

Report of Workshop
on
Revitalizing Labour Inspection
System in Punjab

August 22-23, 2007

Compiled by: Saeed Awan
Director, Centre for the Improvement of
Working Conditions & Environemtn
Lahore

held by

Pakistan Workers Federation	Labour and Human Resource Department, Government of Punjab	International Labour Organization
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**Programme of Two Days National
Workshop on Labour Inspection**
August 22-23, 2007 Lahore

Day-1

Venue: Hotel Holiday Inn Lahore

**Main
Objectives**

- Re-examine government's prevalent labour inspection system, identify constraints and gaps, and suggest measures for revitalizing the system for Punjab Province in general and for Sialkot in particular.
- Share good practices of other countries, especially those in Asia, on effective Labour Inspection
- Identify and recommend various measures/ methods for strengthening the LI system
- Seek consensus among key stakeholders on additional means that could complement national labour administration system/inspection system.

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Inaugural Session

0900-0930	Registration	
0930-935	Recitation from the Holy Quran	
0935-1000	Inauguration	Remarks by: - Mr. Khurshid Ahmed, General Secretary Pakistan Workers Federation - Mr. Muhammad Ali

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		<p>Gardezi, Secretary Labour Punjab</p> <ul style="list-style-type: none"> - Mr. Gagan Rajbhandari ILO Office Pakistan - Mian Tajammal Hussain Employers Federation of Pakistan - Chief Guest Malik Asif Hayat, Secretary Ministry of Labour, Government of Pakistan
1000-1030	Tea	

Technical Session-I

(International Standards and best practices)

1030-1100	Strategies and best practices for Labour Inspection and Decent Work	Mr. Gerd Albracht, Coordinator, Development of Inspection Systems, ILO SafeWork, Geneva
1100-1130	ILO standards for Labour Inspection	Mr. Malcolm Gifford, Labour Inspection Specialist, ILO SafeWork, Geneva
1130-1200	ILO IPEC experience of workplace monitoring in Pakistan and abroad	Mr. Sujeewa Fonseka, Chief Technical Advisor, ILO Islamabad
1200-1230	IMAC's experience in Workplace monitoring	Mr. Nasir Dogar, Chief Executive, IMAC
1230-1300	Q&A	
1300-1400	Lunch and prayer break	

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Technical Session-II
(Labour Inspection policies and practices in
Pakistan)

1400-1430	Introduction to Labour Inspection Policy of Govt. of Pakistan	Mr. Muhammad Athar, Central Labour Advisor, Ministry of Labour, Islamabad
1430-1515	Introduction to Labour Inspection regime in Punjab and sharing of experiences on its implementation	- Mr. M. Zahoor Awan, Chairman Steering Committee PWF - Mr. Saeed Awan Director CIWCE -Syed Hasnat Javaid, DO Labour Faisalabad - Mr. Javaid Intiaz Director I&C PESSI
1515-1600	Sharing of experiences of Labour Inspection from Sindh, Balochistan, NWFP	-Mr. Zahoor Khan Deputy Director Labour, NWFP - Mr. Abdul Sattar Daudpota, Joint Director Labour Sindh - Mr. Khaliq Dotani, Assistant Director, Labour Balochistan Mr. Dr. A. R. Kamal By delegates from respective provinces
1600-1630	Q&A	
1630-1645	Tea break	

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**Technical Session-III
(Impact of Globalization)**

**Chair: Representative of the Pakistan Workers'
Federation**

1645-1715	Impact of Social Compliances & Buyers Codes of Conduct	--- Dr. A. R. Kamal --- Mr. Haseeb Tahir Baig CEO, QMS 9000
1715-1745	Impact of Foreign Buyers on Trade-Saga case study	Khawaja Zakauddin Sialkot Chambers of Commerce
1745-1800	Q&A	

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Day-2

0900-0930	Recap of proceedings of Day one	Mr. Saeed Awan Director CIWCE
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**Technical Session-IV
(Group Work)**

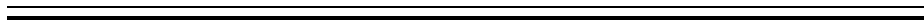
0930-1130	Group work to discuss: a. Strengths and weaknesses of present LI system and proposals for improvement. b. Ways that employers and	
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	workers can support the LI system. c. Role of voluntary inspections/private audits	
1130-1300	Presentations of group work	

Concluding session

1300-1330	Concluding session	Addressed by Rana Muhamamd Qasim Noon, Minsiter for Labour Punjab
1330	Lunch and prayer	



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Remarks by Mr. Muhammad Ali Gardezi,
Secretary Labour and Human Resource Punjab:

I thank the International Labour Organization and Pakistan Workers Federation for organizing this event. This event is part of the workshops and meetings being held as a follow up to the Sialkot Initiative launched as result of deliberations among tripartite stakeholders in Islamabad on 21-22 February, 2007.

The Sialkot Initiative is being launched in the wake of cancellation of import orders of soccer balls by the Nike Inc. USA from Saga Sports (Pvt.) Limited Sialkot, which has endangered the exports of soccer balls and has brought adverse publicity for the country. This episode is also an indicator of the issues of social compliance the industry in general and exports in particular have to face. Labour Inspection is an important instrument

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It is a well known fact that the International Labour Standards provide the backbone for creating social justice and decent work in the society, without which no social or economic progress can be made. A meaningful, vibrant and transparent labour inspection regime is essential for maintaining industrial peace, enhancing productivity and national economic prosperity.

The International Labour Standards cover the whole spectrum of social and economic interactions between workers, employers, government and address such diverse issues as freedom of association, occupational health and safety, forced and bonded Labour, Child Labour, social security, Labour inspection, tripartite consultation, vocational guidance, employment policy, non discrimination, wages, work duration and maternity. The labor inspection is the main tool for attaining compliance with international labour standards and labour laws. It provides a level

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playing field for the employers and workers to workers to make joint efforts for progress of their enterprise.

In Punjab a Labour Inspection regime was introduced in 2003, which has not brought the positive results it was intended to bring about. The Government of Punjab is ready to adopt a forward looking, credible labour inspection regime which should be conducive for employers as well as workers and help the industry in complying with the international standards. A vibrant inspection regime is the only way to ensure social compliance. We are thankful to the ILO experts and look forward to work in the short and long term with them to revitalize the labour inspection in Punjab.

The government of Punjab is ready to allocate resources for a credible inspection mechanism which can in the first phase be launched from Sialkot, because of the imminent nature of challenges faced by the exports from Sialkot. We are ready to work hand in hand with the employers, workers and other social partners.

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This workshop is a unique opportunity for all of us as we are going to hear experts and practitioners about the international and local best practices, national and provincial inspection policies, social compliance issues and there will be extensive deliberations. I hope the workshop will become a launching pad for tangible actions to start a credible labour inspection system.



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**Remarks by Mr. Gagan Rajbhandari,
Senior Analyst, ILO Office Pakistan**

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I would like to appreciate the Pakistan Workers federation the Ministry of Labour, Government of Pakistan and the Department of Labour, Government of Punjab for holding this important workshop on Labour Inspection. At heart, what the ILO is about is what we can do together to strengthen democratic institutions, expand economic opportunity, advance political freedom and promote human dignity. For ILO the primary goal today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity. ILO's Decent Work Agenda sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. ILO is a unique institution. At the ILO, governments, business and workers come together around a table of shared values. We understand that labour standards and work are two sides of the same coin. Without workers, there are no enterprises. Without work, there are no worker rights. So an enabling environment for investment and enterprise creation is an essential part of the ILO equation.

Pakistan has ratified several ILO conventions including Convention 81 on Labour Inspection. ILO is willing to support establishment of an effective labour inspection in the country. The present workshop is being held as a follow up to the

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decisions of the sub committee constituted to oversee the Sialkot Initiative launched by the stakeholders in the wake of problems faced by some businesses in Sialkot due to compliance issues. Strengthening the labour inspection can be one step to overcome the problems faced in compliance with the requirements of the buyers at the same time it will help promote decent work and adherence to the requirements of international labour standards. ILO's experts will share their expertise from all over the world and try to help you evolve an effective labour inspection regime. I wish for the success of this workshop.

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Remarks by Mr. Khurshid Ahmed

General Secretary, Workers Federation of Pakistan

On behalf of the workers of Pakistan I would like to thank Ministry of Labour, ILO and Department of Labour Punjab as well as the employers who have converged here to work out the outlines of an effective labour inspection regime

The major challenge posed to the exports from Pakistan was in 1990s when export of soccer balls from Sialkot was threatened by Western boycott due to the alleged use of child labour. Millions of footballs are exported from Sialkot every year. The stoppage of orders by Western importers caused loss of foreign exchange and unemployment of thousands of workers. In this backdrop the ILO was approached. With the cooperation of Sialkot Chamber of Commerce an ILO the project for Child Labor was started. And in this way the boycott did not take place.

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The immediate challenge faced by the country and the exports from Pakistan is the stoppage of orders by Nike from Saga Sports Sialkot due to non compliance with international standards particularly the labour standards. It caused a number of negative effects. ILO was approached again. ILO has again helped Pakistan and the industry In February 2007, a tripartite conference was held in Islamabad. After a detailed discussion a declaration was announced. It was declared that ILO will help for eradication of Child labor and for introducing system of labor inspection. Meanwhile the Government of Punjab has stopped the labour inspection in the industries. This is not only a violation of ILO Convention 81, but is detrimental to the interests of the workers as well as employers. We would request the government to review its decision and start the labour inspection. This will

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promote industrial peace, help the exports and boost the economic growth.

Pakistan workers Federation has been urging repeatedly to the Government of Pakistan to review the labour inspection system introduced by the Governments of Punjab and Sindh and revive the labour inspection machinery in line with the Constitutional obligations and the Fundamental Rights guaranteed to the workers as well as the international obligations of the country as it has ratified I.L.O Convention No. 81 to enforce Labour Laws through independent labour inspection machinery. They need to amend the provincial industrial policies which prohibit the inspecting officials to visit the industrial enterprises. Even after one year, the inspecting officers are required to give one week's prior Notice to the employer. This restriction allows unscrupulous employers to exploit the workers in general and unorganized in particular without any check by the State and the minimum legal rights provided to the workers are not observed. These rights include:

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- a. Working Hours.
- b. Minimum Wages
- c. Safety and Health.
- d. Security of Service
- e. Payment of obligatory dues etc.

The Federation has further highlighted in its representation with the highest levels of the government that self assessment scheme by the employers has failed as only 5% employers in Lahore District have declared that they fulfill their obligations. The Federation has further urged to the Government:-

- a. The establishment of "Independent Labour Inspection Machinery" not only ensures the rights guaranteed under
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various labour laws, but also helps to raise productivity by saving the workers from hazardous working conditions.

- b. It has also been pointed out that “Independent Labour Inspection Machinery” encourages the employers to fulfill their obligations for “social compliance” which is sine-qua-non for maintaining and raising their exports.

We hope this workshop will be a turning point in launching an effective labour inspection system.

Remarks by Mian Tajamaul Hussian:
Employers Federation of Pakistan ,

I thanks to ILO for extending their cooperation for introduction of Labour Inspection system and eradication of Child labour. Government of Punjab introduced a self-assessment labour inspection system which was appreciated by employers. It is worth mentioning hat the employers are afraid of Labour Inspectors. Because in past the role of Labour Inspectors was not very positive. Many of them demanded palm greasing. So the new Labour Inspectors regime was welcomed. However, present Labour Inspection regime is not monitored at govt. level. It is proposed that to educate the employers percentage of visits of Labour Inspectors must be increased. Now it is zero present.. Employers are much keen for Labour Inspectors system and demand a regime of improvement auditing. We have to work in a friendly atmosphere. No employer wants to exploit the rights of workers. However, there must be a just and comprehensive policy. Webcob is working for the compensation of any type of exploitation.

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Remarks by Chaudhry Talib Nawaz
President Pakistan Workers Federation

I thank the Department of Labour, Government of the Punjab and ILO for arranging this workshop. We are sincere with the ILO conventions and we want to observe them. The feedback of the industrial units of Punjab to the present labour inspection regime is lukewarm. Now the ball is in the court of employers. We should understand that the issue of labour inspection is not only the issue of workers, but is the issue of country's image. This issue has become an urgent one issue demanding the attention of employers. We hope that due attention for the concerned quarters will be given to resolve it.

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Remarks by Malik Asif Hayat
Secretary Ministry of Labour and Manpower,
Government of Pakistan

I would like to thank the Labour Department, Government of the Punjab, Pakistan Workers Federation and ILO for arranging this workshop. This workshop is the part of the series of actions started under the Sialkot Initiative in the wake of cancellation of export orders of soccer balls by Nike from Saga Sports Sialkot. It is aimed at strengthening the labour inspection system in such a way that we may not face a repetition of such episodes again. Government of Pakistan being a party of ILO conventions is sincere to enforce Labour Inspection regime. We have to learn from past experiences and look forward for a better future. We must avoid blame game and must move forth with a positive intention. We have to protect the interest of labour as well as standard and level of export. We need an enforceable, forward looking policy which with compliance at minimum cost by the employers. A lot of hopes are associated with this workshop.

Strategies and Best Practices for Labour Inspection and Decent Work

**Mr. Gerd Albracht, Coordinator, Development of Inspection Systems,
ILO SafeWork, Geneva**

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The main function of the Labour Inspection, is *“to secure the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work”*. Legal provisions relate to: hours, wages, safety, health and welfare, employment of children and young persons and other connected matters. Major challenges are faced these days for an effective labour inspection. These include: fragmentation of work, growth of the informal economy, increasing number of work related accidents, and diseases (6 000 fatalities a day), high number of vulnerable workers (migrant workers, HIV/AIDS, child and forced labour, employment relations, discrimination, lack of resources (often low salaries, no training)

Work kills more people than wars: Out of the total global workforce of 2.8 billion persons, annually there are 2.2 million fatal accidents and diseases:, 270 million work-related accidents and 160 million work-related diseases: Due to accidents/diseases: 4 % global GDP or (\$1,200 billion US) are lost.

ILO Instruments related to labour inspection include C. 81, C. 129 reports and General Survey 2006. ILO is also working on Integrated Labour Inspection System, tripartite audits, and Labour Inspection Training System

Tripartite Labour Inspection Audits can help inform and direct future policy-making and organization. Several success stories to date are listed in the ILO

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General Labour Inspection Survey, ILC 2006. ILO has provided technical cooperation to strengthen the labour inspection system in Bulgaria, Vietnam, Sub-Saharan Africa)

Supply-Chain Initiatives like ILO-Volkswagen-GTZ Project (South Africa, Brazil, and Mexico); is an example of successful private-public partnerships for innovative and result oriented labour inspection. This is new approach to prevention which works by provision of more competent advice during inspections

A functional labour inspection system is vital for employers as it results in higher economic productivity and reduced rates of accidents and absenteeism. Social standards can only be complied if the labour inspection system of the country is functional.

Conclusions

- a. Labour Inspection has a key role to play in promoting Decent Work
- b. An effective Labour Inspection system is an essential component of good governance
- c. Developing countries recognize the increasing importance of Labour Inspection, but need assistance
- d. ILO faces an overwhelming number of requests for technical assistance on Labour Inspection

Recommendations to Develop:

- a. Strategy for integration of LI within Decent Work Country Programme for Pakistan
 - b. Good practice guides, fact sheets, etc
 - c. Policy and training tools to increase effectiveness and efficiency. e.g. Tripartite Audits
 - d. Continue Promotion of Convention Nos 81 and 129
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- e. Discuss resourcing of such work as a component of sustainable poverty reduction and Decent Work strategies
- f. Invite the Office to develop and implement an international strategy for the support of the modernization and reinvigoration of Labour Inspection

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ILO standards for Labour Inspection):

**Mr. Malcolm Gifford, Labour Inspection Specialist, ILO
SafeWork, Geneva**

Labour inspectorates have a key role to play in promoting compliance and they must:

- i. Implement national (international) policies and standards at the enterprise level,
- ii. Give independent advice and information,
- iii. Take formal enforcement action, where necessary, to promote fairness and more of a “level playing field”,
- iv. Report back to their Ministries on working conditions and practices,
- v. Initiate wider OSH programmes and campaigns in partnership with relevant stakeholders.

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Key Conventions on inspection systems for OSH :

- i. The Labour Inspection Convention 1947 (No. 81),
- ii. The Labour Inspection (Agriculture) Convention 1969 (No. 129),
- iii. The Occupational Safety and Health Convention 1981 (No. 155)
- iv. The Promotional Framework for Occupational Safety and Health Convention 2006 (No. 187)
- v. Convention No. 81 ratified by 136 member States to date: one of the most widely ratified of all ILO Conventions.

Functions of Labour Inspection systems under Convention No. 81 – include:

- To secure the enforcement of the legal provisions relating to conditions of work and the protection of
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workerssuch as...provisions relating to hours, wages, safety, health and welfare, the employment of children and young persons,....in so far as such provisions are enforceable »

- To supply technical information and advice...about the most effective means of complying with the law »
- To bring to the notice of the competent authority defects or abuses not specifically covered by the law» (Convention No. 81, Article 3)
- Labour Inspection to be placed under the supervision and control of a central authority
- Cooperate with other Gov't services and public and private institutions engaged in similar activities,
- Collaborate with social partners, especially regarding health and safety, such as with safety committees,
- Staffing: qualifications and training, stability of employment, equal opportunities and appointment of specialists
- Impartiality required (C. 81, Arts.4-9 and15; R.81, Para 4)
- Advice and instruction on labour law to be given, through «lectures, radio talks, posters...and films, explaining measures for preventing industrial accidents and occupational diseases...
- Number of inspectors to be «sufficient to secure the effective discharge of the inspectorate's duties...»
- Suitably equipped office facilities to be provided,
- Transport facilities necessary for the performance of duties. (C.81, Arts. 10-11)
- Inspectors empowered to enter premises freely at any hour, to carry out examinations, to take steps to

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remedy defects and to deal with imminent danger and
to take legal proceedings without warning,

- Adequate penalties to be provided (also for obstruction of inspectors)
- Workplaces to be inspected as often and as thoroughly as necessary (C. 81, Arts. 12-13, 16-18)
- Periodical reports of inspection activities to be provided to the central authority
- Annual reports on inspection services to be published and made available to the ILO (various details) (C. 81, Arts. 20-21, R. 81, Para 9)

Other Labour Inspection Conventions and Recommendations

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The Labour Inspection (Agriculture) Convention 1969 (No. 129) and Recommendation No.133 apply to « agricultural undertakings », namely those engaged in cultivation, animal husbandry, livestock production, horticulture, forestry etc. Similar provisions to Convention and Recommendation 81. Other Conventions and Recommendations apply to mining and transport (R. 82), seafarers (C.178) and to all other workplaces (Protocol to C.81) provides a broad framework for occupational safety and health (OSH), for national policy and legislation and action enterprise levels. Article 9 states that «The enforcement of laws and regulations concerning occupational safety and health and the working environment shall be secured by an adequate and appropriate system of inspection », with adequate penalties for violations. The associated Recommendation (No. 164) states that the inspection system should be guided by Conventions Nos. 81 and 129 The Promotional Framework for Occupational Safety and Health Convention 2006 (No. 187) and its associated Recommendation (No. 197) adopted June 2006, is short and intended to be easy to ratify. It provides a broad framework for national policy, national programmes and national systems for OSH

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ILO IPEC experience of workplace monitoring in Pakistan

Mr. Sujeewa Fonseka, Chief Technical Advisor, ILO, Mr. Taseer Alizai
Project manager ILO-IPEC Carpet Project, Mr. M. Benyameen Project
Manager ILO-IPEC

Child Labour Monitoring is an active tool for stopping child labour. It involves direct observations, repeated regularly: to *identify* child labourers and to determine risks to which they are exposed; to *verify* that they have been removed (or that risks have been managed); and to *track* them to ensure that they have satisfactory alternatives. Information generated through Child Labour Monitoring can be used to document child labour trends in specific sectors or areas.

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Child Labour Monitoring is based on repeated inspections of places where children might be working whether in a factory, field, or home. Because so much child labour is in the agricultural and informal sectors, monitoring cannot be done by the Labour Inspectorate alone: it is virtually impossible for one agency to undertake all of the necessary steps of inspection, assessment, education, referral and verification. It is equally impossible for one agency to reach into every hidden corner of the work world where child labour occurs. To expand the outreach of monitoring and gain access to hidden work, monitoring functions can be delegated to community groups, NGOs or even public authorities. Child Labour Monitoring draws upon existing child information systems, such as schools, social welfare bureaux, or drop-in centres and can also be done in conjunction with the inspectorate through joint monitoring teams.

Main elements of child labour monitoring include:

- **Inspection and observation:** It uses established monitoring procedures, using a common set of tools, and
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designated and/or mandated monitoring teams to identify children in the workplace.

- **Removal/referral:** It immediately withdraws children from hazardous work if they are at serious risk, and refers them to services corresponding to their needs via a network of service providers.
- **Reporting and Verification:** It is a mean to check if they have actually shifted from child labour to school or other suitable alternative, such as skills training.
- **Prevention:** It provides a mean of advocacy, sensitizing employers to children's rights and labour laws, and of sharing information with parents and young workers on work hazards.

How does CLM work?

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- Alliance-building:** It links agencies or groups which have the necessary mandates, competencies and access for monitoring.
- Organization:** It assigns roles in the monitoring process to the agency or group best suited to each task.
- Information flow:** It establishes how information from the local level monitoring will be shared among those who will use this information to help the children.
- Coordination:** It designates a focal point where information about the child workers will be gathered together, analyzed, and reported on.

How is CLM used?

- Schools use the information from workplace monitoring to ensure that the identified children really do enrol.
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- b. Businesses use the information to improve their working conditions, to the benefit of all workers.
- c. Local authorities use the information for sanctioning employers that repeatedly violate child labour laws.
- d. Social welfare agencies use the information to target and assist at-risk families to prevent child labour.
- e. Policy-makers use the information from the local level to chart child labour trends in specific sectors and areas so that they can plan action accordingly.
- f. National governments use the information to report on their progress in implementing ILO Convention No. 138, ILO Convention No. 182 on the worst forms of child labour and the UN Convention on the Rights of the Child.
- g. Consumers use the information to assess whether they will purchase the goods produced in this sector or country.

Child Labour Monitoring Models in Pakistan

The first model was introduced in Soccer Ball Stitching in 1997/98. By incorporating the lessons learnt, modified versions were applied in the Surgical Instrument Manufacturing and Carpet Weaving sectors in 2002 and 2003, respectively. These models were subjected to continuous process of refining under the constant supervision and technical guidance of the ILO-IPEC. They covered various workplaces (vendor shops, stitching centres and home-based sheds) where children have been found working.

Linking Child Labour Monitoring with Labour Inspection

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- CLM is a way to extend the reach of the labour inspection into informal economy;
- Should not be a parallel system to be run by NGOs or mothers' clubs and must be formally connected to the labour inspectorate;
- Should be an essential part of labour inspection without which children, parents and employers are likely to slip back to their previous patterns;
- CLM must be regular, frequent and unpredictable;
- CL monitors must look at both the presence of underage workers, but also working condition and work environment;
- The CL monitors must know what to look for:
 - How to judge age;
 - What conditions put children at risk;
 - What are the signs that a CHILD is under force, stress, violence, malnutrition, sleep deprivation, etc.
- When dealing with child workers, labour inspectors themselves must be aware that there are ADDITIONAL risks to which the children are subjected to (such as psycho-social risk factors). Labour inspectors are not generally trained to detect those risk factors. So, a check list should be provided along with the training;
- In developing a CLM system, the inspectors and CL monitors must be trained as one team. Similarly, they should also work as one team;
- There should be a system to continue the services of CL monitors otherwise the system will break down once the assistance is withdrawn;
- The CLM recording system, reports and check list should be based on;
 - What is absolutely necessary to know; and

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- What is already required for the inspectorate reports.
- The CLM recording/reporting system must feed into and be integrated in the labour inspection system so that the information on child labour becomes known to the Govt. higher levels where decisions and priorities are made.

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Introduction to Labour Inspection Policy of Government of Pakistan

**Mr. Athar, Labour Advisor, Ministry of Labour,
Government of Pakistan**

Pakistan's **Labour Policy 2002** and **labour Protection Policy 2006** provides the framework for the future development of the country's industrial relations and labour protection systems. For effective implementation of labour protection policy, the main concern is a vibrant labour inspection system. Successful labour protection and labour inspection initiatives depend on many factors but foremost is the degree of cooperation between workers and employers.

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The main objectives of Labour Inspection Policy 2006 are:

- Flexible, transparent, fair and innovative approaches to labour inspection.
- Extension of inspection activities in both formal & informal sectors.
- Involvement of private sector in provision of labour inspection services.
- Compliance with labour policies and laws.
- Increased harmony and cooperation between workers and managers.

The Labour Inspection Policy 2006 contributes to the economic and social progress of the nation through institutional arrangements and procedures regarding labour protection policies and laws. The Policy provides a new direction to the approaches on a wide range of labour protection issues. The fundamental purpose of inspection is to improve;

- working conditions.
 - working environment.
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- by securing compliance with labour legislation.

The Labour Inspection Policy 2006 intends to change the approach of labour inspection towards modern from the traditional one. The traditional approach is based on strict enforcement of law, supported by penalties and sanctions. It focuses on the enterprises which have a formal contractual relation between employer and employee. Traditional labour inspection is confined to only those employees having formal contract of employment. It emphasizes on protection and enforcement, with little consideration of issues of prevention and improvement.

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Modern Approach towards labour inspection envisaged in this Policy emphasizes on prevention, protection and improvement. Enforcement is seen as a last resort rather than the first and only means of gaining compliance. It places considerable emphasis on improving the working environment wherever possible. It is concerned with all workers in all work situations, including those employed in small and medium sized enterprises, those engaged in informal economy activities.

Modern labour inspection is concerned with prevention, protection and improvement in three main areas.

- The terms under which workers are employed.
- The conditions under which work takes place with regard to the safety of workers.
- The general environment in which work takes place with regard to heat and ventilation, dust, noise etc.

The Government plans to revitalize and restructure the labour inspection through following initiatives.

- Integrated inspection.
 - Self-inspection and self-reporting.
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- Systems inspection.
- Labour extension.
- Private sector involvement.

Inspection work is to be focused on those enterprises that pose the greatest threat to worker protection. Registration process involves identification of those enterprises liable to inspection and establishing some criteria for determining those work places ‘at risk’ in the sense of failing to reach an acceptable standard of labour protection.

Integrated inspection is aimed at rationalizing the nation’s inspection systems through progressive integration. Integrated inspection operates on the basis of one enterprise-one inspector’ with one **general inspector** undertaking inspection work in all areas.

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Self Inspection means self-responsibility, with managers and workers assuming responsibility for compliance with standards concerning safety and health and working conditions in the workplace. The role of the labour inspector under ‘self-inspection’ is limited to informing, educating, training etc.

Enterprises (with ‘low risk’) are to be selected to participate in a self-inspection approach and will be required to check and report on working conditions and the working environment, using a checklist. After examining these reports, the labour inspectors will decide whether an actual visit to the organization is required or not.

“Systems inspection” is a concept of labour inspection in which the inspector does not check on details but, rather, focuses on the **systems** the enterprise has in place to prevent accidents, protect workers, and improve working conditions. The work of the inspector is no longer concerned with the details of compliance,

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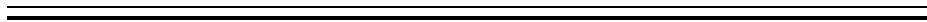
and focuses more on advising management and workers how their systems can be improved and operate more effectively.

The reason for initiating the labour extension is that in Pakistan, the work of labour inspection is largely restricted to formal sector enterprises. Extension work means broadening the coverage of inspection activities to those categories of workers not traditionally covered by national labour laws. These include farmers, domestic workers, self-employed persons, and members of cooperatives.

Private sector has to be engaged in the inspection activities by introduction of accredited agents whereby individuals and companies in the private sector are licensed to undertake some aspects of inspection work including the inspection of boilers, cranes, hoists, other items of specialized equipment, and some aspects of industrial hygiene. Any involvement of the private sector will be consistent with the articles of ILO Convention 81

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This policy will go a long way to benefit the employers and will help improve the working conditions of the workers and protect them from hazardous accidents.



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Workers Perspectives on Labour Inspection

Mr. Zahoor Awan *Chairman Steering Committee, Pakistan Labor
Federation*) :

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After the tragic event of Sialkot the Sialkot initiative has been undertaken, and it was decided that a mechanism for labour inspection must be devised. To handle the issue at home, we had a detailed study of the child labour and found that the adult worker area also much oppressed. We studied 154 establishments and interviewed the workers. It is worth mentioning that only 84 pt of 154 institutions are registered with social security, 14 out of 154 with workers welfare fund. Similar other facilities like basic health, residence, canteen, clinic, fair price shops, pay, wages bonus etc are not available to workers. The workers are also not given appointment letter, which is their basic right. The right of freedom of association is not given to workers. The workers are engaged on temporary basis. A common example is that of luxury hotel in Islamabad where the worker were dislocated to give more financial benefits to the employers and we took stand on it to secure the interest of workers.

We recommend that the interest of workers must be preserved, the capacity of Labour Inspectors must be increased, experiments of other countries like the example of mine inspectors of Japan must be considered to learn more and increase the standard at home.

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Introduction of Labour Inspection Regime in Punjab and sharing of experiences on its implementation

Syed Hasnat Javed, District officer Labour, Faisalabad

The Punjab Industrial Policy 2003 is based on the doctrine of least interference / intrusion by the Government functionaries in the affairs of entrepreneurs. It replaced the system of inspections with a new system based on self declaration by the employers. The inspection form consisting of many long pages containing various requirements of data have been replaced by a two page Proforma (both in English and Urdu) of a declaration required to be furnished by industrial units. Two separate formats of declaration have been prescribed for industrial units. Industrial units have been divided into the following two categories.

- i) Employing 10-49 workers.
- ii) Employing 50 or more workers.

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Industrial units with 10 or more workers are required to fill these forms once a year and send it to the Labour Directorate by the month of July. The declaration is required to be displayed at a prominent place within the premises of the factory with copies thereof sent to Chief Inspector of Factories, Punjab, District Officer Labour and Labour Officer of the area. Labour Department is to carry out inspection in only 5% of the registered units selected through a computerized draw of the forms each year, make public this list and inform these units in advance about the inspection. These units will be inspected in association with District Human Resource Board where private sector is well represented.

Awareness Campaign.

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Tripartite Seminars were conducted in all most all the big cities which were also participated by the Minister for Labour, Punjab and Secretary, Labour & Human Resource Department, Government of the Punjab to create awareness amongst the stake-holders. Chambers of Commerce & Industry were apprised about the Policy with a view to sensitize the employers. Policy was highlighted on media for general notice and knowledge of all the stake-holders. Declaration forms were provided to the Chambers for their delivery to the industrialists. Declaration forms were also dispatched to the registered units individually by the Labour Officers.

Policy in Operation Implementation status

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The Policy was initially acclaimed by the business community as one of the most significant business friendly steps ever taken by the Government. However, it seems that the business community after driving benefits of change in policy just ignored the importance and long lasting impact of revolutionary step of the Government for sustainable developments in the industrial sector. Out of the 8426 registered units in Punjab the number of forms received in Punjab in 2003, 2004, 2005 and 2006 were 196, 63, 03 and 13 respectively Dismal filing of declaration forms shows a general lack of interest on the part of industrialists in sustaining the system and their disinterested behavior towards this policy to make it successful. These declaration forms had been received from the registered factories. None of the unregistered factories had submitted declaration forms as per provisions of the Policy.

Employers' Reservations.

The employers' community besides best efforts of the Department neither submitted declaration forms to the Department nor displayed them on the conspicuous places in the

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factory. They are might be reluctant to make their accounts and information public with a fear to invite the industrial disputes from the respective CBA Union. The reluctance on the part of industrialists to submit declaration forms can be understood as a part of their general attitude to avoid any documentation. Big & prominent employer desires to have an effective and comprehensive monitoring & evaluation system for the verification of standardized social responsibilities.

Workers Point of view.

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Labour leaders feel that in the whole process of formulation of policy they were neither consulted nor taken into confidence. Workers and their organizations feel that under this industrial policy their rights have been fully compromised and jeopardized. They feel it unreasonable to ask the employer if he had committed an offence against the basic rights of workers guaranteed under the labour laws through a declaration form at the end of the year. Non observance of health and safety measures is resulting in accidents. It is also resulting in non enforcement of minimum rates of wages notified by the Government for unskilled and different categories of skilled workers. Labour laws regarding protection of service benefits of the workers are not adhered due to due to lifting the check of the Government on the employers. Violation of labour laws is the violation of human rights as seriously agitated by the Human Rights Organizations, Civil Society and accreditation bodies of International Standards.

There is no right without remedy. Labour laws define rights and liabilities of the stake-holders. Ban on remedy in case of infringement of rights tantamount to refusal of rights.

Department's Point of View Legal Aspects

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Labour Department is an executing agency for the enforcement of labour laws on behalf of the State. The labour laws are mostly Federal legislations and any deviation from the existing provisions of law without making appropriate amendment in the statute is not justified. The labour laws give unconditional powers to the Inspector of Factories to carry out inspection of the factory premises to safe-guard the rights of the workers, to ensure the health and safety measures and precautions taken by the employers. Revocation of powers without amending the substantive law is against the spirit and intention of the legislation to promulgate the relevant labour laws. Government of Pakistan has ratified ILO Convention-81. This policy negates the international commitment of the Government regarding instrumental arrangement for the enforcement of labour laws. Inspection Policy 2003 is inconsistent with the Labour Inspection Policy 2005 and Labour protection policy 2004 of the Federal Government.

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Practical Difficulties

Grievances of the workers particularly brought to the notice of the Department are not being properly redressed. Employer have lukewarm attitude towards complaints of the workers received in the Department. Difficulties are faced in case of conducting spot enquiries in major and minor accidents, compensation and non-payment of wages fixed by the Government. There is trend for not reporting the fatal accidents. Fatal accidents occurred in Faisalabad during the preceding quarter:

- | | |
|--|-----|
| i) United Textile Industries (PVT) Ltd; Faisalabad | 16- |
| 03-2007 | |
| ii) Arzoo Textile Mills, Khurrianwala. | 08- |
| 05-2007 | |
| iii) Sadaqat Textile Mills, Faisalabad | 18- |
| 05-2007 | |
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- iv) Al-Janat Sizing Sargodha Road, Faisalabad. 12-05-2007
- v) Refhan Maize Products Ltd; Faisalabad. 04-08-2007
- vi) Shaheen Dyeing Works, Faisalabad. 07-08-2007

Verification of applications of welfare schemes to ascertain the eligibility/genuineness of the applicant has become a difficult task. The Hon'ble Supreme Court of Pakistan has issued orders regarding inspection and enforcement of labour laws on the brick kilns, which are difficult under the present inspection regime. We have faced a number of difficulties in addressing the freedom of association issues. Some major industrial disputes are lingering due to lack of authority with the inspection officers.

Suggestions.

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- Scope and application of the existing inspection regime may be restricted to the Registered Factories.
 - Inspector of Factories may be permitted to visit the workplaces register able under the Factories Act, 1934.
 - The Department may be allowed to inspect 10% instead of 5% of the registered units required to submit Declaration forms.
 - All industrial units registered under Factories Act, 1934 are required to submit Declaration Forms within the month of July each year under the existing Inspection Regime. The establishments should be facilitated by the District Office Labour for receipt and return of Declaration Forms within two months to the Government. The industrial units in case of failure in submitting forms may be requested in the month of September through trade body or respective Chamber of Commerce & Industry to submit Declaration Form to the Government within a month positively. The non-compliance establishments
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who fail to submit the Declaration Forms deliberately may, however, be inspected and suitable action against the management could be taken by the Inspector of Factories after seeking sanction / permission from the Chief Inspector of Factories, Punjab.

- The computer draw may be held at the Headquarters' Office in presence of the representatives of the stakeholders in the month of October each year. The names of the factories to be inspected under 10 % quota must be made public and communicated to the relevant units in advance. These 10% inspections should also be conducted in association with District Labour & Human Resource Boards in which the employers and workmen both are well represented as per schedule issued by the Head Office. Action against the management will however be taken with prior sanction /permission of the Chief Inspector of Factories, Punjab.
- All the managements of the factories who opt for inspection by the Inspector of Factories in writing because of their internal and external audit or certification may be allowed inspection once a year.
- The Inspector of Factories may be allowed to visit the factory and take cognizance in case of non-cooperation by the employer in the following cases :-
 - a) Major and minor accidents for conducting the spot enquiry into the cause of accident and advice to the management for making health and safety provisions.
 - b) Non-payment of claims of compensation and non-payment of minimum wages fixed by the Government
 - c) Lay-off, Lock-out and strike.
 - d) Verification of stability of building, fitness of machinery and medical care.

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- e) Verification of applications and claims of workers for payment of Death Grant, Marriage Grant, Scholarship and applications for Allotment of plots/ quarters etc.
- f) Inspection under the orders of the competent court / Government.

Policy may be reviewed in the light of Labour Inspection Policy 2006 and Labour Protection Policy-2006 of the Federal Government.

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**Experience of implementing social security scheme
under the Labour Inspection regime introduced through
Industrial Policy 2003**

The Punjab Employees Social Security Institution (PESSI) was established under the *West Pakistan Social Security Ordinance 1965 (X of 1965)*. Its main functions are provision of medical care, disbursement of cash benefits and collection of social security contribution.

PESSI Medical Care Setup

1	Main Hospitals	08
2	Mini Hospital	06
3	Total Number of Medical Centres	40
4	Total number of Social Security Dispensaries	133
5	Total number of Emergency Centres	88
	GRAND TOTAL	275

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Vital Statistics

1.	<i>No of secured workers</i>	<i>6,31,000</i>
2.	<i>No of dependants of secured workers</i>	<i>37,86,600</i>
3.	<i>Registered Establishments</i>	<i>36,440</i>

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All Industrial / Commercial Establishments having employment level of at least 5 employees in whole of the Punjab Province are covered under the social security scheme. Employees drawing salary / wages upto Rs. 5000 per month or Rs. 200 per day are to be secured. Prior to the introduction of Punjab Industrial Policy, 2003, social security contribution was payable @ 7% of wages of secured workers drawing pay up to Rs. 5,000/- per month or Rs. 200/- per day, by the establishments. After the introduction of the aforesaid Industrial Policy, where the strength of workers is 5 to 50, such contribution is payable by the employers, w.e.f. 01.07.2003, as per following Slab System while units employing more than 50 workers still remit contribution @ 7% of the wages :-

<i>Employment level</i>	<i>Amount of social security contribution</i>
5-10	Rs. 10,000/- per annum.
11-20	Rs. 25,000/- per annum.
21-50	Rs. 50,000/- per annum.

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Under the Policy three years exemption has been given from inspection to notified establishments, making payment of Social Security Contribution in accordance with the above Slab System. Due to Non-Interaction of Field Officers with the Employers, contribution arrears have gone up considerably. A number of Employers have misused the concession of "Slab System" and have reduced their strength of workers for payment of social security contribution which has resulted reduction in income of the Institution from smaller units. There is poor response from smaller units for their registration under Social Security Scheme, due to which workers employed in such units are being deprived of the facilities admissible under the said Scheme.

Proposals

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- Under Section 22 of Social Security Ordinance 1965, Officials of the Institution, duly authorized by the competent authority enjoy powers to check the record of the registered establishments for the purpose of ascertaining as to whether the provisions of the Ordinance are being complied with or otherwise. Through the Punjab Industrial Policy, 2003, in order to create a non intrusive and friendly atmosphere, these powers are not being exercised by the concerned staff. This has resulted significant decrease in income and the Institution has been left at the mercy of Employers in term of payment of S.S. Contribution. *PESSI Proposes to restore the mechanism of inspection of record of big units once a year. Similarly 20% of smaller units where strength of workers ranges from 21-50, may be checked once a year after proper balloting on the analogy of Income Tax Department*

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- In order to realize the contribution arrears :-
 - Field Officers may be allowed to interact personally with the stakeholders;
 - The existing provisions of Section 67 of Social Security Ordinance 1965 may be restored which deal with the prosecution of defaulter employers ;
 - Similarly provisions of Sections 81 and 82 of the Land Revenue Act may be restored to effect recovery from defaulter employers.
 - Field Formations may be allowed to complete registration of sizable establishments / units (employing 5 or more workers) compulsorily which is at present optional on the part of Owners.
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An examination of Labour Inspection in Pakistan

Dr. A R. Kamal *former Chairman Pakistan Institute of development
Economics.*

Why Labour Inspection

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The demand and supply of labour determines the wage rates and therefore it is suggested that there should be no intervention in the labour market. It is also suggested that the wage rates and working conditions are simultaneously determined and there is not need of labour inspection This may be true in case there are competitive factor markets and there are labour shortages However, when the producer is a monopolist or oligopolist and the wage markets are segmented there is hardly any possibility that market would ensure equilibrium wage rate and optimum working conditions The producers sometimes believe that the labour inspectorate system is an obstacle in the way of improvement in productivity. They employ contract workers in the hope of reducing the cost of production and improving the productivity levels. But it results in lower quality and hardly any learning by doing. More importantly competitiveness is also linked to issues of labour protection, decent work conditions and wage rates If the importing countries perceive that there are no labour protection exports may suffer

The trade unions and the governments to ensure decent wage rates and living conditions. This calls for labour inspection High wage rates and better living conditions may motivate the workers and the productivity levels are higher Labour protection is not an impediment to growth rate of GDP, exports, industry or the firm Labour inspection is a means towards well-being of the society

Labour Inspection and Institution Development

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The entrepreneurs resist labour inspection and suggest that labour inspectorates are nuisance and the department should be disbanded . The workers feel if the inspectorate system is disbanded the minimum protection they enjoy would also be lost The inspectorate department feels that the system should continue the way inspectorate its is working

Reforming the Labour Inspectorate Intuitions

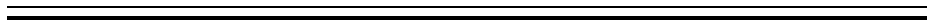
We must recognize that the labour inspection institutions have lagged behind the times. There is need for devising a system that meets simultaneously expectations of the workers that the system would eliminate exploitation by ensuring the optimal wage rates, better living conditions, safety of the workers and social security and producers do not feel threatened form the inspectorate system that it will be a hindrance to productivity levels. It must ensure cordial relationships between inspectors, producers and workers

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Labour Inspection Policy 2006 refers to specific aspects of labour protection including:

- Child and bonded labour
- Contract and seasonal workers
- Home based workers
- Workers in the agriculture sector
- Workers in informal sector
- Workers disadvantaged as a result of privatization

However, it does not refer to minimum wage rates and unemployment insurance



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Developing new Institutions

Labour inspectorates are to be revitalized and restructured. Institutions should be transparent, fair and impartial. Inspection should be extended to the informal sector as well. There should be increased harmony and cooperation between worker and managers in enterprises to avoid conflicts.



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Impact of Foreign Buyers on Trade-Saga case study

Khawaja Zakauddin, Sialkot Chamber of Commerce and Industry

The soccer ball manufacturers in Sialkot participated in the program of Child Labour elimination. Two independent institutions, Independent Monitoring Association for Child Labour (IMAC) and Child and Social Development Organization (CSDO) have been established. The industry has taxed itself to address the issue of Child Labour through a two pronged strategy: a. Monitoring and Prevention, b. Social Protection and rehabilitation

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We appreciate the efforts, financial assistance and moral support of all the stakeholders of Atlanta Agreement. After the termination of agreement with Nike, Saga has to terminate a large number of workers and employees. On the behalf of Industry I would like to assure that the industry very much likes to address the social compliance issues in the best possible manner because we consider our labour as an asset and would go to the maximum for giving them facilities and benefits.

However, the industry feels itself incapacitated to address the social compliance issues without financial support of the government of Pakistan, international agencies, international brands and other buyers. The buyers are not showing willingness to support the suppliers by sharing the cost increase for complying with social compliance costs.

In this workshop we have to discuss and formulate line of action for strengthen the labour inspection as part of eh Sialkot Initiative 2007 to monitor the compliance of the industry on

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labour rights. For new program a strategy in the interest of industry and workers should be adopted. In this regard we suggest that: The WFSGI, FIFA, Brands (Nike, Adidas etc), IMAC and CSDO should also be included in the Tripartite DWCP Sub-Committee to manage the matters related to Sialkot Initiative 2007.

We are seeking government intervention to provide Social Security Schemes and Old Age Benefit to the piece rate workers. We are also expecting an active support and collaboration of the brands and other international buyers especially government of Pakistan. Regarding strengthening of govt. labour inspection (Priority No.2 of the Sialkot Initiative 2007), the industry has no objection and the govt. is considering improvement of the legislation on this matter. We suggest that all 100 percent inspection be carried out in the enterprises not submitting their declaration forms. Also the inspection should be made improvement oriented and facilitating instead of punitive in its contents and nature.

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Comments from the representatives of other Provinces:

1. Mr. Zahoor Khan, DD Labour, NWFP:

1. Policy adopted by Punjab will be followed in NWFP.
2. Child Labour can be eradicated by observing law.
3. All laws regarding labour, and standard must be observed .

2. Mr. A S Daoudpota, Sindh:

1. The system enforced in Sindh is different but the results are same.
2. The factories employers don't pay the due right to their workers.
3. Whenever, it was pointed out about any factory, visiting that factory was impossible.
4. Employers don't want compliance, they couldn't be brought to the book. He is powerful segment of society.

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3. Mr. Abdul Khaiq, Balochistan:

1. In Balochistan there are only 4 labour courts for 29 districts. Furthermore, the sources of communication are meager.
 2. There is no labour department structure in Balochistan at district level. Total number of LIs in Balochistan is 78. and activities are focused on Coastal industrial clusters.
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Group Discussions:

The participants were randomly distributed into 4 groups. Each group had representation of workers, employers and government functionaries. All the groups were asked to take into account the global and local experiences, best practices, ILO conventions and the experience of implementing the inspection regime in Punjab as well as the newly introduced Labour Inspection Policy of the Government of Pakistan and indicate strengths and weaknesses in the present system and suggest an outline for future action by all stakeholders including the government as well as other concerned stakeholders. ,

Group I:

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1. Inspection should be in conformity with ILO Conventions, without any prior notice or intimation
 2. Independent tripartite monitoring system must be introduced.
 3. Technically sound, well trained and skilful inspectors are essential for a vibrant inspection regime.
 4. capacity building and training of inspectors in collaboration with ILO with frequent refresher courses.
 5. One window operation- Labour related levies' unification
 6. High reward for inspectors to keep them motivated and minimize corruption
 7. Transparent and fool proof inspection mechanism
 8. Informal sector eg vending industry for which ILO conventions exist should be ratified by the govt. and be brought into inspection loop.
 9. Best performing employers must be rewarded with some certificates, tax concession etc.
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10. An independent monitoring authority should report to different departments for action.
11. Ladies inspector must be inducted in the inspection machinery

Group II:

Strengths:

1. Investment friendly
2. Stoppage of Gov. interference
3. Increase in Investment
4. Job creation
5. Confidence Building between govt. Ad factory owners

Weaknesses

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1. Cold response from employers
2. No legal power to prosecute defaulters
3. No mechanism for success of system
4. Workers rights are affected
5. deficient reporting of accidents.
6. Ineffective working of Human Resource Board

Outline for future action

1. number of inspectors should be increased. Female inspectors are more important.
 2. inspectors should be fully qualified with the latest training especially health and safety.
 3. Inspectors must be empowered to enter any premises any time
 4. they must be empowered to verify the registration documents.
 5. defaulters to be prosecuted.
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6. stress on inspection of health safety with decent work.
7. consultants could be engaged.
8. ILO tripartite audit could be introduced
9. Foreign training with visit abroad is recommended.

Group III:

Strengths:

1. Non Intrusive
2. Relief for Employer

Weaknesses:

1. Non-Surprising
2. Labour Inspectors cannot be devolved.
3. Not in harmony with already existing laws.
4. Policy is formulated without tripartite consultation
5. No-Popular
6. Health and safety needs are not addressed
7. Effective implementation support is not available

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Way Forward:

1. Allocate adequate resources. At least Rs. 50,000/- pm pay f LIS.
 2. LIs should be gender balanced, IT equipped, trained and with vehicles.
 3. LIs must have categoriesd academic qualification for relevant fields.
 4. LIs access must be assureds.
 5. Declaration must be compulsory. Gap should be published.
 6. National standards at generic and specific level should be formed.
 7. Govt. functions be carried out by govt.
 8. ILO technical assistance be sough.
 9. Professional approach must e adopted.
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10. Department must be allowed to intervene in industrial accident.
11. Voluntary inspection must be permitted.
12. Action on court orders must be ensured.

Group IV:

1. All the workers should be registered. The employers have no objection
2. The dishonest offices should be discouraged.
3. Inspector's status should be elevated.
4. They must be trained in inspection field.
5. A mechanism should be introduced whereby offices should be involved in inspection system.
6. Tripartite system of inspection should be introduced.
7. One window system of collection may be introduced.
8. Punjab Industrial Policy has miserably failed. It may be abolished.
9. We want to pay all the levies to the govt. according to our export figures.
10. Priority should be given to implementation of labour laws.
11. ILO and others should be involved for technical assistance to train the labour inspectors.
12. Female inspectors should be recruited at least on the ratio of 10% for redressal of gender issues.
13. Access to all economic sectors should be allowed in the shape of group including trade union, representative of workers, employers.
14. Sole inspectors visits may be discouraged
15. Labor Laws should be made applicable forthwith.

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**Concluding remarks of Rana Muhammad Qasim
Noon Minister for Labour and Human Resource
Punjab**

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It is an honour for me to address the concluding session of this gathering of key stakeholders from workers, industry, government, civil society and other sectors who have spent their time and energies to deliberate on revitalizing the labour inspection in Punjab. I am thankful to the International Labour Organization and Pakistan Workers Federation for organizing this event. For two days, you have heard the remarkable presentations by national as well as international experts on various dimensions of the labour inspection system, best practices in other countries and have worked in groups to formulate strategies to revitalize the labour inspection system in the country especially in Punjab. As you have heard in this workshop labour inspection is an important tool for ensuring workers' safety and health, compliance with international labour standards and national labour protection laws, ensuring level playing field for all the employers and protecting the rights of vulnerable workers.

According to ILO's estimates:

- Every year, more than 2.2 million people die of work-related accidents and diseases.
 - More than 270 million workers suffer serious non-fatal injuries at work every year
 - Over 160 million workers suffer from short or long term illness from work-related causes.
 - The total costs of such accidents and ill health have been estimated by the ILO to amount to approximately four per cent of the world's gross domestic product, an amount that
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An effective vibrant, result oriented Labour inspection is vital to the national economic development as it enhances productivity, reduces the burden of work related injuries, diseases and accidents and creates a harmonious industrial relations environment.

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We should also keep in mind that the globalization pressures are redefining the roles of inspection machinery. They have to work more as monitors and provide helping hands to the workers and employers rather than applying the laws rigidly. The labour inspection system should be transparent, vibrant and modern in its outlook. I am glad that highly useful and workable proposals have been formulated during this workshop, which will help us re-mould the labour inspection system in Punjab. We are ready to work on urgent basis on launching an effective labour inspection system in Punjab. We are looking forward to the technical expertise of ILO in view of its global experience to help us formulate an action plan based on the deliberations and recommendations of this workshop. The government of Punjab is ready to allocate resources for capacity enhancement of the present inspection machinery, bringing in technical expertise within the inspectorate, making special efforts for the protection of the rights of vulnerable workers like females and child and bonded labour, reorienting the inspection towards improvement rather than policing, making inspection transparent and improvement oriented and joining hands with the private sector to undertake some of the critical functions.

In the end I thank once again for the excellent arrangements made by the Pakistan Workers Federation for this workshop. I also thank the ILO, Federal Ministry of Labour and the labour departments from other 3 provinces who made highly valuable technical inputs during the workshop.

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**Two Days National Workshop on
Labour Inspection**

August 22-23, 2007, Lahore

List of Participants

S. #	Name of Participants
1	Mr. Malcolm Gifford, Labour Inspection Specialist, ILO Safe Work, Geneva
2	Mr. Gerd Albracht, Coordinator, Development of Inspection Systems, ILO Safe Work, Geneva
3	Mr. Sujeewa Fonseka, Chief Technical Advisor, ILO Islamabad
4	Dr. Tauqeer Shah, Advisor on Bonded Labour ILO
5	Mr. Gagan Rajbhandari, Programme Analyst ILO, Pakistan
6	Mr. Mian M. Benyameen Senior Programme Officer ILO Office Islamabad
7	Mr. Taseer Alizai, Project Manager ILO Lahore
8	Malik Asif Hayat, Federal Secretary, Labour, Manpower and Overseas Pakistanis
9	Mr. Muhammad Athar , Central Labour Advisor Ministry of Labour and Manpower Govt. of Pakistan
10	Mr. Abdul Fateh Ujjan, Section Officer Ministry of Labour and Manpower Govt. of Pakistan
11	Muhammad Ali Gardezi Secretary Labour & Human Resources, Punjab
12	Mr. Hamid Yaqoob Sheikh

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	Additional Secretary Labour Punjab
13	Mr. Amjad Ali, Deputy Secretary, L & HRD, Punjab
14	Mr. Asim Zaheer Deputy Director (Planning) Labour Department Punjab
15	Mr. Amjad Ali Section Officer, L & HRD, Punjab
16	Mr. Muhammad Aslam Hayat Director Labour Punjab
17	Mr. Saeed Ahmad Awan, Director, Centre for Improvement of Working Condition & Environment, Lahore
18	Mr. Syed Hasnat Javed District Officer Labour, Faisalabad
19	Mr. Muhammad Shoaib Khan District Officer Labour, Gujarat
20	Mr. Nasrullah Chaudhary, District Officer Labour, Lahore
21	Mr. Muhammad Aslam Javed, Joint District/ Controller (W & M), Punjab, Lahore
22	Mr. Syed Sakhawat Ali Joint District (Headquarters) Punjab, Lahore
23	Mr. Sahibzada Anfal Ahmed Director General PESSI Lahore
24	Mr. Imtiaz Javeed Director (I& C) PESSI Lahore
25	Rana Muhammad Hanif Mr. Mudassar Rasool, Deputy Director Computer PESSI Director (Inspection) PESSI Lahore
26	Mr. Nawaz Gondal, Deputy Director City PESSI Lahore
27	Capt. Hashim Raza Zadi, Chairman Sindh Social Security Karachi
28	Mr. Abdul Sattar Daudpota, Joint Director Labour Head Quarter Sindh Karachi

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29	Mr. Muhammad Zahoor Khan Directorate of Labour NWFP 081-9211543 Peshawar
30	Mr. Khaliq Dotani, Assistant Director, Labour Department Quetta Balochistan
31	Mr. Fashi Karim Siddiqui Employers Federation of Pakistan Karachi
32	Mr. Tahir Javeed Malik Director, Teel Electronics (PVT) Limited Lahore
33	Mr. M. H. Quereshi General Manager (HR) Syed Bhais Limited Lahore
34	Mr. Iftikhar Mahmood Randhawa Chairman, WEBCOP, Punjab Lahore
35	Mr. Imtiaz Khawaja Director, Linear Pak Gilatine, Muridke Lahore
36	Khawaja Zakaullah Director Capital Sports Sialkot Chamber of Commerce and Industry Sialkot
37	Shaiekh Muhammad Younus RATRA CSDO, President Sialkot Chamber of Commerce and Industry Sialkot
38	Mr. Ghanzafanar Ali Shabbir Ali Trading Company Sialkot Chamber of Commerce and Industry Sialkot
39	Mr. Asad Bajwa Talent Sports Sialkot Chamber of Commerce and Industry Sialkot
40	Mr. Ijaz Ahmed / Sarfaraz Butt Project Manager Child & Social Development Organisation Sialkot
41	Mr. Nasir Dogar, Chief Executive Officer Independent Monitoring Association for Child Labour (IMAC) Sialkot
42	Mr. Talib Nawaz

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	President, Pakistan Workers Federation Lahore
43	Mr. Khurshid Ahmed General Secretary PWF Lahore
44	Mr. Muhammad Ahmed Chairman PWF Karachi
45	Mr. Muhammad Zahoor Awan Chairman Steering Committee PWF Rawalpindi / Islamabad
46	Raja Khalique Ahmed Khan Chairman Social & Economic Committee PWF Islamabad
47	Mr. Khalil Ur Rehman Chairman Legal & Dispute Settlement Committee PWF Karachi
48	Mr. Abdul Ghafoor Baloch Member Steering Committee PWF Karachi
49	Mr. Abdul Latif Nizamani Deputy General Secretary PWF Hayderabad
50	Mr. Jhan Zaib Khan Member Steering Committee, Peshawar, Bannu
51	Mr. Muhammad Ramzan Achakzai Deputy General Secretary Quetta
52	Ch. Nasim Iqbal Vice President PWF Lahore
53	Mr. Osama Tariq Deputy General Secretary PWF Lahore
54	Mr. Tanveer Ahmed Deputy General Secretary Karachi
55	Mr. Ejazul Haque Siddiqui Finance Secretary PWF Karachi

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56	Mr. Sardar Rehmat Ullah General Secretary SAGA Workers Union, Sialkot
57	Mr. Asif Khan SAGA Workers Union, Sialkot
58	Dr. A. R. Kamal Economist
59	Ms. Anbreen Sajid Middle Manager, Labour & Human REC, Dept Lahore
60	Ms. Shaheen Attiq-ur Rehman Bunyad Foundation Lahore
61	Ms. Zahida Akhtar Pakistan Workers Federation
62	Ms. Salma Yasmin Pakistan Workers Federation
63	Ms. Saima Kazmi Pakistan Workers Federation
64	Ms. Mussarrat Siddique Pakistan Workers Federation
65	Mr. Javeed Haider Pakistan Workers Federation
66	Mr. Rana Khalid Pakistan Workers Federation
67	Mr. Saeed ul Hassan Pakistan Workers Federation
68	Mr. Haji Abdul Lateef Pakistan Workers Federation
69	Malik Muhammad Ashraf Pakistan Workers Federation
70	Mr. Hassan Munir Bhatti Pakistan Workers Federation
71	Mr. Muhammad Ali Hassan (UNIDO) United Nations Industrial Development Organisation

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	Lahore.
72	Mr. Ali Asghar (UNIDO) United Nations Industrial Development Organisation Lahore.
73	Mr. Aleem Pervaiz, Director Legal Punjab Employees Social Security Institution Lahore
74	Mr. Ammar Faisal Al Assad General Manager TALON Sports Sialkot
75	Mr. Afzal Ahmed, Director Social Development Council Lahore
76	Khawaja Qasim Mehmood Managing Director, DUA Textile (PVT) Limited Lahore
	27 Observers