www.dqa.com.pk dqa.info@gmail.com 0333-9194676



Dr. Qaisar Ali Associates

(SMC-Private) Limited

Structural Design Specialists

CONSULT/1665

Labor Standards

Our Commitment

At Dr Qaisar Ali Associates, we are committed to upholding the highest standards of labor and dignity for all workers within our operations and throughout our supply chain. This commitment is embodied in our adherence to the fundamental International Labour Organization (ILO) conventions. We guarantee:

Freely Chosen Employment:

All work shall be voluntary. There shall be no use of forced, bonded, or indentured labor, and workers shall not be required to lodge identity papers or deposits with their employer.

Freedom of Association:

Workers shall have the right to associate freely, join or form trade unions, and bargain collectively, without fear of intimidation or retaliation, in accordance with local laws.

Fair Working Hours & Compensation:

Working hours shall not exceed the legal maximums. Overtime shall be voluntary, compensated at a premium rate, and not demanded on a regular basis. All workers shall be paid at least the legal minimum wage or the prevailing industry wage, whichever is higher.

Safe and Healthy Workplace:

We are dedicated to providing a safe, hygienic, and healthy work environment, with appropriate controls, training, and protective equipment to prevent accidents and injury.

Child Labor

Dr. Qaisar Ali Associates maintains a zero-tolerance policy towards child labor. We are committed to the protection and welfare of children and adhere strictly to international standards which prohibit the exploitation of children. Our policy ensures:

www.dqa.com.pk dqa.info@gmail.com 0333-9194676

Minimum Age Compliance:

We shall not employ individuals under the age of 18, the international legal minimum age for employment. We will not employ persons under the age of 18 in any hazardous work.

Verification of Age:

We implement robust age-verification procedures as part of our recruitment process for all direct operations and require our suppliers to do the same.

Remediation and Support:

In the rare event that child labor is identified in our operations or supply chain, we are committed to taking immediate and sensitive remedial actions. This includes ensuring the child's safe removal from the workplace and supporting their access to education and viable alternatives, without detriment to the child or their family.

Promotion of Youth Employment:

We support legitimate workplace apprenticeship and internship programs that comply with all laws and regulations concerning the employment of young people, with a focus on their education, development, and well-being.