

Strengthening Labour Inspection System for Promoting Labour Standards and Ensuring Workplace Compliance in Pakistan



AT A GLANCE

→ Partners

Federal Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD), provincial labour departments, Employers Federation of Pakistan (EFP), Pakistan Workers Federation (PWF) and industry associations

→ Donors

Ministry of Foreign Affairs of the Netherlands

→ Duration

July 2015 to June 2018

→ Target beneficiaries

Direct Beneficiaries:

Labour inspectorates of four provincial labour departments, workers and employers

Ultimate Beneficiaries:

Federal ministries including MOPHRD, Ministry of Textile Industry, Ministry of Commerce and Ministry of Finance and Civil Society

→ Geographical focus

Nationwide



PROJECT OBJECTIVES

The project aims to support the Government of Pakistan's larger programme on "Strengthening Institutional Capacity for Increasing Compliance with International Labour Standards in Pakistan". The project's strategy is guided by various ILO instruments on labour inspection, including the Labour Inspection Convention, 1947 (No. 81); the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Labour Administration Convention, 1978 (No. 150) and the resolution and conclusions from the 2011 International Labour Conference discussions on labour administration and labour inspection.

The ultimate goal of the project is to promote more respect for labour norms and create safer workplaces in Pakistan.

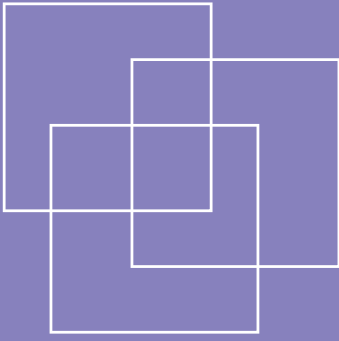
The ILO will work with all stakeholders to assess the current labour inspection system and develop a comprehensive, effective, modern and transparent system, which is free of malpractices, acceptable to all stakeholders, and in line with national and international standards.



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ILO Country Office for Pakistan

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MAIN ACTIVITIES

The project takes a systemic approach, in line with the recommendations of the ILO's Supervisory Committee (Committee of Experts on the Application of Standards and Recommendations – CEACR). The approach will demonstrate, mainstream and compliment the government's efforts to improve the labour inspection culture in Pakistan, with interventions at all levels. The main activities will include:

- Reform of policies and legislation to enhance the role of labour inspection in improved working conditions.
- Upgrade the institutional capacity of the labour inspectorate in terms of human and material resources, technical skills, information management systems, and compliance and reporting on the Labour Inspection Convention (No. 81).
- Engage effectively with employers and workers on the process of labour inspection.
- Improve the coverage and quality of labour inspection through involvement of industrial associations and the promotion of corporate social responsibility (CSR) and awareness.

PROJECT OUTCOMES

- A minimum of two laws (Factories Act & Shops & Establishments Act) upgraded in all provinces.
- A coordination mechanism established in each province to strengthen labour inspection.
- A minimum of two reports on labour inspection (as per the requirements of Convention 81) developed.
- An upgraded human resource system for labour inspection adopted in at least one province.
- One unified, computerized, labour inspection system developed and operationalized.
- At least 70 per cent of labour inspectorates and labour court officials trained.
- At least 50 new labour inspectors recruited (20 per cent to be women).
- One federal and at least two provincial tripartite supervisory systems for labour inspection put in place.
- A minimum of one new private sector initiative for expanding the outreach of labour inspection begun.

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