefits at the rate of her wages last paid during the period of six weeks immediately preceding and including the days on which she delivers the child and for each day of six weeks succeeding the delivery day.
- ▶ Furthermore, the Ordinance prohibits employers from dismissing or discharging female employees during their pregnancy or within six weeks of their delivery, except in cases of gross misconduct.
- ▶ The Ordinance empowers Labour Inspectors with enforcing the provisions of the Ordinance and imposes penalties in case of non-compliance.

The following legal provisions protect the rights of women workers and nursing mothers:

- ▶ It is noteworthy to mention that the Sindh Maternity Benefits Act 2018 (Act No. XXXIX of 2018), alone among all the maternity benefit laws, covers nursing mothers. The Act supports nursing mothers in the following ways:
 - ▶ Nursing breaks: Women employees shall be permitted to visit the daycare facility four times during the day to nurse, wean and feed the child.
 - ▶ Daycare Facility: It is mandatory for every organization employing 10 per cent or more women employees on permanent basis to establish a daycare facility within the premises and the installation of CCTV for monitoring the children's well-being.
- ▶ Women agriculture workers of Sindh Province have right to form trade unions under the Sindh Women Agriculture Workers Act 2019.
- ▶ The Punjab Shops and Establishment Ordinance 1969 (amended 2014) requires establishing daycare for establishments with 25 women workers.
- ▶ The KP Shops and Establishments Act 2015 requires every industrial and commercial establishment with at least five women workers to provide separate washrooms and nursing rooms.
- ▶ The Maternity Benefits Ordinance 1958 (amended in 2016) has provisions for protection of pregnant workers' health.
- ▶ The Protection Against Harassment of Women at Workplace Act 2010 allows for harassment

complaints to be submitted through online portals.

- The Punjab Fair Representation of Women Act 2014 ensures that public sector bodies and tripartite bodies under labour laws have a 33 per cent quota for women in decision-making positions.

2.3.9. Financial and budgetary resources in relation to occupational safety and health

The required amount of financial and budgetary resources must be made available to Labour Departments and competent authorities for occupational safety and health. Having adequate financial resources can have a significant impact on authorities' ability to provide effective services and enforce labour standards. As such, it is important for governments to adequately fund and support these departments to ensure they can fulfill their important roles in protecting workers' rights and promoting fair and safe working conditions.

In the context of Pakistan, Labour Departments have been funded through Provincial Government budgets following the 18th Amendment to the Constitution. The budget allocation for each department is determined based on various factors, such as the size of the department, its mandate, and its objectives. Meanwhile, the departments also receive funding from ILO programmes and other bilateral funds for capacity-building. The budgets allocated to Provincial Labour Departments in 2021–22 is presented in table 2.19.

The Federal Ministry of Planning Development and Special Initiatives has also provided budget to the Provincial Governments for OSH projects under the Public Sector Development Programme (table 2.20).

► **Table 2.19. Budgets allocated to Provincial Labour Departments in 2021–22**

Province	Allocated budget in 2021–22 (rupees)
Balochistan	2 308 628 000
KP	158 401 134
Punjab	1 072 000 000
Sindh	1 383 807 000

Source: Punjab LHRD, n.d.; Sindh LHRD, n.d.; Khyber Pakhtunkhwa DoL, n.d.; Balochistan LMD, n.d.; Gilgit Baltistan ILCD, n.d.

► **Table 2.20. Budget provided to the Provincial Labour Departments under the Public Sector Development Programme**

Province	Budget received in 2022–23 (rupees)
Balochistan	30 million
KP	381 million
Punjab	500 million
Sindh	115 million

Source: Punjab LHRD, n.d.; Sindh LHRD, n.d.; Khyber Pakhtunkhwa DoL, n.d.; Balochistan LMD, n.d.

The Government of Punjab has recently completed the OSH-dedicated programme “Capacity-Building of OSH Regime to Promote Safer Working Condition at Workplaces” with a total cost of 200 million rupees in 11 districts: Lahore, Kasur, Gujranwala, Sialkot, Rawalpindi, Attock, Chakwal, Faisalabad, Sargodha, Jhang, and Sheikhpura.

2.3.9.1. Budget for training and education

The Punjab Labour and Human Resource Department provides budget to Saeed Ahmed Awan Centre for Improvement of Working Conditions and Environment (SAA-CIWCE) to combat safety, health and working environment hazards in industries in Punjab; to create awareness about these hazards; and to motivate employers and workers by promoting safety and health culture. Table 2.21 presents the budget of the SAA-CIWCE for training and awareness. The Government of Punjab has allocated a training budget of 2.680 billion rupees in 2020–21 for fully funded skill-oriented training to youth, including the training of Safety Inspectors. The Punjab Government is providing training costs, living costs, food costs and stipends in this programme.

The KP Labour and Human Resource Department has approved funds of 80.105 million rupees (scheme No. 9711150650) for the establishment of the Centre for Occupational Safety and Health, which promotes OSH training and awareness across the province. The budget headings for the Centre are presented in the table 2.22 below.

The Balochistan Government has allocated a 2 billion-rupee endowment fund for vocational training programmes to impart technical skills to youth in reputable vocational institutions in order to produce quality technical human resources in fiscal year 2023.

A newly established federal government university – the National Skills University Islamabad – has started formal teaching and certifications in OSH programmes, along with successfully establishing an OSH lab. See table 2.23 for an overview of the university’s budget.

The Federal Government has allocated a budget of 167,698,166 rupees in 2020–21 to the National Vocational and Technical Training Commission (NAVTTTC) to provide direction, support and an enabling

► **Table 2.21. Budget of SAA-CIWCE for training and awareness, by financial year (rupees)**

Budget heading	Financial year					
	2021–22	2020–21	2019–20	2018–19	2017–18	2016–17
Trainings and awareness	5.5 million	15.0 million	1.0 million	3.5 million	7.5 million	10.0 million

Source: SAA-CIWCE, n.d.

► **Table 2.22. Budget for the establishment of the Centre for Occupational Safety and Health (million rupees)**

Budget heading	Financial year			
	2021–22	2022–23	2023–24	Total
Establishment and salaries	11.640	13.651	14.176	39:468
Operational costs	2.441	5.097	2.877	10.415
Equipment costs	25.149	4.712	0.360	30.221
Total	39.230	23.460	17.413	80.105

Source: Khyber Pakhtunkhwa DoL, n.d.

► **Table 2.23. Budget of the National Skills University Islamabad (rupees)**

Budget heading	Financial year	
	2021–22	2022–23
Establishment and salaries	2 100 000	2 196 000
Operational costs	200 000	200 000
OSH lab establishment	495 000	–
Total	2 795 000	2 396 000

– = nil.

environment to the public and private sectors to implement training for skills development to enhance the social and economic profile of Pakistan. The NAVTTC is offering OSH certifications at various institutions across Pakistan.

2.3.9.2. Budget for welfare initiatives

The MOPHRD has provided the budget of 20,065.852 million rupees to the federal Workers Welfare Fund (WWF) for the year 2020–21. The WWF has provided housing to more than 60,000 workers at subsidized cost through 114 completed housing schemes and an additional 26 ongoing schemes. More than 66,000 children of workers are getting free of cost education (up to matriculation) in 117 schools established by the WWF, and another seven schools are under construction. A total of 67,662 children of workers have benefited through post-matriculation scholarship schemes through monthly stipends (table 2.24).

The WWF has established 2 technical institutes and 28 vocational training centres. More than 30,000 industrial workers or their family members have received technical/vocational training in a variety of fields. The WWF has also provided free of cost technical education to more than 11,000 workers and their family members in collaboration with Skill Development Councils (Pakistan, WWF, n.d.).

The WWF has also opened 84 hospitals, whereas two health projects are ongoing under those projects more than 1,252,000 workers and their family members have received medical treatment, free checkups and vaccinations. Furthermore, the WWF has completed 243 projects involving the provision of medical and rescue equipment, water supply and other miscellaneous outcomes at a cost of 2.391 billion rupees, and 12 additional miscellaneous schemes are ongoing (Pakistan, WWF, n.d.).

Death grants of 600,000 rupees were awarded by the WWF to 12,567 families of deceased workers in 2020–21. Marriage grants of 200,000 rupees were also disbursed to 131,777 workers for their children's marriages. The WWF also awards two workers from each province an Annual Excellence Award of 100,000 rupees (Pakistan, WWF, n.d.).

► **Table 2.24. Scholarships monthly stipend rates by scholarship category**

Category	Description	Stipend rate (rupees per month)
I	Higher Secondary Scholarships	3 500
II	Undergraduate Scholarships	4 500
III	Postgraduate up to PhD level	5 500

Source: Pakistan, WWF, n.d.

2.3.10. Coordination and collaboration mechanisms at the national, provincial and enterprise levels

2.3.10.1. Coordination and collaboration mechanisms at the national level

At the national level, the MOPHRD has an important role in developing coordination for OSH at the national level through various initiatives and activities. As per the amended Rules of Business, the MOPHRD has the following collaboration and coordination roles at the national and international levels:

- ▶ The MOPHRD coordinates and collaborates closely with other relevant ministries and government agencies to develop and implement OSH policies, regulations and guidelines for Pakistan. In this regard, the Ministry is developing coordination with relevant forums for manpower development and employment promotion for prospective overseas workers.
- ▶ The MOPHRD provides coordination and collaboration through the provision of technical assistance and capacity-building to enterprises and workers in Pakistan to improve occupational safety and health. This includes training programmes, awareness-raising and campaigns through the Directorate of Worker Education. They regularly offer various trainings throughout the year.
- ▶ The MOPHRD coordinates and collaborates with other organizations and stakeholders to promote OSH in Pakistan. This includes partnerships with international organizations, such as the ILO, and collaborations with industry associations, trade unions and civil society organizations. The Ministry participates in various international forums and conferences to share best practices, exchange information, and develop new initiatives to enhance workplace safety and health. The MOPHRD is dealing with ILO Conventions ratified by Pakistan. The Ministry has dedicated sections to coordinate with private and public stakeholders on ILO Conventions. The sections are collecting required data from the Provincial Labour Departments and Provincial Mines and Mineral Development Departments to demonstrate compliance with the requirements of ratified Conventions. The MOPHRD is responsible for reporting to the ILO Convention Secretariats. The Ministry is representing Pakistan and the country's OSH regime in conferences and meetings related to ILO Conventions at the regional and global level.
- ▶ The MOPHRD has established coordination and collaboration mechanisms to protect the rights and welfare of overseas Pakistani workers, many of whom work in occupations that pose significant OSH risks. This includes providing legal and consular services to overseas workers, as well as promoting the rights and welfare of migrant workers through bilateral agreements/MOUs with other countries. The Ministry coordinates through Community Welfare Attachés posted abroad, the Overseas Pakistanis Foundation, the Overseas Employment Corporation, and the Bureau of Emigration and Overseas Employment, in addition to keeping a watch on labour legislation from an international perspective.
- ▶ The MOPHRD works with the National Industrial Relations Commission (NIRC) to enforce OSH laws and regulations in the workplace. The NIRC provides a platform for workers and employers to resolve OSH-related disputes and promotes compliance with OSH laws and regulations. In addition, the MOPHRD collaborates with employers and industry associations to promote OSH in the workplace. The Ministry encourages employers to adopt best practices and comply with OSH regulations.
- ▶ The MOPHRD is delivering coordination through help desks and online complaint portals at its allied institutions, such as the Overseas Pakistanis Federation, the Worker Welfare Fund, and the ESSIs.
- ▶ The MOPHRD is fostering coordination and collaboration through bipartite and tripartite engagement. The MOPHRD established the Federal Tripartite Committee in 2014. However, documented evidence of regular annual meetings of the Federal Tripartite Committee was not found.

2.3.10.2. Coordination and collaboration mechanisms at the provincial level

The Provincial OSH Acts provide legal provisions to develop coordination mechanisms and promote coordination and collaboration at the provincial level. The Provincial Labour Departments and their allied Directorates and District Labour Departments are delivering coordination and collaboration in following ways:

- ▶ Sharing information on policies, regulations, best practices and research findings to promote consistent implementation of OSH practices – All departments have provided policies and legislation on their websites to make them accessible to everyone.
- ▶ Performing inspections to ensure compliance with OSH laws and regulations – The Provincial Governments have appointed a Director of Labour Welfare, Labour Officers, Labour Inspectors, Occupational Hygienists, District Labour Officers, Deputy District Labour Officers and Assistant District Labour Officers to conduct inspections and develop collaboration and coordination. The number of staff depends on the number of industrial units, shops and establishments.
- ▶ The Directorates of Labour Welfare and their allied District Labour Departments are providing technical assistance to enterprises to support the implementation of OSH practices.
- ▶ Providing training and capacity-building for enterprises to enhance their knowledge and skills in occupational safety and health – In this regard, the SAA-CWICE in Punjab, the KP Centre for Occupational Safety and Health, and the Occupational Safety and Health Center and NILAT in Sindh are offering training and capacity-building services to workers and enterprises. Besides training, these institutions are conducting research in collaboration with industry.
- ▶ Consultation with enterprise-level authorities to identify and address OSH concerns and develop effective solutions.
- ▶ Established help desks and complaint mechanisms through online forms.
- ▶ Established bipartite and tripartite committees.
- ▶ Submission of data for compliance with ILO Conventions to MOPHRD.
- ▶ Vertical coordination with private and public stakeholders, including government departments, the Employer Federation of Pakistan, the Pakistan Workers Federation and the ILO.

2.3.10.3. Coordination and collaboration mechanisms at the enterprise level

The Provincial OSH Acts make reference to coordination and collaboration mechanisms at the enterprise level through worker representatives and OSH committees. The Acts legally require the nominating of worker representatives and the establishing of OSH committees at the enterprise level. The enterprises develop OSH committees comprising an equal number of representatives from management, employees, and other relevant stakeholders. The committee regularly review safety and health policies, identify potential hazards, recommend improvements, promote consultation, and develop collaboration and coordination. The nomination of cross-functional OSH teams also fosters coordination and places focus on specific safety and health issues in the workplace. The teams coordinate and collaborate to identify hazards, conduct risk assessments, develop and implement control measures, and monitor the effectiveness of these measures. The health and safety representatives play crucial roles in developing coordination and collaboration. They provide a point of contact between employees and management on safety and health matters. They deliver information, advice and assistance to employees on workplace hazards and help to ensure that safety and health policies and procedures are implemented.

2.4. Arrangements to promote preventive measures and advisory services

2.4.1. Arrangements to promote cooperation between management, workers and their representatives

The Provincial OSH Acts require the establishment of OSH committees and the election of workers' representatives at the enterprise level to foster consultation. In this regard, section 10 (Consultation)

of both the Punjab OSH Act 2019 and the KP OSH Act 2022 require the election of safety and health representatives from among the employees in establishments with more than five employees, and these representatives shall represent the employees in all matters relating to safety, health and welfare at work. Section 12 of both the Punjab OSH Act 2019 and the KP OSH Act 2022 require OSH committees and for the details of the members of committee to be displayed at the entrance. An example from one SME with an established OSH committee as a cooperation mechanism is shown in figure 2.2.

This helps the workers by providing a proper channel to reach and raise their concerns about any issue in front of responsible employers. This step maintains the worker’s morals at workplace. Linear Responsibility chart or RACI Matrix Describes the role of every worker and employer. Facilitates the free flow of communication Matrix responsibility chart postures coordination as it clarifies all rules and responsibilities, and authority for all project participants involved in various activities. It leads to better delegation of authority.

Section 12 (Consultation) of the Sindh OSH Act 2017 requires the employer to enable the election of OSH representatives from among the workers in establishments having fewer than 50 workers. For enterprises with 50 or more workers, the employer is to appoint a competent Safety and Health Officer and set up an OSH Committee. The OSH representatives or the OSH committee shall develop cooperation and assist the employer to promote and develop measures to ensure the safety, health and welfare of the workers at the workplace. The committee shall report the effectiveness of such measures to the employer and to inspectors. Section 13 of the Act requires the employer, at least once every two years, to have the OSH representatives attend health and safety training as approved by the Government, and shall bear all expenses thereof, including paid leave, course fee, lodging boarding, travelling and so on.

► **Figure 2.2. Example of established OSH committee and its functions at a local SME**



2.4.2. Number of enterprises that have OSH Committees

According to the data collected from the Sindh Labour Department, there are 226 establishments in the province that have constituted OSH committees and worker representatives in compliance with section 12 of the Sindh OSH Act 2017. An Occupational Hygienist from the Labour Department interviewed for this profile confirmed that the OSH committees have increased awareness of occupational safety and health in the establishments where they are functional. The Occupational Hygienist added that the OSH committees assist them in silicosis awareness and prevention programmes.

Industries and establishments in Punjab have constituted OSH committees and worker representatives to comply section 10 of the Punjab OSH Act 2019. However, the exact number of establishments that have constituted the OSH committees and worker representatives is not available. A Labour Officer from the Directorate-General of Labour Welfare did point out that registers regarding labour statistics are better maintained in those enterprises with functional OSH committees and worker representatives.

Although, the section 10 of the KP OSH Act 2022 requires the election of safety and health representatives and the establishment of OSH committees, no records of OSH committees and worker representatives were available because the legislation was only passed in 2022.

At present there is no legal requirement for the election of safety and health representatives or the establishment of OSH committees in Balochistan.

2.4.3. Information and advisory services on occupational safety and health provided by various stakeholders

Different stakeholders, including federal and provincial governments, employers' and workers' organizations, NGOs and development sector players are playing their active role in information and advisory services, as per their various mandates. In Pakistan, the provision of information and advisory services have been observed through the websites of stakeholders and the provision of training to industries and establishments.

Stakeholders such as the Federal MOPHRD and its allied wings, Provincial Labour Departments and their affiliated sections, the EFP, the PWF, Workers Welfare Boards, ESSIs, chambers of industry and commerce, and SMEDA are providing relevant information and advisory services through their websites. The following is a list of the websites of selected stakeholders:

- ▶ Employers Federation of Pakistan (EFP): <https://efp.org.pk/>
- ▶ Pakistan Workers Federation (PWF): <https://pwf.org.pk/>
- ▶ MOPHRD: <https://www.ophrd.gov.pk/>
- ▶ Bureau of Emigration and Overseas Employment: <https://beoe.gov.pk/>
- ▶ Directorate of Workers Education: <https://dwe.gov.pk/>
- ▶ Workers Welfare Fund: <https://wwf.gov.pk/>
- ▶ Employees Old-Age Benefits Institution: <http://www.eobi.gov.pk/>
- ▶ Punjab Labour and Human Resource Department: <https://labour.punjab.gov.pk/>
- ▶ Sindh Labour and Human Resource Department: <https://lhr.sindh.gov.pk/>
- ▶ KP Labour Department: <https://labour.kp.gov.pk/>
- ▶ Balochistan Labour and Manpower Department: <https://labour.balochistan.gov.pk/>
- ▶ PESSI: <https://pessi.punjab.gov.pk/>
- ▶ SESSI: <https://www.sessi.gov.pk/>
- ▶ Lahore Chamber of Commerce and Industry: <https://www.lcci.com.pk/>
- ▶ SMEDA: <https://smeda.org/>

Some stakeholders are providing advisory services through training, research and consultancy. The following are the details of selected stakeholders engaged in this space:

The **Saeed Ahmed Awan Centre for Improvement of Working Conditions and Environment (SAA-CIWCE)** in Lahore is a pioneer institution in Pakistan providing professional services in the fields of occupational, safety, health and working environment. It is part of the Punjab Labour and Human Resource Department. This is the only institution with foreign qualified professionals, a state-of-the-art laboratory and a strong relationship with business enterprises, industry and government agencies. To promote compliance with labour laws and social dialogue, the Industrial Relations Institute is also situated in the premises of SAA-CIWCE. The Industrial Relations Institute provides training to labour inspection officials and employers' and workers' representatives on labour laws, international labour standards, gender issues at workplaces and other topics to promote compliance.

There are three OSH centers working under the Provincial Labour Departments of Sindh i.e., **OSH Centre Zone-I**, **OSH Centre Zone-II** in Karachi and one in Hyderabad, while an OSH Centre has been recently developed in Peshawar under department of labour KP. These centres provide different services including advice, training, information, education and awareness etc.

The **Centre for Labour Research (CLR)** is an independent research and advocacy organization that promotes awareness on fundamental labour rights, as guaranteed under the Constitution and various international human rights treaties signed or ratified by Pakistan. The CLR's work guides all the stakeholders – including workers (especially youth), employers, government and international organizations – in navigating the local labour market in legal and statistical contexts. The CLR engages in research on contemporary labour issues and generates innovative ideas to deal with the labour rights malaise. CLR's stated mission is to produce objective research that can help reform the employment legislation regime in Pakistan. While pursuing these reforms, they strive to provide information to the masses and raise their awareness about workplace rights. The Centre's team has been working on labour rights for more than a decade, and through their work, they have been advocating legislative and institutional reforms in Pakistan's labour market (CLR, n.d.).

The **American Society of Safety Professionals, Pakistan Chapter (ASSP)** is a unique body for safety professionals in Pakistan, with a mission to engage with the government, businesses, employers' and workers' organizations, institutions, academia, civil society and other stakeholders for policymaking, capacity-building, awareness and sensitization, management systems and risk assessments, curricula development and standardization, and developing new consensus standards. The ASSP provides membership to OSH professionals across the full career continuum, including students, young professionals, seasoned managers, and corporate leaders. The ASSP provides a full range of advisory resources, including OSH information, global OSH guidelines, best practices, local corporate guides, national and provincial health legislative information, through their website. The ASSP's other advocacy and advisory services include a series of national level annual professional development conferences on safety, professional memberships, workshops and trainings (ASSP Pakistan Chapter, n.d.).

The **Directorate of Workers Education (DWE)** under the MOPHRD is dedicated to educating and advising workers, employers and other industrial partners. They provide year-round free on-campus training and foreign language programmes, especially to prospective migrant workers. The DWE also provides information online regarding their upcoming and recent trainings.

2.4.4. Provision of occupational safety and health training by national and provincial governments

OSH trainings are crucial preventive measures for ensuring workplace safety and minimizing the risk of accidents and injuries. Providing comprehensive training to employees, employers and other stakeholders can create a culture of safety in the workplace and reduce the likelihood of workplace accidents. OSH training can cover a range of topics, including hazard identification and risk assessment, safe work practices, emergency response, and equipment handling and maintenance. By educating employees on these topics, they can learn to identify potential hazards and take steps to mitigate them, as well as understand the importance of adhering to safe work practices and procedures.

Provincial Labour Departments, via their respective training institutions/OSH centres, are offering a variety of trainings regarding occupational safety and health. The training record of Provincial Labour Departments is given in tables 2.25 to 2.28, and the following topics are covered in their training programmes:

- ▶ chemical safety at the workplace;
- ▶ noise control and prevention, and hearing conservation;
- ▶ machine-guarding;
- ▶ ergonomics as a tool for enhancing productivity;
- ▶ fire prevention and firefighting;
- ▶ basic emergency first aid and CPR;
- ▶ work in confined spaces;
- ▶ accident investigation;
- ▶ selection and use of personal protective equipment; and
- ▶ compliance with national and international health safety and environmental laws and standards.

► **Table 2.25. Training record of SAA-CIWCE in Lahore**

Training data	2022	2021	2020	2019	2018	2017
Number of OSH-related trainings	43	76	18	69	134	43
Number of other labour-related trainings	n/a	n/a	n/a	n/a	n/a	n/a
Number of trainers	4	4	4	5	5	5
Number of labour/OSH-related awareness/ education campaigns/seminars/walks, etc.	8	3	1	1	1	5
Number of factories that participated in the trainings	21	115	48	107	105	123
Number of workers/labourers trained	1 120	1055	1 070	1779	1180	1290

► **Table 2.26. Training record of OSH Centres in Karachi and Hyderabad**

Training data	2022	2021	2020	2019	2018	2017
Number of OSH-related trainings	43	16	18	69	53	13
Number of other labour-related trainings	31	29	12	16	19	24
Number of trainers	4	4	4	5	5	5
Number of labour/OSH-related awareness/ education campaigns/seminars/walks etc.	8	3	1	11	11	5
Number of factories that participated in the trainings	168	50	48	107	105	123
Number of workers/labourers trained	1120	920	1070	770	880	660

► **Table 2.27. Training record of OSH Centre in Peshawar**

Training data	2022	2021	2020	2019	2018	2017
Number of OSH-related trainings	34	n/a	n/a	n/a	n/a	n/a
Number of other labour-related trainings	n/a	n/a	n/a	n/a	n/a	n/a
Number of trainers	n/a	n/a	n/a	n/a	n/a	n/a
Number of labour/OSH-related awareness/ education campaigns/seminars/walks, etc.	5	n/a	n/a	n/a	n/a	n/a
Number of factories that participated in the trainings	34	n/a	n/a	n/a	n/a	n/a
Number of workers/labourers trained	400	n/a	n/a	n/a	n/a	n/a

► **Table 2.28. Training record of the Mines Labour Welfare Commissionerate, Punjab**

Training data	2022	2021	2020	2019	2018	2017
Number of labourers trained by department	1 038	765	897	987	1 060	1 416
Number of labour/OSH related education campaigns, trainings, seminars workshops	6	5	7	6	6	3

The Workers Welfare Fund (WWF) of Pakistan is playing an effective role in training industrial workers and their families. As per official records, 2 technical institutes and 28 vocational training centres have been established by the WWF. More than 30,000 industrial workers and their family members have received technical/vocational training in a variety of fields. The WWF has also provided free-of-cost technical education to more than 11,000 workers and their family members in collaboration with Skill Development Councils.

As noted above, the Directorate of Workers Education (DWE) is providing year-round free Arabic, Korean, Japanese language programmes, especially to prospective migrant workers.

2.4.5. Occupational safety and health policies and programmes of employers' and workers' organizations

2.4.5.1. Pakistan Workers Federation

As mandated in its Constitution (article 4(e)), the Pakistan Workers Federation (PWF) "strive[s] for the establishment of full employment; the elimination of discrimination on grounds of race, colour, sex, nationality, or creed; the improvement of working conditions; health and safety standards for workers; the introduction, maintenance and extension of social security for all; and raising standards of living of peoples of Pakistan". The PWF has following programmes and trainings regarding the OSH:

- ▶ Occupational Safety and Health Program;
- ▶ Trainer Training Module 1,2,3;
- ▶ Trade Unions Finance Program;
- ▶ Syllabus for Teacher Refresher Course (Labour Laws and Social Protection);
- ▶ Role of a Youth in Building Society;
- ▶ Social Safety Net;
- ▶ Decent Work Program;
- ▶ Labour Rights and Responsibilities of Media;
- ▶ Decent Work and Core Labour Standards Program;
- ▶ Guide for Safe Migration.

2.4.5.1. Employers Federation of Pakistan

The Employers Federation of Pakistan (EFP) provides a platform for employers to network and share information, and offers a range of services and support to its members, including training and development programmes, research and advocacy on labour and employment issues, and advice on legal and regulatory matters related to employment. The EFP also works closely with government agencies and other stakeholders to promote a conducive business environment in Pakistan, and to create employment opportunities for the country's workforce. The EFP has initiated following programmes regarding the OSH:

1. Compliance auditing and gap analysis

A. Labour Laws Compliance Audit Program

The Labour Laws Compliance Audit Program is a customized and dedicated audit services programme by the EFP that enables organizations to comply with all applicable labour laws, including those related to wages, hours of work, health and safety, discrimination, and other employment-related matters. The programme is tailored to meet following specific needs of industry by:

- ▶ examining and evaluating the compliance of companies with the labour laws applicable to the organization;
- ▶ helping identify gaps in compliance with the labour laws and helping prepare companies for labour inspection;
- ▶ helping companies with the integration of labour compliance in corporate culture and practice;
- ▶ ensuring a legislative and institutional framework for an effective industrial relations system;

- ▶ helping companies better manage and monitor policy issues;
- ▶ helping companies in conducting collective bargaining negotiations between employers and trade unions; and
- ▶ helping companies adopt mandatory tools made available in the law for maintaining good industrial relations.

B. HSE Audit Initiative

The HSE Audit Initiative programme of the Employers Federation of Pakistan (EFP) involves a review of the company's health, safety and environment (HSE) policies, procedures and practices, as well as an examination of HSE records and other relevant documents. The programme is customized to address the following specific needs and concerns of companies by:

- ▶ examining and evaluating the compliance of the companies with national and international HSE standards;
- ▶ helping companies identify gaps in compliance with the national and international standards and helping prepare them to effectively respond to the requirements imposed by laws and standards, including benchmarking against OSH laws, NEQS, OHSAS 18001, ISO 14001, company guidelines and industry best practices/standards;
- ▶ helping companies ensure continued welfare, health and safety of employees within the organization via the systematic appraisal of on-site procedures and processes;
- ▶ helping companies to identify and comply with legal duties and promote employee well-being;
- ▶ helping companies better manage and monitor policy issues;
- ▶ enabling companies to take an in-depth look at the potential hazards that employees and customers may be exposed to; and
- ▶ helping companies identify preventive measures to reinforce safety.

2. Occupational Safety, Health and Environmental Forum

The EFP has established the Occupational Safety, Health and Environmental Forum with objective of providing a platform for member organizations to interact on current issues relating to labour, environment and industry. It is a unique platform for employers and professionals in Pakistan to share knowledge and best practices related to workplace safety, health and environmental management. The forum is designed to provide a platform for employers to learn about the latest trends and developments in occupational HSE, to share their experiences and challenges with others in their industry, and to collaborate on strategies to improve workplace safety and health. The Forum provides a range of services and support to its members, including training and development programmes, research, and advocacy on OSHE issues, and advice on legal and regulatory matters related to workplace safety and health. The Forum also organizes regular events, such as workshops, seminars and conferences, to provide members with opportunities to network and learn from experts in the field. The EFP administrators have also created a WhatsApp group forum for social interaction, participation and knowledge sharing.

3. Other OSH-related programmes

The EFP in collaboration with the Institute of Business Administration has launched a six-months diploma programme to impart specialized education and training in:

- ▶ labour laws and industrial relations; and
- ▶ occupational safety, health, and environmental management.

Hundreds of trainings and workshops on areas such as human resources, labour laws, labour rights, social welfare, OSH, corporate business development, management and finance have been completed by around 40 pools of trainers from EFP platform. The EFP has organized following programmes and workshops in collaboration with other stakeholders:

- ▶ Workshops on Workplace Wellness and Metal Health;
- ▶ Workshop on Safe Handling of Hazardous Chemical/Petroleum Product;

- ▶ EFP Workshop on Fire Prevention, Evacuation and Emergency Response Plan;
- ▶ EFP Workshop on Women and Occupational Safety and Health;
- ▶ Workshop on Safe Handling of Hazardous Chemicals/Petroleum Product;
- ▶ Disciplinary Action and Conducting Domestic Inquiry under the Labour Laws;
- ▶ Applicable Labour Laws at the Shop Floor and Handling Disciplinary Actions;
- ▶ Sindh OSH Act 2017: Challenges and Opportunities;
- ▶ Special Seminar on Labour Laws-1;
- ▶ International Training Centre of the ILO (ITC-ILO) and EFP Certified Training Programme on Essentials of Occupational Safety and Health.

2.4.6. Technical standards, codes of practice and guidelines on occupational safety and health developed by employers' and workers' organizations

The development of technical standards and codes of practice is a mandate of the competent authorities – with the approval of OSH Councils – under the legal framework in Pakistan. However, employers' and workers' organizations can also establish their own guidelines. In this regard, the PWF has established the “Decent Work and Core Labour Standards Guidance” and the “Guide for Safe Migration”. Like the PWF, the EFP has developed guidelines for “Disciplinary Action and Conducting Domestic Inquiry Under the Labour Laws” and “Applicable Labour Laws at the Shop Floor and Handling Disciplinary Actions” (Pakistan, WWF, n.d.; EFP, n.d.).

2.4.7. Educational and awareness-raising arrangements

Education and awareness are critical to promoting OSH and preventing workplace accidents. By increasing the knowledge, skills and risk perception of workers; promoting a safety culture; and encouraging compliance with safety regulations, employers can create a safer and healthier work environment for everyone. Promotional initiatives such as Safety Days and awards can play an essential role in promoting OSH as preventive measures in the workplace. By raising awareness, motivating employees, encouraging compliance, driving continuous improvement and building team spirit, employers can foster workplaces that are conscious of OSH standards and keen to ensure that they are maintained for the safety and health of all.

All stakeholders – including federal and provincial state institutions, employers' and workers' organizations and private partners – are playing their roles in education and raising awareness.

The MOPHRD and its departments have established arrangements for education and awareness, especially among migrant workers. The Bureau of Emigration and Overseas Employment has established an official website and job portal to assist and facilitate workers in collaboration with the OEC and the NAVTTC. The data of trained and skilled workers provided by the NAVTTC is matched with jobs in the international market for the benefit of workers. Other initiatives include print, electronic and social media awareness campaigns to guide prospective migrant workers, as well as campaigns against illegal overseas job advertisements done in close coordination with newspapers, the Federal Investigation Agency, the Pakistan Telecommunication Authority, and other relevant departments.

To empower skilled Pakistani workers to obtain jobs in Japan, the OEC has started a targeted Japanese language education programme. The OEC also convenes Korean language training for those persons who are interested in going to the

▶▶ To empower skilled Pakistani workers to obtain jobs in Japan, the OEC has started a targeted Japanese language education programme.

Republic of Korea for employment purposes, and to date 799 persons have obtained Korean language training. The Migrant Resource Centre (MRC) under the MOPHRD has provided potential and outgoing migrants with information and counselling in various areas, such as overseas employment; working and living conditions abroad; rights, obligations and protection of migrants; access to education systems in other countries; skills development; and vocational training programmes in Pakistan. MRC counsellors also provide awareness on the benefits of safe and regular migration and the dangers and consequences of irregular migration.

The Directorate of Workers Education (DWE) of the MOPHRD is a dedicated institute for educating, advising and raising the awareness of workers, employers and other industrial partners. As noted above, the DWE provide free language education programmes.

The WWF awards an annual excellence award of 100,000 rupees to two outstanding workers from each province, and to date, 48 such awards have been handed out.

Provincial Labour Department's OSH centres have made many arrangements for education and awareness, with the SAA-CIWCE, the OSH Centre Peshawar, and the OSH centres in Karachi and Hyderabad having conducted three, five and eight education and awareness activities, respectively, in 2022.

The EFP's education, awareness and promotional work includes workshops/seminars in areas ranging from human resource, labour laws, labour rights, social welfare, OSH, corporate business development, management, and finance. The EFP has been celebrating the World Day of Health and Safety at Work by organizing an annual awards event, and has recognized companies demonstrating best practices in areas of OSH for the last 16 years. The EFP's celebration is a national-level event attended by tripartite constituents of Pakistan, as well as others such as civil society, professionals, researchers and academics. With the COVID-19 pandemic having exacerbated mental health challenges and the well-being of the workforce, the annual awards have been re-named the "Occupational Safety, Health, and Well-being Conference and Awards" to acknowledge the contribution of enterprises to both the physical and mental/emotional well-being of their workforce. The latest edition of the awards was held in May 2022 in Karachi. Many different awards and prizes were handed out among a wide variety of sectors, including recognition shields awarded by the President of Pakistan.

The Professionals Network (TPN), a professional event management company, has regularly organized the International Environment, Health and Safety Awards since 2015 along with other organizations such as Ethical Business Update, Pakistan Safety Council, commercial banks and related UN organizations. The 8th International Conference and Award on Environment, Health and Safety was celebrated on 24 August 2022 in Karachi, and was co-hosted by United Bank Ltd and the United Nations Environment Programme. These awards are open to companies in the corporate, private and public sectors.

The National Forum for Environment and Health (NFEH), a non-profit organization, has given out the Annual Fire Safety Award since 2010. The 12th Fire Safety Award and Convention was held in December 2022 in Islamabad, and the winner of the first prize was Thar Coal Block-1, a power generation company.

The Punjab Labour and Human Resource Department has remained active in celebrating OSH days and events in connection with World Occupational Safety and Health Day and had regularly marked days and conferences before the onset of COVID-19. To mark the 2018 Occupational Safety and Health Day, the Labour and Human Resource Department held Punjab's first dedicated Conference on Occupational Safety and Health on 28 April 2018. The conference served as a platform for international and local safety, medical and OSH experts to share the latest practices and information on OSH with employers, trade unions and business associations. Held in collaboration with the German Agency for International Cooperation (GIZ) and attended by more than 600 participants, the conference presented a number of new OSH concepts, including the Punjab OSH Bill. Another LHRD conference on "Vision Zero Safety, Health and Well Being" was held in December 2018 in collaboration with GIZ. The Secretary of Labour and Human Resource was the chief guest on this occasion, and delegates from various countries were also present. The Punjab LHRC also celebrated World Occupational Safety and Health Day 2019 on 25 April 2019 in collaboration with GIZ. Many dignitaries, such as the minister, secretary and additional secretary of Labour and Human Resource, the Commissioner of PESSI, the Director General Headquarter (inspection), and many others, were present for the event.

▶ 3. Occupational accidents and diseases

This section describes the national and provincial systems for notification and recording of occupational accidents, diseases and injuries. Notification and recording of occupational accidents and diseases are important aspects of workplace safety and health management. In Pakistan, employers are legally required to report certain types of work-related accidents, dangerous occurrences, injuries and illnesses to competent authorities or Labour Departments. This section is divided into three subsections covering aspects of occupational accident and disease notification and recording in Pakistan:

- i. the legal framework and implementation;
- ii. a statistical analysis of occupational injuries and diseases; and
- iii. case studies on the COVID-19 pandemic and a silicosis outbreak.

The legal framework and implementation subsection gives an overview of the legal requirements concerning initial response and first aid, including mandatory requirements in the legislation. It includes the recording and notification mechanism and its functioning, including for collection and analysis of data on occupational injuries and diseases, as well as assessment of the mechanism's conformity with the ILO Code of Practice. The list of occupational diseases and occupational injuries as prescribed in the Workmen's Compensation Act 1923 is also part of the section. The statistical analysis subsection provides data on occupational accidents, injuries and deaths from various sources, such as labour force surveys, Provincial Inspectorates of Mines Welfare, Provincial Labour Departments, and ESSIs. The annual labour force surveys of the previous five years were selected for analysis, but data for the years 2016–17 and 2019–20 are not available, as surveys were not conducted in these reference years. Data on deaths, accidents, and injuries from traffic accidents/crashes was also added from the records of the National Transport Research Centre and Punjab Rescue 1122.

3.1. Legal framework on occupational accidents and diseases and its implementation

3.1.1. Overview of legal requirements concerning initial response and first aid

The Provincial OSH Acts require that employers must respond to incidents and provide first aid to anyone injured. These laws typically aim to protect the health and safety of workers and to ensure that employers take appropriate measures to prevent future harm to workers. The specific legal requirements for the initial response and provision of first aid in each provincial jurisdiction are presented in table 3.1.

► **Table 3.1. Legislative provisions for first aid**

Legislation	Legal provision for first aid
Factories Act 1934 (Act XXV of 1934) (amended in 2022)	Section 33-Q(5) requires the occupiers or managers of factories to maintain stores of First-Aid appliances and provide for their proper custody and use.
Balochistan Occupational Safety and Health Act 2022 (Act No. XXXIII of 2022)	Section 9 – It shall be the duty of every employer to provide where necessary measures including adequate first aid arrangements to deal with emergencies, dangerous occurrences, accidents, and industrial disasters.
Punjab Factories Act 1934 (Act XXV of 1934) (amended in 2022)	Section 33-Q(5) requires the occupiers or managers of factories to maintain stores of first-aid appliances and provide for their proper custody and use.
Khyber Pakhtunkhwa Factories Act 2013 (Act No. XVI of 2013)	Section 52(5) requires the occupiers or managers of factories to maintain stores of first-aid appliances and provide for their proper custody and use.
Sindh Factories Act 2015 (Sindh Act No. XIII of 2016)	Section 53(5) requires the occupiers or managers of factories to maintain stores of first-aid appliances and provide for their proper custody and use.
Balochistan Factories Act 2021 (Act No. XIX of 2021)	Section 53(5) requires the occupiers or managers of factories to maintain stores of first-aid appliances and provide for their proper custody and use.
Punjab Occupational Safety and Health Act 2019 (Act No. IV of 2019) (amended in 2022)	Section 3(m) states that the employer shall provide where necessary measures including adequate first aid arrangements to deal with emergencies, dangerous occurrences, accidents, and industrial disasters.
Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)	Section 3(m) states that the employer shall provide where necessary measures including adequate first aid arrangements to deal with emergencies, dangerous occurrences, accidents, and industrial disasters.

3.1.2. The mechanism for the collection and analysis of data on occupational injuries and diseases

The Provincial Labour Departments only collect, record and analyse data on occupational injuries and diseases that had been reported to them directly by factories/establishments or workers. However, the Pakistan Bureau of Statistics collects and analyses occupational disease and injury data through the Labour Force Survey (LFS). The LFS in Pakistan collects data through a household survey, wherein a representative sample of households is selected to participate. Participants are asked a series of questions about their employment status, including whether they are currently employed, unemployed, or not in the labour force. The survey also collects information on demographic characteristics, education, labour force size, labour force participation, working hours, wages, occupational injuries and diseases, and other factors that may be related to labour market outcomes. The data collected through the LFS is used to monitor labour market conditions, identify trends and changes in employment and unemployment rates, and inform policy decisions related to employment and labour market regulation (Pakistan, PBS 2022c).

3.1.2.1. Mechanism for the collection and analysis of data

The Pakistan Bureau of Statistics has been carrying out Labour Force Surveys (LFS) since 1963. The questionnaire and methodology of the LFS is regularly updated and improved through the Panel on Labour Statistics forum, comprising all important stakeholders, in order to keep current with best practices. The information obtained through the LFS includes data on persons suffering from occupational injuries or diseases in the last 12 months, including:

- ▶ the type of injury or disease;
- ▶ the reasons why the person suffered this injury or disease (such as performing an unsafe act or working in unsafe conditions);
- ▶ the type of treatment received;
- ▶ number of days off from work stemming from the injury/ailment; and
- ▶ any compensation received (Pakistan, PBS 2022c).

The mechanism for data collection and analysis is presented in table 3.2.

► **Table 3.2. The mechanism for the collection and analysis of data on occupational injuries and diseases**

Stage	Activities
Field operation	▶ 34 Regional/Field Offices located across Pakistan conduct field operations through interviews with a representative sample of households.
Reference period	▶ The set reference period is the previous week, that is, the seven days before the date of enumeration.
Sampling plan	<ul style="list-style-type: none"> ▶ The Labour Force Survey consists of all urban and rural areas of the four provinces of Pakistan and Islamabad, excluding military-restricted areas. ▶ The population of excluded areas constitutes about 1% of the total population.
Sample design	▶ A stratified two-stage sample design is adopted for the survey.

Stage	Activities
Sampling frame	<ul style="list-style-type: none"> ▶ The Pakistan Bureau of Statistics (PBS) has developed its own sampling frame for both urban and rural domains, as per the recent census. ▶ Each city/town is divided into enumeration blocks. ▶ Each enumeration block is comprised of 200 to 250 households on average with well-defined boundaries and maps.
Stratification plan	<ul style="list-style-type: none"> ▶ Rural Domain ▶ Urban Domain ▶ Selection of primary sampling units (PSUs): Enumeration blocks in both Urban and Rural domains are taken as primary sampling units (PSUs) based on the probability proportional to size (PPS) sampling scheme method. ▶ Selection of secondary sampling units (SSUs): A specified number of households – that is, 12 from each urban sample PSU and 16 from each rural sample PSU – are selected with equal probability using a systematic sampling technique with a random start.
Sample size and its allocation	<ul style="list-style-type: none"> ▶ A sample of 99 904 households is considered appropriate to provide reliable estimates of key labour force characteristics at the national/provincial level with urban and rural breakdowns. ▶ The entire sample of households (SSUs) is drawn from 6 808 primary sampling units (PSUs), of which 4 552 are rural and 2 256 are urban.
Data processing and editing	<ul style="list-style-type: none"> ▶ After data collection, the supervisors edit, check and clean the filled-in questionnaires manually for consistency and completeness and refer back to the field where necessary. ▶ The relevant numerical techniques are used to eliminate erroneous data resulting from mistakes made during coding. ▶ The survey records are further edited and rectified through a series of computer processing stages.
Labour Force Survey report	<ul style="list-style-type: none"> ▶ A final report is prepared, approved and published.

Source: Pakistan, PBS 2022c

3.1.3. Functioning of legal framework and existing mechanisms for the recording and notification of occupational accidents and diseases

As noted above, the ILO has developed a Code of Practice for Recording and Notification of Occupational Accidents and Diseases to help employers and governments establish effective systems for identifying, recording and reporting work-related accidents, injuries and diseases. Drafted with due consideration of the ILO Code of Practice, the current Federal and Provincial Factories Acts and OSH Acts provide the legal bases for recording and notification of accidents (table 3.3). The labour laws of Pakistan require employers, the self-employed or factory managers to provide notification of dangerous occurrences, occupational injuries and diseases, and the disablement or death of workers to the competent authority within a prescribed timeframe. At the same time, employers, the self-employed or factory managers are

required to maintain a register of occupational incidents that comprises information such as the:

- ▶ date and shift;
- ▶ names of any persons affected, as well as their designation, department and employment card number;
- ▶ location of the incident;
- ▶ nature of the incident;
- ▶ details of the incident;
- ▶ the severity of the consequences (minimal or no injury, minor injury, major injury, disability or fatality);
- ▶ details of the first aider;
- ▶ investigation report; and
- ▶ further corrective actions.

The employer or self-employed person or factory manager must report occupational incidents to the Labour Departments and Provincial ESSIs. The employer or self-employed or factory manager is to make this notification by directly contacting the Labour Department or by contacting a representative of the Labour Department, or by using the online form on the Labour Department website. After notifying the Labour Department, incidents that require compensation are reported to the relevant ESSI. The employer or self-employed person or factory manager records the incidents in a register for verification by a Labour Inspector or Labour Officer. The Provincial Labour Departments have confirmed that employers, self-employed persons or factory managers usually do abide by the notification and recording requirements when it comes to major occupational incidents, such as those that result in major injury, disability or fatality. However, incidents resulting in less serious injuries are not consistently reported or recorded.

► **Table 3.3. Legal framework for the recording and notification of occupational accidents and diseases**

Legislation	Legal provisions
Factories Act 1934 (Act XXV of 1934) (amended in 2022)	<ul style="list-style-type: none"> ▶ Section 23. (Precautions against contagious or infectious diseases) requires the employer shall record the occupational diseases after examination by the factory doctor during the month of January and July every year. ▶ Section 33-N. Notice of certain accidents requires that an accident occurs that causes death, or which causes any bodily injury whereby any person injured is prevented from resuming his work in the factory during the forty-eight hours after the accident occurred shall be notified to competent authorities by the factory manager.
Punjab Factories Act 1934 (Act XXV of 1934) (amended in 2022)	<ul style="list-style-type: none"> ▶ Section 23. (Precautions against contagious or infectious diseases) requires the employer shall record the occupational diseases after examination by the factory doctor during the month of January and July every year. ▶ Section 33-N. Notice of certain accidents requires that an accident occurs that causes death, or which causes any bodily injury whereby any person injured is prevented from resuming his work in the factory during the forty-eight hours after the accident occurred shall be notified to competent authorities by the factory manager.
Khyber Pakhtunkhwa Factories Act 2013 (Act No. XVI of 2013)	<ul style="list-style-type: none"> ▶ Section 24. (Precautions against contagious or infectious diseases) requires the employer shall record the occupational diseases after examination by the factory doctor during the month of January and July every year. ▶ Section 50. Notice of certain accidents requires that an accident occurs that causes death, or which causes any bodily injury whereby any person injured is prevented from resuming his work in the factory during the forty-eight hours after the accident occurred shall be notified to competent authorities by the factory manager.

Legislation	Legal provisions
Sindh Factories Act 2015 (Sindh Act No. XIII of 2016)	<ul style="list-style-type: none"> ▶ Section 25. (Precautions against contagious or infectious diseases) requires the employer to record the occupational diseases after examination by the factory doctor during the month of January and July every year. ▶ Section 51. Notice of certain accidents requires that an accident occurs that causes death, or which causes any bodily injury whereby any person injured is prevented from resuming his work in the factory during the forty-eight hours after the accident occurred shall be notified to competent authorities by the factory manager.
Balochistan Factories Act 2021 (Act No. XIX of 2021)	<ul style="list-style-type: none"> ▶ Section 25. (Precautions against contagious or infectious diseases) requires the employer to record the occupational diseases after examination by the factory doctor during the month of January and July every year. ▶ Section 51. Notice of certain accidents requires that an accident occurs that causes death, or which causes any bodily injury whereby any person injured is prevented from resuming his work in the factory during the forty-eight hours after the accident occurred shall be notified to competent authorities by the factory manager.
Balochistan Occupational Safety and Health Act 2022 (Act No. XXXIII of 2022)	<ul style="list-style-type: none"> ▶ Section 26 (Notification and investigation of accidents, dangerous occurrences, and occupational illness.) requires notifying, and investigate accidents, dangerous occurrences, and occupational illness.
Punjab Occupational Safety and Health Act 2019 (Act No. IV of 2019) (amended in 2022)	<p>Section 13. Notification and investigation of accidents, dangerous occurrences, and occupational illness require:</p> <ul style="list-style-type: none"> ▶ The employer or self-employed must record an accident or harm in the register. ▶ The employer or self-employed shall notify injuries, disability, or death to competent authorities with twenty-four hours. ▶ The employer or self-employed shall notify and provide an examination of disease from a hospital authorized by Government and the cost thereof shall be paid by the employer. ▶ The competent authority may require periodic medical examinations of the worker.
Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)	<p>Section 13. Notification and investigation of accidents, dangerous occurrences, and occupational illness require:</p> <ul style="list-style-type: none"> ▶ The employer or self-employed must record an accident or harm in the register. ▶ The employer or self-employed shall notify injuries, disability, or death to competent authorities with twenty-four hours. ▶ The employer or self-employed shall notify and provide an examination of disease from a hospital authorized by Government and the cost thereof shall be paid by the employer. ▶ The competent authority may require periodic medical examinations of the worker.
Sindh Occupational Safety and Health Act 2017 (Act No. I of 2018)	<p>Section 23. Notification and investigation of accidents, dangerous occurrences, and occupational illness require:</p> <ul style="list-style-type: none"> ▶ The employer or self-employed must record an accident or harm in the register. ▶ The employer or self-employed shall notify injuries, disability, or death to competent authorities with twenty-four hours. ▶ The employer or self-employed shall notify and provide an examination of disease from a hospital authorized by Government and the cost thereof shall be paid by the employer. ▶ The competent authority may require periodic medical examinations of the worker.

3.1.4. Assessment of conformity with the ILO Code of Practice on the Recording and Notification of Occupational Accidents and Diseases

The Federal and Provincial Labour Policies also call for the recording and notification of occupational accidents and diseases in conformity with the ILO Code of Practice on the Recording and Notification of Occupational Accidents and Diseases. Although the Provincial OSH Acts do cover the recording and notification of occupational accidents and diseases, a detailed regulation that guides employers and workers has not been formulated and approved by any province yet. Many small industries, shops and establishments are not aware of the occupational accidents and disease recording and notification procedures, but the competent authorities have not yet drawn up a plan to foster the notification and recording of incidents in conformity with clause 2.1.6 of the ILO Code of Practice.

A system of enforcement and adequate penalties is in place, but it is not functioning adequately due to the law enforcement capacity of the Labour Departments, which have limited financial and technical human resources. Clause 3.1.4 of the ILO Code of Practice, which calls for a list of occupational diseases and a general definition of occupational diseases that is consistent with national conditions and practice, is not covered by the Provincial OSH Acts, but is addressed in the Workmen's Compensation Acts in conformity with the Employment Injury Benefits Convention, 1964 (No. 121). Detailed information and a list of occupational diseases are communicated to, available to and accessible by everyone in the country. An assessment of the legal framework's conformity to the ILO Code of Practice on the Recording and Notification of Occupational Accidents and Diseases is presented in table 3.4.

► **Table 3.4. Assessment of legislative conformity with the ILO Code of Practice on the Recording and Notification of Occupational Accidents and Diseases**

Requirement in the ILO Code of Practice	Relevant legislation								
	Factories Act 1934	Punjab Factories Act 1934	KP Factories Act 2013	Sindh Factories Act 2015	Balochistan Factories Act 2021	Balochistan OSH Act 2022	Punjab OSH Act 2019	KP OSH Act 2022	Sindh OSH Act 2017
2.1.4. National system for the recording and notification.									
2.1.5. Appropriate to the specific type of enterprise and workers.	X	X	X	X	X	Partially conforms – Only specifically covers mine workers			
3.1.1. Consistent with national conditions and practice.									
3.1.2. (a) Types of occupational accidents, occupational diseases, commuting accidents, dangerous occurrences, and incidents.	X	X	X	X	X				
3.1.2. (b) Establish and apply uniform requirements and procedures for employers and workers at the level of the enterprise.	X	X	X	X	X	X	X	X	X
3.1.2. (c) Establish and apply uniform requirements and procedures for the notification of occupational accidents, occupational diseases.									
3.1.2. (d) Make appropriate arrangements for the necessary coordination.									
3.1.3. These requirements and procedures should be applied to all workers.									
3.1.4. Prescribe a list of diseases and include a general definition of occupation diseases in legislation.	X	X	X	X	X	X	X	X	X
3.1.8. In accordance with national laws or regulations, the employer should ensure that arrangements are made within the enterprise.									
3.2. Classification of information to be recorded and notified.									

3.1.5. National and provincial lists of occupational diseases

The federal and provincial governments have lists of occupational diseases in their respective Workmen's Compensation Acts that are recognized as work-related illnesses caused by exposure to hazardous agents in the workplace. These lists are normally reviewed in tripartite meetings of the Board of Governors of the relevant bodies (that is, the ESSIs). The list is regularly reviewed and updated in compliance with the Employment Injury Benefits Convention, 1964 (No. 121), and the List of Occupational Diseases Recommendation, 2002 (No. 194). It is noteworthy to mention that the Sindh Workmen's Compensation Act 2016 covers all occupational diseases that are covered in Convention No. 121. The following are major occupational diseases covered under social security schemes in Pakistan:

- ▶ Anthrax
- ▶ Compressed air illness or its sequelae
- ▶ Poisoning by lead tetraethyl
- ▶ Poisoning by nitrous fumes
- ▶ Lead poisoning or its sequelae
- ▶ Phosphorous poisoning or its sequelae
- ▶ Mercury poisoning and its sequelae
- ▶ Poisoning by benzene and its homologues, or the sequelae of such poisoning
- ▶ Chrome ulceration or its sequelae
- ▶ Arsenical poisoning or its sequelae
- ▶ Pathological manifestations due to radium and other radioactive substances or X-rays
- ▶ Primary epitheliomatous cancer of the skin
- ▶ Silicosis
- ▶ Occupational asthma
- ▶ Tuberculosis
- ▶ Twister Cramp
- ▶ Asbestosis
- ▶ Byssinosis
- ▶ Pneumoconiosis.

The full list of diseases and injuries is found in the Sindh Workmen's Compensation Act 2015 is as follows:

List of Occupational Diseases	
A. Diseases caused by chemical agents (41)	
1	Diseases caused by beryllium or its compounds
2	Diseases caused by cadmium or its compounds
3	Diseases caused by phosphorus or its compounds
4	Diseases caused by chromium or its compounds
5	Diseases caused by manganese or its compounds
6	Diseases caused by arsenic or its compounds
7	Diseases caused by mercury or its compounds
8	Diseases caused by lead or its compounds
9	Diseases caused by fluorine or its compounds
10	Diseases caused by carbon disulfide
11	Diseases caused by halogen derivatives of aliphatic or aromatic hydrocarbons
12	Diseases caused by benzene or its homologues

13	Diseases caused by nitro- and amino-derivatives of benzene or its homologues
14	Diseases caused by nitroglycerine or other nitric acid esters
15	Diseases caused by alcohols, glycols or ketones
16	Diseases caused by asphyxiates like carbon monoxide, hydrogen sulfide, hydrogen cyanide or its derivatives
17	Diseases caused by acrylonitrile
18	Diseases caused by oxides of nitrogen
19	Diseases caused by vanadium or its compounds
20	Diseases caused by antimony or its compounds
21	Diseases caused by hexane
22	Diseases caused by mineral acids
23	Diseases caused by pharmaceutical agents
24	Diseases caused by nickel or its compounds
25	Diseases caused by thallium or its compounds
26	Diseases caused by osmium or its compounds
27	Diseases caused by selenium or its compounds
28	Diseases caused by copper or its compounds
29	Diseases caused by platinum or its compounds
30	Diseases caused by tin or its compounds
31	Diseases caused by zinc or its compounds
32	Diseases caused by phosgene
33	Diseases caused by corneal irritants like benzoquinone
34	Diseases caused by ammonia
35	Diseases caused by isocyanates
36	Diseases caused by pesticides
37	Diseases caused by sulphur oxides
38	Diseases caused by organic solvents
39	Diseases caused by latex or latex-containing products
40	Diseases caused by chlorine
41	Diseases caused by other chemical agents at work not mentioned in the preceding items where a direct link is established scientifically
B. Diseases caused by physical agents (7)	
42	Hearing impairment caused by noise
43	Diseases caused by vibration (disorders of muscles, tendons, bones, joints, peripheral blood vessels or peripheral nerves)
44	Diseases caused by compressed or decompressed air
45	Diseases caused by ionizing radiations

46	Diseases caused by optical (ultraviolet, visible light, infrared) radiations including laser
47	Diseases caused by exposure to extreme temperatures
48	Diseases caused by other physical agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these physical agents arising from work activities and the disease(s) contracted by the worker
C. Diseases caused by Biological/parasitic/infectious agents (7)	
49	Brucellosis
50	Hepatitis viruses
51	Tetanus
52	Tuberculosis
53	Toxic or inflammatory syndromes associated with bacterial or fungal contaminants
54	Anthrax
55	Diseases caused by other biological agents at work not mentioned in the preceding items where a direct link is established scientifically between the exposure to these biological agents arising from work activities and the disease(s) contracted by the worker
D. Diseases by target organ systems and respiratory diseases (12)	
56	Pneumoconioses caused by fibrogenic mineral dust (silicosis, anthraco-silicosis, asbestosis)
57	Silicotuberculosis
58	Pneumoconioses caused by non-fibrogenic mineral dust
59	Siderosis
60	Bronchopulmonary diseases caused by hard-metal dust
61	Bronchopulmonary diseases caused by dust of cotton (byssinosis), flax, hemp, sisal or sugar cane (bagassosis)
62	Asthma caused by recognized sensitizing agents or irritants inherent to the work process
63	Extrinsic allergic alveolitis caused by the inhalation of organic dusts or microbially contaminated aerosols, arising from work activities
64	Chronic obstructive pulmonary diseases caused by inhalation of coal dust, dust from stone quarries, wood dust, dust from cereals and agricultural work, dust in animal stables, dust from textiles, and paper dust, arising from work activities
65	Diseases of the lung caused by aluminium
66	Upper airways disorders caused by recognized sensitizing agents or irritants inherent to the work process
67	Other respiratory diseases not mentioned in the preceding items where a direct link is established scientifically, or determined between the exposure to risk factors arising from work activities and the disease(s) contracted by the worker
E. Skin diseases (4)	
68	Allergic contact dermatoses and contact urticaria caused by other recognized allergy-provoking agents arising from work activities not included in other items
69	Irritant contact dermatoses caused by other recognized irritant agents arising from work activities not included in other items

70	Vitiligo caused by other recognized agents arising from work activities not included in other items
71	Other skin diseases caused by physical, chemical or biological agents at work not included under other items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the skin disease(s) contracted by the worker
F. Musculoskeletal disorders (8)	
72	Radial styloid tenosynovitis due to repetitive movements, forceful exertions and extreme postures of the wrist
73	Chronic tenosynovitis of hand and wrist due to repetitive movements, forceful exertions and extreme postures of the wrist
74	Olecranon bursitis due to prolonged pressure of the elbow region
75	Prepatellar bursitis due to prolonged stay in kneeling position
76	Epicondylitis due to repetitive forceful work
77	Meniscus lesions following extended periods of work in a kneeling or squatting position
78	Carpal tunnel syndrome due to extended periods of repetitive forceful work, work involving vibration, extreme postures of the wrist, or a combination of the three
79	Other musculoskeletal disorders not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the musculoskeletal disorder(s) contracted by the worker
G. Mental and behavioural disorders (2)	
80	Post-traumatic stress disorder
81	Other mental or behavioural disorders not mentioned in the preceding item where a direct link is established scientifically between the exposure to risk factors arising from work activities and the mental and behavioural disorder(s) contracted by the worker
H. Occupational cancer (21) Cancer caused by the following agents	
82	Asbestos
83	Benzidine and its salts
84	Bis-chloromethyl ether (BCME)
85	Chromium VI compounds
86	Coal tars, coal tar pitches or soots
87	Beta-naphthylamine
88	Vinyl chloride
89	Benzene
90	Toxic nitro- and amino-derivatives of benzene or its homologue
91	Ionizing radiations
92	Tar, pitch, bitumen, mineral oil, anthracene, or the compounds, products or residues of these substances
93	Coke oven emissions
94	Nickel compounds

95	Wood dust
96	Arsenic and its compounds
97	Beryllium and its compounds
98	Cadmium and its compounds
99	Erionite
100	Ethylene oxide
101	Hepatitis B virus (HBV) and hepatitis C virus (HCV)
102	Cancers caused by other agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these agents arising from work activities and the cancer(s) contracted by the worker
I. Other diseases (2)	
103	Miners' nystagmus
104	Other specific diseases caused by occupations or processes not mentioned in this list where a direct link is established scientifically, between the exposure arising from work activities and the disease(s) contracted by the worker.

List of Injuries Causing Permanent Total Disablement

Serial	Description of Injury	Degree of Disablement (%)
1	Loss of both hands and amputation at higher sites	100
2	Loss of a hand and a foot	100
3	Double amputation through leg or thigh or amputation through leg or thigh on one side and loss of other foot	100
4	Loss of sight to such an extent as to render the claimant unable to perform any work for which eyesight is essential	100
5	Very severe facial disfigurement	100
6	Absolute deafness	100

List of Injuries Deemed to Result in Permanent/Partial Disablement

Serial	Description of Injury	Degree of Disablement (%)
Amputation cases- Upper Limbs		
7	Amputation through shoulder joint	90
8	Amputation below shoulder with stump less than 8 inches from tip of acromion	80
9	Amputation from 8 inches from tip of acromion to less than 8 ½ inches below tip of olecranon	70
10	Loss of a hand or the thumb and four fingers of one hand or amputation from 4 ½ inches below tip of olecranon	60

11	Loss of thumb	30
12	Loss of thumb and its metacarpal bone	40
13	Loss of four fingers of one hand	50
14	Loss of the three fingers of one hand	30
15	Loss of two fingers of one hand	20
16	Loss of terminal phalanx of thumb	20
Amputation Cases—Lower Limbs		
17	Amputation of both feet resulting in end-bearing stumps	90
18	Amputation through both feet proximal to the metatarsophalangeal joint	80
19	Loss of all toes of both feet through the metatarsophalangeal joint	40
20	Loss of all toes of both feet proximal to the proximal inter-phalangeal joint.	30
21	Loss of all toes of both feet distal to the proximal inter-phalangeal joint.	20
22	Amputation at hip	90
23	Amputation below hip with stump not exceeding 5 inches in length measured from hip of greater trochanter	80
24	Amputation below hip with stump exceeding 5 inches in length measured from tip of great trochanter, but not beyond middle thigh	70
25	Amputation below middle thigh to 3 ½ inches below knee	60
26	Amputation below knee stump exceeding 3 ½ inches but not exceeding 5 inches.	50
27	Amputation below knee with stump exceeding 5 inches	40
28	Amputation of one foot resulting in end-bearing stump	30
29	Amputation through one foot proximal to the metatarsophalangeal joint.	30
30	Loss of all toes of one foot through the metatarsophalangeal joint	20
Other Injuries		
31	Loss of one eye, without complications, the other being normal	40
32	Loss of vision of one eye, without complications or disfigurement of eyeball, the other being normal.	30
Loss of finger of right or left hand		
<i>Index finger</i>		
33	Whole	14
34	Two phalanges	11
35	One phalanx	9

36	Guillotine amputation of tip without loss of bone	5
Middle finger		
37	Whole	12
38	Two phalanges	9
39	One phalanx	7
40	Guillotine amputation of tip without loss of bone	4
Ring or little finger		
41	Whole	7
42	Two phalanges	6
43	One phalanx	6
44	Guillotine amputation of tip without loss of bone	2
Great toe		
45	Through metatarso-phalangeal joint	14
46	Part, with some loss of bone	3
An other toe		
47	Through metatarso-phalangeal joint	3
48	Part, with some loss of bone	1
Two toes of one foot, excluding great toe		
49	Through metatrso-phalangeal joint	5
50	Part, with some loss to bone	2
51	Through metatrso-phalangeal joint	3
52	Part, with some loss of bone	3
Four toes of one foot, excluding great toe		
53	Through metatrso-phalangeal	3
54	Part, with some loss of bone	3

3.1.6. Collaboration with relevant insurance or social security schemes covering occupational injuries and diseases

Factories, shops and establishments are required to provide social protection and compensation under the federal and provincial Workmen's Compensation Acts and Employees Social Security Institution (ESSI) Acts. Most medium and large enterprises and exporters are registered with both ESSIs and private insurance companies. However, most shops, establishments and small industrial units are not providing social protection and compensation to their workers. Those shops, establishments and small industrial units that are providing social protection and compensation are mostly registered with private insurance companies. Both insurance companies and ESSIs are offering benefits and compensation against occupational injuries and diseases listed in the federal and provincial Workmen's Compensation Acts and ESSI Acts. Factories, shops, and establishments can use the help desk of their provincial ESSI at the Chambers of Industries and Commerce. Meanwhile, all provincial ESSIs have online portals for registration and guidance.

The federal, Balochistan, KP and Punjab Workmen’s Compensation Acts cover 13 occupational diseases and 48 occupational injuries. The Sindh Workmen’s Compensation Act 2016 covers 93 occupational diseases (all occupational diseases that are covered in ILO Convention No. 121) and 54 occupational injuries. According to Employees Old-Age Benefit Institution, 140,517 employers across Pakistan are registered with ESSIs as at May 2022, while the number of active registered employers is 92,626. Meanwhile, the number of workers registered with ESSIs is 9,886,259, while the number of insured workers (excluding pensioners) is 9,176,081. The ESSIs are covering pensions and old-age benefits. The number of registered old-age pensioners is 457,842; while there 241,306 registered persons receiving survivor’s benefits (Pakistan, EOBI 2022).

3.1.7. Mechanism for ensuring compliance

The Provincial Labour Departments have developed and implemented inspection arrangements for monitoring occupational diseases and injuries in factories, shops and establishments to ensure compliance with the laws. The key stages of the inspection system, its methodology, and the execution of inspection are presented in table 3. 5.

► **Table 3.5. Key stages of the inspection system: Methodology and execution**

Stage of Inspection System	Methodology	Execution
Scheduling and notification	<ul style="list-style-type: none"> ► Nomination of Labour Inspector/Labour Officer/ Occupational Hygienist by Directorate ► Notification of visit 	<ul style="list-style-type: none"> ► The Labour Inspector/Labour Officer/Occupational Hygienist schedules an inspection visit and will usually provide advance notice to the enterprise of the inspection (except for surprise visits). ► The timing of the inspection may be scheduled based on various factors, such as the size of the enterprise, the nature of its operations, or previous inspection history.
Scope and objectives	<ul style="list-style-type: none"> ► Set scope and objective based on the nature of the inspection 	<ul style="list-style-type: none"> ► The Labour Inspector/Labour Officer/Occupational Hygienist defines the scope and objectives of the inspection, which may include verifying compliance with OSH regulations, assessing the accuracy and completeness of the register, and evaluating the effectiveness of the enterprise's measures to prevent and manage occupational injuries and diseases.
Access and verification of the register of occupational diseases and injuries.	<ul style="list-style-type: none"> ► Inspection checklist ► Conformity assessment with legal requirements 	<ul style="list-style-type: none"> ► The Labour Inspector/Labour Officer/Occupational Hygienist accesses the Occupational Injuries and Diseases Register maintained by the enterprise and verifies the records. ► The register must contain comprehensive and up-to-date information on work-related incidents, including injuries, illnesses, near misses, and other relevant data required by law. ► The Labour Inspector/Labour Officer/Occupational Hygienist also reviews the register to assess its accuracy, completeness and compliance with reporting requirements.
Documentation and information gathering	<ul style="list-style-type: none"> ► Review and critical analysis of documentation 	<ul style="list-style-type: none"> ► The Labour Inspector/Labour Officer/Occupational Hygienist may request additional documentation and information related to the recorded incidents. ► This could include incident reports, medical records, witness statements, accident investigation reports, risk assessments and any corrective actions taken by the enterprise.

Stage of Inspection System	Methodology	Execution
Observations and site inspections	<ul style="list-style-type: none"> ► Direct observation ► Inspection checklist 	<ul style="list-style-type: none"> ► In addition to reviewing the register and documentation, the Labour Inspector/Labour Officer/Occupational Hygienist conducts physical inspections of the workplace to observe the conditions, identify potential hazards, and assess the effectiveness of safety measures in place.
Interviews and employee engagement	<ul style="list-style-type: none"> ► Direct consultation ► Interview 	<ul style="list-style-type: none"> ► The Labour Inspector/Labour Officer/Occupational Hygienist may conduct interviews with employees, supervisors and managers to gather more information about specific incidents, preventive measures, training programmes and the overall safety culture within the enterprise. ► This engagement aims to ensure a comprehensive understanding of the enterprise's approach to managing occupational injuries and diseases.
Examination of diseases or injuries	<ul style="list-style-type: none"> ► Symptom-based analysis 	<ul style="list-style-type: none"> ► If the Labour Inspector/Labour Officer/Occupational Hygienist finds incomplete information or improper treatment of disease or injury or suspects disease in any worker, they may require an examination of the disease or injury by a hospital authorized by Government and the cost thereof shall be paid by the employer.
Compliance assessment	<ul style="list-style-type: none"> ► Conformity assessment ► Inspection checklist 	<ul style="list-style-type: none"> ► The Labour Inspector/Labour Officer/Occupational Hygienist evaluates whether the enterprise is complying with applicable laws and regulations regarding the reporting, recording and prevention of occupational injuries and diseases. ► This assessment involves verifying whether incidents were properly reported, recorded in the register and investigated, and whether preventive measures have been implemented to mitigate risks. ► Based on the inspection, the Labour Inspector/Labour Officer/Occupational Hygienist evaluates the enterprise's compliance with relevant regulations and identifies any areas of non-compliance, deficiencies or opportunities for improvement. ► They also determine whether the enterprise has implemented appropriate measures to prevent future incidents.
Report and recommendations	<ul style="list-style-type: none"> ► Written report 	<ul style="list-style-type: none"> ► The Labour Inspector/Labour Officer/Occupational Hygienist prepares a comprehensive report summarizing the inspection findings, observations and recommendations. ► This report may include details on any violations, non-compliance or gaps in the management of occupational injuries and diseases. ► The report is typically provided to the enterprise's management and competent authorities.
Legal action		<ul style="list-style-type: none"> ► The competent authority may take legal action against enterprises for non-compliance with the law.

3.2. Statistical analysis on occupational injuries and diseases

Occupational injuries and diseases are always considered leading problems for workers, especially in less developed countries like Pakistan. The ILO has estimated that each year about 2.3 million people die due to occupational accidents and diseases, 317 million suffer from serious nonfatal occupational injuries, and 160 million suffer from occupational illnesses – and most of these sufferers belong to rural areas in less developed countries. The distribution of occupational diseases and injuries among employed persons is given in the following sections. The distribution is depicted by major economic activity, by occupational group, and by treatment received.

3.2.1. Distribution of occupational diseases/injuries by major economic activity

According to the latest LFS conducted by the Pakistan Bureau of Statistics (2020–21) the sectors that account for the greatest percentage of occupational disease/injury sufferers are agriculture (29.3 per cent), construction (19.7 per cent), manufacturing (19.1 per cent), wholesale and retail trade (13.7 per cent) and transport/storage and communication (10.2 per cent). Comparative risk profiles were on downward trend over the reference period for agriculture, forestry, hunting, and fishing, while they increased for mining and quarrying; manufacturing; transport, storage and communication; and community, social and personnel services during reference period. The comparative risk profile of construction did, however, see a reduction compared to year 2017–18, as shown in table 3.6.

An examination of occupational injuries and disease distribution among male workers and female workers by economic activity showcases some changes over the past several years. In 2017–18 and 2018–19, Agriculture, forestry, hunting, and fishing sectors accounted for roughly 80 per cent of all female workers who suffered an occupational injury or disease, but in 2020–21 the sector only accounted for 61.7 per cent,

► **Table 3.6. Annual distribution of occupational injuries/diseases by economic activity, 2016–17 to 2020–21 (%)**

Economic activity	2020–21	2019–20	2018–19	2017–18	2016–17
Agriculture, forestry, hunting, and fishing	29.3	n/a	38.6	41.6	n/a
Mining and quarrying	0.5	n/a	0.2	0.3	n/a
Manufacturing	19.1	n/a	16.2	16.9	n/a
Electricity, gas, and water	0.8	n/a	0.4	0.6	n/a
Construction	19.7	n/a	21.5	17.3	n/a
Wholesale and retail trade and restaurants and hotels	13.7	n/a	9.2	11.0	n/a
Transport, storage, and communication	10.2	n/a	8.8	7.8	n/a
Financing, insurance, real estate and business services	0.1	n/a	n/a	0.4	n/a
Community, social and personal services	6.6	n/a	5.1	4.1	n/a

n/a = data not available; – = nil.

Source: Authors calculations based on Pakistan, PBS 2022b; Pakistan, PBS 2019; Pakistan, PBS 2018.

with manufacturing suddenly spiking to account for a much greater proportion of injuries/ailments among women workers (24.8 per cent in 2020–21 versus just 6.4 per cent in 2018–19). Over the reference years of 2017–18, 2018–19, 2020–21 the Agriculture, forestry, hunting, and fishing sector was the major contributor toward occupational injury or disease among males. In these years the % distribution of injury or disease

was 38.0, 34.5 and 26.3 respectively among male workers in the agriculture related sector. The other major contributor toward injury/disease burden among males is the construction activity with 18.9%, 23.0%, and 21.2% in 2017–18, 2018–19, and 2020-21 respectively.

► **Table 3.7. Distribution of occupational injuries/diseases by sex and economic activity, 2020–21**

Economic activity	Total	Male	Female
Agriculture, forestry, hunting, and fishing	29.3	26.3	61.7
Mining and quarrying	0.5	0.5	0.4
Manufacturing	19.1	18.6	24.8
Electricity, gas and water	0.8	0.8	–
Construction	19.7	21.2	3.0
Wholesale and retail trade and restaurants and hotels	13.7	14.9	1.2
Transport, storage and communication	10.2	11.1	–
Financing, insurance, real estate and business services	0.1	0.1	–
Community, social and personal services	6.6	6.5	8.9

– = nil.

Source: Authors calculations based on Pakistan, PBS 2022b; Pakistan, PBS 2019; Pakistan, PBS 2018.

► **Table 3.8. Distribution of occupational injuries/diseases by sex and economic activity, 2018–19**

Economic activity	Total	Male	Female
Agriculture, forestry, hunting, and fishing	38.6	34.5	83.7
Mining and quarrying	0.2	0.3	–
Manufacturing	16.2	17.1	6.4
Electricity, gas and water	0.4	0.4	0.0
Construction	21.5	23.0	4.8
Wholesale and retail trade and restaurants and hotels	9.2	10.0	–
Transport, storage and communication	8.8	9.6	–
Financing, insurance, real estate and business services	–	–	–
Community, social and personal services	5.1	5.1	5.1

– = nil.

Source: Authors calculations based on Pakistan, PBS 2019.

► **Table 3.9. Distribution of occupational injuries/diseases by sex and economic activity, 2017–18**

Economic activity	Total	Male	Female
Agriculture, forestry, hunting, and fishing	41.6	38.0	79.7
Mining and quarrying	0.3	0.3	–
Manufacturing	16.9	17.5	14.0
Electricity, gas and water	0.6	0.7	–
Construction	17.3	18.9	0.5
Wholesale and retail trade and restaurants and hotels	11.0	12.0	0.7
Transport, storage and communication	7.8	8.5	–
Financing, insurance, real estate and business services	0.4	0.5	–
Community, social and personal services	4.1	4.0	5.1

– = nil.

Source: Authors calculations based on Pakistan, PBS 2018

In addition to the five-year reference period selected for this profile, the data from the 2010–11 LFS is also presented to view the broader trends over the preceding decade (table 3.10), showing a comparison of the percentage distribution of occupational injuries and diseases across various economic activities for two different time periods, 2010–11 and 2020–21. The findings indicate that major difference found in “agriculture, forestry, hunting and fishing” sector where incidence of injuries and diseases decreased 20.5 (% points) over the past decade. As it accounted for 49.8% in 2010–11, and this fell to 41.6% in 2017–18 and this fell again to 29.3% in 2020–21. This suggests that the proportion of injuries and diseases due to agriculture has been steadily declining over the last decade. Another major difference of 6.7 (% points) was observed in construction where incidence of occupational injuries and disease surge in 2020–21 as compared to 2010–11. This increased risk in the construction sector over the last decade is not steady as it was 13% in 2010–11, 17.3% in 2017–18, 21.5% in 2018–19 and 19.7 in 2020–21. An increase in the incidence rate of injuries was also observed in sectors like manufacturing (3.3% points), wholesale and retail (3.4% points), transport and communication (3.1% points) over the reference decade time.

► **Table 3.10. Comparison of incidence of occupational injuries and disease over the past decade, by major economic activity (%)**

Economic activity	Total	Male	Female
Agriculture, forestry, hunting, and fishing	49.8	29.3	-20.5
Mining and quarrying	0.2	0.5	+0.3
Manufacturing	15.8	19.1	+3.3
Electricity, gas and water	0.2	0.8	+0.6
Construction	13	19.7	+6.7
Wholesale and retail trade and restaurants and hotels	10.3	13.7	+3.4
Transport, storage and communication	7.1	10.2	+3.1
Financing, insurance, real estate and business services	0.3	0.1	-0.2
Community, social and personal services	3.3	6.6	+3.3

Source: Authors calculations based on Pakistan, PBS 2022b.

3.2.2. Distribution of occupational diseases/injuries by major occupational groups

When considering the distribution of injuries and diseases by occupational group, the major groupings of the sufferers according to the LFS 2020–21 were skilled agriculture, forestry and fishery workers (26.0 per cent of all injury/disease sufferers), workers in elementary occupations (24.0 per cent), craft and related trades workers (23.6 per cent), plant and machinery operators (10.8 per cent) and service and sales workers (11.0 per cent). Over the reference period, the risk profile of skilled agriculture, forestry and fishery workers and elementary occupations workers improved; while services and sales workers, professionals, technicians and associate professionals, clerical support staff, and plant/machine operators and assemblers accounted for a growing proportion of sufferers (table 3.11).

► **Table 3.11. Annual distribution of occupational injury/disease distribution by occupational group, 2017–18 to 2020–21 (%)**

Occupational group	2020–21	2019–20	2018–19	2017–18
Managers	1.2	n/a	0.6	0.5
Professionals	1.1	n/a	0.8	1.0
Technicians and associate professionals	1.6	n/a	1.1	1.5
Clerical support workers	0.6	n/a	0.2	0.6
Service and sales workers	11.0	n/a	7.2	7.5
Skilled agricultural, forestry and fishery Workers	26.1	n/a	30.9	33.5
Crafts and related trades workers	23.6	n/a	23.4	20.2
Plant/machine operators and assemblers	10.8	n/a	8.7	10.1
Elementary occupations	24.0	n/a	27.1	25.1

n/a = data not available.

Source: Authors calculations based on Pakistan, PBS 2022b; Pakistan, PBS 2019; Pakistan, PBS 2018.

Although reliable statistics regarding the factors leading to occupational injuries/diseases are unavailable, an analysis of data, information and literature indicates that a variety of unsafe acts and unsafe conditions contribute to injuries/diseases. Unsafe acts include unsafe positions, excess speed, using unsafe equipment, failure of safety devices, and not using personal protective equipment; while unsafe conditions include defective tools, equipment or materials; slippery surfaces; unguarded or inadequately guarded machinery; and non-provision of necessary protection equipment.

3.2.3. Distribution of occupational diseases/injuries by type of treatment received

According to 2020–21 LFS, about four in ten (40.5 per cent) of occupational injury or disease sufferers are reported to have consulted a doctor or other medical professionals; 16.2 per cent were hospitalized; and nearly one-third (31.6 per cent) took time off work. Over the course of the reference period, injured/ailing workers were more likely to take time off from work or be hospitalized, with the share who only consulted a doctor decreasing over the same period (table 3.12).

► **Table 3.12. Annual distribution of occupational diseases/injuries by type of treatment received, 2017–18 to 2020–21**

Type of treatment received	2020–21	2019–20	2018–19	2017–18
Hospitalized	16.2	n/a	11.8	10.6
Consulted a doctor or other medical professional	40.5	n/a	43.4	49.8
Took time off work	31.6	n/a	30.7	25.3
None	11.7	n/a	14.1	14.3

n/a = data not available.

Source: Authors calculations based on Pakistan, PBS 2022b; Pakistan, PBS 2019; Pakistan, PBS 2018.

3.2.4. Non-fatal occupational injuries per 100,000 workers

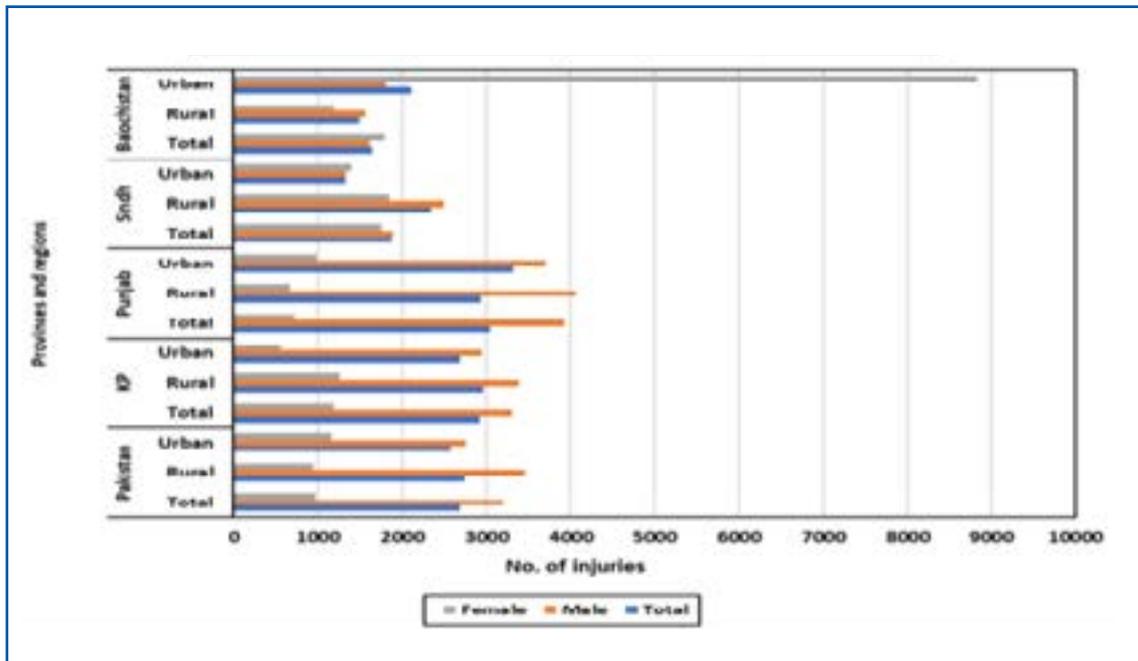
The number of occupational injuries expressed per a given number of workers in the reference group is known as the incidence rate of occupational injuries. It is a measure of the personal likelihood or risk of a worker in the reference group experiencing a non-fatal occupational injury.

Table 3.13 below shows the number of non-fatal occupational injuries per 100,000 workers by sex in Pakistan and individual provinces, with a further breakdown based on rural/urban segregation (table 3.13 and figure 3.1).

► **Table 3.13. Non-fatal occupational injury incidence rate per 100,000 persons, by province**

Provinces	Region	Total	Male	Female
Pakistan	Total	2 691	3 200	972
	Rural	2 746	3 458	937
	Urban	2 576	2 756	1 160
KP	Total	2 920	3 310	1 192
	Rural	2 961	3 382	1 255
	Urban	2 687	2 946	556
Punjab	Total	3 050	3 924	719
	Rural	2 929	4 056	668
	Urban	3 314	3 699	985
Sindh	Total	1 874	1 897	1 753
	Rural	2 340	2 496	1 845
	Urban	1 327	1 322	1 393
Balochistan	Total	1 643	1 621	1 790
	Rural	1 494	1 554	1 186
	Urban	2 113	1 805	8 836

Source: Authors calculations based on official LFS records.

► **Figure 3.1. Non-fatal occupational injury incidence rate per 100,000 workers**

Source: Authors calculations based on Pakistan, PBS 2022b.

3.2.5. Number of industrial accidents, injuries and deaths

3.2.5.1. Provincial Labour Department data on factory workers

In Pakistan, industrial accidents have been reported in various industries, including mining, construction, and manufacturing. These accidents can range from minor incidents, such as slips and falls, to major accidents, such as fires, explosions or structural collapses. The severity of industrial accidents in Pakistan can be attributed to a range of factors, including inadequate safety regulations and inspections, poor maintenance of equipment and facilities, lack of safety training and education for workers, and inadequate emergency response procedures. The official records show that in recent years Punjab Province has the highest rate of accidents as well as the highest rate of deaths among factory labourers – although this comparison is not entirely fair given that data is not available for Sindh Province (table 3.14). None of the provinces have records of injuries among factory labourers during the reference period. Directorate-Generals of Labour Welfare under the relevant Provincial Labour Departments maintains official records of industrial injuries, deaths and accidents, along with other statistics, as mandated but the available information suggests serious underreporting and missing data.

► **Table 3.14. Annual numbers of accidents and deaths among factory labourers, by province (2017–22)**

Category	Province	Reference year					
		2022	2021	2020	2019	2018	2017
Number of incidents/ accidents	Punjab	35	26	25	n/a	n/a	n/a
	KP	18	n/a	n/a	n/a	n/a	44
	Balochistan	6	7	4	2	3	17
	Sindh	n/a	n/a	n/a	n/a	n/a	n/a

Category	Province	Reference year					
		2022	2021	2020	2019	2018	2017
Number of deaths	Punjab	35	26	25	n/a	n/a	n/a
	KP	18	n/a	n/a	n/a	n/a	44
	Balochistan	6	7	4	2	3	17
	Sindh	n/a	n/a	n/a	n/a	n/a	n/a

n/a = data not available; - = nil.

Source: Authors' calculations from Punjab, KP, Balochistan and Sindh Labour Department official records.

3.2.5.2. Number of accidents, injuries, and deaths among mining and mineral workers

The mining sector in Pakistan employs around 300,000 workers and contributes around 2.38 per cent to GDP. Provincial Mining Department records, dozens of miners die each year as a result of workplace incidents/accidents. The annual statistics on accidents, injuries and deaths in the mining sector from the relevant provincial authorities over the period 2017–22 are presented in table 3.15 below.

► **Table 3.15. Annual numbers of accidents, injuries and deaths among mining workers, by province (2017–22)**

Category	Province	Reference year						Total
		2022	2021	2020	2019	2018	2017	
Number of incidents/accidents	Punjab	41	49	55	57	60	52	314
	KP	31	35	22	31	27	24	170
	Balochistan	63	87	90	111	23	34	408
	Sindh	2	3	2	2	3	1	13
Number of injuries	Punjab	11	7	10	25	15	20	88
	KP	12	8	11	15	14	21	81
	Balochistan	3	10	0	0	11	01	25
	Sindh	3	4	2	2	1	1	13
Number of deaths	Punjab	46	53	60	68	68	63	358
	KP	32	43	26	35	32	28	196
	Balochistan	74	87	99	75	71	31	437
	Sindh	4	3	n/a	n/a	9	n/a	16

n/a = data not available; - = nil.

Authors calculations based on Punjab, Sindh, Balochistan and KP mining department official records

3.2.6. Number of social security beneficiaries in provincial Employees Social Security Institutions

Provincial Employees Social Security Institutions (ESSIs) – including those of Punjab (PESSI), KP (KPESSI), Balochistan (BESSI), and Sindh (SESSI) – offer many social security benefits, including but not limited to, death, injury, sickness, disablement and pension benefits. Table 3.16 shows records of the number of benefits being provided annually in all provinces in 2017–22.

► **Table 3.16. Number of social security beneficiaries registered in various schemes at the provincial level, 2017–22**

Description	Employees Social Security Institution	Year					
		2022	2021	2020	2019	2018	2017
Registered pensioners	PESSI	4 267	4 258	4 187	4 243	4 264	4 216
	KPESSI	709	917	1 025	990	1 478	n/a
	BESSI	30	32	31	29	27	23
	SESSI	1 913	2 352	2 104	2 005	4 236	2 893
Total workers registered	PESSI	1 274 122	1 162 262	1 018 747	1 042 486	1 019 239	1 001 775
	KPESSI	120 000	110 000	100 000	90 000	81 000	n/a
	BESSI	7 564	7 444	8 022	9 123	8 369	9 739
	SESSI	623 540	667 408	632 831	654 518	625 527	625 033
Registered factories/ industries	PESSI	89 336	85 490	80 581	77 608	74 286	71 135
	KPESSI	7 207	6 290	6 290	5 655	5 559	n/a
	BESSI	335	327	325	326	330	320
	SESSI	21 753	21 029	22 438	22 863	22 433	21 832

n/a = data not available.

Source: Authors calculations based on PESSI, KPESSI, BESSI, SESSI official records

► **Table 3.17. Number of benefit claims paid out by various schemes at the provincial level, 2017–22**

Description	Employees Social Security Institution	Year					
		2022	2021	2020	2019	2018	2017
Death grants/ claims approved	PESSI	4 400	4 492	4 017	4 075	4 369	4 711
	KPESSI	50	40	40	20	11	n/a
	BESSI	n/a	n/a	n/a	n/a	n/a	n/a
	SESSI	28	39	36	37	18	31

Description	Employees Social Security Institution	Year					
		2022	2021	2020	2019	2018	2017
Disease/ injury claims approved	PESSI	212	363	371	299	394	486
	KPESSI	1728	258	790	789	840	n/a
	BESSI	-	-	-	2	2	3
	SESSI	564	33	544	571	514	619
Sickness benefits	PESSI	10 799	10 636	12 127	15 280	14 111	17 064
	KPESSI	5 979	6 280	2 692	2 679	2 374	n/a
	BESSI	37	30	59	44	20	23
	SESSI	4 296	3 573	3 242	3 223	2 966	3 345
Disablement gratuity cases	PESSI	21	25	50	44	28	425
	KPESSI	3	2	18	5	7	n/a
	BESSI	n/a	n/a	n/a	n/a	n/a	n/a
	SESSI	10	243	27	7	8	22

n/a = data not available.

Source: Authors calculations based on PESSI, KPESSI, BESSI, SESSI official records.

3.2.7. Number of major road traffic accidents

Traffic accidents are intrinsically linked to the overall safety and health of workforce, prioritizing road safety as part of occupational safety measures can significantly contribute to protecting workers, reducing injuries and fatalities, and fostering a safer and more sustainable work environment. Road traffic accidents are a significant public health issue in Pakistan, with a high number of fatalities and injuries reported every year. National Transport Research Centre (NTRC) data shows there were 10,429 road accidents reported in Pakistan in 2021, which resulted in 5,816 deaths and 12,886 injuries. Table 3.17 depicts annual data from 2016 to 2021 on the total numbers of fatal and non-fatal road traffic accidents. The most common causes of road traffic accidents in Pakistan include reckless driving, speeding, poor road conditions, lack of road safety education, and inadequate traffic management systems. Motorcycles and commercial vehicles are particularly vulnerable to accidents due to their high numbers on the roads and their often-poor maintenance.

► **Table 3.18. Road traffic accidents in Pakistan, 2016–21**

Year	Total no. of accidents	No. of accidents		No. of persons	
		Fatal	Non-Fatal	Killed	Injured
2016–17	9 582	4 036	5 546	5 047	12 696
2017–18	11 121	4 829	6 292	5 948	14 489
2018–19	10 779	4 878	5 901	5 932	13 219
2019–20	9 701	4 397	5 298	5 436	12 317
2020–21	10 429	4 721	5 708	5 816	12 886

Source: Authors calculations based on NTRC, n.d.

3.2.7.1 Major road traffic accidents in Punjab

The records of the Punjab Emergency Services Department (also known as Punjab Rescue 1122) from 2017 to 2022 shows high numbers of accidents in Punjab with a substantial increase in accidents over time. In 2017 there were 265,510 road accidents while in 2022 the number had increased to 369,564 (table 3.19). Punjab Rescue 1122 is striving hard to provide emergency medical assistance, rescue and first aid to victims injured in road traffic accidents.

► **Table 3.19. Summary of road traffic accidents in Punjab**

Year	Total no. of accidents	No. of persons	
		Deaths	Injured
2017	265 510	3 829	118 882
2018	332 516	3 466	182 685
2019	344 104	3 346	187 322
2020	311 444	3 707	170 285
2021	364 030	4 277	192 625
2022	369 564	3 929	177 852

Source: Authors calculations based on official records of Punjab Emergency Services Department (n.d.).

3.3. Examples of recent serious disease outbreaks in Pakistan

3.3.1. COVID-19 pandemic

The COVID-19 pandemic hit Pakistan with the first case being discovered in Karachi on 26 February 2020, and since then, the virus spread rapidly across the country as it has done across the globe. The federal and provincial governments, along with other stakeholders, using the resources available have taken successful measures to contain the havoc of pandemic in the country (Pakistan, NCOC 2020).

3.3.1.1. Response by federal and provincial governments

The federal and provincial governments in Pakistan have taken various measures to combat COVID-19. The Federal Government of Pakistan imposed a nationwide lockdown in March 2020 to limit the spread of the virus. Provincial governments established quarantine centres and isolation wards to cater to COVID-19 patients (Iqbal 2021). Pakistan suspended all international flights in March 2020 to limit the spread of the disease; only repatriation flights for Pakistanis stranded abroad were allowed. Domestic travel was also restricted to limit the spread of the virus. Provincial governments increased the capacity of hospitals and established COVID-19 treatment centres to cater to COVID-19 patients. The Government also provided personal protective equipment (PPE) and other necessary medical supplies to hospitals. The federal and provincial Governments launched awareness campaigns to educate the public about the importance of social distancing, wearing masks, and other COVID-19 prevention measures (Pakistan, Ministry of National Health Services, Regulations and Coordination, n.d.). Pakistan launched its vaccination drive in February 2021, initially prioritizing healthcare workers and older citizens. Currently, the vaccine is available to the entire public.

To alleviate the economic impact of COVID-19, the federal and provincial governments announced relief packages for daily wage earners, small businesses and low-income households. Provincial governments implemented smart lockdowns in areas with high COVID-19 positivity rates. This allowed for targeted measures to control the spread of the virus without disrupting economic activities. Overall, the federal and provincial governments in Pakistan have taken comprehensive measures to combat COVID-19, including awareness campaigns, quarantine and isolation measures, healthcare measures, travel restrictions, and economic relief measures. The Government announced a relief package of 1.2 billion rupees to support businesses affected by the pandemic. The package included measures such as tax breaks, low-interest loans, and financial assistance to small and medium-sized enterprises (Pakistan, Finance Division 2020).

3.3.1.2. Role of employers' and workers' organizations

Employers' and workers' organizations, as well as their alliances, played a crucial role in combatting the COVID-19 pandemic in Pakistan. Employers' organizations such as the EFP and workers' organizations such as the All-Pakistan Federation of Trade Unions (APFTU) developed and implemented safety protocols to protect workers from the virus. These protocols included measures such as mandatory mask-wearing, social distancing, and the provision of PPE to workers. Employers' and workers' organizations advocated for the rights of workers during the pandemic, such as ensuring that workers received appropriate compensation and benefits if they contracted the virus or were unable to work due to lockdowns. These organizations also worked to ensure that workers were not unfairly dismissed or furloughed during the pandemic. They have also supported healthcare workers by providing them with PPE and other necessary equipment. These organizations also worked to ensure that healthcare workers received appropriate compensation and benefits for their work during the pandemic. Employers' and workers' organizations collaborated with the Government to develop policies and guidelines to combat the pandemic. These organizations provided input and feedback to the Government and worked to ensure that the policies and guidelines developed were effective and equitable (*Pakistan Textile Journal 2020*).

3.3.1.3. Role of the industrial sector

Industries, especially large-scale enterprises, played an important role in the fight against the COVID-19 pandemic. They shifted their production lines to produce essential medical equipment and supplies, such as PPE, ventilators and hand sanitizers, to meet the increasing demand during the pandemic. Industries across the country implemented safety protocols to protect workers from the virus. These protocols included measures such as mandatory mask-wearing, social distancing and the provision of PPE to workers. Industries and factories worked to ensure business continuity during the pandemic, such as by implementing remote work policies and finding alternative supply chains for raw materials. This helped to ensure that critical goods and services were still available during the pandemic. Industries and their owners under the banner of corporate social responsibility supported local communities during the pandemic by donating medical equipment and supplies, providing financial assistance to workers who were unable to work due to lockdowns, and supporting local initiatives to combat the pandemic (APFTU 2020).

One notable example of an industry that played an important role during the pandemic in Pakistan is the textile industry. While the industry faced initial challenges due to supply chain disruptions and reduced demand, it eventually rebounded and even experienced a significant export boom, producing essential supplies, face

► While the industry faced initial challenges due to supply chain disruptions and reduced demand, it eventually rebounded and even experienced a significant export boom, producing essential supplies, face masks, PPE, medical gowns, bed sheets and more.

masks, PPE, medical gowns, bed sheets and more. In all, exports of textiles and clothing increased by 7.4 per cent in the fiscal year 2020–21, with this growth in exports largely being driven by demand for PPE and other medical textiles, as well as home textiles, such as bedding and towels, which saw increased demand as people spent more time at home. Examples include Interloop Limited, a leading hosiery manufacturer, which shifted its production line to produce face masks and PPE to meet the increasing demand. Sapphire Textile Mills also shifted its production line to produce face masks and PPE during the pandemic. Other industries, including Nestlé Pakistan, a leading food and beverage company, donated medical equipment and supplies, such as ventilators, to hospitals during the pandemic. Packages Limited, a leading packaging company, produced face shields and PPE during the pandemic and donated these items to hospitals and healthcare workers. Several pharmaceutical companies in Pakistan worked to develop and produce COVID-19 vaccines, such as the Chinese-made Sinopharm vaccine (Iqbal 2021).

3.1.3.4. Analysis of response mechanisms

The strategies, measures and responses by the Government and stakeholders proved effective in controlling the spread of COVID-19 in Pakistan. The following is a summary of the response measures taken:

Timely implementation of lockdowns: One of the most effective measures taken by the federal and provincial governments was the timely implementation of lockdowns and social distancing measures. These measures helped to slow the spread of the virus and gave the Government time to prepare the healthcare system for the surge in cases.

Ramp-up in healthcare capacity: Governments at both federal and provincial levels also worked to ramp-up the healthcare capacity in the country, including increasing the number of hospital beds, ventilators and other essential medical supplies. The Government also trained healthcare workers and volunteers to respond to the crisis effectively.

Collaboration and coordination: The Government worked in close collaboration with other bodies, such as the WHO, UNICEF and local health departments, to share information, resources and best practices for responding to the pandemic. The collaboration and coordination between these bodies helped to ensure that the response was effective and efficient.

Public awareness campaigns: The Government also launched several public awareness campaigns to educate the public about the virus, how it spreads, and how to protect themselves and their families. The campaigns used various media channels, including social media, television and radio, to reach a wide audience.

In a conclusion, the COVID-19 pandemic posed a significant challenge for Pakistan, prompting a comprehensive and well-coordinated response from government at both the federal and provincial levels. Swift measures, including lockdown implementation, bolstering healthcare capacity and launching public awareness campaigns, were taken to mitigate the virus' spread. Collaborative efforts involving organizations such as the WHO, UNICEF and local health departments contributed to an effective response. In this regard, all potential stakeholders, including employers' and workers' organizations, played a crucial role in supporting the Government's initiatives, particularly in ensuring workplace safety and worker protection. Notably, the textile industry demonstrated resilience and adaptability, witnessing increased exports and production despite the pandemic's disruptions. While challenges and setbacks were encountered, the Government's implemented measures, combined with the collective efforts of various stakeholders, proved successful in controlling the spread of COVID-19 in Pakistan. This response can serve as a model for other developing countries facing similar hurdles. As the pandemic persists, it remains vital for the Government and stakeholders to sustain their collaboration, safeguard the progress achieved, and fortify the nation's preparedness for future challenges.

3.3.2. Silicosis survey in Punjab

3.3.2.1. Introduction and background

While disposing of a human rights case (No. 16143-P/2014 dealing with hazardous emissions of dust by stone/marble crushing and grinding) on 3 April 2018, the Supreme Court of Pakistan ordered Punjab provincial departments, the Bureau of Statistics Punjab and the Punjab Labour and Human Resource Department to carry out a survey to gather information on the prevalence of silicosis among workers primarily in stone crushing units and other sectors of the economy where silica exposure is common. The resulting Survey on Silicosis was conducted in various sectors of Punjab, including the stone crushing, ceramics, cement, silica sand mining, marble, glass and furnace industries. The survey included individuals employed in the manufacturing process and workers who cleaned the machinery or premises used for manufacturing. The main objective of the survey was to gather data on the prevalence of silicosis and gain a realistic perspective of the challenges and issues faced by workers so that the Government may take appropriate measures, monitor progress and develop programmes to address the various dimensions of the problem (Punjab Bureau of Statistics 2018).

The Silicosis Survey study covered 16 districts, 199 out of 211 relevant workplaces, and 1,220 out of 1,251 workers employed in cement, ceramics, furnace, glass, marble, mining of silica sand, and stone crushing factories across the province. Although the survey indicated that none of the workers interviewed had contracted silicosis, it had far longer impacts on OSH policy and the development of OSH related measures and programmes in the province afterwards. This comprehensive approach enabled a thorough analysis of the extent of silicosis among workers in different industries, ultimately contributing to the development of effective prevention and treatment measures.

3.3.2.2. Main findings

The survey's results indicate that approximately 80 per cent of the interviewed establishments were registered with relevant government departments, with over 70 per cent employing up to 10 production employees. By contrast, around 25 per cent of establishments employed up to 60 employees. The surveyed production workers were predominantly males, who comprised nearly 99.8 per cent of the sample. Only 38.4 per cent of these workers reported having prior knowledge of silicosis, with the majority gaining information from friends and family. Notably, only a small fraction of workers (around 2 per cent) believed they could contract the disease at their workplace. Among those who had some knowledge of silicosis, over two-thirds were familiar with its symptoms, with the majority of these workers employed in ceramics or stone crushing. However, the vast majority of surveyed workers (90 per cent) reported not experiencing any symptoms while at work. Those who did report symptoms cited feeling lethargic (10 per cent), experiencing cough (around 8 per cent), feeling shortness of breath (6 per cent), or chest pain (around 4 per cent). The survey found that only 5 per cent of workers reported having experienced other symptoms such as heart, kidney, liver or diabetes problems, with most of these workers being employed in the cement and ceramics sector. Over a quarter of the workers were discovered to be smokers, with the highest number of smokers being employed in ceramics and stone crushing. Among the establishments surveyed, 59 per cent did not have essential safety equipment, and 38 per cent did not have any arrangements for providing first aid in case of accidents. This lack of safety equipment and arrangements reflected weak regulation and monitoring of labour laws in the province. Employers reported that 189 workers had fallen ill in the previous six months, and the number increased to 579 over the previous 10 years. No female workers had fallen ill during the previous seven years. The survey indicated that none of the workers interviewed had contracted silicosis, most likely because a worker who becomes ill with the disease is likely to leave their job (Punjab Bureau of Statistics 2018).

► 4. Research, development and training

National level research in the OSH field is crucial for multiple reasons. It helps to identify national level trends and challenges related to workplace safety and health, and it can be used to develop policies and regulations that can improve OSH practices across the country. National level research also helps to build a knowledge base that can be shared across different regions and industries, ultimately leading to a better understanding and management of OSH. Additionally, national level research can provide insights into the economic impact of workplace injuries and illnesses, which can help to make a case for investing in OSH initiatives. In summary, national level research in the OSH field is essential for improving workplace safety and health at the national level, informing policy decisions and building a more robust understanding of the field.

For the purposes of developing this profile, relevant research items, articles, literature, several databases (including Google Scholar, ResearchGate and e-libraries of universities), and publications from government institutes were analysed. The search terms used included: OSH, EHS, occupational health and safety, occupational hygiene, workplace health and safety, safety hazards, and safety risks in the workplace, among others. The scope was narrowed down to include publications, research and dissertations conducted within Pakistan. The articles and databases were selected based on their relevance to the topic. The collected data was then analysed and summarized to provide an overview of the state of health and safety research in Pakistan.

4.1. Main research items and projects on OSH

Table 4.1 lists the main research items published in recent years in Pakistan. It is pertinent to mention that a major portion of these listed items are university academic research, and there is no significant applied intervention-based research in the country.

► **Table 4.1. Main OSH research outputs/projects in Pakistan**

OSH research items
2023
Faheem Irtaza and Mohsin Abbas, "Assessment of Work-Related Pulmonary Health Status of Brick Kiln Workers in District Gujranwala", master's thesis, University of Gujrat, 2023.
Imran Alia and Mohsin Abbas, "Estimation of Noise-Induced Hearing Loss and its Determinants among Cutlery Industry Workers in District Wazirabad", master's thesis, University of Gujarat, 2023
2022
Ijaz Ahmad, <i>Case Studies: Describing Existing Delivery Mechanisms to Improve Occupational Safety and Health in Small and Medium Enterprises</i> , Report, ILO Country Office Pakistan 2022.
Ijaz Ahmad, <i>Workplace Safety Health Manual for Workshops and Labs of National Skills University, Islamabad</i> , OSH manual for Workshops, National Skills University Islamabad, 2022.
Sana Arooj and Mohsin Abbas. "Occupational Stress among office workers in Mandi Baha Uddin: Impact of Biological and Organizational Factors", master's thesis, University of Gujrat, 2022.

OSH research items

2021

Saad Tariq Malik, "General Overview of Safety Practices in the Construction Industry of Pakistan" (Capital University of Science and Technology, 2022)

Zia Ullah et al., "The Effect of Work Safety on Organizational Social Sustainability Improvement in the Healthcare Sector: The Case of a Public Sector Hospital in Pakistan", *International Journal of Environmental Research and Public Health* 18 (2021), 6672.

Mohsin Shafi, Junrong Liu, and Wenju Ren, "Impact of COVID-19 Pandemic on Micro, Small, and Medium-Sized Enterprises Operating in Pakistan", *Research in Globalization* 2 (2020), 100018.

Syeda Bushra, Samina Khalil, and Syed Ammad Ali. "Measuring Undesirable Output in Efficiency Evaluation: The Case of Tanneries in Pakistan", *Palarch's Journal of Archaeology of Egypt/Egyptology* 18, No. 10 (2021), 392–413.

Muhammad Noman, Nooreen Mujahid, and Ambreen Fatima, "The Assessment of Occupational Injuries of Workers in Pakistan", *Safety and Health at Work* 12, No. 4 (2021), 452–461.

Mumtaz Ali Khan, "Infection Prevention and Control Strategic Framework Pakistan, 2021–2023", *Journal of Clinical Nursing and Practice* 5, No. 1 (2021).

2020

Noor Sahar. "Assessment of Noise Pollution and Relative Human Health Impacts in Residential and Commercial Areas of District Gujrat, Pakistan", graduate thesis, University of Gujarat, 2020.

Faiza Riaz, "Assessment of Musculoskeletal Disorders in Drivers of Gujrat, Pakistan", master's thesis, University of Gujarat, 2020

Laraib Iqbal. "Assessment of Occupational Noise Exposure and Associated Health Impacts in Different Industrial Areas of District Gujrat", master's thesis, University of Gujarat, 2020

Yusra Saleem Ahmad et al., "Assessment of Health and Safety Risks in a Textile Industry", *Journal of Natural and Applied Sciences Pakistan* 2, No. 1 (2020), 350–369.

PILER, Briefing Paper on GSP+, 2020.

Yusra Saleem Ahmad "Assessment of Health and Safety Risks in a Textile Industry", *Journal of Natural and Applied Sciences Pakistan* 2, No. 1 (2020), 350–369.

Ikram Ullah. "Assessment of Occupational Hazards Knowledge and Utilization of Safety Measures Among Workers of Fuel Stations in District Swat, Pakistan", master's thesis, International Islamic University, 2020.

2019

Natasha Shaukat et al., "Determinants of Occupational Hazards Knowledge and Safety Practices among Textile Workers in Karachi, Pakistan: A Cross Sectional Study", *Journal of the Pakistan Medical Association* 70, No. 6 (2019), 958–963.

Kainat Safdar, "Work-related Psychological Health Monitoring of Industrial Units of Pakistan: Effect of Organizational and Individual Parameters", graduate thesis, University of Gujarat, 2019.

Clean Clothes Campaign et al., *Pakistan's Garment Workers Need a Safety Accord*, 2019.

Muhammad Waseem Khan et al., "Occupational Health and Safety in Construction Industry in Pakistan Using Modified-SIRA Method", *Safety Science*, 118 (2019), 109–118.

Sana Bakht, "Exposure Assessment of Occupational Noise and Its Effect on the Safety and Health of Workers in Small, Medium and Large Enterprises of Gujranwala, Pakistan", graduate thesis, University of Gujarat, 2019.

Ijaz Ahmad, "Assessment of Occupational Safety and Health (OSH) Conditions and Status in Small Repairing Workshops in Rawalpindi City", project report, Higher Education Commission of Pakistan, 2019.

Iftikhar Ahmad Khan, "Effect of Occupational Health, Safety & Welfare Measures on Employee Performance with Mediation of Job Satisfaction: A Survey of Sugar Mills Employees in KP, Pakistan", PhD thesis, Gomal University, 2019.

2018

Muhammad Khan et al., "Economic Burden of Occupational Illness on Women Workers in Textile Industry, Pakistan", *The Business and Management Review* 9, No. 4 (2018), 70–74.

Mohsin Ali Shaikh et al., "An Assessment of Hazards and Occupational Health & Safety Practices for Workers in the Textile Industry: A Case Study", *Journal of Academic Research in Business and Social Sciences* 8, No. 12 (2018), 333–347.

Ishfaq Ahmed, Muhammad Zeeshan Shaukat, and Ahad Usman, "Occupational Health and Safety Issues at Informal Economic Segment of Pakistan: A Survey of Construction Sites", *International Journal of Occupational Safety and Ergonomics* 24, No. 2 (2018), 240–250.

Sardar Aasif Sial, *Review of Existing Environmental Laws and Regulations in Pakistan (WWF-Pakistan, 2018)*.

2017

Mohsin Abbas, *Assessment of Occupational Health & Safety practices in small- and medium-sized enterprises (SMEs) of Punjab (Higher Education Commission of Pakistan, 2017)*.

Habib Momina. "Assessment of Existing Occupational Safety and Health (OSH) Practices of Surgical Instrument Manufacturing Industry in District Sialkot", graduate thesis, University of Gujarat, 2017.

Jabeen Sehrish, "Assessment of Existing Occupational Safety and Health (OSH) Practices of Home Appliances Manufacturing Industry in District Gujranwala", graduate thesis, University of Gujarat, 2017.

Shaheen Aqsa, "Assessment of Existing Occupational Safety and Health (OSH) Practices of Fan Industry in District Gujrat", graduate thesis, University of Gujrat, 2017.

Memon Aftab et al., "Factors Causing Health and Safety Hazards in Construction Projects in Pakistan", *Mehran University Research Journal of Engineering and Technology* 36, No. 3 (2019), 559-568.

Hirra Rabbani. "Occupational Injuries and Compensation Coverage in Cutlery Industries of City Wazirabad", graduate thesis, University of Gujarat, 2017.

Hadia Khalid. "Association of Occupational Safety and Health (OSH) Measures and Organizational Performance: A Comparative Study of (SML) Manufacturing Industries in District Gujrat", graduate thesis, University of Gujarat, 2017.

Ihsan Sharukh. "Assessment of Safety Climate and Eco-efficiency in Cigarette Manufacturing Enterprise in District Jhelum", graduate thesis, University of Gujarat, 2017.

Naz Ayesha, "Assessment of Hospital Safety Climate in District Gujrat", master thesis, University of Gujarat, 2017.

Naz Ayesha, "Assessment of Needle Stick Injuries (NSI) among Health Care Workers in Hospitals of District Gujrat", master thesis, University of Gujarat, 2017.

Fatima Ishrat, "Assessment of Safety and Health of Workers in Restaurants in District Gujrat", master thesis, University of Gujarat, 2017.

Miskeen Ali Gopang, et al., "An Assessment of Occupational Health and Safety Measures and Performance of SMEs: An Empirical Investigation", *Safety Science* 93 (2017), 127–133.

2016

Asaad Ahmed Nafees and Zafar Fatmi, "Available Interventions for Prevention of Cotton Dust-Associated Lung Diseases among Textile Workers", *Journal of the College of Physicians and Surgeons Pakistan* 26, No. 8 (2017), 685–691.

Zahid A. Shah, et al., "Ergonomic Risk Factors for Workers in Garments Manufacturing – A Case Study from Pakistan", in *Proceedings – International Conference on Industrial Engineering and Operations Management, Kuala Lumpur, Malaysia March 8–10 2016*, 2580–2584 (IEOM Society, 2016).

SOMO and NOW-Communities, *Hell-bent for Leather: Labour Conditions in the Leather Industry in Pakistan*, 2016.

Adeeba A. Raheem and Raja R.A. Issa, "Safety Implementation Framework for Pakistani Construction Industry", *Safety Science* 82 (2016), 301–314.

Mohsin Abbas, "Trend of Occupational Injuries/Diseases in Pakistan: Index Value Analysis of Injured Employed Persons from 2001–02 to 2012–13", conference paper, King Abdulaziz University, 2016.

Hafiz Zahoor et al., "An Analytical Review of Occupational Safety Research in Pakistan Construction Industry", *International Journal of Construction Management* 8, No. 2 (2016), 125–140.

Iftikhar Ahmad, Abdul Sattar, and Allah Nawaz, "Occupational Health and Safety in Industries in Developing World", *Gomal Journal of Medical Sciences* 14, No. 4 (2016), 223–228.

4.1.1. Main OSH programmes by development partners and stakeholders

Many OSH projects and programmes have been and are currently being executed in Pakistan by different stakeholders, including the ILO, GIZ, WWF, and federal and provincial governments. The main projects that have been implemented since 2014 are listed in the table 4.2.

► **Table 4.2. Main OSH programmes/projects in Pakistan**

OSH projects/programmes	Implementing/funding partners
Punjab Prevention Strategy for Safety, Health and Well-being at Workplace 2023–32	GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), Labour and Human Resource Department, Government of Punjab
Decent Work Country Programme 2023–27	ILO, MOPHRD, EFP, PWF
Better Work Programme Pakistan 2022–24	ILO, IFC, Government of Pakistan, European Union and Australian Department of Foreign Affairs and Trade.
Pakistan Accord on Health & Safety in the Textile & Garment Industry	International accord management, federal and provincial governments, ILO, industry and trade union bodies, and brands
Public Sector Development Programme, purchase of OSH Mobile Units costing 140.00 million rupees for Balochistan Labour Welfare, Quetta and Hub and Mining Sector in Duki and Shahrak	Balochistan Labour and Manpower, Mines and Minerals Development
Establishment of OSH lab at National Skills University Islamabad	National Skills University Islamabad
Revised Approval of PC1 costing 80.105 million rupees for establishing an OSH centre, including an OSH lab under the KP Labour Department	KP Labour Department
Improvement of Labour, Social and Environmental Standards in the Pakistan Textile Industry (2021–23)	GIZ
Promoting Sustainability in the Textile and Garment Industry in Asia (FABRIC) (2019–23)	GIZ
International Labour and Environmental Standards Application in Pakistan's SMEs (ILES), 2016–22	ILO, EU, PWF, EFP, Provincial Labour Departments, and industrial and trade associations
Decent work country programme Pakistan (DWCP) 2016–22	ILO, PWF, EFP, MOPHRD
Capacity-building of OSH regime to promote safer working condition (2018–21) at workplace	SAA-CIWCE, Government of Punjab
Evidence-based Prevention Campaign on Chemical and Mechanical Safety (2021)	SAA-CIWCE, Government of Punjab
Establishment of On Campus OSH Demonstration Laboratory (2021)	National Skills University Islamabad

HSE Private Audit Compliance Initiative 2021	Employers Federation of Pakistan
Establishment of Centre for Occupational Safety and Health (OSH) in Khyber Pakhtunkhwa” 2021	Department of labour and HR, Government of Khyber Pakhtunkhwa
Vision Zero 2020	SAA-CIWCE, Labour and Human Resource Department, Government of Punjab
Improving Labour Standards in Pakistan’s Textile Industry, 2020	GIZ, commissioned by the German Federal Ministry for Economic cooperation and Development (BMZ).
Improvement of Labour and Social Standards in Pakistan’s Textile Industry (2017–20)	GIZ
Life and Building Safety (LABS) Initiative (2019)	IDH (Sustainable Trade Initiative), Netherlands
Labour standards in Global Supply Chains: A Programme for Action in Asia and the Garment Sector in Pakistan (2014–19)	GIZ, BMZ
Campaign for Safety and Health in Pakistan Mines (2018)	IndustriALL Global Union
Strengthening Labour Inspection System for Promoting Labour Standards and Ensuring Workplace Compliance in Pakistan (2015–18)	ILO project financed by the Dutch Ministry of Foreign Affairs. Carried out with Pakistan Government agencies and workers’, employers’ and industry associations.
Public Private Partnership on Labour Law Compliance (2016)	ILO and Pakistan Textile Exporters Association in Faisalabad (PTEA). The target partners were 45 textile mills, labour inspectors, and Provincial Labour Departments.
Joint Action Plan for Promoting Workplace Safety and Health in Sindh (2013–16)	Department of Labour Sindh, EFP, PWF, ILO
Labour Market Information Systems (LMIS) 2016	Labour and Human Recourse Department, Government of the Punjab, and ILO
Implementation of Social Standards Support Program to the Textile and Garment Industry in Punjab (2014–16)	GIZ
Strengthened Capacity of Constituents to Address Unacceptable Forms of Work in the Textile and Garment Sector in Pakistan (July 2014 – September 2015)	MOPHRD, four Provincial Labour Departments (Punjab, Sindh, KP, Baluchistan); EFP, PWF; and textile industry associations.
Labour Standards in Global Supply Chains – A Program for Action in Asia and the Garment Sector (2014–15)	BMZ, ILO, PWF, EFP, MOPHRD, Provincial Labour Departments, sector-wide industry associations.
Strengthened Capacity of Constituents to Address Unacceptable Forms of Work in the Textiles and Garment Sector in Pakistan (2014–15)	ILO
Pakistan Institute of Labour Education and Research (PILER) Initiatives Towards Safety and Health at Workplaces (2012–14)	PILER and Government of Pakistan

Private Compliance Initiatives (Li & Fung Initiative on Electrical Safety at Garment Factories, 2014)	Li & Fung, Pakistan
Pakistan Buyer's Forum (2014)	ILO, IFC, and managed by IDH, Netherland's Embassy in Pakistan.
Promoting Decent Work for a Sustainable Textile and Garment Industry in Pakistan (2014)	ILO

Source: Compiled by the authors.

4.2. Universities and higher education institutions offering OSH-related degree programmes and courses

► **Table 4.3. Higher education institutions offering OSH-related programmes and courses**

Institute/department	Programme	University/higher education institution	Research facility
Institute of Chemical Engineering	BS Chemical Engineering (OSH)	University of the Punjab	Yes
Department of Environmental Sciences	BS Environmental Sciences (OSH)	Quaid-i-Azam University	Yes
National Institute of Occupational Safety and Health	MS Occupational Health and Safety	Quaid-e-Azam University	Yes
Department of Safety Sciences	MS in Safety Sciences	University of Engineering and Technology	Yes
Department of Chemical Engineering	MS Process Safety Engineering	Lahore University of Management Sciences	Yes
Institute of Occupational Health and Safety	MSc Occupational Health and Safety	University of Health Sciences	Yes
School of Health Sciences	MS Health, Safety and Environment	National University of Sciences and Technology	Yes
Department of Environmental Sciences	MS Occupational and Environmental Health and Safety	COMSATS University Islamabad	Yes
Department of Technology	BS Occupational Health and Safety	University of Education	Yes
Department of Chemical Engineering	BS Chemical Engineering (Process Safety)	Mehran University of Engineering and Technology	Yes

Institute/department	Programme	University/higher education institution	Research facility
College of Earth and Environmental Sciences	Mphil Occupational Health and Safety	University of Punjab	Yes
Faculty of Behavioral and Social Sciences	BS Workplace Health Promotion	University of Punjab	No
Department of Medical Laboratory Technology	Course in Workplace safety Health	National Skills University Islamabad	No
Department of Environmental Sciences	BS,MS and PhD in Environmental Science	University of Gujrat	Yes
Department of Environmental Sciences	BS, MS and PhD in Environmental Science	International Islamic University Islamabad	Yes
Syed Babar Ali School of Science and Engineering	Course in Process safety Management	LUMS, Lahore	Yes
Department of Mechanical Engineering	MS Industrial Engineering and Management (Safety Engineering)	NED University of Engineering and Technology	Yes
Department of Public Health	MPH Occupational and Environmental Health and Safety	Aga Khan University	Yes
Department of Industrial Engineering	MS Occupational Health and Safety Engineering	University of Engineering and Technology, Taxila	Yes
Faculty of Engineering and Applied Sciences	BS Occupational Health and Safety Management	Mirpur University of Science and Technology	No
Department of Environmental Sciences	BS Environmental Sciences (Occupational Health and Safety)	Abdul Wali Khan University Mardan	Yes
Institute of Industrial Electronics Engineering	MS Industrial Safety Engineering	Mehran University of Engineering and Technology	Yes
School of Natural Sciences	BS Occupational Health and Safety Management	Lahore Garrison University	Yes
Department of Chemical Engineering	BS Chemical Engineering, a course in process and occupational safety	University of Gujrat	No
Department of Safety, Health and Environmental Engineering	MS Safety, Health and Environmental Engineering	University of Engineering and Technology, Lahore	Yes

Institute/department	Programme	University/higher education institution	Research facility
Department of Environmental Science	MS in Occupational Safety and Health Management	Bahria University Islamabad	Yes
Department of Environmental Science	BS Environmental Sciences with a focus on Occupational Health and Safety	PMASAAU Rawalpindi	Yes
Department of Industrial and Manufacturing Engineering	BS Industrial and Manufacturing Engineering, with a course on Occupational Health and Safety	UET Lahore	Yes
Department of Environmental Science	Environmental Health and Safety	University of Peshawar	Yes

Source: Compiled by the authors.

4.2.1. OSH-related training and technical institutions/centres

4.2.1.1. Government institutions

- ▶ Directorate of Workers Education, MOPHRD, Islamabad
- ▶ Industrial Relations Institute, Punjab Labour and Human Resource Department
- ▶ SAA-CIWCE, Punjab Labour and Human Resource Department
- ▶ Emergency Services academy, Punjab Rescue 1122
- ▶ Khyber Pakhtunkhwa Institute of Management Studies, Khyber Pakhtunkhwa
- ▶ National Institute of Fire Technology, Islamabad
- ▶ Civil Defense Academy, Lahore
- ▶ Civil Defense Training School, Karachi
- ▶ Civil Defense Training School, Peshawar
- ▶ Civil Defense Training School, Quetta
- ▶ Civil Defense Training School, Muzaffarabad
- ▶ Civil Defense Training School, Faisalabad
- ▶ Civil Defense Training School, Abbottabad
- ▶ Pakistan Institute of Trade and Development, Islamabad
- ▶ National Vocational and Technical Training Commission (NAVTTTC), Islamabad
- ▶ NILAT, Sindh Labour and Human Resource Department
- ▶ OSH Centre, Khyber Pakhtunkhwa DoL
- ▶ Pakistan Engineering Council Continuing Professional Development Center, Islamabad
- ▶ Pakistan Institute of Management, Ministry of Industries, Islamabad
- ▶ Pakistan Navy Dockyard Safety Training Centre, Karachi
- ▶ Sindh Workers Welfare Board Training Centre

4.2.1.2. Private institutions

- ▶ Abacus International HSE Services (Pvt) Ltd, Lahore
- ▶ APEX International, Islamabad
- ▶ Burtonford Safety Institute, Rawalpindi
- ▶ Cardiff School Of Certified Professionals (CSCP), Lahore
- ▶ CORSHE, Islamabad
- ▶ Descon Technical Institute, Lahore
- ▶ EHS Academy Pakistan, Rawalpindi
- ▶ Fire Protection Associates of Pakistan, Karachi
- ▶ Fire and Safety Experts, Rawalpindi
- ▶ Global Systems Compliance Pvt. Ltd, Islamabad
- ▶ Green Environ Sol Pvt. Ltd, Islamabad
- ▶ Greenwich Training and Consulting Office, Lahore
- ▶ Health and Safety Solutions, Rawalpindi
- ▶ IEHSAS, Lahore
- ▶ ImechE Pakistan Centre for Safety Engineering, Islamabad
- ▶ Industrial Safety and Technical Training Institute (Pvt) Ltd, Rawalpindi
- ▶ International Safety Consultants, Islamabad
- ▶ OSHA Training Institute Pakistan, Islamabad
- ▶ Pak Safety Solutions, Islamabad
- ▶ Professional Safety Training and Consultancy, Islamabad
- ▶ Safe Working Solutions, Islamabad
- ▶ Safety Institute of Pakistan, Lahore
- ▶ Safety Services Pakistan, Rawalpindi
- ▶ Safety Standards Consultants, Islamabad
- ▶ SGS Pakistan Pvt Ltd., Islamabad
- ▶ Sustainable Business Solutions, Islamabad
- ▶ The Safe School, Lahore
- ▶ ZTI Safety institute and Consultants, Lahore

4.2.2. Professional bodies/associations/societies and NGOs

- ▶ American Society of Safety Professionals, Pak Chapter, Islamabad
- ▶ National Forum for Environment and Health, Islamabad
- ▶ Pak Safety Council, Islamabad, Pakistan
- ▶ Fire protection associates of Pakistan, Karachi
- ▶ Pakistan Industrial and Technical Assistance Centre (PITAC), Islamabad
- ▶ Pakistan Institute of Labour Education and Research (PILER), Karachi
- ▶ Pakistan Institute of Public Finance Accountants (PIPFA), Health Safety and Environment Committee, Lahore
- ▶ Pakistan Society of Anesthesiologists, Lahore
- ▶ Pakistan Society of Safety Engineers, Islamabad
- ▶ Safety and Health Association of Pakistan, Rawalpindi
- ▶ Safety Engineering Network, Peshawar
- ▶ Safety First Association, Islamabad
- ▶ Society of Occupational and Environmental Health Physicians of Pakistan (SOEHP), Karachi

4.2.3. International OSH-related courses, exams and awards available in Pakistan

There are many international institutes, boards and organizations that offer courses, exams, certifications, diplomas and qualifications through accredited partners and course providers in Pakistan. A list of such institutes is as follows.

- ▶ American Society of Safety Professionals, United States
- ▶ Board of Certified Safety Professionals, United States
- ▶ Certified Industrial Hygienist, United States
- ▶ Certified Safety Professional, United States
- ▶ Chartered Institute of Environmental Health, United Kingdom
- ▶ Environmental Management System Lead Auditor Course
- ▶ Institute of Occupational Safety and Health, United Kingdom
- ▶ International Quality Management System, United Kingdom
- ▶ International Register of Certificated Auditors, United Kingdom
- ▶ ISO 14001: 45001: 22000
- ▶ National Examination Board in OSH (NEBOSH), United Kingdom
- ▶ National Safety Council, United States
- ▶ Occupational Safety and Health Administration (OSHA), United States

4.2.4. International institutions providing OSH qualifications/ courses

- ▶ Abacus International HSE Services (Pvt) Ltd, Lahore
- ▶ APEX International, Islamabad
- ▶ Cardiff School of Certified Professionals (CSCP), Lahore
- ▶ CORSHE, Islamabad
- ▶ Descon Technical Institute (DTI), Lahore
- ▶ Fire and Safety Experts, Rawalpindi
- ▶ Global Systems Compliance Pvt. Ltd, Islamabad
- ▶ Green Environ Sol Pvt. Ltd, Islamabad
- ▶ Greenwich Training and Consulting Office, Lahore
- ▶ IEHSAS, Lahore
- ▶ Industrial Safety and Technical Training Institute (Pvt) Ltd, Rawalpindi
- ▶ Pak Safety Solutions, Islamabad
- ▶ Professional Safety Training and Consultancy, Islamabad
- ▶ Safety Standards Consultants, Islamabad
- ▶ SGS Pakistan Pvt Ltd., Islamabad
- ▶ Sustainable Business Solutions, Islamabad
- ▶ Vivid Institute of Occupational Safety and Health, Islamabad
- ▶ World Institute of Safety and Health, Rawalpindi

4.3. Specialized OSH professionals in Pakistan

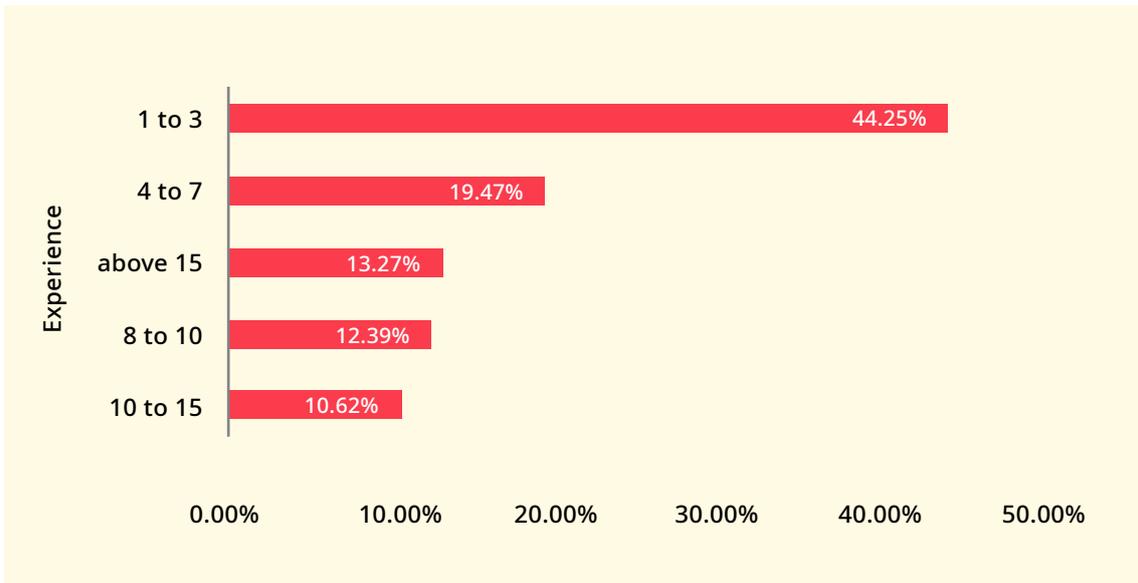
The record of registered and specialized OSH professionals is not available in Pakistan, and it may vary over time due to factors such as workforce trends, industry demand and educational programmes. The Bureau of Emigration and Overseas Employment (BEOE) at MOPHRD maintains overall data of foreign employed workers and professionals. Other private agencies such as American Association of Safety Professionals Pak Chapter and Pakistan Safety Council are planning to maintain category-wise data of OSH professionals. The BEOE maintains the record of registered Pakistani workers who are working abroad, all of who have been placed into various occupational categories, though none of these can be clearly identified as OSH professionals based on the categories used. There is no institute or body that licenses, certifies, enrolls and maintains data on OSH persons/professional in the country. Although many hundreds of such professionals are working under titles such as OSH specialist, advisor, consultant, HSE Engineer, HSE/OSH Manager, HSE/OSH Officer, HSE/OSH/Safety Supervisor, HSE/OSH Trainer, Industrial Hygienist, and OSH Team Lead both inside and outside Pakistan, especially in the Gulf region. To obtain such data an informal online survey (Google form) containing 10 questions was circulated via email, WhatsApp, and LinkedIn to reach target OSH professionals.

The numbers of survey respondents by job title are given in table 4.4, and the results of the survey are interesting (albeit not necessarily representative). Overall, 42.1 per cent of respondents had completed a university undergraduate degree, 39.1 have a master's, and there OSH professionals holding doctorates in Pakistan as well. Many of the respondents have OSHMS (ISO-45001), NEBOSH IGC, NEBOSH Idip and other professional qualifications, and around 11 per cent respondents have 10–15 years of professional experience, while 13 per cent have more than 15 years of OSH-related experience. A detailed record of the survey results can be found in Annex VI.

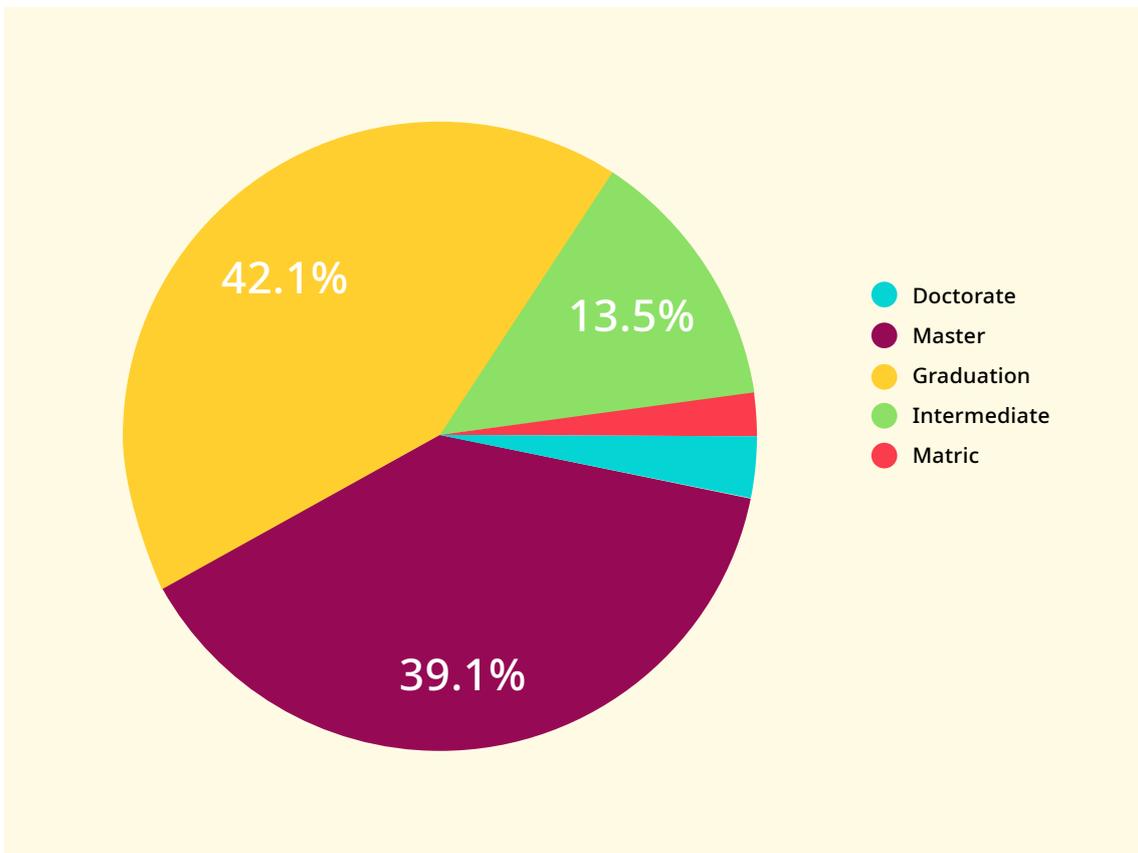
► **Table 4.4. Survey of OSH professionals in Pakistan: Breakdown of respondents by job title**

Job title	No.	%
HSE/OSH Officer	52	37
HSE/OSH Manager	25	18
OSH Specialist/Advisor/Consultant	22	16
HSE Team Lead	16	11
Industrial Hygienist	10	7
HSE/OSH/Safety Supervisor	7	5
HSE/OSH Trainer	4	3
HSE Engineer	4	3

► **Figure 4.1. Survey of OSH professionals: Breakdown of respondents by years of experience**



► **Figure 4.2. Survey of OSH professionals: Breakdown of respondents by educational level**



4.4. Number of training courses and trained persons

Many government and private organizations are offering a range of training courses related to OSH. The main training courses include fire prevention, building safety, first aid, ergonomics, rescue and emergency, electrical safety, chemical and biological safety, workplace health, physical and mental health, hygiene and COVID prevention, as well as some specialized language training courses offered to overseas workers by the Federal Directorate of Workers Education. The record shows the major training providers in the public sector include the Federal Directorate of Civil Defense and its constituents, Provincial Labour Department's OSH Centres, and Punjab Rescue 1122, as shown in tables 4.5 and 4.6.

► **Table 4.5. Number of training courses and trainees, by federal directorate of civil defense institutes**

Name of Training institute	2021		2019		2018		2017		2016	
	Courses	Trainees	Courses	Trainees	Courses	Trainees	Courses	Trainees	Courses	Trainees
Civil Defense Academy (CDA) Lahore	19	759	18	901	20	609	23	1 043	21	871
National Institute of Fire Technology, Islamabad	20	688	21	927	20	1 003	21	1 120	20	1 207
Bomb Disposal Unit (BDU), Lahore	24	535	25	1 600	29	1 043	33	1 514	36	3 134
Civil Defense Training School, Lahore	18	676	25	1 749	29	1 614	25	1 425	28	6 037
Civil Defense Training School, Karachi	15	1 020	25	4 487	28	3 142	26	3 238	28	3 445
Civil Defense Training School, Peshawar	19	1 839	24	691	21	616	26	883	28	1 296
Civil Defense Training School, Quetta	23	692	14	1 142	16	621	14	251	14	355
Civil Defense Training School, Muzaffarabad	3	19	12	567	14	122	14	196	24	219
Civil Defense Training School, Faisalabad	22	1 391	25	1 111	28	578	26	966	29	6 261
Civil Defense Training School, Abbottabad	6	1 280	9	125	20	2 241	15	1 421	6	230
Total	169	8 899	198	1 3300	225	11 589	223	12 057	234	23 055

Source: Authors' calculations based on records from the relevant institutions.

► **Table 4.6. Number of training courses and trainees, by various federal and provincial organizations**

Name of Training institute	2022		2021		2020		2019		2018		2017	
	Courses	Trainees	Courses	Trainees	Courses	Trainees	Courses	Trainees	Courses	Trainees	Courses	Trainees
SAA-CIWCE, Punjab	43	1120	76	1055	18	1070	69	1779	34	1180	43	1290
OSH Centre, KP	146	2 112	91	2 017	87	2 110	171	4 240	142	3 632	n/a	n/a
OSH Centre, Sindh	43	3375	16	4175	18	1550	69	2175	53	3075	13	3350
Directorate of Workers Education, MOPHRD	108	4 913	105	2 508	89	2 077	132	3 373	98	2 608	71	1 821
Punjab Rescue 1122	n/a	179 121	n/a	218 876	n/a	154 997	n/a	1 195 432	n/a	218 664	n/a	n/a

n/a = data not available.

Source: Authors' calculations based on records from the relevant institutions

▶ 5. Key findings and recommendations

5.1. Key findings

The Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), applies the term “national system for occupational safety and health” to the “infrastructure which provides the main framework for implementing the national policy and national programmes on occupational safety and health” (Article 1). This national system shall have the following components in conformity with Article 4 of the Convention:

- ▶ policy, laws and regulations, and collective agreements;
- ▶ competent authority or body, or authorities or bodies;
- ▶ mechanisms for ensuring compliance with national laws and regulations (including inspection systems);
- ▶ arrangements to promote cooperation between management, workers and their representatives;
- ▶ a national tripartite advisory body, or bodies;
- ▶ information and advisory services on OSH;
- ▶ education and training;
- ▶ occupational health services in accordance with national law and practice;
- ▶ research on OSH;
- ▶ a mechanism for the collection and analysis of data on occupational injuries and diseases;
- ▶ provisions for collaboration with relevant insurance or social security schemes; and
- ▶ strategic mechanisms for progressive improvement of OSH conditions in micro, small and medium-sized enterprises (MSMEs) and in the informal economy.

In a conclusion, while a national OSH system partially exists in Pakistan, it is neither complete nor fully functioning. The most prominent issues concerning the national OSH system include:

- ▶ significant gaps in existing legislation related to OSH;
- ▶ limited coverage;
- ▶ compliance is lacking in certain sectors, such as informal and small-scale industries;
- ▶ infrastructure for OSH implementation is inadequate, including in regard to inspection mechanisms, regulatory bodies, and OSH training institutions; and
- ▶ there are insufficient human, technical and human resources

Furthermore, OSH awareness and training are inadequate, and there are inadequate mechanisms for notification and recording of occupational disease and injuries. Worker participation and representation are also limited. Addressing the gaps in Pakistan’s national OSH system requires a multi-faceted approach involving legislative reforms, capacity-building, awareness campaigns, investment in infrastructure and resources, and the active engagement of all stakeholders. Tables 5.1 – 5.8 below elaborate upon these challenges by highlighting weaknesses in OSH implementation, while also showcasing some of the strengths within the system that can be further developed and built upon to secure the safety and well-being of labour force across the country.

► **Table 5.1. Key findings: Policy, laws and regulations, and collective agreements**

Key findings	
Strengths	Weaknesses
<p>The Balochistan, Punjab, Sindh, and KP have developed and implemented their Occupational Safety, and Health Acts.</p>	<ul style="list-style-type: none"> ► These acts cover factory workers at large only other workers like mining, informal workers are not covered (OSH act of Balochistan covers mining workers). ► The required rules/regulations/standards, OSH councils under respective OSH acts are still awaited. ► OSH Acts did not include sector-specific regulations that address the specific safety concerns and requirements of different industries. ► The ICT still didn't have OSH act as provinces despite there are many heavy industries/factories in its jurisdiction. ► The recent OSH acts did not define the roles and responsibilities of worker representatives and OSH committees. ► The acts briefly cover the notification and recording of incidents but there are no regulations on the notification, recording, and investigation of incidents and accidents. ► There are no regulations regarding risk assessment, management of chemicals, work at height, work in confined spaces, and radiation. ► Some OSH related provisions overlap and duplicate with respective factories acts. ► Platform workers are not addressed in OSH acts. ► The defined workplace exposure limits regarding chemicals, or ergonomics, etc., are not addressed. ► Sector-specific guidelines or standards based on the nature of hazards in the industry are missing
<p>All the provinces except Balochistan have passed their own labour policies in the recent years after the last National Labour Policy of 2010.</p>	<ul style="list-style-type: none"> ► The labour policies are not implemented effectively due to the low enforcement capacity. ► These policies lack Post Covid-19 workplace considerations. ► National level OSH policy and a dedicated OSH program is missing. ► Balochistan and ICT labour policies are not approved yet.
<p>The provincial labour policies reflect occupational safety and health, tripartite consultation, legal framework, insurance, wages, child labor, bonded labour, women and vulnerable workers, social security, skill development, and employment.</p>	<ul style="list-style-type: none"> ► Although labour policies are in conformity with the requirements of C-187 (Principles of National Policy) but lacks implementation on the grounds.
<p>The National Environmental Quality Standards cover exposure limits for noise, airborne particles, and greenhouse gases.</p>	<p>The relevant authorities and institutions lacks effective monitoring infrastructure for these NEQS and due compliance is missing.</p>
<p>The factories act 1934 has been revised and implemented by all provinces in recent years after 18th amendment as required.</p>	<ul style="list-style-type: none"> ► The Factories Act does not adequately address emerging challenges and advancements in technology. ► Penalties and fines prescribed in the Act for non-compliance or violations may be inadequate or insufficient to deter factory owners from disregarding safety measures. ► Inadequate protection for vulnerable groups like migrant workers and platform workers. ► Some OSH related provisions are overlapping and duplicating with respective OSH acts.

Key findings	
Strengths	Weaknesses
<p>The Collective Bargaining Agreements and their mechanisms are covered in the recently implemented Provincial Industrial Relation Acts.</p>	<ul style="list-style-type: none"> ▶ The number of registered CBA unions is very low (only 401 registered with NIRC and 1390 across the country). ▶ In some cases, employers are engaged in anti-union practices, such as harassment, discrimination, or retaliation against workers involved in union activities. ▶ Both employers and workers have a lack of awareness and understanding of the provisions and benefits of CBAs, particularly in small industries, shops, establishments, and the informal sector. ▶ Inadequate or inefficient grievance resolution mechanisms can hinder the implementation of CBAs.

► **Table 5.2. Key findings: Competent authorities or bodies and mechanisms for ensuring compliance and inspection systems**

Key findings	
Strengths	Weaknesses
<p>Competent authorities or bodies at national (MoPHRD, EOBI, WWF) and provincial (labour departments, directorates of labour welfare, mining labour welfare commissionerate's, SSI, WWB) level are established with defined functions, structures, and objectives</p>	<ul style="list-style-type: none"> ▶ After the 18th constitutional amendment, the provincial bodies are autonomous and the role of national body is only coordination and communication, posing challenge to establish and hence monitor national level OSH system and programs. ▶ The offices of provincial authorities are at distance and are scattered specially in Punjab (Lahore), and Sindh (Karachi) hindering access and effective coordination among WWF, SSI etc. ▶ Lack of coordination among different departments and agencies, and other relevant entities, such as the judiciary, law enforcement agencies, and social welfare organizations hamper the efficiency of labor departments. ▶ Limited funding and staffing are impeding their ability to carry out their responsibilities effectively, including monitoring compliance with labor laws, conducting inspections, and providing necessary support and services to enterprises and workers.
<p>The competent authorities in all provinces have phone numbers for advice/information/complaints on their respective websites.</p> <p>All provincial labour departments have designated PIOs to comply relevant right to information acts.</p>	<ul style="list-style-type: none"> ▶ A free hotline and a Complaints Management System (CMS) are not established in any province to collect information and complaints. ▶ PIOs are not aware/trained regarding their responsibilities, and sometimes don't have access and maintained data and information to deliver to concerned. ▶ These arrangements for complaints are not working effectively.

Key findings	
Strengths	Weaknesses
<p>All the provincial labour departments have notified labour inspection technical staff and are conducting inspections.</p> <p>All the provincial labour departments except one have notified/appointed/hired OSH specialists dedicated for OSH inspections as mandated in their respective OSH acts.</p>	<ul style="list-style-type: none"> ► The inspection staff numbers in all provinces are inadequate, with only 782 personnel tasked with inspecting factories, commercial establishments, and the mining sector nationwide. Additionally, there are only 39 occupational safety and health (OSH) inspection staff available to oversee the 33,713 registered factories across the country. ► Political/businessmen nexus sometime cause dismissal of inspections. Employers are usually influential and use influence to pressurize inspection staff. ► The inspection system only covers a small fraction of the workforce, i.e. only registered factory workers. ► Some notified Labour Inspectors may not possess the necessary technical knowledge or skills to effectively assess compliance with specific labour/OSH standards or to investigate complex labour law violations.
<p>Punjab and KP have established IT based Labour Inspection Management System.</p>	<ul style="list-style-type: none"> ► Balochistan and Sindh have no Labour Inspection Management System. ► The Labour Inspection Management System of Punjab and KP is not fully functional/effective with insufficient arrangements for data recording.

► **Table 5.3. Key findings: Cooperation between management, workers, and their representatives, and tripartite advisory bodies**

Key findings	
Strengths	Weaknesses
<ul style="list-style-type: none"> ► Employers and workers bodies are an integral part of tripartite bodies and have effective representation at different forums. ► The Employers Federation of Pakistan and Pakistan Workers Federation have their defined, structures, objectives, and functions, and are fully functional. ► Nomination and representation of workers and employer’s bodies is as per local laws and ratified conventions. 	<ul style="list-style-type: none"> ► The number of affiliated/registered workers and employers with respective bodies is low. ► Many employers and workers particularly from small enterprises and the informal sector are still not aware of these bodies. ► In many cases worker’s representatives’ don’t perform in favor of workers but for their own interests in bargaining with employers.
<p>The worker’s unions are present and elected in many enterprises to comply with the Industrial Relations Acts.</p>	<ul style="list-style-type: none"> ► The Industrial Relations Act, which regulates unionization in the country, excludes major part of workforce, these exclusions are on top of the fact that only one percent of the entire labour force of Pakistan is unionized. ► The law, developed by each province separately, leaves the informal sector, the agricultural workers (except for the Sindh province), armed forces, PIA security staff, Pakistan Security Printing Corp, government hospitals and educational institutes, and self-employed workers out of the ambit of the law. ► Employers sometimes resist unionization due to concerns about loss of control, or potential disruptions to business operations etc.
<p>The Federal and Provincial tripartite committees are notified. The tripartite committee in Sindh has recently been re-notified and is holding meetings regularly.</p>	<ul style="list-style-type: none"> ► The functions of tripartite committees are not well defined. ► The Federal and other provinces (Balochistan, KP, and Punjab) tripartite committees are not arranging their meetings regularly.

► **Table 5.4. Key findings: Information and advisory services and occupational health services**

Key findings	
Strengths	Weaknesses
<p>The KP, Punjab, and Sindh Labour Departments have OSH Centers for education, training, and advisory services.</p>	<ul style="list-style-type: none"> ► Balochistan has not established dedicated OSH Centers for education and training yet. ► The available human, technical and financial resources in the centers are insufficient, i.e., the most prominent SAA-CIWCE has 3-4 member permanent staff, mostly these center’s staff is on project/temporary basis.
<p>The competent authorities are providing information and advice to employers and workers and promoting cooperation between them and their organizations, with a view to eliminating hazard or reducing them.</p>	<p>The training and awareness programs are very limited and does not cover all sectors due to limited capacity.</p>
<p>The relevant Provincial Labour Departments and their allied authorities are providing advice during the inspections.</p>	<ul style="list-style-type: none"> ► The services are available for only registered enterprises whose number is very low. ► Coordination among the provincial stakeholders i.e. Directorate of labour welfare, the secretary office, workers’ welfare boards, and provincial employee security institutions can be improved for effective and better working.
<p>The OSH Centers of KP, Sindh, and Punjab Labour Departments are providing advisory services on risk assessments, and compliance with international labour and environmental standards.</p>	<ul style="list-style-type: none"> ► The advisory services are paid, and only large and medium-sized industries are availing them. <p>The centers can offer services only to fewer industries due to insufficient human resources.</p>
<p>The National Institute of Health (NIH) is providing health care services like research on diseases, biosafety, and allergic treatments of workers.</p>	<ul style="list-style-type: none"> ► The NIH is in Islamabad and some workers may have limited access. ► Although NIH is a well-decorated institute and facilitates everyone, but many stakeholders are not aware of NIH.
<p>The Workers’ Welfare and Social Security Hospitals under the Social Security Institutions across Pakistan are offering healthcare services to workers.</p>	<ul style="list-style-type: none"> ► The hospitals usually exist in urban areas posing a challenge for workers in remote locations. ► The hospitals provide free of cost healthcare services to only those workers who are registered with the Social Security Institution whose number is low, no coverage for the informal sector workers.

► **Table 5.5. Key findings: Education, training and research**

Key findings	
Strengths	Weaknesses
The SAA Centre for the Improvement of Working Conditions and Environment (SAA-CIWCE) under the Punjab Labour and Human Resource Department is offering in-house and specific training services on many OSH topics	<ul style="list-style-type: none"> ▶ The SAA-CIWCE has the capacity to train only a few hundred trainees, while Punjab has a huge labour force. ▶ The SAA-CIWCE has insufficient human resources and most of its staff are on project-based contracts.
The Occupational Safety and Health Centre under Sindh Labour Department is offering OSH training to workers, individuals, employers and enforcement agencies.	<ul style="list-style-type: none"> ▶ The Centre has low institutional and human resource capacity to train huge labour force in Sindh.
The Occupational Safety and Health Centre under KP Labour Department is offering training to workers and employers to improve working conditions and practices.	<ul style="list-style-type: none"> ▶ The Centre is newly established and at the initial stage of its development.
The Directorate of Workers Education and the Civil Defense Training Academies under the Federal Government are offering OSH training and fire safety and emergency training, respectively, to workers and individuals.	<ul style="list-style-type: none"> ▶ They offer training on very limited topics related to OSH. ▶ They cover training on decent work, emergency and fire safety. ▶ They have few OSH specialists for training.
The Provincial Labour Departments conduct research on labour and OSH-related issues in collaboration with the ILO and other bilateral funding agencies.	<ul style="list-style-type: none"> ▶ The dissemination of knowledge to stakeholders is limited. ▶ There are significant gaps in the implementation and result-based monitoring of findings. ▶ No mechanism for dissemination of such studies findings and recommendations to the stakeholders exist at national or provincial level. ▶ The dissemination of knowledge to stakeholders is limited. ▶ There are significant gaps in the implementation and result-based monitoring of findings. ▶ No mechanism for dissemination of such studies findings and recommendations to the stakeholders exist at national or provincial level.
Bilateral funding agencies, NGOs and universities are also conducting independent research on OSH topics and challenges in Pakistan.	<ul style="list-style-type: none"> ▶ The findings and recommendations are seldom used in decision-making. ▶ No dedicated OSH research institution exists in the country. ▶ Mainly the available research is academic research with no funding from HEC and lacking practicality. ▶ There is limited access to data and many times respondents are reluctant to provide studies data/information.

► **Table 5.6. Key findings: Mechanism for the collection and analysis of data on occupational injuries and diseases**

Key findings	
Strengths	Weaknesses
<p>The Pakistan Bureau of Statistics (PBS) is collecting and analysing data on occupational injuries and diseases through the Labour Force Survey.</p>	<ul style="list-style-type: none"> ► The LFS are not conducted regularly i.e., the LFS were not conducted in the years 16-17, 19-20, 21-22. ► The respondents are households not workers/employees and the sample size is very low (100,000 respondents) from all over the country. ► The section covering diseases and injuries is not comprehensive lacking many important parameters. ► No consultation and input of major stakeholders like MoPHRD, provincial labour departments, ILO while filed survey. ► The disease/injury statistics are underreported.
<p>The statistics are publicly available on the website of the PBS.</p>	<ul style="list-style-type: none"> ► The systems do not have consolidated and up-to-date data. ► No accurate records of injuries and diseases are maintained.
<p>All provinces have notified the list of occupational diseases and injuries, the list of occupational injuries and diseases and compensation are included in the Provincial Workman Compensation Acts and Social Security Institution Acts.</p>	<ul style="list-style-type: none"> ► The compensation claim process is complex and takes too much time. ► The list of occupational injuries and diseases of some provinces lacks conformity with Employment Injury Benefits Convention, 1964 (No. 121) and List of Occupational Diseases Recommendation, 2002 (No. 194). ► No of registered factories and thus workers with Social Security Institutions and their compensation schemes is very low as compared to the number of industries in relevant provinces. <p>The workers are not aware of compensation legislation, and processes.</p>
<p>The provincial labour authorities are collecting and recording data on injuries/diseases, causalities that are reported to them.</p>	<ul style="list-style-type: none"> ► Provincial authorities lack comprehensive mechanism for collection, recording and maintaining of occupational injuries/diseases accurately as per mandate. ► The data on occupational injuries and diseases is under-reported and even not available in many cases.

► **Table 5.7. Key findings: Collaboration with relevant insurance or social security schemes**

Key findings	
Strengths	Weaknesses
All provincial governments have established Employee Social Security Institutions (ESSIs) and Worker Welfare Boards/Funds, Punjab and Sindh have independent Worker Welfare Funds.	<ul style="list-style-type: none"> ▶ The ESSI, and WWF schemes are for registered industrial workers, self-employed or workers in SMEs are not covered under ESSI and WWF schemes and programmes. ▶ The Worker Welfare Funds in KP and Balochistan are still under the Federal Government.
ESSIs are providing social protection programmes to workers and their families.	<ul style="list-style-type: none"> ▶ The process for getting benefits involves tedious paper work and lot of time. ▶ Many workers specially uneducated are not aware of these welfare programs/schemes.
The MOPHRD is providing insurance to overseas Pakistanis.	<ul style="list-style-type: none"> ▶ The insurance covers mostly benefits related to deceased workers.

► **Table 5.8. Key findings: Strategic mechanisms for support in micro-, small- and medium-sized enterprises, and in the informal economy**

Key findings	
Strengths	Weaknesses
The Ministry of Industries and Production has established the Small and Medium Enterprises Development Authority (SMEDA) as an autonomous institution. SMEDA has facilitated more than 200,000 enterprises.	<ul style="list-style-type: none"> ▶ SMEDA has faced limitations in terms of financial resources, staffing and infrastructure. ▶ Short term government policies, or priorities are impacting the stability and continuity of the support.
SMEDA provides business guidance, training, a registration portal and templates for feasibility studies.	<ul style="list-style-type: none"> ▶ SMEDA is struggling to provide customized support that addresses the unique challenges faced by different types of businesses. ▶ Some SMEs might not be aware of the support services and resources available to them, which could result in missed opportunities for growth and development
The Government of Pakistan has developed business incubation centres in public sector universities to foster start-up ecosystems.	<ul style="list-style-type: none"> ▶ Business incubation centres are not functional in all public sector universities. ▶ There is a lack of coordination between centres and industry.
The Government has introduced various skill development programmes to enhance the capabilities of individuals and to promote entrepreneurship. These programmes focus on providing technical and vocational training to individuals interested in starting their own businesses.	<ul style="list-style-type: none"> ▶ Skill development programmes are inadequately aligned with the changing demands of industries and the job market. ▶ Accessibility can be a weakness of skill development programmes, particularly in rural or remote areas. ▶ There is a lack of effective partnerships with employers, which may result in outdated or insufficiently targeted training content, reducing the employability of programme participants. ▶ Limited emphasis on soft skills such as communication, teamwork, problem-solving, and adaptability has weakened the scope of these programme.

Key findings	
Strengths	Weaknesses
The informal sector has been recognized in national and provincial legislations.	<ul style="list-style-type: none"> ▶ There is poor implementation and coverage in the informal sector. ▶ Platform workers are not included in the informal sector yet.

5.2. Recommendations

Based on the stakeholder meetings, collected data and key findings, the following recommendations are made for strengthening the OSH system in Pakistan:

- ▶ The MOPHRD and Provincial Labour Departments shall jointly work to review and update the existing Labour Policy of 2010 considering COVID-19 and OSH elements. Labour and OSH-related laws should be consolidated, as there are distortions in the jurisdiction of labour laws at the provincial level due to overlapping legal requirements in different labour laws (Factories Acts, OSH Acts etc.). Despite OSH Acts being promulgated in 2017 and 2019 in Sindh and Punjab, respectively, their effective implementation must be ensured and due consideration needs to be given to OSH inspections and the required rules and regulations thereunder regarding:
 - risk assessment;
 - notification, recording and investigation of incidents and accidents;
 - management of chemicals;
 - work at height;
 - the roles and responsibilities of workers' representatives and OSH committees;
 - work in confined spaces;
 - radiation;
 - workplace exposure limits; and
 - protection of migrant workers' rights in the mining sector.
- ▶ The Provincial Labour Departments should regularly carry out labour and OSH inspections as per mandate in conformity with the Labour Inspection Convention, 1947 (No. 81) by dedicating sufficient human and financial resource based on geography and the number of factories and establishments. The IT-based Labour Inspection Management Systems of Punjab and KP need to be made fully functional, and the records of these systems should be maintained on an annual basis. Balochistan and Sindh should seek to adopt similar Labour Inspection Management Systems.
- ▶ OSH-dedicated advisory centres such as SAA-CIWCE in Punjab, the OSH Centre Karachi and Peshawar should be regularized along with their staff, and they should be equipped with the latest technology, training and resources. The Balochistan Labour Department should establish such an OSH Centre. A national level research-based OSH centre of excellence should also be established by the Federal Government.
- ▶ For the convenience of workers and their families, as well as to enhance service delivery, Provincial Labour and their allied departments should consider establishing one-stop desks. It would be beneficial to consolidate their offices in a single building (a Labor Square). This is particularly important in large cities like Karachi and Lahore, where offices are often situated at considerable distances and some operate from rented buildings.
- ▶ The number of registered factories and CE across the country is very low (Punjab: 249,075; KP: 25,695; Sindh: 67,642 etc.), and therefore special emphasis should be placed on bringing factories/establishments and their employees under social security and the contribution network by increasing registration through campaigns, easing registration process and providing incentives.

- Data on occupational accidents, injuries, diseases and deaths should be collected, maintained and analysed on a regular basis by the relevant authorities, and a centralized IT-based databank of such data should be established.
- The Pakistan Bureau of Statistics should review the LFS questionnaire to ensure that it is comprehensive (as per ILO requirements), improve the sample size and collect data from industrial units instead of households. The provincial lists of occupational injuries and diseases should be updated in conformity with the Employment Injury Benefits Convention, 1964 (No. 121), and the List of Occupational Diseases Recommendation, 2002 (No. 194).
- Federal and provincial tripartite consultative committees and provincial OSH Councils should be constituted/notified as required, with regular meet-ups to ensure their effective role in the national OSH system.
- As gig economy and platform workers are on rise in all large cities in Pakistan, they need to be covered in the new legislation and policy.
- Pakistan should prioritize ratifying the Occupational Safety and Health Convention, 1981 (No. 155); the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187); and the Safety and Health in Mines Convention, 1995 (No. 176).

5.3. OSH leaders recommendations about improving OSH system in Pakistan

► **Table 5.9. OSH leaders' recommendations on improving the OSH system in Pakistan**

OSH leader	Recommendation
Dr Mohsin Abbas, Associate Professor	<ul style="list-style-type: none"> ► Top management vision and commitment towards OSH across all sectors.
Ansar Abbas, EHS manager	<ul style="list-style-type: none"> ► Implementation of relevant HSE laws and monitoring by the concerned government department are required.
Professor Muhammad Mukhtar, Vice-Chancellor	<ul style="list-style-type: none"> ► A national level OSH policy encompassing post-COVID-19 workplace issues, national priorities, and way forward in consultation with all stakeholders. ► Political will and commitment of the government officials. ► Ratification of Conventions Nos 155, 187, and 176. ► There is a need for a controlling body at the federal level.
Dr Arshad Mahmood, Director	<ul style="list-style-type: none"> ► Implementation, monitoring and evaluation OSH and labour legislations in letter and spirit.
Muhammad Taimoor Khan, EHS advisor	<ul style="list-style-type: none"> ► National legislation on OSH, followed by provincial rules and codes of practice combined with a stringent monitoring and inspection mechanism.
Abu Jihad Sarim, EHS manager	<ul style="list-style-type: none"> ► Strong legislation and fair and empowered regulators.
Hamid Kamran, OSH manager	<ul style="list-style-type: none"> ► Establishment of effective safety and health management system. ► Effective enforcement of safety and health regulations. ► Provision of safe and healthful working conditions. ► Training and building awareness of workers on health and safety hazards.

OSH leader	Recommendation
Muhammad Abdul Nasir Bin Tariq Abbasi, EHS manager	<ul style="list-style-type: none"> ▶ Government must bind every organization, whether small-scale or large-scale, to implementing safe work practices. ▶ Government must bind organizations to deploying one OSH officer for every 50 employees. ▶ Government must regulate all the OHS related regulations.
Abdul Wahid, OSH specialist	<ul style="list-style-type: none"> ▶ Promoting positive HSE culture and effectiveness of health and safety trainings and awareness.
Faisal Ahmad, OSH specialist	<ul style="list-style-type: none"> ▶ Develop and implement comprehensive training programmes to enhance the knowledge and skills of employers, workers and OSH professionals. ▶ Promote awareness campaigns on OSH rights, responsibilities and best practices.
Dr Mabroor Hassan, CEO	<ul style="list-style-type: none"> ▶ Review and update existing OSH laws and regulations, ensuring they align with international standards and cover a wide range of occupational hazards. ▶ Enhance enforcement mechanisms and penalties for non-compliance.
Professor Tariq Sultan Pasha, OSH specialist	<ul style="list-style-type: none"> ▶ Establish a dedicated OSH authority or strengthen existing institutions responsible for OSH governance. Provide them with adequate resources, authority and autonomy to enforce regulations, conduct inspections and investigate incidents.
Rana Umair, OSH specialist	<ul style="list-style-type: none"> ▶ Establish a comprehensive system for collecting, analysing and reporting OSH data. Use this data to identify emerging trends and high-risk sectors, and prioritize interventions accordingly.
Abdulsattar Nizami, Professor	<ul style="list-style-type: none"> ▶ Collaboration and partnerships: Foster collaboration between government agencies, employers, workers' organizations, academia and other stakeholders. ▶ Promote knowledge sharing, exchange of best practices and joint initiatives.
Dr Waqar Ali, OSH specialist	<ul style="list-style-type: none"> ▶ Support research on emerging OSH issues, technologies and innovative solutions. ▶ Promote collaboration between academia, industry and government to address evolving challenges.
Muhammad Irfan, OSH advisor	<ul style="list-style-type: none"> ▶ Need to make unified OSH-related guidelines for each sector, such as automotive, textiles, manufacturing and so on .
Azfar Hussain, OSH advisor	<ul style="list-style-type: none"> ▶ Regular inspections should be conducted to identify hazards and ensure compliance with OSH regulations. ▶ Inspectors should be well-trained and equipped to assess workplaces effectively. ▶ Adopting risk-based inspection strategies can prioritize high-risk industries and workplaces.
Shahid Ali, OSH manager	<ul style="list-style-type: none"> ▶ Establishing a robust system for evaluating and monitoring the effectiveness of OSH interventions is crucial. ▶ Regular evaluation of the OSH system, including the impact of interventions, can help identify gaps and inform future improvements.
Kamran Naveed, CEO	<ul style="list-style-type: none"> ▶ Improvement in industrial inspections. ▶ Employment of technical staff in relevant organizations and departments.

▶ Annexes

Annex I. Summary of OSH-related legislations in Pakistan

Jurisdiction	Sr #	Legislation	Status	Aims
Federal and Azad Jammu Kashmir	1.	Factories Act 1934 (amended 1997)	Implemented (applicable in all sectors)	<ul style="list-style-type: none"> ▶ Consolidate and amend the law regulating labour in factories.
	2.	Representation of the People Act 2017	Implemented	<ul style="list-style-type: none"> ▶ Ensure the representation of the people for the purposes hereinafter appearing, to reinforce the true spirit of democracy. ▶ Ensure women can effectively participate in elections without any hindrance or restraint.
	3.	Minimum Wages for Unskilled Workers (Amendment) Act 2016	Implemented	<ul style="list-style-type: none"> ▶ An act further to amend minimum wages for unskilled workers
	4.	The National Commission of Human Rights Act 2012	Implemented	<ul style="list-style-type: none"> ▶ Create a National Human Rights Commission. ▶ A broad and overarching mandate for the promotion, protection, and fulfillment of human rights, as provided for in Pakistan's Constitution and international treaties.
	5.	The Bonded Labour System (Abolition) Act 1992	Implemented	<ul style="list-style-type: none"> ▶ Abolish bonded labour systems in Pakistan
	6.	Disabled Persons, (Employment and Rehabilitation) Ordinance 1981	Implemented	<ul style="list-style-type: none"> ▶ Provide for employment, rehabilitation, and the welfare of disabled persons and for matters connected therewith
	7.	Workers Children (Education) Ordinance 1972	Implemented	<ul style="list-style-type: none"> ▶ Provide education to workers' children and matters ancillary thereto

Jurisdiction	Sr #	Legislation	Status	Aims
Balochistan	8.	Essential Personnel (Registration) Ordinance 1948 (X of 1948)	Implemented	<ul style="list-style-type: none"> ► Ensure the compulsory registration of essential personnel at Employment Exchanges
	9.	West Pakistan Maternity Benefit Ordinance 1958	Implemented	<ul style="list-style-type: none"> ► Consolidate the law relating to the employment of women in establishments in the Province of West Pakistan. ► Secure the Maternity rights of women in the workplace.
	10.	The Employment (Record of Services) Act 1951 (Act No. XIX of 1952)	Implemented	<ul style="list-style-type: none"> ► Make provision for the compulsory maintenance of the record of service of persons in certain classes of employment in certain areas.
	11.	Dock Labourers Act 1934	Implemented	<ul style="list-style-type: none"> ► Protect the accidents of workers employed in loading and unloading ships.
	12.	Mines Act 1923	Implemented	<ul style="list-style-type: none"> ► Amend and consolidate the law relating to the regulation and inspection of mines
	13.	Workmen Compensation Act 1923	Implemented	<ul style="list-style-type: none"> ► Aims to provide for the payment by certain classes of employers to their workmen of compensation for injury by accidento
	14.	Boilers Act 1923 (Act No. V of 1923)	Implemented	<ul style="list-style-type: none"> ► Consolidate and amend the law relating to stem-boilers
	15.	Balochistan Occupational Safety & Health Act 2022 (Act No. XXXIII of 2022)	Implemented	<ul style="list-style-type: none"> ► Make provision for the occupational safety and health conditions at all workplaces for the protection of persons at work against risk of injury arising out of the activities at workplaces. ► Promotion of safe, healthy and decent working environment adapted to the physical, physiological and psychological needs of all persons at work.

Jurisdiction	Sr #	Legislation	Status	Aims
	16.	Balochistan Factories Act 2021 (Act No. XIX of 2021)	Implemented	<ul style="list-style-type: none"> ► Re-enact the existing law relating to the regulation of labour in factories regarding its application to the Province of Balochistan.
	17.	Balochistan Employment of Children (Prohibition & Regulation) Act 2021 (Act No. XII of 2021)	Implemented	<ul style="list-style-type: none"> ► Abolition of forced and bonded labour system in the Balochistan Province.
	18.	Balochistan Minimum Wages Act 2021 (Act No. X of 2021)	Implemented	<ul style="list-style-type: none"> ► Enact the law necessitating a periodical review of minimum wages. ► Provide the regulation of minimum rates of wages for workers employed in all industries and occupations in keeping with the economic conditions prevailing in the Province of Balochistan
	19.	Balochistan Industrial and Commercial Employment (Standing Orders) Act 2021 (Act No. XVIII of 2021)	Implemented	<ul style="list-style-type: none"> ► Re-enact the law relating to industrial and commercial employment in the Province of Balochistan. ► Re-enact commercial employment in accordance with the situation, conditions, and requirements of the province.
	20.	Balochistan Shops and Establishments Act 2021 (Act No. XVII of 2021)	Implemented	<ul style="list-style-type: none"> ► Re-enact the existing law relating to shops and establishments with regard to its application to the Province of Balochistan.
	21.	Balochistan Persons with Disabilities 2017 (Act No. II of 2017)	Implemented	<ul style="list-style-type: none"> ► Promote and ensure full and effective inclusion of Persons with Disabilities in the community in line with the Islamic teachings and international best practices to protect their rights

Jurisdiction	Sr #	Legislation	Status	Aims
	22.	Balochistan Industrial Relations (Amendment) Act 2015 (Act No. XV of 2015)	Implemented	<ul style="list-style-type: none"> ► Consolidate, and rationalize the law relating to the formation of trade unions, and improvement of relations between employers and workmen.
	23.	Harassment Against Balochistan Women at Workplace Act 2016 (Act No.01 of 2016)	Implemented	<ul style="list-style-type: none"> ► Provide protection to women against harassment in the workplace
	24.	Proforma Promotion Policy 2011	Implemented	<ul style="list-style-type: none"> ► Grant of Proforma promotion to civil servants. ► Proforma promotion and "notional" promotion to retired "civil servants".
	25.	Balochistan Industrial Relations Act 2010 (Act No. XIV of 2010)	Implemented	<ul style="list-style-type: none"> ► Consolidate and rationalize the law relating to the formation of trade unions, and regulation of relations between employers and workmen. ► Avoidance and settlement of any differences or disputes arising between them.
	26.	Companies Profits (Workers' Participation) Act 1968 (Act No. XII of 1968)	Implemented	<ul style="list-style-type: none"> ► Ensure participation of workers in the profits of companies and for matters ancillary thereto
	27.	Coal Mines (Fixation of Rates of Wages) Ordinance 1960 (Act No. XXXIX of 1960)	Implemented	<ul style="list-style-type: none"> ► Fixation of rates of wages in respect of labour employed in coal mines.
	28.	Regulation of Mines and Oilfields and Mineral Development Act 1948 (Act No. XXIV of 1948)	Implemented	<ul style="list-style-type: none"> ► Make provisions for certain matters connected with the regulation of mines and oilfields and minerals developments under government control.

Jurisdiction	Sr #	Legislation	Status	Aims
Gilgit- Baltistan	29.	Gilgit-Baltistan Bonded / Forced Labour System (Abolition) Act 2020 (Act No. III of 2020)	Implemented	<ul style="list-style-type: none"> ▶ Abolition of Bonded /Forced labour system with a view to prevent the economic and physical exploitation of the labour class.
	30.	Gilgit-Baltistan Minimum Wage Act 2020	Implemented	<ul style="list-style-type: none"> ▶ Fix the wages rate in Gilgit-Baltistan
	31.	Gilgit-Baltistan Prohibition of Employment of Children Act 2019	Implemented	<ul style="list-style-type: none"> ▶ Prohibit the employment of children. ▶ Regulate employment of adolescents in certain occupations and processes in Gilgit-Baltistan.
Khyber Pakhtunkhwa	32.	Khyber Pakhtunkhwa Occupational Safety and Health Act 2022 (Act No. XV of 2022)	Implemented	<ul style="list-style-type: none"> ▶ Make and consolidate the law for the occupational safety and health of the persons at the workplace. ▶ Protect workers against risks arising out of occupational hazards. ▶ Promote a safe, and healthy working environment catering to the physiological and psychological needs of the employees at the workplace.
	33.	Khyber Pakhtunkhwa Mines and Mineral (Amended) Act 2022	Implemented	<ul style="list-style-type: none"> ▶ Regulate mining activities at rivers. ▶ Ensure activities are carry out through scientific ways.
	34.	Khyber Pakhtunkhwa Excise Duty on Minerals (Labour Welfare) Act 2021. (Act No. XXX of 2021)	Implemented	<ul style="list-style-type: none"> ▶ Expedient to provide for imposition of excise duty on certain minerals for financing measures to promote the welfare of mines labour.
	35.	Khyber Pakhtunkhwa Factories Rules 2022	Implemented	<ul style="list-style-type: none"> ▶ Regulation of labour in factories of the Province of the Khyber Pakhtunkhwa
	36.	The Khyber Pakhtunkhwa Worker's Compensation Rules 2022	Implemented	<ul style="list-style-type: none"> ▶ Regulate payment by certain classes of employers to their workmen of compensation for injury by accident

Jurisdiction	Sr #	Legislation	Status	Aims
	37.	Khyber Pakhtunkhwa Minimum Wages Rules 2022	Implemented	► Regulate the minimum wages rate in Khyber Pakhtunkhwa
	38.	Khyber Pakhtunkhwa Factories (Act No. XXVIII of 2021)	Implemented	► Provide regulation of labour in factories of the Province of the Khyber Pakhtunkhwa
	39.	Khyber Pakhtunkhwa Shops and Establishments (Amendment) Act 2021 (Act No. XXII of 2021)	Implemented	► Provide laws relating to the hours and other conditions of work and employment of persons employed in shops, commercial establishments, industrial establishments and other establishments
	40.	Khyber Pakhtunkhwa Home Based Workers (Welfare and Protection) Act 2021 (No. XV of 2021)	Implemented	► Provide the protection and welfare of home-based workers ► Ensure the welfare of workers by providing a safe working environment with dignity and self-respect
	41.	Khyber Pakhtunkhwa Prohibition of Employment of Children Rules 2021	Implemented	► Prohibit the employment of children in workplaces
	42.	Khyber Pakhtunkhwa Bonded Labour System (Abolition) Rules 2021	Implemented	► Abolish bonded labour in the province.
	43.	Khyber Pakhtunkhwa Industrial Statistics (Welfare and Conditions of Labour) Rules 2021	Implemented	► Facilitate the collection of statistics of certain kinds relating to industries.
	44.	Khyber Pakhtunkhwa Shops & Establishment Rules 2021	Implemented	► Regulate the hours and other conditions of work and employment of persons employed in shops and commercial, industrial, and other establishments in KP.

Jurisdiction	Sr #	Legislation	Status	Aims
	45.	Khyber Pakhtunkhwa Maternity Benefit Rules 2021	Implemented	<ul style="list-style-type: none"> ▶ Regulate the maternity benefit to the women who is entitled to receive unless she has been employed in the establishment of the employer from whom she claims. ▶ If she dies and her child survives, the benefit due is payable to the person who takes care of the child. ▶ If both the woman and the child die, the benefit due is payable to the woman's nominee or her legal representatives.
	46.	Khyber Pakhtunkhwa Industrial Relation Rules 2021	Implemented	<ul style="list-style-type: none"> ▶ Regulate the formation of trade unions. ▶ The regulation of relations between employers and workmen ▶ Avoidance, and settlement of any differences or disputes arising between them.
	47.	Khyber Pakhtunkhwa Maternity Benefit (Amendment) Act 2015	Implemented	<ul style="list-style-type: none"> ▶ Consolidate and rationalize the law pertaining to the employment of women, under certain natural conditions, in establishments in the Khyber Pakhtunkhwa.
	48.	Khyber Pakhtunkhwa Payment of Wages Rules 2018	Implemented	<ul style="list-style-type: none"> ▶ Regulate the payments of wages.
	49.	Khyber Pakhtunkhwa Industrial Statistics Act 2013 (Act No. XIV of 2013)	Implemented	<ul style="list-style-type: none"> ▶ Facilitate the collection of statistics of certain kinds relating to factories, industrial and commercial establishments
	50.	Khyber Pakhtunkhwa Industrial & Commercial Employment (Standing Orders) Act 2013 (Act No. XI of 2013)	Implemented	<ul style="list-style-type: none"> ▶ Regulate industrial and commercial employment in the Khyber Pakhtunkhwa.

Jurisdiction	Sr #	Legislation	Status	Aims
Punjab	51.	The Khyber Pakhtunkhwa Minimum Wages Act 2013 (Act No. XII of 2013)	Implemented	<ul style="list-style-type: none"> ▶ Regulate minimum rates of wages and various allowances for different categories of workers employed in certain industrial and commercial undertakings and establishments.
	52.	Khyber Pakhtunkhwa Worker's Compensation Act 2013 (Act No. XIX of 2013)	Implemented	<ul style="list-style-type: none"> ▶ Ensure payment by certain classes of employers to their workers or their legal heirs of compensation for injury or death by accident.
	53.	Khyber Pakhtunkhwa Industrial Relations Act 2010 (Act No. XVI of 2010)	Implemented	<ul style="list-style-type: none"> ▶ Formulate the law relating to the formation of trade unions, ▶ Regulation, and improvement of relations between employers and workmen
	54.	Punjab Occupational Safety and Health Act 2019 (Act No. IV of 2019) Amended in 2022	Implemented	<ul style="list-style-type: none"> ▶ Make and consolidate the law for the occupational safety and health of the persons at the workplace. ▶ Protect them against risks arising out of occupational hazards. ▶ Promote a safe and healthy working environment catering to the physiological and psychological needs of the employees at the workplace.
	55.	Factories Act 1934 (Act No. XXV of 1934) (amended in October 2022)	Implemented	<ul style="list-style-type: none"> ▶ Consolidate and amend the law regulating labour in factories.
	56.	Payment of Wages Act 1936 (Act No. IV of 1936) (Updated in December 2022)	Implemented	<ul style="list-style-type: none"> ▶ Regulate the payment of wages to certain classes of persons employed in the industry.
	57.	Companies Profits (Workers Participation) Act 1968 (Act No. XII of 1968) Amended in October 2021	Implemented	<ul style="list-style-type: none"> ▶ Expedient to provide for the participation of workers in the profits of companies.

Jurisdiction	Sr #	Legislation	Status	Aims
	58.	Provincial Employees' Social Security Ordinance 1965 (Act No. X of 1965) Amended in February 2021	Implemented	<ul style="list-style-type: none"> ▶ Introduce a scheme of social security for providing benefits to certain employees or their dependents in the event of sickness, maternity, employment injury, or death. ▶ Provide healthcare to the public.
	59.	Punjab Minimum Wages Act 2019 (Act No. XXVIII Of 2019)	Implemented	<ul style="list-style-type: none"> ▶ Fix and regulate minimum rates of wages for unskilled and different categories of skilled workers employed in an industry, industrial and commercial establishments.
	60.	Punjab Domestic Workers Act 2019 (Act No. II of 2019)	Implemented	<ul style="list-style-type: none"> ▶ Protect the rights of domestic workers. ▶ Regulate their terms of employment and working conditions of service. ▶ Provide their social protection. ▶ Ensure their welfare.
	61.	Punjab Workers Welfare Fund Act 2019 (Act No. XXVI of 2019)	Implemented	<ul style="list-style-type: none"> ▶ Establish the Workers Welfare Fund in the Province of Punjab to facilitate the workers.
	62.	Punjab Restriction on Employment of Children Act 2016 (Act L of 2016)	Implemented	<ul style="list-style-type: none"> ▶ Prohibit the employment of children. ▶ Restrict the employment of adolescents in certain occupations and processes.
	63.	Punjab Payment Of Wages (Amendment) Act 2016 (Act No. VII of 2014)	Implemented	<ul style="list-style-type: none"> ▶ Regulate the payment of wages to certain classes of persons employed in the industry.
	64.	Punjab Prohibition of Child Labour at Brick Kilns Act 2016 (Act XXXVII of 2016)	Implemented (Applicable on Brick Kilns only)	<ul style="list-style-type: none"> ▶ Prohibition of child labour at brick kilns. ▶ Regulation of labour at the brick kilns in Punjab.
	65.	Punjab Social Protection Authority Act 2015 (Act No. XXII of 2015)	Implemented	<ul style="list-style-type: none"> ▶ Establish the Punjab Social Protection Authority. ▶ Provide a comprehensive, efficient, effective, and inclusive social protection system to the poor and vulnerable in Punjab.

Jurisdiction	Sr #	Legislation	Status	Aims
	66.	Punjab Shops and Establishments Ordinance 1969 (VIII of 1969) Amended in 2014	Implemented	<ul style="list-style-type: none"> ► Consolidate the law relating to the hours and other conditions of work and employment of persons employed in shops and commercial, industrial, and other establishments.
	67.	Punjab Workmen's Compensation (Amendment) Act 2013 (Act No. XXVII of 2013)	Implemented	<ul style="list-style-type: none"> ► Regulate payment by certain classes of employers to their workmen of compensation for injury by accident.
	68.	Boilers and Pressure Vessels Ordinance 2002 (CXXI of 2002) Amended in 2013	Implemented	<ul style="list-style-type: none"> ► Regulate the use, construction, installation, and repair of boilers and pressure vessels. ► Prescribe uniform rules and regulations for boilers and pressure vessels.
	69.	Industrial and Commercial Employment (Standing Orders) Ordinance 1968 Amended in 2012	Implemented	<ul style="list-style-type: none"> ► Amend, and consolidate the law relating to industrial employment in the province.
	70.	Employment (Record of Services) Act 1951 (Act No. XIX of 1952) Amended in 2012	Implemented	<ul style="list-style-type: none"> ► Make provision for the compulsory maintenance of the record of service of persons in certain classes of employment in certain areas.
	71.	Workers' Children (Education) Ordinance 1972 (XI of 1972) Amended in 2012	Implemented	<ul style="list-style-type: none"> ► Provide for the education of workers' children in the national interest of Pakistan in relation to the economic, and financial stability of Pakistan. ► Achievement of uniformity among workers.
	72.	Disabled Persons (Employment and Rehabilitation) Ordinance 1981 (XI of 1981) Amended In 2012	Implemented	<ul style="list-style-type: none"> ► Provide for the employment, rehabilitation, and welfare of disabled persons.
	73.	The Punjab Bonded Labour System (Abolition) Act 1992 (Amendment Act 2012)	Implemented	<ul style="list-style-type: none"> ► Abolition of bonded labour system.

Jurisdiction	Sr #	Legislation	Status	Aims
Sindh	74.	Road Transport Workers Ordinance 1961 (XXVIII of 1961) Amended in 2012	Implemented	<ul style="list-style-type: none"> ▶ Regulate the hours of work and other conditions of employment of road transport workers.
	75.	The Punjab Industrial Relations Act 2010 (Act No. XIX of 2010)	Implemented	<ul style="list-style-type: none"> ▶ Regulate the formation of trade unions. ▶ Regulation, and improvement of relations between employers and workmen.
	76.	Protection against Harassment of Women Act 2010 (Act No. IV of 2010)	Implemented	<ul style="list-style-type: none"> ▶ Ensuring the protection of women from harassment in the workplace.
	77.	Sindh Women Agricultural Workers Act 2019. (Act No. V of 2020)	Implemented	<ul style="list-style-type: none"> ▶ Recognize women's work in agriculture (including farming, livestock, and fisheries) and related sectors. ▶ Promote and protect their rights, to ensure their participation in decision making. ▶ Foster empowerment through work, and to improve the health and nutrition of women agriculture workers and their children.
	78.	Sindh Home Based Workers Act 2018 (Act No. XXXVII of 2018)	Implemented	<ul style="list-style-type: none"> ▶ Formulate the law relating to the persons who work in the informal or unorganized sector carrying out remunerative work within their homes or in the surrounding grounds. ▶ Protection of rights home-based workers
	79.	Sindh Occupational Safety & Health Act 2017 (Act No. I of 2018)	Implemented	<ul style="list-style-type: none"> ▶ Make provision for occupational safety and health conditions at all workplaces for the protection of persons at work against risk of injury arising out of the activities at workplaces. ▶ Promotion of safe, healthy, and decent working environment adapted to the physical, physiological, and psychological needs of all persons at work.

Jurisdiction	Sr #	Legislation	Status	Aims
	80.	Sindh Prohibition of Employment of Children Act 2017 (Act No. III of 2017)	Implemented	► Prohibit the employment of children and to regulate employment of adolescents in certain occupations and work.
	81.	Sindh Employees Social Security Act 2016 (Act No. VI of 2016)	Implemented	► Introduce a scheme of Social Security for providing benefits to certain employees or their dependents in the event of sickness, maternity, employment, injury or death.
	82.	Sindh Companies Profits (Workers Participation) Act 2015. (Act No. XVIII of 2016)	Implemented	► Ensure participation of workers in the profits of companies.
	83.	Sindh Workers Compensation Act 2015 (Act No. VII of 2016)	Implemented	► Ensure the payment by certain classes of employers to their workers or their legal heirs of compensation for injury or death by accident.
	84.	Sindh Minimum Wages Act 2015 (Act No. VIII of 2016)	Implemented	► Regulation of minimum rates of wages and various allowances for different categories of workers employed in certain industrial and commercial undertakings and Establishments.
	85.	Sindh Terms of Employment (Standing Orders) Act 2015 (Act No. XI of 2016)	Implemented	► Regulation of industrial and commercial employment in the Province of the Sindh.
	86.	Sindh Bonded Labour System (Abolition) Act 2015 (Act No. XX of 2016)	Implemented	► Abolition of bonded labour system in the Province of Sindh.
	87.	Sindh Factories Act 2015 (Act No. XIII of 2016)	Implemented	► Consolidate and amend the law regulating labour in factories.

Jurisdiction	Sr #	Legislation	Status	Aims
	88.	Sindh Shops & Commercial Establishment Act 2015 (Act No. XII of 2016)	Implemented	<ul style="list-style-type: none"> ► Consolidate the law relating to the hours and other conditions of work and employment of persons employed in shops and commercial, industrial, and other establishments in the Province of Sindh.
	89.	Sindh Payment of Wages Act 2015 (Act No. VI of 2017)	Implemented	<ul style="list-style-type: none"> ► Regulate the payment of wages to certain classes of persons employed in factories, Industrial and commercial establishments in the Province of Sindh.
	90.	Sindh Workers Welfare Fund Act 2014 (Act No. XXXIII of 2015)	Implemented	<ul style="list-style-type: none"> ► Establish a Workers Welfare Fund in the Province of Sindh.
	91.	Sindh Employees Old-Age Benefits Act 2014 (Act No. X of 2015)	Implemented	<ul style="list-style-type: none"> ► Repeal and re-enact the law relating to old-age benefits for the persons employed in industrial, commercial, and other organizations in the Province of Sindh.
	92.	Sindh Industrial Relations Act 2013 (Act No. XXIX of 2013)	Implemented	<ul style="list-style-type: none"> ► Regulate formation of trade unions. ► Regulation and improvement of relations between employers and workmen.

Annex II. Tripartite committees and meetings



**GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT**

Dated Peshawar the 27th January, 2023

NOTIFICATION

No. SOL/LD/1-35/SOL/2022¹⁷ In supersession of all previous notifications and in pursuance of the obligations arising out of the devolution of the subject of "Labour" to the Provinces and in compliance with the Tripartite Consultation (International Labour Standards) Convention 1976 (No.144) the Tripartite Consultation Committee for Khyber Pakhtunkhwa is hereby reconstituted with immediate effect and till further orders as under:-

S. #	Name & Designation	Remarks
1	Secretary Labour, Government of Khyber Pakhtunkhwa.	Chairman
2	The Director General, Employees Social Security Institution, Khyber Pakhtunkhwa.	Member
3	The Director General Industries, Directorate of Industries, Khyber Pakhtunkhwa.	Member
4	The Director Labour, Directorate of Labour, Khyber Pakhtunkhwa.	Member
5	The Secretary Workers Welfare Board Khyber Pakhtunkhwa.	Member
6	Mr. Yousaf Sarwar, KP Chamber of Commerce & Industries, Aries Pharma 1-W, Industrial Estate Peshawar.	Member
7	Mr. Fazle Wadood Khan, Associate Industries, Shama Ghee Mills Nowshera.	Member
8	Dr. Maqbool Khan, Chairman Al Maqbool Group of Industries, Medicon Pharmaceuticals, Industrial Estate Hayatabad Peshawar.	Member
9	Mr. Muhammad Iqbal, President, Mutahida Labour Federation (MLF), Peshawar.	Member
10	Mr. Razam Khan, Provincial President, Pakistan Workers Federation, Government Printing Press, Bacha Khan Chowk, Peshawar.	Member
11	Mr. Gohar Taj, Chairman, All Pakistan WAPDA, Hydro Electric Workers Union, (CBA)/President, All Pakistan Workers Federation.	Member
12	Section Officer (Labour) Labour Department	Member-cum-Secretary

TORs/MANDATE

The Tripartite Consultation Committee shall make consultations and firm up recommendations on the following:-

- i. Reports and comments of the International Labour Office communicated to the Government of Pakistan /Khyber Pakhtunkhwa;
- ii. Response to queries concerning agenda items of the International Labour Conference office pertaining to the Government of Pakistan / Khyber Pakhtunkhwa;

Contd:....P/2...

- iii. Proposals concerning adoption of any new Convention or recommendations of the ILO as enunciated in Article-19 of its Constitution;
- iv. Un-ratified Conventions and consideration of recommendations for ratification or otherwise;
- v. Consultations on the proposals of denunciation of any ratified convention;
- vi. Monitor and review Provincial Labour Laws/ Rules /Regulations for ensuring its conformity, coherence and alignment with International Labour Standards (ILSs);
- vii. Any other matter as and when assigned by the Labour Department, Government of Khyber Pakhtunkhwa;

The Tripartite Consultation Committee shall meet at least twice a year. Presence of 50% of the members (including one member each from the employers and workers) will constitute the quorum for the meeting.

-sd-

Secretary to Govt: of Khyber Pakhtunkhwa
Labour Department

Endst: No. & date every/

Copy forwarded to:

- 1) Secretary, Ministry of Overseas Pakistan & Human Resource Development Islamabad.
- 2) PS to Secretary Labour Department, Khyber Pakhtunkhwa.
- 3) The Country Director, ILO Office for Pakistan.
- 4) All Members Concerned.
- 5) The Manager Govt. Printing Press, Khyber Pakhtunkhwa, Peshawar for publication in the official Gazette.


Section officer (Labour)
Labour Department

TO BE PUBLISHED IN THE NEXT ISSUE OF GAZETTE OF PAKISTAN**GOVERNMENT OF PAKISTAN
MINISTRY OF OVERSEAS PAKISTANIS AND
HUMAN RESOURCE DEVELOPMENT**Islamabad, the 04th July, 2014**NOTIFICATION.**

No.6-5/2014-ILO-1: In pursuance of the obligations arising out of ratification of ILO Convention Number 144 -Tripartite Consultation (International Labour Standards) Convention, 1976 a tripartite committee is established hereby with the following composition and mandate:-

COMPOSITION:

1. Secretary, OP & HRD	Chairman
2. Joint Secretary (HRD)	Member
3. Labour Secretary, Punjab	Member
4. Labour Secretary, KPK	Member
5. Labour Secretary, Sindh	Member
6. Labour Secretary, Balochistan	Member
7. President, Employer Federation of Pakistan	Member
8. Secretary General, Pakistan Workers Federation	Member

TERM OF REFERENCES:

- (i) To discuss draft replies of the Government to the questionnaires concerning items on the agenda of the International Labour Conference (ILC).
- (ii) To discuss comments of the Government on proposed texts to be discussed in the International Labour Conference.
- (iii) To discuss any proposal concerning to the adoption of any new Convention or recommendation as enunciated in Article 19 of Constitution of ILO.
- (iv) Examination of un-ratified Conventions and recommendations for the purpose of considering these for ratification.
- (v) To discuss questions asked by International Labour Office which arise out of previously submitted reports.
- (vi) To discuss any proposal for the denunciation of ratified Conventions.
- (vii) To monitor and Review of the Provincial level labour legislations to ensure their coherence and alignment with International Labour Standards.
- (viii) Committee shall meet at least once in a quarter.

o/c (Naila Kanval)
Section Officer (ILO-1)
Ph: 9103840

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

Contd.....P/2

ILS COMMITTEE MEMBERS					
Sr. #	Name	Designation	Department	Contact No.	Email Address
01	Khan Muhammad	Research Officer (Bps-17)	Labour Department KPK	091-9223696 0334-913003	
02	Saad-ur-Rehman	Assistant Director (BPS-17)	Directorate of Labour KPK	091-9211543 0311-9998650	
03	Syed Nazar Ali,	Secretary General	EFP KARACHI	0332-2025043	nazar@efp.org.pk
04	Mr. Humayun Nazir,	Director EFP Board	EFP KARACH	0300-8250800	Humayun.nazir@shield.com.pk
05	Syed Athar Ali Shah,	Joint Director Labour (East Division),	Labour Department Sindh, Karachi.	0300-2850641	syedathardis@gmail.com
06	Mr. Reejhumal S. Sajnanl,	Law Officer / Focal Person to ILO.	Directorate General Labour,	0333-2755763	Reejhus.sajnanis@gmail.com
07	Mr. Shahid Ali,	Director	Industries, Commerce & Labour Department, Gilg	0355-5405013	
08	Mr. Fazal Etahi,	President NATCO Employees Union	Northern Areas Transport Corporation, Gilgit Baltistan	0312-5000331	
09	Raja Berwar,	(President), State Life Insurance Staff Union,	Labour Department AJK, Muzaffarabad.	0306-8886309	
10	Mr. Ashraf Awan,	(General Secretary), State Life Insurance Staff Union,	Labour Department AJK, Muzaffarabad	0314-5179281	
11	Mr. Saeed Ahmad Surpara,	Director General Labour Welfare,	Labour Department Balochistan, Quetta.		
12	Mr. Muhammad Zahir,	Deputy Director Labour Welfare,	Labour Department Balochistan, Quetta.		zahiradeem@gmail.com
13	Mr. Amer Naveed,	Assistant Director	Labour Welfare Department ICT, Islamabad.	0300-6933213	naveedamer.21@gmail.com
14	Mr. Nasser Khan,	Labour Officer,	Labour Welfare Department ICT, Islamabad	0333-5113321	
15		Director General Labour Welfare, Punjab	Director Labour Welfare (Headquarters), Hqr's Lahore.		
16		Assistant Director (inspection),	Director Labour Welfare (Headquarters).		



No.L-II-2-4/2018
GOVERNMENT OF SINDH
LABOUR & HUMAN RESOURCES
DEPARTMENT
 Karachi dated:- 20th August, 2019.

NOTIFICATION

No.L-II-2-4/2018: In exercise of the powers conferred under Sub-Section (1) of Section 26 of the Sindh Occupational Safety and Health Act, 2017, Government of Sindh is pleased to establish "Occupational Safety and Health Council" alongwith the Term of References (TORs) as under:-

Government Representatives

01.	Secretary to Government of Sindh, Labour & Human Resources Department.	Chairperson
02.	Representatives of Industries & Commerce Department, Government of Sindh, not below the rank of (BPS-19).	Member
03.	Representatives of Health Department, Government of Sindh, not below the rank of (BPS-19).	Member
04.	Director General, Sindh Building Control Authority.	Member
05.	Director General, Sindh Environmental Protection Agency.	Member
06.	Chief Fire Officer, Karachi Metropolitan Corporation (KMC).	Member

Employers' Representatives

07.	Mr. Khawaja Muhammad Nauman.	Member
08.	Dr. Tahir Baig Barlas.	Member
09.	Mr. Qurban Ali Zardari-International Industries Limited.	Member
10.	Ms. Zulekha Soorma, Retd. OSH Manager, Glaxco Pakistan.	Member

Workers' Representatives

11.	Mr. Abdul Rauf, General Secretary, Mustaheda Labour Federation Pakistan, Hyderabad	Member
12.	Syed Zulfikar Ali Shah, Joint Director (PILLER)	Member
13.	Dr. Asad Jamal, Industrial Hygienist	Member
14.	Shaikh Abdul Majeed, Deputy Secretary Sindh Labour Federation	Member

Professionals

15.	Mr. Ejaz Ali Brohi, Factory Manager, Muhammad Shafi Leather Industry, SITE, Karachi	Member
16.	Mr. Akhtar Qudus, OSH, Consultant, Max Train International, Karachi	Member
17.	Mr. Tariq Moeen, Secretary, Fire Protection Association of Pakistan, Karachi	Member
18.	Mst. Saman Laique Abbasi-K-Electric.	Member

-2-

Members from Civil Society

19.	Mirza Shahid Baig, Ex. Dock Labour Safety Officer	Member
20.	Ms. Zehra Akber Khan, General Secretary, Home Based Women Workers Federation	Member
21.	Chaudhary Ashraf Ali, Advocate	Member

Officer from Directorate of Labour Sindh

22.	Syed Ali Ashraf Naqvi, Joint Director Labour, Occupational Safety & Health Centre Zone-I, Karachi	Member/Secretary
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TORs of the Council:-

The Council shall perform its functions and powers in accordance with the provisions of the Sindh Occupational Safety and Health Act, 2017.

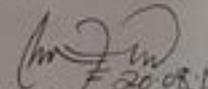
ABDUL RASHEED SOLANGI
SECRETARY TO GOVT. OF SINDH

No.L-II-2-4/2018

Karachi, dated 20th August, 2019

Copy forwarded to:-

1. The Ministry of Overseas Pakistanis & HRD, Govt. of Pakistan, Islamabad.
2. The Principal Secretary to Chief Minister, Sindh, Karachi.
3. The Secretary to Govt. of Sindh (All Administrative)
4. The Secretary, Industries & Commerce Department, Govt. of Sindh, Karachi, with a request to nominate his representative (no below the rank of BS-19).
5. The Secretary, Health Department, Govt. of Sindh, Karachi with a request to nominate his representative (not below the rank of BS-19).
6. The Secretary, I.T. Department, Govt. of Sindh, Karachi with a request to kindly upload on the website of Sindh Govt. (Labour & HR Department).
7. The Secretary, Local Govt. & HTP Department Govt. of Sindh, Karachi.
8. The Chairperson and Members/Representatives of the Council.
9. The Director General, Labour, Sindh, Karachi.
10. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
11. The Superintendent, Sindh Govt. Printing Press, Karachi with the request to get it published in the next Govt. Gazette.
12. P.S to Secretary Labour & HR Department, Govt. of Sindh, Karachi.


 (YASIR ALI SOLANGI)
 SECTION OFFICER (L-II)
 FOR SECRETARY TO GOVT. OF SINDH



No. SOL(II)2-4/2018
GOVERNMENT OF SINDH
LABOUR & HUMAN RESOURCES
DEPARTMENT
Karachi dated the 24th March, 2022

520

NOTIFICATION

No.SOL(II)2-4/2018: In pursuance of the recommendation of the Occupational Safety & Health Council in its meeting held on 02.03.2022 and with the approval of the Secretary, Labour & Human Resources Department, Govt. of Sindh, a Sub-Committee for reviewing PC-I, comprising the following members, on the given Terms of Reference (ToRs), is hereby constituted.

Sr. No	Name of the officer	Designation	Title
1.	Mr. Ahmed Ali Qureshi	D.G, Labour, Sindh	Convenor
2.	Syed Ali Ashraf Naqvi.	Ex-JDL (OSH)	Member
3.	Mr. Awais Ahmed Shaikh	JDL (OSH) Zone-I	Member
4.	Section Officer (Dev) Industry Department	Representator of Industry Department	Member
5.	Ms. Saman Laeeq Abbassi	K-Electric	Member

2. **Terms of References (ToRs) of the Sub-Committee:-**

The Sub-Committee shall submit revised PC-I, within 15 days time.

(LAEEQ AHMED)
SECRETARY TO GOVT. OF SINDH

No.SOL(II)2-4/2018, Karachi dated the 24th March, 2022

C.c. to:-

4. The Director General, Labour, Sindh, Karachi
5. Concerned officers.
6. P.S to Secretary Labour & HR Department, Govt. of Sindh, Karachi

o/c
(MUHAMMAD ASIF RAJPUT)
SECTION OFFICER (L-II)

24/03/2022

22



No. SOL(II)2-4/2018
 GOVERNMENT OF SINDH
 LABOUR & HUMAN RESOURCES
 DEPARTMENT
 Karachi dated the 24th March, 2022

521

NOTIFICATION

No.SOL(II)2-4/2018: In pursuance of the recommendation of the Occupational Safety & Health Council in its meeting held on 02.03.2022 and with the approval of the Secretary, Labour & Human Resources Department, Govt. of Sindh, a Sub-Committee for developing standards of Occupational Safety & Health, comprising the following members, on the given Terms of Reference (ToRs), is hereby constituted.

Sr. No	Name of the officer	Designation	Title
1.	Mr. Ahmed Ali Qureshi	D.G, Labour, Sindh	Convener
2.	Director General	SBCA Representative	Member
3.	Chief Fire Officer	KMC Representative.	Member
4.	Mr. Ali Hasnain Rajpar.	A.C Mines Labour Welfare Organization	Member
5.	Syed Ali Ashraf Naqvi.	Ex-JDL (OSH)	Member
6.	Inspector Boiler.	Representator of Industry Department	Member
7.	Inspector Electrical.	Representative of Energy Department	Member
8.	Ms. Zulekha Soomro	Retd. OSH Manager, Glaxo CO Pakistan	Member
9.	Mr. Tariq Moeen.	Secretary, Fire Protection Association of Pakistan, Karachi	Member
10.	Dr. Asad Jamal.	Industrial Hygienist	Member

2. Terms of References (ToRs) of the Sub-Committee:-

The Standard Development Sub-Committee shall submit their proposal / recommendations for developing standards of Occupational Safety & Health within three (3) months time.

(LAEEQ AHMED)
 SECRETARY TO GOVT. OF SINDH

No.SOL(II)2-4/2018,

Karachi dated the 24th March, 2022

C.c. to:-

1. The Director General, Labour, Sindh, Karachi
2. Concerned officers.
3. P.S to Secretary Labour & HR Department, Govt. of Sindh, Karachi.

o/c

24/03/2022

(MUHAMMAD ASIF RAJPUT)
 SECTION OFFICER (L-II)



525

No. L-II-2-4/2018
GOVERNMENT OF SINDH
LABOUR & HUMAN RESOURCES
DEPARTMENT
Karachi dated the 23rd August, 2022

To

1. The Secretary, Industries & Commerce Department, Govt. of Sindh, Karachi (as per Notification of OSH Council, it is, requested to depute representative not below the rank of BPS-19, to attend the meeting).
2. The Secretary, Health Department, Govt. of Sindh, Karachi (as per Notification of OSH Council, it is, requested to depute representative not below the rank of BPS-19, to attend the meeting).
3. The Director General, Sindh Building Control Authority.
4. The Director General, Sindh Environment Protection Agency.
5. The Chief Fire Officer, Karachi Metropolitan Corporation (KMC).
6. Mr. Awais Shaikh, Joint Director, Labour (OSH-Zone-I)
7. Mr. Sibtain Mughal, Joint Director, Labour (OSH-Zone-II)
8. Dr. Tahir Baig Barlas.
9. Mr. Qurban Ali Zardari-International Industries Limited.
10. Ms. Zulekha Goomro, Retd. OSH Manager, Glaxo co Pakistan.
11. Mr. Abdul Rauf, General Secretary, Muttaheda Labour Federation Pakistan, Hyderabad.
12. Syed Zuifiqar Ali Shah, Joint Director (PILER).
13. Dr. Asad Jamal, industrial Hygienist.
14. Mr. Ejaz Ali Brohi, Factory Manager, Muhammad Shafi Leather Industry, SITE, Karachi.
15. Mr. Akhtar Quddus, OSH, Consultant, Max Train International, Karachi.
16. Mr. Tariq Moeen, Secretary, Fire Protection Association of Pakistan, Karachi.
17. Ms. Saman Laique Abbasi K-Electric.
18. Mirza Shahid Baig, Ex. Dock Labour Safety Officer.
19. Ms. Zehra Akber Khan, General Secretary, Home Based Women Workers Federation.
20. Chaudhary Ashraf Ali, Advocate.

SUBJECT: INVITATION TO ATTEND THE MEETING TO DISCUSS PROVINCIAL OCCUPATIONAL SAFETY AND HEALTH CHALLENGES AND POSSIBLE ACTIONS ON WEDNESDAY 7th SEPTEMBER 2022 AT 02:30 PM.

Safe and healthy working conditions are fundamental to decent work. The International Labour Standards on safe and healthy working environment, Conventions No. 155 on Occupational Safety and Health and No. 187 on Promotional Framework for Occupational Safety and Health Convention, were added at the recent 110th International Labour Conference to the existing fundamental principles and rights at work. The adoption of the OSH measures requires the ILO member states to respect and promote these principles and rights, irrespective of whether they have ratified the relevant conventions.

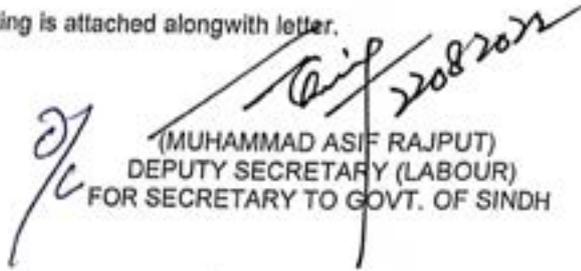
2. The Labour and Human Resource Department is working hard to improve OSH situation by improving implementation and enforcement in coordination and collaboration with the ILO project "International Labour and Environmental Standards" funded by the European Union. It is informed that ILO Senior OSH Specialist Dr. Tsuyoshi Kawakami is visiting Pakistan to provide technical support to the Labour Department. In this context, the members of OSH Council are invited to attend the meeting with ILO Senior OSH Specialist Dr. Tsuyoshi Kawakami on Wednesday, 7th September, 2022.

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The meeting will take place at Marriot Hotel Karachi, on Wednesday 7th tember from 02:30 - 05:00 pm. You are, therefore, requested to attend the subject it on given date, time and venue alongwith your proposals in the matter.

Agenda of the meeting is attached alongwith letter.


 (MUHAMMAD ASIF RAJPUT)
 DEPUTY SECRETARY (LABOUR)
 FOR SECRETARY TO GOVT. OF SINDH


 25/8/22

AGENDA

10 p.m.	Registration
11:00 p.m.	Welcome by the Secretary Labour &H.R Department, Sindh
11:30 p.m.	Introduction by the participants
12:00 p.m.	Statement by Ms. Khemphone, Project Manager – ILES Project
12:20 p.m.	OSH in ILO-by-ILO Senior OSH Specialist Dr. Tsuyoshi Kawakami
12:40 p.m.	Participants view (OSH situation, challenges, proposed action)
1:00 p.m.	Wrap up by Dr. Tsuyoshi Kawakami
1:15:00 p.m.	Closing remarks by Secretary Labour &H.R Department, Sindh
1:55:10 p.m.	Hi-Tea

MINUTES OF THE 1ST MEETING OF OSH COUNCIL FOR SINDH, HELD ON 22ND OCTOBER, 2019 AT 10.30. A.M. IN THE COMMITTEE ROOM OF LABOUR & HR DEPARTMENT, GOVERNMENT OF SINDH, KARACHI.

The 1st meeting of the Occupational Safety & Health Council for Sindh, established under Section 26(1) of Sindh Occupational Safety & Health Act 2017, was held on Tuesday, 22nd October 2019 at 10.30 AM in the Committee Room of the Labour and HR Department, Government of Sindh, located at 2nd floor of Tughlaq House, Shahreh-e-Kamal Atta Turk, Near Sindh Assembly Building, Karachi, under the Chairpersonship of Secretary Labour & HR Department, Government of Sindh. The list of the participants is attached.

2. The meeting started with the recitation of Holy Quran, the Chairperson of the Council and Secretary, Labour & HR Department, Government of Sindh welcome the members. In his introductory remarks, he stated that today is a historical day, as we have started a new era for the improvement of Health & Safety conditions in the workplace of Sindh. He further said that a very heavy responsibility have been put on the shoulders of the members of this Council for propagating the message of better working conditions, and bringing awareness on the subject. In the light of functions of the Council as described in section 27 of Sindh Occupational Safety & Health Act 2017, he requested the members to suggest awareness programme and steps for obtaining authentic statistic on work related, Accident/Incidents and Occurrence of Occupational Diseases, without such date it is very difficult to get a clear picture of Safety & Health conditions of the industry, so it is need of the hour to improve the reporting, procedures for untoward incidents, and to enhance trust among the stakeholders for these types of reporting. He further asked the members to bring proposals for making the inspection procedures more effective, as the sprint of the Sindh OSH Act 2017, clearly express the Strategy of "Persuasion not Prosecution" as far as implementation steps are required.

3. Mr. Khawaja Nauman representing Employers seconded the ideas expressed by Mr. Solangi, and extended support from the employers in expanding better Health and Safety condition. He also asked the members to suggest modern strategies in making all workplaces more safe and healthier.

4. Mr. Zulfiqar Ali Shah, representing Workers congratulates the Provincial Government on enactment of standalone OSH Act in Sindh, and establishing a very important and effective forum of this Council wherein all the stakeholders can discuss the issues related to the subject. He asked the members to work-out plans on following points and brings suggestion in the next meeting.

(1) Implementation of Strategies.

(2) Re responsibilities of Stakeholders.

5. He further requested the chair to expedite the enactment of OSH Rules which are under vetting in the Law Department and Notification of OSH Inspectors, as required under the Sindh OSH Act 2017, so that proper monitoring of the implementation of the Act may begin.

6. Ms. Zehra Akbar Khan, representing Civil Society stressed on the enactment of OSH Rules, Building Codes and other legislation. She further emphasis the needs of publicizing the new OSH Law among the General Public also, for which Print, Electronic and Social Media may be engaged.

Mr. Akhtar Qudus, representing OSH Experts group highlighted the need of OSH Policy for the Province, in this connection he pointed out that a comprehensive policy document, developed by ILO has already been submitted to the Sindh Government, and requested for its immediate approval by the concerned quarters. He also requested for immediate enactment of OSH Rules, Notification of OSH Inspectors, initiating drafting of Code of Practices and guideline. He suggested the Council members to come together and join hand in bringing awareness on the subject. He also proposes to arrange capacity building programme for all the stakeholders.

7. Dr. Asad Jamal, representative from workers side proposed to establish an Institute that can also do some research on the matters related the Occupational Safety and Health.

8. Dr. Tahir, Balas, representing employers stressed the need of developing an OSH data center, and creating a trust worthy image of this council, so that all related sectors should start reporting accidents/incident to realize their responsibilities and workout plans for improving work atmosphere under their domain.

9. Mr. Qurban Ali Zardari representing employers taking part in the discussion suggested to develop material in Urdu and Sindhi and translating the laws in these languages etc.

10. Ms. Saman Laccq, Abbasi, representing OSH experts group asked to expand the activities related to OSH to in all parts of Sindh, so that people of those areas should also benefit with these steps.

11. Mr. Tariq Memon, representing OSH Expert group taking part in the deliberation suggested that all fire safety measures shall comply with Building Code of Pakistan, Fire safety Provision-2016 in the following areas:-

1. General Requirement.
2. Classification of Occupancy
3. General Safety Requirement
4. Building Services
5. Fire Safety construction feature
6. Fire Protection System.
7. Means of Egress.
8. Safe guarding Construction, alteration, and demolition -operation
9. Fire department. Access & water supply.
10. Combustible Waste & Refuse.
11. Occupancy Fire Safety.

11. After threadbare discussion following decision were taken:-

- Awareness Programme be Organized by all the parties.
- Leading Urdu and Sindhi Channels be asked through Information Department Sindh to televise talk shows on propagation of Occupational Safety and Health at Workplace in Sindh.
- In order to strengthen, the Occupational Safety and Health Centers of the Directorate of Labour Sindh, a sub-committee consisting of following members may visit the facilities available at Jumani Arcade and suggest proposals for improvement.

- 1) Dr. Tahir Barles.
- 2) Mr. Akhtar Qudus.
- 3) Dr. Asad Jamal.

- 4) Mr. Tariq Memon.
- 5) Mr. S. Zulfiqar Ali Shah.
- 6) Syed Ali Ashraf Naqvi.

- Chairperson of the Committee will expedite the enactment of OSH rules and issuance of Notification of OSH Inspectors and approval of OSH Policy.
- The members will bring suggestion for organizing 1st Sindh OSH Conference in January, 2020.

12. The members agreed on holding next meeting in the first week of December, 2019. There being no other matter raised by the members, the meeting ended with a vote of thanks to and from the chairman.

SUBJECT: MINUTES OF THE 2nd MEETING OF OSH COUNCIL FOR SINDH HELD ON 19-03-2021 AT 4:00 P.M. UNDER THE CHAIRMANSHIP OF SECRETARY, LABOUR & HR DEPARTMENT, GOVT. OF SINDH, IN THE COMMITTEE ROOM OF LABOUR & HR DEPARTMENT.

The 2nd meeting of Occupational Safety & Health Council for Sindh was held on 19-03-2021 at 4:00 p.m. under the Chairmanship of Secretary, Labour & Human Resources Department, Government of Sindh in the Committee Room of Labour & HR Department, The list of the participants is attached.

2. The meeting was started with the recitation of the "Holy Quran". The Secretary, Labour & Human Resources Department welcomed the participants and informed that 1st first meeting of OSH Council was held on 22-10-2019 and since then, the outbreak of COVID-19, all Government offices were closed and no further action was taken. Hence, no any progress has been taken on the decisions taken in the last meeting. He further informed that Government of Sindh has imposed ban on all Secretaries, Commissioners & Deputy Commissioners not to participate any TV Channel, Talk Show or press conference, therefore, no proper awareness regarding OSH Law has been made. He also informed that OSH Rules have been approved by the Provincial Cabinet and also notified on 31-01-2021 and Inspectors under OSH Act have also been notified on 16-03-2021.

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-(2):-

3. The Joint Directors, Labour (OSH Zone-I & II) briefed about their performances regarding No of inspections in the factories and the incidents took place during last year. They informed that there are less number of inspectors for inspection and officers are also facing problems i.e. Transport & required safety kits/equipments.

4. After threadbare discussion, following decision were taken:-

1. Minutes of the 1st meeting of OSH Council held on 22-10-2019 were approved and confirmed.
2. The Committee already constituted shall visit OSH Center, opposite Sabzimandi and submit report for its revival to the Secretary, Labour & Human Resources Department.
3. Makhdum Taufiq Ahmed, Joint Director, Labour, (OSH Zone-II), Karachi was included in the sub-committee in place of Syed Ali Ashraf Naqvi.
4. Ms. Zehra Akber Khan was also included in the sub-committee already constituted.
5. All Joint Directors, Labour (OSH) shall submit their requirements of safety kit/ equipments, during their inspection of the factories.

The meeting ended with a vote of thanks to and fro the Chair.

Annex III. Inspections records



**GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF LABOUR
CENTER FOR OCCUPATIONAL SAFETY & HEALTH**

WORKPLACE INSPECTION CHECKLIST

Names of Inspectors: _____ Signature: _____

Location Inspected: _____

Date: _____

Sr. No	Section	Yes	No	Comments
1	Cleanliness	Supported By: Clause-14, Section 1,2 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(i) of KP OSH Act 2022.		
	Floors: clean, dry, free from debris, clutter and trip hazards			
	Signs are posted when floors are wet (e.g., when floors are washed, spills)			
	Aisles are marked, clear and unobstructed			
	Stairs and landings kept clear and unobstructed			
	Stairwells adequately lit; steps, treads, etc., in good condition			
	Furniture/office equipment secure from tipping; appropriate for work being done			
2	Exits, Entrances and Exterior Parking Lot	Supported By: Clause 41, Section 1,2 & Clause-40 of KP Factories Act-2013.		
	Doors are not blocked			
	Routes, signs and doors clearly marked; exit signs easy to see; outside entrances and parking lots are clearly lit			
	Walkways and parking lots are free from snow, ice, water, grease, etc.			
	Outdoor stairs made of grating so that water and snow cannot build up on them			
3	Environment	Supported By: Clause-20, Section 1,2, 3, 4 & Clause-16, Section 1, 2, 3 & Clause-18 of KP Factories Act-2013. Clause-8, Section-2, Subsection-(b), (i) of KP OSH Act 2022		
	Lighting levels adequate; work areas free from glare			
	Air quality adequate			



**GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF LABOUR
CENTER FOR OCCUPATIONAL SAFETY & HEALTH**

	Temperature and humidity adequate			
	Noise levels appropriate, signs indicating hearing protection required where noise levels are high			
	Workers trained in use of personal protective equipment (PPE)			
	Health and Safety Bulletin Board	Supported By: Clause-3, Section-1, Subsection-(j) of KP OSH Act 2022. Clause-9, of KP OSH Act 2022.		
4	Safety Posters are displayed			
	Occupational Health and Safety Act and Regulations			
	Organization’s Health and Safety Policy displayed at Board			
	Name of health and safety representative			
	Names of designated First aiders with contact numbers			
	Site plan with indication of EXIT routes and muster points			
	Emergency contact numbers for rescue services like fire brigades, Rescue 1122.			
	Fire Protection and Warning Systems	Supported By: Clause-28, Section-1 to 9 & Clause-48, Section-1 to 5 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(o) of KP OSH Act 2022.		
5	Emergency lighting; adequate lighting, tested and record of annual inspection			
	Portable fire extinguishers: appropriate type, readily available and inspected			
	Fire exit doors: in good repair, unlocked and free from obstruction (both sides)			
	Fire/emergency alarm systems operational; fire exit signs lit			
	Fire and evacuation plan is posted			
	Workers know the plan (ask a worker)			
	Presence of explosives/flammable dust or gas.			
	Welfare Facilities	Supported By: Clause-22, Section-1, 2, & Clause-21, Section-1, 2, 3, 4 & Clause-24, Section-1, 2, & Clause-25 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(m) of KP OSH Act 2022.		
6	Availability of drinking water			
	Compulsory vaccination for infectious & contagious disease.			



**GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF LABOUR
CENTER FOR OCCUPATIONAL SAFETY & HEALTH**

	Washing facility available (soap, warm water)			
	Washrooms are clean			
	First aid kits: supply inventory; treatment log; first aid training manual			
	Provision of trainings for safety and health			
	Emergency eyewash (or showers) available and in working order			
	Employees know how to get first aid when			
	Is canteen, day care facility available.			
7	Material Handling and Storage	Supported By: Clause-3, Section-1, Sub Section-(g), (c) of KP OSH Act-2022. Clause-8, Section-2, Sub Section-(e), (q) of KP OSH Act-2022.		
	Materials are neatly and safely stored			
	Storage shelves are loaded only to capacity and heavy, awkward items are lower			
	Step/ladders have non-slip surfaces and are in good condition. Secured when stored			
	Step/ladders are positioned and secured safely when in use (observe worker)			
	Work done above 3m follows "Working from Heights" policy and procedures			
	Dock boards (bridge plates) used when loading or unloading from dock to truck			
	Racks and platforms loaded only within the limits of their capacity			
	Forklift operators are trained (ask worker)			
8	Hazardous Substances	Supported By: Clause-17, Section-1, 2 & Clause-47, Section-1 to 6 of KP Factories Act-2013.		
	Hazardous substances are properly labelled, stored and disposed of (observe)			
	A safety data sheet (SDS) for each product is available and accessible (ask worker)			
	Training: Safe use and storage of hazardous substances (ask worker)			
	Flammable products stored properly			
9	Personal Protective Equipment (PPE)	Supported By: Clause-43, Section-1, 2 of KP Factories Act-2013.		



**GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF LABOUR
CENTER FOR OCCUPATIONAL SAFETY & HEALTH**

		Clause-3, Section-1, Subsection-(k) of KP OSH Act 2022.	
	PPE is available and worn (observe)		
	PPE is maintained (ask worker)		
	Training in PPE use and care (ask worker)		
10	Electrical	Supported By: Clause-3, Section-1, Subsection-(g) of the KP OSH Act-2022 Clause-8, Section-1, of KP OSH Act 2022.	
	Extension cords are secured and in good condition (no exposed wires or bent prongs)		
	Portable hand tools are grounded or double insulated; cord in good condition		
	Machines properly grounded		
	Clear access to electrical panels and no combustible material stored/posted within 24 inches around		
11	Tools and Machinery	Supported By: Clause-30, Section-1, 2, 3 & Clause-32, Section-1, 2, 3 & Clause-33, & Clause-38, Section-1, 2, 3 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(f) of KP OSH Act 2022. Clause-8, Section-2, Subsection-(f), (g) of KP OSH Act 2022.	
	Guarding and safety devices in place		
	Start/Stop switches clearly marked and easy to reach		
	Safe operating procedures (SOP) available		
	Lockout procedures available		
	Defective tools are tagged and removed from service		
	Proper training given in the safe use of tools and machinery.		
	Manufacturers' manuals available for all tools and machinery		
12	Security	Supported By: Clause-8, Section-2, Subsection-(s) of KP OSH Act 2022.	
	Emergency numbers for internal and external contacts are easily available		
	Visitor/contractor rules are in place		
	Safety measures are in place for anyone working alone (ask worker)		
	Working with cash transportation: Safe procedures and emergency procedures are in place		
	Training on workplace violence and harassment (ask worker)		



**GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF LABOUR
CENTER FOR OCCUPATIONAL SAFETY & HEALTH**

13	Lifting Operation	Supported By: Clause-36, Section-1, 2, & Clause-37, Section-1, 2, 3, 4 & Clause-42, Section-1, 2, of KP Factories Act-2013.		
	Working gear, chains, anchoring are in good condition			
	Operation of cranes			
	Hoist and lifts are in good condition			
	Excessive manual handling			
14	Vulnerability	Supported By: Clause-31, Section-1, 2, & Clause-35 of KP Factories Act-2013.		
	Employment of young persons on dangerous machines			
	Employment vulnerable groups			
15	Building Safety	Supported By: Clause-44, & Clause-45, Section-1, 2, 3, 4 of KP Factories Act-2013.		
	Is building in safe condition			
	Is plant/machinery in safe condition			
16	Accident Reporting, Recording and Investigation	Supported By: Clause-50 of KP Factories Act-2013. Clause-3, Section-1, Subsection-(I) & Section-2 of KP OSH Act 2022. Clause-13, Section-1 To 7, of KP OSH Act 2022.		
	Is record of near miss and incidents available.			
	Is there reporting culture available			
	Incident investigation conducted whenever required			
17	Vendor/Manufacturer supply safety	Supported By: Clause-7, Section-1 & Section-2 of KP OSH Act 2022.		
	Articles (equipment, machinery etc.) and substances (raw materials, chemicals etc.) are safe and without risk to health			
	Safety Data Sheet (SDS) available with all kind of substances supplied			
18	Others			

Form C (Rule 3)			INSPECTION BOOK		
Serial No.	Name & Address of Factory	Date of Inspection	Irregularities Noted	Remarks	Signature of the Inspecting Officer
	Dekatel Trade Voice	27-12-2022	Inspected the factory under various Labour & Allied Labour Laws no. Child Labour, no bonded Labour found at the time of my inspection.		 J. K. S. M. SOOD Inspecting Officer, Punjab, India

Form C (Rule 3)			INSPECTION BOOK		
Serial No.	Name & Address of Factory	Date of Inspection	Irregularities Noted	Remarks	Signature of the Inspecting Officer
	Dekatel Trade Voice	7-02-2022	Inspected the factory under various Labour Laws i.e. minimum wages Child Labour, no. anything found at the time of my inspection.		 J. K. S. M. SOOD Inspecting Officer, Punjab, India


Government of Sindh
Directorate General Labour
Office of Occupational Safety & Health Centre
ZONE-II KARACHI

Jumani Arcade,
 5th floor, ST-10-D,
 Block-14, Gulshan-e-Iqbal
 Karachi

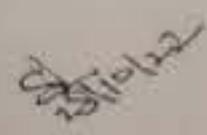
NO. JDL/OSHC-II/INSP/ADMIN 2022/5462
 DATE: 20th -10-2022

TO,
THE DIRECTOR GENERAL LABOUR,
LABOUR & HUMAN RESOURCES
DEPARTMENT, GOVERNMENT OF SINDH.

SUBJECT: SUBMISSION OF INSPECTION PROGRAMME FOR THE MONTH OF
SEPTEMBER 2022.

Enclosed please find herewith inspection programme of the officers of Zone-II OSHC Karachi for the month of September 2022 is submitted for approval and signature please.


(ENGR. SIBTAIN MUGHAL)
JOINT DIRECTOR LABOUR (OSHI)
ZONE-II, OSHC KARACHI


 20/10/22

*Inspection programme submitted after due con-
 of time as there will be no repetition of
 authority letters.*


GOVERNMENT OF SINDH
DIRECTORATE GENERAL LABOUR

BLOCK NO-8A,
SINDH SECRETARIAT,
NO.IV-B KARACHI.

DATE: 29/12 2022

NO.DLS/CIF/INSP/2022/ 2214

ENGR. SIBTAIN MUGHAL,
JOINT DIRECTOR LABOUR (OSH),
ZONE-II, KARACHI.

SUBJECT: AUTHORITY LETTER UNDER PROVISIONS OF "THE SINDH OCCUPATIONAL SAFETY AND HEALTH ACT, 2017" AND RULES FRAMED THEREUNDER.

Pursuant to Rule 6 (ii) of the Sindh Factories Rules, 2021 and in view of the certificate bearing No. 5461 dated 28-10-2022, furnished in pursuance of sub-rule-1 of the rule 7 of the Sindh Factories Rules, 2021 by JDL, OSH (ZONE-II), you are hereby authorized to carry out inspection of M/s. AL-RAHIM PACKAGES situated at SITE, Karachi under provisions of The Sindh Occupational Safety & Health Act, 2017 and rules framed there under. 08-11-22

SAY NO TO CORRUPTION

On completion of inspection, the copies of inspection report shall be supplied to the Occupier/Manager of the factory/Commercial/Industrial Establishment by the inspecting Officer as has been provided in the foregoing rules.

You are directed to submit the inspection report duly signed by you in the office of undersigned along with proposed action within seven days of the date of inspection ensuring adherence to the relevant rules referred to above.

(BY) MUHAMMAD SAJJAD HYDER
CHIEF INSPECTOR OF FACTORIES/
DIRECTOR GENERAL LABOUR SINDH.

C.C:-

M/s. AL-RAHIM PACKAGES
Plot No: _____, SITE,
Karachi.



GOVERNMENT OF SINDH
DIRECTORATE GENERAL OF LABOUR

Block No. 86,
Sindh Secretariat No. 4-B
Karachi.

No. DGLS/JDL/HQ/MISC/2023-353

Dated 17-02-2023.

1. The Regional Director Labour, Shops & Establishments Division, Karachi.
2. The Regional Director Labour, West Division, Karachi.
3. The Regional Director Labour, Hyderabad.
4. The Joint Director Labour, East Division, Karachi.
5. The Joint Director Labour, Central Division, Karachi.
6. The Joint Director Labour, South Division, Karachi.
7. The Joint Director Labour, OS & HC, Hyderabad.
8. The Joint Director Labour, OS & HC, Zone, I, Karachi.
9. The Joint Director Labour, OS & HC, Zone, II, Karachi.
10. The Joint Director Labour, Shaheed Benazirabad.
11. The Joint Director Labour, Mirpurkhas.
12. The Joint Director Labour, Sukkur.
13. The Joint Director Labour, Larkana.

SUBJECT: MAINTENANCE OF INTEGRITY AND FAIRNESS DURING INSPECTION.

In the backdrop of frequent complaints regarding ineffective and improper inspections, it has been felt necessarily apt to write to you this piece of advice for bringing about improvement in inspections of shops, commercial and industrial units.

2. When it comes to field force inspection and ensuring compliance with labour laws, the most important thing is to maintain integrity and fairness coupled with in-depth knowledge of the relevant laws that you are tasked with enforcing as without a thorough understanding of the laws & rules that apply, it will be impossible to effectively carryout the assigned duties.

3. Therefore, it is crucial that you familiarize yourselves with the laws & rules in question, so that you ensure they are being followed in both letter & spirit. You should not only be aware of the letter of the laws, but also of any relevant court precedents or other authorities that may be applicable. Besides, you should also be mindful of any amendments or changes that may have been made to the laws that you are responsible for enforcing.

4. Moreover, you must also take the time to study and understand the policies and procedures associated you to assigned role, so that you know exactly what is expected of you and how you should go about following your duties. Doing so will ensure that you are asked to effectively and efficiently enforce the law as it is intended.

5. It is essential that all officials and officers working under your command not only fully aware of the relevant laws but also alive to their respective responsibilities thus it is expedient that this advice is disseminated to all of them for ensuring compliance.

- Scl -
(SYED MUHAMMAD SAJJAD HYDER)
DIRECTOR GENERAL LABOUR, SINDH
KARACHI.

C.C. for information to:-

1. The Secretary Labour & HRD, Govt. of Sindh, Karachi.
2. The PS to the Minister for Labour & HRD, Sindh, Karachi.
3. Master file.

Procedure of Cash Benefits' Payment

Cash Benefits	Ratio/ Period of Payment	Conditions for filing claims
Sickness	In case of general sickness 75% whereas in case of TB or cancer 100% of last pay is given In case of general sickness upto 120 days whereas in case of TB or cancer this compensation is given upto 350 days	(1) B-2 Form from the employer, in it is mentioned that contribution of 30 days has been paid or is due during 6 complete months before last date of having leave and date of sickness. (2) Certificate of Disability (M-1) which is to be submitted in the concerned Pay Office within 7 days of issue by Medical Centre of the institution. (3) In case of sickness the cash benefit is not paid for the first 2 days whereas in case of recurring sickness even payment of first 2 days is also given.
Injury during working hours	100 % of last pay (This compensation is also paid in case of occupational disease) 1) Sickness form out of cancer 2) Have a muscular sprain, laceration/bruise/ bump etc. etc. At the end this compensation is given upto 180 days.	(1) In case of accident during working hours and occupational disease this compensation is paid. (2) From employer B-2 and B-3 Form (Accident Report) which is necessary to be issued within 24 hours after the accident and its attested copy is to be submitted to the concerned Directorate. (3) Certificate of Disability from work (M-1) is to be issued from the institution to the Medical Centre and it is to be submitted in the concerned Pay Office.
Maternity	100% of last wage is given Maximum 12 weeks (6 week before and 6 week after delivery)	(1) B-2 Form in which contribution of 180 days during the period of 12 months before expected date of delivery has been paid or is due. (2) Form B-6 (Certificate of Medical Cases) of the institution in which is mentioned expected date of delivery and it is to be submitted to the concerned Pay Office within 15 days. (3) Form B-30 in which it is attested by the employer that she has not worked. (4) Form M-9 in which actual date of birth is written.
Death Grant	Minimum Rs. 10000/- or maximum equal to cash benefit of sickness for 30 days is paid. Lumpsum payment	Form B-7 is to be submitted by his dependents preferably by his widow within 15 days of death of secured worker and the following necessary documents are to be attached with it. (i) Social Security Card # 5 of the worker (ii) (Computerized) Death Certificate (iii) Burial Expenses (iv) Affidavit in which he takes an oath that he is the only entitled for this help. In this compensation there is no condition of contribution. But claim is to be submitted within 30 days and the following necessary documents are to be attached: (i) Form B-28A, Claim of Matter (ii) Form B-28A, Service Certificate (iii) Social Security Card # 5 & OMC copy (iv) OMC of the husband (v) Computerized Marriage Certificate (Mata Namta) from concerned Union Council (vi) Death Certificate of the husband (computerized and attested)
Cash Benefit	100 % of the last pay is given. This compensation is paid upto 120 days	(1) After the end of the period of payment for injury during working hours or before recovering from injury which is partial, according to the Medical Board if disability is total, then Disbursement of Gratuity is given. (2) In case of injury during working hours documents submitted are sufficient for payment of claim.
Disablement Gratuity	It is given on the nature of disability diagnosed by Medical Board On the recommendation of Medical Board if the stage of disability is upto 20%, then the Disbursement of Gratuity is given lumpsum. On account of the nature of disability diagnosed by Medical Board of the institution which can be 75% of maximum last wages. This amount will be at least Rs. 1000/-	(1) During working hours, after the end of payment period of compensation of the injury or before it is recovered (which is either) pension after disability is given which is decided by Medical Board which determines whether the disability is partial or complete. (2) During working hours all the submitted documents are sufficient for payment of this compensation.
Pension after Disability	On the recommendation of Medical Board if the stage of disability is from 21% to 60%, then pension of "partial disability" is given. If the degree of disability is 61% or above (attested by Medical Board) maximum 75% cost rate of wages. (2) During 5 years after release of pension due to change in stage of disability Medical Board can again and as a result of this pension can be decreased or increased. Moreover, if this pension is continued for 5 years, then pension is payable for the whole life. (4) As per month of the pensioner pension is discontinued.	(1) If a secured worker dies as a result of an accident during working hours, this pension is given to his dependents. These documents for this pension are to be submitted within 15 days to the concerned Directorate. (1) Social Security Card # 5 of secured worker (2) Form B-2 in which contains a certificate showing contribution, pay and the last date of doing work. (3) Form B-3, accident report given by the employer (4) Death Certificate (computerized) (5) Proof of marriage with the concerned person (6) Age certificate of children (computerized) from NADRA (7) Proof from parents that they were under guardianship of concerned secured person and that the deceased has no widow, widower or children.
Survivors' Pension	Share of Pension (1) 1/5, widow or family person whose wife has died (if the widow and more than one, then pension will be equally divided) (2) 1/5, every child under guardianship (but 2/5, if the child is orphaned). Moreover, if the total amount of pension is more than pension of total disability, it will be decreased accordingly. (3) 1/5, under guardian father (if he is alive, otherwise his mother will be entitled of Pension. Only in the case that the deceased has widow has no widower or children. (4) To widow till death, if she has not married again. (5) For boys 23 years and for girls till they get married. (6) Parents will get pension till death.	(1) Payment upto Rs. 500/- - Concerned Directorate (2) Payment upto 5000/- - Commissioner, Small Social Security (3) More than Rs. 5000/- - Governing Body of the Institution Psychologist of concerned institution
Special Financial Help		In addition to above mentioned cash benefits, the institution can give that help to dependents and widows of secured workers and recovery of disability or injured person the help of the secured worker can apply.

Security of Service

under section 76 of Social Security Act 2016 if the secured worker is getting disability or during sickness getting treatment from

PARTICULARS	PERIOD				
	2017-18	2018-19	2019-20	2020-21	2021-22
1. No of Registered Establishments	5559	5655	6290	6290	7207
2. Number of secured workers	81000	90000	100000	110000	120000
3. Number of dependants	486000	540000	600000	660000	720000
NO OF BENEFICIARIES					
1. No of Patients treated (OPD)	405205	409180	389793	380916	395790
2. No of Referral to hospitals & specialists on panel.	53760	45860	43921	44912	44578
3. No of patients referred to Kidney Centre, Hayatabad, Pesh.	36	67	77	75	177
4. No of patients referred to Burn & Trauma Center, Hayatabad, Pesh:	----	-----	-----	-----	156
5. Heart Cases	55	69	61	22	02
5. Cash benefits (No of beneficiaries)	3941	4419	4583	7578	9238
a. Sickness benefits.	2374	2679	2692	6280	5979
b. Injury benefits	840	789	790	258	1728
c. Death grant	11	20	40	40	50
d. Disablement gratuity	07	05	18	02	03
e. Disablement pension	520	610	655	510	850
f. Survivors pension	189	307	370	480	628
g. Maternity benefits	--	09	18	08	Nil



GOVERNMENT OF PAKISTAN
MINISTRY OF OVERSEAS PAKISTANIS AND
HUMAN RESOURCE DEVELOPMENT
WORKERS WELFARE FUND (WWF)



Islamabad, the 17th February, 2023.

No. WWF(Coord) 12(1)/2006

Subject: **GAP ANALYSIS REPORT ON C-176.**

Please refer M/o OP&HRD letter F.No. 6(12)/2018-ILO-II dated 10.02.2023 on the above cited subject and to state that the requisite detail of benefits extended to the mine workers during the year 2021 & 2022 are as under: -

Provinces	Marriage Grant		Death Grant		Scholarships	
	No of Cases	Amount in million	No of Cases	Amount in million	No of Cases	Amount in million
Punjab	312	40.2	16	8.3	617	68.42
KPK	05	0.8	33	16.8	04	0.27
Balochistan	109	21.7	55	2.97	42	3.52
Sindh	After 18 th Constitutional Amendment, promulgated their own Sindh Workers Welfare Fund Act, 2014 and separated from WWF in 2016.					
Total	426	62.7	104	28.07	663	72.21

(AMBREEN TARIQ KHAN)
Deputy Director (G.B/Coord)

Mr. Asim Rasheed,
Research Officer (ILO-II),
M/o Overseas Pakistanis &
Human Resource Development,
Islamabad.

Copy to: -

➤ The Secretary, Workers Welfare Fund, Islamabad.



Building No. 2, Street No. 39, Mauve Area, G-10/4, Islamabad.
Tel: 051-9106326-26. Fax: 051-9106321

Annex V. Human resources and other resources records

Sr.	District	HR Active Strength	Rescue Stations			Ambulances			MB Amb	Fire Vehicles				Rescue Vehicle	Aerial Plat form/ Ladder
			Dis trict	Teh sils	Town	Res cue	PTS	Total		Res cue	Fire Brig.	Water Bow.	Total		
1	Lahore	1360	23	0	0	34	23	57	300	24	0	2	26	8	5
2	Rawalpindi	930	6	5	1	17	15	32	100	13	5	2	20	4	1
3	Faisalabad	804	5	4	2	13	24	37	91	11	2	2	15	3	2
4	Gujranwala	590	4	3	2	15	12	27	98	10	3	2	15	4	1
5	Multan	613	5	5	1	16	19	35	93	9	6	2	17	3	1
6	Bahawalpur	510	2	4	3	15	16	31	50	6	0	1	7	3	0
7	DG Khan	495	2	4	5	10	23	33	56	7	0	1	8	5	1
8	Sargodha	515	3	6	0	22	8	30	49	4	0	1	5	2	0
9	Sahiwal	353	1	1	2	10	7	17	53	4	0	1	5	2	0
10	Attock	232	1	5	1	14	9	23	50	3	5	1	9	1	0
11	Bahawalnagar	290	1	4	1	12	16	28	51	2	3	1	6	1	0
12	Bhakkar	274	1	3	1	10	13	23	50	2	1	1	4	1	0
13	Chakwal	196	1	2	1	9	3	12	50	2	0	1	3	1	0
14	Chiniot	240	1	2	1	11	4	15	50	4	0	1	5	1	0
15	Gujrat	232	1	3	4	11	7	18	50	2	4	1	7	2	0
16	Hafizabad	207	1	1	0	7	4	11	52	2	1	1	4	1	0
17	Jhang	286	1	4	2	9	8	17	53	3	2	1	6	1	0
18	Jhelum	210	1	3	2	10	5	15	50	3	0	1	4	1	0
19	Kasur	341	1	3	4	10	10	20	49	3	1	1	5	2	0
20	Khanewal	368	1	3	3	9	8	17	51	2	3	1	6	3	0
21	Khushab	269	1	3	0	10	7	17	50	2	0	1	3	1	0
22	Layyah	249	1	2	4	5	14	19	50	2	3	1	6	1	0
23	Lodharn	250	1	3	0	4	8	12	45	1	2	1	4	1	0
24	MB Din	214	1	2	1	6	10	16	50	3	3	1	7	1	0
25	Mianwali	225	1	3	4	9	14	23	51	3	0	1	4	1	0
26	Muzffargarh	323	1	2	2	4	15	19	51	4	0	1	5	1	0
27	Nankana	231	1	2	1	7	9	16	51	4	1	1	6	1	0
28	Narowal	195	1	2	1	10	4	14	50	2	1	1	4	1	0
29	Okara	270	1	3	0	8	12	20	55	3	3	1	7	1	0
30	Pakpattan	220	1	1	1	6	8	14	53	2	0	1	3	1	0
31	Rajanpur	219	1	2	1	9	11	20	50	3	2	1	6	2	0
32	RY Khan	373	1	3	6	13	17	30	50	3	4	1	8	4	0
33	Sheikhupura	396	1	4	4	19	7	26	51	2	6	1	9	2	0
34	Sialkot	374	3	3	1	13	5	18	50	7	5	1	13	2	3
35	TT Singh	277	1	3	2	11	6	17	53	2	1	1	4	1	0
36	Vehari	283	1	2	3	5	12	17	50	2	4	1	7	1	0
37	Murree	430	4	1	0	7	6	13	20	4	2	1	7	2	0
38	Talagang	53	1	1	0	4	2	6	0	0	0	0	0	0	0
39	Kot Addu	50	1	0	0	6	0	6	0	0	0	0	0	0	0
40	Wazirabad	33	1	0	0	0	3	3	0	1	0	0	1	0	0
Total	13980	87	107	67	420	404	824	2276	166	73	42	281	73	14	
			261						239						

ADMINISTRATIVE & CONSTRUCTION WING

OBJECT	Description	MLWC PB LAHORE	C.E, LAHORE	Total
1		2	3	4
A221-M	Mines Labour Welfare Commissioner (BS-20)	1	0	1
D100-M	Director Mines Labour Welfare (BS-19)	1	0	1
D100-M	Director (Works) (BS-19)	1	0	1
D590-M	Deputy Director (Finance) (BS-18)	1	0	1
D591-M	Deputy Director (Works) (BS-18)	1	0	1
D592-M	Deputy Mines Labour Welfare Commissioner (BS-18)	1	0	1
A713-M	Assistant Director (Legal) (BS-17)	1	0	1
A012-M	Accounts Officer (BS-17)	1	0	1
A155-M	Assistant Director (Admn) (BS-17)	1	0	1
A0164-M	Assistant Director (Works) (BS-17)	0	1	1
A551-M	Assistant Director (MLW) (BS-17)	1	0	1
A552-M	Assistant Director (B&A) (BS-17)	1	0	1
C189-M	Construction Engineer (BS-17)	0	1	1
A221-M	Assistant Mines Labour Welfare Commissioner (BS-17)	1	0	1
S11-M	Statistical Officer (BS-17)	1	0	1
S282-M	Superintendent (BS-17)	3	0	3
W037-M	Mines Labour Welfare Officer (BS-16)	1	0	1
S679-M	Senior Sub Engineer (BS-16)	0	1	1
A097-M	Assistant (BS-16)	5	1	6
A099-M	Assistant Accounts Officer (BS-16)	1	0	1
S216-M	Stenographer (BS-15)	4	1	5
C174-F	Computer Operator (BS-15)	1	0	1
C174-M	Computer Operator (BS-15)	3	0	3
A334-M	Accountant (BS-15)	4	0	4
SO78-M	Senior Clerk (BS-14)	5	1	6
O098	OSD Post of Senior Clerk (BS-14)	1	0	1
D222-M	Draftsman (BS-14)	0	1	1
A460-M	Auto CAD Operator (BS-14)	0	1	1
S271-M	Sub Engineer (BS-14)	0	3	3
JO19-M	Junior Clerk (BS-11)	4	0	4
C052-M	Cess Inspector (BS-09)	2	0	2
D186-M	Driver (BS-04)	4	1	5
D003-M	Daftari (BS-04)	1	0	1
C112-M	Chowkidar (BS-01)	1	0	1
S059-M	Security Guard (BS-01)	1	0	1
N006-M	Naib Qasid (BS-01)	8	1	9
S311-M	Sanitary Worker (BS-01)	2	0	2
Total: -		64	13	77
Grand Total:-				567

-Sd-

Assistant Director (B&A)
For Mines Labour Welfare Commissioner,
Punjab, Lahore

DIRECTORATE OF LABOUR KHYBER PAKHTUNKHWA PESHAWAR DETAILS OF SANCTIONED, FILLED & VACANT POSTS DATED Feb. 2023						
S No	Nomenclature of the Post	BPS	Sanctioned Strength	Filled Positions	Vacant Positions	Remarks
1	Director Labour	19	1	1	0	-
2	Additional Controller	19	1	1	0	-
3	Chief Inspector of Factories	18	1	1	0	-
4	Deputy Director Labour	18	5	5	0	-
5	Deputy Director Worker Education Wing	18	1	1	0	-
6	Deputy Director Labour Planning	18	1	0	1	Demise of Mr. Farzand Ali
7	Deputy Controller Weights & Measures	18	1	1	0	-
8	OSH Advisor	18	1	1	0	Employed under ADP Scheme "Establishment of Center for Occupational Safety and Health in Khyber Pakhtunkhwa"
9	Account Officer	17	1	1	0	-
10	Assistant Director Labour	17	23	13	10	7 created in NMDs 3 recently promoted
11	Assistant Director Worker Education Wing	17	1	1	0	-
12	Assistant Director Labour Litigation	17	1	1	0	-
13	Inspector of Factories (Technical)	17	2	1	1	Recently promoted on Acting Charge Basis
14	Assistant Controller Weights & Measures	17	1	0	1	Recently promoted
15	System Supervisor	17	1	1	0	-
16	Data Administrator	17	1	0	1	Posts newly created and advertised by KPPSC
17	Planning Officer	17	1	1	0	
18	Research Officer	17	1	1	0	
19	Statistical Officer	17	2	2	0	-
20	Superintendent	17	5	4	1	Due to promotion of Sher Afzal
21	OSH Specialist/Officer	17	7	5	2	Employed under ADP Scheme "Establishment of Center for Occupational Safety and Health in Khyber Pakhtunkhwa"
22	Research Assistant	16	2	1	1	Requisition furnished to KP PSC
23	Social Mobilizer	16	7	0	7	Requisition already furnished to KP PSC

DIRECTORATE OF LABOUR KHYBER PAKHTUNKHWA PESHAWAR DETAILS OF SANCTIONED, FILLED & VACANT POSTS DATED Feb. 2023						
S No	Nomenclature of the Post	BPS	Sanctioned Strength	Filled Positions	Vacant Positions	Remarks
24	Labour Officer (Female)	16	5	0	5	
25	Labour Officer	16	14	7	7	04-Promotion Posts 3-Requisition furnished to KP PSC
26	Inspector Weights & Measures	16	33	17	16	06-Recently advertised by KPPSC, 4 recently promoted 6 newly created
27	Research & Statistical Officer (MWB)	16	1	0	1	Recently promoted
28	Senior Scale Stenographer	16	6	2	4	Recently promoted
29	Office Assistant	16	36	36	0	
30	Computer Operator	16	30	6	24	24- posts Recruitment process is in pipeline with ETEA.
31	Computer Operator	16	2	1	1	Employed under ADP Scheme "Establishment of Center for Occupational Safety and Health in Khyber Pakhtunkhwa"
32	Statistical Investigator	16	1	0	1	Recently promoted
33	Stenographer	14	11	1	10	10- posts Recruitment process is in pipeline with ETEA.
34	Senior Clerk	14	46	46	0	
35	Assistant Labour Officer	12	21	17	4	Requisition already furnished to KP PSC
36	Laboratory Assistant	12	2	0	2	1 recently withdrawn form KPPSC, 1 vacant due to promotion
37	Statistical Assistant	12	1	0	1	01- Recently promoted
38	Junior Clerk	11	69	26	43	31- recruitment process is in pipeline with ETEA. 6- recently promoted, 1 recently resigned. 5 newly created in 2022.
39	Labour Inspector	10	56	23	33	30- recruitment process is in pipeline with ETEA. 1- Resigned, 2- recently promoted
40	Manual Assistant	6	33	16	17	08- recruitment process is in pipeline with ETEA. 7 recently promoted, 2- resigned
41	Driver	6	22	21	1	Retired
42	Driver	6	8	8	0	Employed under ADP Scheme "Establishment of Center for Occupational Safety and Health in Khyber Pakhtunkhwa"
43	Naib Qasid	3	87	87	0	

DIRECTORATE OF LABOUR KHYBER PAKHTUNKHWA PESHAWAR DETAILS OF SANCTIONED, FILLED & VACANT POSTS DATED Feb. 2023						
S No	Nomenclature of the Post	BPS	Sanctioned Strength	Filled Positions	Vacant Positions	Remarks
44	Naib Qasid	3	1	1	0	Employed under ADP Scheme "Establishment of Center for Occupational Safety and Health in Khyber Pakhtunkhwa"
45	Chowkidar	3	52	35	17	01 Court case 16 posts newly created
46	Behishti	3	1	1	0	-
47	Sweeper/Sanitary Workers	3	4	4	0	-
Total			610	398	212	

TOTAL SANCTIONED STRENGTH (B-01 TO B-20)
OF DIRECTORATE GENERAL OF LABOUR WELFARE
BALUCHISTAN FOR THE YEAR, 2019-20.

S.No	Name of Posts	GRADE/ BPS	Total Sanctioned Strength, 202-23
1	2	3	4
1	Director General	B-20	01
2	Joint Director	B-19	05
3	Joint Director (W&M)	B-19	01
4	Chief Admn. Officer	B-18	01
5	Deputy Director	B-18	08
6	Deputy Director (Gender Unit)	B-18	01
7	Senior Research Officer	B-18	01
8	Programme Officer	B-18	01
9	Administrative Officer	B-17	02
10	Assistant Director	B-17	14
11	Assistant Director Child (Gender Unit)	B-17	01
12	Law Officer	B-17	01
13	Occupational Safety Health Officer	B-17	02
14	Provincial Assistant	B-17	01
15	Research Officer	B-17	08
16	Statistical Officer	B-17	05
17	Superintendent	B-17	12
18	Secretary Minimum Wages	B-17	01
19	Accounts Officer	B-17	01
20	Assistant	B-16	16
21	Assistant Accounts Officer	B-16	02
22	Labour Officer	B-16	12
23	Industrial Hygienist	B-16	07

**LIST OF VACANCY POSITION OF OFFICERS/OFFICIALS OF DIRECTORATE GENERAL
LABOUR, SINDH,
AS ON 17.03.2023.**

Sr.No.	Name of the Post	BPS	Total No. of Strength	Working Strength	No. of Vacancies
1	2	3	4	5	6
1.	Director General Labour, Sindh	20	01	01	-
2.	Regional Director Labour	20	03	03	-
3.	Joint Director Labour	19	08	06	02
4.	Joint Director Labour, OS&HC	19	03	02	01
5.	Deputy Director Labour	18	14	03	11
6.	Deputy Director (Technical)	18	03	03	-
7.	Deputy Director (Medical)	18	01	-	01
8.	Law Officer	18	01	01	-
9.	Technical Inspector	17	10	07	03
10.	Medical Inspector	17	06	-	06
11.	Assistant Director Labour	17	28	16	12
12.	Assistant Director Labour (R&S)	17	01	-	01
13.	Assistant Law Officer	17	01	-	01
14.	Research Officer	17	01	-	01
15.	Research Officer	17	02	01	01
16.	Statistical officer	17	14	13	01
17.	Superintendent	17	01	01	-
18.	Data Base Operator	17	01	-	01
19.	Research Officer	16	01	01	-
20.	Statistical Officer	16	02	01	01
21.	Survey Officer	16	50	33	17
22.	Labour Officer	16	25	08	17
23.	Assistant	16	01	-	01
24.	Head Clerk	16	01	-	01
25.	Stenographer	14	33	19	14
26.	Stenographer	14	01	-	01
27.	Assistant-cum-Accountant	14	67	49	18
28.	Senior Clerk	14	53	13	40
29.	Junior Clerk	11	02	-	02
30.	Assistant Labour Officer	11	02	-	02
31.	Labour Inspector	09	82	23	59
32.	Instructor	06	01	-	01
33.	Munshi	05	08	02	06
34.	Driver	05	10	04	06
35.	Dispatch Rider	05	06	03	03
36.	Daftari/Qasid	03	01	-	01
37.	Naib Qasid	02	94	49	45
38.	Farash	02	02	-	02
39.	Chowkidar	02	12	03	09
40.	Sweeper	02	04	02	02
40.	Mali	02	01	01	-
Total:			556	268	288

Annex VI. Pakistani OSH professionals survey

Name	Education	Organization	Role/position	Years of Experience
AAM	Master	QBS Construction	Safety Officer	1 to 3
AS	Graduation	Br.Cat International	Safety Officer	1 to 3
AH	Intermediate	Pioneer Stars	Safety Officer	1 to 3
AQ	Graduation	New Vision Engineering Consultant	HSE Officer	1 to 3
AW	Graduation	Binladin Contracting Group	HSE Engineer	10 to 15
AAH	Intermediate	Spaniel Trading and Contracting Services	Supervisor	4 to 7
AUG	Matric	Descon	HSE Officer	4 to 7
AJS	Graduation	Synergy Packaging	Safety Supervisor	1 to 3
AA	Graduation	Freelance	HSE Officer	1 to 3
AK	Graduation	Unaffiliated	HSE Manager	4 to 7
AA	Intermediate	Pivot Contracting Engineering Pvt. Ltd	HSE Officer	4 to 7
AA	Master	MPCL	HSE Officer	4 to 7
AHC	Graduation	Aljudur Contracting Company	HSE Officer	1 to 3
ARB	Master	KE	Manager	8 to 10
AD	Intermediate	NA	HSE Officer	1 to 3
AH	Graduation	KEO international	HSE Officer	above 15
AK	Intermediate	JPCL Jamshoro	Safety Officer.	1 to 3
AMS	Master	UEPL	Team Lead	above 15
AZ	Intermediate	KN International Architects and Engineering LLC	HSE Officer	4 to 7
AA	Master	Karot Power Company Limited	HSE Manager	10 to 15

Name	Education	Organization	Role/position	Years of Experience
AH	Master	NA	HSE Officer	1 to 3
AS	Intermediate	Timimi	HSE Officer	1 to 3
AS	Graduation	K Electric	HSE Manager	1 to 3
AM	Doctorate	SAA-CIWCE	Team Lead	above 15
EY	Graduation	QD-SBG	Safety Supervisor	10 to 15
AI	Graduation	Standard Arabia Training and Inspection	HSE Manager	8 to 10
AS	Master	BR Cat Group	HSE Trainer	8 to 10
AS	Matric	Freelance	HSE Officer	1 to 3
AN	Master	QCon	Safety Officer	4 to 7
AAH	Intermediate	National Skill University Islamabad	HSE Officer	1 to 3
AH	Graduation	Freelance	Safety Officer	1 to 3
BUZ	Master	BGP	HSE Manager	1 to 3
BU	Graduation	FWO, OGDCL	HSE Manager	1 to 3
BH	Graduation	PATRIND Operation and Maintenance Pvt Ltd	HSE Officer	1 to 3
MH	PhD	Green Environ Sol	Team Lead	1 to 3
MA	Doctorate	University of Gujrat	Team Lead	8 to 10
FA	Master	Asqalan Construction	Safety Supervisor	10 to 15
FI	Intermediate	Alayuni Investment and Contracting Company	HSE Manager	1 to 3
FA	Graduation	Al Jaber LLC	HSE Manager	4 to 7
HU	Master	NA	Safety Officer	1 to 3
HK	Graduation	Lalpir Thermal Power Plant District Muzaffargarh	HSE Engineer	1 to 3

Name	Education	Organization	Role/position	Years of Experience
HWA	Master	Unilever Pakistan Ltd.	Safety Supervisor	1 to 3
HMA	Master	Global Team Decor and Maintenance	HSE Officer	4 to 7
IA	Master	National Skills University	Team Lead	10 to 15
IUK	Master	Alyamama Company for Trading and Contracting	HSE Manager	1 to 3
IH	Graduation	QB-SBG Construction Co.	HSE Manager	above 15
IU	Master	Directorate of Labour Peshawar	OSH Officer	4 to 7
IUR	Graduation	Jazz Telecom	HSE Manager	4 to 7
JI	Graduation	Superior Abu Dhabi Company LLC	HSE Officer	8 to 10
KH	Master	Zephyr Power Limited	HSE Manager	above 15
KN	Master	Safetexk Technologies	Team Lead	10 to 15
KS	Master	Cast Aluminum Industries	HSE Manager	8 to 10
KA	Graduation	Emirates Global Aluminium	Supervisor	4 to 7
LR	Master	K Span General Contracting LLC	Safety Officer	4 to 7
MA	Graduation	NA	HSE Officer	1 to 3
MA	Master	Self-employed	HSE Manager	above 15
MSB	Master	Directorate of Dock Workers Safety	Team Lead	above 15
MJ	Master	Nokia Solutions and Networks	Team Lead	8 to 10
MRS	Graduation	Petroleum Development of Oman	HSE Manager	1 to 3
MAB	Master	IMARAT Group of Companies	HSE Officer	1 to 3

Name	Education	Organization	Role/position	Years of Experience
MA	Master	Health and Safety	Safety Supervisor	4 to 7
MAM	Graduation	NA	Safety Officer	1 to 3
MA	Master	Interloop Limited	HSE Officer	4 to 7
MAH	Master	SUPARCO	HSE Officer	1 to 3
MAA	Graduation	Trojan General Contracting	HSE Engineer	10 to 15
MBA	Graduation	Shabbir Tiles & Ceramics Ltd (House of Habib)	HSE Manager	10 to 15
MB	Master	International Islamic University Islamabad	Safety Officer.	1 to 3
MHK	Graduation	Coats Pakistan	Manager	8 to 10
MI	Graduation	Ejadah Asset Management Group	HSE Manager	above 15
MJY	Graduation	Free lance	HSE Manager	1 to 3
MK	Matric	Green Environ Sol	Safety Officer	1 to 3
MK	Doctorate	National Skills University Islamabad, Pakistan	Team Lead	10 to 15
MN	Graduation	Labour and Welfare Department	Industrial Hygienist	1 to 3
MOH	Intermediate	SRACO	Safety Officer	1 to 3
MRT	Graduation	Pioneer cement company	HSE Supervisor	8 to 10
MSA	Intermediate	Izhar Group	Safety Supervisor	4 to 7
MS	Mphil	Vivid International	Team lead, CEO	above 15
MTK	Master	K Electric Limited	Team Lead	10 to 15
MT	Master	NA	Safety Officer	1 to 3
MTQ	Graduation	Flow Riyadh Metro	HSE Manager	above 15

Name	Education	Organization	Role/position	Years of Experience
MW	Master	International Packaging Ltd.	Team Lead	8 to 10
MM	Graduation	SGS	Safety Officer	1 to 3
NA	PhD	Freelance	Advisor	4 to 7
QAZ	Master	International Industries Limited	Team Lead	above 15
RG	Graduation	Al Saharaa Group	HSE Officer	above 15
SK	Intermediate	NA	Safety Supervisor	1 to 3
SA	Intermediate	Qatar Petroleum	HSE Supervisor	4 to 7
SI	Graduation	Forward Sport Sialkot	HSE Officer	1 to 3
SJ	Intermediate	Senden International Company Pvt Ltd	HSE OFFICER	1 to 3
SA	Master	OSHES	Team Lead	10 to 15
SA	Intermediate	Binladin Contracting Group	Team Lead	8 to 10
SA	Master	University of Gujrat	Safety Officer	1 to 3
SR	Graduation	Changan Autos Islamabad	HSE Officer	1 to 3
SMH	Master	AI Iter	Manager	1 to 3
SS	Graduation	Sindh Engro Coal Mining Company	Team Lead	8 to 10
SA	Master	Hub Power Services Ltd	Safety Officer	10 to 15
SAAN	Graduation	OSH Centre Karachi	Team Lead	above 15
SMB	Graduation	Self-employed	HSE Officer	1 to 3
SR	Graduation	Freelance	HSE Officer	8 to 10
SR	Graduation	Herc Equipment	HSE Manager	8 to 10
TT	Master	National Skills University Islamabad	Industrial Hygienist	1 to 3

Name	Education	Organization	Role/position	Years of Experience
TH	Graduation	Descon Engineering/ UAE (ADNOC)	Safety Officer	4 to 7
UH	Master	NA	HSE Manager	1 to 3
US	Graduation	BGP China National Petroleum Corporation	HSE Officer	1 to 3
UA	Graduation	Hira Industries LLC	HSE Officer	4 to 7
WS	Graduation	Nesma and Partners KSA	HSE Officer	4 to 7
WA	Graduation	Galadari Engineering Works	Safety Officer.	4 to 7
YS	Intermediate	Fauji Cement	Safety Officer	1 to 3
YH	Intermediate	Free lance	HSE Officer	1 to 3
ZJ	Master	Green Environ Sol	HSE Trainer	4 to 7
ZS	Master	University of Gujrat	HSE Trainer	1 to 3
ZA	Graduation	Calik Energy	HSE Manager	above 15
ZUR	Intermediate	Smart Vision Contracting	HSE Engineer	above 15
ZS	Master	M/s Atalanta Inc.	Team Lead	above 15

NA: not available

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