



Occupational Safety and Health Situation in Sindh 2014-15





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Foreword from the Secretary, Labour and Human Resource Department, Sindh

Compliance with the International Labour Standards (ILS) and corporate social responsibility like ensuring occupational safety and health at the workplace has become a major focus of the Labour and Human Resources Department, Government of the Sindh.

The Labour and Human Resources Department has taken up the issue of Occupational Safety and Health through its pro-active role and taken a number of measures to improve the situation. The Sub-ordinate field echelons have been issued detailed instructions in pursuance of Chapter-III the Sindh Factories Act, 2015 to be very thorough in their inspections especially regarding occupational safety and health. A check list has been prepared by the department in order to facilitate the employers, workers and the inspectors as a “ready reckoner” to discharge their moral and legal responsibilities, effectively.

In view of the importance of the matter, the Labour and HR Department, Government of Sindh has signed a Joint Action Plan along with Employers Federation of Pakistan, and Pakistan Workers Federation, for promoting work place safety and health in the province of Sindh, ILO Country Office Islamabad is also its co-signatory. Under this JAP 22 different steps have been proposed, that includes formation of Occupational Safety and Health Policy for the Province, enactment of separate OSH legislation, establishment of provincial safety and Health Council, training of Enforcement machinery, strengthening of existing facilities for OSH in the Directorate of Labour Sindh, creation of information centre on OSH and other such steps. Quite a considerable progress have been made in this regard. OSH policy has been approved by the Chief Minister Sindh, bill on Sindh Occupational Safety and Health Act is on the agenda of Provincial Cabinet subsequently it will be introduced in the Provincial Assembly. The Provincial Government has been announced 11th September of every year as Safety and Health Day, this exhibits the commitment on the part of Government for improving the working conditions in the industries in the province.

Pakistan has recently been granted GSP status and eight out of twenty seven core conventions and GSP status are directly related to labour rights and social standard.

I take this opportunity to acknowledge the commendable efforts of all those concerned who put in their hard work and extended cooperation in bringing this comprehensive report on OSH, I hope this

will serve as guideline for the industry and provide useful information to students and researchers on OSH.

Let us join hands with national international communities in eliminating the menace of health and safety hazards by all means and with full zeal and zest, May ALLAH help us.

A handwritten signature in black ink, consisting of a large, stylized 'S' shape followed by a horizontal line that tapers to the right.

Secretary
Labour & HR Department,
Government of the Sindh

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Abbreviations

L&HRD	Labour and Human Resources Department
ILO	International Labour Organization
ILS	International Labour Standards
OSH	Occupational Safety and Health
PBS	Pakistan Bureau of Statistics

Introduction

It is a well-known fact that healthy workers are productive workers. Since workers spend a substantial portion of their time daily in their workplace, whether it is on a farm, in an office or a factory, the working environment provided to them has a direct effect on their level of productivity. However, every day workers all over the world are faced with a variety of safety and health hazards, with workers in developing countries particularly vulnerable to hazards which include exposure to dusts, gases, toxic substances, noise, vibration and extreme temperatures. Over 313 million workers suffer non-fatal occupational injuries each year, which represents an average of 860,000 people being injured on the job on a daily basis. Every single day, 6,400 people die from an occupational accident or disease, amounting to 2.3 million deaths each year.

Estimates by ILO indicate that around four per cent of global GDP, equivalent to an astounding US\$2.8 trillion, is drained off annually by costs related to lost working time, interruptions in production, treatment of occupational injuries and diseases, rehabilitation and compensation. Thus, work-related accidents and diseases can be placed in the high-burden category of all global health related problems.

Global Perspectives on Occupational Safety and Health

The ILO Constitution lays down the principle that workers should be protected from sickness, disease and injury arising from their employment. With a view to protecting workers from all work related injuries and diseases, the ILO has adopted more than 40 standards specifically dealing with occupational safety and health (OSH), as well as over 40 Codes of Practice. Nearly half of ILO instruments deal directly or indirectly with occupational safety and health issues.

Fundamental principles of Occupational Safety and Health

- Occupational Safety and Health Convention, 1981 (No. 155)
The convention provides for the adoption of a coherent national occupational safety and health policy, as well as action to be taken by governments and within enterprises to promote occupational safety and health and to improve working conditions. The Protocol calls for the establishment and the periodic review of requirements and procedures for the recording and notification of occupational accidents and diseases, and for the publication of related annual statistics.
- Occupational Health Services Convention, 1985 (No. 161)
This convention provides for the establishment of enterprise-level occupational health services which are entrusted with essentially preventive functions and are responsible for advising the employer, the workers and their representatives in the enterprise on maintaining

- a safe and healthy working environment.
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
This Convention aims at promoting a preventative safety and health culture and progressively achieving a safe and healthy working environment. It requires countries to develop, in consultation with the most representative organizations of employers and workers, a national policy, national system, and national program on occupational safety and health.

Health and safety in particular branches of economic activity

In addition to the fundamental principle and guidelines for OSH laid down in the above three ILO conventions, the ILO also has in place a number of conventions dealing with specific sectors or branches of economic activity, where the workers are a greater risk of health and safety related hazards. These include the following:

- The Hygiene (Commerce and Offices) Convention, 1964 (No. 120) deals with the health and welfare of workers employed in trading establishments, and establishments, institutions and administrative services in which workers are mainly engaged in office work and other related services through elementary hygiene measures responding to the requirements of welfare at the workplace.
- The Safety and Health in Construction Convention, 1988 (No. 167) provides for detailed technical preventive and protective measures keeping in view the specific risks to workers engaged in this sector. These measures relate to safety of workplaces, machines and equipment used, work at heights and work executed in compressed air.
- The Safety and Health in Mines Convention, 1995 (No. 176) regulates the various aspects of safety and health characteristic for work in mines, including inspection, special working devices, and special protective equipment of workers. It also prescribes requirements relating to mine rescue.
- The Safety and Health in Agriculture Convention, 2001 (No. 184) lays down guidelines for preventing accidents and injury to health arising out of, linked with, or occurring in the course of agricultural and forestry work. The Convention includes measures relating to machinery safety and ergonomics, handling and transport of materials, sound management of chemicals, animal handling, protection against biological risks, and welfare and accommodation facilities.

Protection against specific risks

- The Radiation Protection Convention, 1960 (No. 115) lays down basic requirements to protect workers against the risks associated with exposure to ionizing radiations. Protective measures to be taken include the limitation of workers' exposure to ionizing radiations to the lowest practicable level following the technical knowledge available at the time, avoiding any

- unnecessary exposure, as well as the monitoring of the workplace and of the workers' health.
- The Occupational Cancer Convention, 1974 (No. 139) aims at the establishment of a mechanism for the creation of a policy to prevent the risks of occupational cancer caused by exposure, generally over a prolonged period, to chemical and physical agents of various types present in the workplace.
- The Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) provides for a working environment free from any hazards due to air pollution, noise or vibration.
- The Asbestos Convention, 1986 (No. 162) focuses on preventing harmful effects of exposure to asbestos on the health of workers by indicating reasonable and practicable methods and techniques of reducing occupational exposure to asbestos to a minimum.
- The Chemicals Convention, 1990 (No. 170) provides for the adoption and implementation of a coherent policy on safety in the use of chemicals at work, which includes the production, the handling, the storage, and the transport of chemicals as well as the disposal and treatment of waste chemicals, the release of chemicals resulting from work activities, and the maintenance, repair and cleaning of equipment and containers of chemicals.

Ratification of OSH Conventions by Pakistan

The ILOs Conventions and International Labour Standards (ILS) aim at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. Pakistan has ratified 36 ILO Conventions, including all eight core Conventions, 33 of these are in force whilst three Conventions have been denounced¹. The core labour standards relate to fundamental human rights to be observed at the work place and cover various socio-economic aspects of employment. Pakistan has so far not ratified any of the fundamental conventions related to OSH as discussed above. However, many OSH related concerns are addressed in the existing labour laws and regulations in force in the country.

The 18th Constitutional Amendment passed by the national parliament in 2010 has substantially changed the roles and responsibilities of the federal and provincial governments, with several functions previously being performed by the federal government being devolved to the provinces. The devolved functions under the abolished Concurrent List include the social sector encompassing education, women development, health, population and social welfare as well as labour administration. In the post 18th Amendment period, labour has become a provincial subject, with the responsibility of legislating as well as administering labour laws falling upon the provincial governments.

Provisions related to labour in the abolished Concurrent List, which are now provincial subjects include:

¹http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103166

- i. Welfare of labour, conditions of labour, provident funds, employer's liability and worker's compensation, health insurance including invalidity pensions, and old age pensions.
- ii. Trade unions and industrial and labour disputes.
- iii. The setting up and carrying on of labour exchanges, employment information bureaus and training establishments.
- iv. Regulation of labour and safety in mines, factories and oil fields.
- v. Unemployment insurance.

These provisions are now, all dealt with by the provincial Departments of Labour (DOLs). At the federal level, responsibility for reporting on Pakistan's progress on the application of international conventions/labour standards to the ILOs Committee of Experts on the Application of Conventions and Recommendations now rests with the Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD)².

Legal Framework on OSH in Sindh

Post devolution, the Government of Sindh has mainly adopted the existing federal labour laws and is also working on bringing amendments in these laws as well as enacting new labour legislation. The Sindh Labour and Human Resources Department had promulgated the Sindh Industrial Relations Act in 2013. During 2014, the Government of Sindh has enacted following provincial labour laws:

- 1 Sindh Industrial Relation Act 2013
- 2 Sindh Minimum Wages Act 2015
- 3 Sindh Factories Act 2015
- 4 Sindh Shops And Establishments Act 2015.
- 5 Sindh Terms Of Employment (Standing Orders) Act 2015.
- 6 Sindh Companies Profits (Workers' Participation) Act 2015.
- 7 Sindh Employees' Social Security Act 2015
- 8 Sindh Workers' Compensation Act 2015
- 9 Sindh Bonded Labour (Abolition) Act 2015

Salient features of new labour laws

New Laws are gender sensitive, an anti- discrimination clause is added to each new proposed Law in accordance with ILO requirement viz:

“No discrimination shall be made on the basis of sex, religion, political affiliation, sect, colour, caste, creed, ethnic background in considering and disposing of issues relating to the enforcement of this Act.”

In all proposed Laws the cognizance has been changed from that of the Judicial Magistrate to the Presiding Officer Labour Courts who is a session judge.

²MoOPHRD is also responsible for the regulation and management of labour migration from Pakistan.

Scope of Maternity Benefits Ordinance provisions are being made applicable to all factories.
New Laws unify the definitions of worker and establishment in following terms;

Sindh Factories Act 2015

No occupier of a factory shall be allowed to start manufacturing process unless he has obtained factory registration certificate from the Directorate of Labour.

The new Sindh Factories Act 2015, does not allow a child below the age of 14 years to work in a factory in any case.

The new Law restricts the employment of contractual labour in manufacturing process.

Sindh Shops and Establishments Act, 2015.

The head of account has been changed with reference to province of Sindh.

Earlier registration fees were from two rupees to twenty rupees. The same has been enhanced to the tune of two hundred rupees to one thousand.

Penalties enhanced.

Sindh Minimum Wages Act, 2015

The Laws relating to the minimum wages i.e. the minimum Wages for Unskilled Workers Ordinance 1969, Minimum Wages Ordinance 1961, Cost of Living Allowance, and Sindh Employees Special

Allowance have been merged in the Sindh Minimum Wages Act 2015

Sindh Payment of Wages Act, 2015

All wages shall be paid to the employed persons in current currency through crossed cheque or through bank transfer of any Scheduled Banks or commercial Banks along with pay slip showing the details.

Notwithstanding anything contained in any other law for the time being in force, the dues of workers in case of closure, insolvency, winding up and liquidation, shall be recovered from the amount of proceedings of such closure insolvency, winding up and liquidation.

Earlier there was no compensation to worker for delayed wages, new proposed Law extends compensation up to ten times as it is for deducted wages.

Sindh Terms of Employment(Standing Orders) Act 2015

The law has been renamed as; "Sindh Terms of Employment Act 2015"

Applicability of the Law has been reduced from twenty (20) workers to ten (10) workers.

Applicability of the schemes of gratuity and group insurance has been reduced from fifty (50) workers to that of twenty(20) workers.

In classification of workers in Order 1 of the schedule the classification of contract worker is defined as;

"a contract worker means a workman who works on contract basis for a specific period of remuneration to be calculated on piece rate basis."

The new definition will be, "a contract worker means a workman who works on contract basis for a specific period of remuneration to be calculated on piece rate basis but does not mean third party employment.

The Sindh Labour and Human Resources Department has also prepared a comprehensive law on Occupational Safety and Health (OSH) which was supported by the ILO in line with the Joint Action Plan for 'Promoting Workplace Safety and Health in Sindh'. The ILO also provided technical support to the Department in preparing an OSH Policy for the Province, after a detailed tripartite consultative process

Presently, there is no independent legislation on occupational safety and health issues in Pakistan or Sindh. The main law, which governs these issues, is Chapter 3 of Factories Act, 1934. Under this Act, the province of Sindh has devised Sindh Factories Rules, 1975 to operationalize the OSH provisions laid down in the Factories Act. The Hazardous Occupations Rules, 1963 under the authority of Factories Act is another relevant legislation. These rules not only specify some hazardous occupations but also authorize the Chief Inspector of Factories to declare any other process as hazardous as they deem fit.

Chapter 3 of the Sindh Factories Act 2015 lays down general as well as specific provisions on health and safety at the workplace. In Sindh, the requirements under Chapter 3 are enforced through Sindh Factories Rules 1975 and the labour inspectors have discretion in defining the rules. The various aspects of workplace related health and safety issues comprehensively covered under Chapter 3 are outlined below:

- Cleanliness
- Disposal of wastes and effluents
- Ventilation and temperature

- Dust and fume
- Artificial humidification.
- Overcrowding
- Lighting
- Drinking water
- Latrines and urinals
- Spittoons
- Precautions against contagious or infectious disease
- Compulsory vaccination and inoculation
- Power to make rules for the provision of canteens
- Welfare officer
- Precautions in case of fire
- Fencing of machinery
- Work on or near machinery in motion
- Employment of young persons on dangerous machines
- Striking gear and devices for cutting off power
- Self-acting machines
- Casing of new machinery
- Prohibition of employment of women and children near cotton openers
- Cranes and other lifting machinery
- Hoists and lifts
- Revolving machinery
- Pressure plant
- Floors, stairs and means of access
- Pits, sumps, opening in floors, etc.
- Excessive weights
- Protection of eyes
- Power to require specifications of defective parts or tests of stability
- Safety of building, machinery and manufacturing process
- Precautions against dangerous fumes
- Explosive or inflammable dust, gas, etc.
- Notice of certain accidents

Besides the Sindh factories Act 2015, other laws governing different aspects of occupational safety and health in Sindh include the following:

- Mines Act, 1923,
- Sindh Shops and Establishment Act 2015,
- Dock Laborers Act, 1934,
- Sindh Employees Social Security Act 2015,
- Sindh Employees' Old-age Benefits Act, 2015
- Sindh Workers' Compensation Act 2015

■ Boilers and Pressure Vessels Ordinance, 2002

Chapter 5 of the Mines Act 1923 provides for various health and safety arrangements for mine workers. The Pakistan Dock Laborers Act 1934 lays down safety measures to be adopted for dockworkers. OSH related issues of workers engaged in shops and other commercial establishments come within the ambit of the Sindh Shops and Establishment Act 201. Under all these laws, the relevant inspectors have the right to enter any workplace, at all reasonable times, and make such examination of that place or of any prescribed record, register and other document maintained therein and do all such things as he/ she considers necessary for the purpose of that law. Employers are obliged to report occupational accidents (Section 33N of the Factories Act and Section 20 of the Mines Act). The monthly reporting format of labour inspectors of Sindh Labour and Human Resources Department for classification of work related accidents under the Sindh factories Act 2015 is given in Annex A. Information on the numbers of inspections carried out under different labour laws in Sindh during the period January – December 2015 is presented in Annex B.

The Sindh Employees Social Security Ordinance, 1965 is applicable to the workers, including contractors' employees of industrial, commercial and other establishments notified by the Government of Sindh. The law provides for Disablement Pension/ injury benefit to secured workers for whom at least 90 days of contributions have been paid in the last six months. The law also provides for medical care during the injury period. This includes general medical care, specialist care, medicines, hospitalization and investigative tests. After the death of the secured worker due to an employment injury, a survivors' pensions is payable to each of the dependents, subject to the maximum of the rate of total/permanent disablement pension which would have been payable to the secured/deceased person. The survivor pension is payable on the death of a secured person and terminates on the death of a survivor

The Workers Compensation Act, 1923 makes an employer liable for compensation to a worker if the injury is caused due to an accident "arising out of and in the course of his employment". This law makes it mandatory for an employer to compensate his employees in case of permanent and total disablement of a worker as a result of the injury or to pay compensation to his heirs in case of his/her death. The Workmen Compensation Act 1923, is applicable to all types of establishments (industrial or commercial) in the private sector, mines, railways and road transport services employing 10 or more workers. All employees, irrespective of their monthly wages, are covered by the Workmen Compensation Act.

The law also provides for certain exceptions. The employer has no liability for injuries if the worker was drunk at the time of total or partial disablement; if the worker willfully disobeyed the orders or safety rules and if he willfully disregarded the safety guard or other device provided for the safety of workers. In case of death or permanent and total disablement of a worker as a result of the injury, the employer has to pay the dependents of that employee a sum of Rs. 2000,000. Information on cases

processed under Workmen's Compensation Act 1923 during the year 2015 is available in Annex D.

Special Provisions relating to working Women and Children/ Adolescents

Pakistan has ratified the following two ILO conventions relating to the special treatment for women and adolescents in the occupational safety and health context.

- C45 Underground Work (Women) Convention, 1935
- C89 Night Work (Women) Convention (Revised), 1948
- C90 Night Work of Young Persons (Industry) Convention (Revised), 1948

Article 2 of the C45 stipulates that no women should be employed in underground work in any mine. In accordance with the provision of this convention, article 23-C (1) of Mines Act prohibits the employment of women in any underground mine.

Young workers, below the age of 17 years also can't be employed in any part of a mine unless they present a certificate of fitness on a prescribed form by a qualified medical practitioner (section 26-A of Mines Act).

Similarly for safety reasons under Convention C89 and C90, the provincial labour laws also limit the employment of women and adolescents at night. Section 45 of Factories Act limits the employment of women up to only 7 p.m. (or if employer arranges for pick and drop and with employees 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 Factories Act also prohibits employment of children and women in any part of the factory for pressing cotton in which a cotton-opener is at work (section 32). Section 33-M authorizes the provincial government to make rules prohibiting the employment of children (above the age of fourteen) to any specified class of factories or to any specified parts thereof. It also allows a factories inspector, if it appears to him that children can't be legally employed in a part of the factory or in a factory, he may serve on the factory manager an order to prevent such admission.

Section 28 of the Factories Act also requires that no young person (child or adolescent) shall operate a machine until he has received sufficient training for operating it and is under adequate supervision by some other person with thorough knowledge and experience of operating the machine. Moreover, these requirements should also be met before employing young persons on machines that are notified as dangerous by Provincial governments.

Regulatory Framework for OSH in Sindh: Latest Development

On 11th September 2012 a factory fire in Karachi trapped and killed more than 250 workers and rendered more than 1200 workers as injured and jobless resulting in the largest 'Industrial Disaster' in the history of Pakistan. In response to this catastrophe, the Department of Labour, Government of Sindh in collaboration with ILO, Employers Federation of Pakistan (EFP), and Pakistan Workers Federation (PWF) developed a "Joint Action Plan" (JAP) on safety and health. One critical action item on this JAP was to develop a provincial policy on Occupational Safety and Health (OSH), which is reviewed below along with other legislative developments for ensuring better regulation of workplace.

Some recent developments in improving the state of occupational safety and health in Sindh are outlined below:

Occupational Safety and Health Policy

In pursuance of this objective, the Department of Labour has developed a comprehensive Policy on Occupational Safety and Health for Sindh, which is awaiting the Chief Minister's approval. The Policy has been developed through extensive tripartite consultations throughout the province involving workers, employers, government, civil society and experts. The Policy is based on the five Core Principles of:

- i. Universal Coverage: OSH legislation must cover employers, workers and others in all sectors of the economy and in all forms of employment relationships. This includes the formal as well as the informal sectors of the economy.
- ii. Articulation of Core Rights and Duties: The core rights & duties of employers, workers & others as well as powers of the enforcing authorities must be clearly spelt out in legislation. These include all the fundamental rights enshrined in the Constitution of Pakistan & the ILO Conventions, Recommendations & Standards without any discrimination on the basis of gender, race, caste, creed, class, religion, etc.
- iii. Prioritization of Prevention: The promotion of a culture of focusing on preventive strategies must be encouraged rather than a reactive and compensatory framework. The fundamental tenet underlying this principle is a risk-based approach towards recognizing all reasonably foreseeable occupational hazards at the workplace and taking all reasonably practicable preventive measures.
- iv. Appropriate and Fair Compensation and Rehabilitation Benefits: These should be defined as fundamental and enforceable rights, with the mechanism for claiming of compensation and rehabilitation benefits be clearly elaborated, it should be made simple and practical for both the employers as well as for the employees.
- v. Collective Responsibility and Ownership of all Stakeholders: All stake holders must assume joint ownership for the health and safety of the workers & the workplace with a realization that this is a shared goal & responsibility.

In order to properly implement these five core principles, the government will address the following three key areas:

- i. Formulation, implementation, monitoring, evaluation & periodical revision of provincial OSH program in consultation with social partners & other concerned authorities & adopt an OSH Management System approach & Structure to define the essential responsibilities & duties of employers, employees & enforcing authorities;
- ii. Effective Labour Inspection and Enforcement System and Machinery to ensure effective inspections and enforcement mechanisms are available to monitor implementation to ensure compliance with legal requirements.
- iii. Injury / Accident Compensation & Rehabilitation Systems & Mechanism to ensure just & expeditious settlement of any claims & compensations to the suffering or aggrieved party by simplifying the process & revamping & reinforcing the judicial system.

This OSH Policy will provide the Government of Sindh direction and guidance to formulate the OSH Laws and its effective implementation/ enforcement by all stakeholders to achieve the objectives.

Sindh Occupational Safety and Health Act 2015

In order to provide a comprehensive framework for regulating occupational safety and health in Sindh, the Sindh Occupational Safety and Health Act 2015 has been prepared recently, which is pending approval of the Cabinet. The law has been formulated through extensive tripartite consultations throughout the province involving workers, employers, government, civil society and experts. The Act defines and fixes responsibilities of employers, workers and government with respect to OSH related matters. The law extends the scope of applicability of OSH laws from any establishment/ factory employing 10 or more workers to those even employing one person.

The Act also establishes a Provincial Health and Safety Council. the Council is mandated to advice the Government on all matters relating to the implementation of this Act which may be referred to the Council and to review legislation relating to occupational safety and health, once in the period of five years including regulations framed under this Act, and to recommend to the Government the enactment of legislation or the approval of regulations to amend, repeal, expand or clarify existing legislations. The Council would be chaired by Secretary Labour and would comprise of five members each from the Departments of Labour, Health, Industry, Mines and Environment; four members to represent employers, four members to represent workers; four professionals, as may be considers appropriate by Government at least one of whom shall be a women and three members from civil society, as the Government may consider appropriate at least one of whom shall be a woman.

The OSH Act also covers many other occupational hazards which have not been previously defined in Factories Act 1934, such as noise pollution. The Act also enhances fines and penalties applicable on establishments that violate OSH laws. The law also aims to strengthen the labour inspection system to ensure better compliance and in this regard prescribes higher qualifications for Health and Safety Inspectors.

Sindh Worker Compensation Act 2015

The Sindh Worker Compensation Act 2015 is being promulgated to regulate the payment by certain classes of employers to their workers or their legal heirs of compensation for injury or death by accident. This Act repeals the earlier Workmen Compensation Act, 1923 and Employers' Liability Act, 1938, in their application to the Province of the Sindh. The Act gives an all-encompassing definition of workers covered under this law in its Schedule II. The Schedule III of the Act gives a list of 112 occupational diseases against which employers would be made liable to make payment to their workers. These include a broad range of diseases caused by chemical agents, by physical agents and biological agents and infectious or parasitic diseases. In addition, the Government may, after giving, by notification in the official Gazette, add any description of occupational disease specified in Schedule-III. Schedule IV of the Act lays down the compensation payable by the employer in case of death of worker, total disablement and in case of temporary disablement.

OSH Survey by Sindh Bureau of Statistics

The Sindh Bureau of Statistics in collaboration with the Labour and Human Resources Department is conducting Survey of Establishments and Factories 2015-16 across the province of Sindh, which would be completed by end June 2016. The Survey would cover details of all establishments in the province, their registration and ownership status, number of workers employed, hours worked and wages paid to them. In addition, the Survey also has a separate module on occupational injuries and workplace safety, which would provide information on types of occupational injuries/ disease, number of workers injured, whether medical professionals were consulted and the main causes of injuries/ disease. The results of the Survey would help the Labour and Human Resources Department in assessing the incidence of occupational injuries/ disease and design appropriate policies and programs to improve workplace safety in the province.

Occupational Safety and Health Situation in Sindh

Sindh is the second largest province of Pakistan in terms of population size, with its population of 46.81 million representing 24 percent of Pakistan's population in 2014-15 (Table 1). The provincial capital Karachi – the country's largest port city, is the financial capital of the country. Sindh has the highest concentration of urban population at 49 percent as compared to an overall country average of 32.5 percent, making it the most urbanized province in the country³. Sindh's contribution to the national GDP is estimated at around 33 percent. Sindh's rural economy, excluding the metropolis of Karachi comprises of a well-developed agricultural base supported by an effective irrigation network on the Indus River.

The working age population of Sindh, defined as individuals aged 10 years and above, stood at 33.31 million in 2014-15. Urban Sindh was home to marginally higher proportion of the working age population at 17.31 million (52.2 percent) compared to rural areas of Sindh at 16 million (47.7 percent). The labor force or the economically active population of the province of Sindh was 14.31 million in 2014-15, with rural areas being home to a higher number of economically active population at 7.82 million (54.6 percent) in comparison to 6.48 million (45.2 percent) in urban areas. The gender segregation shows that only 2.11 million females were part of the provincial labor force as compared to 12.19 million males.

Table 1: Population and labour force (millions)

	2014-15
Population	46.81
Urban	22.80
Rural	24.00
Population 10+	33.32
Male	17.62
Female	15.69
Urban	17.31
Rural	16.00
Labour force 10+	14.31
Male	12.19
Female	2.11
Urban	6.48
Rural	7.82

Source: PBS, Pakistan Labor Force Survey 2014-15

²MoOPHRD is also responsible for the regulation and management of labour migration from Pakistan.

The labour force participation rate (LFPR), defined as the ratio of the economically active population to the working age population indicates the potential supply of labour in any economy. The analysis of the labour force participation rate in Sindh presented in Table 2 shows that 43 per cent of the population aged 10 years and above was economically active during 2014-15. The LFPR of Sindh is below the national average for Pakistan by 2 percentage points. Labor force participation is observed to be higher across rural Sindh as compared to urban Sindh (48.90 percent vs. 37.46 percent, respectively). The gender segregation of the LFPR shows that female participation rates were five times less than the male participation rates (13.50 percent vs. 69.19 percent).

Table 2: Labour Force Participation Rate (%)	
	2014-15
Both Sexes (10+)	42.96
Males	69.19
Females	13.50
Urban (10+)	
Both Sexes (10+)	37.46
Males	66.10
Females	6.18
Rural (10+)	
Both Sexes (10+)	48.90
Males	72.45
Females	21.67
National-Both Sexes (10+)	45.22
Males	67.78
Females	22.02
Urban	38.66
Rural	49.01

Source: PBS, Pakistan Labour Force Survey 2014-15

The unemployment rate indicates the proportion of the labour force that is out of work, is available for work and actively seeking employment opportunities. Table 3 presents the unemployment rates in Sindh during the year 2014-15. The table shows that the unemployment rate for the labour force aged 10 years and above in Sindh at 4.7 percent was below the national average for Pakistan. The unemployment rate in the urban areas of the province was almost three times higher than that prevailing in rural Sindh. Similarly, the gender disaggregation shows that the unemployment rate for females was three times than that of their male counterparts at close to 11 percent.

Table 3: Unemployment rate (%)	
	2014-15
Both Sexes (10+)	4.66
Males	3.57
Females	10.92
Urban (10+)	
Both Sexes	7.31
Males	5.48
Females	28.69
Rural (10+)	
Both Sexes	2.46
Males	1.74
Females	5.27
National (10+)	
Both Sexes	5.94
Males	4.98
Females	8.97
Urban	7.98
Rural	5.01

Source: PBS, Pakistan Labour Force Survey 2014-15

Occupational Safety and Health Situation in Sindh

This section presents findings on the state of occupation injury and disease in the province of Sindh drawing on data from the Pakistan Labour Force Survey (LFS). Table 4 showing the overall incidence of occupational injuries/ diseases in the province indicates that approximately 5 percent of all employed work force 10 years and above had suffered from an occupational injury/disease during 2014-15. The gender segregation shows that that the incidence of occupational injury/ disease was higher among male workers compared to their female counterparts (5.24 percent vs. 3.02 percent).

Table 4: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries / disease by area, sex	
Status of injuries/diseases	2014-15
Sindh	4.93
Male	5.24
Female	3.02
Urban	2.28
Male	2.36
Female	1.07
Rural	7.02
Male	7.90
Female	3.48

Source: PBS, Pakistan Labour Force Survey 2014-15

The percentage distribution of employed who received occupational injuries/ disease during the reference period by age group is shown in figure 1 below. It can be observed that the share of injured in the age bracket 10-20 years is quite low at 17 percent, peaks in the next age category (21-30 years) at around 32 percent, after which it declines sharply for each successive age group. The regional trends mirror those seen for overall Sindh, although the share of urban injured workers is higher for each age group, with the exception of workers aged 61 years and above.

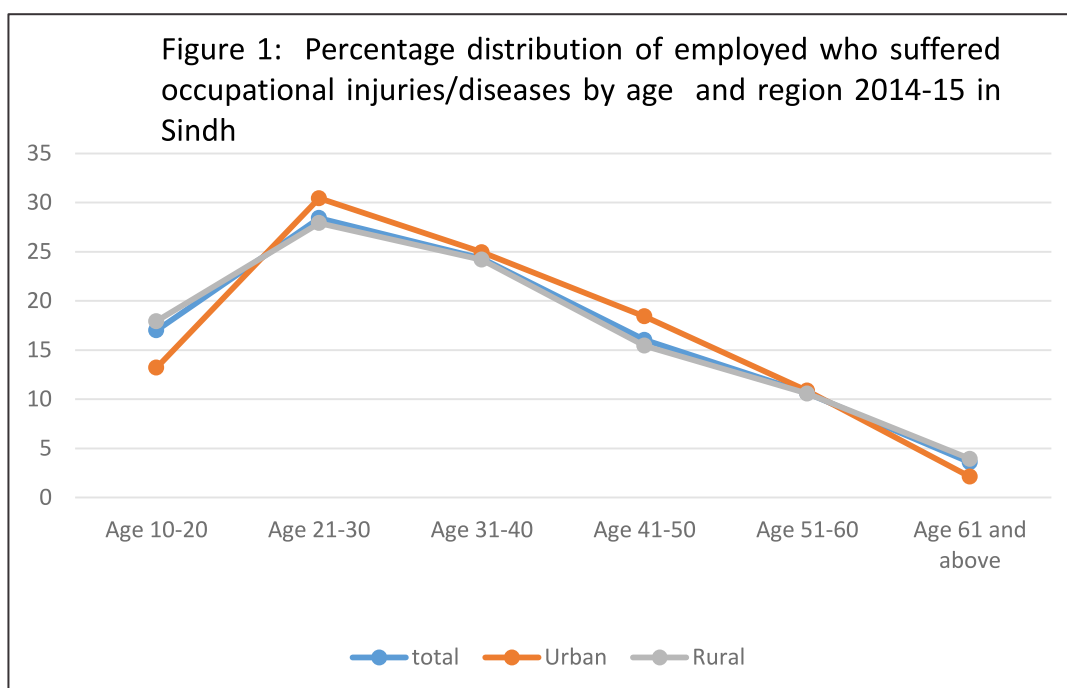


Table 5 shows the percentage distribution of all employed persons suffering from occupational injuries/ disease by occupational groups. The analysis shows that the highest proportion of injured were skilled agricultural workers, followed by those engaged in elementary occupations and craft and related trades workers; accounting for 60.8 percent, 18.9 percent and 11 percent, respectively of all injured workers in 2014-15. The substantial majority of all female workers suffering from occupational injuries/disease were in skilled agricultural workers category, representing 74.12 percent of all injured female workers. The lowest proportion of injured workers in Sindh belonged to the category of technicians and associate professionals (0.50 percent), followed by legislators, senior officials, managers and professional (0.54 percent).

Table 5: percentage distribution of employed persons 10 years of age and over suffered occupational injuries / diseases by major occupation group area, sex

Major Occupation Group	2014-15
Legislators, Senior Officials, Managers and Professionals	
All area	0.54
Rural	0.15
Urban	2.06
Male	1.63
Female	0.00
Technicians and Associate Professionals	
All area	0.50
Rural	0.12
Urban	1.95
Male	0.89
Female	0.00
Service Workers and Shop Market Sales Workers	
All area	3.81
Rural	1.57
Urban	12.57
Male	6.28
Female	0.00
Skilled Agricultural and Fishery Workers	
All area	60.78
Rural	72.50
Urban	14.91
Male	47.28
Female	74.12
Craft and Related Trades Workers	
All area	11.32
Rural	5.48
Urban	34.16
Male	17.44
Female	12.74
Plant and Machine Operators and Assemblers	
All area	4.21
Rural	2.96
Urban	9.12
Male	5.75
Female	0.00
Elementary (Unskilled) Occupations	
All area	18.85
Rural	17.22
Urban	25.23
Male	21.39
Female	13.13
Total	100

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 6 presents the percentage distribution of all employed persons suffering from occupational injuries/disease by industry division. Again it is seen that the highest share of employed persons with injuries/ disease were from the agriculture sector (62.96 percent). This is followed by the workers employed in the construction and manufacturing sector, representing 16.65 percent and 9.60 percent, respectively of all the injured workers in Sindh. The lowest share of injured workers is observed in the financial and insurance activities (0.06 percent); education(0.06 percent); water supply, sewerage, waste management & remediation activity (0.07 percent); and arts, entertainment & recreation (0.09 percent), of all the injured workers in the province.

The regional segregation shows that the highest proportion of injured workers in rural areas were employed in agriculture, forestry and fishing; and construction sector, accounting for 75 percent and close to 15 percent of all injured rural workers, respectively. In urban Sindh, the highest share of injured workers belonged to manufacturing and construction sectors, representing close to 32 percent and 24 percent, respectively of all injured urban workers.

Table 6: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases by major industry division group area, sex

Major Industry Division	Rural	Urban	Total
Agriculture, Forestry & Fishing	75.23	14.91	62.96
Manufacturing	3.97	31.66	9.60
Electricity, Gas Steam & Air Conditioning Supply	0.28	1.56	0.54
Water Supply, Sewerage, Waste Management & Remediation Activity	0.09	0.00	0.07
Construction	14.84	23.73	16.65
Wholesale and Retail Trade, Repair Of Motor Vehicles, Motorcycles	0.94	9.32	2.65
Transportation and Storage	3.64	8.85	4.70
Accommodation and Food Services Activities	0.33	3.66	1.01
Financial and Insurance Activities	0.07	0.00	0.06
Public Administration and Defense Compulsory Social Security	0.11	2.11	0.52
Education	0.08	0.00	0.06
Arts, Entertainment & Recreation	0.11	0.00	0.09
Other Services Activities	0.30	3.24	0.90
Activities of Households as Employers; Undifferentiated Goods & Services– Producing Activities of Household for Own Use	0.00	0.97	0.20

Source: PBS, Pakistan Labour Force Survey 2014-15

In terms of employment status, the highest proportion of workers suffering from occupational injuries/ disease by employment status, given in Table 7 shows that the largest share of injured workers is in the own account workers and employees (table 7) categories⁴. These two accounted for

⁴The detailed definitions of the four employment status categories are given in Annex G.



46 percent and 29.6 percent of all injured workers in the province during 2014-15. Contributing family workers accounted for 24.4 percent of all workers suffering from occupational injury/disease. In terms of the gender divide, it is observed that the overwhelming share of injured females in 2014-15 were contributing family workers, representing close to 72 percent of all injured females.

Table 7: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases by employment status area, sex

Employment Status	2014-15
Own Account Workers	
All area	45.98
Rural	48.87
Urban	34.68
Male	46.07
Female	14.99
Contributing Family Workers	
All area	24.44
Rural	28.42
Urban	8.86
Male	15.88
Female	71.86
Employees	
All area	29.58
Rural	22.71
Urban	56.46
Male	38.04
Female	13.13
Total	100

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 8 shows the distribution of employed persons who suffered from occupational injuries/ disease by the type of treatment received in the aftermath of the injury/ disease. The analysis indicates that a majority of the injured (40.63 percent) consulted a doctor or medical professional, while 31.4 percent took time off from work, and 3.4 percent of employed persons were hospitalized for their injuries. a quarter of these injured workers did not receive any kind of treatment. in terms of the gender breakup, it is seen that the majority of injured female workers took time off from work (48.3 percent), followed by consulting a doctor or medical professional (34.8 percent); while the majority of their male counterparts (42.97 percent) consulted with a doctor or medical professional.

Table 8: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases by the type of treatment received, area, sex

Type of Treatment Received	2014-15
Hospitalized	
All area	3.40
Rural	1.46
Urban	10.99
Male	5.54
Female	0.00
Consulted the doctor or medical professional	
All area	40.63
Rural	38.56
Urban	48.73
Male	42.97
Female	34.80
Took time off work	
All area	31.40
Rural	34.51
Urban	19.23
Male	26.73
Female	48.26
None	
All area	24.57
Rural	25.47
Urban	21.05
Male	24.74
Female	16.92
Total	100

Source: PBS, Pakistan Labour Force Survey 2014-15

The incidence of occupational injuries/ disease by level of education of workers is given in Table 9, while the percentage distribution of workers suffering from occupational injuries/ disease by educational level area and gender is presented in Annex H. It is seen that the level of education of the worker is indirectly related to the incidence of injury and disease, with workers with no formal education / less than one year of schooling having highest incidence of work related injuries at 7.1 percent. This is followed by workers having primary but below middle level of education at 5.7 percent and those with pre-primary level of education (5.3 percent). The lowest incidence of occupational injury/ disease at 0.6 percent is found among workers with degree or above level of qualification.

In terms of the regional breakup, a higher proportion of the employed in rural areas of the province are observed to suffer from occupational injury/ disease at each level of educational attainment in comparison to their urban counterparts. The highest incidence of work related injuries/ disease was 7.7 percent for rural workers with no formal education or less than one year of schooling, in



comparison to 5 percent for their urban counterparts with similar level of education. The gender disaggregation indicates that male workers have a far higher incidence of occupational injuries/ disease at each level of education compared to female workers. The highest incidence of injuries is 8.6 percent for male workers with no formal education or less than one year of schooling, while highest incidence of work related injuries at 4 percent among female workers with primary but below middle level of education.

Table 9: Incidence of occupational injuries / diseases of employed persons 10 years of age and over by education level, area and sex

Education Level	2014-15
No Formal Education (Less than one year of schooling)	
Total	7.12
Rural	7.66
Urban	5.05
Male	8.59
Female	3.36
Pre-Primary Education	
Total	5.32
Rural	7.25
Urban	1.53
Male	5.55
Female	0.00
Primary but Below Middle	
Total	5.67
Rural	6.87
Urban	3.79
Male	5.76
Female	3.99
Middle but Below Matric	
Total	3.24
Rural	6.44
Urban	1.18
Male	3.32
Female	1.02
Matric but Below Intermediate	
Total	3.98
Rural	4.06
Urban	1.83
Male	7.59
Female	1.96
Intermediate but Below Degree	
Total	2.36
Rural	2.44
Urban	0.64
Male	4.34
Female	1.39

Degree	
Total	0.58
Rural	0.62
Urban	0.00
Male	1.87
Female	0.24

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 10 shows the incidence of occupational injury/ disease by hours of work done per week, while information on the distribution of employed persons who suffered from occupational injuries/diseases by hours of work is given in Annex I. The analysis reveals that contrary to popular perception, the incidence of injuries/ disease is highest for the employed working between 30-34 hours per week at 14.5 percent. Moreover, the incidence of work related injuries is seen to decline with each successive level of hours worked per week, with the share of employed suffering from occupational injuries/ disease being the second lowest for workers working between 50-59 hours a week at 3.2 percent

Table 10: Incidence of occupational injuries / diseases of employed persons 10 years of age and over by hours of work / week (%)

Injury/Disease	2014-15
Fewer than 20 Hours	0.74
20-29 Hours	6.45
30-34 Hours	14.54
35-39 Hours	6.51
40-44 Hours	6.19
45-49 Hours	4.62
50-59 Hours	4.24
Greater than 59 Hours	3.19
Total	4.93

Source: PBS, Pakistan Labour Force Survey 2014-15

Analyzing the causes and effects of the occupational injuries and diseases leads to devising precise preventive interventions for reducing the incidence. Table 11 presents the distribution of employed persons who suffered from occupational injuries/disease by the unsafe act that caused the accident/disease. It is observed that the two leading causes of the injuries are 'taking unsafe position' (32.50 percent) and 'excess speed' (25.55 percent); followed by 'using unsafe equipment' (13.67 percent). The situation can be made better by enforcing safety regulation and taking proper precautionary measures.

Amongst female workers who suffered from injury/ disease, it is seen that a majority were injured due to 'to 'unsafe loading or stacking' at 34.6 percent, followed by 28 percent who were injured due to

'taking unsafe position'. In terms of the regional divide, the analysis indicates that the highest share among the urban injured workers is due to 'excess speed' (28.83 percent) and 'using unsafe equipment', while the highest share among injured workers in rural Sindh is due to 'taking unsafe position' (36.2 percent), followed by 'excess speed' (24.7 percent)

Table 11: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries / diseases by unsafe act that caused the accident / disease

Causes of Accidents		2014-15
Injuries/Diseases by Unsafe Act		
Operating without authority		
All area		2.79
Rural		2.30
Urban		4.71
Male		2.84
Female		2.23
Excess Speed		
All area		25.55
Rural		24.71
Urban		28.83
Male		27.52
Female		4.20
Horse Play		
All area		7.70
Rural		5.94
Urban		14.59
Male		7.70
Female		7.69
Defective Safety Devices		
All area		7.13
Rural		7.70
Urban		4.88
Male		7.11
Female		7.26
Using Unsafe Equipment		
All area		13.67
Rural		11.04
Urban		23.98
Male		13.79
Female		12.37
Taking Unsafe Position		
All area		32.50
Rural		36.19
Urban		18.04
Male		32.91
Female		28.05

Disobeying Instruction	
All area	0.09
Rural	0.12
Urban	0.00
Male	0.10
Female	0.00
Failure to Use the Provided Protective Equipment	
All area	1.80
Rural	1.97
Urban	1.13
Male	1.75
Female	2.28
Unsafe Loading or Stacking	
All area	7.78
Rural	9.52
Urban	1.00
Male	5.30
Female	34.59
Unsafe Act by Fellow Employee	
All area	0.22
Rural	0.27
Urban	0.00
Male	0.17
Female	0.77
Unsafe Act of Outsiders	
All area	0.49
Rural	0.09
Urban	2.06
Male	0.54
Female	0.00
Others	
All area	0.28
Rural	0.15
Urban	0.79
Male	0.26
Female	0.56

Source: PBS, Pakistan Labour Force Survey 2014-15

The distribution of employed persons who suffered from occupational injuries/diseases by unsafe conditions that caused the accident/disease is presented in Table 12. The share of injured workers using 'defective tool or equipment' (31.27percent) and walking on 'slippery surfaces' (27.86 percent) is the highest among the given set of conditions. The share of female workers injured, due to walking on 'slippery surfaces', is 47.38 percent among the total injured females. On the other hand, use of 'defective tools' (35.43 percent) is the major unsafe condition that cause injury among males followed by working on 'slippery surfaces' (21.43 percent). In urban areas the main cause of injury/disease is due to using 'defective tools', leading to injuries to around 45 percent of the urban work force, while



the main cause of injury in rural Sindh was working on 'slippery surfaces' which caused injuries to 32 percent of all rural injured workers.

Table 12: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases by unsafe condition causing the accident/disease

Causes of Accidents		2014-15
Injuries/Diseases by Unsafe Conditions		
Unguarded or Inadequate Safety Measures		
All area		1.52
Rural		1.10
Urban		3.14
Male		1.95
Female		0.81
Defective Tool or Equipment		
All area		31.27
Rural		27.87
Urban		44.56
Male		35.43
Female		31.01
Unsafe Design or Construction		
All area		13.04
Rural		10.87
Urban		21.51
Male		15.46
Female		15.02
Poor Illumination		
All area		2.62
Rural		2.15
Urban		4.48
Male		3.24
Female		0.40
Inadequate Ventilation		
All area		0.47
Rural		0.59
Urban		0.00
Male		0.58
Female		0.00
Improper Clothing &Footwear		
All area		14.81
Rural		16.97
Urban		6.34
Male		13.54
Female		2.92

Non-provision of Protection Equipment	
All area	2.30
Rural	2.16
Urban	2.87
Male	2.48
Female	1.28
Poor House Keeping	
All area	5.84
Rural	6.40
Urban	3.63
Male	5.66
Female	0.76
Slippery Surfaces	
All area	27.86
Rural	31.74
Urban	12.68
Male	21.43
Female	47.38
Other	
All area	0.28
Rural	0.15
Urban	0.79
Male	0.39
Female	0.38

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 13 gives an indication of the loss of working days due to injury/disease. It is observed that 22 percent of the employed person who suffered occupational injury/disease usually resumed their work on the second day after the injury. Near 21 percent of injured workers returned to work on same day, while 18 percent of the injured reported back to work after 3-7 days of the injury. Around 13 percent of the injured workers were not able to go back to work. Only 1.44 percent of the injured take 8-15 days to go back to work. The majority (43 percent) of the injured females resumed work on the same day of having an injury as compare to 20.41 percent of the males, followed by 31.48 percent of injured females going back to work on the second day after the injury (21.44 percent males) and 12.44 percent who resumed the work on the first day after the injury compared to 13.74 percent of their injured male counterparts.

Table 13: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries / diseases by joining work / resume back

All Sindh	2014-15
Still Not At Work	
Total	9.63
Rural	9.70
Urban	9.37
Male	10.11
Female	2.01

Not Able to Go Back to Work	
Total	12.98
Rural	15.34
Urban	3.76
Male	11.43
Female	2.53
On the Same Day Go Back on Work	
Total	20.95
Rural	20.31
Urban	23.45
Male	20.41
Female	43.09
On the First Day Go Back on Work	
Total	14.19
Rural	14.48
Urban	13.07
Male	13.74
Female	12.44
On the Second Day Go Back on Work	
Total	22.12
Rural	22.14
Urban	22.04
Male	21.44
Female	31.48
After 3 to 7 days go back on work	
Total	17.59
Rural	15.70
Urban	25.02
Male	19.94
Female	8.43
After 8 to 15 days go back on work	
Total	1.44
Rural	1.26
Urban	2.17
Male	1.73
Female	0.00
After 16 to 22 days go back on work	
Total	0.34
Rural	0.42
Urban	0.00
Male	0.42
Female	0.00

After 23 days to 1 month go back on work	
Total	0.42
Rural	0.52
Urban	0.00
Male	0.51
Female	0.00
After 2 to 4 months go back on work	
Total	0.29
Rural	0.08
Urban	1.13
Male	0.52
Female	0.00
Don't know	
Total	0.04
Rural	0.05
Urban	0.00
Male	0.04
Female	0.00

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 15 shows the percentage distribution of employed persons who suffered from occupational injuries/ disease by formal/informal sector. The figures show that the majority of injured workers in Sindh belonged to informal sector as compare to formal sector, representing close to 88 percent of all injured workers. This share is higher for rural workers engaged in informal sector compared to their urban counterpart involved in formal sector employment (94 percent vs. 81 percent). The gender wise segregation shows that 87.8 percent of male injured workers were employed in the informal sector, while all the injured female workers were engaged in informal sector employment. Analysis shows that the contribution of informal sector in the economic activity is much higher than the formal sector in the province.

Table 1 5: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases by formal / informal sector area, sex		2014-15
Activity		
Formal		
All area		12.11
Rural		5.94
Urban		19.15
Male		12.24
Female		0.00
Informal		
All area		87.89
Rural		94.06
Urban		80.85
Male		87.76
Female		100.00

Source: PBS, Pakistan Labour Force Survey 2014-15



Table 16 shows the distribution of employed persons who suffered occupational injuries/diseases by employment status in the informal sector, which corresponds to 87.9 percent of all injured workers shown in table 15 above. The figures in Table 16 shows that the share of employees is the highest among the injured workers in informal sector (69.8 percent), followed by the own account workers (25.2 percent). The share of injured workers in rural Sindh is higher in the employees category compared to their urban counterparts (78.4 percent vs. 58.3 percent), while the share of injured own account workers is higher in the urban areas (34.53 percent vs. 18.3 percent).

The gender-wise segregation shows that the share of injured females is higher in own account workers (51 percent) followed by employees (49 percent). On the other hand, male injured workers had a higher share in the employees category (70 percent) followed by the own account workers (25 percent). The contributing family workers, engaged in the informal sector, had a very low share among the injured workers.

Table 16: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases in informal sector by employment status, area and sex

Employment Status	2014-15
Own Account Workers	
All area	25.28
Rural	18.30
Urban	34.53
Male	24.95
Female	51.09
Contributing Family Workers	
All area	4.92
Rural	3.29
Urban	7.08
Male	4.98
Female	0.00
Employees	
All area	69.81
Rural	78.42
Urban	58.39
Male	70.07
Female	48.91
Total	100

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 17 shows the percentage distribution of all employed persons suffering from occupational injuries/ disease by occupation in informal sector employment. It is observed that the highest proportion of injured were in elementary (unskilled) occupations, followed by those engaged in craft and related trades workers; and service workers and shop market sales workers, accounting for 50.2 percent, 29.49 percent and 10 percent, respectively of all injured workers in 2014-15. A substantial majority of all female workers suffering from occupational injuries/ disease were in craft and related trade workers' category, representing 51.1 percent of all injured workers in informal sector, followed closely by those involved in elementary (unskilled) occupations, at close to 49 percent of all injured female workers. The lowest percentage of injured workers in Sindh belonged to the category of technicians and associate professionals (0.30 percent), while their proportion was nil in urban Sindh and among female workers.

Table 1 7: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases in informal sector by occupation, area and sex

Employment Status	2014-15
Technicians and Associate Professionals	
All area	0.30
Rural	0.53
Urban	0.00
Male	0.30
Female	0.00
Service Workers and Shop Market Sales Workers	
All area	10.11
Rural	6.25
Urban	15.24
Male	10.24
Female	0.00
Craft and Related Trades Workers	
All area	29.49
Rural	20.30
Urban	41.67
Male	29.21
Female	51.09
Plant and Machine Operators and Assemblers	
All area	9.90
Rural	10.53
Urban	9.07
Male	10.03
Female	0.00
Elementary (Unskilled) Occupations	
All area	50.20
Rural	62.40

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 18 presents the distribution of all employed persons who suffered from occupational injuries/diseases by industry division in the non-agricultural informal sector of the provincial economy. The analysis shows that the highest proportion of employed persons injured during the year 2014-15 were working in the construction sector, representing half of all injured workers in informal sector employment. This is followed by the workers employed in the manufacturing and transportation and storage sectors, who represented 21.7 percent and 14 percent, respectively, of all the injured workers in the province. The gender break-up by economic sectors shows that 51 percent and 49 percent of the female workers in 2014-15 who suffered from the occupational injuries/disease belonged to the manufacturing and activities of household as employers; undifferentiated goods & services-producing activities of household for own use, respectively, of all the injured workers.

Table 18: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases by industry and informal sector area, sex

Industry Division	2014-15
Manufacturing	
All area	21.69
Rural	15.29
Urban	30.17
Male	21.32
Female	51.09
Construction	
All area	50.35
Rural	62.32
Urban	34.49
Male	50.99
Female	0.00
Wholesale and Retail Trade, Repair of Motor Vehicles, Motorcycles	
All area	8.13
Rural	4.05
Urban	13.54
Male	8.23
Female	0.00
Transportation and Storage	
All area	13.96
Rural	15.61
Urban	11.77
Male	14.13
Female	0.00
Accommodation and Food Services Activities	
All area	2.49
Rural	1.43
Urban	3.91
Male	2.53
Female	0.00
Other Services Activities	
All area	2.77
Rural	1.31
Urban	4.70
Male	2.80
Female	0.00
Activities of Household As Employers; Undifferentiated Goods & Services - Producing Activities of Household for Own Use	
All area	0.61
Rural	0.00
Urban	1.42
Male	0.00
Female	48.91

Source: PBS, Pakistan Labour Force Survey 2014-15

Table 19 presents the distribution of employed persons aged 10 years and above who suffered occupational injuries/diseases by level of monthly wages region and gender. The analysis indicates that the highest proportion of workers with occupational injuries/diseases (39.5 percent) had a monthly salary of Rs. 5,001 to 10,000. This was followed by another 31.54 percent of injured workers in the bottom earnings category of up to Rs. 5,000 a month. In rural Sindh, the majority of the injured workers at 44.80 percent were in the salary group of up to 5,000; while 38.54 percent earned between Rs. 5,001 to 10,000. On the other hand, in urban Sindh, majority of the injured worker falls under the salary group Rs. 5,001 to 10,000 (41 percent) and Rs. 15,001 and above (27.73 percent); followed by salary group Rs. 10,001 to 15,000 (20.33 percentage points), respectively.

Table 19: Percentage distribution of employed persons 10 years of age and over suffered occupational injuries/diseases by monthly wages and occupation area, sex

Salary Group	2014-15
Up to Rs. 5,000	
Total	31.54
Rural	44.80
Urban	10.92
Rs. 5,001 to 10,000	
Total	39.52
Rural	38.54
Urban	41.03
Rs. 10,001 to 15,000	
Total	11.92
Rural	6.51
Urban	20.33
Rs. 15,001 and Above	
Total	17.03
Rural	10.15
Urban	27.73
Total	100

Source: PBS, Pakistan Labour Force Survey 2014-15

Conclusion

This report presents an analysis of the labour market situation with particular reference to the state of occupational safety and health in Sindh. The analysis is based on data from the 2014-15 round of the Pakistan Labour Force Survey. The overall incidence of occupational injury/ disease stood at 4.93 percent of the employed work force in the province, with the incidence being higher among male workers compared to their female counterparts. In terms of urban-rural divide, the analysis indicates that the share of employed who suffered from occupational injury/ disease in rural areas was three times that of their urban counterparts.

The sectoral distribution of injured workers shows that the majority of them worked in the agriculture sector, accounting for 63 percent of all injured workers in the year under review. This was followed by workers engaged in the construction and manufacturing sectors. The occupational categorization indicates that the highest proportion of workers suffering from occupational injury/ disease were engaged as skilled agricultural workers (61 percent), with the significant majority of injured female workers being skilled agricultural workers at over 74 percent. In terms of employment status, the majority of injured workers were own-account workers and employees, representing 46 percent and 30 percent of all injured workers, respectively.

The analysis further shows that that around 41 percent of the injured consulted a doctor or medical professional, while 31.4 percent took time off from work, while a quarter of these injured workers did not receive any kind of treatment. The share of workers with no formal education or less than one year of schooling was the highest among the injured workers at 56.24 percent, followed by workers with primary but below middle (19.17 percent) and matric but below intermediate level (10.66 percent) level of education. The share of over-worked workers who worked for 50-59 hours per week is the highest among the injured workers, representing close to 19 percent, followed by the share of those who worked for 35-39 hours and 45-49 hours, as 18.8 percent and 18 percent respectively.

The breakup of employed persons who suffered from occupational injuries/ disease by formal/informal sector, shows that majority of injured workers in Sindh belonged to informal sector, representing close to 88 percent of all injured workers. This share is higher for rural workers engaged in informal sector, with all the injured female workers being engaged in informal sector employment in the province. The analysis of injured workers by level of monthly wages indicates that four-tenths of workers with occupational injuries/diseases had a monthly salary of Rs. 5,001 to 10,000, while another third of the injured workers fell in the bottom earnings category of up to Rs. 5,000 a month. In rural Sindh, the majority of the injured workers (45 percent) were in the salary group of up to 5,000; while 38.54 percent earned between Rs. 5,001 to 10,000.

Recommendations

In the post 18th amendment period, the Government of Sindh has undertaken important labour legislative reforms. With reference to promotion and better regulation of occupational safety and health matters in the province, recent initiatives like the draft Sindh Occupational Safety and Health Act 2015, draft Sindh Occupational Safety and Health Policy are important milestones. In addition, other important labour legislations include the Sindh Employees Old-Age Benefits Act, 2014, the Sindh Workers Welfare Fund Act, 2014, the Sindh Terms and Conditions of Employment Act, 2015, the Sindh Payment of Minimum Wages Act, 2015, the Sindh Minimum Wages Act, 2015, the Sindh Shops and Commercial Establishment Act, 2015, the Sindh Workers Compensation Act 2016, the Sindh Employees Social Security Act, 2016 and the Sindh Factories Act, 2016. However, there is a need to bring the informal sector of the economy into the scope and coverage of labour laws, especially those relating to workplace health and safety, as the analysis presented in the report clearly indicates that workers engaged in informal sector economic activities are at a greater risk of suffering from work related injuries/ disease.

In order to improve the OSH situation in the province, it is imperative that the draft Sindh Occupational safety and Health Act is enacted at the earliest and necessary measures are taken for its effective implementation, such as strengthening of the labour inspection system in the province. The Provincial Health and Safety Council needs to be made functional to promote a safety culture in the province and increase awareness amongst all concerned stakeholders about the importance of a safe work environment. The Provincial Health and Safety Council should take relevant initiatives for improving work place safety and health, which can include launching a campaign for capacity building of the inspectors on the one hand and awareness campaign for workers to ensure that all stakeholders understand their rights and obligations. The celebration of World day for Safety and Health at work (28th April) can be used for this purpose by involving all stakeholders.

To improve the labour inspection system, the Labour and Human Resources Department needs to establish a dedicated Labour Information and Analysis (LMIA) Unit to maintain proper record of inspections, accident and occupational diseases and persons affected from occupational diseases. Capacity building of staff in managing and operating the system would be essential to operationalize the LMIA Unit. The central database to be established in LMIA Unit should have establishment level as well as worker level information electronically available, so that information reported on injured workers can be shared with the relevant departments including the provincial social security institution, the Employees Old Age Benefits Institution, etc for timely payment of benefits.

Annexure

Annex A

Format of Monthly Reporting on Occupational Accidents under Factories Act

SR. NO.	RELATING TO	FATAL	SERIOUS	MINOR	TOTAL
<u>Machinery</u>					
01	Prime Mover				
02	Transmission Machinery				
03	Working Machinery				
<u>Transport</u>					
01	Rolling Stock on line				
02	Rolling Stock not on line				
<u>Others</u>					
01	Personal Falling				
02	Object Falling				
03	Hand Tools				
04	Electricity Shocked				
05	Passion Corrosive Substance				
06	Occupational Disease				
07	Burned				
08	Fire Explosion				
09	Masc.				
			04		04

Annex B

Inspection of Factories under Various Labour Laws; January - December 2015

No. of Inspections Carried Out.	Prosecutions Lodged.	Cases Decided.	Fine Imposed.	No. of Factories Registered.	No. of Factories Cancelled.
1,393	42	0	0/=	36	09

Annex C

Status under Shops & Establishments Ordinance, 1969; January - December 2015

No. of Cases Pending at the Beginning Month of January 2015.	Inspections Carried Out.	Prosecutions Lodged in the Courts.	Cases Decided by the Courts	Amount of Fine Imposed by the Courts.	No. of Cases Pending at the End of Month December 2015.
5,349	2,421	894	478	Rs. 100,450/=	5,746

No. of Shops & Establishments Registered.	Fee Collected for Registration.	No. of Shops & Establishments Renewed.	Fee Collected for Renewal.
611	Rs. 1,822/=	1,080	Rs. 3,356/=

Annex D

Status under Workmen's Compensation Act, 1923; January - December 2015

Cases Pending Beginning Month of January 2015.	No. of Cases Filed.	No. of Cases Decided.	Cases Pending End Month of December 2015.	Amount Awarded for Payment to the Workers.	Amount Paid by Court.
137	85	88	136	791,662/=	18,668,662/=

Annex E

Payment of Wages Act, 1936

Cases Pending Beginning Month of January 2015.	No. of Cases Filed.	No. of Cases Decided.	Cases Pending End Month of December 2015.	Amount Awarded for Payment to the Workers.	Amount Paid by Court.
1,699	196	127	1,684	946,896/=	39,176,629/=

Annex F

Sample size of Labour Surveys 2014-15

Labour Force Survey	
2014	
<i>Pakistan</i>	41627
Urban	14350
Rural	27277
<i>Sindh</i>	10354
Urban	3058
Rural	7296

Annex G

Employment Status

Status in employment refers to the type of explicit or implicit contract of employment of a person with other persons or an organization. According to the LFS, the employment status of an individual is classified into four categories consistent with the International Classification of Status in Employment (ICSE) 1993. These four categories include:

1. Employee is a person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece rates or pay in kind. Employees are divided into
 - Regular paid employees with fixed wage
 - Casual paid employee
 - Paid worker by piece rate or work performed
 - Paid non-family apprentice
2. Employer is a person working during the reference period, on own-account or with one or a few partners at a “self-employment job” with one or more employees engaged on a continuous basis. 18.
3. Own account worker is a person working during the reference period, on own-account or with one or more partners at a “self-employment job”, without any employee engaged on a continuous basis; but, possibly, with one or more contributing family workers or employees engaged on an occasional basis. It includes owner cultivator, share cropper and contract cultivator.
4. Contributing family worker is a person who works without pay in cash or in kind on an enterprise operated by a member of his/her household or other related persons.

Annex H

Percentage distribution of employed persons 10 years of age and over suffered occupational injuries / diseases by education level, area and sex

Education Level	2014-15
No Formal Education (Less than one year of schooling)	
Total	56.24
Rural	60.24
Urban	40.59
Pre-Primary Education	
Total	1.90
Rural	2.15
Urban	0.91
Primary but Below Middle	
Total	19.17
Rural	17.78
Urban	24.65
Middle but Below Matric	
Total	6.71
Rural	6.55
Urban	7.33
Matric but Below Intermediate	
Total	10.66
Rural	9.16
Urban	16.55
Intermediate but Below Degree	
Total	4.06
Rural	3.07
Urban	7.92
Degree	
Total	1.26
Rural	1.05
Urban	2.06

Source: PBS, Labour Force Survey, 2014-15

Annex I

Percentage distribution of employed persons 10 years of age and over suffered occupational injuries / diseases by hours of work / week (%)

Injury/Disease	2014-15
Fewer than 20 Hours	0.22
20-29 Hours	3.64
30-34 Hours	8.65
35-39 Hours	18.80
40-44 Hours	15.78
45-49 Hours	18.03
50-59 Hours	18.90
Greater than 59 Hours	15.98
Total	100.00

Source: PBS, Labour Force Survey, 2014-15

