Overview

Labour & Human Resource Department Punjab is established under the Punjab Government Rules of Business, 1974.

Mission Statement

“Promoting the Welfare and Protecting the Rights of Labour Force and Workmen”.

Objectives

The Labour & Human Resource Department is essentially concerned with the:

* Promotion of healthy labour management and Industrial Relations for greater socio-economic progress and development
* Protects the rights of workmen & labour force
* Lays equal stress on their housing, health, safety and protection in order to make them more committed to their work
* Prevention of Child & Bonded Labour keeping in view the national and international standards
* Effective control over weights and measures

Organizations

The Punjab Labour and Human Resource Department, consists of the following Wings:

* Secretariat
* Directorate General of Labour Welfare
* Punjab Employees Social Security Institution
* Punjab Workers Welfare Board
* Minimum Wages Board
* Labour Courts

# History

Labour Force is growing in Pakistan and keeping in view, Government of the Punjab felt the need to create a department that would be solely responsible for workers prosperity through implementation of Labour laws in Punjab. It was further decided that the department shall also promote welfare and protect the rights of labour force and workmen through enforcement of labour laws and Government policies. Resultantly, Labour & Human Resource Department Punjab was formed in 1974.

Functions

Enlisted below are the prime functions of the department:

* Maintenance of industrial peace and harmony in the province of Punjab
* Settlement of industrial disputes through the process of conciliation, arbitration and adjudication
* Coordination with District Labour and Human Resource Boards, dissemination of labour market information and implementation of government policies in this regard
* Adjudication of claims of compensation and cases of non-payment of wages
* Registration and De-registration of Trade Unions/Federations
* Conducting of referendums for determination of Collective Bargaining Agents and supervision of election proceedings of Trade Unions and Federations
* Audit and Scrutiny of the Annual Returns/Funds of Trade Unions and Federations
* Enforcement of labour welfare laws on factories, Transport, Railway, shops, commercial and industrial establishments
* Implementation of Government Policies and programmes for the gradual elimination of child Labour
* Coordination of Government efforts combating the issue of Child Labour and Bonded Labour
* Registration and de-registration of factories, shops and commercial establishments
* Training in various disciplines of Industrial Relation, Administration and Financial Management to the Departmental Functionaries, Trade Unionists & Management Representative at Industrial Relations Institute
* Provision of training, information and advisory services to the industry for improvement of safety, health and working environment of Working Conditions & Environments
* Distribution of Marriage Grants, Talent Scholarships, Funeral Grants, Management and Distribution of Education cess
* Allotments of Plots and estate management of labour colonies
* Promotion of employment opportunities, collection and dissemination of labour market information and assistance to the defense forces by provision of data on skilled personnel

# Attached Organizations

The Punjab Labour and Human Resource Department, consists of the following Wings:

### Secretariat

Secretariat of the Labour & Human Resource Department is a unit comprising of the Secretary, one Additional Secretary and two Deputy Secretaries. The Secretariat deals with:

* Policy matters, guidelines, supervision and monitoring of the Attached Departments (Wings)
* Acts as a conduit between Federal Government and Provincial Government regarding the concerned matters

### Directorate General of Labour Welfare​

#### Aims and Objectives

The main objective of the Directorate General of Labour Welfare is the maintenance of industrial peace and ensuring the welfare of industrial/commercial workforce. This is achieved through implementation of labour laws and extra-legal efforts. Besides, the Directorate General ensures the implementation of Weights and Measures Laws. The Industrial Relations Institute imparts training to the officers of the department, trade union leaders/workers and various cadres of the management. The Centre for the Improvement of Working Conditions & Environment functions for the improvement of safety, health and working environment at the workplaces through training, awareness and advisory services.

#### Main Functions

Enlisted below are the prime functions of the the directorate:

* Maintenance of industrial peace and harmony in the province of Punjab
* Settlement of industrial disputes through the process of conciliation, arbitration and adjudication
* Coordination with District Labour and Human Resource Boards, dissemination of labour market information and implementation of government policies in this regard
* Adjudication of claims of compensation and cases of non-payment of wages
* Registration and De-registration of Trade Unions/Federations
* Conducting of referendums for determination of Collective Bargaining Agents and supervision of election proceedings of Trade Unions and Federations
* Audit and Scrutiny of the Annual Returns/Funds of Trade Unions and Federations
* Enforcement of labour welfare laws on factories, Transport, Railway, shops, commercial and industrial establishments
* Implementation of Government Policies and programmes for the gradual elimination of child Labour
* Coordination of Government efforts combating the issue of Child Labour and Bonded Labour
* Registration and de-registration of factories, shops and commercial establishments
* Enforcement of Weights & Measures laws on Factories Shops, Establishments including Petrol Pumps
* Training in various disciplines of Industrial Relation, Administration and Financial Management to the Departmental Functionaries, Trade Unionists & Management Representative at Industrial Relations Institute
* Provision of training, information and advisory services to the industry for improvement of safety, health and working environment of Working Conditions & Environments
* Distribution of Marriage Grants, Talent Scholarships, Funeral Grants, Management and Distribution of Education cess
* Allotments of Plots and estate management of labour colonies
* Promotion of employment opportunities, collection and dissemination of labour market information and assistance to the defense forces by provision of data on skilled personnel

### Punjab Employees Social Security Institution

The Punjab Employees Social Security Institution (PESSI) is an autonomous body under the administrative control of Labour & Human Resource Department under the Punjab Government Rules of Business, 1974 established through the Provincial Employees Social Security Ordinance, 1965. Provision of health facilities to the workers and their dependents is covered under the Provincial Social Security Laws. The Provincial Employees Social Security Ordinance, 1965 requires the employers to contribute 6% of the wages of their employees (having wages upto Rs. 18,000/-) to the Punjab Employees Social Security Institution.

The detail of Benefits provided by Punjab Social Security is as under:

#### Medical Facilities

The Medical Facilities include comprehensive medical treatment in the Social Security Hospitals and the facilities not available in Social Security Hospitals are arranged through other hospitals at the cost of [Punjab Employees Social Security Institution](http://www.pessi.gop.pk/) (PESSI) wherever those be available. In case, the required facilities are not available within the country, the same are managed abroad to cater to the health requirements of the Secured Persons.

#### Cash Benefits

Enlisted below are the cash benefits:

* Sickness Benefits
* Injury Benefits
* Iddat Benefits
* Maternity Benefits
* Gratuity
* Disablement Pension
* Survivor's Pension
* Artificial Parts
* Funeral Grant
* Financial Assistance
* Free Education of Secured Workers's Children

### Punjab Workers Welfare Board

[Punjab Workers Welfare Board](http://www.pwwb.com.pk/) is a corporate entity established through a notification by the Government of Punjab under the Workers Welfare Fund Ordinance, 1971. It is led by a Board of Directors comprising representatives of the Government, Workers and Employers. The Board provides a holistic package of services to industrial workers, which includes provision of marriage grants, death grants and talent scholarship, establishment and maintenance of Labour Colonies and establishment and operation of Workers Welfare Schools in various districts of Punjab

### Minimum Wages Board

Minimum Wages Board Punjab is a Statutory Body established under the Minimum Wages Ordinance, 1961. It was established on 1st July, 1970 after dissolution of the West Pakistan Minimum Wages Board established in February, 1962, Minimum Wages Board Comprises of a Chairman (Secretary Labour and Human Resource is ex-officio  the Chairman of the Board), a Secretary (BS-18), one Research and Statistical Officer (BS-17).

#### Major Functions

The major functions of the Board are:

* To recommend minimum rates of wages for all classes of workers (skilled and unskilled etc.) in any grade in any particular industry pursuance of the directions given by the Provincial Government under Section 5 of the Ordinance.
* To carry out periodical revision of minimum wages fixed by the Provincial Government for both the above categories of workers due to changes in the economic conditions and cost of living and make suitable recommendations to the Government in this regard. However, such review cannot be made earlier than one year and later than three years from the date of fixation of the relevant rates of minimum wages.

The Minimum Wages Board while formulating its recommendations gives due consideration to the following factors:

* Needs of a worker and his family
* General level of wages in the country
* Cost of living and relative living standards of other social groups
* Level of productivity and of skill of works
* Capacity of the employers to pay wages
* State of National economy
* Variations in the Consumer Price Index

### Labour Courts

As a result of promulgation of Punjab Industrial Relations Act, 2010 (PIRA-2010), Labour Court was established in the Province of Punjab. For this purpose, 11 Labour Courts have been established in the Province keeping in view the number of Industrial Workers. The Labour Courts which are working in Punjab are two at Lahore and one each at Ferozewala. (Sheikhupura), Faisalabad, Sargodha, Rawalpindi, Gujranwala, Bahawalpur, Multan, Sahiwal and D.G.Khan. There are two Appellate Authority over these Labour Courts called Punjab Labour Appellate Tribunal, which is working at Lahore and Multan. The Appellate Tribunal, keeping in view the exigency of work, undertakes the tours of various Divisions.

The District and Sessions Judges and Additional district and Sessions Judges whose services are borrowed from the High Court are appointed as Presiding Officers of these Courts. The individual workers, collective bargaining agents and the employers can invoke the jurisdiction of these courts for the redressed of their grievances. These Courts adjudicate upon the PIRA-2010.