

# THE PUNJAB PREVENTION STRATEGY ON SAFETY, HEALTH, AND WELLBEING AT WORKPLACE

Labour & Human Resource Department  
Government of Punjab, Pakistan



Implemented by  
**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH



**Published by:**

Labour & Human Resource Department, Government of Punjab, Lahore, Pakistan.

**Registered Office:**

2 Bank Road, Old P&D Building, Civil Secretariat, Lahore

Phone: + 92 42 99210886

<https://labour.punjab.gov.pk>

**Support & Cooperation:**

Romina Kochius, Project Manager, GIZ, TextILES

Ansa Rabia, Component Manager, GIZ, TextILES

**Technical Advisors:**

Helmut Ehnes, German Social Accident Insurance (DGUV) Germany

Sven Timm, German Social Accident Insurance (DGUV) Germany

**Reviewed by:**

Rao Zahid Mahmood, Deputy Secretary, L&HRD

Rao Nasir Mahmood, Director SAA-CIWCE, L&HRD

Dr. Arshad Mahmood, Environmental Hygienist, L&HRD

Dr. Ejaz Ahmad, Occupational Hygienist, L&HRD

Imran Haider Tipu, Director, DGLW, L&HRD

Nadeem Akhter, Director, DGLW (IRI), L&HRD

Muhammad Shahid, Senior Law officer, L&HRD

Representatives from PESSI

Representatives from Workers Association & Employer's Organizations

**Technical Coordinator & Process Facilitation:**

Abdul Rauf Anjum, Technical Advisor Governance, GIZ, TextILES

**Layout, Design & Images:**

Click2Print Pakistan

[www.click2print.pk](http://www.click2print.pk)

**Place and date of publication:**

Lahore, May 2023

# **The Punjab Prevention Strategy**

On Safety, Health, and Wellbeing at Workplace



**Labour & Human Resource Department, (L&HRD)**  
**Government of Punjab**



## TABLE OF CONTENTS

Abbreviations -----	3
Foreword-----	4
Executive summary -----	5
Introduction and background -----	8
Seven golden rules of vision zero -----	13
Ownership and stakeholders -----	14
Aims and objectives-----	15
Targets -----	16
Timeline -----	20
General measures-----	21
Implementation structure -----	25
Implementation plan -----	26
i.    Short term action plan-----	26
ii.   Medium term action plan -----	28
iii.  Long term action plan -----	30
Operational annual action plan template Annex A -----	32
Result monitoring & evaluation template Annex B -----	33

## ABBREVIATIONS

<b>L&amp;HRD</b>	Labour & Human Resource Department
<b>GIZ</b>	German Development Cooperation
<b>OSH</b>	Occupational Safety & Health
<b>SHW</b>	Safety, Health and Wellbeing
<b>POSHA (2019)</b>	Punjab Occupational Safety & Health Act (2019)
<b>SDGs</b>	Sustainable Development Goals
<b>CIWCE</b>	Centre for Improvement of Working Conditions and Environment
<b>IRI</b>	Industrial Relations Institute
<b>PESSI</b>	Punjab Employees Social Security Institution
<b>DGLW</b>	Directorate General of Labour Welfare
<b>PWWF</b>	Punjab Workers Welfare Fund
<b>ILO</b>	International Labour Organization
<b>SMEs</b>	Small & Medium Enterprises
<b>S&amp;H</b>	Safety & Health
<b>VZ</b>	Vision Zero
<b>ISSA</b>	International Social Security Association
<b>WG</b>	Working Group
<b>TextILES</b>	Labour & Environmental Standards in the Textiles Industry

## FOREWORD

Occupational safety and health (OSH) emphasize primarily protecting employees in the workplace from injuries, accidents, and work– related diseases caused by harmful substances or other exposures at their workplaces. While accidents can happen at any time and employees can fall ill due to permanent workplace conditions, to reduce the risk and prevent the workers from any harmful event, is mainly the responsibility of the employer. In doing so, several benefits are achieved such as the reduced risk of accidents, improvement in efficiency and productivity, enhanced employee’s relations and morale, and reduced costs related to accidents, injuries or diseases.



The key element of an OSH prevention policy is to identify the hazards and ensure that employees have a safe and healthy working environment, receive training, safety equipment, and other resources needed to work safely. Failure to implement effective policies and precautions can lead to injuries, reduced productivity due to the absence or loss of skilled labour, workers’ compensation claims, and possible penalties from concerned sections of the Labour & Human Resource Department. The concept of VISION ZERO was recently introduced at the workplaces by the department to underline the need for a sustainable prevention strategy.

In order to implement the provincial prevention strategy, the Factories Act 1934 and Punjab Occupational Safety and Health Act 2019 amended are in force to develop and improve a new culture for safety, health and wellbeing at macro and micro level industrial establishments. In order to support the sustainable implementation of our legislation, the relevant rules and regulations are in pipeline to promulgation. In the end, we are committed to ensure an OSH culture at workplaces by launching this new Punjab Prevention Strategy on Safety, Health, and Wellbeing at our Workplaces and by taking necessary preventive steps.

A handwritten signature in black ink, appearing to be 'Asad Ullah Faiz', written in a cursive style.

**Asad Ullah Faiz**  
Secretary,  
Government of Punjab,  
Labour & Human Resource Department.

## EXECUTIVE SUMMARY

The Punjab Prevention Strategy on Safety, Health, and Wellbeing at Workplace is a new road map for achieving and implementing a prevention culture in the province of Punjab in Pakistan.

Work related accidents, commuting accidents and work-related diseases take a heavy human toll on the world and cause significant economic losses. Every day, more than 7,500 people die in the world due to unsafe and unhealthy working conditions – the global economic loss is estimated at 4% of global gross domestic product (GDP).<sup>1</sup> The negative economic impact is due to lost productive working days, disrupted production processes, material damage, bad image and costs for health care and workers' compensation.

Accidents at work or in road traffic and occupational diseases are neither fateful nor unavoidable – they have causes. If all stakeholders work together to eliminate these causes, we can prevent those accidents and occupational diseases.

Every day, more than 7,500 people die in the world, due to unsafe and unhealthy working conditions – the global economic loss is estimated at 4% of global gross domestic product (GDP).

The United Nations Sustainable Development Goals (SDG's) take these human and economic tragedies into account by calling for "economic growth based on decent work" (SDG 8) and through "good health and well-being" at work (SDG 3).

---

<sup>1</sup> International Social Security Association (ISSA) - [visionzero.global/webinar-beyond-compliance-2023](https://visionzero.global/webinar-beyond-compliance-2023)

Punjab is aware that this situation is as well relevant for our industry, therefore we are committing to our responsibility to make a change and to set up a holistic strategy to reach this goal. To support the implementation of the OSH Act and in light of policy guidelines provided in the Punjab Labour Policy, this strategy and action plan was developed. Industry and social partners were involved in the process and gave input and feedback. The final version has been officially signed by and came into action on international OSH Day April 28, 2023.

We intend to shape by collective action of all stakeholders the working environment and production facilities in all companies for all Punjab workers in such a way, that no one is killed at work or suffers serious injuries or illnesses that result in lifelong damage to their health.

We declare that Punjab is committed to Vision Zero. We are convinced, that every accident can be prevented, if we take the right measures in advance. This commitment may seem utopian at first glance, especially since some risks at work are unavoidable. Vision Zero therefore does not mean "zero risk", but risks must be reduced and controlled by appropriate measures, that injuries and illnesses no longer occur.

These targets shall be broken into activities and measures to be achieved in three, five and ten years. Yet, the bare minimum is, our social partners have realized the importance of development of integrated and cohesive prevention culture. The department has given special attention to workplace safety and health in the small and medium enterprises (SMEs). The smaller the company, the higher the accident risk. We, therefore, pay particular attention to improving the conditions of OSH in SMEs in the province.

Vision Zero is a global initiative for a holistic prevention culture for the benefit of all companies, workers, managers, and society. It does not directly mean, that "zero accidents" and "zero illnesses" will become reality tomorrow, but Vision Zero and its 7 Golden Rules stand for the right mind-set not to accept any accident, injury or illness. It provides a vision and encourages everyone, be it a state functionary, be it a machine operator, be it a manager or an owner of the enterprise, to actively care and ensure, that everything is done for safety, health and wellbeing through proper design, planning, procedures, and practices. Using the expertise and responsibility of all involved, we strive together for effective implementation.

With this approach, we are setting quantitative targets as well as qualitative targets. As we are aware, that the realization of our targets will take time, the strategy outline is for a period of 10 years from 2023 – 2032.

## INTRODUCTION AND BACKGROUND

The world is facing major challenges due to rapid changes such as advancing digitalisation, artificial intelligence, Covid 19 or climate change. Not only in Pakistan but all around the world, the work life is affected by these changes. Countries, provinces, cities and industries are globally connected by global supply chains and business relations. In the past, the focus was set on technical measures to prevent injuries and harm. Labour inspections often have been concentrated on checking the compliance with the law, often resulting in blaming employers and workers because of non-compliance, which leads towards disturbance of social peace and consequently to unproductive conflicts between the stakeholders.

Now, due to emerging risks i.e. the pandemic and global supply chain challenges, the relation between the stakeholders is shifting towards a forward-looking perspective of health protection and psychological wellbeing at work are getting more and more into the focus. Whereas in the past, safety was primarily a matter of fulfilling legal requirements, which are usually requiring only a minimum, today the establishment of a pro-active culture of prevention at workplace is on top of the agenda. Punjab Labour & HR Department has already envisioned and recognized the importance of pro-active prevention approach, the Punjab Labour Policy, 2018 outlined this need in following words,<sup>2</sup>

*“Promotion of safety culture on preventive strategies (proactive) must be encouraged rather than a reactive and compensatory framework. This should be done by adopting a risk-based approach towards identification and recognition of all reasonably foreseeable workplace hazards and taking reasonably practicable remedial steps against hazardous works”*

---

<sup>2</sup> Punjab Labour Policy 2018

Following the agenda conceived, the Punjab Labour Department taking next steps in tripartite manner. Multiple discussions and workshops were arranged with all stakeholders wherein new emerging challenges and trends were analysed. The discussion groups agreed on developing scenarios in the context of workplace safety and business security and it helped establishing mutual exploration and agreements.

Leadership at Labour Department, business leaders in the market, trade unions, and employer's associations have fully realized the importance and effectiveness of accident prevention measures and health protection at workplace. There is a return on investment in prevention (Return on Prevention) and it is increasingly gaining ground. Expenditures on safety, health and wellbeing at work can no longer be seen merely as avoidable costs to be minimised but are indispensable investments to enable a successful and sustainable future for companies and businesses in global competition.

To identify targets and measures, under the leadership of L&HRD, a comprehensive consultative process was adopted engaging Labour Unions, Employer's Associations, Civil Society, Academia, OSH Experts, Government Departments and relevant International partners.

The quality of working conditions, the working atmosphere or the compatibility of job and family are being questioned. Customers want to know the conditions at production floor along with its supply chain, whether child labour takes place in the supply chain and how resources are handled. Investors inquire about measures and data showing that a company has recognised the need of the time, mere proof of accident statistics does not suffice the answer.

To support a better life for all human beings, it is a matter of establishing a culture of prevention at all workplaces based upon a new culture of management and leadership that involves all managers and employees.

This document serves as the Action Plan for next ten years and reiteration of the objectives and targets devised in Punjab Labour Policy, Punjab OSH Act and all other relevant acts, rules and regulations. All the targets and measures are within the legal and policy framework of the Labour and Human Resource Department. Under the leadership of L&HRD, a comprehensive consultative process was adopted engaging Labour Unions, Employers' Associations, Civil Society, Academia, OSH Experts, Government Departments and relevant International partners.



It, however, introduces a new approach and best practice known as Vision Zero. The cornerstone of this strategy is the belief, that every accident and work– related illness / diseases is prevented if the potential causes are identified in time and the necessary measures to prevent these are taken.

Vision Zero goes beyond "compliance", requires a change in thinking, behaviour and mindset of all leaders, managers and employees. To establish culture of zero accidents, in any enterprise, the seven simple and easy to understand principles for action, are to be considered.

Leadership & management responsibility (1), hazard identification (2), defining targets (3), sustainable organisation (4), ensure safety and health (5), competence development (6), employee dialogue (7), must be considered. This approach, in its essence, provides the guidelines for an owner of the company, the manager of the company and the worker to look through and identify their individual responsibilities and then to converge them at one point for developing holistic prevention– oriented action plan – instead of reactive action plan.

This approach is considered for successful prevention strategies in many regions of the world, it has been decided to develop one such strategy for Punjab under the leadership of the Labour & Human Resource Department (LHRD) to be replicated in other regions of Pakistan. Labour inspectors, all relevant stakeholders (tripartite) and social partners were involved to identify the targets and measures.

This strategy shall be used as the backbone for a future– oriented prevention culture. The fundamental ideas are:

- To support this change process, a framework for such a new prevention strategy will be established under the leadership of LHRD.

- LHRD shall involve all relevant (internal and external) stakeholders in this development process to create ownership, motivation, and acceptance for the new approach.
- The guiding principles shall be to develop a common understanding on the principles of the Punjab Vision Zero Strategy and to understand its “soul”, to accept Safety, Health, and Wellbeing at work not as a bureaucratic burden but as an opportunity and therefore to keep it as simple as possible.
- This Strategy will help, to position the Punjab Province and LHRD as a role model for successful and sustainable cooperation between all stakeholders and to improve working conditions for all workers. This will create positive awareness for markets, customers, and investors.
- The Vision Zero philosophy and approach is described under the following picture also that how spending on OSH is not a cost, it is an investment. And working on safety, health and wellbeing of workers would lead to zero accidents.



- All occupational accidents, harm and diseases are preventable.
- This is a process, rather than event.
- A transformational approach to prevention.
- Building a culture of prevention that integrates both safety, health, and well-being at work.
- Working on prevention is not cost, it is an investment.

## SEVEN GOLDEN RULES OF VISION ZERO

The Vision Zero approach is flexible, one can focus on health, on safety or on well-being issues depending on what is most relevant. With this flexibility Vision Zero is of benefit for all, for governments and health and safety organizations in any country and for companies of any scale “Seven Golden Rules” form the roadmap towards Vision Zero, based on successful, practical management concepts. These rules emphasize bringing all stakeholders together.

It provides vision, which urges leadership, workers, managers, and the state regulators to work jointly to identify hazards and devise corrective measures jointly. The following picture and table describe its seven golden rules in their applicability in relevant direction.

1	Leadership	Take leadership – Demonstrate Commitment
2	Hazards	Identify hazards – Control Risks
3	Targets	Define targets – Develop Programmes
4	S&H System	Ensure safe & healthy systems – Be well Organized
5	Technology	Ensure safety and health in Machines, Equipment, and Workplace
6	Competence	Improve qualifications – Develop Competence
7	People	Invest in people – Motivate by Participation



## OWNERSHIP AND STAKEHOLDERS

The Punjab Prevention Strategy on Safety, Health, and Wellbeing at Workplace is managed under the leadership of L&HRD. L&HRD has developed provincial OSH Council, where all stakeholders, social partners, representatives from industry and workers will be invited to contribute and have their role to play, therefore we follow the motto “All at one table!”

This is truly an ambitious claim, but it is achievable. We want to motivate for partnership and cooperation. We want to involve all: entrepreneurs, managers and decision makers for Safety, Health and Wellbeing, employees and their representatives, social partners and Safety & Health experts, labour inspectors and everybody else who is willing to contribute. All Stakeholders shall be approached, steered and taken on board by Provincial OSH Council. The overall approach, initiatives and philosophy shall be owned by all stakeholders.

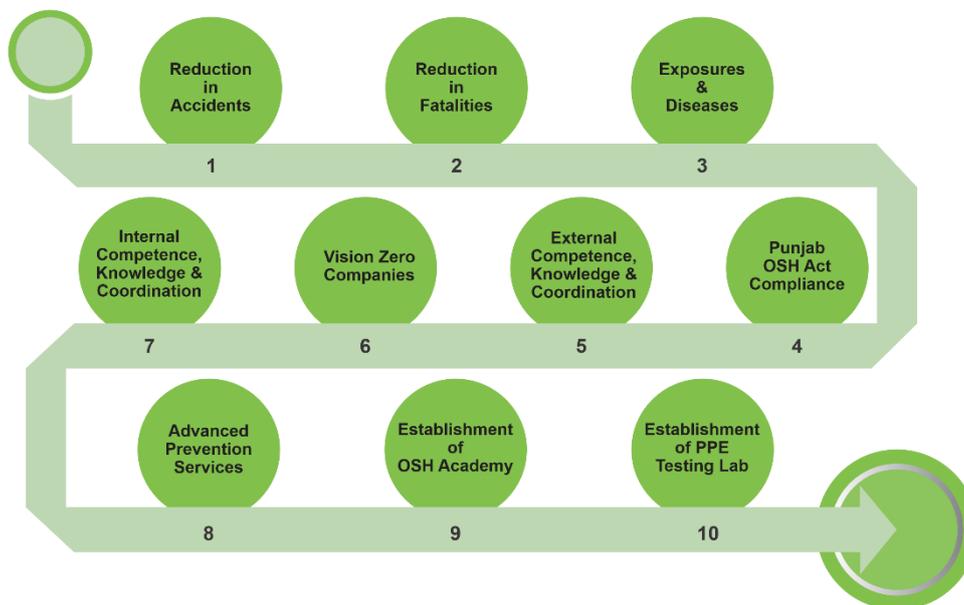


## AIMS AND OBJECTIVES

We are aiming at ensuring safety, health, and wellbeing of all at workplace. In this regard L&HRD is taking all necessary steps to achieve its goals and targets. In this way, we take care of the highest good of human beings: their health and physical integrity. Everybody has the human right to return safe and healthy from his workplace back home to his beloved ones every day.

To make this ambitious goal real, we have set 10 targets and define multiple sets of activities and measures. Over a timeframe of 10 years, we will work together to reach our targets. In the meantime, we will proactively report about the achievements and problems.

### 10 Years (2023 to 2032) Action Plan Targets & Measures



## TARGETS

This chapter outlines ten specific targets, followed by detailed description of general measures and activities and action plans. These targets are both qualitative and quantitative, may include accident reporting, data compilation, increasing stakeholders training, competence and awareness on occupational safety and health.

By addressing each of these targets, it is aiming to reduce the number of workplace accidents and injuries to a possible minimum level. It also talks about an increase in vision zero companies, Punjab OSH Act compliance and establishment of OSH Academy. Overall, the chapter likely emphasizes the importance of creating a safe and healthy work environment for all employees and provides a roadmap for achieving this goal through specific and measurable targets.

### **Target – 1**

**ACCIDENTS:** Reduce the risk of occupational accidents by 2032. By adopting appropriate preventive measures numbers of workplace accidents shall be reduced by up to 75 % by 2032.

### **Target – 2**

**FATALITIES:** Reduce Fatal Occupational Accidents Through appropriate preventive measures, all fatal occupational accidents at work shall be prevented 75 % by 2032.

### **Target – 3**

**EXPOSURES & DISEASES:** Reduce workplace exposures to hazardous substances and occupational diseases. Through appropriate preventive measures, the risks and number of occupational diseases due to exposure to toxic and hazardous substances shall be reduced remarkably.

#### **Target – 4**

**COMPLIANCE:** Effective implementation of the Punjab OSH legislation. Through appropriate measures, the implementation of OSH obligations shall be supported.

#### **Target – 5**

**COMPETENCIES:** Capacity Development of Labour Inspectors and Safety & Health Professionals based on training needs. The required number of safety & health staff and competencies shall be defined, developed, and ensured. Employers and managers shall be enabled, supported and trained to fulfill their duties in this regards.



#### **Target – 6**

**VISION ZERO COMPANIES:** Increase the number of VISION ZERO committed companies. The number of companies which commit to the VISION ZERO Strategy and follow the 7 Golden Rules shall be increased annually. The Labour Officers and Inspectors will ensure the sustainable implementation of Safety, Health, and Wellbeing as an integral part of business. There shall be a special focus on SMEs.

### **Target – 7**

**COMPETENCE, KNOWLEDGE & COORDINATION:** A major focus of the VISION ZERO Strategy is given to a competence development approach. All stakeholders, i.e., Labour Officers / Inspectors, HSE Officers, SME Employers, top and frontline management, workers representatives, and others involved shall be encouraged and facilitated to increase their competence, knowledge, and skills.



### **Target – 8**

**ADVANCED PREVENTION SERVICES & INCREASED PARTICIPATION:** To support industry and companies for promoting prevention culture in Punjab. This needs to design and offer proactive motivational services and activities by relevant stakeholders. Promotional activities shall support the launching of campaigns and initiatives. These include advising, campaigns, targeted tools, events, communication measures. To achieve this target, increased participation from industry and enterprises is crucial, L&HRD shall take steps to achieve maximum results in this regard.

### **Target – 9**

**ESTABLISHMENT OF OSH ACADEMY:** L&HRD is committed to establishing a state-of-the-art OSH Academy in Lahore. The academy

will serve as central point for knowledge, trainings and shall work as guiding hub for promoting and ensuring OSH regime in Punjab.

### **Target – 10**

**ESTABLISHMENT OF PPE TESTING LABORATORY:** Personal Protective Equipment (PPE) is a range of items workers wear to protect them against various hazardous conditions and operations. PPE is important because it gives a worker for health and safety risks for extra protection in the event of an accident or against different undesirable conditions at workplace. The purpose is to reduce employee exposure to hazards substances and risk points. These risks can be anything from wet floors to falling debris and everything in between.

PPE includes protective helmets, eye protection, high-visibility clothing, safety shoes, safety harnesses and respiratory protective equipment. Personal Protective Equipment (PPE) test ensures different types of PPE equipment used at the workplace are safe and secure and can protect the wearer as intended. L&HRD has conceived this idea to establish PPE Testing Lab, it will further play an important role in strengthening the overall OSH regime.

## TIMEFRAME

The timeline of the Punjab Prevention Strategy is from 2023 – 2032 over a time span of 10 years.

For every 12 months an operational Annual Action Plan shall be developed, which can be implemented either for the whole industry or in the different industrial sectors. This creates opportunities to actively involve sector associations.

Punjab Occupational Safety & Health Council will also analyse the annual targets and chalk-out appropriate implementation stream for implementation. The target or conceived action plan shall be either completed by internal ADP scheme or in coordination with the external partners.

A continuous reporting and evaluation of the effectiveness of the measures is foreseen to adapt the strategy if necessary.

### Timeframe 2023 – 2032



### Implementation Networks



## GENERAL MEASURES

To reach the described targets, the thereafter described general measures, basic activities and plan of action shall be developed accordingly. The engagement of all involved actors is needed to design the operational measures and activities. The strategy, however also offers number of activities (conceived after due tripartite consultations) mentioned in following chapter, consolidated action plan but it also works as for new activities as well.

**General Measure 1: ANALYSIS AND OBSERVATION: Better analysis of accidents and diseases helps in identifying risk points**

We systematically and regularly identify the main areas of accidents, occupational illnesses, and work– related health hazards that require special preventive action. We monitor global developments and new risk factors by installing a risk radar. In doing so, we include companies with advanced data collection as a role model.

**General Measure 2: CUSTOMER ORIENTATION: Stakeholders in industry take initiative and influence action**

We want to tailor services to the needs of industry. That is why we will improve direct communication and regularly carry out surveys.

**General Measure 3: DEVELOPING PORTFOLIO: The quality and effectiveness of the prevention portfolio shall be developed**

Based on regular surveys, observations and case analyses the range of services shall be developed – to the current needs according to meet expectations, new developments, company size.

**General Measure 4: PRIORITIZATION: Setting the right priorities**

The focal points of future prevention work will result from the current analysis of accidents and occupational diseases, the current feedback from customers and new risks. It is already foreseeable that the topics "health at work" and "avoidance or reduction of mental stress at work" are gaining importance.

**General Measure 5: SMEs: Small and Medium Enterprises need special support**

Studies reveal a tendency: The smaller the company, the higher the accident risk. Small and medium enterprises (SMEs) also need to catch up regarding the organisation of occupational health and safety. We therefore pay particular attention to improving the situation in SMEs.

**General Measure 6: TRAINING FOR STAKEHOLDER GROUPS: Further qualification and competence is to be improved**

The demands on prevention are changing. This requires increasing competences. Lifelong learning is a must. Training and re-training activities to the latest standards will be developed and offered to labour inspectors, S+H- Officers, SME Employers, TOP and frontline management, workers representatives, consultants. This includes as well to optimize the framework conditions for trainings, e.g., by establishing training centres in Punjab and cooperation with universities and schools. At an advanced stage, the basics can also be taught via online courses (see also GM7).

**General Measure 7: ADVISORY ON SITE: Show presence in the company**

Ultimately, prevention can only be effectively implemented, if industry can rely on competent personal advice on site. This shall go hand in hand with compliance inspection and audits from labour inspectors. Where personal presence is limited, additional online offers are connected to the activities on site.

**General Measure 8: PROFESSIONAL COMMUNICATION: Risks and Preventive Measures need communication**

A good flow of information is what makes successful prevention possible in the first place. Therefore, we are working to improve communication between you and us more intensive, faster, and more targeted. As far as it makes sense, we will spread information electronically – and encourage you to make use of these offers.

**General Measure 9: PARTERSHIPS & ALLIANCES: Expand partnerships, create multipliers, Cooperate with Suppliers & Stakeholders**

We want this strategy to be implemented effectively. Pursuing this, we are seeking partners who can help employers' associations, companies, trade unions, chambers, workplace interest groups, universities and other multipliers. Based on cooperation agreements, we support each other in achieving the common goals of the prevention strategy.

**General Measure 10: SAFETY: Take action and concentrate on the TOP 5 Risks**

Within these activities general solutions regarding the major safety problems shall be developed by research & development, tested and implemented through pilot projects.

**General Measure 11: HEALTH & WELLBEING: Take action and concentrate on the top 5 physical & psycho-social health, wellbeing risks**

Within these activities general solutions regarding the major health & wellbeing problems shall be developed by research & development, tested and implemented through pilot projects.

**General Measure 12: BUSINESS CASE: Benefits of OSH regarding sustainable and successful business**

To expend money for prevention activities, is not a cost factor but an investment. Case studies shall show and convince employers to invest, by demonstrating a cost– benefit analysis (refer to “Return on Prevention” approach).

**General Measure 13: Establishment of OSH Academy and Personal Protective Equipment (PPEs) Testing Laboratory: Increase inhouse competence and expertise.**

To strengthen the overall OSH governance in the Province, L&HRD is committed to establish state of the art OSH Academy. Personal protective equipment testing laboratory shall also be developed. Annual Development Plan shall be prepared, and provincial funding shall be acquired to achieve this target.

## IMPLEMENTATION STRUCTURE

In order to implement the Punjab Prevention Strategy in the province and in all sectors, a formal implementation structures shall be utilized to operate properly, to create ownership and to build partnerships. All potential additional stakeholders including Policy Makers, Academia, Labour representatives, Employer’s associations, Government Authorities & regulators shall be involved to take ownership.

- Provincial OSH Council shall act as a central point, where all major stakeholders shall be involved in decisions. The leadership shall be taken by LHRD.
- An operational management office shall be established at LHRD.
- Committees and sub-committees shall be constituted to initiate and implement the relevant task.
- Engagement of all stakeholders shall be ensured.
- International experts and partners shall be engaged for exchange, input and ideas.
- This concept shall be taken to regional (division and district) level also.



## IMPLEMENTATION PLAN

This chapter describes the activities and actions to be implemented in collaborative manner. It includes a description of short, medium and long term activities. This provides a comprehensive implementation framework and roadmap to be adopted by all stakeholders. This plan characteristically involves a collaborative effort engaging tripartite stakeholders. It outlines specific steps that need to be taken to achieve the desired goal of achieving prevention culture at workplace.

The annual action plans may include specific targets and objectives that need to be achieved within a certain timeframe, as well as a detailed outline of the roles and responsibilities of different stakeholders in the implementation process. It may also include a budget and resource allocation plan to ensure that necessary resources are available to achieve the targets.

To ensure the successful implementation of the action plan, it is important to involve all stakeholders in the process and to provide adequate resources, awareness, training and education on workplace safety protocols. The plan may also include regular monitoring and evaluation to assess progress and identify areas for improvement.

## SHORT TERM ACTION PLAN TARGETS 1 TO 10

S/N	Activity	Responsibility	Timeframe
1	Develop a concept to improve accident data collection, data quality and joint data use under the strategy	DGLW – PESSI-CIWCE	Short term
2	Pooled evaluation of fatalities to identify top five causes.	DGLW – PESSI-CIWCE	Short term
3	Develop a communication concept to motivate employers and workers (lifesavers)	DGLW-IRI-Worker & Employers Organizations	Short term

4	Adapt VISION ZERO Guide for Punjab including marketing concept	DGLW-CIWCE-PESSI- Worker & Employers Organizations	Short term
5	Drafting and revisiting the POSHA Rules	L&HRD Secretariat	Short term
6	Reward/Award activities - Create OSH Awards scheme for Punjab	DGLW-PESSI-CIWCE	Short term
7	Provision of drinking Water at 100% Brick kiln in Punjab	L&HRD Secretariat – DGLW	Short term
8	Ensure separate washrooms at workplace for female 100% in Punjab	L&HRD Secretariat – DGLW	Short term
9	User friendly walkways / ramps for persons with disabilities at all establishments	L&HRD Secretariat – DGLW	Short term
10	Ensure establishment of Day-care Centres at industrial units	L&HRD Secretariat – DGLW	Short term
11	Implementation of Minimum wage Law	L&HRD Secretariat – DGLW	Short term
12	Provision of Welfare Grants	L&HRD Secretariat – DGLW-WWF	Short term
13	Provision of overtime	L&HRD Secretariat – DGLW-WWF	Short term
14	Build links for dissemination	DGLW-PESSI-CIWCE	Short term
15	For awareness, coordination and effective reporting, existing mechanism shall be revitalized to collaborate with stakeholders on GSP-Plus and other such instruments and initiatives	DGLW-CIWCE-PESSI- Worker & Employers Organizations	Short term
16	Develop the VZ strategy transfer and implementation structures	CIWCE-IRI	Short term
17	CIWCE shall be asked to prepare campaigns and materials	CIWCE-IRI	Short term
18	Existing campaigns shall be rolled-out.	CIWCE-IRI	Short term
20	Vision zero ambassadors shall be created	CIWCE-IRI	Short term
22	Signing partnerships agreements.	LABOUR & HRD, DGLW-PESSI- Worker & Employers Organizations	Short term

23	Plan the VZ Annual Conference	L&HRD, DGLW	Short term
24	Strengthening of accident reporting mechanism between PESSI & DGLW	PESSI-DGLW	Short term
25	Punjab Provincial OSH Council (100%) by 2023	L&HRD	Short term
26	Establish a VISION ZERO Round Table Concept at local level to implement the strategy and the activities in industry	DGLW	Short term
27	Promotion of Good Practices - Good practice sharing database	CIWCE-IRI	Short term

## MEDIUM TERM ACTION PLAN TARGETS 1 TO 10

S/N	Activity	Responsibility	Timeline
1	Data reporting and compilation is the first step in this regard, 100 % accident reporting on existing accident monitoring portal of Labour & Human Resource Department	DGLW – PESSI- CIWCE	Medium term
2	Relevant officials shall be capacitated on data collection, analyses, and recommendations	DGLW – PESSI- CIWCE	Medium term
3	Sector wise data collection and identification of vulnerabilities causing fatal accidents shall be prepared	DGLW – PESSI- CIWCE	Medium term
4	100 % accident reporting on existing accident monitoring portal of Labour & Human Resource Department shall be ensured	DGLW – PESSI – Worker & Employers Organizations	Medium term
5	Data collection and compilation is the first step, PESSI doctors shall be sensitized to collect data and to identify risk points	DGLW – PESSI- CIWCE	Medium term
6	All relevant officials, factory management, worker representatives shall be sensitized to identify and collect the data and identify risk points	DGLW – PESSI - CIWCE - IRI	Medium term
7	Inclusion of informal sectors	L&HRD Secretariat – CIWCE - DGLW	Medium term
8	Formulation of sector specific regulations	L&HRD Secretariat – CIWCE - DGLW	Medium term
9	A mechanism shall be devised and supported to award companies which	L&HRD Secretariat –	Medium term

	Adapt VISION ZERO Guide for Punjab including marketing concept	CIWCE – DGLW - PESSI	
10	Sensitization of L&HRD (inspectors & officers) on occupational health and environmental health	L&HRD Secretariat – CIWCE – DGLW - PESSI	Medium term
11	Company's profit workers participation	L&HRD Secretariat – DGLW-WWF	Medium term
12	Produce promotional videos for the strategy. Production of informational videos with local culture background	DGLW-CIWCE	Medium term
13	Assistance and support to private sector (Industry) for development of training curricula for safety officers	DGLW-CIWCE-PESSI- Worker & Employers Organizations	Medium Term
14	Awareness and information sharing with stakeholders on emerging OSH scenario at international level	L&HRD Secretariat – DGLW - CIWCE	Medium Term
15	Awareness and engagement with stakeholders on adoption of two ILO conventions as fundamental conventions i.e.C-155 & C-187	DGLW-CIWCE-PESSI- Worker & Employers Organizations	Medium Term
16	Assistance and support to private sector (Industry) for development of training curricula for safety officers.	IRI - DGLW	Medium Term
17	All stakeholders shall be engaged to utilize the services of CIWCE	CIWCE-IRI	Medium Term
18	Initiation of internationally certified short courses on OSH	IRI	Medium Term
19	Linking of OSH with international organizations	IRI	Medium Term
20	Revival of occupational and environmental health risk assessment	CIWCE - DGLW	Medium Term
21	Analysis on the resources for Labour Inspection – describe options to increase impact by available resources	L&HRD, PESSI, DGLW	Medium term
22	Simple classification code of accidents	DGLW-CIWCE-PESSI	Medium term
23	Leadership roles sensitized and enhanced (Meetings, Coordinate with tripartite, Strong commitment of leadership)	DGLW-CIWCE-PESSI	Medium term
24	Data mining project on occupational accident and disease data	DGLW-PESSI- Other Departments	Medium term
25	Hazardous chemicals awareness and management programme	LABOUR & HRD, DGLW-	Medium term

		PESSI- Worker & Employers Organizations	
19	All stakeholders shall be engaged to utilize the services of CIWCE	CIWCE-IRI	Medium Term

## LONG TERM ACTION PLAN TARGETS 1 TO 10

S/N	Activity	Responsibility	Timeline
1	In house and onsite trainings and awareness shall be conducted for all stakeholders	DGLW – PESSI	Long Term
2	Identification of SMEs shall be categorized	L&HRD Secretariat – CIWCE - DGLW	Long term
3	Extensive engagement with academia and vocational institutes shall be established to sensitize the importance of prevention	CIWCE-IRI	Long Term
4	Prevention centre on occupational diseases	CIWCE	Long Term
5	E-library & its linkage with the International Organizations	IRI – CIWCE	Long Term
6	Establishment of First ever R&D Cell on OSH	IRI – CIWCE	Long Term
7	Establishment of First ever Centre on toxicology in Pakistan	CIWCE	Long Term
8	To mobilize Academia for inclusion of OSH modules in curricula at the undergraduate & graduate level	IRI - CIWCE	Long Term
9	Training activities for Labour Inspectors	CIWCE-IRI	Long term
10	Training activities for Industrial partners	CIWCE-IRI	Long term
11	Osh specific trainings for officers, worker representatives, employers & managers	CIWCE-IRI	Long term
12	Social Media campaign on the new strategy	CIWCE	Long term
13	Awareness raising to employers - regarding benefits from OSH and better reporting and PESSI registration	DGLW- CIWCE- PESSI	Long term
14	Risk Assessment - 100 % capacity building of all stakeholders, Establishment of monitoring body, On-job trainings	CIWCE	Long term

15	Increase Inspections of companies by 20% in 2024	DGLW	Long term
16	Hiring of Safety OSH officers for factories/companies	DGLW-EMPLOYER ORGANIZATIONS	Long term
17	Awareness programme for stakeholders (100%) by 2030	CIWCE-IRI-	Long term
18	Health screening – 100 % Vaccination of workers	DGLW-CIWCE	Long term
19	Promotion of the implementation of the VISION ZERO Guide in Punjab industry	DGLW-PESSI-IRI	Long term
20	Set-up of a concept to train Labour Inspectors and other multipliers in VISION ZERO	CIWCE-IRI	Long term
21	Extensive engagement with academia and vocational institutes shall be established to sensitize the importance of prevention	CIWCE-IRI	Long Term

## Operational Annual Action Plan Template Annex: A

The operational annual activities will be developed by and agreed on in an annual meeting of tripartite council / Osh Council and at departmental (L&HRD) level

The single activities shall be defined to support the general targets and measures / activities.

They shall be documented in a systematic way according to following factsheet

Activity Factsheet				No
Name of Activity				
Relevant for Set of Activities		Contributing to Target No.		Activity Status (traffic light)
Short Description of Activity				
Responsible Unit				
WG-Leader				
WG-Participants				
Timeline				
Achieved Results				
Existing Problems				

## Result Monitoring & Evaluation (Template) – Annex B

Target wise Monitoring and Evaluation Plan Shall be devised in accordance with the Operational Plan

Target	Indicator	Justificatio n of narration or calculation.	Medium-, short- or long-Term Action plan	Source of Verification	Responsible Department/ Downstream Institute/partner	Frequency	Reporting

Labour & Human Resource Department, Government of Punjab  
2 Bank Road, Old P&D Building, Civil Secretariat, Lahore  
Phone: + 92 42 99210886  
<https://labour.punjab.gov.pk>



Implemented by  
**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

