



ANNUAL REPORT 2017-18



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The Maternity Benefit (Amendment) Act 2017

has approximately benefited
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The Act has come into force from
April 01, 2017 to increase paid
maternity leave from 12 weeks
to 26 weeks



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Ministry of Labour & Employment
Government of India



सत्यमेव जयते

ANNUAL REPORT

2017-18

Ministry of Labour & Employment
Government of India

Website : <http://www.labour.nic.in>

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CHAPTER -1

HIGHLIGHTS OF IMPORTANT ACTIVITIES**Introduction**

1.1 Work is part of everyone's daily life and is crucial to one's dignity, well-being and development as a human being. Economic development means not only creation of jobs but also working conditions in which one can work in freedom, safety and dignity. The Ministry of Labour & Employment, one of the oldest and important Ministries of the Government of India, is functioning to ensure that it remains focussed on improving life and dignity of labour force of country by protecting & safeguarding the interest of workers, promotion of welfare and providing social security to the labour force both in Organized and Unorganized Sectors by enactment and implementation of various Labour Laws, which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislations, as labour is a subject in the Concurrent List under the Constitution of India.

1.2 Under the dynamic leadership of Hon'ble Prime Minister Shri Narendra Modi, the Ministry of Labour and Employment has taken several initiatives, legislative as well as administrative, to provide decent working conditions, improved quality of life of workers, commitment to free India from Child Labour, employment generation and simplification of

Labour Laws for ease of doing business. Under the able leadership of Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment, the Ministry has taken initiatives for creating Institutional mechanism to ensure and realize job security, wage security and social security to the labour force of the country. The endeavour of the Ministry is to create a climate of trust that is essential for economic growth and development and for the dignity of the labour force of the country.

New Initiatives/Important Activities of Directorate General of Employment

1.3 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The NCS Portal (www.ncs.gov.in) has been made functional and was dedicated to the Nation by Hon'ble Prime Minister of India on 20.7.2015. The NCSP is supported by a dedicated helpdesk (multi-lingual) available from Tuesday to Sunday (8.00 AM to 8.00PM) on 18004251514 for assisting users. It has a rich repository of career content of over 3600 occupations.

1.4 The NCS Project has also been enhanced to interlink all employment exchanges with the NCS Portal so that services can be delivered online. The scheme provides for part funding to States for IT upgradation and minor refurbishing of Employment Exchanges and for organising job fairs.

1.5 “Pradhan Mantri Rojgar Protsahan Yojana” is being implemented by the Ministry of Labour & Employment with the objective of promoting employment generation. Under the scheme, Government of India will pay the Employees Pension Scheme (EPS) contribution of 8.33% for all new employees enrolling in EPFO for the first three years of their employment. This will incentivise the employers to recruit unemployed persons and also to formalize informal employees. The scheme is applicable to those having earnings upto Rs. 15,000/- per month. A budget provision of Rs. 1000/- crore for the Year 2016-17 for this scheme has been made. For the textile (garmenting) sector, Government of India is paying the complete 12% employers' contribution (8.33% EPS +3.67% EPF) for these new employees. Till 31st, October, 2017, **16,756** establishments had registered under PMRPY scheme and EPS contribution was reimbursed for 9,48,281 beneficiaries. An expenditure of about Rs.170 crore has been made on the scheme till 31st October, 2017.

LABOUR CODES

Introduction :

1.6 Ministry of Labour & Employment (MoLE) has taken a number of initiatives for bringing transparency and accountability in enforcement of Labour Laws, with the

objective of strengthening the safety, security, health, social security for every worker and bringing ease of compliance for running an establishment to catalyze creation of employment opportunities/generation. These initiatives include governance reforms through use of e-governance measures and legislative reforms by simplifying, amalgamating and rationalizing the existing labour laws into 4 labour codes.

LEGISLATIVE INITIATIVES: LABOUR LAW REFORMS

1.7 Labour Codes: As per the recommendations of the 2nd National Commission on Labour, Ministry has taken steps for codification of existing Central labour laws into 4 Codes by simplifying, amalgamating and rationalizing the relevant provisions of the Central Labour laws.

- (I) **Labour Code on Wages:** By simplifying, amalgamating and rationalizing, the relevant provisions of the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976. The **Draft Code on Wages Bill, 2017** has been introduced in the Lok Sabha on 10.08.2017 and referred to Standing Committee on Labour.
- (II) **Labour Code on Industrial Relations:** The draft Labour Code on Industrial Relations subsumes following three Labour Acts:
 1. The Trade Union Act, 1926
 2. The Industrial Employment (Standing Orders) Act, 1946
 3. The Industrial Disputes Act, 1947

(III) Labour Code on Social Security & Welfare:

The draft Code of Social Security & Welfare subsumes the following Labour Acts:

1. The Employees' Compensation Act, 1923
2. The Employees' State Insurance Act, 1948
3. The Employees' Provident funds and Miscellaneous Provisions Act, 1952
4. The Maternity Benefit Act, 1961
5. The Payment of Gratuity Act, 1972
6. The Unorganized Workers' Social Security Act, 2008
7. The Mica Mines Labour Welfare Fund Act, 1946
8. The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
9. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare (Cess) Act, 1976
10. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976
11. The Beedi Workers Welfare Cess Act, 1976
12. The Beedi Workers Welfare Fund Act, 1976
13. The Cine Workers Welfare (Cess) Act, 1981
14. The Cine Workers Welfare Fund Act, 1981

15. The Building and Other Workers Cess Act, 1996

(IV) Labour Code on Occupational Safety, Health & Working Conditions: The draft Labour Code on Occupational Safety, Health & Working Conditions is being prepared by simplifying, amalgamating and rationalizing the relevant provisions of the following Labour Acts:

1. The Weekly Holidays Act, 1942
2. The Factories Act, 1948
3. The Plantation Labour Act, 1951
4. The Mines Act, 1952
5. The Dock Workers (Safety, Health and Welfare) Act, 1986
6. The Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996
7. The Contract Labour (Regulation and Abolition) Act, 1970
8. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
9. The Working Journalists and Other News Papers Employees (Condition of Service) and Miscellaneous Provisions Act, 1955.
10. The Working Journalists(Fixation of Rates of Wages) Act, 1958.
11. The Motor Transport Workers Act, 1961.
12. The Sales Promotion Employees (Conditions of Service) Act, 1976

13. The Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981

14. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966.

1.8 Simplification/Reduction of Number of Registers to be maintained under various Central Labour Laws: The Ministry of Labour & Employment has issued Notification on "Ease of Compliance to maintain Registers under various Labour Laws Rules, 2017" on 21st February 2017 which has in effect replaced the 56 Registers / Forms under 9 Central Laws and Rules made there under into 5 common Registers/Forms. This will save efforts, costs and lessen the compliance burden by various establishments.

1.9 Reduction of number of Forms: A notification has been issued on 28.03.2017 reducing number of forms provided under various Acts/Rules from existing 36 to 12.

GOVERNANCE REFORMS THROUGH TECHNOLOGY

Shram Suvidha Portal:

1.10 The Ministry of Labour & Employment has developed a unified Web Portal 'Shram Suvidha Portal', to bring transparency and accountability in enforcement of labour laws and ease complexity of compliance. It caters to four major Organizations under the Ministry of Labour, namely:

- Office of Chief Labour Commissioner (Central),
- Directorate General of Mines Safety,

➤ Employees' Provident Fund Organization; and

➤ Employees' State Insurance Corporation.

1.11 The main features of the Portal are as follows:

- Unique Labour Identification Number (LIN) is allotted to Units to facilitate online registration.
- Filing of self-certified and simplified Single Online Return by the establishments. Units will only file a single consolidated Return online instead of filing separate Returns.
- Transparent Labour Inspection Scheme through computerized system based on risk based criteria and uploading the inspection reports within 72 hours by the Labour inspectors.
- The Portal is multilingual and caters to 11 language.

1.12 Allotment of Unique Labour Identification Number (LIN) to Units to facilitate online registration was started on the Portal with its launch on 16.10.2014 itself. The unique Labour Identification Number (LIN) has been issued to **2275391** units as on **16.11.2017**.

1.13 Transparent Labour Inspection Scheme in Central Sphere was started on the Portal with its launch on 16.10.2014 itself. The sum and substances of this scheme is as follows:

- A computerized list of inspections is generated randomly based on risk based objective criteria.
- Serious matters are to be covered under

the mandatory inspection list.

- Complaints based inspections determined centrally after examination based on data and evidence.
- Mandatory uploading of inspection Reports within 72 hours.
- Since the launch of the Labour Inspection Scheme, **336932** inspections have been assigned as on **16.11.2017** out of which **313731** have already been uploaded on Shram Suvidha Portal.
- Start ups have been advised to use the Shram Suvidha Portal for submitting Self declaration about compliance under 6 Labour Laws.

Single Online Common Annual Return under 8 Central Labour Acts.

1.14 Ministry of Labour & Employment has started Single Unified Annual Return for 8 Labour Acts with intend to facilitate filing of simplified Single Online Return by the establishments instead of filing separate Returns under the following Acts:-

I. Payment of Wages Act, 1936

- (i). Payment of Wages (Mines) Rules, 1956 (Form-V - [See Rule 18])
- (ii). Payment of Wages (Railways) Rules, 1938 (Form-III - [See Rule 17])
- (iii). Payment of Wages (Air Transport Services) Rules, 1968 (Form-VIII - [See Rule 16])

II. Minimum Wages Act, 1948

- (i). Minimum Wages (Central) Rules, 1950

(Form-III - [See Rule 21 (4A)])

III. Contract Labour (Regulation and Abolition) Act, 1970

- (i). Contract Labour (Regulation and Abolition) (Central) Rules, 1971 (Form-XXIV [See rule 82(1) and (2)])

IV. Maternity Benefit Act, 1961

- (i). Maternity Benefit (Mines and Circus) Rules 1963 (Rule 16 (1))

V. Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996

- (i). Building and Other Construction Workers (Regulation of Employment and Condition of Service) Central Rules, 1998

VI. Payment of Bonus Act, 1965

- (i). Payment of Bonus Rules, 1975 (Form-D [See rule 5])

VII. Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979

- (i). Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Central Rules, 1980 (Form – XXIII [See rule 56(1) and (2)])

VIII. Industrial Disputes Act, 1947

- (i). Industrial Dispute (Central) Rules, 1957 (Form-G1 [See Rule 56A])

1.15 Returns under the Contract Labour (Regulation and Abolition) Act, 1970, Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act,

1979; and Industrial Disputes Act, 1947, which were half yearly / annually earlier, now need to be filed by all employers annually only.

1.16 Since launch of the Online Annual Return on 24.04.2015, **16609** online returns have been filed on the Shram Suvidha Portal as on **16.11.2017**. Online Common Annual Return filling under the Mines Act 1952, has been facilitated on the Portal since 09.03.2016.

1.17 Common monthly single return for EPFO & ESIC has also been facilitated on the Portal. Facility for Common Registration for EPFO and ESIC launched on Shram Suvidha Portal on 30.04.2017.

Common Registration under 5 Central Labour Acts

1.18 The Common Registration under EPFO and ESIC Acts have been provided online on Shram Suvidha Portal. The Common Registration under three Central Acts namely the Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 are being provided online on Shram Suvidha Portal.

State Integration

1.19 Integration of States' Portal with Shram Suvidha Portal are being done. As on date, Haryana, Gujarat and Rajasthan have been integrated. Other States, namely, Uttar Pradesh, Uttarakhand, Madhya Pradesh, Bihar and Punjab are in process of integration.

SOCIAL SECURITY



EMPLOYEES' STATE INSURANCE CORPORATION (ESIC)

1.20 New initiatives under Health Reform Agenda of ESIC 2.0

- a. Maternity benefit under ESI Act has been enhanced from 12 weeks to 26 weeks for women workers having less than 2 surviving children. Benefits further extended to Commissioning and Adopting mothers also.
- b. Providing appropriate cancer detection /treatment facilities, cardiology treatment facilities, dialysis facilities on PPP Model at different levels of ESI hospitals.
- c. First phase of Telemedicine Services for ESI beneficiaries launched in September, 2016. Second phase launched for North-Eastern States on 01.12.2016 by Hon'ble Minister, Labour and Employment.
- d. Facilities of AYUSH extended to most of the ESIC Dispensaries & all ESIC Hospitals.
- e. To set up State ESI Societies for administration & management of medical benefits and medical establishments in the states opting for it, besides operating and

maintaining ESIS dispensaries run by State Government.

- f. Raise in ceiling for medical expenditure under ESI Scheme (States) from Rs. 2150/- to Rs. 3,000/- per Insured Person per year.

1.21 Other Initiatives of ESIC

1. E-biz Platform:- ESIC was the first organization of Central government, to integrate its services (Registration of Employers through e-biz portal of Department of Industrial Policy and Promotion (DIPP) to promote ease of business and curb transaction costs.
2. E- Pehchan:- A process of establishing the identity of the insured person through Adhaar number has been set up by seeding Adhaar number to insurance number. This has simplified the identification process of the insured person and his/her dependents at various point of contact during all type of benefit disbursement. The process has enabled to do away with the cumbersome process of making Insured persons and their dependents to visit offices to get their Biometrics taken for issuance of a pehchan card.
3. Mobile App for IPs: Our IPs have been provided with an Mobile app "Ask An Appointment" (AAA+) to enable them to book an appointment with the Doctors online prior to actually making a visit to the hospital.
4. Incorporation of Government Directives: Various Government Directives regarding GeM, E-Office etc either have been incorporated or are in the process of

incorporation, adaptation and adoption.

5. Empowerment to IP: A system is in place to enable our workers to verify their status as covered/uncovered along with their wages/attendance/contribution deposited by their employers. ICT division has successfully upgraded the system commensurate with the rapid growth of ESIC in addition to the changing business rules and environment, i.e.
 - a) Incorporation of reduced rate of contribution for employers in newly implemented areas.
 - b) Incorporating the enhancement in wage ceiling limit from Rs 15,000/- to Rs 21,000/-
 - c) The date of payment of ESI contribution has been changed from 21st to 15th day after the end of the month.
6. Unemployment Allowance under RGSKY has been enhanced from 12 months to 24 months. In order to get benefits under RGSKY, the eligibility of contribution condition has also been reduced from three years to two years for getting the benefits under RGSKY.
7. In order to encourage employment of disabled person, the Employers' share of contribution in respect of such disabled employees is paid by the Central Govt. for initial ten years. The employers are exempted from paying their share of contribution up to 10 years in respect of all permanently disabled persons irrespective of their wages working in factories and establishments covered under ESI Act.

8. ESIC has launched new scheme "One IP-Two Dispensaries" for the benefit of migrant workers on 01.05.2017 on the occasion of International Labour Day. Now, through employer, the Insured Women/Persons can choose two dispensaries, one for self and another for family residing at different location of the country.

1.22 New Initiatives under health Reforms Agenda ESIC 2.0

- a) As part of its 2nd Generation Reforms ESIC-2.0, the ESI Corporation has decided to implement the ESI Scheme all over India. Accordingly, upto 31.03.2017, the ESI Scheme has already been implemented fully in 301 districts and partially in 160.

b) Extending coverage of social Security net of ESI Scheme (under ESIC 2.0)

1. As a part of extending the social security benefits of ESI Scheme in the remaining North-Eastern States, the Scheme was implemented in Mizoram with effect from 01.12.2015. The scheme was also implemented in Port Blair w.e.f. 01.01.2016.
2. Started Health Scheme for select group of unorganized workers like rickshaw pullers/auto rickshaw drivers, domestic workers in selected urban/metropolitan areas, on pilot basis.
3. ESI Coverage has been extended to Construction workers in the implemented area. The benefits under ESI Scheme has been extended to construction site workers w.e.f. 1st August, 2015.

4. The number of insured Persons covered under the ESI Scheme has increased to 3.19 crores. The number of beneficiaries covered under Scheme has gone up to 12.40 crores.
5. To deepen the coverage of workforce, ESI Corporation launched a new Employer friendly Scheme named 'Scheme for Promoting Registration of Employers and Employees (SPREE)'. This Scheme remained open from 20th Dec. 2016 till 30th June, 2017. Under this scheme, a total of 102013 Employers and 13078766 Employees have been covered upto 30.06.2017.

1.23 A Health Reform Agenda of ESIC 2.0:

Hon'ble Prime Minister Shri Narendra Modi launched a series of Health Reforms Agenda ESIC 2.0 at the time of inauguration of Indian Labour Conference, which includes-

- Online availability of Electronic Health Record of ESI Beneficiaries (Insured Persons and their family members).
- Abhiyan Indradhanush: Ensuring the change of bed sheet according to VIBGYOR pattern during the week i.e. to be changed every day.
- Medical Helpline No. 1800 11 3839 for emergency and seeking guidance from casualty/emergency of ESIC Hospitals.
- Special OPD for Sr. Citizens and differently-abled persons in ESIC hospitals, in the afternoon.

1.24 Some of the other salient features of ESIC 2.0 were up-grading dispensaries to six

bedded hospital in phases, providing appropriate cancer detection, cardiology / treatment, yoga facilities at different levels of hospitals, dialysis facilities in all ESIC Model Hospitals on PPP Mode, all possible pathological facilities in hospital premises by outsourcing or by up-grading. Behavioral training to para-medical and other staff of the hospitals guiding them to provide due courtesy in dealing with the patients/ attendants, feedback system for all indoor patients, proper and attractive signages at the required places in all ESIC Hospitals for guidance and proper communications to the visitors, AYUSH facilities to be extended up to the dispensary level in phases, tele-medicine facilities for the beneficiaries in phases.

1.25 Further, ESI Corporation has taken following decision for strengthening of Medical Services.

- The Corporation has decided to increase the bed strength of ESIC Hospitals by 50% if the bed occupancy of the concerned ESI Hospital has been consistently more than 70% in last three financial years and by implication necessary additional post be sanctioned and filled up. It has also been decided that in other ESI Hospitals where bed occupancy is presently below 70%, the Director General, ESIC may be authorized to enhance the bed strength by 50%, once these fulfill the above mentioned condition.
- The Corporation has decided that ESIC should open one doctor dispensary for more than 2000 IP family units in newly implemented areas, if no other appropriate facility is there.

1.26 Upgrading Infrastructure

- ESIC has taken a decision to upgrade the existing Sub-Regional office, Vijayawada as Regional Office of Andhra Pradesh.
- The Corporation has approved revision of norms and standard for ESI Dispensaries to be converted into 6 bedded hospitals.

EMPLOYEES' PROVIDENT FUND ORGANISATION (EPFO):



1.27 EPFO keeps the need for improving coverage under the EPF& MP Act 1952 in sharp focus. In the past the traditional way of carrying out inspections of establishments was given a relook and territorial jurisdiction of Enforcement Officers were done away with. The position was further reviewed during the current year.

1.28 Although for monitoring compliance of covered establishments, the system assisted tool in the form of CCTS (Computerized Compliance Tracking System) was provided to the field offices of EPFO, no concrete system or procedure for detection of coverable establishment was available to the compliance machinery. It resulted in belated coverage of establishments with consequential legal implications as the establishments were mostly found coverable from retrospective dates but

refused to take up past liability related to statutory dues, payment of interest and damages for belated remittance, prosecution cases etc. The Act is applicable on its own volition and these legal actions are attracted for non compliance for whatsoever reason.

1.29 This necessitated issue of revised guidelines for improving Compliance/Coverage. Accordingly, EPFO has issued fresh guidelines in April 2009 to all the field offices while restoring the territorial jurisdiction of Enforcement Officers with due care taken to address harassment factor from employers side by strengthening the supervisory mechanism on the conduct of the Enforcement Officers through constantly monitoring their performance and outcome and getting direct feed backs from the establishments, employers, employees and their Unions/Associations.

1.30 The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 provides for Provident Fund, Pension Scheme and Insurance Fund in factories/establishments employing twenty or more employees in industries mentioned in Schedule-I to the Act. The Government of India through the Employees' Provident Fund Organization (EPFO) administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the following three Schemes framed there under:

- Employees' Provident Funds Scheme, 1952;
- Employees' Pension Scheme, 1995 and;
- Employees' Deposit-Linked Insurance Scheme, 1976.

1.31 The progress achieved by the EPF Organisation during the year 2016-17 under various areas and reforms introduced are given below:

MEMBERSHIP

1.32 As on 31st March, 2017, there were 10,24,188 establishments covered under the Act out of which 4,305 were exempted establishments. The total membership (Un-exempted & Exempted) in the Employees' Provident Fund was 1933.91 lakh with membership in the Pension Fund being 9,698.76 lakh.

CLAIM SETTLEMENT

1.33 During 2016-17, 121.11 lakh members' claims were settled.

CONTRIBUTION BY MEMBERS

1.34 Total corpus of cumulative contributions received against all three Schemes administered by EPFO so far, as on 31st March, 2017 stand at Rs.12,13,564.35 crore.

RATE OF INTEREST

1.35 The rate of interest declared on the deposits of members to the Employees' Provident Fund was 8.65% (on monthly running balance) for 2016-17. During the year, 1971.73 lakh annual statements of accounts were issued to members of un-exempted establishments.

COMPLIANCE

1.36 During the year 2016-17, 2,344 prosecutions cases were launched against defaulting establishments under section 14 of the EPF & MP Act, 1952 and 1,914 cases were decided during the year. 57,852 Recovery

Certificates for an amount of Rs.783.02 crore dues under EPF Scheme were issued under section 8 of the Act. 41,804 Recovery certificates were issued against dues of Rs 433.16 crore under Employees' Pension Scheme, 1995 and 41,468 Recovery Certificates were issued against dues of Rs.33.04 crore under EDLI Scheme. 1 FIR and 7 challans were filed by the police in various courts under section 406/409 of Indian Penal Code for recovery of dues from defaulting establishments.

PENSION REFORMS

IMPLEMENTATION OF MINIMUM PENSION PROVISION

1.37 One of the long awaited demands for implementation of the minimum pension was given effect to by the Central Government by issuing Gazette Notification No. **593(E)** dated 19.08.2014 providing a minimum pension of **Rs. 1,000/-** per month for member / widow(er) / disabled/ nominee/ dependent parent pensioners, **Rs. 750/-** per month for orphan pensioners and **Rs. 250/-** per month for children pensioners.

1.38 Immediately after the notification, necessary amendments in the application software were made to commence the payment of the revised minimum pension. The payment of pension with the revised minimum pension applicable has been commenced from September, 2014.

ACTUARIAL VALUATION OF THE EMPLOYEES' PENSION SCHEME, 1995

1.39 Employees' Pension Scheme, 1995 is a funded scheme with combined features of

Defined Benefit and Defined Contribution. Accordingly, the scheme prescribes the rate of contribution payable as well as the scale of benefits admissible. A provision has been made under Para 32 of the Employees' Pension Scheme, 1995 for annual valuation of Employees' Pension Fund by a Valuer appointed by the Central Government.

1.40 The Central Government had earlier appointed M/s. K.A. Pandit, Consultants & Actuaries as Valuer for 14th, 15th & 16th Valuations of Employees' Pension Fund as on 31.3.2010, 31.03.2011 & 31.03.2012 respectively. The Central Government has subsequently continued with M/s. K.A. Pandit, Consultant & Actuaries as Valuer for the 17th, 18th and 19th Valuations of Employees' Pension Fund as on 31.03.2013, 31.03.2014 and 31.03.2015 respectively.

1.41 The appointed Valuers submitted the Actuarial Valuation report for 19th valuation as on 31.03.2015. Further, appointment of Actuary for 20th and 21st valuation of Employees Pension Fund for the years 2015-16 and 2016-17 is under process.

PENSION DISBURSEMENT

1.42 The disbursement of pension is being carried out at present using the Core Banking System (CBS) platform of the pension disbursement banks. Instructions were issued to the field offices to ensure that pension was credited to the pensioners' accounts on the first working day of the month.

1.43 The disbursement of monthly pension benefits is carried out through the network of branches of banks with which agreements have

been made. The Regional Offices have entered into arrangements with Nationalized Commercial Banks for this purpose. Centralized pension disbursement arrangement agreements have also been made with HDFC Bank, ICICI Bank, Axis Bank and Post offices to disburse pension and other benefits all over India.

EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME

1.44 EDLI Scheme came into force on 1st August, 1976. This scheme is supported by a nominal contribution by the employers. No contribution is payable by the employee for availing the insurance cover.

APPLICATION AND COVERAGE

1.45 Insurance Scheme is applicable to all factories/establishments to which the Act applies. All the employees who are Members of the provident fund scheme are also Members of this Scheme.

BENEFITS UNDER THE SCHEME

1.46 The benefits provided in case of death of an employee who was member of the scheme at the time of death. The family will get an amount linked to either the average balance in PF account during preceding 12 months or 30 times of the average wages of Rs.15,000/- of the last 12 months of the member subject to a maximum of Rs.6,00,000/- whichever is higher.

COMPUTERIZATION PLAN OF EMPLOYEES' PROVIDENT FUND ORGANISATION

1.47 EPFO has embarked upon the computerization of its business activities in the recent years and has been able to achieve the

standardization of the data base and work procedures in all of its field offices. Portal was launched during the year 2016-17 to provide better services to the employers and the Members. The portal activities mainly include Electronic Challan-cum-Return for employers to remit their statutory dues, the details of these Unified Portal and its achievements are given below.

1. Consolidation of Field offices database into

Central server: To provide better service to Members, the discrete of field offices have been brought into single database at central level at Data Centre Gurgaon during the year 2016-17. The database of 110 field offices where there is both Railtel and BSNL connectivity have been consolidated. This has achieved the availability of data at one place and saving of manpower hired from UTIITCL for managing the field offices data centres.

2. Unified Portal: EPFO has launched the unified portal in December 2016. Under this portal Employers can register them self-online and can generate UAN for their employees in real time. UAN based ECR can be submitted through this portal. Employer/ Member can update these KYC and can view or download passbook. The launching of ECR-2 in Unified Portal has facilitated.

➤ Centralised collection of remittances by the collecting banks in the single bank accounts and divided into five virtual accounts by EPFO, this facilitated the multi banking by adding four more banks Punjab National Bank, Union Bank of India, Indian Bank, Allahabad Bank in addition to existing State

Bank of India. This concept of single bank account and virtual five accounts has ensured huge saving in service charges to banks in banking arrangement with these banks particularly State Bank of India.

- Reconciliation of remittances with Returns was achieved on real time basis which resulted/increased efficiency in EPFO in crediting the accounts to member accounts within 2/3 days of its remittance by employer.

3. SMS Services:

- a. EPFO has started a new facility i.e. Short Code SMS services to the Members who have activated their UAN. Members from their registered mobile numbers send an SMS in the prescribed format at 7738299899. The format of the SMS is <<EPFOHO UAN LAN>>. LAN is the first three characters of preferred language
- b. EPFO sends regularly SMS to the Members who have activated their UAN number regarding their deposit of monthly PF contribution in their account.
- c. A SMS message is also being sent to employers if they have not deposited the monthly return/contributions by its due dates i.e. 15 or every month.

4. Updation of Member Accounts: A new mechanism to credit the interest in Members' accounts has been developed for auto-updation of Members' accounts at the end of the financial year and 19.72 crore accounts of Members were updated with the interest for the year 2016-17.

5. Mobile Application: By downloading the

new mobile application from the EPFO website, www.epfindia.gov.in the Members would be able to activate their UAN accounts from the comfort of their mobile phones and can also access their accounts for viewing their monthly credits through the passbook as well view their details available with EPFO. Similarly the EPF pensioners have been given the facility to access their pension disbursement details through this mobile app. Likewise the employer can also view their remittance details. The application has also been enabled for download on Google play store.

6. JeevanPramaan: JeevanPramaan is registering Jeevanpramaan Certificate, which is an Aadhar based Biometric enabled digital life certificate services for pensioners EPFO has joined in since 2015-16. Under the initiative, pensioners can digitally provide proof of being alive to authorities for continuity of pension every year instead of requiring of present oneself physically or through a life certificate issued by specified authorities. This method is helping pensioners in submitting the proof of their life (alive) in an easier way. The requisition of Digital Life Certificate achievers for the year 2016-17 is upto 38, 18,577 against the DLC recovered for the year 2015-16 which is 5, 22,230.

7. Missed Call service: EPFO has already in place a Short Code SMS service which has enabled the Members in knowing their details along with contribution and PF Balance through an SMS at 7738299899. As an extension to this service, the Missed Call

service is intended to further ease the process since only a missed call at 01122901406, at no cost to the member, would provide him all the envisaged details. As this facility is available only to the UAN activated Members, such facility will speed up the UAN activation process by the Members. Since its launch, about 40 lakh missed calls have been registered.

- 8. Online Registration of Establishment with Digital Signature:** Employees' Provident Fund Organization has launched a revised process for the registration wherein the employer will be able to apply online and upload the digitally signed documents at the time of application itself. On submission of the application, the code number will be immediately intimated and the code allotment letter will be available for download.

PUBLICITY DIVISION

1.48 The Publicity Division is the nodal desk of EPFO for dissemination of information, policy briefs, media coordination, print media advertising, audio visual advertising, printed publicity, exhibitions, outdoor publicity and likes.

1.49 Some of the major thrust areas of Publicity Division have been education of EPF Members, employers and dissemination of information related to policy initiatives of the Government.

1.50 The Publicity Division has been quite active considering series of initiatives taken by the Organisation, in particular, the Employees' Enrolment Campaign 2017 for enrolling all the eligible workers under the EPF & MP Act, 1952.

THROUGH PRINT & ELECTRONIC MEDIA

1.51 To create awareness amongst the stakeholders, about the new initiatives print medium was elaborately used to publicize the benefits of the schemes under the EPF & MP Act.

- The first advertisement campaign in print media was carried out on 1st May 2016 in 274 newspapers nationwide emphasizing the need to link Universal Account Number with Aadhaar to avail benefits and highlighting the key initiatives of Ministry that included minimum pension of Rs. 1,000/- per month by EPFO.
- In order to provide social security cover to differently abled workers also, an advertisement was published by EPFO on 15th August 2016 in 150 newspapers on incentive scheme for employer for providing employment to persons with disabilities. Under the Scheme, the Government of India bears the employer's share of Provident Fund contributions on wages upto Rs. 25,000/- per month for three years for employing persons with specified disability.
- On launch of Employees' Enrolment Campaign 2017 by EPFO offering opportunity to the employers to voluntarily declare details of all employees hitherto deprived of social security benefits under EPFO, an advertisement campaign was launched in print, electronic and outdoor media highlighting the salient features of the Scheme. Besides using print media, radio campaign on Universal Account Number and Employees' Enrolment

Campaign was also launched during 2016-17 alongwith outdoor campaign on enrolment of all eligible workers with EPFO. During the period from 01.01.2017 to 30.06.2017, 1,01,31,453 workers were got enrolled by EPFO.

1.52 Further, awareness was created through monthly press releases through PIB, media houses and field offices of EPFO. News articles appeared in almost all reputed publications based on these releases. Digital media also carried news articles based on such press releases. Add to this, Press Conferences were held on the sidelines of major events like CBT meetings or launch of new facilities which facilitated good media coverage.

1.53 Following are some of the key communications highlighted through press releases:-

- Special drive "One Employee-One EPF Account" to consolidate multiple accounts of an employee to enable continuance of lifelong PF Membership, and allow PF, pension and insurance benefits on combined service.
- Insurance Benefit under Employees' Deposit Linked Insurance Scheme, 1976 increased to a maximum of Rs. 6.00 lakh from existing Rs 3.60 Lakhs.
- Threshold limit of Provident Fund withdrawal raised from Rs. 30,000/- to Rs. 50,000/- for Tax Deducted at Source (TDS). This provision is effective from 1st June, 2016. (Under Section 192A of IT Act 1961).
- Social Security Agreement between India and Japan came into force w.e.f 1.10.2016.
- To extend EPF services through more than 2 lakh CSC (Common Service Centers) outlets.
- Pradhan Mantri Rojgar Protsahan Yojna (PMRPY) Scheme and Pradhan Mantri Paridhan Rojgar Protsahan Yojna (PMRPY) Scheme launched on 9th August 2016 by the Government of India.
- EPFO raised investment limit in Exchange Traded Funds (ETFs) from 5% to 10%. with effect from 19th September 2016. This was further raised to 15% with effect from 27.05.2017.
- Death claims to be processed within 07 days and retirement claims to be settled on the day of retirement.
- The computerization reforms facilitating submission of online claims as well as Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) and making ECR 2.0, UAN 2.0 and PMRPY services operational.
- Limited time opportunity to the employers to voluntarily declare details of all employees hitherto deprived of social Security benefits under EPFO under Employees' Enrolment Campaign 2017
- Launch of New Unified Portal for the convenience of Employers and Members on 23rd December 2016 to deliver prompt services to employers and employees for various online services.
- Facility under ECR 2.0 for Principal employer to view details of contractor establishments' compliance status
- Introduction of Single Page Composite Claim

Form consolidating multiple Claim Forms by EPFO

- Furnishing of Aadhaar mandatory for final settlement of Pension (10D) claims.
- Self-certification replacing various certificates prescribed under various advances under EPF Scheme, 1952

Awareness camps and exhibitions

1.54 “PF Aapke Dwar”, a publicity outreach programme was organized across the country in major industrial areas and commercial hubs from 15th May 2015 onwards. Apart from disseminating information related to key initiatives of the Organisation, practical demonstrations were a key attraction of the camps in particular regarding the process of activation of UAN by the PF Members. Interactive sessions were also held wherein the clarification on e-enabled services of EPFO were sought by the EPF subscribers and the same were clarified. The programme was carried till 25th May 2015. The enthusiasm generated though extended beyond and many offices continued to reach important commercial areas / industrial hubs under its jurisdiction.

1.55 Some 1,100 camps, including mobile camps were organized during this drive. More than 15,000 employers and around 75,000 employees participated. Representatives of various trade unions like CITU, INTUC, BMS were also seen taking benefits of these informative and educational campaigns. This was widely welcomed by employers and employees and the feedback was encouraging.

Future Road Map

1.56 A software is being developed for use by

the Publicity Division for its growing activities. The purpose of the software is to develop a web based upload and download facility and to exchange information with media, and all EPF stakeholders. It will facilitate Publicity Division at Head office to download and sort the picture / articles uploaded by field offices and get it uploaded on main EPFO website. The module also intends to use it for mass e-mailing and sending bulk SMSes to employers and subscribers regarding key initiatives and relevant information from time to time.

STRENGTHENING OF TRIPARTISM



48th Session of Standing Labour Committee.

1.57 The 48th Session of the Standing Labour Committee (SLC) was held on 11th May, 2017 in New Delhi under the chairmanship of Shri Bandaru Dattatreya, the then Minister of State for Labour and Employment (Independent Charge). The meeting was attended by senior representatives of the Central Trade Union Organizations, Central Employers Organizations, Labour Ministers and Senior Officers from State Governments/UT Administrations and Senior Officers from Central Ministries/Departments. The 48th Session of Standing Labour Committee discussed the Action Taken Report of 46th Indian Labour Conference and decided on agenda items for discussion in the ensuing 47th Indian Labour Conference.

Regional Conference of State Labour Ministers/Labour Secretaries.



1.58 The present Government has widened the scope of continuous engagement of consultations among the stakeholders for inclusive labour policy formulation at regional and state level. After a gap of 19 years and as a part of fresh initiative, the regional level conferences of State Labour Ministers and State Labour Secretaries were organized in Eastern, Southern, Northern Western and North Eastern regions. The Conferences were chaired by the Hon'ble Minister of State for Labour and Employment (Independent Charge). The Conferences were attended by respective State Labour Ministers, Labour Secretaries and other senior officers of Central and state Governments. The prime objective was to understand the regional level problems of workers and employers. The North Central Regional Conference was held in Bhopal on 24th January, 2017. The Eastern Regional Conference was held in Bhubaneswar on 20th September, 2016. The Southern Regional Conference was held in Chennai on 11th January, 2017. The North-Eastern Regional Conference was held in Guwahati on 5th January, 2017. The Western Regional conference was held in Jaipur on 4th May, 2017.

1.59 As a sequel to the above regional conferences, a review meeting of North East States with State labour Ministers & State Labour Secretaries was held at Imphal, Manipur on 5th October, 2017 by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour & Employment, in which State Labour Ministers and State Labour Secretaries of North Eastern region participated.



106th Session of International Labour Conference of ILO and 330th Session of Governing Body of ILO



1.60 India is the founder member of ILO and has been actively contributing to evolution of global policy on labour welfare. The 106th Session of the International Labour Conference (ILC) of ILO and 330th Session of Governing Body was held from 4th June to 17th June, 2017 in Geneva. A high level Indian Tripartite

Delegation led by Shri Bandaru Dattatreya, the then Hon'ble Minister of State for Labour & Employment (Independent Charge) attended the ILC. Besides officials from Ministry of Labour & Employment, the delegation included 11 representatives each from Workers (Central Trade Union Organizations) and Central Organization of Employers' side in the ILC. The Conference was followed by 330th Session of the Governing Body meeting of ILO.

1.61 In the sidelines of 106th ILC, a special event highlighting various measures taken by India to eradicate child labour was hosted on 13th June 2017. Hon'ble Minister of State for Labour & Employment handed over the Instruments of Ratification of the ILO's core Child Labour-related Conventions (No.138 & 182) signed by Hon'ble President of India to Director General, ILO.

1.62 Shri Pallab Lochan Das, MoS (IC) for Labour & Employment, Tribes Welfare, Revenue & DM, State Government of Assam and Shri Pithani Satyanarayan, Labour & Employment Minister, State Government of Andhra Pradesh accredited for participation in the 106th ILC. Heads of States and Governments of ILO Member States with participants from representing governments, employers and workers groups attended the conference.



331st Session of Governing Body of ILO

1.63 The 331st Session of ILO was held during 30 October-09 November 2017 at Geneva. Shri Arun Goel, Additional Secretary & FA, Shri Rajit Punhani, Joint Secretary & DGLW and Ms. Kamini Tandekar, Asstt. Director participated in the 331st Session of the Governing Body of ILO.

IV Global Conference on Sustained Eradication of Child Labour

1.64 The IV Global Conference on the Sustained Eradication of Child Labor was organized at Buenos Aires, Argentina during 14-16 November 2017. Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour & Employment, Shri Manu Tentiwal, PS to Minister and Smt. Anita Tripathi, Deputy Secretary attended the conference.

INDUSTRIAL RELATIONS

1.65 Twenty-two Central Government Industrial Tribunal (CGIT) -cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. Through Finance Act, 2017, the powers to settle the Appeals arising out of EPF&MP Act, 1952 have also been entrusted upon to these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad,

Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai (No.1) and Kolkata also function as National Tribunals.

1.66 In order to reduce pendency of cases Lok Adalats are being organized by the CGIT-cum-Labour Courts as an Alternate Grievance Redressal System. During the period from April, 2017 to October, 2017, a total of forty-two (42) Lok Adalats were held wherein one hundred Eighteen (118) cases were settled. The process of Lok Adalat provides a platform for settlement of industrial disputes through mutual consent and agreement between the litigant parties and depends on their willingness. Therefore, organization of Lok Adalats and number of cases settled therein varies accordingly.

Child Labour

1.67 Elimination of child labour is an area of great concern and Government of India is committed to address the issue. Considering the magnitude and nature of the problem, Government is following a robust multi-pronged strategy to tackle the problem of child labour. It comprises statutory and legislative measures, rescue and rehabilitation, universal elementary education along with social protection & poverty alleviation and employment generation schemes. The objective is to create an environment where families are not compelled to send their children to work. Government has adopted an approach to withdraw and rehabilitate working children from all occupations and processes.



Policy on Child Labour

1.68 The National Policy on Child Labour declared in August, 1987, addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The Action Plan under this policy is multi-pronged and mainly consists of:

- A legislative action plan
- Project based action in areas of high concentration of Child Labour
- Focus on general development programmes for the benefit of the families of Child Labour

Legislative Action Plan

1.69 The Child Labour (Prohibition & Regulation) Amendment Act, 2016 inter-alia covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

Project Based Action Plan

1.70 In pursuance of National Child Labour Policy, the National Child Labour Project (NCLP) Scheme was started in 1988 to rehabilitate children rescued from child labour. It is an ongoing Central Sector Scheme and at present sanctioned in 280 districts in the country. Under the Scheme, working children are identified through child labour survey, withdrawn from work and put into the special training centers so as to provide them with an environment to subsequently join mainstream education system. In these Special Training Centers, besides formal education, the children are provided stipend, mid-day meal, vocational training and regular health check-up.

1.71 As poverty is the primary cause of such a social evil, the educational rehabilitation of such children is further complemented by the economic rehabilitation of the families of child labour through the convergence approach so that the children and their families are covered under the benefits of the schemes of various Ministries/Departments of the Government of India.

1.72 Despite the robust policy and institutional framework, the challenges posed by knowledge dispersion, implementation and monitoring and accountability of institutional mechanisms at Center, State and District level along with the age-old attitude towards child labour makes India one of the most fertile grounds for employment of children. Government has framed a Standard Operating Procedure (SOP) creating a ready reckoner for trainers, practitioners and monitoring agencies to ensure complete prohibition of child labour

and protection of adolescents from hazardous labour ultimately leading to Child Labour Free India. The SOP was launched by the Minister of Labour & Employment in the National Conference on Child Labour held on 26.09.2017.



1.73 Ministry of Labour & Employment has developed an online portal PENCiL (Platform for Effective Enforcement for No Child Labour) which is functional w.e.f 26.9.2017. The purpose of this portal is to provide for a mechanism for both enforcement of the legislative provisions and effective implementation of the National Child Labour Project (NCLP). Though NCLP is a central Sector Scheme, we need active involvement and coordination with State Governments to get the desired impact of the rehabilitative scheme and also its convergence with other departments both vertically and horizontally. The Portal has component like Complaint Corner, State Government, NCLP, Child Tracking System, and Convergence. Now complaint of child labour can be registered electronically on the Portal to the concerned District Nodal Officers(DNOs) for taking prompt action.

Re-alignment of NCLP Scheme with RTE Act, 2009

1.74 With the enactment of Right to

Education Act, 2009, there was a need for realignment of the NCLP Scheme with the provisions of RTE Act, 2009. Ministry of Human Resource Development vide their letter No. 10-4/2009-EE.4 dated 2.7.2010 intimated that the NCLP Schools can serve as Special Training Centers for un-enrolled and out of school children in accordance with the provisions of Section 4 of the RTE Act and Rule 5 of the Right of Children for free and compulsory education (RTE) Rules, 2010.

1.75 Maintenance of harmonious industrial relations remains an avowed objective of Ministry of Labour & Employment. Due to constant endeavor of the Industrial Relations Machineries of both the Centre and the States, the overall industrial relations climate has generally remained peaceful and cordial. While the number of incidences of strikes and lockouts reported during 2012 were 318, these figures stood at 93 (Provisional) up to October, 2017 and have exhibited a declining trend over this period. Similarly, the figures for mandays lost were 12.94 million in 2012 and 1.38 million (Provisional) up to October, 2017.

1.76 As regards the spatial / industry wise dispersion of the incidences of strikes and lockouts, there exist wide spread variation among different States / UTs. Wage & Allowance, Bonus, Personnel, Retrenchment, Indiscipline & Violence and others are major reasons for these strikes and lockouts.

THE MINIMUM WAGES ACT, 1948

1.77 The Minimum Wages Act, 1948 was enacted to safeguard the interests of the workers mostly in the unorganised sector. Under the provision of the Act, both the Central Government and State Governments are the

appropriate governments to fix, revise, review and enforce the payment of minimum wages to workers in respect of scheduled employments under their respective jurisdictions. There are 45 scheduled employments in the Central Sphere and as many as 1709 in the State Sphere. The enforcement of the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere, the enforcement is done through the Inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery.

1.78 In order to protect the minimum wages against inflation, the Central Government has introduced Variable Dearness Allowance (VDA) linked to Consumer Price Index. As regards States/UT Administrations, 27 of them have made VDA as a component of minimum wages. Both Central and State Governments are revising the minimum wages in respect of these scheduled employments from time to time. In the Central sphere, the rates were last revised w.e.f. 01.10.2017.

1.79 In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, a concept of National Floor Level Minimum Wage (NFLMW) was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. NFLMW was revised from time to time. The Central Government has revised the NFLMW from Rs. 160/- to Rs.176/- per day with effect from 01.06.2017. It, however, needs to be noted that the National Floor Level Minimum Wage, is a Non-statutory measure.

THE PAYMENT OF WAGES ACT, 1936

1.80 The Payment of Wages Act, 1936 ensures timely payment of wages and that no unauthorized deductions are made from the wages of the workers. In exercise of the powers conferred by sub-section (6) of Section 1 of the Act, the Central Government, on the basis of figures of the Consumer Expenditure Survey published by National Sample Survey Office, has enhanced the wage ceiling from Rs. 18,000/- to Rs. 24,000/- per month w.e.f. 29.08.2017.

1.81 Payment of Wages (Amendment) Act, 2017:- Section 6 of the Payment of Wages Act, 1936 has been amended on 16.02.2017 to enable making payment of wages in cash or by cheque or by crediting in the bank account of the employee. The amendment made also enables that the appropriate Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment, the wages only by cheque or by crediting the wages in the bank account.

1.82 Provision for making of payment only by cheque or by crediting in bank account of an employee, in respect of industrial or other establishment in the Central Sphere has been notified on 26.04.2017.

PLANNING DIVISION

1.83 The Ministry is implementing Schemes for the Welfare of Labour during the FY 2017-18. Main emphasis of these programmes/schemes is on Elimination of Child Labour, Abolition & Rehabilitation of Bonded Labourers and Employment Generation. The important schemes under Social Security for

Workers are; Employees Pension Scheme, 1995, National Child Labour Project (NCLP), Employment Generation Programs and Labour Welfare Scheme.

1.84 The Ministry of Finance has provided an outlay of Rs. 6878.34 Crore for the **Central Sector Schemes/Centrally Sponsored Schemes** for the Ministry of Labour & Employment during the Financial Year (2017-2018). The details of the Schemes Outlay are given in **Table 1.2**

Occupational Safety and Health (OSH)

1.85 The provisions on Occupational Safety & Health (OSH) of workers as provided for in the Constitution of India are being implemented through the offices of Directorate General of Mines Safety (DGMS) and the Directorate General of Factory Advice Service & Labour Institutes (DGFASLI).



1.86 The DGMS enforces the safety and health provisions for the workers in the mining industry through its Inspectors appointed under the Mines Act, 1952. The DGFASLI, through its Inspectorate of Dock Safety enforces safety provisions in the Docks and also acts as the coordinating Agency at the national level for the Inspectorate of Factories functioning under different State Governments.



1.87 Some of the important events/ initiatives in the area of OSH are:-

- (i) Every year, Ministry of Labour & Employment distributes awards viz. Prime Minister's Shram Awards, National Safety Awards & Vishwakarma Rashtriya Puraskar and National Safety Awards (Mines) to workers.
- (ii) **The Prime Minister's Shram Awards** are given to the workers employed in Department/Public Sector Undertakings of the Central and State Governments and the manufacturing units employing 500 or more workers in the private sector in recognition of their performance, devotion to duty etc. The Prime Minister's Shram Awards for the year 2016 has been finalized, 32 in number, has been awarded to 50 workers/ Group of workers.
- (iii) **The Vishwakarma Rashtriya Puraskars (VRP)** are given to individual workers or group of workers for their outstanding suggestions leading to improvement in productivity, safety and health as well as the import substitution resulting in the savings of foreign currency. The National Safety Awards (NSA) are given in recognition of good safety performance on the part of the industrial establishments covered under the Factories Act, 1948, the employers covered under the Dock Workers (Safety, Health and Welfare) Act, 1986 and Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. There are 28 award winners out of a total of 212 applications received from different industries for the Performance Year 2015. This year these 28 awards are being shared by 111 individuals. The Award function for Vishwakarma Rashtriya Puraskar (VRP) was organized at New Delhi on 17th September, 2017. The awards were given by Hon'ble MoS (Independent Charge) for Labour & Employment, Shri Santosh Kumar Gangwar.
- (iv) **The National Safety Award (Mines)** are given at the national level in recognition of outstanding safety performance in mines covered under the Mines Act, 1952. The Award function for National Safety Award (NSA) was organized at New Delhi on 17th September, 2017. For the Performance year 2015, the total number

of NSA Award Winners and Runner-up in all the twelve schemes adds up to 126 (73 winners & 53 runners-up), which are selected out of 394 applications received under various schemes.



1.88 RESEARCH & TRAINING

(a) DATTOPANT THENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND DEVELOPMENT

1. The Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) established in 1958 to implement the Workers Education Programmes at national, regional and unit/village level. The Board undertakes training programmes, which cover workers from organized, unorganized, rural and informal sectors.
2. The main objective of the Board's training programmes is to create awareness among all sections of the working population. Supervisory and managerial cadres are also covered through Joint Education Programmes.
3. With headquarters at Nagpur, the Board has a network of 50 Regional and 7 Sub Regional Directorates spread throughout the country.

The six Zonal Directorates at Delhi, Guwahati, Kolkata, Chennai, Mumbai and Bhopal monitor the activities of the Regional Directorates of their respective zone.

4. The Board is tripartite in character and consists of representatives from Central Organisations of Workers/ Employers, Central/State Governments and Educational Institutions.

(b) V.V. GIRI NATIONAL LABOUR INSTITUTE (VVGNI)

V.V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.





SWACHH BHARAT MISSION

1.89 The Ministry of Labour and Employment has been implementing Swachh Bharat Mission to achieve the target set by this Ministry in its annual action plan since its launch.



1.90 The Ministry celebrated International Labour Day on 1st May, 2017, by way of initiating a cleanliness drive in the first fortnight of May, 2017 (1st-15th May) in all ESIC hospitals, dispensaries, factories, manufacturing premises. The Office of Chief Labour Commissioner (Central) issued directions to establishments for observing cleanliness drive during the fortnight to commemorate Labour Day.

1.91 Cleanliness drive was carried out during the pakhwadas in the Main Ministry during the year.

1.92 An intensive cleanliness drive was carried out in Shram Shakti Bhawan and Jaisalmer House. Officers are nominated floor wise for day-to-day monitoring of cleanliness. Besides a team under the chairmanship of nodal officer, DS (Adm) was constituted for overall implementation of drive. The activities included:

- Personal inspection by Hon'ble Minister/ Secretary (L&E) on different occasions.
- Continued personal monitoring of all cleanliness activities by the Joint Secretary level officers.
- Removal of extra/broken furniture items and records from the Corridors.
- Proper cleaning of the Parking lot and open lawn/premises area for maintaining cleanliness and avoidance of accumulation of debris/malba.
- Special drive for weeding out of old files/records in the sections.
- Swachh Bharat logo/quotations are being displayed on official publications viz. Diary, Spiral Pads, File covers etc.
- Pruning and beautification of outdoor and indoor plants are being done at regular intervals to give a clean and better look of the building.
- Regular cleaning of departmental Canteen, library and store room to maintain cleanliness and hygiene.
- Prohibition of unnecessary pasting/sticking of notices on the walls.
- Buildings are made completely covered

under CCTV surveillance system. Notices are displayed to prohibit spitting, loitering etc.

1.93 Action Plans for the First year of campaign and for the rest period upto 2019 have been drawn. The activities are being followed as specified in the Action Plans.

1.94 Swachhta Action Plan(SAP) of the Ministry for the year 2017-18 was conveyed to the Ministry of Drinking Water and Sanitation. Toilets have been renovated in the Shram Shakti Bhawan under SAP.

1.95 All attached / subordinate and autonomous organizations of the Ministry are also carrying out the activities pursuant to Prime Minister's call for 'Swachh Bharat' as a mission mode.

THE RIGHT TO INFORMATION ACT, 2005

1.96 In order to achieve the objectives of Good Governance, it is necessary that the administration should be transparent, responsive, citizen-friendly and able to disseminate all the information to the public. Right to Information is a powerful tool to ensure all these qualities in the administration and, therefore, the Government enacted the Right to Information (RTI) Act, 2005, which has come into effect from 12.10.2005.

1.97 In pursuance of the provisions contained in the Right to Information Act 2005, action has been taken for the implementation of the Act in various Public authorities under the aegis of Ministry of Labour & Employment. It includes dissemination of information in public domain relating to the particulars of organisation, its function and duties, the designation of CPIO and Appellate Authority etc. The Ministry has also

initiated suo-motu disclosure of information about various Labour Acts / Regulations, which were required to be made public for the use of citizens of this country, on the Ministry's website i.e. www.labour.gov.in. It is also to be mentioned that Attached & Subordinate offices and Autonomous organisations of the Ministry have their own websites which are linked to the Ministry's website.

1.98 The Ministry has also set up a Central RTI Cell, headed by a Nodal Officer where the RTI applications from the citizens are received. During the year 2017-2018 (Up to December, 2017), 3400 applications (Manually and Electronically) were received in Main Secretariat, Ministry of Labour & Employment.

1.99 During the year from 1st April to 30th November, 2017, 25 applicants for the year 2017-2018 have gone to Central Information Commission (CIC) in the form of 2nd Appeal, in which CIC has upheld the decision of Appellate Authority in almost all cases.

Year	RTI Applications Received
2005-2006	37
2006-2007	399
2007-2008	606
2008-2009	733
2009-2010	832
2010-2011	1154
2011-2012	1537
2012-2013	1110
2013-2014	1386
2014-2015	4539
2015-2016	4275
2016-2017	4801
2017-2018	2881
(as on 30.11.2017) (Manually and Electronically)	

Activities of Directorate General of Employment

1.100 The Directorate of Employment DGE is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services.'Employment' being concurrent subject, the laying down of policies, procedures, standards, norms, guidelines, are the responsibility of the Central Government, whereas the administration of Employment Exchanges rests with the respective State Governments/Union Territories. Most of the States have Directorates of Employment located in the State capitals. In addition to these activities, DGE also runs training institutions to meet the training needs of specific target groups.



1.101 Twenty Five National Career Service Centres (NCSC) for Schedule Casted / Schedule Tribes have been set up in 25 States. Vocational Guidance and training in Confidence Building is provided to SC/ST job seekers through these centres. Besides, the facilities for practising Typing and shorthand are provided to SC/ST job seekers in 14 National Career Service Centres. These Centres have also been arranging Pre-Recruitment Training Programmes for SC/ST

candidates to improve their employability through competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. During 2017-18, till September, 2017, 6956 candidates could make use of facilities provided at NCSCs to practise Typing and Shorthand and 646 candidates participated in the Pre-Recruitment Training Programme organised by NCSCs.

1.102 Twenty One **National Career Service Centers for Differently Abled (NCSC-DA)** (Erstwhile VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. These Centres evaluate residual capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During 2017-18 (upto 31.10.2017) these centres have registered 17739, evaluated 17676 and rehabilitated 6440 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for PWDs. The Centres will focus on career counselling as key activities for youth with disabilities to pursue skill enhancement courses that the market drive. The officers of the NCSC-DA are being trained on professional counselling techniques. Outreach counselling sessions and job-fairs will be a key activity in these career Centres.



GRIEVANCE REDRESSAL MECHANISM

1.103 Grievance Redressal Mechanism is part and parcel of the machinery of any administration. The public grievances are received in two modes, viz. online through the centralized **PUBLIC GRIEVANCE REDRESS AND MONITORING SYSTEM (CPGRAMS) portal (pgportal.gov.in)** and also in offline (physical) form from various sources. The Ministry of Labour and Employment is one of the top 20 Ministries which receive largest number of grievances.

1.104 The work of the Public Grievances redressal is given high importance by this Ministry and it is regularly reviewed at highest level of Secretary (L&E). Majority of the grievances received in this Ministry are related to the Employees Provident Fund Organisation (EPFO), Chief Labour Commissioner (Central) Organisation (CLC(C)), the Employees State Insurance Corporation (ESIC) and the Directorate General of Employment (DGE). The online Public Grievances received in the Ministry on CPGRAMS are being closely monitored and due to the regular and close monitoring at all levels, most of the grievances are presently being disposed of by various Organisation / Offices of the Ministry within 30 days.

1.105 Comparative figures of Public Grievances received and disposed of on the CPGRAMS portal and percentage of disposal of such Grievances by the Ministry of Labour and Employment during the period 2015-2017 (Year-wise) are shown at the **Table 1.1**.

Table 1.1

Year-wise break up of Public Grievances received and disposed of in the online CPGRAMS portal (pgportal.gov.in) by the Ministry of Labour and Employment during the period 2015-2017 (from 01.01.2015 to 31.12.2017).

Sl.No	Period (year)	No. of Grievances brought forward from previous year	No. of Grievances received during the years	Total No. of Grievances received for the year (3+4)	Cases disposed of during the year	Cases pending at the end of the year	Percentage of Disposal
1	2	3	4	5	6	7	8
1	01.01.2015 to 31.12.2015	1597	22329	23926	22912	1014	95.76%
2	01.01.2016 to 31.12.2016	1014	24699	25713	24635	1078	95.80%
3	01.01.2017 to 31.12.2017	1078	33037	34115	32710	1405	95.88%

Table: 1.2
Ministry of Labour & Employment: Central Sector Schemes/Centrally Sponsored Schemes
Financial Outlay 2017-18
(Rupees in crore)

Sl. No.	Name of Schemes	Financial Outlay 2017-18
1.	Labour and Employment Statistical System	68.00
2.	Strengthening of Adjudication machinery and holding of LokAdalats	10.00
3.	Machinery for Better Conciliation, Preventive Mediation, E ffective Enforcement of labour Laws, Chief Labour Commissioner	20.00
4.	Creation of National Platform Of Unorganised Workers and allotment of an Aadhar seeded identification numbers	100.00
5.	Employee Pension Scheme, 1995	4771.18
6.	Social Security for Plantation Workers in Assam	50.00
7.	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour.	160.00
8.	Employment generation programme	
(i)	National Career services	125.00
(ii)	PradhanMantriRojgarProtsahanYojna	1000.00
(iii)	Coaching and Guidance for SC, ST and OBCs	26.00
(iv)	Employment Promotion Scheme	13.90
9.	Strengthening of DGFASLI organisation and OSH in factories , ports and docks	17.00
10.	Development of Regional Labour Institute, Faridabad as National Centre for Excellence	5.26
11.	Mine Accidents Analysis and Modernisation of Information Database	10.00
12.	Strengthening of Infrastructure facilities and core functions of Directorate of Mines Safety	17.00
13.	DattopantThengadi National Board for Workers Education & Development, Nagpur (formally known as CBWE)	90.00
14.	V.V. GNLI, Noida	15.00
15.	Labour Welfare Scheme	380.00
	Total*	6878.34

*Note: Total BE (2017-18)	7188.38
Less Establishment expenditure of the centre	310.00
Less Establishment of RLI, Shilong.	0.04
Total (Central Sector Schemes/Centrally Sponsored Schemes)	6878.34

Box 1.1	
LIST OF CENTRAL ACTS	
Sl. No.	Name of the Act
01.	The Employees State Insurance Act, 1948
02.	The Employees Provident Fund and Miscellaneous Provisions Act, 1952
03.	The Dock Workers (Safety, Health and Welfare) Act, 1986
04.	The Mines Act, 1952
05.	The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare (Cess) Act, 1976 **(Under process for repealing)**
06.	The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976 **(Under process for repealing)**
07.	The Mica Mines Labour Welfare Fund Act, 1946 **(Under process for repealing)**
08.	The Beedi Workers Welfare Cess Act, 1976 **(Under process for repealing)**
09.	The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972 **(Under process for repealing)**
10.	The Cine Workers Welfare (Cess) Act, 1981 **(Under process for repealing)**
11.	The Beedi Workers Welfare Fund Act, 1976 **(Under process for repealing)**
12.	The Cine Workers Welfare Fund Act, 1981
13.	The Child & Adolescent Labour (Prohibition and Regulation) Act, 1986
14.	The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996
15.	The Contract Labour (Regulation and Abolition) Act, 1970
16.	The Equal Remuneration Act, 1976
17.	The Industrial Disputes Act, 1947
18.	The Industrial Employment (Standing Orders) Act, 1946
19.	The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
20.	The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
21.	The Maternity Benefit Act, 1961
22.	The Minimum Wages Act, 1948
23.	The Payment of Bonus Act, 1965
24.	The Payment of Gratuity Act, 1972

25.	The Payment of Wages Act, 1936
26.	The Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
27.	The Building and Other Construction Workers Cess Act, 1996
28.	The Factories Act, 1948
29.	The Motor Transport Act, 1961
30.	The Unorganized Workers Social Security Act, 2008
31.	The Working Journalists (Fixation of Rates of Wages) Act, 1958
32.	The Plantations Labour Act, 1951
33.	The Sales Promotion Employees (Conditions of Service) Act, 1976
34.	The Trade Unions Act, 1926
35.	The Bonded Labour System (Abolition) Act, 1976
36.	The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
37.	The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
38.	The Workmen's Compensation Act, 1923 (now renamed as the Employee's Compensation Act, 1923)
39.	The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959
40.	The Weekly Holidays Act, 1942 *(Under Repeal) *
41.	The Children's (Pledging of Labour) Act, 1938 **(Repealed) **
42.	The Employers Liability Act, 1938 **(Repealed) **
43.	The Personal Injuries (Compensation Insurance) Act, 1963 **(Repealed) **
44.	The Personal Injuries (Emergency Provisions) Act, 1962 **(Repealed) **

CHAPTER -2

ORGANISATIONAL STRUCTURE & FUNCTIONS

LABOUR JURISDICTION

2.1 Under the Constitution of India, Labour is a subject in the Concurrent List and, therefore, both the Central and the State governments are competent to enact legislations subject to certain matters being reserved for the Centre. (Box 2.1)

Box 2.1

ALLOCATION OF SUBJECTS	
Union List	Concurrent List
Entry No. 55- Regulation of labour and safety in mines and oil fields.	Entry No.22-Trade Union; industrial and Labour disputes.
Entry No. 61 - Industrial disputes concerning Union employees.	Entry No. 23 Social security and social insurance; employment and unemployment.
Entry No. 65 – Union agencies and institutions for “vocational training”.	Entry No. 24- Welfare of labour including conditions of work, provident funds, employers’ liability, workmen’s compensation, invalidity and old age pensions and maternity benefit.

Vision, Mission and Objectives of the Ministry of Labour and Employment

Vision

2.2 Decent working conditions and

improved quality of life for workers, ensuring India without Child Labour and enhancing employability on a sustainable basis.

Mission

2.3 Formulating and implementing Policies/ Programmes/Schemes/Projects for providing Social Security and Welfare, regulating Conditions of Work, Occupational Health and Safety of Workers, eliminating child labour, promoting Harmonious Industrial Relations, ensuring Enforcement of Labour Laws and promoting Employment Services.

Objectives

1. Enhancing welfare and social security provisions for unorganised sector workers
2. Providing social security to organised sectors workers
3. Eliminating child labour from hazardous occupations and processes
4. Promoting skill development
5. Strengthening employment services
6. Prevention and settlement of Industrial Disputes and strengthening Labour Laws enforcement machinery
7. Improving Safety conditions and safety of workers

MINISTRY OF LABOUR & EMPLOYMENT

Shri Santosh Kumar Gangwar has taken over

the charge as Minister of State (Independent Charge), Labour and Employment w.e.f. 03.09.2017.

Smt. M. Sathiyavathy, IAS (AGMUT:82) has taken over the charge of Secretary (L&E) w.e.f. 30.09.2016.

Bureau Heads

Shri Heera Lal Samariya, IAS (TG:85) has taken over the charge of Additional Secretary (L&E) w.e.f. 12.08.2015. He is looking after the work of Chief Vigilance Officer, all legal matters, Social Security Division, Convergence of Social Security Scheme for unorganized worker including single data / single card, Organization of all Regional/Zonal meeting of the Ministry, Overall incharge of Parliamentary matters, Organizing of all Regional / Zonal Meeting of the Ministry, Dattopant Thengadi National Board for Workers Education and Development (DTNBWEB) and IT / NIC matters. He is a special invitee to all statutory or advisory Boards/Committees/Meetings of the Ministry where he is not a member. Performing other special tasks allotted by Secretary (L&E).

Shri Arun Goel, IAS (PB:1985) has taken over the charge of Additional Secretary and Financial Advisor w.e.f. 01.11.2016 in place of **Smt. Meenakshi Gupta, the then JS & FA.** He is looking after the work of Finance, Budget & Accounts (B&A), Cash and matters relating to Demand for Grants before Parliamentary Standing Committee on Labour and monitoring of Plan/Non-Plan Expenditure of Ministry.

Dr Ravi Kant Bhatnagar (ISS : 1981) has taken over charge of Director General (Statistics) w.e.f. 08.08.2017. He is looking after the charge

of Directorate General of Employment.

Shri Biranchi Narayan Nanda (IES : 1983) has taken over the charge of Senior Labour and Employment Financial Adviser w.e.f. 27.10.2017 in place of Sh. K.M. Gupta (IES : 1982), who retired from Government service after attaining the age of superannuation on 30.09.2017. He is looking after the work of Economic and Statistical Analysis (ESA) (Labour Bureau), Disaster Management and Planning Unit.

Shri Manish Gupta, IAS (UT:1991) is holding the post of Joint Secretary w.e.f. 03.11.2014. He is looking after the work of Labour Conference (LC) /ILAS, Shram Suvidha Portal, Social Security **excluding Employees' Provident Fund Organisation (EPFO)**, Employee's State Insurance Corporation (ESIC), Wage Board, Wage Cell and **Additional charge of Financial Advisor (EPFO).**

Shri Rajit Punhani, IAS (BH:1991) has taken over the charge of Joint Secretary & Director General of Labour Welfare w.e.f. 01.09.2016. He is looking after the work of Labour Welfare –Unorganized Labour, Bonded Labour, Building and other Construction Workers (BOCW), and other aspects related to the Unorganised Workers Social Security Act, 2008. This includes specific schemes of the Labour Welfare Organisation for certain categories of Unorganised workers like Beedi, non-coal mines and Cine workers.

Shri R.K. Gupta, (CSS) has taken over the charge of Joint Secretary w.e.f. 01.08.2016. He is looking after the work of Administration, IT, Central Labour Service & matters relating to

EPF & MP Act / EPFO, Labour Laws Reforms, matters relating to Central Government Industrial Tribunals and Nodal officer for AVMS(ACC Vacancy Monitoring System), Bhavishya, e-Sparrow, e-Anubhav, Swachh Bharat Mission, APARs, Coordination with DAPRG, NIC and UNDP consultants for populating electronic service provided by Ministry on national e-Governance services portal of India.

Ms Kalpana Rajsinghot, (IPoS : 1992) has taken over the charge of Joint Secretary w.e.f. 26.10.2017 in place of Sh. Rajeev Arora, IAS (Hy:1987), Joint Secretary. She is looking after the work of V.V. Giri National Labour Institute (VVGNI), Media Cell, all matters relating to Industrial Relations including Appellate Authority for Railways (HOER), Child & Women Labour, Industrial Safety & Health Division – matters related to Mines Act and Coordination/2nd National Commission on Labour (NCL).

Sh. N.K. Santoshi is holding the post of DDG w.e.f. 20.03.2017. He is looking after the work of ESA(Labour Bureau), Planning Unit and Parliament Unit.

Shri Devender Singh has assumed the charge of Economic Advisor w.e.f 15/12/2015. He is looking after the work of Official Language, Public Grievances, Chief/Nodal Record Officer, Evaluation & Monitoring of Schemes, all matters related to RTI & VII CPC, Industrial Safety & Health Division – DGFASLI matters related to Factories Act and Dock Workers (Safety & Health) Act etc. He is also Chief Information Security Officer.

Office of Director General & Employment (DGE)

Shri Mitter Sain, (ISS :1987) is holding the post of Deputy Director General (Employment) since 22.08.2017.

Office of Chief Labour Commissioner (Central) {CLC(C)}

Shri Anil Kumar Nayak, IOFS(1986) has assumed the charge of the post of Chief Labour Commissioner(Central) w.e.f. 12.08.2015.

Employees' State Insurance Corporation (ESIC)

Shri Raj Kumar, IAS (GJ:1987), has taken over the charge of Director General of ESIC w.e.f. 21.07.2017.

Employees' Provident Fund Organisation (EPFO)

Shri V.P. Joy, IAS (KL:1987) has assumed the charge of Central Provident Fund Commissioner of EPFO since 01.03.2016.

Structure and Formation

2.4 The Ministry has the following attached and subordinate offices, autonomous organizations, adjudicating bodies and arbitration body.

ATTACHED OFFICES

Directorate General of Employment (DGE)

2.5 The Directorate of Employment DGE is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services. 'Employment' being concurrent subject, the laying down of policies, procedures, standards,

norms, guidelines, are the responsibility of the Central Government, whereas the administration of Employment Exchanges rests with the respective State Governments/Union Territories. Most of the States have Directorates of Employment located in the State capitals. In addition to these activities, DGE also runs training institutions to meet the training needs of specific target groups.

Office of Chief Labour Commissioner (Central) [CLC(C)]

2.6 This Office is responsible for (a) prevention, investigation and settlement of industrial disputes in the central sphere; (b) enforcement of awards and settlements; (c) implementation of labour laws in industries and establishments in respect of which Central Government is the appropriate government; (d) verification of membership of Unions affiliated to the Central Organisations of workers for giving them representation in national and international conferences and committees; and (e) fixation and revision of dearness allowance component of minimum wages under the Minimum Wages Act, 1948 in the scheduled employments.

Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)

2.7 This Directorate is concerned with formulation of policy relating to the safety, health and welfare of workers in factories and docks. It is responsible for coordinating the implementation of the provisions of the Factories Act, 1948 by the State Governments and formulation of Model Rules thereunder. It is also concerned with the administration of the Dock Workers (Safety, Health and Welfare)

Act, 1986. It undertakes research in industrial safety, occupational health, industrial hygiene, industrial psychology and industrial physiology. It also provides training mainly in the field of industrial psychology and industrial safety & health including a diploma course of one year duration in industrial safety. Diploma is an essential qualification for appointment of Safety Officers in factories. Regular in-service training of Factory Inspectors is another important activity of the Organization.

Labour Bureau

2.8 The Labour Bureau with its headquarters at Chandigarh and Shimla, is responsible for collection, compilation and publication of labour statistics and other information relating to labour such as employment and unemployment, wages, earnings, industrial relations, working conditions etc. It also compiles and publishes the Consumer Price Index Numbers for industrial and agricultural/rural workers.

SUBORDINATE OFFICES

Directorate General of Mines Safety (DGMS)

2.9 This Office is entrusted with enforcement of provisions of the Mines Act, 1952 and the Rules and Regulations framed thereunder. The provisions of the Indian Electricity Act, 1910 as applicable to mines and oil fields are also enforced by it.

Welfare Commissioners

2.10 The seventeen (17) offices of Welfare Commissioners are responsible for providing welfare services to the workers employed in mica, limestone and dolomite, iron ore, manganese, & chrome ore mines and in the

beedi and cinema industries. These offices are located at New Delhi (Headquarter) Allahabad, Ahmedabad, Ajmer, Bangalore, Bhubaneswar, Chandigarh, Cannanore, Dehradun, Hyderabad, Jabalpur, Kolkata, Nagpur, Patna, Ranchi (Jharkhand), Raipur and Tirunelveli.

AUTONOMOUS ORGANISATIONS

Employees State Insurance Corporation (ESIC)

2.11 The ESIC is responsible for implementation of the Employees State Insurance Act 1948, which provides for medical care and treatment to Insured Persons and their families. Assistance is given in terms of benefits during sickness and maternity, compensation for employment related injury, pension for dependents on the death of workers due to employment related injury, etc.

Employees Provident Fund Organization (EPFO)

2.12 This Organisation is responsible for administration of the Employees Provident Funds and Miscellaneous Provisions Act, 1952. The Schemes for Provident Fund, Family Pension and Deposit Linked Insurance are implemented by the Organisation for the benefit of workers covered under the scheme. The Organisation is also responsible for administration of Employees Pension Scheme, 1995 that came into existence on 16.11.1995.

V.V. Giri National Labour Institute (VVGNI)

2.13 The V.V. Giri National Labour Institute, Noida (Uttar Pradesh) is a registered society, which conducts action oriented research and provides training to grass-root level workers in the trade union movement, both in urban and

rural areas and also to Officers dealing with industrial relations, personnel management, labour welfare etc.

Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE)

2.14 The Board with its headquarters at Nagpur is a registered society dealing with schemes for training of workers on trade unionism and in bringing about consciousness among workers about their rights, duties and responsibilities. The Board also undertakes programme for rural workers education and functional adult education.

ADJUDICATING BODIES

Central Government Industrial Tribunals-cum-Labour Courts (CGITs)

2.15 Twenty two Central Government Industrial Tribunal (CGIT)-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. Through Finance Act, 2017, the powers to settle the Appeals arising out of EPF&MP Act, 1952 have also been entrusted upon to these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai (No.1) and Kolkata also function as National Tribunals.

ARBITRATION BODY

Board of Arbitration, Joint Consultative Machinery (JCM) Scheme

2.16 In 1966, the Government of India had introduced a Scheme for Joint Consultative Machinery (JCM) and Compulsory Arbitration for Central Government Employees for resolving unresolved differences between the Government, as an employer, and the general body of its employees in certain matters of common concern.

2.17 As per clause 16 of the JCM Scheme, Compulsory Arbitration is limited to disputes on Pay and Allowances, Weekly Hours of Work and Leave of a class or grade of employees. As per clauses 18 & 19 of the JCM Scheme for Arbitration, if so desired by either side, a dispute on an arbitrable matter is referred to the Board of Arbitration (BOA), only after it has been considered by the National Council or appropriate Departmental Council, as the case may be, and a final disagreement between the two sides has been recorded in the matter.

2.18 Under the Joint Consultative Machinery (JCM) Scheme, the Board of Arbitration (BOA) was set up in July, 1968. The Board consists of a Chairman and two other members. The Board of Arbitration (BOA), provides for a mechanism for amicable, peaceful and just settlement of disputes between the Government and its employees, when there is a final disagreement in the JCM forum between the Official Side and the Staff Side on any arbitrable matter/issue concerning any class or grade of employees in common.

Main Subjects dealt in the Ministry of Labour

and Employment

2.19 In pursuance of the powers derived from the respective entries in the Union List and the Concurrent List of Seventh Schedule of the Constitution, the Ministry of Labour and Employment has been allocated the following items of work: -

2.20 Labour policy (including wage policy) and legislation, safety, health and welfare of labour, Social Security of labour, policy relating to special target group such as women labour, child labour, Industrial relations and enforcement of labour laws in the central sphere, adjudication of industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals, Workers Education, Labour and Employment Statistics, Employment Services and vocational training, Administration of Central Labour & Employment Services, International Cooperation in Labour & Employment matters.

Central Labour Service (CLS)

2.21 The Central Labour Service (CLS) was constituted with effect from 3rd February 1987 to ensure harmonious industrial relations, welfare of labour and enforcement of labour laws. Consequent upon the Cadre Review, the Central Labour Service (CLS) was notified as an organized service in the year 2004.

2.22 The factories and mines employing 500 or more workers and plantations employing 300 or more workers are required to appoint prescribed number of welfare officers under the relevant statutes. Assistant Labour Welfare Commissioners (Central) and Deputy Labour

Welfare Commissioners (Central) discharge statutory functions and they also advise and assist the management of the concerned establishments in the areas of safety, health and welfare of workers etc. Moreover, by assisting in resolution of workers' grievances, these officers prevent them from escalating into industrial disputes.

2.23 In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (C), Deputy Chief Labour Commissioners (C) and Additional Chief Labour Commissioner (c) in the Central Industrial Relations Machinery (CIRM), headed by the Chief Labour Commissioner (C) are also entrusted with the task of maintaining harmonious Industrial relations in the Central sphere. The officers of CLS appointed as Assistant Welfare Commissioner (C), Deputy Welfare Commissioner (C) and Welfare Commissioner in the Welfare Organisation of the Ministry of Labour and Employment under the Director General (Labour Welfare) administer the Welfare Funds for beedi, Cine and certain categories of non-coal mine workers.

2.24 Consequent upon the 2nd Cadre Review of the Central Labour Service (CLS), the present Cadre strength of the Service in various grades is restructured and revised viz. 01 post in HAG, 02 posts in SAG, 59 posts in JAG, 115 posts in STS and 163 posts in JTS Grade

2.25 The policy/guidelines for transfer/posting of Officers of Central Labour Service to ensure transparency and rotation amongst three Streams viz. Central Industrial Relations Machinery (CIRM) headed by Chief Labour

Commissioner (Central), Welfare Wing headed by Director General Labour Welfare and Labour Welfare Wing in the Factory/Industrial Establishments was revised in accordance to the instructions of the Department of Personnel & Training and in compliance to the directions of the Hon'ble Supreme Court of India.

PARLIAMENT UNIT:

2.26 Parliament Unit is the Nodal Unit for Parliament related matters. The main functions of this Unit are as under:-

- To receive all notices on Starred/Un-starred Parliament Questions as well as Special Mention/Resolution/ Short Duration Discussion etc. from Lok Sabha/ Rajya Sabha Question Branches and to forward to all concerned Section in the Ministry for necessary action.
- To coordinate with the concerned Sections/Divisions of the Ministry to provide information related to Legislative Business before every Session of Parliament.
- To forward information in respect of matters of Urgent Public Importance rose in the House under Rule 377 in Lok Sabha and by way of Special Mention in Rajya Sabha during Zero Hour to respective House of Parliament.
- To conduct meetings of the Consultative Committee attached to this Ministry as per the convenience of Hon'ble Labour & Employment Minister. In Year 2017 (till November, 2017) two meetings respectively on 22.03.2017 and

27.10.2017 were conducted under the Chairmanship of Hon'ble Minister of State (Independent Charge) for Labour & Employment.

The issues discussed in these two meetings (2017) were:-

- (i) Child Labour (held on 22.03.2017 at Parliament House Annexe, New Delhi)
- (ii) Employment (held on 27.10.2017 at Varanasi)

FINANCE WING

2.27 The Secretary (M/o Labour & Employment) is the Chief Accounting Authority of the Ministry of Labour & Employment and discharges his/her duties with the assistance of Additional Secretary & Financial Adviser and Chief Controller of Accounts. AS&FA is the Head of Budget and Finance and the Chief Controller of Accounts (CCA) is the Head of the Accounting Organization in the Ministry of Labour & Employment.

Integrated Finance Division

2.28 Integrated Finance Division is headed by the Financial Adviser in the Ministry. DS (F) assists the Financial Advisor on all matters relating to tendering financial advice.

2.29 As provided in the Appendix 2 of DFPFs, IFD, headed by AS&FA, carries out the following functions:-

- To advise the Administrative Ministry on all matters falling within the powers delegated to the Ministry by the M/o Finance.
- To screen all expenditure proposals,

except those coming within the delegated powers, that are required to be referred to the Finance Ministry for concurrence or comments;

- To ensure that the schedule for preparation of budget is adhered to by the Ministry and that the budget is drawn up according to the instructions issued by the Ministry of Finance from time to time;
- To scrutinize budget proposals before submission to the Ministry of Finance;
- To closely associate with the formulation of Scheme and important expenditure proposals from the initial stages;
- To closely Associate with the evaluation of progress and performance of projects and continuing schemes and ensure that results of such evaluation studies are taken into consideration while formulating budget;
- To examine & scrutinize SFC/EFC proposals received from various Wings of the Ministry,

2.30 During the year 2017-2018, all budget and accounts matters were attended to within the time schedule prescribed. By careful scrutiny of proposals, it was ensured that the expenditure conformed to budgetary appropriations, rules and regulations prescribed by the Finance Ministry and was consistent with the objectives of the relevant schemes/programmes. The guidelines with regard to fiscal prudence and austerity in expenditure Management as prescribed by the Department of Expenditure, Ministry of Finance were also ensured.

2.31 15 Memoranda for SFC/EFC were examined in IFD and views / comments / concurrence as required in each case were offered.

Official Language

Progressive use of Hindi

2.32 The Ministry of Labour & Employment has made efforts to promote the use of Hindi in official work and create interest among officers / staff to work in Hindi during the year 2017-18. Steps were taken to ensure compliance of the provisions of the Official Language Act / Rules and orders / instructions/ guidelines issued by the Department of Official Language from time to time. Hindi Division of the Ministry is entrusted with the task of implementation of the Official Language Policy of the Government of India and translation of important documents such as papers to be placed before the Parliament, Labour Laws, Hon'ble Labour & Employment Minister's Speeches, Press release etc. and the routine work of the Ministry.

2.33 Hindi Fortnight was observed during 18-29, September, 2017 to promote the use of

Hindi in the Ministry. On this occasion, eight Hindi related competitions were conducted to promote the use of Hindi among the officials. A large number of Officials of the Ministry participated in these competitions and the winners of the competition were given cash awards and certificates

2.34 The Hindi work is done on computer by the Hindi Division. Efforts are being made to update bilingual Website of the Ministry. Officers attached with the Rajbhasha Wing also conduct inspections regarding the Hindi work from time to time.

2.35 The documents under Section 3(3) of the Official Language Act, 1963 were issued both in Hindi and English. The Meetings of the Official Language Implementation Committee were organized.

2.36 Implementation of Direct Benefit Transfer (DBT)

The following 18 Schemes [14 cash transfer, 3 in-kind transfer and 1 Aadhaar Enabled Service] of the Ministry of Labour & Employment are covered under the DBT Program:

Cash Transfer Scheme

Sl. No.	Name of the Scheme
1	Scholarship to the Children of Beedi Workers
2	Scholarship to the Children of Cine Workers
3	Scholarship to the Children of Iron / Manganese / Chrome Ore Workers
4	Scholarship to the Children of Lime Stone and Dolomite Workers
5	Revised Integrated Housing Scheme (RIHS) - 2016 for Beedi, IOMC, LSDM, CINE Workers
6	Stipend to Children in Special Schools under National Child Labour Project (NCLP)

7	Stipend to Trainees under the Scheme of Welfare of SC/ST Job-Seekers through Coaching, Guidance & Vocational Training (CGC)
8	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped (VRCs)
9	Stipend to Trainees Under Scheme of Welfare of Scheduled Castes & Scheduled Tribes job-seekers through National Career Service Centres for SC/STs.(NCSC for SC/ST)
10	Stipend to Differently Abled Candidates under Scheme of National Career Service Centres for Differently Abled.(NCSC-DA)
11	Family Pension-cum-Life Assurance & Deposit Linked Insurance Schemes for the Plantation Workers in Assam
12	Scholarship under Aam Aadmi Bima Yojana (AABY) [converged with PMJJBY & PMSBY]
13	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour
14	Grants to Dattopant Thengdi National Board for Workers' Education & Development (DTNBWED)

In-kind Transfer Schemes

1	Grants to V.V. Giri National Labour Institute (VVGNI)
2	Employees Pensions Scheme (EPS)
3	Pradhan Mantri Rojgar Protshan Yojana (PMRPY)

Aadhaar Enabled Service

1	National Career Service (NCS)
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Action Taken on Citizens' / Client's Charter (CCC)

2.37 The Citizens' / Clients' Charter (CCC) of the Ministry of Labour & Employment was last updated in March, 2017 on the basis of the guidelines of the Department of Administrative Reforms & Public Grievances (DAR&PG) and the Performance Management Division (PMD), Cabinet Secretariat and in consultation with the stakeholders of the Ministry. The charter has been put on the website of the Ministry for easy access by public and sufficient copies have been kept in Information Facilitation Centre of the Ministry for use by visitors.

2.38 The Citizens' / Clients' Charter (CCC) contains information with respect to vision,

mission, services / transactions rendered by the Ministry along with responsible persons, their contact details, processes, documents / fees required and service standards. Separately, contact details of Grievance Redressal Officer and information with reference to Attached / Subordinate Offices / Autonomous Bodies of the Ministry along with contact details and address of their websites has been incorporated in the Charter.

2.39 Computerized Information Facilitation Centre in the Ministry has been set up which is rendering all necessary assistance to the Public by making available information on various activities and schemes of the Ministry and its organizations.

Action Taken Notes on CAG & PAC Audit Paras

2.40 The details are given in the Table below:

S.No.	Report No. & Year	Para No.	Brief Subject	Present Status
1	12 of 2017	15.1	Failure to monitor unauthorised occupation of government accommodation	ATN has been sent to CAG for vetting
2	72 of 16th Lok Sabha	Entire Report	Performance Audit of EPFO	ATN has been sent to CAG for vetting
3	67 of 16th Lok Sabha	Entire Report	Performance Audit of Employees State Insurance Corporation (ESIC) and Special Audit of Medical Education Projects of ESIC	Revised ATN is being prepared by ESIC

CHAPTER - 3

INDUSTRIAL RELATIONS

CENTRAL INDUSTRIAL RELATION MACHINERY (CIRM)

BRIEF REPORT ON ACTIVITIES OF CHIEF LABOUR COMMISSIONER'S (CENTRAL) ORGANISATION

3.1 Chief Labour Commissioner's (Central) Organisation, also known as Central Industrial Relations Machinery (CIRM) is an attached office of the Ministry of Labour & Employment. The CIRM is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining Industrial Relations, Enforcement of Labour Laws and Verification of CTUOs (Central Trade Union Organisations). CIRM has complement of 18 officers at the Head Quarters and 269 Officers in the field. The offices of these Officers are spread over different parts of the country with regional and unit level formations.

Functions of the Organisation:

3.2 The functions of CIRM broadly are given as under:

- (i) Prevention and settlement of Industrial Disputes, in central sphere;
- (ii) Enforcement of Labour Laws and Rules made there under in central sphere;
- (iii) Implementation of awards.
- (iv) Quasi-Judicial functions.

- (v) Verification of the membership of the CTUOs

- (iv) Welfare.

- (vii) Other Miscellaneous functions.

(i) PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

3.3 The CIRM ensures harmonious Industrial Relations in the central sphere establishments through:-

- Monitoring of Industrial Relations in Central Sphere.
- Intervention, mediation and conciliation in Industrial Disputes in order to bring about settlement of disputes.
- Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts.
- Implementation of settlements and awards.
- Enforcement of other provisions in Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay Off, (4) Retrenchment, (5) Unfair Labour Practices etc.

3.4 The details of the industrial disputes handled during the year 2016-2017 and year 2017-2018 (April to November) are as under:-

Conciliation

Head	2016-2017	2017-2018 (April to Nov, 2017)
Industrial Disputes Handled	12,235	9971
Industrial Disputes disposed of	7,333	5,261
Strikes averted	845	363

Benefits to workers due to Intervention by CIRM

Head	2016-2017	2017-2018 (Apr. to Nov. 2017)
Number of workers benefited	30,873	70,373
Amount of Relief to the above workers (Rs. In Crore)	89.81	1137.14
Number of Worker regularizes / re-instated	1,359	318

(ii) ENFORCEMENT OF LABOUR LAWS:

3.5 Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central Government is the Appropriate Government. The machinery enforces following Labour Laws and Rules framed there under:

- a) The Payment of Wages Act 1936 & Central Rules made thereunder for Mines, Railways, Air Transport Services.

- b) The Minimum Wages Act 1948 and Central Rules.
- c) The Contract Labour (Regulation & Abolition) Act, 1970 and Central Rules
- d) The Equal Remuneration Act 1976. & Central Rules.
- e) The Inter-State Migrant Workmen (RE&CS) Act 1979 and Central Rules.
- f) The Child Labour (Prohibition & Regulation) Act, 1986 and Central Rules.
- g) The Payment of Gratuity Act, 1972 and Central Rules.
- h) The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act 1988.
- i) The Building and other Construction Workers (RE&CS) Act, 1996 and Central Rules.
- j) The Chapter VI-A of Indian Railways Act; Hours of Employment Regulations for Railways Employees
- k) The Industrial Employment (Standing Orders) Act, 1946 & Central Rules.
- l) The Maternity Benefit Act, 1961 & Mines and Circus Central Rules, 1963 & Central Rules.
- m) The Payment of Bonus Act, 1965 and Central Rules.

3.6 There are approximately 1.5 lacs establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different labour enactments through Shram Suvidha Portal to secure benefits of the beneficial legislations to workers. To ensure transparency and

accountability in the system, all the inspections are conducted through web enabled Shram Suvidha Portal. The inspection reports are uploaded on the Shram Suvidha Portal within 72 hours, so as to enable employers to make good the irregularities and deficiencies noticed during inspections. Special emphasis is given to enforcement of beneficial enactments such as The Contract Labour (Regulation & Abolition) Act, 1970, The Minimum Wages Act, 1948 and The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the un-organised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details for the year 2016-2017 and 2017-2018 (April to November 2017) are given as under:-

STATEMENT SHOWING NO. OF INSPECTIONS ETC. UNDER VARIOUS LABOUR LAWS FOR THE YEAR 2016-2017 and 2017-2018(April to November 2017)

Head	2016-2017	2017-2018 (Apr to Nov. 2017)
Inspection Conducted	35,441	25,452
No. of irregularities detected	205,478	166,869
No. of irregularities rectified	141,182	56,236
No. of prosecution cases filed	6,499	3,188
No. of convictions secured	2,630	2,834

* Number of conviction means obtained plus acquittal

(iii) IMPLEMENTATION OF AWARDS:

3.7 The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs).

3.8 Difficulties in implementing the awards are experienced as employers obtain stay orders from High Courts on implementation. Besides, it takes time to obtain sanction for prosecution of defaulting employers from the employing Ministries as required under section 197 of Cr. PC which is seldom granted.

STATEMENT SHOWING DETAILS OF AWARDS FOR THE YEAR 2016-2017 and 2017-2018(April to November 2017)

Implementation of Award of CGIT

Head	2016-2017	2017-2018 (April to Nov.20 17)
Awards Received	2,806	2,661
Awards implemented	959	716
Stayed by Courts	813	1038
Under Process	1,034	907

(iv) QUASI JUDICIAL FUNCTIONS:-

3.9 The CIRM officers from the level of ALC (C) up to the level of CLC (C) also perform certain Quasi-Judicial Functions as shown below:

3.10 CLC(C) Director General (Inspections) under The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996; Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, and Supervisor of Railway Labour under HOER.

3.11 Dy. CLC(C) Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946; Authority under Rule 25 (2) (v) (a) and (b) of The Contract Labour (Regulation and Abolition), Rules 1971, and Supervisor of Railway Labour under HOER.

3.12 RLC (C) Authority under The Minimum Wages Act, 1948; Appellate Authority under The Contract Labour (Regulation and Abolition), Rules 1971; The Payment of Gratuity Act, 1972 and The Equal Remuneration Act, 1976. The Certifying officer under The Industrial Employment (Standing Orders) Act, 1946 and Supervisor of Railway Labour under HOER.

3.13 ALC(C) Controlling Authority under The Payment of Gratuity Act, 1972; Authority under The Equal Remuneration Act, 1976; Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970 and Supervisor of Railway Labour under HOER.

3.14 The claim cases decided by these officers under some of the above enactments / rules are given in the table below:-

3.15 Disposal of claim cases under MW, PW and PG Act,

Head	2016-2017	2017-2018 (Apr to Nov.2017)
Claim cases received	15,044	16,460
Claim cases decided	5,543	4,926
Mount awarded (Rs. In Crore)	72.65	126.26
Claims pending	9,501	11,534

(V) General Verification of membership of Trade Unions affiliated to Central Trade Union Organisations (CTUOs).

3.16 General verification of membership of Trade Union affiliated to Central Trade Union Organisations (CTUO) is an important exercise which is undertaken by the CLC(C) Organisation on the directions of Ministry of Labour & Employment. The purpose of general verification is to determine the representation of CTUO's in the various National and International Councils, Committees, Conferences, etc.

3.17 The last three General Verifications were conducted with the date of reckoning 31.12.1980, 31.12.1989 and 31.12.2002 and the results of the Verifications were published by the Ministry of Labour & Employment in January, 1985, December, 1996 and January, 2008 respectively.

3.18 The process of fresh General Verification of Trade Unions affiliated to Central Trade Unions has been initiated in the month of November, 2012 by inviting claims of Central Trade Union Organisations as per the directives of the Ministry of Labour & Employment. As on 31st Dec 2016, 9 meetings of the Standing Committee on General Verification have been held under the Chairmanship of Chief Labour Commissioner(C) and the following issues have been decided for the fresh Verification:-

- Date of reckoning as 31.12.2011
- Procedure for General Verification Criteria for granting status of Central Trade Union Organisation. As per the revised procedure approved by the Standing Committee on Verification, only those Trade Union

Organisation whose affiliates have at least a combined verified membership of 8 Lakh and Unions registered in at least 8 Industries, would be recognized by the Government of India as Central Trade Union Organisations.

- A Notification was issued on 01.11.2012 through an advertisement in all important National Daily Newspaper inviting interested Central Trade Unions to file their Membership claims for verification latest by 31.01.2013. The date of filing claims was extended up to 31.03.2013 as per the decision taken by the standing committee in its 6th meeting held on 21.12.2012. The notice of time extension was also published in National Dailies on 16.01.2013.
- Total 15 claims were filed by CTUOs out of which four claims were dropped by Standing Committee in its 7th meeting held on 21.06.2013 after due consideration. Claims received from the 11 CTUOs were sent to the field offices for conducting first phase of general verification which is underway.
- As per decision taken by the Standing Committee in its 7th meeting the date for raising objections by the CTUOs has been fixed as 15.11.2013.
- In the meantime, the Office of CLC(C) imparted special training on General Verification to all RLCs, ALCs and Staff of the Regions on 5th & 6th December, 2016 at VV Giri, NLI, Noida.
- 1st Phase of General Verification has been completed in the month of July, 2016 and

the direction for starting 2nd phase of verification has been issued by CLC (C) in the month of August, 2016.

- As per the direction of Hon'ble High Court, Delhi vide judgment dated 28.01.2015 in the case filed by NFITU (DHN) against UOI, the claim of NFITU has also been included as 12th CTUO in the process of General Verification.

Verification of membership of Trade unions operating in an establishment to identify majority union under Code of Discipline.

3.19 The verification of membership of unions operating in establishment in central sphere is conducted by Chief Labour Commissioner (Central)'s office under Code of Discipline for the purpose of granting recognition as and when directed by the Ministry of Labour and Employment.

3.20 In the year 2017-2018 the verification of membership of unions operating in 18 establishments was conducted through secret ballot. The establishments are:

1. M/s HMT Machine Tools Ltd, Hyderabad, (Telangana)
2. M/s BHEL, R. C. Puram, Hyderabad, (Telangana)
3. M/s BBMB, Irrigation Wing, Talwara, Hoshiarpur, (Punjab)
4. M/s ONGC Ltd., Rajamundry, (Telangana)
5. M/s Midhani, Hyderabad, (Telangana)
6. M/s ONGC Ltd., Dehradun, (Uttarakhand)
7. M/s NSPCL, NTPC, SAIL Power Company Private Ltd; Durg, (Chhattisgarh)

8. M/s HMT Machine Tools Ltd., Hyderabad, (Telangana)
9. M/s Bhilai Steel Plant Bhilai Distt Durg, (Chhattisgarh)
10. M/s NTPC, Rihand Nagar, Distt-Sonebhadra, (Uttar Pradesh)
11. M/s Durgapur Steel Plant, (West Bengal)
12. M/s NTPC-SAIL Power Company Private Limited, Rourkela, Dt. Sundergarh, (Odisha),
13. M/s Oil India Ltd., Duliajan, Dist Dibrugarh, (Assam)
14. M/s Hindustan Shipyard Ltd., Visakhapatnam (Andhra Pradesh),
15. M/s Hindustan Aeronautics Ltd, Balanagar, Hyderabad, (Telangana)
16. M/s Bharat Dynamics Ltd., (BDL Kanchanbagh, Bhanur, Vizag Unit, (Andhra Pradesh)
17. M/s Hindustan Aeronautics Ltd., Engine Division, Sunabeda, Dist Koraput, (Odisha)
18. M/s Rajasthan Parmadu Bijalighar, Ravatbhata Vaya, Kota (Rajasthan).

Statutory verification of Membership of Unions operating in Nationalized Banks.

3.21 The Ministry of Finance, Department of Financial Services has revised the procedure for conducting verification of membership strength of various unions of workmen operating in Nationalized Banks for determining the majority status to identify representative union and for the purpose of nominating a Workmen /Employee, notification dated 19.11.2008 was issued. As per this notification the verification of membership of

trade unions is to be conducted through check off system by the designated officers at the level of General Manager nominated by Chairman or Managing Director of Bank. An appeal lies against the report of the Designated Officer before the Appellate Authority.

3.22 Appellate Authority for the above purpose is the Central Government or the Deputy Chief Labour Commissioner(C), Ministry of Labour & Employment, Government of India. No appeal has been received in the period (2016-2017).

(VI) The R.T.I. Act, 2005.

3.23 A total no. of 890 RTI applications (314 online and 576 offline) including those forwarded by Ministry of Labour & Employment to CLC(C) Organisation were disposed of during 2016-2017 and 836 RTI applications (282 online and 554 offline) were disposed of during January 2017 to December 2017 as per the provisions of The Right to Information Act, 2005.

(VII) PUBLIC GRIEVANCE:-

3.24 During the calendar year 2017 a total number of 15342 (11588 online and 2874 offline) public grievances were received and a total number of 13902 (11028 online and 2874 offline) public grievances have been disposed of. Total number of public grievance which are under process in 1440(880 offline and 560 offline).

(VIII) MISCELLANEOUS FUNCTIONS:-

3.25 The CIRM performs the following miscellaneous functions also:

1. Conducting periodic meetings of Minimum Wages Advisory Board and notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number.

2. Defending Ministry of Labour & Employment in various Writ Petitions filed against Ministry in different High Courts.
3. Investigations of Complaints as per direction of the Ministry of Labour & Employment.
4. Assisting Central Advisory Contract Labour Board as conveners of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Question on statutes enforced by CLC(C) Organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.
10. Imparting training to the Officers of 'Central Labour Service'.

(IX) WELFARE & TRAINING:-

WELFARE

3.26 The ALWCs and DLWCs are posted in Defence and other establishments such as CPWD, Security Presses, Mints, Ordnance Factories, Telecom Factories, Hospitals, etc., which are under the control of Central Government. The LWCs are posted at the Head Quarters of these establishments. These officers ensure harmonious

Industrial Relations in their respective establishments. They also look after the welfare and redressal of grievances of the workers, administration of Welfare Schemes and advise the managements on various Labour Matters including constitution of bilateral committees such as Shop Councils, Works Committees etc.

TRAINING

3.27 In house training on regular basis to the officers of Central Labour Service (CLS) posted in three streams i.e. 1. Central Industrial Relation Machinery (CIRM)/Chief Labour Commissioner Organisation; 2. Director General Labour Welfare Organisation and 3. As Welfare Officers under The Factories Act in the Industrial Establishments under the control of Central Government. Under a plan scheme titled "Improvement and Strengthening of Training Wing Labour Officers". The objective of the scheme is to provide trainings to the CLC officers & LEO(C) with a view to enhance their skills & knowledge in various areas of their functioning for effective discharge of their duties. A committee was constituted with the approval of secretary, Ministry of Labour & Employment on "Training Need Analysis" and on the basis of its recommendations; trainings were provided to the officers at the selected specialized Institutes. During 2017-2018 (up to Nov. 2017), 45 Officers have attended the training against the targets of 130 trainees.

(X) MAJOR INDUSTRIAL RELATIONS EVENTS DURING 1st JANUARY, 2017 TO SEPTEMBER, 2017 IN WHICH CIRM PLAYED IMPORTANT ROLE

BANK

Federal Bank Officers' Association

3.28 General Secretary, Federal Bank Officers'

Association (FBOA) served notice to the MD & CEO, The Federal Bank Ltd. proposing to go on strike on 31.01.2017 to press their six point's charter of demand. RLC(C) Cochin held the joint discussion/ conciliation on 24.01.2017. The management of Federal Bank Ltd informed that the proposed strike has not been resorted to by the union.

Central Bank of India Employees' Association & Central Bank of India Officers' Union

3.29 General Secretary, Central Bank of India Employees' Association & Central Bank of India Officers' Union jointly served notice dated 19.01.2017 to Central Bank of India, Kolkata proposing to go on strike in all the branches/officers of Central Bank of India in the states of West Bengal and Sikkim on 10.02.2017 for various reasons.

ALC(C) Kolkata intervened in the matter and held conciliation on 06.02.2017. The union deferred the proposed strike.

Dena Bank Employees' Association

3.30 Notice dated 09.03.2017 served by General Secretary, Dena Bank Employees' Association to the Zonal Manager, NDZ, Dena Bank, New Delhi proposing to go on strike on 31.03.2017 to press their demands.

3.31 ALC(C), New Delhi intervened in the matter and the union deferred the proposed strike.

Punjab National Bank Employees' Union, Delhi

3.32 General Secretary, Punjab National Bank Employees' Union, Delhi served notice dated 10.03.2017 to MD & CEO, PNB, New Delhi proposing to go on strike after 14 days from receipt of notice against the unfair labour

practices adopted by the management of the bank to illegally pre-empt the decision of the Hon'ble CGIT-I Delhi in ID No. 231/2011.

ALC(C), New Delhi intervened in the matter on 22.03.2017 and informed that the union has not given any particular date for commencement of strike.

United Forum of IDBI Officers Employees

3.33 Notice dated 27.03.2017 served by General Secretary, United Forum of IDBI Officers Employees, Mumbai to the MD & CEO, IDBI Bank Ltd., Mumbai proposing to go on one day Nation-wide strike on 12.04.2017 to press their demands.

3.34 Dy. CLC(C), Mumbai intervened in the matter and held conciliation. After the prolonged and proactive discussions, the union agreed to defer the proposed strike.

All India Oriental Bank Officers' Association & All India Oriental Bank Employees' Federation.

3.35 A strike notice dated 23.05.2017 was served by General Secretary, All India Oriental Bank Officers' Association and All India Oriental Bank Employees Federation proposing to go on strike on 12.06.2017 to press their demands like to review the new administrative system "UDBHAV", stringent measures to recover the bad loans, adequate recruitments of staff at all cadres, to halt attacks on Trade Union rights etc.

3.36 ALC(C), New Delhi intervened in the matter and held discussions on 01.06.2017 & 07.06.2017. Due to his efforts the proposed strike was averted.

All India IDBI Bank Contract Employees' Federation, Kolkata

3.37 General Secretary, All India IDBI Bank Contract Employees' Federation, Kolkata served a strike notice dated 02.06.2017 proposing to go on one day nation-wide strike on 16.06.2017 in protest against Bank's arbitrary and impugned decision to effect large scale retrenchment of outsourced employees working in various offices/branches of the bank all over India.

3.38 Dy. CLC(C), Mumbai was advised to intervene in the matter. The matter was seized into conciliation and conciliation proceedings were held on 15.06.2017. Due to the efforts of Conciliation Officer, the strike was deferred.

(viii) Bengal Provincial Banks' Contract Employees' Association.

3.39 A strike notice dated 07.07.2017 was served by General Secretary, Bengal Provincial Banks' Contract Employees' Association, Kolkata proposing to go on strike on 31.07.2017 and 01.08.2017 in all ATMs in West Bengal against the management of Allahabad Bank and its service providers namely M/s Viking Security Service and M/s Venus Security Services. The union was protesting against the decision of Allahabad Bank to retrench all the Security Guards deployed in the ATMs w.e.f. 01.04.2017. They also demanded for their redeployment in any of the Bank.

3.40 Dy. CLC(C), Kolkata was advised to intervene in the matter. The matter was seized into conciliation and joint discussion/conciliation proceedings were held on 26.07.2017 and 31.07.2017. After prolonged discussion the bank management agreed to pay one month salary to all ATM workers. Due to the efforts of Conciliation

Officer the proposed strike was averted.

(ix) All India RRB Officers' Federation

3.41 A strike notice dated 31.07.2017 was served by General Secretary, All India RRB Officers' Federation, Siliguri proposing to go on one day All India strike on 22.08.2017 to press their demands i.e. (i) not to privatise Public Sector Banks, (ii) stop plans of mergers and consolidation of banks, (iii) withdraw proposed FRDI Bill, abolish Banks Board Bureau etc.

(x) All India Bank of Baroda Employees' Co-ordination Committee

3.42 A strike notice dated 05.07.2017 was served by General Secretary, All India Bank of Baroda Employees' Co-ordination Committee, Jalandhar proposing to go on strike on 14.08.2017 over the issues of unilateral, arbitrary and illegal change in the designation of clerical and subordinate staff by the Management of Bank of Baroda.

Dy. CLC(C) Chandigarh intervened in the matter and due to efforts of Conciliation Officer, the proposed strike was deferred.

(xi) Bank Employees' Federation, W.B. Kolkata

3.43 A strike notice dated 11.08.2017 was served by General Secretary, Bank Employees' Federation, W.B. Kolkata proposing to go on strike on 28.08.2017 in all ATMs of Central Bank of India to press their demands i.e. revoking of purported notices of retrenchment to Security Guards deployed in the ATM site of Central Bank of India in West Bengal and allowing them to continue with their services without break etc.

3.44 ALC(C) Kolkata seized the matter into conciliation and conciliation proceedings were held on 24.08.2017. After prolonged discussion with union representatives, ALC(C) requested the

union to avert the strike. Due to the efforts of Conciliation Officer, the strike was averted.

OIL

Gujarat Refinery Kamdar Sangh

3.45 President, Gujarat Refinery Kamdar Sangh served notice dated 12.01.2017 to the Executive Director, Gujarat Refinery, IOCL proposing to go on strike on any day after 14 days from submission of notice to press their demands

3.46 RLC(C) Vadodara seized the matter into conciliation on 18.01.2017. After prolonged and detailed discussion, the union agreed not to resort to strike.

AOC Contractual Labour Union

3.47 General Secretary A.O.C. Contractual Labour Union, Digboi served notice dated 03.04.2017 to the Executive Director, Indian Oil Corporation Ltd, Digboi, Assam proposing to go on an indefinite strike from 5 A.M. of 26.04.2017 to press their charter of demands.

3.48 RLC(C) Dibrugarh seized the matter into conciliation and the union deferred the strike.

Bharat Petroleum Corporation Ltd. Employees' Union.

3.49 A strike notice dated 07.08.2017 was served by General Secretary, Bharat Petroleum Corpn. Ltd. Employees' Union proposing to go on indefinite strike w.e.f. 23.08.2017 in all establishments of Bharat Petroleum Corporation Limited in Eastern Region for various reasons i.e. (i) Rampant Outsourcing of the jobs of clerks and labours at all locations in East, (ii) propagating unsafe work practices by the management to increase productivity etc.

RLC(C) Kolkata intervened and seized the matter

in conciliation. Due to intervention of Conciliation Officer, the union agreed to defer the proposed strike.

Post & Telegraph

BSNL Casual Karmachari Sangha

3.50 General Secretary, BSNL Casual Karmachari Sangha served notice to the Chief General Manager, Telecom, BSNL proposing to go on one day strike on 16.01.2017 to press their 13 points charter of demands.

3.51 RLC(C) Bhubaneswar seized the matter into conciliation and the union agreed not to resort to strike.

Coal/Non-Coal Mines

Metal Mine Workers Union

3.52 Secretary, Metal Mine Workers Union (INTUC) served notice dated 05.02.2017 to the General Manager, NMDC Ltd. Kirandul proposing to go on two day strike in entire NMDC including SNP on 20th & 21st February 2017 to secure their charter of demands.

3.53 Dy. CLC(C) Raipur intervened in the matter and held conciliation proceedings on 17.02.2017. The Union deferred the proposed 2 days strike.

Rourkela Shramik Sangh

3.54 General Secretary, Rourkela Shramik Sangh, served notice dated 26.01.2017 to the Chief Executive Officer, Steel Authority of India Ltd., Rourkela Steel Plant, Rourkela proposing to go on strike on or after 10.02.2017 to press their demands.

3.55 RLC(C) Rourkela intervened in the matter and seized the matter into conciliation on 08.02.2017. The strike was called off on 10.02.2017 by the union.

Coal Workers/Five Central Trade Unions

3.56 A strike notice dated 09.05.2017 jointly served by five Central Trade Unions operating Coal India Ltd. i.e. BMS, INTUC, HMS, AITUC and CTU proposing to go on strike from 19.06.2017 to 21.06.2017 in support of their Charter of Demands like discontinuance of merger of CMPF into EPF, implementation of NCWA IX agreement, early settlement of 10th wage negotiations etc. was received through e-mail dated 19.05.2017 from Shri A.K. Saxena, Chief Manager (P/IR), Coal India Limited, Kolkata.

3.57 Immediately on receipt of the strike notice, Dy. CLC(C) Kolkata was advised to intervene in the matter. Subsequently conciliation proceedings were held on 16.06.2017 & again on 18.06.2017 where representatives from Ministry of Coal, Government of India, Management of Coal India Limited and five Central Trade Unions were present. Due to the prompt handling of the dispute all the five CTUs decided to defer the proposed strike unanimously. Management representatives were requested to sort out the issues in a bipartite meeting and submit action taken report.

Hindustan Copper Ltd.

3.58 A strike notice dated 15.05.2017 jointly served by five trade unions of Hindustan Copper Limited, Kolkata i.e. ICC Workers Union (AITUC), Khetri Tamba Shramik Sangh (AITUC), Hindustan Copper Limited (INTTUC), Bhartiya Khaneej Mazdoor Union (BMS), Engineering Workers Association (INTUC) proposing to go on strike on 26.06.2017 and 27.06.2017 in support of their demands like implementation of tripartite settlement dated 09.03.2016, payment of arrears of wages etc. had been received from Shri

K.P. Bisoi, Assistant General Manager, (H&A), Hindustan Copper Limited, Jharkhand.

Immediately on receipt of the strike notice, Dy. CLC(C) Kolkata was advised to intervene in the matter. Subsequently Joint discussion conciliation was held on 19.06.2017. Due to the intervention of Dy. CLC(C), Kolkata all the five trade unions agreed to withdraw the strike.

Industrial strike in Coal, Steel and other industries.

3.59 President, Indian National Trade Union Congress served a strike notice dated 04.05.2017 proposing to go on strike from 15.06.2017 to 17.06.2017 to press their demands like CMPF should not be merged with EPF, coal production or removal of over burden through outsourcing company should be stopped etc.

3.60 Dy. CLC(C) Kolkata intervened in the matter and conciliation proceedings were held on 05.06.2017 and 13.06.2017 in respect of Steel Authority of India Ltd. and on 06.06.2017 & 14.06.2017 in respect of Coal India Limited. It was appealed to the Union not to resort to strike and to continue dialogue process to resolve the issues in an amicable manner. Due to the efforts of conciliation officer the proposed strike was averted.

Rashtriya Colliery Mazdoor Congress

3.61 A strike notice dated 25.05.2017 was served by Joint Secretary, Rashtriya Colliery Mazdoor Congress proposing to go on indefinite strike from 01.07.2017, in support of their Charter of Demands like increase in salary / allowances from 01.07.2016, continuation of O.T. etc.

3.62 Immediately on receipt of the strike notice, Dy. CLC(C) Kolkata was advised to intervene in the matter. Subsequently joint discussion / conciliation proceedings were held on 28.06.2017 where representatives from management of Coal India Limited and Union were present. It was appealed to the Union not to resort to strike and to continue dialogue process to resolve the issues in an amicable manner. Due to the efforts of Conciliation Officer, the proposed strike was averted.

Singareni Collieries Worker's Union.

3.63 A strike notice dated 25.07.2017 was jointly served by Central Trade Unions operating in Singareni Collieries Co. Ltd. proposing to go on indefinite strike on or after 10.08.2017 to press their charter of demands i.e. employment to the one of the legal heirs of employee working in SCCL under dependent employment and withdrawal of charge sheets unconditionally issued to the employees during the strike period.

3.64 ALC(C)-II Hyderabad intervened in the matter and conciliation proceedings were held on 08.08.2017. Due to intervention and persuasion of Conciliation Officer, the union deferred the proposed strike.

PORT

3.65 Notices of strike has been received from various Port Federations/ Unions proposed to go for an indefinite strike any day on or after 19.04.2017 in order to secure their demands i.e (i) Consensus decisions arrived at between Federations and the Indian Port Associations (IPA) on 02.02.2016 as well as the points emerged during the conciliation proceedings held before CLC(C) on 29.08.2016 should be incorporated in

the proposed Major Port Authorities Bill and (ii) There should be settlement under section 12(3) of ID Act, 1947 between the Federations and Port Management & Ministry of Shipping in respect of above consensus arrived at.

3.66 CLC(C) held conciliation meeting on 17.04.2017. After protracted discussions and persuasion, representatives from federations agreed to defer their strike call.

(ii) The Madras Port Trust

3.67 General Secretary, The Madras Port Trust Railway Mens' Union, Chennai served notice dated 14.05.2017 proposing to go on strike on and from 29.05.2017 for various reasons.

3.68 ALC(C), Chennai intervened in the matter and held conciliation. Due to intervention union did not resort to strike.

(iii) Madras Port & Dock Employees' Union (CITU)

3.69 General Secretary, Madras Port & Dock Employees' Union (CITU) served a strike notice dated 19.05.2017 proposing to go on an indefinite strike any day on or after 03.06.2017 to press their demands like acute shortage in Pilotage and Mooring Crew working strength, to enhance attendance allowance to Mooring Crew, schedule of working hours in General Shift etc.

3.70 ALC(C), Chennai intervened in the matter and held conciliation proceedings on 22.6.2017. Due to the efforts of Conciliation Officer, the strike was deferred.

Cochin Port Employees' Organisation (CITU)

3.71 Secretary, Cochin Port Employees' Organisation (CITU) served a strike notice dated 05.06.2017 proposing to go on strike on or after

19.06.2017 against the unilateral move of the management to hire out and put in operation of "Private Pilot Launch with attached crew" discarding the repeated requests of the union.

3.72 RLC(C), Cochin intervened in the matter and conciliation proceeding were held on 19.06.2017, due to which the strike was averted.

(v) Port Federations/ Unions

3.73 Notices of strike were received from various Port Federations/ Unions proposing to call on strike on or after 18.08.2017 to press their demands i.e. in order to secure their demands i.e. (i) The Government should retain minimum 2 labour representatives as per existing provisions of MPT Act, 1963 in the proposed Major Ports Authorities Act, 2016, (ii) a specific clause relating to protection of all existing benefits including retirement benefits to the existing employees as well as pensioners family pensioners should be incorporated in the proposed Major Ports Authorities Act, 2016 etc.

3.74 CLC(C) held conciliation meeting on 16.08.2017. After protracted discussions and persuasion, representatives from federations agreed to defer their strike call.

(vi) Madras Port Trust Employees Union

3.75 A strike notice dated 21.08.2017 was served by General Secretary, Madras Port Trust Employees Union proposing to go on strike on or after 04.09.2017 to press their demands i.e. withdrawing the signing of attendance after introduction of bio-metric attendance system (ii) fill up all promotional posts (iii) appointment of Labour Trustees (iv) extending the medical benefits to the port employees etc.

3.76 Dy. CLC(C) Chennai intervened in the matter and seized it into conciliation. Due to the intervention of Conciliation Officer, the proposed strike was averted.

RAILWAY

3.77 A strike notice dated 05.08.2017 was served by Divisional Secretary, Uttar Railway Karamchari Union, Firozpur Division proposing to go on strike on 03.09.2017 at various station over FZR Division to press their demands i.e. (i) vacating the unauthorized occupation in Railway Colony within 7 days (ii) retain the Group 'D' staff who have been promoted to Group 'C' in Mechanical Department, at the same station etc.

ALC(C) Jalandhar intervened in the matter and due to his efforts the proposed strike was averted.

MISC.

National Employees Union- Cordite Factory, Aruvankadu

3.78 Vice President, National Employees Union – Cordite Factory, Aruvankadu served notice dated 09.03.2017 to the General Manager, Cordite Factory, Aruvankadu proposing to go on strike on 28.03.2017 to press their demands.

RLC(C) Madurai intervened in the matter and the union deferred the proposed strike.

Akhil Bhartiya Safai Mazdoor Congress

3.79 National Secretary, Akhil Bhartiya Safai Mazdoor Congress served notice dated 28.2.2017 to the management of S.C. Co. Ltd Kothagude Collieries proposing to go on strike by all the Civil Department workmen of all the zones of RG-I, RG-II, RG-III Areas, Kohagudem Areas on

or after any day of 20.03.2017 to press their demands.

3.80 ALC(C) Hyderabad intervened in the matter and the union had called off the strike.

Aviation Karmachari Sanghatana, Mumbai.

3.81 A strike notice dated 25.07.2017 was served by General Secretary, Aviation Karmachari Sanghatana, Mumbai proposing to go on strike on 18.08.2017 for various issues i.e. (i) payment of HRA to all employees (ii) salary slips to be issued to all employees (iii) enhancement of Medclaim policy to Rs. 5,00,000/- (five lakhs) etc.

3.82 Dy. CLC(C) Mumbai intervened in the matter and seized into conciliation and conciliation proceeding was held on 16.08.2017. Due to intervention of Conciliation Officer, the union agreed to defer the proposed strike.

VISION STATEMENT OF CLC's(C) ORGANISATION

Vision 2030:

- i. Maintaining harmonious industrial relations by timely and meaningful conciliation of industrial disputes and settlement of grievances.
- ii. Securing full compliance of Labour Laws by continuous tracking of default and violations and timely corrective action.

The Trade Unions Act, 1926.

3.83 The Trade Unions Act, 1926 is a Central Act, but administered by the State Governments. This Act provides for registration of Trade Unions of workers and in certain respects, it defines the law relating to registered Trade Unions.

3.84 The Trade Unions Act, 1926 was last amended vide the Trade Unions (Amendment) Act, 2001 and enforced w.e.f. 9.1.2002. The objective of these amendments is to ensure orderly growth of Trade Unions and reduce multiplicity of Trade Unions and promote internal democracy.

3.85 The Act mandates the 'appropriate Government' (respective Governments) to appoint Registrars of Trade Unions. Under Section 4 of the Act, any Union seeking registration has to make an application to the Registrar, accompanied by a copy of the Rules of the Trade Union, detailed particulars of the Union and a general Statement of the assets and liabilities of the Union. A Trade Union is not entitled to registration, unless its Executive Body is constituted in accordance with the provisions of the Act. The Act does not prescribe any time limit for granting registration by the Registrar.

3.86 The demand for compulsory registration of Trade Unions within 45 days has been raised by the Central Trade Union Organisations, from time

	Seven Year Strategy		Three Year Action Plan
1.	Disposal of Industrial Disputes in conciliation in 30 days by i. Continuous engagement. with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.	1.	Disposal of Industrial Disputes in conciliation in 40 days by i. Continuous engagement. with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.

2.	Securing full compliance in r/o 10 Labour Law by i. Real time tracking of default and Violations through IT enabled system. ii. Taking corrective action within 2-3 days.	2.	Securing full compliance in r/o 10 Labour Law by i. Continuous tracking of default and Violations through field level intelligence and IT enabled system. ii. Taking corrective action within 7 days.
3.	Disposal of claim applications under MW Act, PW Act, and ER Act within 2 months by i. On - line filling of claims. ii. Disposal on the basis of on-line records.	3.	Disposal of claim applications under MW Act, PW Act, and ER Act within 3 months by i. On - line filling of claims. ii. Disposal on the basis of available records.
4.	Passing of order under Payment of Gratuity Act within 2 months by i. On - line filling of claims. ii. Disposal on the basis of available records.	4.	Passing of order under Payment of Gratuity Act within 3 months by i. On - line filling of claims. ii. Disposal on the basis of available records.
5.	Disposal of appeals under Payment of Gratuity Act within 20 days.	5.	Disposal of appeals under Payment of Gratuity Act within 30 days.
6.	Issue of Registration / Licence under CL(R&A) Act, BOCW Act and ISMW Act within 3 days.	6.	Issue of Registration / Licence under CL(R&A) Act, BOCW Act and ISMW Act within 5 days.
7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within 15 days.	7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within 30 days.

to time. For making compulsory registrations of Trade Unions within a period of 45 days was examined while the Ministry was considering the amendment proposals to the Trade Unions Act in 1993. At that time, the Ministry of Law and Justice advised that it would not be feasible to set any time-limit for registration of Trade Unions without making a 'deemed provision' under the Act. Thereafter, a decision was taken in the Ministry that insertion of the provision for 'deemed registration' in case Registrar does not dispose of the application for registration within

45 days from the date of completion of all formalities by the applicant would not be advisable.

3.87 Two Tri-partite Consultation Meetings were held in 2011 with the representatives of Central Trade Unions, Employers' Associations and different State Governments on this issue and it was observed that many State Governments have already prescribed time-limits for registering Trade Unions but violations were also noticed in many cases. The matter was again examined in the Ministry and an

advisory was issued with the approval of Hon'ble LEM vide this Ministry's OM No. S-13012/3/2011-IR (PL) dated 31st January, 2013 to all the State Governments/UT Administrations to make necessary provisions for disposal of applications for registration of Trade Unions in the respective State Regulations, either by incorporating appropriate amendments in the State Regulation or by issuing an Executive Order to the State Registrars. The State Governments /Uts have been asked to comply with the directions and take appropriate action under intimation to this Ministry.

3.88 The proposal to incorporate a provision for compulsory registration of Trade Unions within a period of 45 days is under consideration of the Government and this will be incorporated in the relevant Labour Code.

The Industrial Disputes Act, 1947.

3.89 The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial disputes. The main objectives of the Act are : promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes, between employers and employees, employers and workmen or workmen and workmen, prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

3.90 After detailed discussions with stakeholders, the Government has amended the Industrial Disputes Act, 1947 vide the Industrial Disputes (Amendment) Act, 2010. The amended provisions have come into force w.e.f. 15.9.2010. The amended Act inter-alia provides for:

- Amendment of the term “appropriate Government” defined under section 2(a) of the Act to amplify the existing definition;
- Enhancement of wage ceiling of a workman from one thousand six hundred rupees per month to ten thousand rupees per month under section 2(s) of the Act.
- Direct access for the workman to the Labour Court or Tribunal in case of disputes arising out of section 2A of the Act;
- Expanding the scope of qualifications of Presiding Officers of Labour Courts or Tribunals under sections 7 and 7A of the Act;
- Establishment of Grievance Redressal Machinery in every Industrial establishment employing twenty or more workmen for the resolution of disputes arising out of individual grievances;
- Empowering the Labour Court or Tribunal to execute the awards, orders of settlements arrived at by Labour Court or Tribunals.

3.91 The following amendments have been made in the First Schedule of the Industrial Disputes Act, 1947:

- (i) Item 29 of First Schedule has been amended vide notification No.1955(E) dated 20.6.2017 as “Processing, production and distribution of fuel gases (Coal gas, natural gas and the like)”.
- (ii) Insertion of item 32 vide notification No.S.O.251(E) dated 25.1.2017 as “Services in Bank Note Paper Mill India Private Ltd., Mysore, Karnataka”. **The Plantations Labour Act, 1951**

3.92 The Plantations Labour Act, 1951 is a Central Act but administered by the State Governments. The Act provides for the welfare of plantation labour and it regulates the conditions of work in plantations. This Legislation is applied to all tea, coffee, rubber, cinchona and cardamom plantations which measures 5 hectares or more in which 15 or more persons are working. The State Governments are also vested with powers to extend all or any of the provisions of the Act to any plantation notwithstanding it measures less than 5 hectares or the number of persons employed therein is less than 15. The Act covers Offices, hospitals, dispensaries, schools and crèches within the plantation premises. The Act contains important provisions related to health, welfare, hours of work, rest intervals, prohibition on employment of children etc.

3.93 In view of the changing social, economic and industrial relations scenario of the country, the Government after exhaustive tripartite consultations with the stake holders amended the Act in 2010 to make it more welfare oriented for the workers in the Plantation Sector. The important features of the amended Plantations Labour (Amendment) Act, 2010 are as under :

- Definition of 'employer' has been made broad-based and the ambiguities regarding the responsibility to be fixed on employers in case of any violation of the Act, has been removed.
- Definition of 'family' has been made gender neutral to remove the distinction between the family of a male and the female worker for availing dependent's benefits.
- The scope of definition of 'worker' has been enlarged by enhancing wage ceiling from Rs.750/- to Rs.10,000/- per month making it at par with other welfare/social welfare legislations. Contract workers who have worked more than 60 days in a year have also been included within the ambit of the Act. With this amendment, large number of workers are able to avail the benefits as provided in the Plantations Labour Act, 1951 including contract labour.
- The amended Act provides for a new chapter IV-A to cover all aspects of safety and occupational health of workers working in the plantations. This chapter puts obligation on the employers to provide safety of workers in connection with use, handling, storage and transport of insecticides chemicals and toxic substances and such workers should be trained to handle and know about the hazards and application of chemicals and toxic substances. It also provides for maintenance of health record and time to time medical examination of the workers handling the chemicals and toxic substances. The Act further ensures for providing washing, bathing and cloak room facilities along with protective clothing and equipment to these workers. Employers shall be under legal obligation to appoint a supervisor possessing the prescribed qualification to supervise the use, handling and transportation of chemical and toxic substances in the plantations.
- The employment of children in the plantation has completely been prohibited.

- The amended Act enjoins upon the State Government to provide medical facilities and recover the costs thereof from the defaulting employer. Now, the State Government will have the power and responsibility to provide for adequate medical facilities for the workers and their families in case of default by employers and recover the cost from them
- A new Section 32-C has also been inserted in the Act to prescribe the manner in which compensation in case of accident shall be registered by the employer with the Commissioner in terms of the Employee's Compensation Act, 1923.
- The amended Act also makes provisions for any worker, an office bearer of the trade union of which such worker is a member, for filing a complaint regarding the commission of an offence under this Act with a provision for providing immunity to the complainant.
- The penal provisions for non-compliance of the provisions of the Act have also been made more stringent for ensuring the effective implementation of the Act.
- The State Government has been empowered to make rules and it may be laid before the State Legislature. There is now no mandatory requirement to take permission from the Central Government.

3.94 Proposals to further amend the Plantations Labour Act, 1951 as suggested by the Ministry of Commerce & Industry, are under consideration of Ministry of Labour & Employment. **Industrial Employment (Standing Orders) Act, 1946**

3.95 Ministry of Labour and Employment is in the process of incorporating the 'Fixed Term Employment Workman' category under the Industrial Employment (Standing Orders) Act, 1946 and Rules made thereunder for all manufacturing sectors.

Monitoring of Industrial Relations

3.96 Based on the information received from Labour Bureau on the number and spatial dispersion of strikes/lockouts, number of workers involved and mandays lost, number of units reporting retrenchment and the extent of layoffs, the Ministry monitors the industrial harmony prevalent in the country.

3.97 The total number of strikes and lockouts and mandays lost during the period 2012-2017(P) are as follows:

Year	strikes	lockouts	Total	Mandays lost
2012	133	185	318	12936795
2013	103	155	258	12645371
2014	119	168	287	11095370
2015 (P)	106	22	128	3063130
2016 (P)	93	16	109	2035738
2017 (P) (Jan-Oct)	82	11	93	1375133

No. of Strikes and Lockouts and Mandays lost during 2012-2017(P)

3.98 The spatial/industry wise dispersion of the number of strikes and lockouts and the workers consequently affected is not uniform. Mandays lost is a direct measure of the impact of industrial unrest on industrial production.

3.99 Most of the industrial unrest, as indicated by strikes and lockouts, are primarily caused by issues relating to indiscipline & violence, wages & allowances and personnel matters. During 2017, wages & allowance has been the major causal factor for industrial unrest.

Closure

3.100 The number of units effecting closure in both Central and State sphere during the last five years are as follows:

3.101 Closures and workers affected during 2012-2017(P) (both in Central and State spheres)

Year	Closures	Workers affected
2012	48	1934
2013	95	4476
2014	34	4726
2015(P)	17	1378
2016(P)	16	633
2017(P) (Jan-Oct)	7	1005

Source: Labour Bureau, Shimla
(P): Provisional

3.102 Financial Stringency, shortage of raw material, question of pollution and others are the main reasons for closures during the period.

Lay-Off

3.103 Lay-off can be defined as the failure, refusal or inability of an employer to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. Supply side bottlenecks such as shortage of power, shortage of raw materials, financial stringency and others as well as seasonal fall in demand for products may result in lay-offs.

3.104 The number of units effecting lay-off and

the number of workers affected due to such lay-off during 2012-2017(P) were as follows:

3.105 Layoffs and workers affected during 2012 - 2017(P)(both in Central and State spheres)

Year	Lay-offs	Workers affected
2012	8	1767
2013	59	7226
2014	21	2515
2015(P)	47	3391
2016(P)	26	3921
2017(P) (Jan-Oct)	22	3698

Source: Labour Bureau, Shimla
(P): Provisional

Retrenchment

3.106 As per the provisions contained in Chapter V-B of the Industrial Disputes Act, 1947, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government in the prescribed application form before effecting closure, retrenchment or lay-off. In the Ministry of Labour & Employment, applications are received for such closures/retrenchments/lay-offs from establishment falling in the Central sphere. These applications are examined and a hearing is held in order to provide an opportunity to both the management and the workers to make submissions on issues pertaining to the proposed action of the management. Based on the oral and written submissions made by the parties, and considering the reasonableness/ genuineness of the management's application, a decision to grant/not grant permission for closure, retrenchment or lay-off is taken. Whenever permission is granted, it is ensured that workers' interests are protected as far as possible.

3.107 The number of units effecting retrenchment and workers retrenched therein during the period 2012-2017(P) are as follows:

Retrenchment and workers affected during 2012-2017(P)

(both in Central and State spheres)

Year	Retrenchment	Workers affected
2010	2	1237
2011	19	1297
2012 (P)	22	1798
2013(P)	14	533
2014(P)	12	3645
2015(P) (Jan-Oct)	-	-

Source: Labour Bureau, Shimla

Industrial Tripartite Committees

3.108 Industrial Tripartite Committees (ITCs) have been constituted with the view to promote the spirit of tripartism. These tripartite bodies provide a forum where the social partners can appreciate each other's industry specific problems through dialogue and help in evolving consensual policy options. These Committees are non-statutory Committees and their meetings are convened as and when required. Government's proactive role in these Committees has successfully harmonized the interest of the employers and workers resulting in a change of attitude from confrontation to that of co-operation.

ADJUDICATION

3.109 Twenty two Central Government Industrial Tribunal-cum-Labour Courts have been set up under the provisions of the Industrial

Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. Through Finance Act, 2017, the powers to settle the Appeals arising out of EPF & MP Act, 1952 have also been entrusted upon to these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai (No.1) and Kolkata also function as National Tribunals.

3.110 In order to take care of the huge pendency of unresolved industrial disputes, Lok Adalats have been introduced as an alternative grievance redressal mechanism, within the adjudication system of the CGITs from the Tenth Five Year Plan. The objective is to settle industrial disputes through this parallel forum. Cases, which are relatively uncomplicated, are taken up for adjudication through this system. However, its success depends on the readiness of the litigating parties for getting their cases settled through this method. The Presiding Officers of the CGITs play the role of facilitators.

3.111 From the Eleventh Five Year Plan onwards, this mechanism of Lok Adalats has been made an indispensable part of the adjudication system. During the period from 01.04.2017 to 31.10.2017, a total of forty-two (32) Lok Adalats were held wherein one hundred eighteen (118) cases were settled.

CHAPTER - 4

PRODUCTIVITY

Prime Minister's Shram Award Scheme

4.1 To give recognition to outstanding contributions towards production and productivity, technological innovations, cost saving, import substitution, saving of foreign exchange and for showing exemplary zeal and enthusiasm in the discharge of duties, the Ministry of Labour & Employment administers a scheme entitled 'Prime Minister's Shram Awards' to workmen (as defined in the Industrial Dispute Act, 1947) employed in Departmental / Public Sector Undertakings of the Central and State Governments and the manufacturing units employing 500 or more workers in the private sector in recognition of their performance, devotion to duty etc. Only those workmen are eligible for the awards, who are engaged in manufacturing and productive processes and whose performance is assessable. These awards are announced every year generally on the eve of either Republic Day or Independence Day. The awards in the order of precedence are Shram Ratna, Shram Bhushan, Shram Vir/ Shram Veerangana and Shram Shree/Shram Devi. Shram Awards were set up by the Government of India in 1985 to recognize the outstanding contributions of workers in different fields.

4.2 The cash prize and number of awards

given for each category are indicated in **Table 4.1**.

4.3 Besides the cash prize, the awardees also receive a "SANAD" from the Prime Minister. The awardees are also eligible for 75% concession in second class rail fare.

4.4 The Prime Minister's Shram Awards for the Year 2016, 32 in number, has been awarded to 50 workers/Group of workers employed in the Departmental Undertakings & Public Sector Undertakings of the Central and State Government and Private Sector Units employing 500 or more. There was no awardee in the category of Shram Ratna during 2016

Table 4.1**Prime Minister Shram Awards****The Cash Prize and Number of Awards under different categories**

S. No	Name of Award	Number of Awards	Cash Prize
1.	ShramRatna	1	Rs. 2,00,000
2.	ShramBhushan	4	Rs. 1,00,000 each
3.	ShramVir/ShramVeerangana	12	Rs. 60,000 each
4.	Shram Devi/ Shram Shree	16	Rs. 40,000 each

CHAPTER - 5

WAGES

INTRODUCTION

5.1 In a labour surplus country like India, it is difficult to have an uniform and comprehensive wage policy for all sectors of the economy. Wages in the organized sector is generally determined through negotiations and settlements between the employer and the employees. In the unorganized sector, however, labour is vulnerable to exploitation due to illiteracy and lack of effective bargaining power. The minimum rates of wages are fixed both by Central and State Governments in the scheduled employments falling within their respective jurisdictions under the provisions of the Minimum Wages Act, 1948. The Act binds the employers to pay the workers the minimum wages so fixed from time to time.

Minimum Wages Act, 1948

5.2 Under the Minimum Wages Act, 1948 both Central and State Governments are "Appropriate Governments" for fixation/revision of minimum rates of wages for employments covered by the Schedule to the Act. There are 45 scheduled employments in the Central sphere while in the State sphere the number (cumulative) of such employments is as many as 1709. The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer

Price Index Number, which is revised twice a year effective from April and October. The Central Government and twenty-seven States/UTs have adopted VDA as a component of minimum wage. The range of minimum wages for the workers as fixed/revised in respect of employments covered under Central and State sphere are at **Table 5.1**.

National Floor Level Minimum Wage

5.3 In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage as a non statutory measure was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. On the basis of increase in the Consumer Price Index, the Central Government has fixed the National Floor Level Minimum Wages from Rs. 160/- to Rs.176/-per day with effect from 01.06.2017.

Central Advisory Board (CAB)

5.4 The Central Government has re-constituted the Central Advisory Board (CAB) vide Notification No. S.O. 3495 (E) dated 18th November 2016 under Section 8 of the Minimum Wages Act, 1948. The present Chairman of this board is Shri Aavula Govardhan.

Minimum Wages Advisory Board (MWAB)

5.5 The Central Government has re-constituted the Minimum Wages Advisory Board (MWAB) vide Notification No. S.O.1174 (E) dated 22nd March 2016 under Section 7 of the Minimum Wages Act, 1948. **The present Chairman of this board is Hon'ble Minister of Labour & Employment.**

Status of Amendments to the Minimum Wages Act, 1948

5.6 Department of Legal Affairs has advised that since the omission of Section 2(g) of the Minimum Wages Act, 1948 i.e. definition of "scheduled employment" is evolved in the Minimum Wages Act, 1948 as well as in the Payment of Bonus (Amendment) Act, 2015 and the latter has been challenged in various High Courts. Department of Legal Affairs has opined to wait till vacation of stay and disposal of the Writ Petitions. Accordingly as per the advice of Ministry of Law & Justice, the proposal for amendment of the Minimum Wages Act, 1948 is not being perused presently.

However, the bill on "Code on Wages" has been introduced in the Parliament. The revised wages will be determined as per the bill on "Code on Wages" after the approval of Parliament.

Enforcement of the Minimum Wages Act, 1948

5.7 The Government is committed to enhance the welfare and well being of farm labour and workers particularly those in the Unorganized sector and to ensure the

implementation of Minimum Wage enactments. Minimum Wages under Central sphere are enforced through Central Industrial Relations Machinery (CIRM). The position in respect of cases of enforcement by CIRM for the Year 2016-17 is provided in **Table 5.2**. In the State Sphere, the State Enforcement Machinery ensures enforcement of the Minimum Wages Act. The position of enforcement of this Act in different States/UTs during 2015-16 is shown in **Table 5.3**.

The Payment of Wages Act, 1936

5.8 The Payment of Wages Act, 1936 was enacted to regulate payment of wages to workers employed in industries and to ensure a speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages to them. The wage ceiling under Payment of Wages Act, 1936, was fixed at Rs. 1600/- p.m. in 1982.

5.9 This ceiling has been periodically revised upwards with a view to make the wages adjust to the inflation. In exercise of the powers conferred by sub-section (6) of Section 1 of the Act, the Central Government, on the basis of the Consumer Expenditure Survey brought out by the National Sample Survey Office, has enhanced the wage ceiling from Rs.18,000/- to Rs. 24,000/- per month w.e.f. 29.08.2017.

5.10 Payment of Wages (Amendment) Act, 2017:- Section 6 of the Payment of Wages Act, 1936 has been amended on 16.02.2017 to enable making payment of wages in cash or by cheque or by crediting in the bank account of the employee. The amendment made also

enables that the appropriate Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment, the wages only by cheque or by crediting the wages in the bank account.

Provision for making of payment only by cheque or by crediting in bank account of an employee, in respect of industrial or other establishment in the Central Sphere has been notified on 26.04.2017.

The Payment of Wages (Nomination) Rules, 2009

5.11 In pursuance of the recommendation of the Special Task Force set up by the Ministry of Women and Child Development for providing complete equality to women vis-a-vis men in terms of payment of wages, the Central Government has notified the Payment of Wages (Nomination) Rules, 2009, vide notification GSR No 822 (E) dated 29th June, 2009 defining the procedure for nomination and restricting the nomination by workers to his /her family members as far as applicable, in exercise of powers conferred in sub-section (5) of section 26 of the Payment of Wages Act, 1936.

5.12 In the 1950s and 60s, when the organized labour sector was at a nascent stage of its development, Government in appreciation of the problems of wage fixation in some sectors, constituted need based Wage Boards from time to time in line with the accepted policy of the Ministry of Labour. The Wage Boards are

tripartite in character in which representatives of workers, employers and independent members participate and finalize the recommendations. At present, there is provision for only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist newspaper employees which are in operation as statutory Wage Boards. All other Wage Boards have ceased to exist.

5.13 In 2002, the second National Commission on Labour (NCL) in its report had recommended that at present there is no need for any Wage Board, statutory or otherwise, for fixing wage rates for workers in any industry. However, Government decided not to accept the recommendation of NCL regarding setting up of the statutory Wage Boards i.e. Wage Boards for Working Journalists and Non-Journalist Newspaper Employees under the Working Journalists & other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

Wage Boards for Newspaper Employees.

5.14 The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 provides for regulation of conditions of service of working journalists and other persons employed in newspaper establishments. The Section 9 and 13C of the Act, inter-alia, provide for setting up of Wage Boards for fixation and revision of rates of wages in respect of working journalists and non-journalist newspaper/news agency employees respectively. According to the Act, Wage Boards shall consist of the following:

- Three persons representing employers in relation to newspaper establishment;
- Three persons, representing working journalists for Wage Board under Section 9 and three persons representing non-journalist newspaper employees for Wage Board under Section 13 C of the Act.
- Four independent persons, one of whom shall be a person who is or has been a Judge of High Court or the Supreme court, and who shall be appointed by the Government as the Chairman thereof.

5.15 The Act does not lay down the periodicity for constituting the Wage Boards. In the past, the Wage Boards for these employees were set up in the years 1956, 1963, 1975, 1985, 1994 and 2007.

5.16 The Government constituted two Wage Boards – one for Working Journalists and other for Non-Journalist Newspaper Employees under Section 9 and 13 C respectively under the Working Journalists and other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955 vide notifications in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810(E) dated 24.5.2007. The Wage Boards were given three years time to submit their reports to the Union Government. The Wage Boards functioned from their Headquarters at New Delhi.

5.17 The Government, in consultation with the Wage Boards for Working Journalists and non-journalists newspaper employees, notified the grant of interim rates of wages to

journalists and other newspaper employees and news agency employees at the rate of 30% of the basic wage with effect from 08.01.2008 vide Notification numbers S. O. No.2524 (E) and S. O. No. 2525 (E) dated 24.10.2008.

5.18 The Government appointed Justice G. R. Majithia, retired Judge of High Court of Bombay as common Chairman of the two Wage Boards, one for Working Journalists and the other for Non-Journalist Newspaper Employees in place of Justice K. Narayana Kurup who resigned w.e.f. 31.07.2008. Justice Majithia assumed charge on 04.03.2009.

5.19 The Central Government, in exercise of powers conferred by Section 9 and 13C of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), extended the tenure of the Wage Boards for Working Journalists and Non-Journalist Newspaper Employees under the Chairmanship of Justice Majithia, up to 31.12.2010 so as to finalize the recommendations of the Wage Boards on or before 31.12.2010, vide notification numbers S. O. 1304 (E) and S. O. 1305 (E) dated 02.06.2010.

5.20 The Wage Boards submitted their final Report to the Government on 31.12.2010. The Cabinet in its meeting held on 25.10.2011 approved the proposal to accept the recommendations of the Wage Boards for Working Journalists and Non-Journalists Newspaper Employees of Newspaper Establishments and News Agencies, as contained in this Ministry's Cabinet Note dated 07.10.2011.

5.21 The recommendations of the Majithia Wage Boards has been accepted by the Government and notified in the Official Gazette vide S. O. No. 2532 (E) dated 11.11.2011. As the implementation part vests with the State Government/UTs., copies of notification have been forwarded to all the State Government /UTs with the request for its implementation.

5.22 Meanwhile, a Writ Petition No. 246 of 2011 in the matter of ABP Private Limited Vs. UOI & Others along with 11 other Writ Petitions by other Newspaper employers were filed before the Hon'ble Supreme court of India challenging the constitution and recommendations of the Majithia Wage Boards. The Hon'ble Supreme Court vide its Judgement dated 07.02.2014 in the said Writ Petition No. 246 of 2011 has directed that all the Writ Petitions have been dismissed and the wages as revised / determined shall be payable from 11.11.2011 when the Government of India notified the recommendations of the Majithia Wage Boards. All the arrears upto March, 2014 shall be paid to all the eligible persons in four equal installments within a period of one year from 07.02.2014 and the revised wages from April, 2014 onwards.

5.23 As the above order of the Hon'ble Supreme court was not complied with, the Hon'ble Supreme Court in Contempt Petition (C) No. 411/2014 in W. P. (C) No. 246 of 2011, vide its order dated 28th April, 2015 has issued directions that all the State Governments acting through their respective Chief Secretaries shall, within four weeks from 28/4/2015, appoint Inspectors under Section

17B of the Working Journalists Act, 1955 to determine as to whether the dues and entitlements of all categories of Newspaper Employees including journalists under the Majithia Wage Board Award has been implemented in accordance with the terms thereof. The Inspectors appointed by the State Government will exercise their powers as provided under the Act and shall submit their report to the Court through the Labour Commissioners of each State indicating the precise finding on the issue. This will be done within a period of three months from the date of appointment under Section 17B of the Act. This was communicated to the State Governments and Union Territory Administrations for compliance on 8th July, 2015. The Hon'ble Supreme Court has delivered its final judgement on 19th June, 2017 which can be accessed at http://www.sci.gov.in/supremecourt/2014/23540/23540_2014_Judgement_19-Jun-2017.pdf.

5.24 In order to monitor the implementation of the notification, a Central Level Monitoring Committee has been set up under the Chairmanship of Principal Labour & Employment Advisor. The first meeting of the Committee was held at Hyderabad on 24.09.2012 covering the 7 Southern States/ UTs. So far 8 meetings of the Central Level Monitoring Committee have been held in different regions of India. The eighth such meeting of the Committee was held at New Delhi on 16.06.2017 covering all States/UTs to review the implementation of the Wage Board

Awards in the country. Hon'ble Minister for Labour & Employment also took a meeting with the representatives of State Governments in July, 2017 to review the progress made in the recommendations of Wage Board Awards.

THE PAYMENT OF BONUS ACT, 1965

5.25 The Payment of Bonus Act, 1965 provides for the payment of bonus to persons employed in certain establishments, employing 20 or more persons, on the basis of profits or on the basis of production or productivity and for matters connected therewith.

5.26 The minimum bonus of 8.33% is payable by every industry and establishment under the Section 10 of the Act. The maximum bonus including productivity linked bonus that can be paid in any accounting year shall not exceed 20% of the salary/wage of an employee under the sections 31 A of the Act.

5.27 Two ceilings are available under the Payment of Bonus Act, 1965. The limit specified under Section 2 (13) which defines an eligible employee under the Act, is generally known as the eligibility limit. Similarly, the limit prescribed for calculation of bonus under Section 12 is known as the calculation ceiling. The two ceilings are revised to keep pace with the price rise and increase in the salary structure. The revisions of the two ceilings over the years are as follows:

Sl. No.	Year of Amendment	Eligibility limit (Rupees per month)	Calculating Ceiling (Rupees per month)
1.	1965	1,600	7,50
2.	1985	2,500	1,600
3.	1995	3,500	2,500
4.	2007	10,000	3,500
5.	2016 (w.e.f. 01.04.2014)	21,000	7,000 per mensem or the minimum wage for the scheduled employment, as fixed by the appropriate Government, whichever is higher.

5.28 As per the Payment of Bonus (Amendment) Act, 2015, which was notified in the Gazette of India on 1.1.2016 and brought into operation with effect from 1.4.2014, various establishments throughout the country has filed the writ petitions challenging the constitutional validity of the said amendment. Ministry has taken a view that all the cases be transferred to Hon'ble Supreme Court under Article 139 A of the Constitution. So far, Ministry has received 145 Writ Petitions filed in various High Courts in the country and Ministry has filed 143 transfer petitions in the Hon'ble Supreme Court and the rest are being processed for transfer.

Category wise variation in Minimum Wages per day in All States as on 01.11.2017 (Provisional)

Sl.No.	State/UT	Categories							
		Unskilled		Semi Skilled		Skilled		Highly Skilled	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
	Central Sphere	308.00	536.00	315.00	593.00	342.00	653.00	373.00	653.00
1	Andhra Pradesh	69.27	-	-	-	-	-	-	895.83
2	Arunachal Pradesh	150.00	170.00	160.00	180.00	170.00	190.00	-	-
3	Assam	240.00	-	280.00	-	350.00	-	450.00	-
4	Bihar	181.00	197.00	188.00	206.00	232.00	251.00	282.00	308.00
5	Chhattisgarh	234.00	325.00	249.95	350.00	242.79	380.00	338.00	410.00
6	Goa	307.00	465.00	321.00	465.00	386.00	465.00	418.00	465.00
7	Gujarat	178.00	276.00	276.00	284.00	284.00	293.00	-	-
8	Haryana	318.46	-	334.39	351.11	368.66	387.10	406.45	-
9	Himachal Pradesh	184.87	210.00	199.12	227.00	228.37	254.17	242.40	314.50
10	Jammu & Kashmir	225.00	-	350.00	-	400.00	-	-	-
11	Jharkhand	221.61	237.44	232.16	253.27	306.03	327.14	353.52	369.90
12	Karnataka	231.92	569.44	272.13	476.83	277.76	592.13	282.41	554.44
13	Kerala	287	510	289.70	498.00	278.60	533	284.60	556.00
14	Madhya Pradesh	200.00	274.00	266.00	360.00	312.00	408.00	355.00	410.00
15	Maharashtra	180.00	315.49	-	-	-	-	-	-
16	Meghalaya	189.00	-	201.00	-	212.00	-	235.00	-
17	Manipur	122.10	122.10	129.97	129.97	132.60	132.60	-	-
18	Mizoram	270.00	-	300.00	-	370.00	-	460.00	-
19	Nagaland	115.00	-	125.00	-	135.00	-	145.00	-
20	Odisha	200.00	-	220.00	-	240.00	-	260.00	-
21	Punjab	275.08	305.83	323.62	-	358.12	-	397.82	-
22	Rajasthan	207.00	-	217.00	-	227.00	-	277.00	-
23	Sikkim	220.00	-	242.00	-	275.00	-	319.00	-
24	Tamil Nadu	182.73	-	-	-	-	-	-	505.10
25	Tripura	179.96	359.00	197.42	389.00	220.76	419.00	325.00	630.84
26	Uttarakhand	200.00	272.12	231.54	291.54	235.31	310.96	249.23	356.35
27	Uttar Pradesh	161.00	211.67	233.33	300.71	261.33	354.67	299.17	418.83
28	West Bengal	211.00	278.00	232.00	306.00	255.00	337.00	370.00	-
29	A. & N. Islands	297.00	327.00	309.00	345.00	322.00	396.00	343.00	407.00
30	Chandigarh	350.00	-	356.00	359.00	367.00	376.00	391.00	-
31	D & N Haveli	277.70	-	285.70	-	293.70	-	-	-
32	Daman & Diu	287.50	-	295.50	-	303.50	-	-	-
33	Delhi	522.00	-	575.00	-	633.00	-	-	-
34	Lakshadweep	267.20	-	292.20	-	317.20	-	342.20	-
35	Puducherry	55.00	255.00	-	-	-	-	-	-
36	Telangana	69.27	-	-	-	-	-	-	380.48

* Rates for unskilled workers for Assam and West Bengal exclude Tea garden workers.

Table - 5.2

Enforcement of Provisions of Wage Laws by Central Industrial Relations Machinery (CIRM) during 2016-17

Sl. No	Name of the Act		No. of Inspections done	Irregularities Rectified	Prosecutions Launched	Convictions (No. of Cases)	Claims filed
1	The Payment of Wage Act, 1936						
	(i)	Mines	1872	14633	515	255	16
	(ii)	Railways	338	2296	31	2	141
	(iii)	Air Transport Service	211	3572	20	10	0
2	The Minimum Wages Act, 1948		9151	53255	2321	1951	1198

Table - 5.3**DETAILS REGARDING ENFORCEMENT OF MINIMUM WAGES ACT, 1948 DURING 2015-16**

S.No.	Name of the States/UTs	Inspections made	Irregularities		Claims		Prosecution cases			Amount of Compensation Awarded (Rs.'000)	Amount of Fine(Rs. '000)	
			Detected	Rectified	Filed	Settled	Pending	Filed	Decided		Imposed	Recovered
1	2	3	4	5	6	7	8	9	10	11	12	13
CENTRAL SPHERE												
		9803	75938	46467	743	1796	52701	1280	-	66654.417	-	44128.036
STATE SPHERE												
1	Andhra Pradesh*											
2	Arunachal Pradesh*											
3	Assam*											
4	Bihar											
5	Chhattisgarh*											
6	Delhi*											
7	Goa	1256	8946	-	2	-	8	2	-	-	-	-
8	Gujarat	113169	38482	33463	3	0	37361	2070	919	17351	514	596
9	Haryana*											
10	Himachal Pradesh*											
11	Jharkhand*											
12	Jammu & Kashmir*											
13	Karnataka*											
14	Kerala	34035	77348	30814	646	40	2084	2283	1080	380	1384	1384
15	Madhya Pradesh	592	122	470	70	52	50	70	20	-	NA	NA
16	Maharashtra	2121	8190	4166	6	3	1774	79	51	110	69	-
17	Manipur*											
18	Meghalaya	1440	-	-	-	-	-	-	-	-	-	-
19	Mizoram	4	-	-	-	-	-	-	-	-	-	-
20	Nagaland	1712	18	18	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
21	Orissa*											
22	Punjab*											
23	Rajasthan	4145	61	28	202	305	707	49	38	9378	8	NA
24	Sikkim*											
25	Tamil Nadu	108116	353	4	1032	957	3191	113	1655	55668.54	42.70	31.95
26	Telangana*											
27	Tripura	20832	-	-	-	-	-	90	-	-	-	-
28	Uttarakhand	2940	1055	427	25	-	288	622	222	-	52	34
29	Uttar Pradesh*											
30	West Bengal*											
31	Andaman & Nicobar Islands	16	61	61	-	-	-	-	-	-	-	-
32	Chandigarh*	228	166	53	-	9	-	25	114	-	75	-
33	Dadra & Nager Haveli*											
34	Daman & Diu*											
35	Lakshadweep*											
36	Puducherry	16039	-	-	-	-	-	-	-	-	-	-

* Information is still awaited. Source:- For Central Sphere- office of CLC(C), For State Sphere - State Government

CHAPTER - 6

SOCIAL SECURITY

6.1 The social security schemes in India cover only a small segment of the organized workforce, which may be defined as workers who are having a direct regular employer-employee relationship within an organization. The social security legislations in India derives their strength and spirit from the Directive Principles of the State Policy as contained in the Constitution of India. These provide for mandatory social security benefits either solely at the cost of the employers or on the basis of joint contribution of the employers and the employees. While protective entitlements accrue to the employees, the responsibilities for compliance largely rest with the employers.

Social Security Laws

6.2 The principal social security laws enacted for the organised sector in India are :

- The Employees' State Insurance Act, 1948;
- The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (Separate provident fund legislations exist for workers employed in Coal mines and tea plantations in the state of Assam and for seamen);
- The Employee's Compensation Act, 1923;
- The Maternity Benefit Act, 1961;
- The Payment of Gratuity Act, 1972

Administration of Social Security Acts

6.3 The provisions of the Employee's Compensation Act, 1923 are being administered exclusively by the State Governments. Cash benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care along with ESIC under the Employees' State Insurance Act, 1948. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is administered by the Government of India through the Employees' Provident Fund Organisation (EPFO). In mines and circus industry, the provisions of the Maternity Benefit Act, 1961 are being administered by the Central Government through the Chief Labour Commissioner (Central) and by the State Governments in factories, plantations and other establishments. The Payment of Gratuity Act, 1972 is administered by the Central Government in establishments under its control, establishments having branches in more than one State, major ports, mines, oil-fields and railway companies and by the State Governments and Union Territory Administrations in all other cases. This Act applies to factories and other establishments.

The Employee's Compensation Act, 1923

6.4 The Employees' Compensation Act, 1923, earlier known as "Workmen's Compensation Act" is an old but an important enactment, as it introduced a kind of social security scheme for the workers of this country. It enable an employee, and in case of death of an employee, his dependents, to get, at the cost of his employer compensation for employment injury.

6.5 The object of the Act is to provide for the payment of compensation by employers to their employees for injury caused to them by accident while in employment. If an employee contracts an occupational disease while in employment, it is also treated under the Act as injury caused by accident.

6.6 The compensation has been enhanced to Rs.1, 20,000/- in case of death and Rs.1, 40,000/- in case of disablement resulting from injury. The amount of funeral expenses has been enhanced to Rs.5,000/-. Wage ceiling for calculation of compensation is Rs.8,000/-p.m. w.e.f. 31.5.2010. Through the amendment carried out in the Act w.e.f. 18.01.2010, a clause has been inserted in the Act to enable the Government to raise the compensation, funeral expenses and wage limit by notification in the official Gazette. A new Section 25A has been added for the Commissioner to dispose of the matter relating to compensation under this Act within a period of three months from the date of reference and intimate the decision.

6.7 As per the Employee's Compensation (Amendment) Act, 2017, Section 17A has been added. Now, *"Every employer shall immediately at the time of employment of an*

employee, inform the employee of his rights to compensation under this Act, in writing as well as through electronic means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee." Further, under Section 18A, penalty for contravention of Act has been increased from present Rs.5,000/- to Rs.50,000/- which may extend to one lakh rupees. As per Section 30, the amount of dispute has been revised to go for an appeal from Rs.300/- to Rs.10,000/- or such higher amount notified by the Central Government, so as to reduce litigation.

THE EMPLOYEES' STATE INSURANCE ACT, 1948

COVERAGE:-

6.8 The Employees' State Insurance Act, 1948 applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the "appropriate government" is empowered to extend the provisions of the Act to other classes of establishments' industrial, commercial agricultural or otherwise. Under these provisions, the State Governments have extended the provisions of the Acts of shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertaking, newspaper establishments, educational and medical institutions employing 10 or more employees. Employees of factories and establishments covered under the Act drawing monthly wages up-to Rs. 21,000 per month are covered under the Scheme. Earlier, persons with permanent disabilities earning upto Rs.25,000/- per month were covered under ESI

Scheme but now, there is no monthly wage ceiling for coverage under ESI Scheme for persons with permanent disabilities. The ESI Scheme is now operated in 33 States/Union Territories. As on 31.3.2017, 3.19 Crore insured persons and 12.40 Crore beneficiaries are covered under the Scheme. The number of factories and establishments covered by the end of the year had gone up to about 8.98 lakh.

ADMINISTRATION:-

6.9 The ESI Scheme is administered by a statutory body called the Employees' State Insurance Corporation (ESIC), which has members representing Employers, Employees, Central and State Governments, Medical Profession and the Parliament. The Union Minister for Labour & Employment is the Chairman. A Standing Committee, constituted from among the members of the Corporation, acts as the executive body for administration of the Scheme and is chaired by the Secretary, Ministry of Labour & Employment. There are 26 Regional Boards and 244 Local Committees. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee. The Hqrs. of the ESI Corporation is located at Delhi. The Corporation has 66 field offices - 24 Regional Offices, 40 Sub-Regional Offices, 2 Camp Offices throughout the country. Besides, there are 630 Branch Offices and 185 Pay Offices for administration of cash benefits to Insured Persons. Besides above, there are 3 Liaison Offices. For inspection and coverage of new factories/Establishment, 401 Inspection Offices are also set up across the Country.



FUNDING AND OPERATION OF THE ESI SCHEME:-

6.10 The ESI Scheme is mainly financed by contributions from the employers and employees. The rates of the employer's and the employee's share of contribution are 4.75% and 1.75% respectively. For the newly implemented areas w.e.f. 6.10.2016, the rate of contribution is 4% (1% being employee's share & 3% Employer's share) for the first 24 months. The Corporation has prescribed per capita per annum ceiling on reimbursement of Medical care Expenditure of State Govt. At present the prescribed ceiling is Rs. 3000/- per Insured Person Family Unit per annum. The expenditure on medical benefit is shared between ESI Corporation and State Government in the ratio of 7:1 with the ceiling. Creation of State Autonomous Body by the states under section 58 (5) of ESI Act has been initiated where additional incentive of bearing 100% expenditure up to the ceiling is proposed. All capital expenditure on construction of ESI Hospital and other building including their maintenance is borne exclusively by the Corporation.

INVESTMENT:-

6.11 All contributions received under the ESI Act and all other money belonging to the funds which are not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31/10/2017, the total investment of fund was Rs. 67,069.16 crore. Out of this, an amount of Rs. 13,445.89 crore was invested in the Special Deposit Account with Central Government and the balance amount of Rs. 53,623.27 crore was invested in fixed deposits with public sector banks.

ARREARS OF ESI DUES:-

6.12 A sum of Rs. 2362.84 crores was in arrears as on 31/03/2017 on account of default by the employers of covered factories/ establishments. Out of this, an amount of Rs. 1263.27 crores was not recoverable, for the present, due to various reasons, such as factories having gone into liquidation, whereabouts of employers not known, recovery having been disputed in Courts, etc. Rs.121.79 crores dues are in respect of the sick industries registered with BIFR for sanction of rehabilitation scheme/declared sick and rehabilitation scheme sectioned. The balance, amounting to Rs. 977.78 Crores, represented recoverable arrears. The Corporation has been taking necessary recovery action through Recovery Machinery, Legal and penal actions, under various provisions of the Employees' State Insurance Act, 1948 and under Indian Penal Code for recovery of ESI Dues.

HEALTH & CASH BENEFITS UNDER ESI SCHEME:-

6.13 Besides from medical care, the beneficiaries under the ESI Scheme are also provided an array of cash benefits. It is payable in times of physical distress due to sickness, temporary or permanent disablement resulting in loss of earning capacity, confinement in respect of insured women etc. Dependents of insured persons who die due to employment injury caused by accident or occupational disease are entitled to monthly payments called the dependents benefits.

6.14 Cash benefits payments are made to the Insured Persons and their beneficiaries through direct bank transfer (DBT) by the Branch Offices and Pay Offices set up by the Corporation in areas where the Scheme is in operation. The list of Cash Benefits provided under the ESI Scheme are as following:-

1. SICKNESS BENEFIT

- Sickness Benefit
- Enhanced Sickness Benefit
- Extended Sickness Benefit

2. DISABLEMENT BENEFIT

- Temporary Disablement Benefit
- Permanent Disablement Benefit

3. DEPENDANT'S BENEFIT

4. MATERNITY BENEFIT

5. MEDICAL BENEFIT

6. UNEMPLOYMENT ALLOWANCES (RGSKY)

7. OTHER BENEFIT:-

- Confinement Expenses
- Vocational Rehabilitation

- Physical Rehabilitation
- Skill Upgradation Training under RGSKY
- Funeral Expenses
- Medical facility to Retd. IP and his spouse for Primary & Secondary care (excluding SST) within ESI Medical Institutions.

6.15 Medical Care

The Scheme provides reasonable medical facilities from primary health care to Super specialty treatment in respect of the Insured Persons and their family members. The medical care under the scheme is administered by the State Governments, except in Delhi and Noida (UP). The Corporation also directly run 42 Hospitals as on 31.03.2017 including 5 ODC Hospitals in various States as per details given in Table 6.1



EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952

6.16 The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a welfare legislation enacted for the purpose of instituting provident funds, pension fund and deposit linked insurance fund for employees

working in factories and other establishments. The Act aims at providing social security and timely monetary assistance to Industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of the bread winner and in some other contingencies.

6.17 Presently, the following three Schemes are in operation under the Act through the Employees' Provident Fund Organisation (EPFO):

- Employees' Provident Funds Scheme, 1952
- Employees' Deposit Linked Insurance Scheme, 1976
- Employees' Pension Scheme, 1995



COVERAGE OF ESTABLISHMENTS AND MEMBERS

6.18 Presently, the Act is applicable to 197 specified industries/classes of establishments as is specified in Schedule I of the Act or any activity notified by the Central Government in the Official Gazette and employing twenty or more persons. Apart from the provision for

compulsory coverage, provision also exists under section 1(4) of the Act for voluntary coverage. As on 31.03.2017, there were 10,24,188 establishments and factories covered under the Act with a membership of 1933.91 lakh under EPF Scheme, both in the Exempted and Un-exempted sectors. With effect from 01-09-2014, an employee, on joining the employment in a covered establishment and getting wages upto Rs.15,000/- is required to become a member of the fund.

ARREAR MANAGEMENT

6.19 The arrears under all the schemes as on 31st March 2017 were of the order of Rs. 7,079.02 crore. Out of this 65.74% pertains to not immediately realizable category being the amount locked in courts and where stay has been granted by the courts. In order to recover the arrears, the EPF Organisation takes various actions under the provisions of Section 8 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. It takes steps to get the stay orders vacated to recover arrears under the not realizable category. It also launches prosecution against the defaulting employers under Section 14 of the Act and prosecutes employers under section 406/409 of the Indian Penal Code in case they deduct employee's share of contribution but do not remit the same to the Fund. During the year 2016-17, arrears amounting to Rs. 2,275.76 crore were realized out of a total workload of 9,362.22 crore under both unexempted and exempted sector of establishments.



SERVICE TO MEMBERS

6.20 A member of the Employees Provident Fund Scheme is entitled to withdraw the amount lying in his account together with interest on quitting service. During the year 2016-17, 55.93 lakh EPF claims were settled. The scheme also provides for partial withdrawals from the Provident Fund Account to meet contingencies like illness, invalidation and also to provide financial assistance to discharge their social responsibilities like marriage of self, children or higher education of children and construction of dwelling house. At the end of a financial year a member is also entitled to receive annual statement of account indicating his balances. During the year 2016-17, 1,971.73 lakh annual statement of accounts were issued.

EMPLOYEES DEPOSIT LINKED INSURANCE SCHEME, 1976

6.21 Employees Deposit-Linked Insurance Scheme, 1976 (EDLI) is applicable to all factories / establishments with effect from 1st August, 1976. All the employees, who are members of the Employees' Provident Fund Scheme, are required to become members of

this Scheme. Employers are required to pay contributions to the Insurance Fund at the rate of 0.5 per cent of pay i.e., basic wages, dearness allowance including cash value of food concession and retaining allowance, if any. The benefit under para 22 of this Scheme on the death of an employee has been further increased by 20% in addition to the benefits already provided therein. During the year 2016-17, 32,688 EDLI claims were settled. At the end of 2016-17, the EPFO had cumulative investments of Rs. 20,282.05 crore under this Scheme.

EMPLOYEES' PENSION SCHEME, 1995

6.22 The Employees' Pension Scheme, 1995 has been introduced w.e.f. 16-11-1995.

BENEFITS UNDER THE SCHEME

6.23 The Employees' Pension Scheme, 1995 provides the following benefits to the members and their families:

- Monthly member pension
- Disablement pension
- Widow/widower pension
- Children pension
- Orphan pension
- Disabled Children/Orphan Pension
- Nominee pension
- Pension to dependent parents
- Withdrawal benefit

6.24 The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organisation during the year 2016-17 is indicated in the **Table 6.2**

Contribution to Pension Fund

6.25 The Scheme is financed by transferring 8.33% of the Provident Fund contributions from employers' share and by contribution @ 1.16% of basic wages of employees by the Central Government. All accumulations in the ceased Employees' Family Pension Fund constitute the corpus of the Pension Fund. At the end of 2016-17, the EPFO had cumulative investments of Rs.3,18,412.38 crore under the EPS Scheme.

PENSION BENEFICIARIES

6.26 The beneficiaries of the ceased Employees' Family Pension Scheme, 1971 continue to get benefits under the new Employees' Pension Scheme, 1995. As on 31-03-2017, there were 38,75,335 members, 11,39,764 spouses, 31,261 parents, 5,70,519 children, 20,618 orphans and 12,300 nominees receiving pension under the Scheme. Total amount disbursed among the pensioners during the year was Rs. 59,623.11 crore through the nationalized banks and post offices.

The Maternity Benefit Act, 1961

6.27 The Maternity Benefit Act, 1961 regulates the employment of women in factories, mines, the circus industry, plantation units and shops or establishments employing 10 or more persons except the employees covered under the Employees State Insurance (ESI) Act, 1948 for certain period before and after birth and provides for maternity and other benefits. It extends to the whole of India. It also provides for maternity leave and payment of certain monetary benefits to

women workers subject to fulfilment of certain conditions during the period when they are out of employment on account of pregnancy. The services of a woman worker cannot be terminated during the period of her absence on account of pregnancy except for gross misconduct. As per amendment of Section 5 of the Maternity Benefit (Amendment) Act, 2017, maximum period for which a woman can get paid maternity benefit is twenty-six weeks upto two surviving children. For adopting/ commissioning mothers and for more than two surviving children, 12 weeks of paid maternity leave is also available. A medical bonus of Rs.3,500/- is being provided from 19.12.2011 under the Act. The crèche facility has also been provided by the Maternity Benefit (Amendment) Act, 2017 after insertion of new Section 11A, according to which every establishment having fifty or more employees shall have the facility of crèche within such distance, as may be prescribed, either separately or along with common facilities.

The Payment of Gratuity Act, 1972

Objective

6.28 The Payment of Gratuity Act, 1972 provides for a scheme of compulsory payment of gratuity to employees engaged in factories, mines, oil-fields, plantations, ports, railway companies, motor transport undertakings, shops or other establishments on the termination of his employment after he has rendered continuous service for not less than five years on his superannuation, or on his retirement or resignation, or on his death or disablement due to accident or disease. Provided that the completion of continuous

service of five years shall not be necessary where the termination of the employment of any employees is due to death or disablement. Payment of Gratuity is an employer's liability under the extant provisions of the PG Act.

6.29 Coverage

- Every factory, mine, oil-field, plantation, port and railway company.
- Every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed or were employed on any day of the preceding twelve months.
- Such other establishments or class of establishments in which ten or more employees are employed or were employed on any day of the preceding twelve months as the Central government may, by notification, specify in this behalf.

6.30 A shop or establishment once covered shall continue to be covered notwithstanding that the number of persons employed therein at any time falls below ten.

Entitlement

6.31 Every employee, other than apprentice irrespective of his wages is entitled to receive gratuity after he has rendered continuous service for five years or more. Gratuity is payable at the time of termination of his service either (i) on superannuation or (ii) on retirement or resignation or (iii) on death or disablement due to accident or disease. Termination of services includes retrenchment. However, the condition of five years'

continuous service is not necessary if services are terminated due to death or disablement. In case of death of the employee, the gratuity payable to him is to be paid to his nominee, and if no nomination has been made, then to his heirs.

Calculation of Benefits

6.32 For every completed year of service or part thereof in excess of six months, the employer pays gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn. As per section 4(3) of the Act, the amount of the gratuity payable to an employee shall not exceed Rs.10,00,000/-.

Administration

6.33 The Act is enforced both by the Central and State Governments. Section 3 authorizes the appropriate government to appoint any officer as a controlling authority for the administration of the Act. Mines, major ports, oilfields, railway companies and establishment owned or controlled by the Central Government and establishment having branches in more than one State are controlled

by the Central Government. The remaining factories and/ establishments are looked after by the State Governments.

6.34 The Central/State Governments appoint the Controlling Authorities and Inspectors for different areas, to ensure that the provisions of the Act are complied with. The Central/State Governments also frame rules for administration of the Act. In Maharashtra, the labour courts in different localities are notified as Controlling Authority for the administration of the Act. In pursuance to a judgment of Hon'ble Supreme Court, the Payment of Gratuity (Amendment) Bill, 2008 to amend the definition of 'employee' under section 2 (e) of the act in order to cover the teachers in educational institutions retrospectively i.e. with effect from 3rd April, 1997, i.e. the date of notifying the educational institutions under the Act, has been notified on 31.12.2009. Also, in order to enhance the ceiling on amount of gratuity from Rs. 3.50 lakh to Rs.10 lakh, amendment in the Payment of Gratuity Act, 1972 has been made w.e.f. 24.05.2010.

List of ESIC run Hospitals

Table 6.1

Sl.No.	State	Place
1	Assam	Beltola
2	Bihar	Phulwarisharif, Patna
3	Chandigarh UT	Ramadarbar, Chandigarh
4	Delhi	Basaidarapur
5	Delhi	Jhilmil
6	Delhi	Okhla
7	Delhi	Rohini
8	Gujarat	Bapu Nagar, Ahmedabad
9	Gujarat	Naroda
10	Gujarat	Ankeleshwar

11	Gujarat	Vapi
12	Haryana	Gurgaon
13	Haryana	Manesar
14	Haryana	Faridabad
15	Himachal Pradesh	Baddi
16	Jammu & Kashmir	Bari Brahmana, Jammu
17	Jharkhand	Namkum, Ranchi
18	Jharkhand	Adityapur
19	Karnataka	Rajajinagar, Bangalore
20	Karnataka	Gulbarga
21	Karnataka	Peenya
22	Kerala	Asramam, Kollam
23	Kerala	Udyogmandal
24	Kerala	Ezhukone
25	Kerala	Paripally
26	Madhya Pradesh	Nanda Nagar, Indore
27	Maharashtra	Andheri, Mumbai
28	Odisha	Rourkela
29	Punjab	Ludhiana
30	Rajasthan	Jaipur
31	Rajasthan	Bhiwadi
32	Tamil Nadu	Coimbatore
33	Tamil Nadu	KK Nagar, Chennai
34	Tamil Nadu	Tirunelveli
35	Telangana	Nacharam, Hyderabad
36	Telangana	S.S. Sanathnagar, Hyderabad
37	Uttar Pradesh	Noida
38	Uttar Pradesh	Jajmau, Kanpur
39	Uttar Pradesh	Sahibabad
40	Uttar Pradesh	Sarojini Nagar, Kanpur
41	Uttar Pradesh	Varanasi
42	West Bengal	Joka, Kolkata

Table 6.2

Pension claims (all benefits) settled by the Employees' Provident Fund Organisation during the year 2016-17	
Category of Claims	Number of Claims Settled
Monthly Pension Benefits	3.39 lakh
Other than Monthly Pension	48.15 lakh
TOTAL	51.54 lakh

CHAPTER - 7

LABOUR WELFARE

7.1 The concept of Labour Welfare Fund was evolved in order to extend a measure of social assistance to workers in the unorganized sector. Towards this end, separate legislations have been enacted by Parliament to set up five Welfare Funds to be administered by Ministry of Labour & Employment to provide housing, medical care, educational and recreational facilities to workers employed in beedi industry, certain non-coal mines, and cine workers.

7.2 The scheme of Welfare Funds is outside the framework of specific employer and employee relationship in as much as the resources are raised by the Government on a non-contributory basis and delivery of welfare services affected without linkage to individual worker's contribution. Welfare funds, which follow a sectoral approach, are in addition to a large number of various other poverty alleviation and employment generation programmes, which follow a regional approach and for which most of these workers are eligible.

LABOUR WELFARE FUNDS

7.3 The Ministry of Labour & Employment is

working for the welfare of Beedi, Cine and Non Coal Mine workers under the following Acts:-

- The Mica Mines Labour Welfare Fund Act, 1946;
- The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972;
- The Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund Act, 1976;
- The Beedi Workers' Welfare Fund Act, 1976; and
- The Cine Workers' Welfare Fund Act, 1981.

7.4 The Acts enable the Central Government to meet the expenditure incurred in connection with measures and facilities which are necessary or expedient to promote the welfare of such workers. In order to give effect to the objectives laid down in the above Acts, various welfare schemes have been formulated and are under operation in the fields of Education, Health and Housing. Details of the schemes are as follows:

S.No	Major schemes(non-plan)	Salient Features		
EDUCATION				
1.	Scholarship Scheme under Beedi/Cine and Mines Workers Welfare Funds	Class	Rates in(₹)	
			Girls	Boys
		Class I to IV	250	250
		Class V to VIII	940	500
		Class IX	1140	700
		Class X	1840	1400
		PUC I & II, Class XI & XII	2440	2000
		ITI	10000	10000
		Non-Professional Degree Courses; Non-Professional Post Graduate Courses; Two-Three Year Diploma Courses and BCA,BBA & PGDCA.	3000	3000
		Professional Degree Courses i.e.B.E./B.Tech/MBBS/BAMS/BUMS/B.Sc(Agriculture) and MCA/MBA.	15000	15000
HEALTH				
2.	Health care facilities are being provided to Beedi, Cine and Non Coal Mine workers and to their families through 12 Labour Welfare Organisation Hospitals and 292 Dispensaries located across the country.	Reimbursement of expenditure for specialized treatment taken under Government recognized Hospitals in case of critical disease.		
		Cancer	Reimbursement of actual expenses on treatment, medicines and diet charges incurred by workers, or their dependents.	
		Tuberculosis	Reservation of beds in T.B. Hospitals and domiciliary treatment for workers. Subsistence allowance of Rs. 750/- to Rs. 1000/- p.m is granted as per the advice of the treating physician.	
		Heart Diseases	Reimbursement of expenditure up to Rs. 1,30,000/- to workers.	
		Kidney Transplantation	Reimbursement of expenditure up to Rs. 2,00,000/-to workers.	
		Hernia, Appendectomy, Ulcer Gynaecological diseases and Prostrate diseases	Reimbursement of expenditure up to Rs. 30,000/-to workers and their dependents.	

7.5 Ministry of Labour & Employment has also initiated action for rehabilitation of the beedi workers to provide them alternate source of employment for viable alternative sources of livelihood as there is apprehension among Beedi Manufactures / Beedi Workers Associations that employment may be reduced in beedi industry due to the anti-Tobacco campaign.

Revised Integrated Housing Scheme, 2016

7.6 Earlier under Revised Integrated Housing Scheme (RIHS), 2007 housing subsidy of Rs. 40,000/- per tenement per worker used to be released by the Director General Labour Welfare (DGLW) on 50:50 basis, in two equal installments.

7.7 Now a revamped housing scheme (RIHS, 2016) has been introduced from December, 2016 with a subsidy of Rs. 1,50,000 per beneficiary household. RIHS, 2016 is applicable to the workers engaged in Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Ore Mines, Dolomite Ore Mines (LSDM)/Mica Mines and Cine Industries, registered with the Labour Welfare Organisation (LWO).

7.8 In the scheme, subsidy of Rs. 1,50,000/-

will be released in three installments on 25:60:15 ratio (First as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed in all respect.

7.9 Under this scheme subsidy will be released through DBT.

Details during last two years and current year (till date) under the Revised Integrated Housing Scheme (RIHS) are as under:

Financial Year	No. of beneficiaries households	Expenditure (Rs. in crore)
2014-15	12354	24.70
2015-16	6903	13.80
2016-17	9831	20.39
2017-18 (Till date)	9931	32.00

7.10 The Labour Welfare Organization which administers these Funds is headed by a Director General (Labour Welfare). He is assisted by seventeen (17) Regional Welfare Commissioners for the purpose of administration of these Funds in the States. The jurisdiction of each Welfare Commissioner has been shown in the Table below:

WELFARE COMMISSIONERES AND THEIR JURISDICTION

S.NO.	Name of the Region	States Covered
01	Allahabad	Uttar Pradesh
02	Ahmadabad	Gujarat, Diu
03	Ajmer	Rajasthan

04	Bangalore	Karnataka
05	Bhubaneswar	Orissa
06	Hyderabad	Andhra Pradesh, Telangana
07	Jabalpur	Madhya Pradesh
08	Nagpur	Maharashtra , Goa, Dadar Nagar Haveli & Daman
09	Ranchi	Jharkhand
10	Patna	Bihar
11	Raipur	Chhattisgarh
12	Dehradun	Uttarakhand, Himachal Pradesh
13	Kolkata	West Bengal, Andaman & Nicobar, Sikkim
14	Guwahati	Assam, Meghalaya, Nagaland, Tripura, Arunachal Pradesh, Manipur, Mizoram
15	Tirunelveli	Tamil Nadu, Puducherry
16	Chandigarh	Punjab, Delhi, Chandigarh, Haryana, Jammu & Kashmir
17	Cannanore	Kerala, Lakshadweep

ADVISORY COMMITTEES

7.11 To advise the Central Government on matters related to administration of the above Funds, tripartite Central Advisory Committees have been set up under the respective Welfare Fund Acts. These Committees are headed by a Chairman nominated by Union Labour and Employment Minister. The Central Advisory Committees on Beedi Workers Welfare fund and Cine Workers Welfare Funds have 21 members,

7 each from Central Government. Employers' Organizations, and Employees' Organizations respectively and Central Advisory Committee on Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund and Limestone & Dolomite Mines Labour Welfare Fund have 18 members, 6 each from Central Government, Employers' Organizations, and Employees' Organization respectively excluding the Chairman and Secretary.

7.8 DETAILS OF EXPENDITURE

Details of Beneficiaries and Expenditure					
S.N	Name of Component	2015-16		2016-17	
		Expenditure(in Rupees)	Number of Beneficiaries	Expenditure(in Rupees)	Number of Beneficiaries
1	Health	104.41 Cr	17,37,929	115.65 Cr	15,59,744
2	Education	86.86 Cr	5,21,572	80.97 Cr	5,42,974
3	Housing	14.63 Cr	7,315	21.17 Cr	9,828

CHAPTER -8

UNORGANIZED WORKERS

8.1 The term unorganised worker has been defined under the Unorganised Workers' Social Security Act, 2008, as a home based worker, self- employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by any of the Acts mentioned in Schedule-II of Act i.e. The Employee's Compensation Act, 1923 (3 of 1923), The Industrial Disputes Act, 1947 (14 of 1947), The Employees' State Insurance Act, 1948 (34 of 1948), The Employees Provident Funds and Miscellaneous Provision Act, 1952 (19 of 1952), The Maternity Benefit Act, 1961 (53 of 1961) and The Payment of Gratuity Act, 1972 (39 of 1972).

8.2 Based on the survey carried out by the National Sample Survey Organisation in the year 2011-12, the total employment in both organized and unorganised sector in the country was of the order of 47 crores. Out of this, about 8 crore were in the organized sector and the balance of 39 crore in the unorganized sector. The workers in the unorganized sector constitute more than 90 percent of the total employment in the country. A large number of unorganized workers are home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work.

8.3 The unorganised workers suffer from cycles of excessive seasonality of employment, lack of a formal employer-employee relationship and absence of social security protection. However, several legislations such as the Employee's Compensation Act, 1923; the Minimum Wages Act, 1948; the Maternity Benefit Act, 1961; the Contract Labour (Abolition and Prohibition) Act, 1970; Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996; and the Building and Other Construction Workers Welfare (Cess) Act, 1996 etc. are directly or indirectly applicable to the workers in the unorganised sector also.

8.4 The Ministry of Labour is also operating Welfare Funds for some specific categories of workers in the unorganised sector like beedi workers, cine workers and certain non-coalmine workers. The funds are used to provide various kinds of welfare activities to the workers in the field of health care, housing and education assistance for children.

COMPREHENSIVE LEGISLATION FOR WORKERS IN THE UNORGANIZED SECTOR

8.5 In order to ensure welfare of workers in the unorganized sector, the Ministry of Labour & Employment has enacted the Unorganised Workers' Social Security Act,

2008. The Act has come into force with effect from 16.05.2009. The Central Rules under the Act have been framed.

8.6 The Salient features of the Act are under:

- Section (2) provides for the definitions, including those relating to unorganised worker, self-employed and wage worker.
- Section 3(1) provides for formulation of schemes by the Central Government for different sections of unorganised workers on matters relating to (a) life and disability cover; (b) health and maternity benefits; (c) old age protection (d) any other benefit as may be determined by the Central Government.
- Section 3(4) provides for formulation of schemes relating to provident fund, employment injury benefits, housing, educational schemes for children, skill up gradation, funeral assistance and old age homes by the State Governments.
- Section 4 relates to funding of the schemes formulated by Central Government.
- Section 5 envisages constitution of National Social Security Board under the chairmanship of Union Minister for Labour & Employment with Director General (Labour Welfare) as Member Secretary and 34 nominated members representing Members of Parliament, unorganised workers, employers of

unorganised workers, civil society, Central Ministries and State Governments.

- Provision for adequate representation to persons belonging to the Scheduled Castes, the Scheduled Tribes, the Minorities and Women in the Board has been made.
- The National Board would recommend the Central Government suitable schemes for different sections of unorganised workers; monitor implementation of schemes and advise the Central Government on matters arising out of the administration of the Act.
- Section 6 has provision for constitution of similar Boards at the State level.
- Section 7 relates to funding pattern of the schemes formulated by the State Governments.
- Section 8 prescribes record keeping functions by the District Administration. For this purpose, the State Government may direct (a) the District Panchayat in rural areas; and (b) the Urban Local Bodies in urban areas to perform such functions.
- Section 9 provides for setting up of Workers' Facilitation Centre to (a) disseminate information on social security schemes available to them (b) facilitate registration of workers by the district administration and enrollment of unorganised workers.

- Section 10 provides for eligibility criteria for registration as also the procedure for registration under the Act.
- Sections 11-17 contain miscellaneous provisions for implementing the Act.

8.7 The Unorganised Workers' Social Security Rules, 2009 under the Act have been framed and the National Social Security Board was constituted on 18.08.2009. The National Board shall recommend social security schemes viz. life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganized workers.

8.8 It has also been decided to converge Aam Aadmi Bima Yojana (AABY) with Pradhan Mantri Jeevan Jyoti Bima Yojana/ Pradhan Mantri Suraksha Bima Yojana. Aam Aadmi Bima Yojana (AABY) was a social sector insurance scheme providing life insurance cover to the economically backward sections of the society. 'Aam Aadmi Bima Yojana (AABY)' extend life and disability cover to persons between the age of 18 years to 59 years, living below and marginally above the poverty line under 48 identified vocational / occupational groups. AABY used to provide insurance cover for a sum of Rs 30,000/- on natural death, Rs75,000/- on death due to accident, Rs37,500/- for partial permanent disability (loss of one eye or one limb) due to accident and Rs75,000/- total permanent disability (loss of two eyes or two limbs or loss of one eye and one limb) due to accident. The Scheme also provided an add-on-benefit, wherein Scholarship of 100 per month per child is paid on half-yearly basis to a maximum

of two children per member, studying in 9th to 12th Standard. The total annual premium under the Scheme was Rs200/- per beneficiary of which 50 per cent was contributed from the Social Security Fund created by the Central Government and maintained by LIC. The balance 50 per cent of the premium was contributed by the State Government /UTs in case of 'Rural Landless Households' and for other groups, it was contributed by the State Government / Nodal Agency / Individual as the case may be. The scheme is being implemented through Life Insurance Corporation of India (LIC) in the country.

8.9 In light of the decision to converge the AABY to PMJJBY and PMSBY, this Ministry has requested all the State Governments/UT Administration to transfer the beneficiaries under AABY to PMJJBY and PMSBY. This convergence would require an additional premium of Rs142 (330+12-200) per annum per beneficiary of which 50% would be borne by the Central Government and the Ministry had solicited the financial concurrence of the States/UTs for the remaining Rs 71 (50% of Rs142) per beneficiary per annum.

8.10 In India approximately 93% of workers are in the unorganized sector. The various social security schemes are currently being run by different Ministries/Departments under Schedule II of the "Unorganized Workers Social Security Act (UWSSA), 2008" for welfare of the unorganized workers and agencies at the State level, with different eligibility criteria, enrolment processes and benefits there under, etc.

- i. Indira Gandhi National Old Age Pension Scheme (Ministry of Rural Development);
- ii. National Family Benefit Scheme (Ministry of Rural Development);
- iii. Janani Suraksha Yojana (Ministry of Health and Family Welfare);
- v. Handloom Weavers' Comprehensive Welfare Scheme (Ministry of Textiles);
- v. Handicraft Artisans' Comprehensive Welfare Scheme (Ministry of Textiles);
- vi. Pension to Master Craft Persons (Ministry of Textiles);
- vii. National Scheme for Welfare of Fishermen and Training and Extension (Department of Animal Husbandry, Dairying & Fisheries);
- viii. Aam Aadmi Bima Yojana (Ministry of Labour and Employment); (now converged with PMJJBY/PMSBY)
- ix. Rashtriya Swasthya Bima Yojana (Ministry of Health and Family Welfare).

THE BUILDING AND OTHER CONSTRUCTION WORKERS

8.11 The construction workers constitute one of the largest categories of workers in the unorganized sector. Based on the Sample Survey conducted by NSSO in 2011-12, about 5.02 crore workers are employed in construction activities. The Government has enacted the following legislations for the construction workers: -

- The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996.

- The Building and Other Construction Workers' Welfare Cess, Act, 1996;

8.12 Further, the Building and Other Construction Workers (RECS) Central Rules, 1998 have been notified on 19.11.1998.

8.13 These legislations provide for regulating the employment and conditions of service, safety and health and welfare measures for the construction workers through State Welfare Boards constituted at the State level. Welfare measures are financed by levy of cess on all construction works at rates between 1 to 2% of the construction cost incurred by an employer (the Government has notified the cess @ 1%). The funds so collected are to be used for providing financial assistance to the families of registered workers in case of accident, old age pension, housing loans, payment of insurance premia, children's education, medical and maternity benefits, etc.

8.14 All State Governments and Union Territories have constituted State Welfare Boards. The Government of Tamil Nadu has been implementing its own Act. Till 30.09.2017, an amount of approx. Rs. 37697 crore has been collected as Cess by the State Governments and Union Territories and an amount of Rs. 9651 crore has been spent on welfare schemes formulated by them.

8.15 Central Government has been issuing directions under Section 60 of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996, to all the State Governments and UT Administrations from time to time for proper

implementation of the Act. To monitor the implementation of these directions, specifically with reference to utilization of Cess fund for Welfare Schemes enumerated under Section 22 of the Act, by the State Building and Other Construction Workers' Welfare Boards, a Committee under the Chairmanship of Secretary (Labour and Employment) has been constituted. The Monitoring Committee holds its meeting from time to time. In 2017-18, the Monitoring Committee has held meetings on 9th May, 2017 and 29th August, 2017 with the Principal Secretaries/ Secretaries of Labour departments of the State/ Uts.

MIGRANT WORKERS AND THE INTERSTATE MIGRANT WORKMEN

8.16 According to the 2011 Census (Provisional Report), 45 Crore persons have changed their place of residence within the country and out of this, 4.6 Crore or 10.22% left their place for work.

8.17 The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 was enacted to protect the rights and safeguard the interests, of migrant workers.

8.18 The Act regulates the employment of inter-state migrant workmen and provides for their conditions of service. It applies to every establishment, and the contractor, who employ five or more inter-state migrant workmen. The Act has provision for issue of Pass-Book to every inter-state migrant workmen with full details, payment of displacement allowance equivalent to 50% of

monthly wages, payment of journey allowance including payment of wage during the period of journey, suitable residential accommodation, medical facilities and protective clothing, payment of wages, equal pay for equal work etc.

8.19 The main responsibility for enforcement of the provision of the Act lies with the Central and the State Governments / Union Territories in the establishment falling in the Central and State Sphere respectively.

8.20 The problem of migration is sought to be checked through a multi dimensional course of action through rural development, provision of improved infrastructural facilities, equitable dispersal of resources to remove regional disparities, employment generation, land reforms, increased literacy, financial assistance etc. In order to generate better employment opportunities at State level, the Government have launched a number of schemes like Pradhan Mantri Gram Sadak Yojana (PMGSY), Pradhan Mantri Awas Yojna (IAY) etc. Further, the Government have also enacted the Mahatma Gandhi Rural Employment Guarantee Act, 2005 to provide 100 days guaranteed employment to rural households

8.21 Ministry of Labour & Employment and State Governments of Andhra Pradesh and Odisha have signed MoUs to facilitate strengthening of Inter-State Coordination Mechanism for smooth implementation of the activities in source and destination areas of migrant workers. Similar MoU have also been signed with the State Governments of Uttar Pradesh, Bihar, Jharkhand and Chhattisgarh.

CHAPTER -9

BONDED LABOUR

9.1 The Bonded Labour System stands abolished throughout the country with effect from 25.10.1975 with the enactment of Bonded Labour System (Abolition) Act, 1976. It freed unilaterally all the bonded labourers from bondage with simultaneous liquidation of their debts. It made the practice of bondage a cognizable offence punishable by law.

9.2 The Act is being implemented by the State Governments concerned. Salient features of the Act are given below:

- On commencement of this Act, the bonded labour system stood abolished and every bonded labourer stood freed and discharged free from any obligation to render bonded labour.
- Any custom, agreement or other instrument by virtue of which a person was required to render any service as bonded labour was rendered void.
- Liability to repay bonded debt was deemed to have been extinguished.
- Property of the bonded labourer was freed from mortgage etc.
- Freed bonded labourer was not to be evicted from homesteads or other residential premises which he was occupying as part of consideration for the bonded labour.
- District Magistrates have been entrusted with certain duties and responsibilities for implementing the provisions of this Act.
- Vigilance committees are required to be constituted at district and sub-divisional levels.
- Offences for contravention of provisions of the Act are punishable with imprisonment for a term, which may extend to three years and also with fines, which may extend to two thousand rupees.
- Powers of Judicial Magistrates are required to be conferred on Executive Magistrates for trial of offences under this Act. Offences under this Act could be tried summarily.

Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016

9.3 In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour launched a Centrally Sponsored Scheme in May, 1978 for rehabilitation of bonded labourers. Under this Scheme rehabilitation assistance of Rs. 20,000/- per freed bonded labour was provided, which was shared by the Central and State Governments on 50:50 basis; in the case of the Seven North Eastern States, 100% central assistance if they expressed their inability to provide their share.

9.4 Subsequently in 2016, the scheme was revamped w.e.f. 17.05.2016 and is known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016. The salient features of the Scheme are as under:

- (1) Financial assistance for rehabilitation of a rescued bonded labourer has been increased from Rs. 20,000/- to one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.
- (2) The State Governments are not required to pay any matching contribution for the purpose of cash rehabilitation assistance.
- (3) The Scheme provides for financial assistance of Rs. 4.50 lakh per district to the States for conducting survey of bonded labourers once in every three years per sensitive district, Rs. 1.00 Lakh for evaluatory studies (maximum of five Evaluatory Studies per year) and Rs. 10 Lakhs per State per annum for awareness generation. The Central Government will give 50% of the amount required for conducting Survey, Awareness Generation and Evaluatory Studies in advance.
- (4) The release of rehabilitation assistance has been linked with conviction of the accused. However, immediate assistance upto Rs. 20,000/- may be provided to the rescued bonded labour by the District Administration irrespective of the status of conviction proceedings. Further, in cases where the trial has not been concluded, but the District Administration has arrived at a prima facie finding and proof of bondage, then the proposal for cash assistance shall not be stopped for want of details of conviction. However, final disbursement of cash assistance and non-cash assistance shall be made upon proof of bondage and other legal consequences as per judicial process.
- (5) The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakh at the disposal of the District Magistrate for extending immediate help to the released bonded labourers.
- (6) The above benefits are in addition to other land and housing elements provided by the States.
Till date a sum of Rs. 9102.12 Lakhs has been released to the State Governments for rehabilitation of 2,89,222 bonded labourers.
- (7) A number of workshops have been conducted in collaboration with the NHRC, State Governments, ILO and other stakeholders to sensitise the State Government officials, vigilance committees etc. regarding the legal provisions and the revamped Central Scheme and monitor and evaluate the progress.

CHAPTER - 10

CONTRACT LABOUR

10.1 Contract labour generally refers to workers engaged by a contractor for user enterprises. It is a significant and growing form of employment. These workers are millions in number and are engaged primarily in agricultural operations, plantation, construction industry, ports and docks, oil fields, factories, railways, shipping, airlines, road transport etc.

10.2 The Contract Labour (Regulation and Abolition) Act, 1970 was enacted to protect and safeguard the interests of these workers. It applies to every establishment /contractor in which 20 or more workmen are employed. It also applies to establishments of the Government and local authorities.

10.3 The Central Government has jurisdiction over establishments like railways, banks, mines etc. and the State Governments have jurisdiction over the units located in that State.

10.4 The Central Government and State Governments, in their capacity as "appropriate" Governments, are required to set up Central and State Advisory Contract Labour Boards to advise respective Governments on matters arising out of the administration of the Act as are referred to them. The Boards are authorized to constitute Committees as deemed appropriate.

10.5 The Central Advisory Contract Labour Board (CACLB) is a Statutory Body, tripartite in constitution and quasi-judicial in nature. The non-official members hold office for a term of three years. The present CACLB has been re-constituted on 2nd April, 2016. Till date, 92 meetings of the Central Advisory Contract Labour Board have been held.

10.6 So far, 88 notifications have been issued u/s 10 of the Act abolishing employment of contract labour in specified establishments in consultation with the Central Advisory Contract Labour Board.

10.7 Every establishment and contractor, to whom the Act applies, has to register itself/obtain a license for execution of the contract work. The interests of contract workers are protected in terms of wages, hours of work, welfare, health and social security. The amenities to be provided to contract labour include canteen, rest rooms, first aid facilities and other basic necessities at the work place like drinking water etc. The responsibility to ensure payment of wages and other benefits is primarily that of the contractor, and, in case of default, that of the principal employer.

10.8 So far, 22 notifications have been issued u/s 31 of the Act granting exemption to establishments from the purview of the Act.

10.9 In the Central sphere, the Central Industrial Relations Machinery (CIRM) headed by Chief Labour Commissioner (Central) and his officers have been entrusted with the responsibility of enforcing the provisions of the Act and the rules made thereunder.

10.10 In addition to the existing dispensation in regard to Registering / Licensing Officers/Appellate Officers, notifications have been issued regarding appointment of Assistant Welfare Commissioners/Deputy Welfare Commissioners as Registering and Licensing Officers and nomination of Welfare Commissioners as Appellate Officers under the Contract Labour (Regulation & Abolition) Act, 1970.

10.11 To promote ease of doing business, the Ministry of Labour & Employment has notified the "Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2017" in the official gazette of India on 28th March, 2017. In effect, the number of forms and reports

prescribed under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970), the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) and the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) have been reduced from 36 to 12.

10.12 Taking cognizance of the Government's focus on making India "Digital India" by ensuring that various Government Services are made available to the citizens electronically, Ministry of Labour & Employment has also initiated the process for providing the facilities of registration, licensing and filing of Unified Annual Return online under the above said three Acts. The Ministry has made filing of unified annual return mandatory online under the said three Acts vide notifications G.S.R. 1593 (E) to G.S.R. 1596 (E) notified in the gazette of India on 29th December, 2017.

CHAPTER - 11

WOMEN AND WORK

PROFILE OF WOMEN WORKERS

11.1 Women form an integral part of the Indian workforce. The total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively (source: census, 2011). Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining females workers, 8.5 million are in household Industry and 43.7 million are classified as other workers.

11.2 As per Census 2011, the work participation rate for women is 25.51 percent as compared to 25.63 percent in 2001. The Worker Population Rate (WPR) for women in rural areas is 28.7 percent as compared to 15.7 percent in urban areas based on 3rd EUS (2012-13) and same is 35.1 percent in rural area as compared to 17.5 in urban area under 4th EUS (2013-14). As per 3rd and 4th Annual Employment Unemployment Survey launched by Labour bureau in October, 2012 and December, 2013 the overall Female Labour Force Participation rate has increased from 25.0 percent to 29.6 percent and under 5th EUS (2015-16) the same has decreased to 25.8 percent.

11.3 As per annual Employment Review conducted by Directorate General of

Employment, during 2012, total employment in the organized sector is 295.79 lakh. Out of total 295.79 lakh workers, employment of women in organized sector (Public and Private) is 60.54 lakh which constitute 20.5% of total employment in organized sector. Of this, 0.94 lakh women were employed in whole sale and retail trade and restaurants & hotels during 2011-12.

PROTECTION OF THE INTEREST OF WOMEN WORKERS

11.4 Formulation and coordination of policies and programmes for the female labour force within the frame work of national manpower and economic policies.

- Maintaining liaison with other Government agencies to secure effective implementation of the programmes in respect of women workers.
- Monitoring the implementation of the Equal Remuneration Act, 1976 and setting up of an Advisory Committee under the Equal Remuneration Act, 1976.

11.5 The Government has taken several steps for creating a congenial work environment for women workers. A number of protective provisions have been incorporated in the various Labour Laws. These are elaborated in Box 11.1.

11.6 The ILO Convention No.100 of 1951 relating to equal remuneration for men and women was ratified by the Government of India in the year 1958. To give effect to the Constitutional provisions and also to ensure the enforcement of ILO Convention No.100, the Equal Remuneration Act was enacted on 1976.

EQUAL REMUNERATION ACT, 1976

11.7 The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment. The Act is implemented at two levels viz. Central level and State level. At the Central sphere, the enforcement of the act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM). A Central Advisory Committee (CAC) on Equal Remuneration Act, 1976 under the Chairmanship of Hon'ble Minister of Labour & Employment has been constituted for reviewing the steps taken for effective implementation of the Act.

11.8 The following social welfare organizations have been recognized under the Equal Remuneration Act, 1976 for the purpose of filing complaints in Courts against employers for violation of the provisions of the Act.

- The Centre for Women's Development Studies, New Delhi.
- The Self Employed Women's Association, Ahmedabad.
- The Working Women's Forum(India), Chennai
- The Institute of Social Studies Trust, New Delhi.

11.9 In cases where the State Government are "appropriate authorities", the enforcement of the provisions of Equal Remuneration Act is done by the officials of State Labour Departments. Annual returns are called for by the special cell in the Ministry from the State Governments in order to monitor implementation of the Act. The State Governments / Union Territories are being advised from time to time to ensure more rigorous enforcement of the Act so as to improve the condition of women workers.

11.10 A complaint Committee to deal with the complaints of sexual harassment of women employees at workplace of Ministry of Labour & Employment and its attached offices has been reconstituted

Training of Women Workers

11.11 In tune with Government of India's stress on empowering the women workers, special efforts were made by Dattopant Thengadi National Board for Workers Education & Development (erstwhile Central Board of Workers Education) to have more participation of Women Workers in Board's various training programmes. During the year 2017-18 (upto November 2017) 1, 25,284 women participated in Board's various training

Programmes. Among 1, 25,284 total women workers, 61,248 were from SC category and 18,775 from ST Category.

11.12 The DattopantThengadi National Board for Workers Education & Development (formerly CBWE) also conducts 2-days special training programmes for women workers in which only women participants of various categories in unorganized sector are enrolled. Till November, 2017, 288 such special programmes for women workers were conducted in which 10595 numbers of workers participated. The women are made aware about their rights and duties, and provisions under various Labour Legislation in respect of women and child welfare and various other provisions of the Central and State Government related to women for upliftment of women and children i.e. on health and hygiene, total care etc.

CHILD CARE CENTRES

11.13 Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers. These include Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966, the Mines Act, 1952, the Plantation Act, 1951 and the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. The Government has amended the Maternity Benefit Act 1961 in the year 2017 vide enactment of Maternity Benefit (Amendment) Act 2017 which inter-alia provides for paid maternity leave of 26 weeks and provisions for facility of crèche in the establishments having 50 or more employees Detailed provisions of the amended Maternity Benefit Act have been given in the box attached to this chapter.

Box 11.1

EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS

Name of the Enactment	Protective Provisions
1. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966	Provision of Crèches: In every industrial premises wherein more than thirty female employees are ordinarily employed, they shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female employees.
2. The Plantation Labour Act, 1951	Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or where the number of children of women workers (including women workers employed by any contractor) is twenty or more.

	• Definition of family has been made gender neutral so as to remove distinction between the family of male and female workers for availing dependent benefits. Family also includes dependent widow sister of a female worker as well as male worker. • To cover all aspects of safety and occupational health of workers, specifically women and adolescents working in plantations, a new chapter pertaining to the use of handling, storing or transporting chemicals, insecticides and toxic substances used in the plantations has been added.
3. The Contract Labour (Regulation & Abolition) Act, 1970	• Provision of crèches where twenty or more women are ordinarily employed as contract labour. • Female contract labour to be employed by any contractor between 6.00 AM to & 7.00 PM with the exception of mid-wives and nurses in hospitals and dispensaries.
4. The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979	• Provision of crèches for the benefit of women workers in establishments wherein twenty or more women are ordinarily employed as migrant workers is likely to continue for three months or more.
5. The Factories Act, 1948	• Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed. Employment of women in factory is prohibited except between the hours of 6.00 A.M. to 7.00 P.M. However, in exceptional circumstances, Employment of women is permitted upto 10.00 P.M. • Employment of women is also prohibited/restricted in certain factories involving dangerous operations • No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion • No women shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work

6. The Mines Act, 1952	• Employment in mines below ground prohibited. In any mine above ground women workers are permitted between the hours of 6 am and 7 pm. The Central Govt. may, by notification, vary the hours of employment above ground of women. However, no employment of women between 10 pm and 5 am is permitted. Further, women employed above ground shall be allowed an interval of not less than eleven hours between the termination of employment on any one day and the commencement of next period of employment. Provision of separate toilets and washing facilities for women workers is also part of the Act.
7. The Maternity Benefit Act, 1961	Following benefits are available under the Maternity Benefit Act, 1961:- • 26 weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For more than two children and for adopting/commissioning mothers, 12 weeks of paid maternity leave. • One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation). • Two nursing breaks of 15 minutes until the child attains the age of 15 months. • Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge. • Light works for 10 weeks. • Immunity from dismissal during absence of pregnancy. • No deduction of wages of woman entitled to maternity benefit. • Facility of work from home' • Facility of crèche if 50 or more employees are working in the establishment with daily four visits.
8. The Equal Remuneration Act, 1976	• Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act. • No discrimination is permissible in recruitment and service conditions except where

	employment of women is prohibited or restricted by or under any law.
9. Employee's State Insurance Act 1948 read with The Employee's State Insurance (Central) Regulation, 1950	The benefits available under ESI Scheme are as under:- • Medical Benefit • Sickness and extended sickness benefit • Maternity benefit i) 26 weeks of paid leave for upto 2 children ii) 12 weeks for more than 2 children, adopting and commissioning mothers. iii) 6 weeks for miscarriage. iv) Additional month leave for sickness arising out of pregnancy. v) Medical bonus of Rs.5000/- • Disablement benefits • Dependent benefits • Funeral Benefits.
10 The Beedi Workers Welfare Fund Act, 1976	• Appointment of women member in the Advisory and Central Advisory Committee is mandatory under the Acts at Sl. No.10-13
11. The Iron Ore Mines, Manganese Ore Mines and Chrome Or Mines Labour Welfare Fund Act, 1976	
12. The Lime Stone and Dolomite Mines Labour Welfare Fund Act, 1972	
13. The Mica Mines Labour Welfare Fund Act, 1946	
14. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	• Representation of a women member on Building and other Construction Worker Welfare Boards. • Provisions for maternity benefit to female beneficiaries of the Welfare Fund. • Provision for crèches where more than 50 female construction workers are ordinarily employed, for the use of children under the age of six years of such female workers
15. The Industrial Employment (Standing Orders) Act, 1946	• Provision regarding safeguards against sexual harassment of women workers at their work places.

CHAPTER - 12

CHILDREN AND WORK**INTRODUCTION**

12.1 Government of India stands committed to the elimination of child labour in the country. Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age and this is provided for in the Fundamental Rights (Article-24). Directive Principles of State Policy in the Constitution also strongly reiterate this commitment.

Constitutional Provisions:**Article 21 A****Right to Education**

The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.

Article 24**Prohibition of employment of children in factories, etc.**

No child below the age of 14 years shall be employed in work in any factory or mine or engaged in any other hazardous employment.

Article 39

The State shall, in particular, direct its policy towards securing:-

(e) that the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

12.2 Realizing the multifaceted nature of this problem, the Government has embarked on a holistic and multi-pronged approach to eliminate child labour from the country in a phased manner, beginning with children working in hazardous occupations and processes and progressively covering those working in other occupations also. On the one hand, it provides for legal action for enforcement purposes and on the other, focuses on general development programmes for the economic empowerment of the families of children as well as project based action in areas of high concentration of child labour.

National Child Labour Policy

12.3 Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The policy addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-pronged and mainly consists of:

(i) A legislative action plan;

- (ii) Focuses on general development programmes for the benefit of the families of children; and
- (iii) Project-based action plan in areas of high concentration of child labour.

Legal Protection of Children at Work

12.4 Government has amended the Child Labour (Prohibition & Regulation) Act, 1986 and enacted Child Labour (Prohibition & Regulation) Amendment Act, 2016 which inter alia covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

12.5 Subsequent to the amendment in Child Labour Act, Government has framed Child Labour (Prohibition & Regulation) Amendment Rules, 2017 after due consultations with stakeholders and the same has been notified in the Gazette of India on 02.06.2017. The Rules inter alia cover provision for prevention, rescue and rehabilitation and convergence, definition of "help" in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship

of District Magistrate to ensure that the provisions of the Act are properly enforced.

12.6 The Act defines the jurisdiction of both Central and State Governments in implementing the Act. The Central Government is the "appropriate Government" in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the "appropriate Government". In this regard, a State Action Plan has been issued to the State Governments /UTs enumerating the actions arisen on the part of State Governments/UTs after enactment of the Amendment Act.

12.7 After amendment in the Act, Government has reviewed the Schedule of hazardous occupations and processes to make it more comprehensive. As per the recommendations of the Technical Advisory Committee (TAC), constituted to advise the Central Government, Government has divided the Schedule of the Act. In two parts namely 'Part A' covering a list of hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help in family or family enterprises and 'Part B' covering an additional list of occupations and processes where children are prohibited to help in family or family enterprises (in addition to 'Part A'). The revised schedule of the Act is at **Annexure 12.1**.

12.8 As the provisions of the Child Labour (Prohibition & Regulation) Amendment Act, 2016 aligns our statutes with the ILO

Conventions, Government of India has ratified ILO conventions No.138 (minimum age of entry to employment) and 182 (worst form of child labour) on 13.06.2017. The ratification of the Convention No.138 and 182 would move a step ahead in the direction of achieving the goal of eradication of child labour from the country as it would be legally binding to comply with the provisions of the Conventions. By ratifying these two core conventions, India join majority of the countries who have adopted the legislation to prohibit and place severe restrictions on the employment and work of children.

12.9 Government is also laying lot of stress on the enforcement of the Child and Adolescent Labour (Prohibition & Regulation) Act. For violation of the Act Under the Act, during the last 6 years (2012-17) about 13.87 lakh inspections were carried out, resulting in approximately 0.13 lakh prosecutions out of which more than 4946 convictions were obtained. Now, through the Amendment Act, the offence committed for violation of the provisions of Act has become cognizable and the penalty provisions have also been made of stricter.

12.10 Despite the robust policy and institutional frame work, the challenges posed by knowledge dispersion, implementation and monitoring and accountability of Institutional mechanisms at Center, State and District level along with the age-old attitude towards child labour makes India one of the most fertile grounds for employment of children. Government has framed a Standard Operating

Procedure (SOP) creating a ready reckoner for trainers, practitioners and monitoring agencies to ensure complete prohibition of child labour and protection of adolescents from hazardous labour ultimately leading to Child Labour Free India. The SOP was launched by the Minister of Labour & Employment in the National Conference on Child Labour held on 26.09.2017.



12.11 Ministry of Labour & Employment has developed an online portal PENCIL (Platform for Effective Enforcement for No Child Labour) which is functional w.e.f 26.9.2017. The purpose of this portal is to provide for a mechanism for both enforcement of the legislative provisions and effective implementation of the National Child Labour Project (NCLP). Though NCLP is a central Sector Scheme we need active involvement and coordination with State Governments to get the desired Impact of the rehabilitative scheme and also its convergence with other departments both vertically and horizontally. The Portal has component like Complaint Corner, State Government, NCLP, Child Tracking System, and Convergence. Now complaint of child labour can be registered electronically on

the Portal to the concerned District Nodal Officers(DNOs) for taking prompt action.

Project Based action

12.12 Government had started the National Child Labour Project (NCLP) Scheme in 1988 to rehabilitate working children in the child labour endemic districts of the country. As on date the Scheme is sanctioned in 280 districts of India. The list of districts in which Special Training Centres for child labour sanctioned under NCLP Scheme is at Table 12.2.



12.13 The NCLP scheme is a Central Sector scheme. Under the scheme, project societies are set up at the district level under the Chairpersonship of the Collector/District Magistrate for overseeing the implementation of the project. Under the NCLP Scheme, children are withdrawn from work and put into Special Training Centers, where they are provided with bridge education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. In addition, efforts are also made to target the families of these children so as to cover them under various developmental and income/employment

generating programmes of the Government to raise the economic standard of the family. Further, under the Scheme the Ministry funds awareness generation campaigns against the evils of child labour and enforcement of child labour laws through electronic and print media. At present, there are around 3000 NCLP training centers being run in the country with an enrolment of approximately 1.20 lakh children. As on December, 2017 about 13.00 lakh working children have already been mainstreamed to regular education system under the NCLP Scheme.

12.14 The year-wise budget allocation and expenditure incurred under the scheme during last five years are as under: (in crores)

Year	Budget Allocation (Final)	Expenditure
2012-13	130.18	128.11
2013-14	111.00	110.73
2014-15	110.87	102.34
2015-16	99.50	93.20
2016-17	105.00	104.73
2017-18	102.00	50.00 (upto November, 2017)

Monitoring of the NCLP Scheme

12.15 A Central Monitoring Committee under the Chairpersonship of Secretary, Ministry of Labour & Employment, exists for the overall supervision and monitoring, of the National Child Labour Projects. State Governments have also been advised to set up State Level Monitoring Committees similar to the Central Monitoring Committee.

Revision of the NCLP Scheme

12.16 Government has evaluated the performance of NCLP Scheme through V.V. Giri National Labour Institute, Noida during 2016-17. As per the recommendations in the Evaluation Report, Government has enhanced the amount of stipend from Rs.150/- to Rs.400/- per month per child, rates of honorarium for volunteers and other parameters of the scheme. The volunteers involved in the scheme would be provided incentive on the basis of their performance. This new initiative would motivate them to improve their quality and efficiency. Government has simplified the guidelines for implementation of NCLP Scheme and decided to expand the coverage of the Scheme in all districts having incidence of child labour. The Ministry of Labour & Employment has issued instructions to State Governments for conducting survey on child labour in such districts where there is a possibility of incidence of child labour. During the last two years fund had been given to about 100 Project Societies for conducting survey on child labour.

CONVERGENCE OF GOVERNMENT PROGRAMMES

12.17 As Child labour is an outcome of various social economic problems such as poverty, economic backwardness, lack of access to basic services, illiteracy etc, the Government is taking very focused and concerted efforts towards the convergence of the on-going developmental schemes at the Central Government, State Government and the

District level. Government of India initiatives to bestow certain rights and schemes for Employment Generation and Social Security are all part of the efforts to eliminate child labour. Under the revised NCLP guidelines, much emphasis has been given for its convergence with Serva Siksha Abhiyan (SSA) and other schemes. School uniforms and text books to each child in the NCLP schools (STCs) is sought for under SSA whereas nutritious cooked mid-day meal is ensured through Mid-Day Meal (MDM) scheme of the Government. The provision of primary health care including health check-ups and maintenance of health cards is also provided through School Health Programme under NRHM.

12.18 The educational rehabilitation of the children is also to be supplemented with economic rehabilitation of their families. The Government is adopting a sequential approach with focus on proper rehabilitation of not only the working children but their families also through revised NCLP scheme and convergence of various developmental schemes of the Government. Ministry of Women and Child Development is to provide for food and shelter to the children withdrawn from work through their schemes of Shelter Homes, etc as part of the Integrated Child Protection Programme. Ministry of Rural Development is to provide employment opportunities to the parents of the children near their place of residence under MGNREGA. Ministry of Consumer Affairs, Food and Public Distribution is to provide subsidized food grains under the Food Security Act.

Re-alignment of NCLP Scheme with RTE Act, 2009

12.19 With the enactment of Right to Education Act, 2009, there has been a need for realignment of the NCLP Scheme with the provisions of RTE Act, 2009. Ministry of Human Resource Development vide their letter No. 10-4/2009-EE.4 dated 2.7.2010 intimated that the NCLP Schools can serve as special training centers for un-enrolled and out of school children in accordance with the provisions of Section 4 of the RTE Act and Rule 5 of the Right of Children for free and compulsory education (RTE) Rules, 2010.

Supreme Court Judgement on Child Labour

12.20 Hon'ble Supreme Court of India has issued various directions to the State Governments from time to time. Some of these directions are:

- completion of survey of children working in hazardous employments;
- payment of compensation amounting to Rs.20,000/- by the offending employer for every child employed in contravention of the provisions of the Act;
- giving alternative employment to an adult member of the child withdrawn from the hazardous occupations or payment of an amount of Rs.5,000/- for each child employed in hazardous employment by the appropriate Government;
- payment of interest on the corpus of Rs.25,000/- (Rs.20,000/- by the employer and Rs.5,000/- by the appropriate Government) to the family of the child withdrawn from work;
- provision of education in a suitable institution for the child withdrawn from work;
- constitution of the Child Labour Rehabilitation-cum-Welfare Fund;
- constitution of a separate cell in the Labour Department of the appropriate Government for the purpose of monitoring.

Provision of Child & Adolescent Labour Rehabilitation Fund:

12.21 In order to give the statutory back up for the rehabilitation Fund, the Government has made a provision in the Child Labour (Prohibition of Regulation) Amendment Act, 2016 for constitution of Child & Adolescent Labour Rehabilitation Fund at district level to ensure that child and adolescent is not only rescued but his future is secured by the amount collected in fund for his welfare and education. The amount of fine realized from the employer of the child or adolescent shall be credited in the rehabilitation Fund and an amount of fifteen thousand will also be credited by the appropriate Government for each of the child and adolescents rescued from the work.

"PART A

Hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help

- (1)** Mines and Collieries (underground and underwater) and related work in,-
 - (i) stone quarries;
 - (ii) brick kilns;
 - (iii) preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or silica or mica or any other such element or mineral extracted from the earth; or
 - (iv) open pit mines.
- (2)** Inflammable substances and explosives **such as -**
 - (i) production, storage or sale of fire crackers;
 - (ii) for manufacture, storage, sale, loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884);
 - (iii) work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electro-plating, or any other process involving inflammable substances;
 - (iv) waste management of inflammable substances, explosives and their by-products; or
 - (v) natural gas and other related products.

Hazardous processes (serial numbers (3) to (31) below are as specified in the First Schedule of the Factories Act, 1948 (63 of 1948))

- (3)** Ferrous Metallurgical Industries
 - (i) Integrated Iron and Steel;
 - (ii) Ferro-alloys;
 - (iii) Special Steels.
- (4)** Non-ferrous Metallurgical Industries: Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminium.
- (5)** Foundries (ferrous and non-ferrous):Castings and forgings including cleaning or smoothening or roughening by sand and shot blasting.
- (6)** Coal (including coke) Industries:
 - (i) Coal, Lignite, Coke, similar other substance;

- (ii) Fuel Cases (including Coal Gas, Producer Gas, Water Gas).
- (7)** Power Generating Industries.
- (8)** Pulp and paper (including paper products) Industries.
- (9)** Fertilizer Industries:
 - (i) Nitrogenous;
 - (ii) Phosphatic;
 - (iii) Mixed.
- (10)** Cement Industries: Portland Cement (including slag cement, puzzolona cement and their products).
- (11)** Petroleum Industries:
 - (i) Oil Refining;
 - (ii) Lubricating Oils and Greases.
- (12)** Petro-chemical Industries.
- (13)** Drugs and Pharmaceutical Industries: Narcotics, Drugs and Pharmaceuticals.
- (14)** Fermentation Industries (Distilleries and Breweries).
- (15)** Rubber (Synthetic Industries).
- (16)** Paints and Pigment Industries.
- (17)** Leather Tanning Industries.
- (18)** Electro-plating Industries.
- (19)** Chemical Industries:
 - (i) Coke Oven By-products and Coal tar Distillation products;
 - (ii) Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
 - (iii) Industrial Carbon;
 - (iv) Alkalies and Acids;
 - (v) Chromates and dichromates;
 - (vi) Lead and its compounds;
 - (vii) Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides);
 - (viii) Electro thermal produces (artificial abrasive, calcium carbide);

- (ix) Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
- (x) Phosphorus and its compounds;
- (xi) Halogens and Halogenated compounds (chlorine, fluorine, bromine and iodine);
- (xii) Explosives (including industrial explosives and detonators and fuses).
- (20) Insecticides, Fungicides, Herbicides and other pesticides industries.
- (21) Synthetic Resin and Plastics.
- (22) Man-made Fiber (Cellulosic and non-cellulosic) industry.
- (23) Manufacture and repair of electrical accumulators.
- (24) Glass and Ceramics.
- (25) Grinding or glazing of metals.
- (26) Manufacture, handling and processing of asbestos and its products.
- (27) Extraction of oils and fats from vegetable and animal sources.
- (28) Manufacture, handling and use of benzene and substances containing benzene.
- (29) Manufacturing processes and operations involving carbon disulphide.
- (30) Dyes and dyestuff including their intermediates.
- (31) Highly flammable liquids and gases.
- (32) Process involving handling and processing of hazardous and toxic chemicals as specified in Part-II of the Schedule I to the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.
- (33) Work in slaughter houses and abattoirs including work with guillotines.
- (34) Work involving exposure to radioactive substances including electronic waste and incidental processes therein.
- (35) Ship breaking.
- (36) Salt Mining or Salt Pan Work.
- (37) Hazardous processes as specified in Schedule IX to the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Central Rules, 1998.
- (38) Work in beedi-making or processing of tobacco including manufacturing, pasting and handling tobacco or any drugs or psychotropic substance or alcohol in any form in food processing and beverage industry and at bars, pubs, parties or other similar occasions that serve alcoholic substances.

PART B

List of occupations and processes where children are prohibited to help in family or family enterprises (in addition to PART A)

Occupations

Any occupation concerned with -

1. transport of passengers, goods or mails by railways;
2. cinder picking, clearing of an ash pit or building operation in the railway premises;
3. work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
4. work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway tracks;
5. a port authority within the limits of any port;
6. automobile workshops and garages;
7. handloom and powerloom industry;
8. plastic units and fiberglass workshops;
9. domestic workers or servants;
10. dhabas (roadside eateries), restaurants, hotels, motels, resorts;
11. diving;
12. circus;
13. caring of Elephant;
14. power driven bakery machine;
15. shoe making.

Processes

1. Carpet-weaving including preparatory and incidental process thereof;
2. Cement manufacture, including bagging of cement;
3. Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
4. Shellac manufacture;
5. Soap manufacture;
6. Wool-cleaning;
7. Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;
8. Manufacture of slate pencils (including packing);

9. Manufacture of products from agate;
10. Cashew and cashew nut descaling and processing;
11. Metal cleaning, photo engraving and soldering processes in electronic industries;
12. Aggarbatti manufacturing;
13. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting;
14. Roof tiles units;
15. Cotton ginning and processing and production of hosiery goods;
16. Detergent manufacturing;
17. Fabrication workshops (ferrous and non-ferrous);
18. Gem cutting and polishing;
19. Handling of chromite and manganese ores;
20. Jute textile manufacture and coir making;
21. Lime kilns and manufacture of lime;
22. Lock making;
23. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zincsilicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of leadpaint, burning of lead in enamelling workshops, lead mining, plumbing, cable making, wirepatenting, lead casting, type founding in printing shops. shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;
25. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
27. Manufacturing or processing and handling of corrosive and toxic substances;
28. Manufacturing of burning coal and coal briquettes;
29. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and eather;
30. Oil expelling and refinery;
31. Paper making;
32. Potteries and ceramic industry;
33. Polishing, moulding, cutting, welding and manufacturing of brass goods in all forms;
34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
35. Saw mill – all processes;

36. Sericulture processing;
37. Skinning, dyeing and processes for manufacturing of leather and leather products;
38. Tyre making, repairing, re-treading and graphite beneficiation;
39. Utensils making, polishing and metal buffing;'
40. Zari' making and processes involving the use of zari (all processes);
41. Graphite powdering and incidental processing;
42. Grinding or glazing of metals;
43. Diamond cutting and polishing;
44. Rag picking and scavenging;
45. Mechanized fishing;
46. Food processing;
47. Beverage industry;
48. Cultivating, sorting, drying and packaging in spice industry;
49. Timber handling and loading;
50. Mechanical lumbering;
51. Warehousing;
52. Massage parlours, gymnasiums, or other recreational centres, or in medical facilities;
53. Operations involving the following dangerous machines:-
 - (a) hoists and lifts;
 - (b) lifting machines, chains, ropes and lifting tackles;
 - (c) revolving machinery;
 - (d) power presses;
 - (e) machine tools used in the metal trades;
54. Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding, as specified in sub-clause (iv) of clause (k) of section 2 of the Factories Act, 1948."

Table 12.2**CONSOLIDATED LIST OF DISTRICTS STATE-WISE UNDER THE NCLP SCHEME**

Sl. No.	Name of State	No. of Sanctioned Districts	Name of District (Operational districts are in bold)
1.	Andhra Pradesh	13	Anantapur, Chittoor, Kadapa, Guntur, Kurnool, Nellore, Prakasam, Srikakulam, Vizianagaram, Vishakhapatnam, West Godavari, East Godavari, and Krishna.
2.	Assam	4	Nagaon, Kamrup, Bongaigaon and Lakhimpur
3.	Bihar	24	Nalanda, Saharsa, Jamui, Katihar, Araria, Gaya, East Champaran, West Champaran, Madhepura, Patna, Supaul, Samastipur, Madhubani, Darbhanga, Muzaffarpur, Nawada, Khagaria, Sitamarhi, Kishanganj, Begusarai, Banka, Saran, Purnia and Bhagalpur
4.	Chhattisgarh	8	Durg, Bilaspur, Rajnandgaon, Surguja, Raigarh, Raipur, Dantewada and Korba
5.	Gujarat	9	Surat, Panchmahals, Bhuj, Banaskantha, Dahod, Vadodara, Bhavnagar, Ahmedabad and Rajkot
6.	Haryana	3	Gurgaon, Faridabad and Panipat
7.	Jammu & Kashmir	3	Srinagar, Jammu and Udhampur
8.	Jharkhand	8	Garwha, Sahibganj, Dumka, Pakur, West Singhbhum (Chaibasa), Ranchi, Palamu, and Hazaribagh
9.	Karnataka	17	Bijapur, Raichur, Dharwad, Bangalore Rural, Bangalore Urban, Belgaum, Koppal, Devangere, Mysore, Bagalkot, Chitradurga, Gulbarga, Bellary, Kolar, Mandya, Haveri and Tumkur
10.	Madhya Pradesh	22	Mandsaur, Gwalior, Ujjain, Barwani, Rewa, Dhar, East Nimar(Khandwa), Rajgarh, Chhindwara, Shivpuri, Sidhi, Guna, Shajapur, Ratlam, West Nimar(Khargon), Jhabua, Damoh, Sagar, Jabalpur, Satna, Indore and Katni.
11.	Maharashtra	18	Solapur, Thane, Sangli, Jalgaon, Nandurbar, Nanded, Nasik, Yavatmal, Dhule, Beed, Amravati, Jalna, Aurangabad, Gondia, Mumbai Suburban, Pune, Buldana and Parbhani.

12.	Nagaland	1	Dimapur
13.	Odisha	24	Angul, Balasore, Bargarh, Bolangir, Cuttack, Deogarh, Gajapati (Udayagiri), Ganjam, Jharsuguda, Kalahandi, Koraput, Malkangiri, Mayurbhanj, Nabarangpur, Nuapada, Rayagada, Sambalpur, Sonepur, Jajpur, Keonjhar, Dhenkenal, Khurda, Nayagarh and Sundergarh.
14.	Punjab	3	Jalandhar, Ludhiana and Amritsar
15.	Rajasthan	27	Jaipur, Udaipur, Tonk, Jodhpur, Ajmer, Alwar, Jalore, Churu, Nagaur, Chittaurgarh, Banswara, Dhaulpur, Sikar, Dungarpur, Bharatpur, Bikaner, Jhunjhunu, Bundi, Jhalawar, Pali, Bhilwara, Sri Ganganagar, Barmer, Dausa, Hanumangarh, Kota and Baran.
16.	Tamil Nadu	18	Chidambaranar / Toothikudi (Tuticorin), Coimbatore, Dharmapuri, Vellore, Salem, Tiruchirapalli, Tirunelveli, Krishnagiri, Chennai, Erode, Dindigul, Theni. Kanchipuram, Thiruvannamalai, Tiruvallur, Pudukkottai, Nammakkal and Virudhunagar.
17.	Telangana	10	Hyderabad, Karimnagar, Khammam, Nizamabad, Rangareddy, Warangal, Nalgonda, Medak, Mehbubnagar, Adilabad.
18.	Uttar Pradesh	47	Varanasi, Mirzapur, Bhadohi (Sant Ravi Das Nagar), Bulandshahar, Saharanpur, Azamgarh, Bijnour, Gonda, Kheri, Bahraich, Balrampur, Hardoi, Barabanki, Sitapur, Faizabad, Badaun, Gorakhpur, Kushinagar, Kannauj, Shajahanpur, Rae Bareilly, Unnao, Sultanpur, Fatehpur, Shravasti, Pratapgarh, Basti, Sonbhadra, Mau, Kaushambi, Banda, Ghaziabad, Jaunpur, Rampur, Bareilly, Lucknow, Meerut, Etawah, Agra, Ghazipur, Mathura, Etah, Moradabad, Allahabad, Kanpur Nagar, Aligarh and Ferozabad.
19.	Uttarakhand	1	Dehradun
20.	West Bengal	19	Burdwan, North Dinajpur, Dakshin Dinajpur, North 24-Parganas, South 24-Parganas, Kolkata, Murshidabad, West Midnapore, Maldah, Bankura, Purulia, Birbhum, Nadia, Hoogli, Howrah, Jalpaiguri, Cooch Behar, East Midnapore and Darjeeling.
21.	Delhi	1	NCT of Delhi
	Total	280	

CHAPTER - 13

OCCUPATIONAL SAFETY & HEALTH (OSH)

DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES**A. THE ORGANISATION**

13.1 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai which is an attached office of the Ministry of Labour & Employment, functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on occupational safety and health in factories and ports, maintains a liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene, industrial psychology etc.; and provides training, mainly, in the field of industrial safety and health including one year Diploma Course in Industrial Safety, three-months Certificate Course in Industrial Health (Associate Fellow of Industrial Health -AFIH), One month Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries.

13.2 The DGFASLI organisation comprises of the headquarters; five Labour Institutes and 11

Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/ cells, namely, Factory Advice Service Division, Dock Safety Division and Award Cell.

13.3 The Central Labour Institute in Mumbai started working from 1959 and was shifted to its present premises in February, 1966. Over the years, the Institute has grown and assumed the status of a major National Resource Centre with the following divisions:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**
- **Industrial Physiology**
- **Industrial Psychology**
- **Industrial Ergonomics**
- **Environmental Engineering**
- **Staff Training**
- **Small Scale Industries Cell**
- **Productivity**
- **Major Hazards & Chemical Safety**
- **Management Information Services**
- **Safety and Health Communication**
- **Construction Safety**

13.4 The different divisions at the Institute undertake activities such as carrying out Studies and Surveys, organizing training

programmes, seminars and workshops, rendering services, such as, technical advice, Safety Audits, testing and issuance of performance reports for personal protective equipment, delivering talks, etc.

13.5 The Regional Labour Institutes (RLIs) located in Kolkata, Chennai, Kanpur and Faridabad are serving the respective regions of the country. Each of these institutes has the following divisions/ sections:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**
- **Staff Training and Productivity**
- **Safety and Health Communication**
- **Major Hazards & Chemical Safety**

13.6 The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port. The Inspectorate of Dock Safety at Ennore Port is in the process of being set up.

13.7 The manpower inventory of the organization as on 31.10.2017 is given in box as below:

B. ACTIVITIES OF THE ORGANISATION

I. Safety and Health in Factories

13.8 The Factories Act, 1948 is the principal legislation for regulating various aspects relating to safety, health and welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and Rules through their Factory Inspectorates/Directorates.

13.9 The Ministry of Labour and Employment is accountable to the Parliament for proper enforcement of the Act. Uniformity in the application of the provisions of the Act in various States and Union Territories is achieved by circulating the Model Rules prepared by DGFASLI, which are incorporated by them in their State Factories Rules with necessary modifications to suit local needs. In the task of framing the Model Rules, the DGFASLI, on behalf of the Ministry of Labour and Employment, enlists the cooperation and involvement of the State Governments by convening annually a Conference of Chief

Units	Technical		Administrative		Total	
	Sanctioned	Working	Sanctioned	Working	Sanctioned	Working
Headquarters	11	10	46	30	57	40
CLI, Mumbai	49	29	69	46	118	75
4 RLIs	61	43	80	39	141	82
Dock-Safety Inspectorates	28	18	28	10	56	28
Total	149	100	223	125	372	225

Inspectors of Factories (CIF) of the states and UTs. The Conference discusses all matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion of the progress made in the techniques and methods of prevention of accidents and ill health in factories. The Model Rules are being upgraded in consultation with the CIFs.

II. Dock Safety

13.10 The Dock Workers (Safety, Health and Welfare) Act, 1986 was enacted on 14th April, 1987. The Dock Workers (Safety, Health and Welfare) Rules, 1989 and Regulations, 1990 were framed under this Act. The act and regulations cover the safety, health & welfare aspects of dock worker engaged in loading and unloading of cargo, including the work incidental to dock work. In addition, the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 are also enforced by DGFASLI in the major ports of India through the Inspectorates of Dock Safety.

(a) Activities- Performed

1. Enforcement activities (various inspections, investigations, prosecutions, promotional activities etc.) were carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the above Dock Safety statutes.
2. Introduction & implementation of Risk Based Random Inspection System (RBRIS) especially for inspection of ships.

3. Annual Compliance Review Meeting was organised for all dock safety inspectors.
4. Half yearly meeting was organised for all dock safety inspectors to review status of performance/compliance.
5. Organised workshop for dock safety inspectors on 'MSIHC Rules, 1989' for effective enforcement of MSIHC Rules in the Major Ports of India.
6. On-line submission of application for new competent persons was developed and operationalised.

(b) Activities- Forecast

1. Dock Safety Inspectorates conference will be organised.
2. OSH Training Modules for training of 'dock workers' will be prepared.
3. Safety literature will be prepared for Training of Dock Workers in the form of Do's and Don'ts.

III. TRAINING PROGRAMMES

13.11 Professional Programmes

- One year Advanced / Post Diploma in Industrial Safety Courses for 2017-18 were held at CLI Mumbai, RLI Kolkata, RLI Chennai, RLI Kanpur and RLI Faridabad, benefitting 229 officers from 183 organisations to become qualified Safety Officers as required under Section 40-B of the Factories Act, 1948 and Rules made there under.
- Three months Associate Fellow in Industrial Health (AFIH) Course for 2017-18 were held at CLI, Mumbai & RLI,

Faridabad benefitting 47 Medical personnel from 47 organisations

- Training Programmes are conducted in the field of Industrial Safety and Health. During the period April 2017 to October 2017, 15 training programmes including seminar/ workshops and in-plant. In addition, 72 Appreciation programmes were conducted for 1741 beneficiaries at various divisions of DGFASLI and the four Labour Institutes, in Mumbai, Kolkata, Chennai and Kanpur.

IV. STUDIES AND SURVEYS

13.12 National Studies and Surveys are undertaken by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and port sector, and to formulate the appropriate standards for inclusion in statutes. A national level 'National Survey on Occupational Safety & Health' (as per Section 91-A of the Factories Act, 1948) in silicosis affected areas in India wrt to the implementation of the order of the Hon'ble Supreme Court.

13.13 Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned. A total 13 Consultancy studies were carried out during the period April–October, 2017.

V. NATIONAL REFERRAL DIAGNOSTIC CENTRE

13.14 Suspected cases of occupational

diseases, such as, silicosis, occupational dermatitis etc. are referred to the National Referral Diagnostic Centre for opinion.

VI. MAJOR HAZARDS & CHEMICAL SAFETY

13.15 The Major Hazards & Chemical Safety Division at the Central Labour Institute, Mumbai advises State Governments and MAH units on control of Major Accident Hazards, preparation of emergency plans, Safety Audit, Risk Assessment etc. As on date, the information on MAH Units, hazardous chemicals & on-site emergency plans in the country is as under :

(a)	MAH Units	:	1756
(b)	Hazardous chemicals	:	225
(c)	On-site emergency plans	:	1448

VII. MANAGEMENT INFORMATION SERVICES

13.16 Management Information Service (MIS) Division of Central Labour Institute, Mumbai proved to be the best source of information about the activities of DGFASLI. The goals of MIS are to implement the organizational structure and dynamics of the department for the purpose of managing the organization in a better way and capturing the potential of the information's on OSH for competitive advantage to the Industries as well as state Governments. The basic functioning of MIS are:

- Website updating and management: - DGFASLI website had been launched with URL: www.dgfasli.nic.in. This website contains the information on Statutes on safety and Occupational

Health, Factories Act 1948, Dockworkers safety & Health regulation, Information major research project initiated during five year plan, Advisory services on PPE of Respiratory and non Respiratory system.

- Under 'Digital India' campaign online form for approval of competent person, flame proof equipment and Notification of site has been developed and hosted on website of DGFASLI and also being monitored by national portal.
- The Library cum information centre has been equipped with more than 25,000 books on occupational safety and health along with various journals on OSH.
- Website also uploaded with information on MSDS, abstracts of studies, Training Calendar, Tenders and Notices on ADIS, AFIH related information.

VIII. INDUSTRIAL SAFETY, HEALTH & WELFARE CENTRE

13.17 Industrial Safety, Health and Welfare Centre of the Central Labour Institute and Regional Labour Institutes promote the hazard communication through display of panels, models, charts, graphs, write-ups etc. which is visited by workers, executives from industry and also delegates from other countries. During the period April, 2017 – October, 2017, total 1741 visitors benefitted through 72 Appreciation programmes conducted on Safety & Health in this centre.

IX. TESTING OF PERSONAL PROTECTIVE EQUIPMENT

13.18 The laboratories for respiratory and non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai undertake performance tests of Canisters, Masks, Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc. During the period 93 respiratory protective equipments such as dust respirators, canisters, dust filters etc and 89 non-respiratory equipment such as helmets, safety shoes etc were tested to ascertain their performance characteristics as per relevant BIS standards.

X. APPROVAL OF FLAME PROOF ELECTRICAL EQUIPMENT

13.19 As per the BIS standard IS: 2148-2004, DGFASLI is the approving agency for Flame Proof Electrical Enclosures for their use in hazardous atmosphere.

XI. REPRESENTATION ON BIS COMMITTEES

13.20 Officers of DGFASLI represented on several BIS Committees/Sub-committees dealing with Safety and Health matter and offered comments on draft standards.

XII. PROMOTIONAL ACTIVITIES-(AWARD SCHEMES)

13.21 The DGFASLI on behalf of the Ministry of Labour has been implementing the Vishwakarma Rashtriya Puraskar (VRP) (earlier known as Shram Vir National Awards) and the National Safety Awards scheme since 1965. These schemes were modified in 1971, 1978

and again in 2007. The schemes presently in operation are as under :

- **Vishwakarma Rashtriya Puraskar:** It is designed to give recognition at the national level to outstanding suggestions resulting in:
 - (i) Higher productivity
 - (ii) Improvement in safety and working conditions
 - (iii) Savings in foreign exchange (import substitution as well as quality and safety of products) and
 - (iv) Improvement in the overall efficiency of the establishments. It covers workers employed in factories, docks, construction sites and Nuclear Installation.

13.22 VRP is awarded in the form of cash prize and a certificate of merit in three categories: Class 'A' – Five (5) of Rs. 75,000/- each, Class 'B' – Eight (8) of Rs. 50,000/- each and Class 'C' - Fifteen (15) of Rs. 25,000/- each. There are 28 award winners out of a total of 212 applications received from different industries for the Performance Year 2015. This year these 28 awards are being shared by 111 individuals.

- **National Safety Awards:** National Safety Awards are given in recognition of good safety performance on the part of the industrial establishments registered under The Factories Act, 1948, the employers covered under The Dock Worker (Safety, Health and Welfare) Act, 1986 and The Building and Other Construction Workers

(Regulation of Employment and Conditions of Service) Act, 1996 and installations under The Atomic Energy Regulatory Board (AERB). The awards are given under twelve schemes, out of which ten are meant for Factories /Construction sites /Installations under AERB and two are for Ports. Under each award, a Shield and a Certificate of Merit is given to each of the Award Winners and Runners-up. The establishments are classified in different schemes on the basis of working of highest man-hours.

Awards Distribution Function for VRP and NSA (Performance year 2015) :

13.23 Vishwakarma Rashtriya Puraskar (VRP) & National Safety Awards (NSA) function was organised at New Delhi on 17th September 2017. The awards were given by Hon'ble Minister of State (Independent Charge) for Labour & Employment Shri Santosh Kumar Gangwar. For the Performance year 2015, the total number of NSA Award Winners and Runners-up in all the twelve schemes adds up to 126 (73 winners & 53 runners-up), which are selected out of 394 applications received under various schemes.

13.24 The VRP and NSA awards work both as an impetus as well as a catalyst to unleash the latent and untapped potentials of the promising workers at the plant level while recognizing the excellent performance of the companies in preventing accidents and promoting safety at work place. They stimulate and sustain the interest of both the managements and the workers alike in accident prevention and safety promotional programmes. The applications of these awards

are invited through widely publicity all across the country. The applications thus, received for VRP as well as NSA are adjudged by a Tripartite Awards Committee consisting of representation from employers' organizations, employees' organizations and Central/ State Governments. This Tripartite Committee is constituted by the Ministry of Labour & Employment, Govt. of India. Apart from the tripartite representation, there are also experts on the Committee from renowned Institutions, Universities and industry in the

field of safety, health, environment, productivity and quality.

XIII. PLAN SCHEMES OF DGFASLI

13.25 During the year 2017-18 DGFASLI proposes to undertake the following plan schemes for Improving the Occupational Safety and Health in the manufacturing and Port Sectors.

13.26 Plan Scheme-I : "Development of Regional Labour Institute Faridabad as Advanced Centre of Safety Systems for MSME and Chemical Process Units"

Achievements and Forecast Activities

Sl. No.	Major components/ Activities	Achievements (April-O ctober, 2017)	Forecast Activities (November 2017- March, 2018)
1.	Creation of Various	Nil	Nil
2.	Posts Setting up of Centres / Laboratories *	1	-
3.	Short duration training programme	1	1
4.	Long duration training programme	2	1
5.	In-plant Training*	Nil	3
6.	Training programme for Target Groups i.e. Factory Inspectors/ Safety Officers etc.	1	Nil
7.	One year post Diploma course in Industrial Safety	1	Continuing
8.	Certificate course Associate Fellow of Industrial Health (AFIH) for Medical Officers	Nil	Nil
9.	Training programme for small & Medium enterprises	Nil	2
10.	Studies/Surveys/Audits	6	3
11.	National Seminar/ conference /Workshops	4	1
12.	Publications/ Posters	Nil	1
13.	Video film	Nil	1
14.	Awards	2	2

*depending upon the requirement

Objectives :

- The objective of the scheme is to develop Regional Labour Institute, Faridabad as an advance centre of Safety Systems to meet the specialized needs of MSMEs and Chemical Process Industry.
- Development of Advance Training Centre, Advance Research Centre and Awareness Centre for carrying out the Technical activities.
- To develop wide spectrum Door-step Facility to impart knowledge, skills and

develop awareness among the work-force and owner-managers of MSMEs.

13.27 Following equipment for setting up of Centers /laboratories were purchased:

1. Setting up of "Occupational Health Training, Research and Development Centre" (OHTRDC) at RLI, Faridabad.
1. Eye Vision Drum(Long & Near)
2. X-ray view boxes
3. ISHRA Test Book

13.28 Plan Scheme-II : "Strengthening of DGFASLI Organization and OSH in Factories, Ports & Docks"

Achievements and Forecast Activities

Sl. No.	Major Components/ Activities	Achievements (April- October, 2017)	Forecast Activities (November 2017- March, 2018)
1.	a) Development of National Inventory on OSH information and follow up	-	1
	b) Upgradation and development of data bases	14	10
	c) Development of Application Programmes	-	2
	d) Material Safety Data Sheet (MSDS) on request	-	-
	e) Industry wise safety and health information	40	-
	f) Publication of Manuals, brochures	22	-
2.	Implementation of minimum agenda for egovernance	10	12
3.	Conduction of specialized training programmes, seminars, workshops	12	-
4	Conduction of studies/surveys/audits	13	-
5	Enforcement activities in major ports (inspection of ships, container ship, loose gears, docks, container yards, hazardous installations, etc.)	2546	-
6	Testing of Respiratory & Non Respiratory PPE	RPPE: 93 NRPPE: 89	-

* On request from Industries

Objectives:

To strengthen the infrastructure facilities at DGFASLI organisation including Central Labour Institute at Mumbai and Regional Labour Institutes located at Chennai, Kanpur and Kolkata and Inspectorates Dock Safety at the 11 major ports for improving occupational safety and health status of workers in factories, ports and docks throughout the country thereby contributing in prevention and control of occupational injuries and diseases

13.29 “Development of Regional Labour Institute Shillong” (New Scheme)

Objective:

The objective of the scheme is to cater to the needs of the North-Eastern Region in the areas of Occupational, Safety & Health which at present, due to the heavy workload of the Regional Labour Institute, Kolkata, are not effectively met.

C. NEW INITIATIVES

13.30 To improve the functioning of the organization, following initiatives were taken by the DGFASLI:

- “Occupational Health Training, Research and Development Centre” (OHTRDC) was developed in collaboration with ESIC at RLI, Faridabad.
- The CLI/ RLIs have been assigned as Centre of Excellence in specific areas as follows:
 - CLI, Mumbai - Dock Safety and Engineering Industry.

- RLI, Faridabad - MSME and Chemical Process Safety.
- RLI, Chennai - Construction and Automobile Industry.
- RLI, Kanpur - Sugar Industry and Power Generation.
- RLI, Kolkata - Ferrous and Non-Ferrous Metals and Paper Industry

DIRECTORATE GENERAL OF MINES SAFETY (DGMS)

13.31 Under the Constitution of India, Safety, Welfare and Health of workers employed in mines are the concern of Central Government (Entry 55 – Union List – Article 246). The Mines Act, 1952 and the Rules and Regulations framed thereunder regulate the objectives. These are administered by the **Directorate General of Mines Safety (DGMS)** under the Ministry of Labour and Employment. Apart from administering the Mines Act and Subordinate Legislations thereunder, DGMS also administers other allied legislations.

13.32 Mineral constitutes the backbone of the economic growth of any nation and India has been eminently endowed with this gift of nature. Progressive industrialization witnessed the rise in demand. Growth of mining under the impact of successive Five Year Plans has been phenomenal. To take care of the enhanced targets, mechanization of mining activities has taken place. Table 13.1 shows the trends of some important parameters like number of mines, value of minerals mined, aggregate machine power installed and explosive used. Large-scale mechanization led

to higher risk to health and safety of the persons deployed in mines. Accordingly the role of the **Directorate-General of Mines Safety (DGMS)** has also broadened.

13.33 The Mines Act, Subordinate Legislations thereunder and other allied legislations administered by the Directorate General of Mines Safety (DGMS) are as follows:

Mines Act, 1952

- Coal Mines Regulations, 1957.
- Metalliferous Mines Regulations, 1961.
- Oil Mines Regulations, 2017.
- Mines – Rules, 1955.
- Mines Vocational Training Rules, 1966.
- Mines Rescue Rules, 1985.
- Mines Crèche Rules, 1966.
- Coal Mines Pit Head Bath Rules, 1959.

Section 1.01 Electricity Act, 2003

- Central Electricity Authority Regulations, 2010

Section 1.02 Allied Legislation

- Factories Act, 1948: Chapters III & IV
- Manufacture, Storage & Import of Hazardous Chemicals Rules. 1989 under Environmental Protection Act, 1986
- The Coal Mines (Conservation & Development) Act, 1974

Role and Function of DGMS

Vision of DGMS

13.34 To attain risk and hazard free

conditions of work and welfare of persons employed in mines.

Mission of DGMS :

13.35 To identify and reduce risk of accidents and disease in and around the mine through :-

- Development of suitable legislation, rules, regulations, standards and guidelines
- Adequate measures to ensure compliance and
- Awareness initiatives to inculcate safety and health culture amongst work-persons and stakeholders

13.36 Current functions of DGMS broadly include:

1. Inspection of mines
2. Investigation into -
 - (a) accidents
 - (b) dangerous occurrences-emergency response
 - (c) complaints & other matters
3. Grant of:
 - (a) statutory permission, exemptions & relaxations
 - (b) approval of mine safety equipment, material & appliances
4. Interactions for development of safety equipment, material and safe work practices through workshop etc.
5. To Compile, process and maintain the data related to employment, machinery, explosives, accidents statistics pertaining to Mines (Coal & Non-Coal)

6. Publication: To bring out the following publications periodically :
 - (a) Statistics of Mines in India, Volume –I (Coal) –(Yearly)
 - (b) Statistics of Mines in India, Volume –II (Non-Coal) –(Yearly)
 - (c) Monthly Review of Accident (on the DGMS web-site) (Monthly)
 - (d) DGMS Standard Note –Yearly
 - (e) DGMS Annual Report –yearly
7. Dissemination of mines related data to other organisations viz. CSO, IBM, Labour Bureau and State Governments, Ministry of Coal etc.
8. Development of Safety Legislation & Standards
9. Safety Information Dissemination.
10. Conduct of examinations for grant of competency certificates.
11. Safety promotional initiatives including:
 - (a) Organisation of -
 - Conference on Safety in Mines
 - National Safety Awards to the mines practicing best safety standard; awarded by Hon'ble President of India
 - Safety Weeks & Campaigns
 - (b) Promoting -
 - safety education and awareness programmes
 - workers' participation in safety management through -

- workmen's inspector
- safety committee
- tripartite reviews

ORGANISATION SET-UP

13.37 The Directorate General of Mines Safety is a subordinate office under the Ministry of Labour and Employment with its Headquarters at Dhanbad (Jharkhand). It is headed by the Director-General of Mines Safety. At Head Quarters, Director General is assisted by specialist officers of Mining, Electrical and Mechanical Engineering, Statistics, Occupational Health, Law, Survey, Administration and Accounts disciplines. The Head Quarter also has a Technical Library and S&T Laboratory as a back-up support to the Organization. Field Organization has a two-tier network. The entire country is divided into eight zones under the charge of Deputy Director-General. There are three to four Regional offices under each Zonal office. Each Region is under the charge of Director of Mines safety. There are in all 29 such Regional Offices. Three Sub-Regional offices have also been set up in important areas of concentrated mining activities away from Regional offices. Each of these is under the charge of Deputy Director. Besides having inspecting officers of Mining cadre in each zone, there are officers of Electrical and Mechanical Engineering and Occupational Health disciplines. DGMS has a total sanctioned strength of 732 persons with 607 in position as on 01.10.2017 as indicated below:

CATEGORY OF OFFICIALS	NO. OF SANCTIONED POST AS PER SIU	NO. OF EMPLOYEE IN POSITION
GROUP-A	279	161
GROUP-B (Gazetted)	38	25
GROUP-B (Non - Gazetted)	186	154
GROUP-C	229	157
GROUP C Sanctioned for outsourcing	231**	110*
TOTAL	732	607
	231**	
*Some Incumbents present on the post abolished/earmarked for outsourcing. **To be filled up by outsourcing.		

a) TREND OF ACCIDENT

13.38 Trend in fatal and serious accidents in both Coal as well as Non-Coal mine is given in Table 13.2. Cause-wise distribution of fatal accidents is also given in Table 13.3 and Table 13.4 with respect to coal and Non-Coal mines. To arrest the number of accidents the Directorate-General of Mines Safety has taken various measures.

Section 1.03 SAFETY MEASURES

13.39 To ensure enforcement of necessary safety measures in mines, inspections and inquiries are carried out by the inspecting officers of DGMS. Apart from inspecting coal, metalliferous and oil mines DGMS also undertakes investigation into all fatal accidents, certain serious accidents and

dangerous occurrences and makes recommendations for remedial measures to prevent recurrence of similar mishaps. The Trend of accidents from 2001 to 2017 is shown in Table 13.5A. The trend in fatal accidents and fatality rate per 1000 persons employed on 10 yearly average basis from the year 1951 to 2010 and 2011-2017 is shown in Table 13.5B.

13.40 Power under section 22 and 22A of the Mines Act, 1952, Regulation 103 of Coal Mines Regulations, 1957 and Regulation 108 of Metalliferous Mines Regulations, 1961 has been vested with DGMS to issue improvement notices and prohibitory orders to resist or prohibit employment of persons in mines or part of mines. The number of inspections and inquiries carried out from the year 2006 onwards are shown in Table 13.6.

CIRCULARS

13.41 The DGMS issues circulars to the mining industry on occupational safety and health matters, which may have wide implications. Technical Circulars, Approval Circulars, General Circulars, General Instruction, Technical Instructions, Legislation Circular and Legislation instructions are issued as per requirement. During the period 01.04.2017 to 30.09.2017, a total of 4 Technical Circulars and 1 Legislation Circular were issued.

COMPETENCY TEST

13.42 To ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. the DGMS on behalf of the Board of Mining Examinations constituted under the Coal Mines Regulation, 1957 and the

Metalliferous Mines Regulations, 1961, conducts examinations and issues certificates of competency. Details of applications received and competency certificates issued during the period from 01.04.2017 to 31.03.2017 have been given in Table 13.7.

APPROVAL OF MINES SAFETY EQUIPMENTS

13.43 Approval is granted by Chief Inspector of Mines (Also designated as Director General of Mines Safety) to various equipments for use in mines to fulfill the statutory obligation enshrined under different provisions of Coal Mines Regulation, 1957, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority Regulations, 2010 and Mines Rescue Rules, 1985. The procedure of approval includes scrutiny of the applications mainly to find out the quality control system adopted by the manufacturers and their capacity to manufacture equipments / material etc., which will be capable of working safely under the hostile environment of the mines and remain operative during prolong use under adverse condition. The equipments also need to conform to the relevant Indian

Standards and in case there is no Indian Standard the standards of the country of origin (ISO/EN/DIN, etc.). The application should also include test certificates from approved laboratory as per the relevant standard. After the documents are scrutinized and found in order, field trial approval is granted to check the pit worthiness of the equipments in various mines. After the equipments are successfully tried in the field, the performance report from the concerned mine management is obtained. If the above reports are found satisfactory regular approval is granted for a specific period.

13.44 The equipments / machinery / appliances and materials requiring approval can be broadly categorized into:-

- Personal protective equipment.
- Environmental monitoring instruments and devices.
- Machinery and other equipments for carrying out mining operations and
- Safety materials for use in underground mines.

13.45 The table below shows particulars of items approved

Resuscitator, Self Rescuer, Breathing Apparatus approved during 01.04.2017 to 30.09.2017			
Items	Number of regular approval/ approval extension granted	Number of Field Trial approvals/ Field Trial Approval Extension granted	Total number of Approvals granted
Breathing Apparatus	00	00	00
Resuscitator/Reviving Apparatus	01	01	02
Self Rescuers (COSR)	00	00	00
Total	01	00	01

Equipment, appliances, materials and machinery approved during 01.04.2017 to 30.09.2017		
Number of regular approval/ approval extension granted	Number of field trial approvals/ field trial approval extension granted	Total number of approvals granted
10	02	12

Equipment, appliances, materials and machinery approved during 01.04.2017 to 30.09.2017		
Number of regular approval/ approval extension granted	Number of field trial approvals/ field trial approval extension granted	Total number of approvals granted
03	00	03

13.46 Approvals for use of Mechanical Equipments etc. in mines were granted during 01.04.2017 to 30.09.2017 which are given below:-

Sl. No.	Type of approval	No. of approval granted
1.	No. of field trial/ extension	15
2.	Regular approval/ extension	12
Total no. of approval granted		27

13.47 Approvals for use of Electrical Equipments etc. in mines were granted during 01.04.2017 to 30.09.2017 which are given below:-

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval	15
2.	Field trial extension	12
3.	Regular approval	22

4.	Renewal	37
Total no. of approval granted		111

STATISTICS DIVISION, DGMS

13.48 DGMS has a computerized information management (Statistics) system which is maintained by Statistics Division. The Division after receipt of various mines safety related data (in the form of returns & reports) scrutinizes, processes and compiles the same. The vision of the division is as follows.

Vision : To complement and supplement in the direction of ensuring nationally acceptable and internationally competitive standards of health, safety and welfare for employees of the Indian Mines.

13.49 Functions of the Statistics Division

S. No.	Main Activities
1	To Compile, process and maintain the data related to employment, machinery, explosives, accidents statistics pertaining to Mines (Coal & Non-Coal)
2	Work relating to Parliamentary Standing Committee- Supply of data as per requirement.
3	Work relating to Safety Committee of Coal India Ltd. - Supply of data as per requirement.

4	Work related to Parliament Questions: 1 Processing of answer to the to Parliament Questions (All sessions) 2 Data processing related to Parliament Questions
5	Accident report: 1 Data entry pertaining to accident related forms and reports in database 2 Processing of accident data 3 Maintenance of accident data in database
6	Processing of Annual Returns of Coal and Non-coal mines: 1. Scrutinizing of submitted returns 2. Data entry of returns 3. Processing of data
7	Publication: To bring out the following publications periodically : a) Statistics of Mines in India, Volume -I (Coal) - yearly b) Statistics of Mines in India, Volume – II (Non-Coal)- yearly c) Monthly Review of Accident Monthly
8	Besides the division assists in the publication of the following: a) DGMS Annual Report -yearly b) DGMS Standard Note –Yearly c) Ministry's Annual Report –Yearly d) Special Bulletin on Accident Scenario in Coal & Non-Coal Mines-on requirement e) Special Bulletin on Mine disasters in India –(on requirement)
9	National Safety Awards (Mines): 1. Data entry, processing related to National Safety Awards (Mines) applications (285 applications) 2. Maintenance of National Safety Awards (Mines) database Dissemination of data to other organisations viz. CSO, IBM, Labour Bureau and State Governments, Ministry of Coal etc.
10	Updating / Maintenance of data related to outcome budget
11	Updating / Maintenance of data related to RFD: 1. Maintenance of inspection and enquiry related database 2. Maintenance of permission cases related database
12	Reconciliation of data related to accident from the Mines management and the Sub Regional/Regional/Zonal Offices of this Directorate.
13	To coordinate various wings of DGMS as and when required.
14	Development of Software (Co-ordination and briefing) : 1. Mine Statistics 2. National Safety Awards (Mines)
15	The Division is also assisting the researchers of various organizations like IIT (ISM), Dhanbad, IITs and BIT etc. as and when required.

13.50 The Statistics Division maintains various computerized data base of information and statistics regarding the various activities of mines safety. The database maintenance and the processing of data are done on the software platform developed by the Division. In spite of the gap in the resources the division speeded up the main publications and the time gap between receipt of data from the mines and the publication of data was reduced and further efforts are being made to achieve reasonable gap.

13.51 The division is disseminating the data pertaining to Mines Safety and related aspects to the various organizations like CSO, Labour Bureau, IBM, DGCI&S, State Governments etc.

13.52 The Division is also assisting the researchers of various organizations like IIT (ISM), Dhanbad, IITs and BIT (sindri) etc.

NATIONAL SAFETY AWARDS (MINES)

13.53 Ministry of Labour & Employment, Government of India instituted National Safety Awards (Mines) in 1983 (for the contest year 1982) with a view to promote a competitive spirit amongst mine operators for the betterment of safety standards in mines and to give due recognition to outstanding safety performance at national level. This award is



given by the Hon'ble President of India every year and has generated considerable enthusiasm amongst the Mining community. National Safety Awards (Mines) for the contest years 2013 & 2014 were given on 17th August, 2017 at New Delhi by the Hon'ble President of India. The applications for National Safety Awards (Mines) for the contest years 2015 & 2016 have been received and are under scrutiny. The applications are now filled in on line. This is processed by the Statistics Division.

NATIONAL SAFETY AWARDS (MINES) FUNCTION FOR CONTEST YEAR 2013 & 2014 AT VIGNAN BHAVAN, NEW



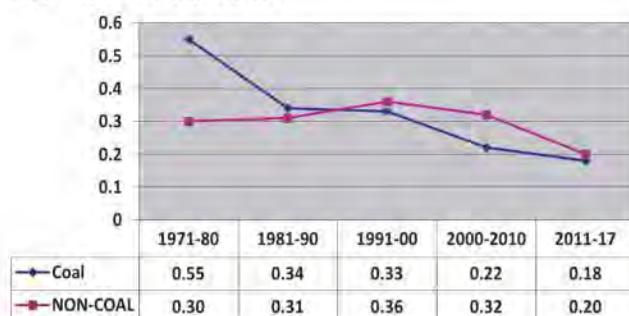
13.54 Among the database one is the growth of mining activities in India. The growth of the mining activities from the year 2006 to 2014 is reflected in Table 13.1. Trends of accident in mines in reflected in Table 13.2. Table 13.3 reflects trend of accidents in Coal Mines cause wise. Table 13.4 reflects trends of accident in Non-Coal causewise. Status of accidents and the resultant casualties in mines are important aspects related to mines safety. These are reflected in the Table 13.5 A and 13.5 B.

13.55 DGMS conducts technical inspections and inquiries of the mines pertaining to safety as per established standards. The concern database is also maintained and the figures for various years are reflected in Table 13.6.

13.56 Table 13.7 reflects the application received from various managers and other employees of mines and certificates of competency issued.

Accident Experience

13.57 The accident trends in terms of fatal accidents and fatality rates per thousand persons employed at 10 yearly average since 1971-80 to 2011-17 (upto September, 2017) are indicated below:



13.58 The chart above outlines the trend in fatality rates per 1000 persons employed in coal and non-coal mines on a ten yearly average basis. The trend in coal mines show a steady decline over the years, however, the same cannot be said about the non-coal mines. A closer analysis of accidents reveals that during 2016, fatal accidents in coal mines caused by dumpers, trucks, etc. contributed about 25% of the accidents, followed by about 22% caused by ground movement, i.e. roof and side falls.

13.59 9.72% of all fatal accidents in coal mines were caused by fall of persons and the same caused 34.05% of the serious injuries. For non-coal mines, the fatality rate per 1000 persons employed show a fluctuating trend since 1970s on a ten yearly average basis. During 2016, highest percentage of fatal accidents was due to fall of persons in non-coal and it was about 21%. It was followed by fall of object which is about

14%, fall of sides about 12%, truck tanker etc. about 9% and other machinery about 9%.

13.60 Figures 1 and 2 below show cause-wise fatal and serious accidents respectively in coal mines during the year 2016.

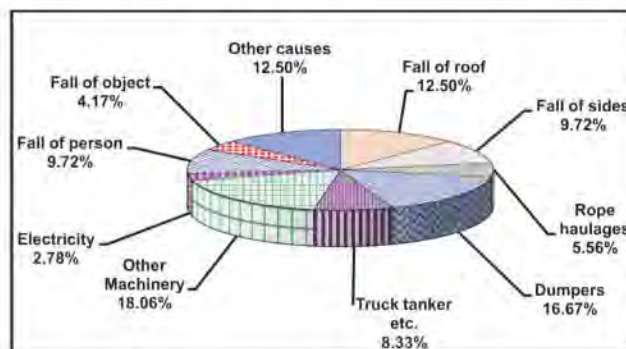


Fig.1: Cause-wise distribution of fatal accidents in coal mines during 2016

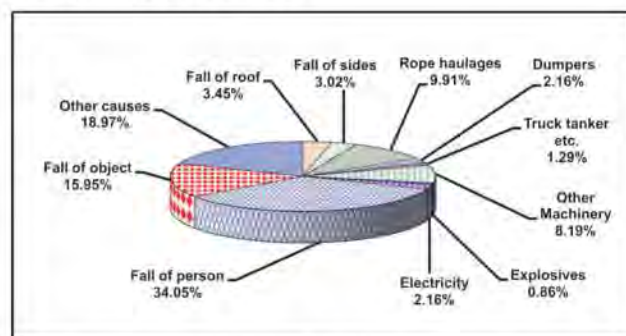


Fig.2: Cause-wise distribution of serious accidents in coal mines during 2016

Figures 3 and 4 below show cause-wise fatal and serious accidents respectively in non-coal mines in 2016.

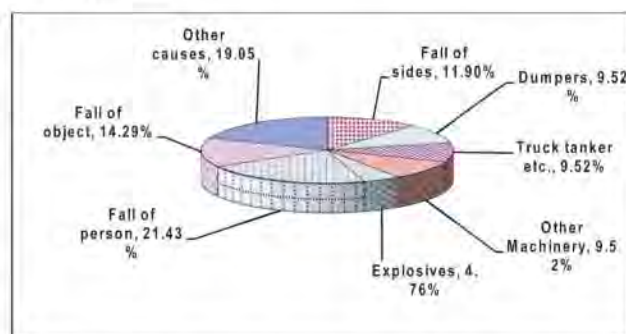


Fig. 3 Cause-wise distribution of fatal accidents in non-coal mines during 2016

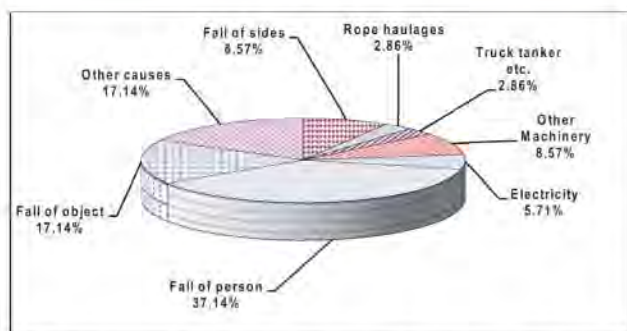


Fig.4 Cause-wise distribution of serious accidents in non-coal mines during 2016

2) Table 13.1											
3) Growth of Mining Activities in India											
Year	No. of reporting mines			Value of minerals (in Million Rupees)			Aggregate H.P. (in 000s)			Explosives used (in 000 tonnes)	
	Coal	Metal	Oil	Coal	Metal	Oil	Coal	Metal	Oil	Coal	Metal
2006	568	1720	44	374671	162160	370657	5953	2666	468	345.3	95.1
2007	567	1770	49	419279	235351	256944	5843	2646	457	353.0	97.8
2008	569	1904	67	481635	289354	294290	5935	2857	711	395.3	121
2009	583	2002	74	581240	325453	351652	6248	3309	842	461.0	101.7
2010	592	1961	82	618357	434283	404801	6362	3310	851	493.2	97.2
2011	601	1956	85	666415	419109	399397	6809	3801	937	503.5	98.2
2012	582	2148	86	744934	448843	492060	6936	4101	854	474.6	102.2
2013	605	2230	88	103752	423740	56565	7557	4104	101	523.6	100.2
2014	588	2254	92	1212547	462475	544443	5799	3932	993	590.8	113.2
2015	581	2398	112	1058606	311552	473290	5770	2709	1443	589.9	105.4

Note: Based on the information as reported by mines through ZOs/ ROs

13.61 Table 13.1 shows the growth of mining activities in India from 2006 to 2015. Mining activities have been classified into Coal, Metal and Oil. The values of minerals mined from

the Coal, Metal and Oil have been shown. The table also shows the aggregate horse power and explosive used in the mining activities in India.

Table 13.2

Year	4) Trend of Accidents in Mines					
	Number of Accidents in Coal Mines			Number of Accidents in Non-Coal Mines		
	Fatal	Serious	Total	Fatal	Serious	Total
2001	105	667	772	71	199	270
2002	81	629	710	52	205	257
2003	83	563	646	52	168	220
2004	87	962	1049	57	188	245
2005	96	1106	1202	48	108	156
2006	78	861	939	58	78	136
2007	76	923	999	56	79	135
2008	80	686	766	54	83	137
2009	83	636	719	36	94	130
2010	97	480	577	54	61	115
2011	65	533	598	44	82	126
2012	79	536	615	36	45	81
2013	77	456	533	58	52	110
2014	59	379	438	39	44	83
2015	54	302	356	45	35	80
2016	71	268	339	40	37	77
2017*	40	162	202	24	15	39

* Data for the year 2017 is provisional and it is up to 30.09.2017

13.62 Table 13.2 shows the trend of accidents in mines from 2001 to 2017. Accidents have been classified into coal and non-coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.3

5) Trend of Accidents in Coal Mines – Causewise												
Causes	Number of Fatal Accidents						Number of Serious Accidents					
	2012	2013	2014	2015	2016	2017*	2012	2013	2014	2015	2016	2017*
Fall of Roof	5	8	10	4	7	3	21	17	18	9	11	3
Fall of Sides	6	2	2	5	5	1	20	19	17	11	8	14
Other Ground Movements	0	2	1	0	1	1	1	0	0	1	0	0
Winding in Shafts	0	0	0	0	1	0	4	3	5	3	0	1
Rope Haulage	2	3	1	3	5	4	48	42	33	28	26	11

Dumpers, Trucks, etc.	27	29	17	16	22	15	20	22	15	14	12	4
Other Transportation Machinery	3	1	1	0	2	0	8	9	2	4	7	2
Non-Transportation Machinery	14	12	15	11	9	5	23	27	25	18	16	8
Explosives	3	0	2	0	0	2	0	1	3	5	3	3
Electricity	3	7	2	4	3	1	3	2	3	3	6	2
Gas, Dust, Fire, etc.	3	0	1	0	4	0	1	0	2	1	0	0
Fall of Persons	8	8	2	4	5	0	168	135	129	105	87	54
Fall of Objects	1	3	2	2	3	3	87	88	59	46	43	38
Other Causes	4	2	3	5	4	5	132	91	68	54	49	22
Total	79	77	59	54	71	40	536	456	379	302	268	162

* Data for the year 2017 is provisional and it is up to 30.09.2017

13.63 Table 13.3 shows the trend of accidents in coal mines from 2012 to 2017, cause wise. There are 14 broad causes of accidents in coal mines. Accidents are further classified into fatal and serious accidents.

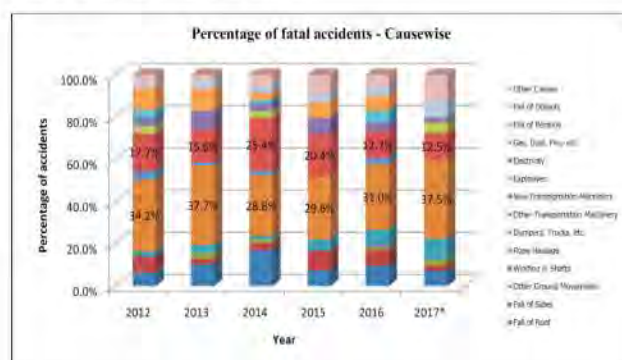


Fig.5 Percentage of fatal accident- causewise

13.64 Figure 5 shows the percentage of fatal accidents cause wise in mines from 2012-2017. It can be found that the major reason for fatal accident is Dumpers, Truck etc. followed by Non-Transportation machinery.

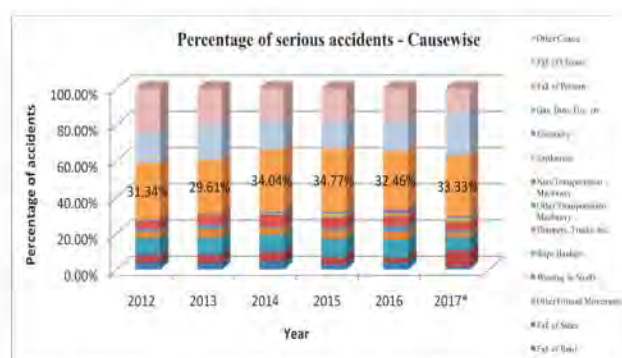


Fig.6 Percentage of Serious accident- causewise

13.65 Figure 6 shows the percentage of serious accidents cause wise in mines from 2012-2017. It can be found that the major reason for serious accident is Fall of person followed by Fall of objects and other causes.

13.66 From figure 5 and figure 6, it can be found that the reasons for fatal and serious accidents are different. The major cause for fatal accident is "Dumper, Trucks etc." while for serious accident is "fall of person".

Table 13.4												
Causes	6) Trend of Accidents in Non-coal Mines – Cause wise											
	7) Number of Fatal Accidents						8) Number of Serious Accidents					
	2012	2013	2014	2015	2016	2017*	2012	2013	2014	2015	2016	2017*
Fall of Roof	3	2	3	2	0	1	5	2	0	3	0	0
Fall of Sides	10	13	5	5	5	2	3	0	0	2	3	0
Other Ground Movements	0	0	0	0	0	1	0	0	0	0	0	0
Winding in Shafts	0	1	2	2	1	0	3	0	2	1	0	2
Rope Haulage	0	0	0	0	0	0	0	0	0	0	1	0
Dumpers, Trucks, etc.	4	8	7	13	9	2	3	6	4	0	1	0
Other Transportation Machinery	1	3	0	2	0	0	0	0	2	1	1	0
Non-Transportation Machinery	5	4	5	2	1	4	8	12	11	5	3	3
Explosives	4	2	2	0	3	1	1	0	0	0	0	0
Electricity	0	2	3	2	0	1	0	0	1	1	2	0
Gas, Dust, Fire, etc.	0	3	0	1	1	0	0	0	2	1	1	1
Fall of Persons	5	9	8	9	8	3	8	11	10	5	14	2
Fall of Objects	3	8	2	4	5	5	12	16	9	9	6	3
Other Causes	1	3	2	3	7	4	2	5	3	7	5	4
Total	36	58	39	45	40	24	45	52	44	35	37	15

* Data for the year 2017 is provisional and it is up to 30.09.2017

13.67 Table 13.4 shows the trend of accidents in non-coal mines. Accidents are further classified into fatal and serious accidents in non-coal mines from 2012 to 2017, cause wise. There are 14 broad causes of accidents in

Table 13.5A										
Accidents and resultant casualties in mines										
Year	Coal					Non-Coal				
	Fatal Accident			Serious Accident		Fatal Accident			Serious Accident	
	No. of accident	Killed	Inj	No. of accident	Inj	No. of accident	Killed	Inj	Acc	Inj
2001	105	141	14	667	706	71	81	8	199	200
2002	81	97	15	629	650	52	64	3	205	206
2003	83	113	12	563	578	52	62	16	168	169
2004	87	96	14	962	977	57	64	9	188	194
2005	96	117	19	1106	1119	48	52	4	108	109
2006	78	137	15	861	876	58	71	9	78	79

2007	76	78	77	923	940	56	64	13	79	92
2008	80	93	16	686	693	54	73	35	83	85
2009	83	93	14	636	646	36	44	3	94	101
2010	97	118	23	480	488	54	91	5	61	63
2011	65	67	10	533	546	44	54	9	82	84
2012	79	83	6	536	542	36	38	5	45	45
2013	77	82	11	456	457	58	74	15	52	53
2014	59	62	3	379	391	39	45	10	44	50
2015	54	55	9	302	307	45	48	13	35	38
2016	71	98	6	268	271	40	51	10	37	38
2017*	40	46	0	162	167	24	42	7	15	19

* Data for the year 2017 is provisional and it is up to 30.09.2017

13.68 Table 13.5A shows the trend of 'into coal and non-coal mines. Accidents have accidents and resultant casualties' in mines been classified into fatal and serious accidents. from 2001 to 2017. The mines are classified

Table No. 13.5B								
Trend in Fatal Accidents and Fatality Rates per 1000 Persons Employed (Ten Yearly Average)								
Year	Coal Mines				Non coal Mines			
	Average Accident	Accident Rate	Average Killed	Death Rate	Average Accident	Accident Rate	Average Killed	Death Rate
1951-1960	223	0.61	295	0.82	64	0.27	81	0.34
1961-1970	202	0.48	259	0.62	72	0.28	85	0.33
1971-1980	187	0.40	264	0.55	66	0.27	74	0.30
1981-1990	162	0.30	185	0.34	65	0.27	73	0.31
1991-2000	140	0.27	170	0.33	65	0.31	77	0.36
2001-2010	87	0.22	108	0.27	54	0.32	67	0.40
2011-2017*	63	0.18	70	0.20	40	0.24	49	0.29

* Data for the year 2017 is provisional and it is up to 30.09.2017

13.69 Table 13.5B shows the trend in fatal shows the average accident, accident rate, accidents and fatality rates per 1000 persons average killed and death rate. employed (ten yearly average). The table

9) Table 13.6

10) Number of Inspections and Enquiries

Year	No. of Inspections				No. of Enquiries				Grand Total
	Coal	Metal	Oil	Total	Coal	Metal	Oil	Total	
2006	4192	2630	219	7041	951	338	27	1316	8357
2007	4330	2309	183	6822	796	380	24	1200	8022
2008	4614	2838	216	7668	840	417	24	1281	8949
2009	4404	3325	250	7979	899	372	52	1323	9302
2010	3486	3297	243	7026	911	463	52	1425	8451
2011	3216	3688	321	7225	956	452	68	1476	8701
2012	3811	3635	292	7738	933	537	40	1510	9248
2013	4038	3898	329	8265	890	449	60	1399	9664
2014	4664	4694	588	9946	1035	540	111	1686	11632
2015	6047	5889	786	12722	1280	653	36	1969	14691
2016	4634	7766	638	13038	1165	586	96	1847	14885
2017*	3156	3428	449	7033	880	959	28	1867	8900

* Data for the year 2017 is provisional and it is up to 30.09.2017

13.70 Table 13.6 shows the number of inspections and enquiry in mines from 2006 to 2017. The mines have been further segregated into coal, metal and oil mines. The inspections and enquiry is showing slightly increasing trend in long period.

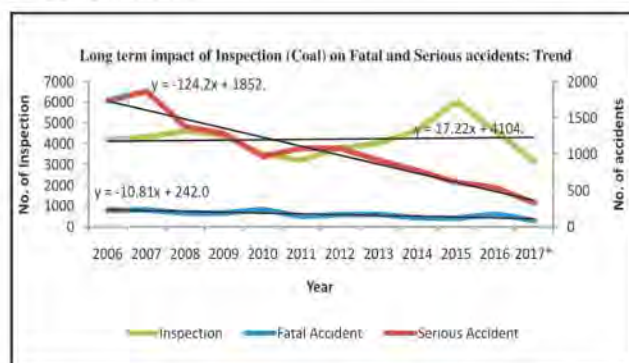


Fig.5 Long term impact of Inspection (Coal) on Fatal and Serious accidents: Trend

13.71 In the above graph for inspection, the trend is plotted taking number of inspection on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking

number of accidents as dependent variable. It can be observed that over a long period, the trend of both fatal and serious accidents have gone down. For serious accidents the gradient of decline is steeper than that of fatal accidents. The spread of number of inquiry over a long period is showing a slight increase. On the basis of all the facts, we can infer that inspection have very positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

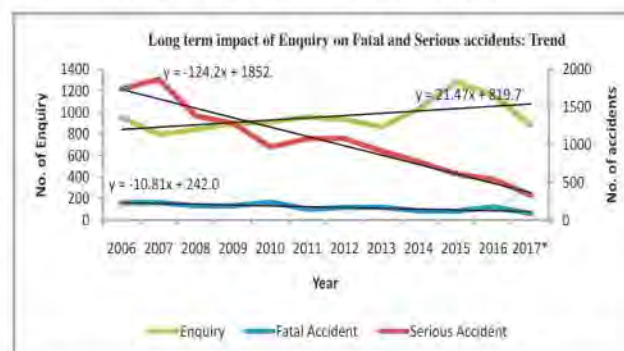


Fig.6 Long term impact of Enquiry (Coal) on Fatal and Serious accidents: Trend

13.72 In the above graph for enquiry, the trend is plotted taking number of enquiry on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking number of accidents as dependent variable. It can be observed that over a long period, the trend of both fatal and serious accidents have gone down i.e. the number of accidents has declined. For

serious accidents the gradient of decline is more steeper than that of fatal accident. The spread of number of enquiry over a long period is showing a slight increase. On the basis of all the facts, we can infer that enquiry have very positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

11) Table 13.7

12) Applications received & Certificates of Competency issued during April, 2017 to, September 2017

Category of certificates competency	of	Coal Mines Regulation, 1957		Metalliferous Mines Regulations, 1961	
		Applications received	Certificates issued	Applications received	Certificates issued
Manager		119*	351*	147	146
Surveyor		50	21	11	6
Overman / Foreman		649	499	301	44
Sirdar / Mate		111	105	0	0
Shotfirer/Blaster		0	0	0	0
Winding Engine Driver		0	0	0	0
Gas-testing		488	339	0	0

Note : (*) Certificates were issued for the applications received prior to this period that is why no. of certificates issued is higher than that of no. of applications received.

NATIONAL CONFERENCE ON SAFETY IN MINES

13.73 The National Conference on Safety in Mines is a tripartite forum at the national level in which the employers' representatives, the trade unions' representatives, the Government represented by Ministry of Labour & Employment, DGMS, various administrative ministries/ departments and State Governments and associated institutions, professional bodies, service associations, etc. take part. They review the status of safety in mines and

the adequacy of existing measures in a spirit of mutual cooperation. The conference also suggests measures for further improvement in safety, welfare and health of mine workers. The eleventh conference was held on 4th & 5th July 2013 at New Delhi during which three major issues (i) Small Scale Mining, (ii) Safety, health & welfare of Contractual workers & (iii) Surface & underground transportation machinery were deliberated in detail. A number of recommendations of these conferences have

been given statutory backing and most of the others have been absorbed in management practices and policies. The conclusions and recommendations drawn during the conference have already been circulated to the mining industries for compliance. The 12th National conference on safety in mines will be conducted in 2018.

ON-GOING PLAN SCHEMES

Section 1.01 Strengthening of Core Functions of DGMS (SOCFOD):

13.74 This is a continuing plan scheme. The scheme has been formulated by merging three on-going plan schemes of DGMS, namely (i) "Augmentation of S&T Capabilities, Mine Rescue Services and Human Resource Development (S&T) (1975)", (ii) "Strengthening of Machinery for Conduct of Statutory Examinations (SSEX) (2000-01)" and (iii) "Improving efficiency by providing infrastructure facilities in DGMS (PIF) (2000-01)" along with components like Occupational Safety and Health Surveillance, promotional initiatives and Emergency Response system.

13.75 The objectives of the scheme are:

- To render scientific and technological support to the enforcement wing of DGMS.
- To develop, improve and update, the protocol and guidelines for need based rescue and emergency response services to mines and for Mine Disaster Management System.
- To provide infrastructure facilities like office buildings, residential complexes,

communication facilities, office equipment and furnishing at different offices of DGMS at different places during the proposed duration of the Plan Scheme.

- Strengthening of machinery for conduct of statutory examinations and to make the statutory examinations e-based.
- To conduct Occupational Safety, Health and Welfare Survey in mines.
- To establish and update training facilities in DGMS for imparting structured training to DGMS officers and for organizing training in important areas for key personnel of mining industry.
- To develop, improve and update the protocols, guidelines and standards in key areas for guidance of operations in mines.
- Digitization of plans, abandoned mine plans and other important documents.

(A) Scientific and Technological Support (S&T)

13.76 This scheme aims at providing in-house scientific support to the officers of DGMS in discharge of their enforcement, regulatory and promotional role. It also provides scientific support to mine operators, workers organization and other institutions concerned with occupational health and safety matters. The activities of the S&T plan scheme covers a wide cross-section of facets of occupational safety and health.

13.77 The support activities are broadly divided into three categories:

(i) Planned support:

This plan support is to be provided to field offices on:

- A current issue which has emerged into an enforcement problem;
- An enforcement strategy calling for development of monitoring equipments or techniques; and
- Monitoring of quality assurance of external organisations in sampling, pre-approval testing and other similar activities.

13.78 These activities are to be selected on merit, including improvement of efficiency, safety and future needs.

Section 1.05 Section 1.06 (ii) Reactive support:

13.79 Reactive support is proposed to be provided in response to demands from field offices in areas where:

- In-house assessment and analysis of a problem leads to better understanding of enforcement problem and helps in determining enforcement strategy;
- Support is required on a technical problem without referring to external agency.

Section 1.07 (iii) Testing services

13.80 This service is to be provided to the field offices as a sample check on quality control standards and in emergency response situation.

Major Programmes: The major programmes of the S&T plan scheme includes:

(i) Occupational Safety:

- Monitoring of implementation of the Technical Standards on support system in Bord and Pillar workings.
- Review of standards on stability of multi-seam workings.
- Review of standards on detection, control, dealing with and protective measures against fire and revision of standards/guidelines.
- Assessment of hazards associated with mine mechanization and standardization of monitoring techniques and control measures.
- Standardization of prototype test(s) houses for testing powered support and hydraulic/friction props.
- Standardization of Ultrasonic Testing Techniques and formulation of Acceptance & Rejection Norms.
- Testing of fire resistant hydraulic oils.

(ii) Occupational Hygiene and Health

- Standardization of techniques for monitoring and control of occupational hazards from noise, air borne dust, mine gases and poor illumination.
- Review standards of medical examinations.
- Review and standardization of procedures for surveillance of occupational disease already established.
- Conduct of Occupational Health Survey.

(B) Development of Mines Rescue Services:

13.81 This component of the plan scheme aims at promoting proper rescue services in

mining industry. The scheme envisages critical appraisal of design characteristics of rescue apparatus and self-rescuers, evaluation of field performance of the same, inquiry into accidents in use of rescue apparatus, inspection of rescue stations/rescue rooms organizing rescue competitions, monitoring formulation of emergency plan by the management of all underground mines and to deal with applications for grant of permissions /approval/relaxation under the Mines Rescue Rules, 1985.

Major Programme:

1. Inspecting of Rescue facilities in the Mines/Rescue Stations/Rescue Rooms etc.
2. Review of existing rescue practices in mines and issue suitable guidelines.
3. Co-ordination of Mines Rescue Competition.
4. Standard setting, review of emergency plans.
5. Issue of Technical Circular's to the mining industry.
6. Grant of approval/relaxation under the Mines Rescue Rules, 1985.

(C) Human Resource Development:

13.82 The scheme envisages to establish and update training facilities in DGMS for organizing training in important areas for key personnel of mining industry and imparting structured training to DGMS officers so as to update and upgrade their technical and professional competence and improve their effectiveness in regulatory, enforcement, advisory and promotional roles. The facilities

so created would be also utilized for disseminating latest information on mine safety principles and practices amongst the key safety personnel of the mining industry and the Workmen's Inspectors.

Major programmes:

- (1) Development of training schedules.
- (2) Conduct of training programmes.
 - (a) Training of DGMS Officers
 - (i) New Entrants.
 - (ii) Existing Officers.
 - (iii) Special Lectures.
 - (b) Training of Key personnel in Mining Industry
 - I. Managerial Personnel
 - II. Safety Officers
 - III. Ventilation Officers
 - (c) Training of Workmen's Inspectors

Approvals of Equipment, Apparatus & PPEs during 01.04.2017 to 30.09.2017:

Sl. No.	Type of approval	No. of approvals granted
1.	No. of field trial/extension	01
2.	Regular approval/extension	01
Total		02

Following activities were undertaken by S&T Division during 01.04.2017 to 30.09.2017

Activity	Achievement
A. Imparting training and facilitating for preparation of Safety Management Plan	58
B. Organizing Programmes for safety awareness in small mines with the help of state governments.	108

C. Development of DGMS Officials on OHS & Technical Subjects Through Training/ Seminars, etc. by exposing them to National & International institutes, Seminars, Conferences etc.	29
D. Digitization of Plans, abandoned mine plans, etc.	386
E. Scientific studies in mines on various subjects in key problem areas of mining for providing continual support to the mining industry by setting appropriate standards, protocols & guidelines.	9
F. Issue of Circulars/guidelines/ standards/protocols on Occupational Safety and Health in mines	6
G. Workshops and seminars on development of guidelines/ standards/ protocols, new technologies, Occupational Safety and Health matters and on other subjects	10
H. Implementation of computer based Statutory Examinations for Senior Exams (Coal & Metal)	Continued
I. Computerization and digitization of examination records, validation recording & tracking system	Continued
J. Training of middle-level management officials, Workmen's Inspectors, Workers and others by MSHA	Nil

13.83 During the period 01.04.2017 to 30.09.2017 approvals of equipment, appliances, materials and machinery granted for use in mines are given below:

Mine Accident Analysis and Modernization of Information Database (MAMID)

13.84 Mine Accident Analysis and Modernization of Information Database (MAMID). This Plan Scheme is continued for the 12th Five Year Plan 2012-17. Later, a part of Plan Scheme "e-Governance in Directorate General of Mines Safety (e-DGMS), is merged with the ongoing Plan Scheme MAMID.

Objective/Scope of the Scheme:

13.85 To mitigate risk of disasters and accidents in mines through detailed analysis of accidents and dangerous occurrences and accordingly activate promotional channels;

To implement Risk-based Inspection System for coal and non-coal mines;

To disseminate mine information through various reports, technical instructions/ guidelines, circulars on electronic as well as other conventional media;

To implement e-Governance in DGMS.

13.86 Achievement: April, 2017 – September, 2017

1. Reports published

- Standard Note on DGMS as on 01.01.2017 published.
- Statistics of Mines in India, Vol. I (Coal), 2014
- Statistics of Mines in India, Vol. II (Non-Coal), 2014
- Monthly publication of accident statistics and analysis of the accidents

2. The following activities were undertaken under this scheme in the financial year 2017-18 as on 30th September 2017.

Sl. No	Physical Activity	Target	Achievement
1	e-Governance in DGMS including development of software modules of development of infrastructures etc.	2	3
2	Analysis of Current Accident Reports	80	60

3	Issue of Alerts & Circulars (based on all fatal accident analysis etc.)	20	14
4	Development of DGMS Officers on Inspection/ Safety Audit, Accident Investigation etc. by exposing them to National/ International Institutes/ Organization	20	15
5	Publication of Reports	3	3
6	Review of DG's Technical Instructions & Circulars and issue of new instruction and circulars on technical & other matters	10	5
7	Workshops and Seminar on different subjects like ShramSuvudha Portal, use of developed software modules, accident investigation, annual return, procurement through GeM etc.	6	4
8	Organizing National Safety Awards (Mines)-once in 2 years	Organised on 17th August 2017	
9	Organizing National Conference in Safety in Mines-once in 4 years	To be organised in 2018	

- Facilitated mine management in preparation of Safety Management Plan and their audit for 280 Mines.
- Fourteen Alerts have been issued to mine management for preventing/minimizing recurrence of similar type of accidents in future.
- All accident reports of enquiry into all fatal accidents were scrutinized. Causes and circumstances leading to these accidents were finalized and compiled for inclusion in DGMS Annual Report.
- 25 Safety Weeks were observed.

- One hundred and eight Awareness Camps have been organized at different zones, regions & sub-regions with a view to disseminate information about latest initiatives and new services and also on Silicosis.



- 63 Tripartite & Bipartite meetings were held on safety related issues.
- 81 DGMS officers & Staff were imparted training on e-Bhavishya.
- 90 Workshops/ seminars were conducted on "e-filing of annual returns through Shram Suvudha Portal", Implementation of SMP, Online approval System, Online permission system, Online Application for NSA(Mines), Silicosis, etc.

E-Governance in DGMS

13.87 Under plan scheme, DGMS has moved on the path of e-governance, utilizing the power of IT in accordance with the recommendations of the Central Cabinet. In order to achieve this goal, an e-Governance Road map has been made, which has suggested implementing it in a phased manner giving importance on the establishment of formal organizational structure and project management structure.

13.88 In the current year, following new initiatives are taken up by DGMS :

- Computer-based examination system for Mine Manager's Certificate of Competency in Metal has been implemented. Computer-based examination system for junior level examination is under progress.
- Development of following software modules by National Informatics Centre (NIC) and/or National Informatics Centre Services Inc. (NICSi) is continued. The status of each module is given below.

Sl. No	Software Module	Status
1	Approval System	Made live on 01.07.2017
2	Permission, Exemption and Relaxation System	Made live on 01.07.2017
3	National Safety Awards (Mines)	Made live on 01.07.2017
4	Accidents & Statistics	Under Testing
5	Accounts and Budget	Under Testing
6	Administration/Establishment	To be taken up in II nd Phase
7	Legal Management System	
8	Material Management	

- Further a Unified Web Portal (UWP) i.e. ShramSuvidha Portal, for on-line system for Registration of all establishments (mines) for Labour Identification Number (LIN), Reporting of Inspections, Submission of Annual Returns and Redressal of Grievances, Risk-based Inspection system for Coal Mines have been developed by

National Informatics Center (NIC) with an aim to:

- ❖ enhance transparency in labour inspection system;
- ❖ facilitate ease of reporting inspection under various Labour Laws at one place;
- ❖ facilitate submission of on line return (s);
- ❖ to improve the monitoring of labour inspection based on Key Performance indicators;
- ❖ consolidated information of Labour Inspection and its enforcement; and
- ❖ effective Grievance Redressal System hyperlinked with Department of Administrative Reforms & Public Grievance (DARPG) Portal.



NATIONAL SAFETY COUNCIL

13.89 The National Safety Council (NSC), set up by the Ministry of Labour and Employment, (MoLE) Government of India, on 4th March, 1966 is an independent, non-profit making and autonomous society. Its mission is 'Building capacity, developing material, methods, procedures and strengthening the national movement (including unorganized sector) on Safety, Health and Environment to prevent and mitigate the loss of life, human suffering and economic losses'.

Table 13.8

**THE DETAILS OF TRAININGS ATTENDED BY DGMS OFFICERS DURING
01.01.2017 to 30.09.2017**

Sl. No.	Name of the Seminar, Workshop, Symposium etc	Venue	Period	No. of Officers attended
1	Twentieth Appreciation Course in Legislative Drafting	New Delhi	6 th -20 th Feb., 2017	03
2	International Conference on NexGen Technologies Mining & Fuel Industries (NexGenMIFu-2017)	New Delhi	15 th -17 th Feb., 2017	07
3	Two days Training Programme for Technical Committee Members	Noida	22 nd -23 rd Feb., 2017	01
4	International Workshop on "Best Practices in Methane Drainage and use in Coal Mines."	Ranchi	09-10 th March, 2017	02
5	International Vision Zero Conference on Occupational Safety & Health	New Delhi	15 th -17 th March., 2017	28
6	Workshop On Contractor Safety and Health Management	Kolkata	21 st April, 2017	01
7	4 th National Standards Conclave	New Delhi	1 st – 2 nd May, 2017	02
8	Training Bhavishya Pension Online system	Hyderabad	8 th May, 2017	30
9	Training Bhavishya Pension Online system	Ghaziabad	9 th May, 2017	20
10	Training Bhavishya Pension Online system	Dhanbad	12 th May, 2017	31
11	Expert lecturer in the short Course Entitled "Electrical Safety In Mines and Future Prospects."	IIT (ISM), Dhanbad	19 th – 22 nd June, 2017	03
12	Training of Mine Managers on Safety Management.	IICM, Ranchi	14 th July, 2017	01
13	33 rd National Convention of Environmental Engineers and National Seminar on "Status of Technological Advancement to Meet the Environmental Norms for Indian Mining and Allied Industries."	DGMS, Dhanbad	24 th – 25 th August, 2017	06
14	Two days Training Programme for Technical Committee Members.	Noida	13 th – 14 th Sept., 2017	02
15	Workshop on Oil Mines Regulations - 2017	Mehsana, (Gujarat)	15 th – 16 th Sept., 2017	17

13.90 The management and control of the affairs of the Council are vested in the tripartite Board of Governors. The Board consists of 51

members besides the Chairman who is nominated by the Govt. of India. Headquartered in Navi Mumbai, it is an

institution of international repute with an all India network of around 8600 members comprising (i) Corporate Members (Industrial establishments, employers' organizations, professional bodies and institutions) (ii) Trade Union organizations, (iii) Individual Members, (iv) Life Members, and (v) International Members with 17 Chapters across the country.

IMPORTANT ACTIVITIES & SERVICES

➤ At the National Level

- Organizing National Level Conferences/Seminars/Workshops
- Conducting Training Programmes – both national level and need-based unit level.
- Conducting E-learning Programmes on various OSH topics
- Undertaking consultancy services such as Safety Audits, Risk Assessments & HAZOP Studies, Safety Awareness Surveys, Disaster Management services
- Safety Rating for Factories, Construction Sites, Hospitals, Hotels, Malls and other commercial establishments
- Developing promotional material like National Safety Calendar, Posters
- Providing information resources : HSE Diary, Pocket Guides, HSE library
- Publications such as Technical Manuals, Booklets, reprints of important International Publications
- Bringing out periodicals : Quarterly Industrial Safety Chronicle and bi-monthly Industrial Safety News
- Spearheading National Level awareness campaign National Safety Day and promoting other campaigns viz. Road Safety Week, Fire Services Week and World Environment Day
- Operating national level NSCI Safety Awards Schemes for (a) Manufacturing (b) Construction, and (c) Micro, Small and Medium Enterprises sectors & holding annual Awards Functions
- Producing video films on different OSH topics
- Contributing to development of national safety standards: Chairmanship of BIS Sectional Committee CHD 8 and also member on other Sectional Committees.
- Cooperation and collaboration with industry associations, corporate members of NSC from public and private sectors, institutions such as CII, SAIL, GAIL, NTPC, L&T, DMI, etc.

➤ At the International Level

- Organizing International Conferences/Seminars/Workshops.
- Cooperation and collaboration with ILO, UNEP, DGUV (Germany), ADPC (Bangkok), JISHA (Japan), NSC (USA), AIHA (USA), KOSHA (Korea), KISA (Korea), International Social Security Association (ISSA) and member organizations of APOSHO (Asia Pacific Occupational Safety and Health Organization) of which NSC is a founder-member.
- Participation & presentation at International events & meetings.

CHAPTER - 14

DATTOPANTTHENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND DEVELOPMENT (ERSTWHILE CBWE)

STRUCTURE

14.1 Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) is headed by a Chairman. Its headquarters is at Nagpur. The Chief Executive of the Board is the Director, who is assisted by an Additional Director, Financial Adviser Deputy Directors, Zonal / Regional Directors and Subordinate Staff etc. The Board operates through 50 Regional Directorates and 7 Sub-Regional Directorates. The six Zonal Directorates situated at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones.

14.2 Tripartite Regional Advisory Committees constituted for each Regional Directorate review the progress of the scheme and recommend measures for effective

implementation of Workers Education Programmes. The Indian Institute of Workers Education (IIWE), Mumbai, an apex level training Institute of the Board, was established in 1970.

14.3 The Board has an apex level training institute – Indian Institute of Workers Education, Mumbai established in 1970 to conduct national level training programmes for the activists of Central Trade Union Organisations / Federations, Voluntary Organisations besides training programmes for Board's Officials.

Programmes

Board organizes different types of training programmes for the workers in organised, unorganised, rural and informal sectors as indicated in the table below.

COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME

Sr. No.	National Level	Sr. No.	Regional Level	Sr. No.	Unit Level	Sr. No.	Specific Categories
1	Education Officers Training and Retraining Course	1	Training of Trainers	1	Unit Level Classes	1	Functional Adult Literacy Classes
2	Organising Trade Unions	2	Personality Development Programmes	2	Need Based Special Programmes	2	Empowerment Programme for Unorganised Workers (4-days)
3	Women Empowerment Trade Union Management	3	Joint Education Programmes (1 day)	3	Joint Education Programmes (2-days)	3	Empowerment Programme for Weaker Section (4-days)
4	Conference of DDs, ZDs & RDs (CBWE)	4	Programmes under Self Generation of Funds (1/2/3-days) CTP	4	Plant Level Programme for Trained Workers (1 day)	4	Empowerment Programme for Rural Workers (4-days)
5	Computer Awareness to Trade Unionist	5	Need Based Seminars (1-2 days)			5	Retraining programme for Unorganised Workers (1 day)
6	Leadership Development for Trade Union Activists	6	Quality of Life for Workers and their Spouses (4/2 days)			6	Rural Awareness Camps (2 days)
7	"Organisational Development and role of Trade Union."	7	MGNREGA			7	Retraining programme for Rural Workers (1 day)
8	Role of Trade Unions in National Integration.					8	2 days programme for :
9	Training programme for Gr. 'C' & 'D' Officials of CBWE (MTS) on "Good Workshop".					8 (a)	Unorganised workers/Stone Quarry etc.,
10	Dynamics of Leadership.					8 (b)	Women Workers

11	Labour Legislation & Contract Workers					8 (c)	SC/ST Workers
12	'Challenges before trade union in changing scenario. for the activists of BKMS.					8 (d)	Parents of Child Labour/ Child Labour.
13	Trade Unions and Industrial Relations.					8 (e)	Labour Welfare and Development
14	-Welfare Provisions for Unorganised Sector Workers". Welfare Provisions in Labour Laws for Construction/ Plantation Workers.					8 (f)	Construction Workers
15	Management of Trade Unions in Changing Scenario".					8 (g)	HIV / AIDS Programme
16	"Emergence Challenges before Trade Unions"					8 (h)	Rickshaw Pullers
17	Contract Workers Development Programme for Contract Workers of Coal/Non Mining.						
18	Trade Union & Industrial Relations".						
19	Personality Development for the Life Insurance Employees						
20	Emerging Trade Union Policy for Trade Union Activists.						
21	Trade Union Management						

14.4 Since 1970 till 31st October, 2017, the Board has conducted 4126 programmes of varied durations, IIWE at national level for 30786 participants. In the organized, unorganized and rural sector, the Board has in all conducted 477936 programmes of varied durations for 14331093 workers since inception till October, 2017.

14.5 Besides, the Board has been generating awareness among the informal sector workers about various welfare schemes through its Labour Welfare and Development Programmes.

14.6 The special programmes for the beneficiaries of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) has been introduced by CBWE from the financial year 2011-12. During April, 2017 to October, 2017, the Board has conducted 74 programmes for the 2825 workers in rural sector under MGNREGA scheme.

14.7 The Board has also organized special training camps for unorganized sector workers of digitization, cashless transaction & opening of bank accounts as per MOL&E guidelines dated 08.12.2016 w.e.f. 2016-17. Accordingly 2513 workers were sensitized through training by the Board and 842 bank accounts were opened within short span of time in 2016-17. Thereafter special sessions are also continued for the year 2017-18 by the board in the training programmes.

NATIONAL LEVEL PROGRAMMES

14.8 Programmes for representatives from Central Trade Union Organizations /

Federations and Voluntary Organizations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Director and Education Officers of the Board as well. In view of the specialized training needs to tackle some of the specific issues by Trade Unions, three cells namely (i) Industrial Health, Safety and Environment (ii) Education for Rural and Unorganised Sector Workers and (iii) Women and Child Labour have been established in the Institute.

14.9 During the period from April, 2017 to October, 2017, the following programmes were conducted by the Institute:-

Title of the programme	No. of programmes	No. of participants
National Levels Training programmes on different topics was conducted at IIWE for the trade unions activists and Trade Union Organizations like National Railway Mazdoor Union (NRMU), Central Government Employees Confederation (CGEC) Western Railway Employees Union, CTUO, CRMS, HMS, INTUC, BMS, AITUC, , NFIR, AIRMF, NUSI-HMS and BKSM. ICL, NLO, TUCC	15	376

PROGRAMMES AT REGIONAL LEVEL

14.10 Details of training programmes conducted by the Regional Directorates during the period April, 2017 to October, 2017 including Unit Level Classes, programmes for rural workers and workers belonging to

unorganized sector and weaker sections are indicated in the Table given below-

Activities of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) for the period 2017-18

Activity	Target 2017- 18	Achievement from 1.04.2017 to 31.10.2017	
		Progs.	Participants
REGIONAL LEVEL			
Training of Trainers (1 ½ month)	4	-	-
Personality Development Programme (21- days)	31	10	224
Refresher Course for Trainers (1 week)	0	-	-
Joint Education Programme on Participative Management (1 day)	396	560	14843
Programmes under Self Generation of Funds / CTPG (1/2/3 days)	938	325	6350
Need Based Seminars (1/2 days)	134	174	4210
Programmes on Quality of Life for Workers and their spouses (4 days)	0	-	-
Programmes on Quality of Life for Workers and their spouses (2 days)	47	5	168
Functional Adult Literacy Classes	2	-	-
Seminar at Plant Level (1 day)	132	109	3500
Special Programme for Self Generation of Fund (5 days)	0	-	-
Workers Participation in Management	77	3	55
UNIT LEVEL			
Part/Full Time Unit Level Classes (3-months/3-weeks/1 month)	46	18	455
Joint Education Programmes for New Members of Joint Councils at Enterprise Level (2 days)	134	160	4079
UNORGANISED SECTOR			
Empowerment Programme for Unorganized Workers/Weaker Section (4 days)	268	52	1967
Programme for Unorganized Sector/Stone Quarry/Construction Workers (2 days)	653	292	10859

Programme for Women Workers (2 days)	524	227	8352
Programme for Parents of Child Labour/Child Labour (2 days)	520	54	2057
Programme for SC/ST, SCSP/TSP (2 days)	3904	1459	54064
Labour Welfare & Development Programme (2 days)	524	170	6414
Programmes for Panchayati Raj (2 days)	125	2	55
Programme on Quality of Life for Workers and their spouses (4 days)	134	7	280
Programme on Quality of Life for Workers and their spouses (2 days)	134	19	752
Retraining Programme for Unorganized (1 day)	268	63	3435
State Level N E (3 days)	36	3	90
Panchayati Raj (3 days) North-East	27	1	24
Special Programmes for North-East (2/5 days)	27	-	-
Leadership Development Programme (10 days)	27	-	-
RURAL SECTOR			
Rural Awareness Camps (2 days)	1045	274	10392
Empowerment Programme for Rural Workers (4-days)	134	16	607
Retraining Programme for Rural Workers (1 day)	259	32	1637
MGNREGA	548	74	2825

ORGANISATION OF UNORGANISED LABOUR AND TRAINING OF RURAL VOLUNTEERS

14.11 Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects, the rural workers education programmes have become a regular and continuing programme. The objectives of the programme are:

- To promote critical awareness of problems, privileges and obligations as workers and citizens;

- To enhance self-confidence and build up scientific attitude of rural workers;
- To educate them to develop their organizations through which they can fulfil socio – economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and Promoting their individual and social interest;

- To motivate for family welfare, planning and to combat social evils.

14.12 Rural Volunteers are given one week orientation /Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. These camps are attended by landless labour, tribal labour, artisans, forest workers and educated unemployed in rural areas etc.

14.13 Tailor made programmes of one to four days durations, based on the functional and educational needs of workers, for Handloom, Powerloom, Khadi & Village Industries, Industrial Estates, Small Scale Units, Handicrafts, Sericulture, Coir Industry, Beedi Industry and Workers of Weaker Sections such as women workers, handicapped workers rickshaw drivers, construction workers, civic and sanitation workers are also organized by the Board.

Performance

14.14 During the period from April, 2017 to October, 2017, the Board has conducted 4111 programmes of various durations and trained 137823 workers of various sectors. Details are given in the table below Para 14.

MAJOR ACHIEVEMENTS

Empowerment Programmes

14.15 In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-days Empowerment Programmes from the financial year 2003-04. During the period from April, 2017 to October, 2017, 607 workers have been benefited in 16 Empowerment Programmes organized for Unorganized, Weaker and Rural Sector workers.

Programmes for Panchayati Raj Functionaries

14.16 The Panchayati Raj Institutions have been entrusted with the responsibility of preparing plans and implementation of various programmes of rural infrastructure development and poverty alleviation programmes which calls for necessary knowledge and skills among the elected members of Panchayati Raj. For the success of Panchayati Raj, its members need to be educated and trained to shoulder their responsibilities in a best manner. Owing to the increasing thrust of the Govt. of India for educating the elected members of Panchayati Raj Institutions, the Board has started, during the year under report, exclusive training programmes of 2-days duration for the elected members of the Panchayati Raj Institutions.

14.17 During the period from April, 2017 to October, 2017, the Board conducted 1 programmes for 24 elected members of the Panchayati Raj Institutions (including N.E. Region).

Retraining Programme for Trained Workers of Rural/Unorganized Sector

14.18 The Board also introduced a new one-day programme called Retraining Programme for those Trained Workers, who were trained long back say before five years, to update their knowledge and also to make them aware about the various welfare schemes launched by the Central/State Governments after their initial training.

14.19 During the period from April, 2017 to October, 2017, 32 such retraining programmes were conducted for 1637 rural / unorganized workers.

Labour Welfare and Development Programmes

14.20 The Ministry of Labour has assigned to the CBWE the task of Generating Awareness among the Rural/Unorganized sector workers about the various welfare schemes of the Government for their socio-economic development.

14.21 Accordingly, the Board has designed and introduced from the year 2003-2004, a new programme called "Labour Welfare and Development" of 2 days duration for the workers of rural/unorganized sector for implementation through its 50 Regional Directorates. During the period from April, 2017 to October, 2017 the Board has organized 170 awareness generation programmes for 6414 workers of rural and unorganized sectors under Labour Welfare & Development programmes.

14.22 Besides, informative study material developed by the Board in the form of booklets and leaflets for distribution to the participants of the training programmes.

GRANTS-IN-AID SCHEME

14.23 The Central Board for Workers Education through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

14.24 The Grants-in-Aid Scheme of the Board was introduced in the year 1960 and developed considerably since then. It is modified and improved from time to time after taking into consideration the suggestions and demands from the Trade Unions. The last revision of the Grants-in Aid scheme and its pattern of

expenditure were done in April, 2005 with a view to induce the trade unions to avail this facility on a wider scale. Similarly the rules and procedure of the Grants-in-Aid Scheme have also been simplified accordingly to meet the Trade Union needs.

14.25 Grants-in-aid is available for conducting full time Residential and Non-residential Programmes of 3 to 7 days duration according to the local requirement of the Trade Union Organizations. The grantees are allowed flexibility regarding subjects to be covered and number of participants. The grants-in-aid scheme has also been extended to the Rural Workers.

14.26 The Board provides grants-in-aid to registered Trade Unions and other institutions for conducting their own workers education programmes.

14.27 The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations. During the period April-October, 2017, 1 programme has been conducted by the Trade Union/Institution and 40 workers trained.

USE OF HINDI

14.28 One meeting of the Official Language implementation Committee of the Board were held at Head Office, Nagpur on 03.01.2017 the progress made in the use of Hindi at Head Office, Nagpur.

14.29 One Official Language Hindi Workshop was conducted on 15th to 17th August, 2017 at Cochin for 33 employees of the Board among them 9 officers and 24 Staff in the Head Office, Nagpur for Zonal and Regional Directors of the Board.

CHAPTER - 15

PLAN AND NON-PLAN PROGRAMMES

15.1 The Ministry is implementing Schemes for the Welfare of Labour during the FY 2017-18. Main emphasis of these programmes /schemes are on Elimination of Child Labour, Abolition & Rehabilitation of Bonded Labourers and Employment Generation. The important schemes under Social Security for Workers are; Employees Pension Scheme, 1995, National Child Labour Project (NCLP), Employment Generation Programs and Labour Welfare Scheme.

15.2 The M/o Finance has provided an outlay of Rs. 6878.34 Crore for the Central Sector Schemes/Centrally Sponsored Schemes for the Ministry of Labour & Employment during the Financial Year (2017-2018). The details of the Schemes Outlay are given in Table 15.1.

15.3 The expenditure under non plan activities for the last three years is given in Table 15.2. Plan and Non-Plan bifurcation has been discontinued from Financial Year 2017-18. Total BE for the Financial Year 2017-18 is given in Table 15.3

15.4 Planning Unit in the Ministry of Labour & Employment deals with the monitoring of CS/CSS schemes including Scheduled Caste Welfare Programmes, Scheduled Tribe

Component and quarterly review of North East component expenditure. Planning Unit is also the nodal unit for allocations for Welfare of Scheduled Caste (AWSC) and Scheduled Tribe Component (STC).

15.5 In compliance of the Government directives, this Ministry has earmarked Rs. 1114.30 Crore (16.2% of total allocation) for Allocation for Welfare of Scheduled Caste (AWSC) and Rs. 564.03 Crore (8.2% of total allocation) for allocation under Scheduled Tribe Component (STC) during the current financial year i.e. 2017-18.

15.6 10% of Plan Allocation (Rs. 68.78 Crore) has been earmarked for specific Projects / Schemes in the North-Eastern (NE) States and Sikkim during 2017-18.

15.7 The scheme administered by Planning Unit namely "Grants-in-Aid to Research and Academic Institutions and Non-Governmental Organizations (NGOs) and Voluntary Organizations (VOs) for undertaking research in labour related matters" has been discontinued since April 2017. However, the undergoing studies are being monitored as per the existing guidelines.

Table: 15.1
Ministry of Labour & Employment: Central Sector Schemes/Centrally Sponsored Schemes
Financial Outlay 2017-18

(Rupees in crore)

Sl. No.	Name of Schemes	Financial Outlay 2017-18
1.	Labour and Employment Statistical System	68.00
2.	Strengthening of Adjudication machinery and holding of LokAdalats	10.00
3.	Machinery for Better Conciliation, Preventive Mediation, Effective Enforcement of labour Laws, Chief Labour Commissioner	20.00
4.	Creation of National Platform Of Unorganised Workers and allotment of an Aadhar seeded identification numbers	100.00
5.	Employee Pension Scheme, 1995	4771.18
6.	Social Security for Plantation Workers in Assam	50.00
7.	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour.	160.00
8.	Employment generation programme	
(i)	National Career services	125.00
(ii)	PradhanMantriRojgarProtsahanYojna	1000.00
(iii)	Coaching and Guidance for SC, ST and OBCs	26.00
(iv)	Employment Promotion Scheme	13.90
9.	Strengthening of DGFA SLI organisation and OSH in factories , ports and docks	17.00
10.	Development of Regional Labour Institute, Faridabad as National Centre for Excellence	5.26
11.	Mine Accidents Analysis and Modernisation of Information Database	10.00
12.	Strengthening of Infrastructure facilities and core functions of Directorate of Mines Safety	17.00
13.	DattopantThengadi National Board for Workers Education & Development, Nagpur (formly known as CBWE)	90.00
14.	V.V. GNLI, Noida	15.00
15.	Labour Welfare Scheme	380.00
	Total*	6878.34

*Note: Total BE (2017 -18)	7188.38
Less Establishment expenditure of the centre	310.00
Less Establishment of RLI, Shilong.	0.04
Total (Central Sector Schemes/Centrally Sponsored Schemes)	6878.34

Table 15.2
NON-PLAN PROVISIONS AND EXPENDITURE

(Rs. in crore)

Sl. No.	Scheme	2014-15		2015-16		2016-17	
		BE	Actual Exp	BE	Actual Exp	BE	Actual Exp
1	Secretariat Social Services	39.05	37.6	43.08	40.02	47.89	50.57
2	Research & Statistics	9.81	9.27	10.66	9.43	11.08	10.84
3	Industrial Relations	49.19	47.28	51.49	51.51	58.16	60.47
4	Working Conditions & Safety	61.30	64.28	69.14	67.93	75.83	79.70
5	Labour Education	54.42	49.18	57.68	57.68	57.68	68.55
6	Labour Welfare Schemes	272.90	220.11	290.00	207.15	302.44	240.05
7	Transfer to Reserve Funds	194.98	189.80	207.34	171.64	211.38	179.08
8	Social Security	2556.88	2310.99	2557.90	3557.9	4068.09	4068.09
9	International Cooperation	14.08	16.43	17.53	17.00	17.53	18.61
10	Other Items	0.74	0.33	0.86	0.57	0.86	0.32
11	Welfare of SC/ST and other Backward Classes	5.25	5.36	6.07	5.67	6.55	6.63
12	Employment	40.72	39.43	43.99	39.48	46.49	32.95
13	Training	55.39	53.86	59.95	56.13	0.00	0
	Total	3354.71	3043.92	3415.69	4282.11	4903.98	4815.86

* Plan and Non-Plan bifurcation has been done away with from Financial Year 2017-18. Therefore, there is no Non-Plan Provision separately. Total BE 2017-18 is tabulated below.

Table 15.3

* Plan and Non-Plan bifurcation has been done away with from Financial Year 2017 -18. Therefore, there is no Non-Plan Provision separately. Total BE 2017 -18 is tabulated below.

		<i>Rs in Crore</i>
S.No	Schemes / Programmes	BE 2017-18
1	Secretariat Economic Services	58.00
2	Labour Bureau	12.74
3	Other Items related Chief Labour Commissioner, Central Government Industrial Tribunal, Research and Information Technology	76.28
4	Direcorate General of Factory Advice Services (DGFASLI)	24.88
5	Directorate General of Minies Safety (DGMS)	65.10
6	Internation Cooperation	22.00
7	Directorate General of Employment	51.00
8	Labour and Employment Statistical System (LESS)	68.00
9	Strengthening of Adjudication Machinery and holding of LokAdalats	10.00
10	Machinery for Better Conciliation, Preventive Mediation, Effective Enforcement of Labour Laws, Chief Labour Commissioner	20.00
11	Development of regional Labour Institute, Faridabad as National Centre of Excellence	5.26
12	Strengthening of DGFASLI organisazation and OSH in factories, Ports and docks	17.00
13	Establishment of Regional Labour Institute at Shillong for North East Regions	0.04
14	Mine Accidents Analysis and Modernization of Information Databass	10.00
15	Strengthening of Infrastructure facilities and core functions of Directorate General of Mines Safety	17.00
16	Labour Welfare Scheme	380.00
17	Creation of National Platform of Unorganized Workers and allotment of an Aadhaar seeded indentification numbers	100.00
18	Employees Pension Scheme, 1995	4771.18
19	Social Security for Plantation Workers in Assam	50.00
20	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour	160.00
21	Central Board for Workers Education	90.00
22	National Labour Institute	15.00
23	Skill Development Mission	
24	Employment Generation Programs	
	Coaching and Guidance for SC,ST and Other Backward Classes	26.00
	Employment Promotion Scheme	13.90
	PradhanMantriRojgarProtsahanYojna	1000.00
	National Career Services	125.00
25	Transfer to Reserve Fund	
	Gross Budgetary Support	190.00
	Less Recovery	-190.00
	Total Budget	7188.38

CHAPTER - 16

WELFARE OF SCHEDULE CASTES AND SCHEDULE TRIBES

NATIONAL CAREER SERVICE CENTRES FOR SCHEDULED CASTES AND SCHEDULED TRIBES

16.1 The National Career Service Centers (NCSCs) for Scheduled Castes and Scheduled Tribes (erstwhile CGCs) operate two schemes, namely Special Coaching Scheme and Computer Training.

16.2 The scheme was launched in 1969-70 in 4 Centers on a pilot basis. Keeping in view the success of the scheme, it was extended to another nineteen States in a phased manner. At present, twenty five National Career Service Centres for SCs & STs are functioning in twenty five States/Union Territories (two of these at Jowai and Vishakhapatnam are still in the process of being made fully functional). These centres provide Occupational Information, Individual Guidance and organize Confidence Building Programmes for the benefit of the job seekers belonging to Scheduled Castes and Scheduled Tribes and review the Old cases. The applicants are provided guidance at the time of their registration with the Employment Exchange and also when they are sponsored against notified vacancies. The Centre also follow up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates.

16.3 In addition, fourteen of these Centres

provide facilities for training in Shorthand and Typing. The physical achievements of various National Career Service Centres from April, 2017 to October, 2017 are given below:

ACTIVITY	NO. OF CANDIDATES COVERED
Registration Guidance	23455
Pre-Submission Guidance *	3981
Confidence Building Programme	17961
Training in Typing and shorthand	8028
Pre-Recruitment Training (PRT)	933

* Guidance given to candidates before submission of his candidature to the respective employer for selection /Interview

SPECIAL COACHING SCHEME

16.4 To facilitate the recruitment against reserved vacancies in various Central Government Ministries/Departments, the Directorate General of Employment has launched another scheme namely "Special Coaching Scheme" for Scheduled Castes and Scheduled Tribes so as to enable SC/ST job seekers to appear in Competitive Examinations conducted by Staff Selection Commission and other Recruitment Boards for recruitment to Group 'C' posts. This scheme was launched in 1973 on a pilot basis at Delhi and 33 phases of

this scheme have been completed so far. The next batch is in progress with effect from 01.07.2017.

16.5 Encouraged with the success of the above scheme, the scheme was extended to more places through the National Career Service Centres located at Bangalore, Calcutta Hyderabad, Ranchi, Surat, Kanpur, Chennai, Guwahati, Hisar, Imphal, Jabalpur, Thiruvananthapuram, Bhubaneswar, Jaipur, Nagpur, Mandi, Jammu, Jalandhar, Kohima and Naharlagun in a phased manner and so far 23 phases of the Scheme have been completed and 18328 SC/ST candidates have successfully completed coaching under this programme so far. The next batch is in progress w.e.f. 01.07.2017.

COMPUTER TRAINING TO SC/ST EDUCATED JOB SEEKERS

16.6 This scheme was started with effect from February 2004, to provide six months Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing training facilities. The Scheme has been modified keeping in view the demand of trained manpower in the job market with effect from August, 2009 to 'O' level one year computer training. 15960 SC/ST candidates through National Institute of Electronic & Information Technology (NIELIT) have been provided training under the supervision of 21 NCSCs in nine batches. The training of 10th batch is in progress with a seating capacity of 2000 SC/ST candidates registered with the Employment Exchanges w.e.f. July, 2017 under the supervision of 21 NCSCs for SC/STs. The one year 'O' level Computer Training Hardware Maintenance Training has also been introduced

w.e.f. 01.08.2012. So far 6350 SC/ST candidates at 19 NCSCs for SC/STs have been provided training in four batches and 6th batch is in progress w.e.f. August, 2017 with a seating capacity of 1000 SC/ST Candidates.

Labour Welfare Funds / Schemes

16.7 A number of schemes providing medical, housing, educational, recreational, water supply and family welfare benefits are being implemented for workers [including SCs / STs persons and Persons with Disabilities (PWDs)] engaged in Mica Mines, Iron Ore, Manganese Ore and Chrome Ore Mines, Limestone and Dolomite Mines, Cine and Beedi workers under the five Welfare Funds, namely, Mica Mines Labour Welfare Fund; Limestone & Dolomite Mines Labour Welfare Fund; Iron Ore Mines, Manganese Ore and Chrome Ore Mines Labour Welfare Fund; Cine Workers Welfare Fund; and Beedi Workers Welfare fund set up by the Acts of Parliament. No separate data is maintained with regard to budget / expenditure / number of persons benefited in respect of SCs / STs Persons and Persons with Disabilities (PWDs).

Rehabilitation of Bonded Labour

16.8 In order to assist the State Governments in the task of rehabilitation of released Bonded Labourers, this Ministry of Labour & Employment launched a Centrally Sponsored Plan Scheme for rehabilitation of released bonded labour in May, 1978. The Government has revamped the Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labourers with effect from 17th May, 2016. The revamped scheme is known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016'. The revised scheme is a Central Sector Scheme. The

State Government is not required to pay any matching contribution for the purpose of cash rehabilitation assistance. Financial assistance has been increased from Rs. 20,000/- to one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or woman or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit. *Till date, a sum of Rs. 9102.12 Lakhs has been released under the scheme to the State Governments for rehabilitation of 2,89,222 bonded labourers.* As per the report of the National Commission on Rural Labour, 1991, 86.6% of the identified bonded labour belong to SC/ST category, so benefits of the scheme are flowing predominantly to these categories of bonded labourers.

SURVEYS AND RESEARCH STUDIES

16.9 Labour Bureau has been inter-alia conducting the following two separate Studies on Scheduled Castes and Scheduled Tribes Workers:-

- i) Working and Living Conditions of the Scheduled Castes Workers engaged in four groups of unclean occupations viz., Sweeping and Scavenging, Flaying and Tanning, Bone-crushing and Shoe-making in urban areas. Coverage has now been extended to cover clean occupations and the adjoining rural areas of the selected centres as well.
- ii) Socio-economic conditions of Scheduled Tribes Labour in selected industrial centres/belt.

16.10 Bureau has so far conducted 9 surveys in Scheduled Castes centres and 9 surveys in Scheduled Tribes centres. The last ST Survey was conducted in Scheduled Tribes belt of Kalahandi, Bolangir & Koraput districts of Odisha and the report has since been released.

Reservation in Labour Bureau

16.11 Data on representation of Scheduled Castes (SCs) / Scheduled Tribes (STs) employees in the Ministry of Labour & Employment is furnished in **Table 16.1**.

16.12 As per the requirement of the "Rights of Persons with Disabilities Act, 2016, 4% posts are to be reserved for Person with Disabilities. The data and number of posts held by Persons with Disabilities (PWDs) in the Ministry of Labour and Employment is furnished in the **Table 16.2**

CHAPTER - 17

LABOUR STATISTICS

Functions and Organizational Set-up of Labour Bureau Chandigarh/Shimla:

17.1 Set up in 1946, Labour Bureau has been engaged in collection, compilation, analysis and dissemination of labour statistics at All India and State level on different facets of labour. The statistics help in providing vital inputs for formulation of suitable policies and for suggesting appropriate ameliorative measures to improve the conditions of different segments of labour force. **The main activities of the Bureau include:**

- i) Compilation and maintenance of Consumer Price Index Numbers for (i) Industrial Workers; (ii) Agricultural and Rural Labourers, (iii) Retail Price Index of Selected Essential Commodities in Urban and Rural Areas and (iv) Wage Rate Indices,
- ii) Collection, compilation and dissemination of statistical information on various aspects of labour such as employment, wages and earnings, absenteeism, labour turnover, social security, welfare amenities, industrial relations, etc. on the basis of statutory and voluntary returns under different Labour Acts.
- iii) Conducting research studies and surveys on labour related matters in organized/

unorganized sectors covering, inter alia, SC/ST Workers, Women Labour, Contract Workers and occupational wage surveys in manufacturing industries, mines, plantations and service sectors.

- iv) Imparting training to State/UT personnel and the trainees sponsored by various State and Central agencies.
- v) Bringing out regular and ad-hoc publications in the field of labour.

17.2 The two main wings of Labour Bureau are at Chandigarh and Shimla and its five Regional offices are at Ahmedabad, Kolkata, Chennai, Kanpur and Guwahati with a Sub-Regional office of the Ahmedabad office at Mumbai.

Major Activities and Achievements of Labour Bureau**Consumer Price Indices**

17.3 The Consumer Price Indices compiled & maintained by Labour Bureau on a regular monthly basis are as under:-

(a) Consumer Price Index Numbers for Industrial Workers (CPI-IW) base 2001=100

1. Consumer Price Index Numbers for Industrial Workers (CPI-IW) which

measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population are compiled and maintained by Labour Bureau, an attached office of the Ministry of Labour and Employment, since 1946.

2. Labour Bureau has compiled and released the **Consumer Price Index Numbers for Industrial Workers** on base: 2001=100 from January, 2006 to September, 2017.
3. These Index Numbers are utilized for revision of wages, determination of variable dearness allowance, measuring inflationary trends and for policy formulation.
4. The weighting diagrams for the current series were derived on the basis of the Working Class Family Income and Expenditure Survey conducted during 1999-2000. The weights for broad groups are presented in **Box 17.1**.
5. The index numbers are released on the last working day of every succeeding month through Press Release, Fax, E-mail and Monthly Index Letter. These are also published in the Bureau's monthly publication "Indian Labour Journal" besides putting them on the Bureau's Website www.labourbureaunew.gov.in
6. The three statements on CPI (IW) showing Annual Percentage Variations, Monthly Percentage Variations and Annual Rates of Inflation are at **Tables 17.1, 17.2 and 17.3** respectively.

17.4 An Annual Report on Consumer Price Index Numbers for Industrial Workers containing useful information on index numbers at group/Sub-group level is also brought out by the Bureau. The Annual Report on CPI (IW) on base: 2001=100 for the year 2016 has been released.

(b) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL/AL)] (Base: 1986-87=100)

17.5 Based on the retail price data collected from 600 sample villages, CPI Numbers for Rural labourers and its subset Agricultural Labourers are being compiled for 20 States and All-India on base 1986-87=100 on a monthly basis. These index numbers are used for revision and fixation of minimum wages in respect of the employments in agriculture under the Minimum Wages Act, 1948.

17.6 Labour Bureau has compiled & released CPI Numbers for Agricultural & Rural Labour (Base 1986-87=100) upto the month of September, 2017.

17.7 The comparative statement of annual variation in CPI-AL and CPI-RL is presented in **Box 17.2**. The Monthly indices and annual rate of inflation are presented respectively in **Tables 17.4 & 17.5**. The **Annual Report on CPI Numbers for Agricultural and Rural Labourers (Base: 1986-87=100)** for the year 2015-16 has been released.

(c) Base Updation of Price Index Numbers for Industrial Workers (CPI-IW)

17.8 As per the recommendations of ILO, the Family and Expenditure Surveys should be

conducted at intervals not more than 10 years. These surveys are conducted under the guidance of The Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). Labour Bureau is in the process of updating the series with more recent base period i.e. 2016=100. Technical details of the survey i.e. Selection of Centres, Determination of Sample Size, Sample Design, Schedules and Instructions have been finalized after getting requisite approvals from Standing Tripartite Committee, Technical Advisory Committee (Statistics of Price and Cost of Living) and National Statistical Commission. The base price of all the 88 centers has been finalized. The price data received from all the 88 centers is being posted and scrutinized regularly. The preliminary survey for preparation of frames of blocks/ establishments and Selection of First Stage sampling launched by NSSO in April, 2015 has been completed. The main Survey of Working Class Family Income and Expenditure which was launched from January, 2016 in all the States / UTs across the country has also been completed in January, 2017.

The data collected through WCFI&ES have been scrutinized by Labour Bureau and data entry and its processing has been taken up by National Institute of Electronics and Information Technology (NIELIT). The data cleaning process has been completed for all the 88 centers and the preparation of weighting diagrams is in progress. The test run of software for capturing online price data developed by NIELIT has been initiated and necessary modifications/ improvements are being incorporated by NIELIT. After the

preparation of weighting diagrams, parallel compilation of new and existing indices for a period of one year to arrive at the linking factors of the two series will be carried out. On completion of these activities, new Series will be placed before National Tripartite Forum represented by Apex Level Trade Union Leaders, Employers' Associations Representatives and State Representatives both from Central Ministries as well as States. On approval by the Tripartite Committee the index with new base will formally be released.

(d) Wage Rate Index Numbers

17.9 Wage Rate Index Numbers have been compiled up to the year 2014. The indices are compiled by using the data on basic wages and dearness allowance, which are of regular nature of earnings of the workers in the organized sector in India. Processing of data and compilation of Wage Rate Index Numbers for the year 2015 is under progress. Information on Wage Rate Index Numbers, Absolute Wage Rates and Real Wage Rates (at 1960 price) in selected 21 industries from the years 2012 to 2014 are given in **Table 17.6**.

Statutory and Voluntary Returns

17.10 Labour Bureau collects, compiles and disseminates labour statistics on different facets of labour based on Annual statutory returns received from various State and UT authorities under the provisions of various Labour Enactments and voluntary statistics relating to industrial disputes, closures, lay-offs and retrenchments furnished every month by

the State and Central Labour Departments to the Labour Bureau as given in **Table 17.7**.

Field Surveys and Studies

17.11 The data compiled from periodic returns do not meet all the requirements for planning and policy formulation in the field of labour. Accordingly, the Bureau conducts periodic/ad-hoc surveys on different aspects of labour such as: i) Employment, ii) Wages and Earnings, iii) Working and Living Conditions of workers engaged in the Organized and Unorganized sectors of the economy to bridge the gap in the availability of labour statistics.

(a) Rural Labour Enquiry

17.12 Rural Labour Enquiries are of great value in designing the policies and programmes with the objective of ameliorating the living and working conditions of rural labour. The data for the purpose is collected by the NSSO as a part of its general Employment & Unemployment Surveys conducted on quinquennial basis. The responsibility of preparation and publication of reports on the findings of the survey is entrusted to Labour Bureau. The Organisation brings out reports on different aspects of Rural Labour Households viz., (i) Indebtedness, (ii) Consumption Expenditure, (iii) Wages & Earnings, (iv) Employment & Unemployment and (v) General Characteristics of Rural Labour Households.

- The consumer expenditure data collected through RLE is also utilized for derivation of weighting diagrams for construction of series of CPI Numbers for Agricultural and

Rural Labourers. The weighting diagrams for the current series of CPI Numbers for Agricultural and Rural Labourers with base 1986-87=100 were derived from the consumer expenditure data collected during 38th Round of NSS (1983). This series (1986-87=100) had replaced the old series (1960-61=100) with effect from November, 1995 index. The CPI Numbers for Agricultural and Rural Labourers facilitate fixation and revision of minimum wages in employments in agriculture and rural areas under the Minimum Wages Act, 1948.

- Under this scheme, **Labour Bureau also collects wage rate data for 25 agricultural and non-agricultural occupations regularly every month** from 600 sample villages of 20 states / UTs. This data is used for ascertaining the extent of implementation of the Minimum Wages Act, 1948. The data is also of immense use for drawing up appropriate policies and programmes for conducting cost studies and for estimating the national/State income.

Achievements during the reference year are as under:

RLE reports (2009-2010) on 'Indebtedness among Rural Labour Households' and 'Wages and Earning of Rural Labour Households' have been compiled and released.

Preparation of Report on Employment and Unemployment of Rural Labour Households for the year 2009-10 is in progress.

(b) Wage Rate Data

- Collection of wage rate data for agricultural and non-agricultural occupations from 600 sample villages of 20 States / UTs with effect from July, 1986 is being done regularly on monthly basis.
- **Wage rate statistics was compiled upto the month of September, 2017** and published in the Indian Labour Journal.
- The booklet titled **“Wage Rates in Rural India” for the year 2015-2016** has been compiled and released.

(c) Occupational Wage Survey

17.13 Different rounds of Occupational Wage Surveys (OWS) are being conducted with the objective of providing data/information required to obtain:

- i) Occupation-wise data on employment, wage rates and dearness allowance for building up Wage Rate Index Numbers;
- ii) Data on different components of pay roll earnings in different occupations for scientific studies of inter-industry and intra-industry differentials in earnings in plantation, mining, manufacturing and service sector industries.
- iii) First round of OWS was conducted in 1958-59 and since then six rounds have been conducted and reports thereon have been released. Under the sixth round of OWS, 37 industries (out of 56 selected industries) have been surveyed and reports thereon released.

- iv) The 7th Round of OWS is currently in progress. The draft reports of the 7th round of OWS in respect of Mining and Plantation Sector Industries have been prepared and sent for vetting of the draft reports by the Technical Advisory Committee constituted with the approval of the Ministry. The field survey and data entry in respect of Service and Manufacturing Sector are under progress.

(d) Contract Labour Survey

17.14 Contract Labour Survey aims at studying the extent & nature of problems faced by them and working conditions of contract labour employed in different segments of industries vis-a-vis the provisions under the Contract Labour (Regulation & Abolition) Act, 1970. Information collected under the survey relates to contractor wise employment of contract labour, jobs performed by such labour, reasons for preferring employment of contract labour, working conditions, wages & allowances, fines & deductions, welfare facilities, social security, industrial relations, maintenance of records by the contractor, etc.

17.15 Labour Bureau has been conducting All-India Industry specific Contract Labour Surveys since 1956-57. So far 47 Surveys have been conducted in 39 industries. **The Contract Labour survey in Food Corporation of India is being undertaken during the year 2017. Field work for collection of data is in progress.**

(e) Socio-Economic Surveys of Different Segments of Labour

17.16 Under this component surveys are conducted to assess the working and living conditions of (a) Workers engaged in Unorganized Sector, (b) SC/ST Labour both in Urban and Rural Areas, (c) Women Workers and (d) Evaluation of implementation of Minimum Wages Act, 1948.

(f) Socio-economic Conditions of Women Workers

17.17 The last survey, i.e. the 22nd Survey under the component of “**Socio Economic Conditions of Women Workers**” was conducted in Match Industry in Tamil Nadu and Kerala states. The survey was conducted in Tamil Nadu and Kerala as these two States contribute more than 85 per cent of the total match production in India. The report on the survey was released in the month of August, 2014.

(g) Working and Living Conditions of Workers in Unorganised Sector of Industries/Employments:

17.18 The aim of the survey is to collect data on working and living conditions of workers engaged in the Unorganised Sector of Industries/employments for amelioration of their lot. So far, 31 surveys have been conducted and all the reports have been released. The latest survey is being conducted in Readymade Garment Industry. The work of data collection from all the allocated centers, scrutiny of schedules and tabulation work under Readymade Garment Survey has been completed. The draft report is being finalized.

(h) Studies on Evaluation of Implementation the Minimum Wages Act, 1948:

17.19 The survey aims at evaluating the extent to which the Minimum Wages Act, 1948 has been implemented in various scheduled employments in different parts of the country. So far 28 such studies have been conducted and all the reports released.

(i) Working and Living Condition of Labour belonging to SC/ST Communities:

17.20 Labour Bureau conducts two types of enquiries under the segment.

I. Working and Living Conditions of the Scheduled Castes workers engaged in the following four unclean-occupations in urban areas

- Sweeping and Scavenging
- Tanning and Flaying
- Bone-crushing
- Shoe Making

17.21 Scope of the survey has, however, been extended to clean occupations in factories and the adjoining rural areas as well.

II. Working and Living Conditions of Scheduled Tribes workers in Industrial Centres/industrial belts.

17.22 So far, Labour Bureau has conducted 9 Scheduled Castes workers and 9 Scheduled Tribes workers surveys.

(j) Revamped Quarterly Employment Survey.

17.23 Labour Bureau had been conducting Quarterly Quick Employment surveys in the

selected labour-intensive and export-oriented sectors namely textiles including apparels, metals, gems & jewellery, automobiles, transport, IT/BPO, leather and handloom/ power loom to assess the effect of economic slowdown on employment in India since

January, 2009. 28 such surveys were conducted by Labour Bureau and reports for all the surveys were released. The Sector wise estimated change in Employment (in Lakhs) during the Quarterly Surveys is shown in Table below.

Table: Sector-wise changes in employment over a period of twelve months for the years (2009-2015): (in lakhs)

Sl No.	Industry/ Group	Jan, 09 to Dec, 09	Jan, 10 to Dec, 10	Jan, 11 to Dec, 11	Jan, 12 to Dec, 12	Jan, 13 to Dec, 13	Jan, 14 to Dec, 14	Jan, 15 to Dec, 15	Total (Sector Wise Change)
1	2	3	4	5	6	7	8	9	10
1	Textiles	3.88	1.03	0.34	1	2.86	1.41	0.72	10.56
2	Leather	-0.25	0.41	0.21	0.03	0.44	0.07	0.08	0.27
3	Metal	0.58	0.76	1.07	0.21	0.35	0.74	0.37	3.38
4	Automobile Gems &	0.55	1.27	0.47	0.09	0.16	0.25	0.08	2.71
5	Jewellery	0.78	0.22	0.28	- 0.01	0.09	0.11	0.19	1.28
6	Transport	-0.07	0.11	0.33	0.17	0.09	0.11	0.04	0.08
7	IT/BPO	6.54	5.07	7.64	1.95	1.09	1.93	0.76	24.98
8	Handloom/ Powerloom	0.8	0.01	0.05	- 0.23	0.02	0.05	0.11	0.45
TOTAL									
(Year-wise)		12.8	8.65	9.3	3.22	4.19	4.21	1.35	43.7

Note: If first QES results covering period Oct, 2008 to Dec, 2008 are included, the total change in employment comes out to be 38.81 lakhs persons.

17.24 With effect from 1st April, 2016, Labour Bureau initiated QES (New series) with extended scope and coverage with an aim to

address the issue of bridging the data gap with reference to producing statistics on employment at short interval.

The main objective of Quarterly Employment Survey (QES) new series is to provide employment estimates for sizeable segment of Non-farm Industrial economy covering 8 important sectors of the Indian economy and measure relative change in employment situation over successive quarters.

Scope of the survey is all establishments in 8 sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and (IT) / (BPO) having 10 or more workers which constitute around 81 percent of the total employment of units with 10 or more workers. In each of 8 Sectors, units are further divided into six size classes based on the size

of employment viz. 10-39 workers, 40-99 workers, 100-499 workers, 500-999 workers, 1000-4999 workers and more than 4999 workers. The geographical coverage of the Quarterly Employment Survey (QES) has been extended to the entire country.

During July, 2016 to June, 2017, the four reports of Quarterly Employment Survey (QES) have been released. The Draft report for the 5th round is under submission to the Ministry for approval. The Report of 6th round is at the finalisation stage. The sector-wise details regarding estimates under first round and change estimates of employment under 2nd, 3rd and 4th Rounds are presented in the **Table below:**

Table: Sector-wise Change of Employment					
S. No.	Sector	Level Estimates(First Round) and Change Estimates of Employment (2nd, 3rd and 4th Round) (in lakh)			
		Level Estimates as on 1 April, 2016	Change Estimates (1 July, 2016 over 1 April, 2016)	Change Estimates (1 Oct 2016, over 1 July, 2016)	Change Estimates (1 Jan, 2017 over 1 Oct, 2016)
1	Manufacturing	101.17	-0.12	0.24	0.83
2	Construction	3.67	-0.23	-0.01	-0.01
3	Trade	14.45	0.26	-0.07	0.07
4	Transport	5.8	0.17	0.00	0.01
5	Accommodation & Restaurant	7.74	0.01	-0.08	0.00
6	IT/ BPO	10.36	-0.16	0.26	0.12
7	Education	49.98	0.51	-0.02	0.18
8	Health	12.05	0.33	0.00	0.02
	Total	205.22	0.77	0.32	1.22

(k) Annual Survey of Employment and Unemployment

17.25 In order to fill the data gap for ascertaining the employment-unemployment scenario in the country, Labour Bureau has been entrusted by the Ministry the task of conducting Annual Employment-Unemployment surveys. So far five such surveys have been conducted by Labour Bureau and thereon reports released. The field work of 6th Annual Employment-

Unemployment Survey has been completed. The scrutiny work in respect of Centre Sample has been completed and the scrutiny work in respect of State sample is in progress.

17.26 Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR) and Unemployment Rate (UR) for persons aged 15 year & above according to Usual Principal Status Approach (UPS) based on 2nd, 3rd, 4th and 5th Employment-Unemployment Survey is as follows:

(in percent)

Parameter	2 nd EUS (2011-12)				3 rd EUS (2012-13)				4 th EUS (2013-14)				5 th EUS (2015-16)			
	M	F	T	P	M	F	T	P	M	F	T	P	M	F	T	P
LFPR	77.4	25.4	-	52.9	76.6	22.6	-	50.9	74.4	25.8	-	52.5	75.0	23.7	48.0	50.4
WPR	75.1	23.6	-	50.8	73.5	20.9	-	48.5	71.4	23.8	-	49.9	72.1	21.7	45.9	47.8
UR	2.9	6.9	-	3.8	4.0	7.2	-	4.7	4.1	7.7	-	4.9	4.0	8.7	4.3	5.0

M- Male; F-Female; T-Transgender & P-Person

(l) Annual Survey of Industries

17.27 Labour Bureau is responsible for processing and dissemination of data on absenteeism, labour turnover, employment, mandays worked, social security benefits, earnings, labour cost and cost of production collected through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 2008. The main objective is to build a systematic database on Absenteeism;

Labour Turnover; Earnings; Employment, Labour Cost and Cost of Production, and to analyze various components of Labour Cost in Manufacturing Industries.

17.28 The comparative labour statistics for the years 2011-12 and 2012-13 combined for both Census as well as Sample Sector of industries is at Box No. 17.3.

(m) Research

17.29 On the recommendations of the Estimates Committee of the Lok Sabha in its

88th Report, a small cell was set up in the Labour Bureau in June, 1963 with a view to undertake research on selected labour related problems.

i) Digest of Indian Labour Research

17.30 The Digest attempts to present an annotated bibliography of the research studies conducted in the field of Labour in various Universities, Central and State Govt. Organizations, Research Institutes and individual researchers. Tenth Digest of Indian Labour Research (2008-2011) was released in March, 2014. Studies under Eleventh Digest of Indian Labour Research (2012-2015) are under computerization.

ii) Statistical Profile on Women Labour

17.31 The main objective of bringing out Statistical Profile on Women Labour is to make available all important data relating to women labour at one place. The Tenth edition of this publication (2012-2013) was released in June, 2014. Its Eleventh edition covering the period 2014-2015 is under finalization.

(n) Training in Labour Statistics

17.32 i) The 26th Central Training programme on price collection and index compilation for Price Supervisors and Price Collectors was conducted during 13th to 15th September, 2017 at Labour Bureau, Shimla, 54 officers / officials from various States participated in this training programme.

ii) The 55th Central Training Course on Improvement of Labour Statistics was conducted during 6th to 8th September, 2017 at Shimla. In this programme, 23 officers / officials from various State / UT's / Central Departments participated in the said training programme.

iii) Training programme for 42nd batch of 25 employees of Ordinance Factory, Medak was organized on 17th August, 2017.

iv) Training programme for 44th batch of 25 employees of Ordinance Factory Medak, was organized on 2nd November, 2017.

v) Training programme for 18 MTS women batch-I of Ordinance Factory, Medak was organized on 9th November, 2017.

vi) Training programme is proposed for 19 trainees from Maharashtra in the Maharashtra Institute of Labour Studies, Mumbai on 17th November, 2017.

17.33 The Regional Office of Labour Bureau at Kanpur, also renders assistance to different State Governments/Union Territories in the northern region for conducting the training programme for the benefits of primary units i.e. factories and establishments.

Publications

17.34 The Bureau brings out a number of publications based on the statistical research work, studies and surveys conducted by it. The list of publications which have been released/ finalized during 2017 is given in **Table 17.8**.

Box 17.1	
WEIGHTS FOR BROAD GROUPS UNDER CPI-IW 2001=100	
Group	Weight
Food	46.20
Pan, Supari, Tobacco & Intoxicants	2.27
Fuel & Light	6.43
Housing	15.27
Clothing, Bedding & Footwear	6.57
Miscellaneous	23.26
Total	100.00

Box 17.2				
Comparative Statement of variation in Consumer Price Indices for Agricultural Labourers (CPI-AL) and Rural Labourers (CPI-RL) on base 1986-87=100				
Year	CPI-AL	CPI-RL	Annual percent- age variation	
			CPI-AL	CPI-RL
1995-1996	237	238	8.02	7.56
1996-1997	256	256	3.13	3.91
1997-1998	264	266	10.98	10.53
1998-1999	293	294	4.44	4.42
1999-2000	306	307	-0.33	0.00
2000-2001	305	307	1.31	1.30
2001-2002	309	311	2.91	3.22
2002-2003	318	321	4.09	3.74

2003-2004	331	333	2.72	2.70
2004-2005	340	342	3.82	3.80
2005-2006	353	355	7.65	7.61
2006-2007	380	382	7.63	7.07
2007-2008	409	409	10.02	10.27
2008-2009	450	451	14.00	13.75
2009-2010	513	513	9.94	9.94
2010-2011	564	564	8.33	8.33
2011-2012	611	611	9.98	10.15
2012-2013	672	673	11.61	11.59
2013-2014	750	751	6.67	6.79
2014-2015	800	802	4.37	4.61
2015-2016	835	839	4.19	4.29
2016-2017	870	875		

Note:- (i) The average for the year 1995-96 is based on five months i.e. November, 1995 to March, 1996

(ii) Index values are annual averages of the respective financial year

(iii) The series of CPI-AL/RL on base 1986-87=100 were released w.e.f. the index for the month of November, 1995. In the case of CPI-AL, the linking factor between old (1960-61) and new (1986-87) series is 5.89 while the series of CPI-RL was introduced for the first time w.e.f. November, 1995 index.

Source: Labour Bureau, Shimla

Box 17.3				
Sl. No.	Parameters	Years		% Increase in 2012-13 over 2011-12
		2011-12	2012-13	
1	2	3	4	5
1.	Absenteeism Rate (%)	08.90	07.17	-
2.	Labour Turnover Rates (%)			
	a. Accession	18.49	18.65	-
	b. Separation	16.57	14.43	-

3.	Employment			
	a. All Employees (No.)	13429956	12950025	(-) 3.57
	b. All Workers (%)	77.72	77.62	(-) 3.70
	c. Contract Workers (%)	26.88	26.59	(-) 4.61
4.	Wages/Salaries per Manday Worked (Rs.)			
	a. All Employees	501.53	583.11	81.58
	b. All Workers	313.00	363.76	50.76
	c. Contract Workers	246.20	285.86	39.66
5.	Labour Cost per Manday worked of Employees (Rs.)	607.33	703.23	95.90

II. Base 1982=100	Year	CPI (IW)	Percentage variation (annual)
	1989-90	173	6.36
	1990-91	193	11.56
	1991-92	219	13.47
	1992-93	240	9.59
	1993-94	258	7.50
	1994-95	284	10.08
	1995-96	313	10.21
	1996-97	342	9.27
	1997-98	366	7.02
	1998-99	414	13.11
	1999-2000	428	3.38
	2000-2001	444	3.74
	2001-2002	463	4.28
	2002-2003	482	4.10
	2003-2004	500	3.73
	2004-2005	520	4.00
	2005-2006	542	4.23

III. Base 2001=100	2006-2007	125	6.83
	2007-2008	133	6.40
	2008-2009	145	9.02
	2009-2010	163	12.41
	2010-2011	180	10.43
	2011-12	195	8.33
	2012-13	215	10.26
	2013-14	236	9.77
	2014-15	251	6.36
	2015-16	265	5.58
	2016-17	276	4.15

Note : i). Index values are annual average of the respective financial year averages.

ii). The percentage variation for 1989-90 has been derived by converting the figures of 1982=100 by using linking factor i.e. 4.93. The converted figure for 1989-90 was 853.

iii) Similarly the percentage variation for 2006-07 has been derived by converting the figures of 2001=100 by using linking factor i.e. 4.63. The converted figure for 2006-07 was 579.

iv) Value for the year 2005-06 w.e.f. Jan., 2006 have been derived from the figures of 2001=100 by using conversion factor (4.63)

Monthly variation in CPI- IW (Base: 2001=100)

Box 17.2														
	2011-2012		2012-2013		2013-2014		2014-2015		2015-16		2016-17		2017-18	
Month	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation
April	186	+0.54	205	+1.99	226	+0.89	242	+1.26	256	+0.79	271	+1.12	277	+0.73
May	187	+0.54	206	+0.49	228	+0.88	244	+0.83	258	+0.78	275	+1.48	278	+0.36
June	189	+1.07	208	+0.97	231	+1.32	246	+0.82	261	+1.16	277	+0.73	280	+0.72
July	193	+2.12	212	+1.92	235	+1.73	252	+2.44	263	+0.77	280	+1.08	285	+1.79
August	194	+0.52	214	+0.94	237	+0.85	253	+0.40	264	+0.38	278	-0.71	285	
September	197	+1.55	215	+0.47	238	+0.42	253	0.00	266	+0.76	277	-0.36	285	
October	198	+0.51	217	+0.93	241	+1.26	253	0.00	269	+1.12	278	+0.36		
November	199	+0.51	218	+0.46	243	+0.83	253	0.00	270	+0.37	277	-0.36		
December	197	-1.01	219	+0.46	239	-1.65	253	0.00	269	-0.37	275	-0.72		
January	198	+0.51	221	+0.91	237	-0.84	254	+0.40	269	0.00	274	-0.36		
February	199	+0.51	223	+0.90	238	+0.42	253	-0.40	267	-0.74	274	-		
March	201	+1.01	224	+0.45	239	+0.42	254	+0.40	268	+0.37	275	+0.36		

Table 17.3

ANNUAL RATE OF INFLATION BASED ON ALL INDIA CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS (Base: 2001=100)

Year/ Month	2011		2012		2013		2014		2015		2016		2017	
	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation
January	188	9.30	198	5.32	221	11.62	237	7.24	254	7.17	269	5.91	274	1.86
February	185	8.82	199	7.57	223	12.06	238	6.73	253	6.30	267	5.53	274	2.62
March	185	8.82	201	8.65	224	11.44	239	6.70	254	6.28	268	5.51	275	2.61
April	186	9.41	205	10.22	226	10.24	242	7.08	256	5.79	271	5.86	277	2.21
May	187	8.72	206	10.16	228	10.68	244	7.02	258	5.74	275	6.59	278	1.09
June	189	8.62	208	10.05	231	11.06	246	6.49	261	6.10	277	6.13	280	1.08
July	193	8.43	212	9.84	235	10.85	252	7.23	263	4.37	280	6.46	285	1.79
August	194	8.99	214	10.31	237	10.75	253	6.75	264	4.35	278	5.30	285	2.52
September	197	10.06	215	9.14	238	10.70	253	6.30	266	5.14	277	4.14	285	2.89
October	198	9.39	217	9.60	241	11.06	253	4.98	269	6.32	278	3.35		
November	199	9.34	218	9.55	243	11.47	253	4.12	270	6.72	277	2.59		
December	197	6.49	219	11.17	239	9.13	253	5.86	269	6.32	275	2.23		

Note: Rate of inflation has been calculated as percentage increase over the figure of the corresponding month of the previous year.

Table 17.4

Annual Rate of Inflation based on all-India Consumer Price Index for Agricultural Labourers (Base: 1986-87=100)

Month	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-18	
	Index	Rate of inflation@	Index	Rate of inflation@	Index	Rate of inflation@	Index	Rate of inflation@	Index	Rate of inflation@	Index	Rate of inflation@	Index	Rate of inflation@
1	8	9	10	11	12	13	14	15	16	17	18	19		
April	587	9.11	633	7.84	711	12.32	771	8.44	805	4.41	848	5.34	870	2.59
May	592	9.63	638	7.77	719	12.70	777	8.07	811	4.38	860	6.04	872	1.40
June	598	9.32	646	8.03	729	12.85	785	7.68	820	4.46	869	5.98	877	0.92
July	604	9.03	656	8.61	740	12.80	799	7.97	822	2.88	877	6.69	884	0.80
August	610	9.52	666	9.18	754	13.21	808	7.16	832	2.97	876	5.29	894	2.05
September	615	9.43	673	9.43	759	12.78	811	6.85	839	3.45	873	4.05	893	2.29
October	619	9.36	680	9.85	766	12.65	813	6.14	849	4.43	876	3.18		
November	621	8.95	685	10.31	777	13.43	813	4.63	853	4.92	878	2.93		
December	618	6.37	688	11.33	765	11.19	807	5.49	853	5.70	876	2.70		
January	618	4.92	694	12.30	757	9.08	804	6.21	849	5.60	870	2.47		
February	621	6.34	700	12.72	757	8.14	803	6.08	843	4.98	869	3.08		
March	625	6.84	704	12.64	763	8.38	803	5.24	843	4.98	866	2.73		

@Percentage increase over the figures of the corresponding month of the previous year.

Source: Labour Bureau, Shimla

Table 17.4 (continued)
(%) Variation over previous month in CPI (AL) (Base 1986-87=100)

Month	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-18	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
1	8	9	10	11	12	13	14	15	16	17	18	19		
April	587	0.34	633	1.28	711	0.99	771	1.05	805	0.25	848	0.59	870	0.46
May	592	0.85	638	0.79	719	1.13	777	0.78	811	0.75	860	1.42	872	0.23
June	598	1.01	646	1.25	729	1.39	785	1.03	820	1.11	869	1.05	877	0.57
July	604	1.00	656	1.55	740	1.51	799	1.78	822	0.24	877	0.92	884	0.80
August	610	0.66	666	1.52	754	1.89	808	1.13	832	1.22	876	-0.11	894	1.13
September	615	0.82	673	1.05	759	0.66	811	0.37	839	0.84	873	-0.34	893	-0.11
October	619	0.65	680	1.04	766	0.92	813	0.25	849	1.20	876	0.34		
November	621	0.32	685	0.74	777	1.44	813	0.00	853	0.47	878	0.23		
December	618	-0.48	688	0.44	765	-1.54	807	-0.74	853	0.00	876	-0.23		
January	618	0.00	694	0.87	757	-1.05	804	-0.37	849	-0.47	870	0.68		
February	621	0.49	700	0.86	757	0.00	803	-0.12	843	-0.71	869	-0.11		
March	625	0.64	704	0.57	763	0.79	803	0.00	843	0.00	866	-0.35		

Source: Labour Bureau, Shimla

Table 17.5

Annual Rate of Inflation based on all-India Consumer Price Index for Rural Labourers (Base: 1986-87=100)

Month	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-18	
	Index	Rate of inflation @	Index	Rate of inflation @	Index	Rate of inflation @	Index	Rate of inflation @	Index	Rate of inflation @	Index	Rate of inflation @	Index	Rate of inflation @
1	8	9	10	11	12	13	14	15	16	17	18	19		
April	587	9.11	634	8.01	711	12.15	773	8.72	809	4.66	854	5.56	876	2.58
May	592	9.63	640	8.11	720	12.50	780	8.33	816	4.62	866	6.13	878	1.39
June	597	9.14	648	8.54	730	12.65	787	7.81	824	4.70	874	6.07	884	1.14
July	604	9.03	658	8.94	741	12.61	801	8.10	827	3.25	881	6.53	890	1.02
August	610	9.71	667	9.34	753	12.89	810	7.57	836	3.21	881	5.38	900	2.16
September	614	9.25	675	9.93	759	12.44	813	7.11	843	3.69	877	4.03	899	2.51
October	620	9.73	681	9.84	766	12.48	815	6.40	853	4.66	881	3.28		
November	621	9.14	686	10.47	777	13.27	816	5.02	857	5.02	883	3.03		
December	619	6.72	689	11.31	766	11.18	810	5.74	857	5.80	881	2.80		
January	619	5.27	695	12.28	759	9.21	808	6.46	854	5.69	876	2.58		
February	623	6.68	701	12.52	759	8.27	806	6.19	849	5.33	874	2.94		
March	626	7.19	705	12.62	765	8.51	807	5.49	848	5.08	872	2.83		

@Percentage increase over the figures of the corresponding month of the previous year.

Source: Labour Bureau, Shimla.

Table 17.5 (continued)
(%) Variation over previous month in CPI (RL) (Base 1986-87=100)

Month	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-18	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
1	8	9	10	11	12	13	14	15	16	17	18	19		
April	587	0.51	634	1.28	711	0.85	773	1.05	809	0.25	854	0.71	876	0.46
May	592	0.85	640	0.95	720	1.27	780	0.91	816	0.87	866	1.41	878	0.23
June	597	0.84	648	1.25	730	1.39	787	0.90	824	0.98	874	0.92	884	0.68
July	604	1.17	658	1.54	741	1.51	801	1.78	827	0.36	881	0.80	890	0.68
August	610	0.99	667	1.37	753	1.62	810	1.12	836	1.09	881	0.00	900	1.12
September	614	0.66	675	1.20	759	0.80	813	0.37	843	0.84	877	-0.45	899	-0.11
October	620	0.98	681	0.89	766	0.92	815	0.25	853	1.19	881	0.46		
November	621	0.16	686	0.73	777	1.44	816	0.12	857	0.47	883	0.23		
December	619	-0.32	689	0.44	766	-1.42	810	-0.74	857	0.00	881	-0.23		
January	619	0.00	695	0.87	759	-0.91	808	-0.25	854	-0.35	876	-0.57		
February	623	0.65	701	0.86	759	0.00	806	-0.25	849	-0.59	874	-0.23		
March	626	0.48	705	0.57	765	0.79	807	0.12	848	-0.12	872	-0.23		

Table-17.6

Sl No	Industry	Wage Rate Index (1963-65=100)			Absolute Wage Rate (At Current Prices)			Real Wage Rate (At 1960 Prices)		
		2012	2013	2014	2012	2013	2014	2012	2013	2014
A	Manufacturing Ind.(1-14)	6373.4	6778.3	7312.0	303.03	322.07	347.30	6.38	6.08	6.16
	1. Cotton Textiles	4430.8	4688.7	4923.9	239.44	252.78	265.41	5.04	4.77	4.17
	2. Cement	6776.7	7153.4	7520.5	305.20	322.16	338.69	6.43	6.08	6.01
	3. Cigarette Factories	8115.1	9447.8	10382.5	397.92	463.35	509.19	8.38	8.75	9.03
	4. Hydrogenated Oils	4785.1	4978.2	5179.6	244.51	254.38	264.67	5.15	4.80	4.69
	5. Jute Textiles	7317.7	7671.6	8621.5	269.47	282.50	317.59	5.68	5.34	5.63
	6. Electrical Machinery	6319.7	6582.6	6868.9	320.57	333.90	348.43	6.75	6.31	6.18
	7. Match Factories	4661.3	4860.7	5045.4	159.73	166.57	172.89	3.36	3.15	3.07
	8. Paper/Paper Products	7129.1	7962.1	8274.9	265.09	296.06	307.70	5.58	5.59	5.56
	9. Railway Workshops	14275.9	15464.5	17363.5	784.83	850.17	954.57	16.53	16.06	16.93
	10. Smelting & Refining	5314.6	5494.8	5681.5	274.61	283.92	293.57	5.78	5.36	5.21
	11. Soap Factories	6386.8	7052.0	7365.3	327.58	361.69	377.76	6.90	6.83	6.70
	12. Sugar	8870.6	9560.4	10069.1	299.14	322.58	339.64	6.30	6.09	6.02
	13. Silk Textiles	4223.6	4407.8	4566.1	191.20	199.41	206.45	4.03	3.77	3.66
	14. Woollen Textiles	3666.0	3878.4	4878.9	184.08	194.86	246.69	3.88	3.68	4.38
	Mining Industries	8939.1	9399.9	9822.1	367.86	383.59	398.82	7.75	7.24	7.07
	15. Coal Mines	8674.3	8973.3	9283.2	389.40	402.82	416.74	8.20	7.61	7.39
B	16. Iron Ore Mines	8700.7	8883.0	9038.0	266.33	271.91	276.65	5.61	5.14	4.91
	17. Manganese Mines	14025.8	16867.8	18993.4	287.07	345.24	389.87	6.05	6.52	6.92
	18. Mica Mines	4735.7	5104.8	5534.2	105.46	113.68	123.25	2.22	2.15	2.19
	Plantation Industries	4052.9	4447.5	4670.4	89.20	97.32	102.13	1.88	1.84	1.81
C	19. Coffee Plantations	7028.3	7988.2	8709.0	110.26	125.32	136.63	2.32	2.37	2.42
	20. Rubber Plantations	9883.2	11884.4	12668.5	179.00	215.25	229.45	3.77	4.07	4.07
	21. Tea Plantations	3572.2	3862.5	4015.7	84.54	91.16	95.00	1.78	1.72	1.68
	All Industries	6016.1	6427.0	6835.4	240.91	255.65	272.19	5.07	4.83	4.83

Note: Wage Rate Indices for the year 2015 are under compilation.

Table 17.7

Sl. No.	Statutory Returns	Latest Year for which Review released/data published
1.	The Factories Act, 1948	2013
2.	The Payment of Wages Act, 1936	2013
3.	The Minimum Wages Act, 1948	2014
4.	The Trade Unions Act, 1926	2013
5.	The Industrial Employment (Standing Orders) Act, 1946	2014
6.	The Shops and Commercial Establishments Act	2014
7.	The Maternity Benefits Act, 1961	2014
8.	The Motor Transport Workers Act, 1961	2014
9.	The Plantations Labour Act, 1951	2014
10.	The Employee's Compensation Act, 1923	2014
11.	Voluntary Returns The Industrial Disputes Act, 1947 Statistics relating to (a) Closures, (b) Retrenchments and (c) Lay-offs (d) Industrial Disputes in India.	2014
Note: Reviews/Reports for the succeeding years are at different stages of completion.		

TABLE 17.8

LIST OF PUBLICATIONS RELEASED/FINALISED DURING 2017

Sl. No.	Publications
1.	Indian Labour Journal (Monthly)
2.	Annual Report on Consumer Price Index Numbers for Industrial Workers Base 2001=100 for the year 2016.
3.	Annual Report on Consumer Price Index Numbers for Agricultural & Rural Labourers Base 1986-87=100 for the year 2015-16.
4.	The Annual Review on the Plantation Labour Act, 1951 for the year 2014.
5.	The Review on the Industrial Establishments Act (Standing orders), 1946 for the year 2014.
6.	The Review on the Motor Transport Workers' Act, 1961 – 2014.
7.	The Review on the Employees Compensation Act, 1923 – 2014.
8.	The Review on the Industrial Disputes Act, 1947 for the year 2014.
9.	The Review on the Working of the Maternity Benefit Act, 1961 for the year 2014.
10.	The Report on Wage Rates in Rural India for the year 2015 -16.
11.	Pocket Book of Labour Statistics 2015.
12.	Indian Labour Statistics 2015.
13.	Indian Labour Year Book 2015.
Ad-hoc Survey	
i)	The Report of the 2 nd to 4 th Round of Revamped QES.

CHAPTER - 18

LABOUR RESEARCH AND TRAINING

18.1 V.V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

Vision

18.2 A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

Mission

- Bring Labour and Labour Relations as the Central Feature in Development Agenda through:
- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills and

attitudes to major social partners and stakeholders concerned with labour and employment;

- Undertaking research studies and training interventions of world class standards, and
- Building understanding and partnerships with globally respected institutions involved with labour.

OBJECTIVES AND MANDATE

18.3 The Memorandum of Association spells out clearly a wide range of activities that are essential to fulfill the objective of the Institute. It mandates the Institute:

- (i) to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) to undertake and assist in organising training and education programmes, seminars and workshops;
- (iii) to establish wings for :
 - (a) education, training and orientation;
 - (b) research, including action research;
 - (c) consultancy; and
 - (d) publication and other such activities as may be necessary for achieving the objectives of the society;

- (iv) to analyse specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- (v) to prepare, print and publish papers, periodicals and books;
- (vi) to establish and maintain library and information services;
- (vii) To collaborate with other institutions and agencies in India and abroad which have similar objectives; and
- (viii) to offer fellowships, prizes and stipends.

Structure

18.4 The General Council, the apex governing body of the Institute, with Union Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour & Employment) as Chairperson, monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consist of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive Officer and is responsible for management and administration of the Institute. Director General is aided in the day-to-day functioning by a team of faculty consisting of professionals from different disciplines and a team of administrative officials and staff.

MAJOR ACTIVITIES

RESEARCH

18.5 Research occupies a primary place in the activities of the Institute. The subject of research comprises a broad spectrum of labour related issues, in both the organized and the unorganized sectors. Priority is accorded to analyse the problems and issues of labour in the unorganized sector such as bonded labour, working children, women workers, migrant workers, landless agricultural workers, etc. The Institute undertakes action research projects in rural areas to study the problems of rural workers with a view to explore possible ways, means and methods to organize rural labourers.

COMPLETED & ON-GOING RESEARCH PROJECTS

18.6 Some of the completed and on-going research projects of the different research centers of the Institute are listed below:

1. National Resource Centre on Child Labour

Completed Projects

- Review and Assessment of the Outcome of the Performance: Evaluation of the National Child Labour Project (Twelfth Five-Year Plan period)
- Family Labour in Small Holding Plantation Sector: A Study with Special Focus on Women and Children in Selected Areas of South India
- Developing State-specific Profiles on the Situation of Working Children in India

- Critical Analysis of Child Labour (Prohibition and Regulation) Amendment Act 2016 in the overall Legal Framework on Child Labour
- Deterring the Determinants of Child Labour through Documentation, Digitization and Dissemination (Phase I)

On-going projects

- Sectoral Analysis of Employment of Children in select Districts for sensitizing and enhancing capacity of District-level stakeholders for effective Implementation of National Child Labour Project
- Deterring the Determinants of Child Labour through Documentation, Digitization and Dissemination (Phase 2)

2. Centre for Labour Market Studies

Completed Projects

- International Labour Migration from India with focus on skills and overseas mobility –Phase II
- Operation of Minimum Referral Wages For International Migrant Workers from India

On-going Projects

- Changing Dynamics of Internal Migration in India
- Transformations in India-Gulf Labour Migration Corridor : Trends and Determinants
- Promoting Youth Employment & Entrepreneurship: A Study with Special focus on 'Startups'

3. Centre for Employment Relations and Regulations

Completed Projects

- Amendments in Labour Laws and Other Labour Reform Initiative under taken by the 1State Governments of Rajasthan, Andhra Pradesh, Haryana and Uttar Pradesh: An Analytical Impact Assessment.
- Labour Law Reforms at the level of States: The cases of Gujarat, Madhya Pradesh and West Bengal (Draft Report Prepared)

On-going Project

- Regulation of Fixed Term Employment: A Country Perspective

4. Centre for Agrarian Relations and Rural Labour

On-going Project

- Agrarian Crises and Rural Labour in General and Women Agricultural Labour in particular

5. Integrated Labour History Research Programme

Completed Projects

- History of Dalit Movement and Labour Movement in India –Phase V
- Oral History of Women Workers in Informal Sector

On-going Projects

- Digitisation of Documents Compatible with the New Proposed Technological Platform-Phase II

- Research and Collection of the Indian Labour Conference, 1942-2015
- Research and Collection on the History of Industrial Relations and Labour Legislation in India
- Oral History of Informal Sector Workers
- Collection on Dalit and Labour Movement with Focus on the Works of Shri Jagjivan Ram
- Writing Labour History (Three)
 - History of Labour Migration
 - History of Technology, Labour and Future of Work
 - Global Trends in Labour History research (in different regions of the world in collaboration with the recently concluded First Global Labour History Network Conference at VVGNI)

6. Centre for Labour and Health Studies

Completed Project

- Study on Social Security Programmes / Schemes of all Ministries

Ongoing Projects

- Employment Relation, Wages and Working Conditions in Bidi Industry in India
- Gender, Work and Health – A Study of Work Organization, Social Security and Safety Provisions in Informal manufacturing in Delhi NCR

7. Centre for Gender and Labour

Completed Project

- ICT Imperatives to Bridge the Digital Divide: A Gender Perspective

On-going Project

- Unpaid Work and Time Use Patterns of Women Workers in North East India: Special reference to Tripura

8. Centre for North East Research & Training

On-going Project

- Social Protection Schemes in North East India

Training and Education (2017-18)

18.7 V.V. Giri National Labour Institute is committed to promote a better understanding of labour problems and to find the avenues and means to tackle them. To achieve this, the Institute, through its varied activities attempts to provide education with regard to labour issues in an integrated manner. While research activities, among other things explore the basic needs of different groups, such data as are generated in research activities are used for designing new and modifying existing training programmes. Constant feedback from the participants is used for updating the training curriculum as well as redesigning training modules.

18.8 Educational and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes attempt to develop leadership at the grassroots level that can build

and support independent organisations to look after the interests of the rural labour. Training programmes equally emphasise attitudinal change, skill development and enhancement of knowledge.

18.9 The training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies and behavioural science techniques. Apart from the Institute's faculty, guest faculty are also invited to strengthen the training programmes.

18.10 The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central and State Governments,
- Managers and Officers of the Public and Private Sector Industries,
- Trade Union Leaders and Organisers of the organised and unorganised sectors, and
- Researchers, Trainers, field workers and others concerned with labour issue.

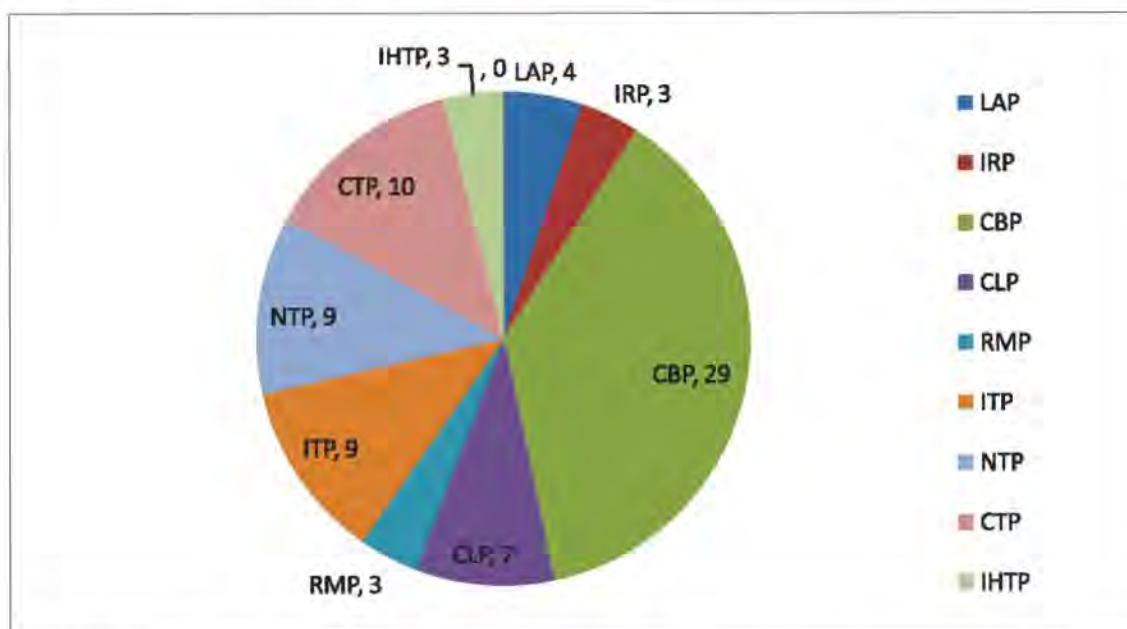
S.No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	LABOUR ADMINISTRATION PROGRAMMES (LAP)	04	17	106
2.	INDUSTRIAL RELATIONS PROGRAMMES (IRP)	03	16	92
3.	CAPACITY BUILDING PROGRAMMES (CBP)	29	136	813
4.	CHILD LABOUR PROGRAMMES (CLP)	07	17	376
5.	RESEARCH METHODS PROGRAMMES (RMP)	03	29	77
6.	INTERNATIONAL TRAINING PROGRAMMES (ITP)	09	76	241
7.	NORTH EAST TRAINING PROGRAMMES (NTP)	09	37	298
8.	COLLABORATIVE TRAINING PROGRAMMES (CTP)	10	36	358
9.	INHOUSE TRAINING PROGRAMMES (IHTP)	03	15	70
	TOTAL	77	379	2431

18.11 During the year from April 2017 – October 2017, the Institute has conducted 77 training programmes including 09 International programmes (ITEC/SCAAP, Bhutan, Afghanistan) and 2431 participants including international participants from different countries have also attended these programmes. The details are as follows:

INTERNATIONAL TRAINING PROGRAMMES

18.12 The Institute has been empanelled by Ministry of External Affairs, Government of India for conducting various international training programmes under ITEC/SCAAP. During the period April 2017– October, 2017, the Institute organized 02 International training programmes under ITEC/SCAAP on subjects like Skill Development and Employment Generation and Enhancing Leadership Skills. In addition to this,

on the request, the Institute conducted one specialized international training programme on *Labour Administration, Employment Services and Career Counseling* for Officials of Royal Government of Bhutan. Beside this the Institute conducted 06 training programmes in collaboration with ILO International Training Centre, Turin on various subject such as '*Gender and Labour towards Empowering Women in Fragile States*'; '*Youth Employment : From Policy to Action*'; '*Entrepreneurship Development*'; '*Migration and Employment*', '*Skills and Employment Ability*', '*Gender and Labour Towards Empowering Women*'; '*Design to Implementation: Institutions for Employment Policies*'. These programmes were conducted for officials of Government of Afghanistan. In all 241 foreign officials from 53 countries participated.



LAP (Labour Administration Programme)
IRP (Industrial Relation Programme)
CBP (Capacity Building Programme)
CLP (Child Labour Programmes)
RMP (Research Methods Programmes)

ITP (International Training Programmes)
NTP (North East Training Programme)
CTP (Collaborative Training Programmes)
IHTP (In-house Training Programme)

PROGRAMMES FOR NORTH EAST REGION

18.13 During April to October, 2017, the Institute organised 09 training programmes for North Eastern Region. These programmes were designed for State Government Officials, Central Trade Union Leaders and NGOs. 298 participants participated in these programmes.

PUBLICATIONS

18.14 VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

Labour & Development

18.15 Labour & Development is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.

Awards Digest: Journal of Labour Legislation

18.16 *Awards Digest* is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the

Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

ShramVidhan

18.17 *Shram Vidhan* is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

Indradhanush

18.18 It is bi-monthly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshop, seminar etc. The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.

Child Hope

18.19 *Child Hope* is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction, etc.

Shram Sangam

18.20 *Shram Sangam* is a biannual official language magazine brought out by the institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from poems, essays and stories written by the employees, it contains informative and motivational articles on art & culture, science, current events, sports, and biographies of great men/authors.

NLI Research Studies Series

18.21 The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 129 research findings in this series. The research studies brought out as *NLI Research Studies Series* during April-November, 2017 include:

- 127/2017 – Indian Migrant Labourers in South-east Asian and Assam Plantations under the British Imperial System -*Rana P. Behal*
- 128/2017 – Workplace Health and Safety: A Study of Select Small Scale Manufacturing Units in Delhi -*Rinju Rasaily*
- 129/2017 – ICT Imperatives to Bridge the Digital Divide: Gender Perspective -*Shashi Bala*

VVGNLI Policy Perspectives

18.22 *VVGNLI Policy Perspectives* focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future.

- Bold Initiative to Increase Women's Participation in India's Labour Market: New Measures in Maternity Benefit Act -*S.K. Sasi kumar*

Occasional Publications

18.23 The Institute also brings out occasional publications based on its research and training interventions.

- Training Module on Prevention of Sexual Harassment of Women at Workplace -*Shashi Bala*
 - Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in Hazardous Occupations in East and West Jaintia Hills Districts of Meghalaya -*Helen R. Sekar, Otojit Kshetrimayum and Deigracia Nongkynrih*
- In all, a total of 25 Publications (Regular and Occasional) were brought out during April-November, 2017.

N.R. De Resource Centre on Labour Information (NRDRCLI)

18.24 N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation centre in the area of labour studies in the countries. The Centre was renamed in memory of late Shri Nitish R. De, the founder Dean of the Institute

on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.

18.25 Physical Achievements

Books - The library has acquired 208 books/reports/ bound volumes of journals during the November 2016 to October 2017, thereby enlarging the stock of books/reports/ bound volumes of journals / slides / audio visual / videos / CDs / Posters etc. to 64958.

Journals - The library regularly subscribed to 190 professional journals, magazines and newspapers in printed and electronic forms during period.

Services

The library is continuously maintaining the following services to user populations:-

- Selective dissemination of information (SDI)
- Current awareness service
- Bibliographical service
- On-line search
- Article indexing of Journals
- Newspapers article clippings
- Micro-fiche search and printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service
- Current Content Service
- Article Alert Service
- Lending Service
- Inter-Library Loan Service

18.26 Digital Archive

Networking with agencies (national and international) involved in digital archiving is a crucial aspect of the archive. The archive is the country's largest digital repository of labour documents, with more than 15 gigabytes of data on the World Wide Web (www.indialabourarchives.org) for public access. The collections for the archives are generated through commissioning and monitoring research and collection projects on prioritised areas of labour history, which involves negotiation and networking with experts and agencies, both within and outside the country.

18.27 Special National / International Seminars / Workshops/Visits

- A Dissemination Workshop on the Research Study, *State of Child Workers in India with special reference to Bihar* was organized on April 12, 2017 at Patna. The objective of the workshop was to disseminate the findings of the study in the context of Bihar thereby contributing to the policy decisions for developing Bihar State Action Plan on Child Labour.
- A Workshop on '*Labour and Employment in North East India Issues: Concerns and Challenges*' was organised in collaboration with the Department of Sociology, Maitreyi College, University of Delhi on April 12, 2017. The objectives of the workshop were: (i) to explore historical and cultural perspective of work; (ii) to understand the world of work and decent employment,

issues of social security, migration, skill etc.; (iii) to make the participants acquainted with various labour and employment issues in India in general and North East India in particular; (iv) to encourage the participants to take up labour and employment issues as a research theme.

- The Ministry of Labour and Employment in line with recommendation of the Second Commission on Labour has prepared a Draft Labour Code on Social Security and Welfare by amalgamating fifteen existing labour laws on Social Security and Welfare. In order to discuss the draft Labour Code on Social Security and Welfare, the Ministry of Labour in collaboration with VVGNI organised workshops for different stakeholders:
 1. Workshop to Discuss Labour Code on Social Security and Welfare for Trade Unions and NGOs working in the Informal Sector, April 6, 2017
 2. Workshop to Discuss Labour Code on Social Security and Welfare for Academicians and International Experts April 13, 2017
 3. Workshop on Labour Code on Social Security and Welfare at National Law University, Delhi, May 30, 2017
- A Memorandum of Understandings (MoU) was signed with the Gujarat Institute of Development Research (GIDR) on 27th April, 2017.
- A book was released *"Understanding*

Women's Participation in Domestic Duties in North East India" on the occasion of International Labour Day (1st May) in an event held at Constitution club organized by the Ministry of Labour and Employment.

- A Workshop on **Performance Evaluation and Impact Assessment of National Child Labour Project Scheme** was organized during May 8-9, 2017. The workshop was conducted with the objective to examine the effectiveness of NCLP scheme in addressing the issue of child labour, to share best practices, to assess the impact of awareness generation and also the optimal utilization of District Project Society Staff at the District Project Society level for effective implementation of NCLP Scheme.
- A Workshop on Labour and Employment Issues in North East India was jointly organised with Department of Political Science, Indira Gandhi National Tribal University and Regional Campus Manipur on May 26, 27 & 29, 2017.
- MoU was signed between Indian Institute of Management, Lucknow and V.V. Giri National Labour Institute, NOIDA on 27th June, 2017 at Ministry of Labour & Employment, Government of India.
- A Memorandum of Understandings (MoU) was signed with the Centre for Studies in Social Sciences, Calcutta (CSSSC) on July 20, 2017. CSSSC is an academic Institution funded by ICSSR and the Government of West Bengal.

- As a part of the Memorandum of Understanding (MoU) between International Training Centre (ITC), Turin and V.V. Giri National Labour Institute (VVGNI), NOIDA, a Writers Workshop on *Employment Policies: Moving From Fragility To Resilience towards Promoting Rural Youth Employment in Afghanistan through Entrepreneurship Education and Vocational Training* was held at ITC, Italy from 24th to 28th October, 2016. The objectives of the workshop was to design the objectives, contents, and other necessary inputs required for conducting 8 face to face training programmes to be conducted by the ITC in collaboration with the VVGNI for the officials from Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSMD), Government of Afghanistan, and employers and Trade Union representatives from Afghanistan. The Writers workshop was attended by a core team of experts of the ITC-ILO and faculty members from VVGNI.
- The V.V. Giri National Labour Institute in collaboration with ITC-ILO, Turin organised a One Year International Training Programme on **"Employment Policies: Moving from Fragility to Resilience"** tailored for officials/participants of Afghanistan. The programme was spread across 8 modules. The following are the details of programmes organised :
 - ✓ Economy and Labour- February 06-10, 2017 at New Delhi
 - ✓ Labour Market Analysis and Employment Policies - March 25-29, 2017 at Kabul Afghanistan
 - ✓ Youth Employment: From Policy to Action – April 22-26, 2017 at Kabul Afghanistan
 - ✓ Entrepreneurship – May 22-26, 2017 at New Delhi
 - ✓ Migration and Employment – July 15-19, 2017 at Kabul, Afghanistan
 - ✓ Skills and Employability – August 20-23, 2017 at Kabul, Afghanistan
 - ✓ Gender and Labour Towards Empowering Women in Fragile States – September 18-22, 2017 at New Delhi; and
 - ✓ From Design to Implementation: Institutions for Employment Policies – October 16-20, 2017 at New Delhi.

These programmes were attended by participants from Ministry of Labour Martyrs & Disabled (MoLSAMD), Workers organisations, Employers and Civil Society organisations from Afghanistan. Faculty members from ITC, Turin and VVGNI were resource persons in these programmes.

- A study visit was organised for the Afghan Delegation as a part of the Seventh Module on **'Gender and Labour Towards Empowering Women in Fragile States'** of the One Year Training Programme on Employment Policies: Moving from Fragility to Resilience for Afghan Nationals on September 21, 2017 at the V.V. Giri National Labour Institute, Noida.

- A Training Workshop on '**Effective Implementation of National Child Labour Project**' was organised during September 6-7, 2017 with the objectives of imparting skills for organizing and co-ordinating child labour survey; equipping participants with abilities for operating PENCIL Portal, DBT in PFMS Portal, Expenditure Accounts Transfer (EAT); enabling the participants for forging convergence among various schemes focusing on child labour families; and developing understanding on multi-pronged strategy of NCLP including the amendments in Child and Adolescents Labour (Prohibition and Regulation) Act [CAL(PR)] Act 1986. This workshop was conducted as required by Ministry of Labour & Employment, Government of India. A total of 188 participants including the Project Directors and Programme Managers from different States of the country participated in this Training Workshop. Shri Rajeev Arora, Joint Secretary, Ministry of Labour & Employment, Government of India, inaugurated this workshop and Dr. H. Srinivas, Director General, V. V. Giri National Labour Institute, delivered the Key Note Address.
- A Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVGNNLI) and Tata Institute of Social Sciences (TISS), Guwahati was signed by Dr. H. Srinivas, Director General of VVGNNLI and Dr. D.K. Srivastava, Deputy Director of TISS, Guwahati on October 6, 2017 at Guwahati.

The MoU was signed in the presence of **Shri Santosh Kumar Gangwar**, Hon'ble Minister of State (I/C) for Labour & Employment, Govt. of India; **Shri Pallav Lochan Das**, Hon'ble Minister of State (I/C) for Labour Welfare, Govt. of Assam and **Smt. M. Sathiyavathy**, Secretary, Ministry of Labour & Employment, Govt. of India.

- An addendum to the Memorandum of Understanding (MoU) was signed between V.V. Giri National Labour Institute (VVGNNLI) and International Training Centre (ITC) of the ILO on October 27, 2017 at Turin, Italy by Dr. H. Srinivas, Director General, VVGNNLI and Mr. Yanguo Liu, Director of International Training Centre of the ILO for extending the duration of the present MoU by one year.



Signing of MoU between VVGNNLI & ITC-ILO, Turin
Dr. H. Srinivas, Director General, VVGNNLI and
Mr. Yanguo Liu, Director of International Training
Centre of the ILO

- The V.V. Giri National Labour Institute organised a **Brainstorming Session on "Employment Generation Strategies in India"** on November 08, 2017. Shri Santosh Kumar Gangwar, Hon'ble Minister of State

for Labour and Employment (I/C) inaugurated the Brainstorming Session and was presided over by Smt. M. Sathiyavathy, Secretary (Labour & Employment), Government of India. This discussion was organised by the Institute to focus on various dimensions of employment: viz, strategies to enhance employment opportunities, with focus on women and youth; strategies to generate quality jobs leveraging technology especially digital technology, facilitating transition to formality; ensuring balancing between quantitative and qualitative dimensions of employment; measures to enhance labour force participation, etc. Renowned Experts in the area of labour and employment studies and senior officials of the Ministry of Labour and Employment and other concerned ministries attended the discussion.

- A book on the “Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in Hazardous Occupation in West and East Jaintia Hills Districts of Meghalaya” published by V.V. Giri National Labour Institute was also released by Shri Santosh Kumar Gangwar, Hon'ble Minister for Labour & Employment; Smt. M. Sathiyavathy, Secretary, Ministry of

Labour & Employment; Smt. Kalpana Rajsinghot, Joint Secretary, Ministry of Labour & Employment; and Dr. H. Srinivas, Director General on 8th November, 2017.



Left to Right: Smt. Kalpana Rajsinghot, Joint Secretary, Ministry of Labour & Employment, Dr. H. Srinivas, Director General, VVGNI, Shri Santosh Kumar Gangwar, Hon'ble Minister of State (I/C) for Labour and Employment, Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment, and Shri Manish Kumar Gupta, Joint Secretary, Ministry of Labour & Employment.



CHAPTER -19

INFORMATION TECHNOLOGY INITIATIVES/ E-GOVERNANCE

19.1 National e-Governance plan initiated by the Government is focused on bringing transparency in its functioning. To ensure implementation of Government's Agenda on e-governance, scheme "Scheme on Information Technology" is under implementation in Ministry of Labour and Employment. The objective of the Scheme is to strengthen and up-grade the existing information technology infrastructure in the Ministry. It is intended to bring the working of the Government to higher standard and move in the direction of paperless office. An amount of Rs 360 lakhs earmarked for IT infrastructure during the financial year 2017-18.

19.2. Considering the importance of National e-Governance Plan, the Ministry of Labour and Employment and various organization under it has carried out the following activities:

A. Activities in Ministry:

- i. Implementing e-Office as one of the Mission Mode Projects (MMPs) under the Digital India Programme. Use of e-office in official transactions helps in bringing transparency, accountability and expeditious decision-making. E-office also provides additional advantages like real time tracking, location agnostic disposal, universal search-ability and retrieval of files.
- ii. Launched a Portal called Platform for Effective Enforcement for No Child Labour (PENCIL) for better monitoring & reporting system, to ensure effective implementation of the provisions of the amended Child Labour (Prohibition & Regulation) Act, 1986 and National Child Labour Project (NCLP) Scheme. PENCIL Portal has five components namely :- (i) Complaint Corner, (ii) District Nodal Officer (DNO), (iii) National Child Labour Project (NCLP) Scheme, (iv) State Government and (v) Central Government. All operational Project Societies of NCLP are registered on the portal for better implementation of NCLP scheme aimed at educational rehabilitation of child and adolescent labour.
- iii. Issued Notification dated February 21, 2017 for ease of compliance of Labour Laws reduced the number of Registers to be maintained to 5 in place of 56 Registers which were provided under the Central Labour Laws/Rules. To facilitate the compliance by the establishments further, a software has been developed for maintenance of these registers by the Establishments and uploaded for free download on the Ministry's website.
- iv. Through Shram Suvidha Portal a Unified Registration form for EPFO and ESIC has been made operational. Unified Returns (ECR) of EPFO and ESIC has also been made introduced. Total Establishments which

have been allotted LIN as on 12.12.2017: 22,92,586. More than 16,000 Annual Single Returns for 9 Labour Laws have been filed. Data is being shared and LIN being allotted to the establishments covered by the state labour enforcement agencies.

v. Directorate General of Employment (DGE) has taken initiatives to bring employers, trainers and unemployed on single platform through National Career Service(NCS) Portal. As on 31.10.2017, 3.92 crore job seekers, 14.86 lakh employers are registered and it has led to mobilization of over 7.73 lakh vacancies. NCS has partnered with Department of Posts to extend registration of job seekers through the Post Offices. To enhance the reach and enrich the employment opportunities available to youth, **22 strategic MOU** have been signed with leading job portals, placement organizations and institutions of repute. Government of India has recently made it mandatory for government vacancies to be posted on the NCS Portal.

B. Employees 'Provident Fund Organisation (EPFO)'s IT initiatives include:

- i. Universal Account Number(UAN) has been allotted to organized sector workers making their Employee Provident Fund Accounts portable which would benefit 12,26,13,675 account holders and Aadhaar Seeding of the account has been completed for 2,56,59,988 UAN Subscribers. Access to online and mobile services (through UMANG app) is also made available.
- ii. Online Claim Receipt & other Services:

1. Employers can pay their contributions online without any hassle and the amount is credited to members' accounts within 04 days.
2. All 120 EPFO offices have migrated to the consolidated database at the National Data Centre for seamless interface across the country.
3. Digital JeevanPraman Patra introduced for convenience of Pensioners
4. Online Filing of Returns of Exempted Establishments.
5. Online service for generation of Certificate of Coverage have been introduced for international workers.

C. Employees' State Insurance Corporation (ESIC)'s IT initiatives include:

- i. By launching e-biz platform ESIC has integrated its services (Registration of Employers through e-biz portal of Department of Industrial Policy and Promotion (DIPP) to promote ease of business and curb transaction costs.
- ii. As on 30.11.2017, under 2nd Generation Reforms ESIC-2.0, ESI Scheme stands implemented fully in 325 Districts, partially in 85 Districts and in 93 District Hqrs.
- iii. A process of establishing the identity of the insured person in ESIC through his Aadhaar number has been set up by seeding his Aadhaar number to his insurance number. This has simplified the identification process of the insured person and his/her dependents at various point of contact during all type of benefit disbursement.

CHAPTER -20

VIGILANCE AND REDRESSAL OF PUBLIC GRIEVANCES

Role and Functions of Chief Vigilance Officer**Background**

20.1 The Primary responsibility for maintenance of purity, integrity and efficiency in the organisation vests in the Secretary, Ministry of Labour and Employment. The Chief Vigilance Officer assists the Secretary in the discharge of his/her vigilance functions. The CVO acts as a special assistant/advisor to the chief executive and reports directly to him/her in all matters relating to vigilance. CVO heads the Vigilance Division of the Ministry and provides a link between Ministry and Central Vigilance Commission and also the Central Bureau of Investigation. The Chief Vigilance Officer is appointed with the prior consultation of Central Vigilance Commission and no person whose appointment in that capacity is objected to by the Commission can be so appointed.

20.2 The Vigilance functions of CVO are of wide sweep and include collecting intelligence about the corrupt practices committed, or likely to be committed by the employees of his organisation; investigating or causing an investigation to be made into verifiable allegations reported to him; processing

investigation reports for further consideration of the disciplinary advice wherever necessary, taking steps to prevent commissioning of improper practices/misconducts, etc. It can broadly be divided into three parts – (i) Preventative vigilance, (ii) Punitive vigilance & (iii) Surveillance and detection.

An over view of the performance during the year 2017.

Punitive Vigilance.**Complaints**

20.3 All the complaints received during the years 2016-17 have been appropriately addressed.

Departmental Proceedings

20.4 Two new case of Departmental Proceeding were initiated and seven cases have been finalised during this year. Sincere efforts were made to expeditiously finalise the pending Departmental Proceedings by issuing necessary directions to the concerned Inquiring Authorities.

Prosecution Sanctions

20.5 All the Prosecution Sanctions as sought by the CBI/ACB during the year were accorded. No Prosecution Sanction case is pending for more than three months.

Preventive Vigilance

20.6 Annual Property Returns submitted by the employees of the Ministry were properly scrutinised to deter the corrupt intent if any. All the intimations given regarding acquiring/disposing of the moveable/immovable property were also properly examined in the light of known sources of income of the concerned employees. Vigilance Awareness Week was observed in the Ministry from 30.10.2017 to 04.11.2017. Officer and members of staff in the Ministry took an Integrity Pledge on 30.10.2017 and pledged.

- To follow probity and rule of law in all walks of life;
- To neither take nor offer bribe;
- To perform all tasks in an honest and transparent manner;
- To act in public interest;
- To lead by example exhibiting integrity in personal behaviour;
- To report any incident of corruption to the appropriate agency.

GRIEVANCE REDRESSAL MECHANISM IN MAIN SECRETARIAT

20.7 Grievance Redressal Mechanism is part and parcel of the machinery of any administration. The public grievances are

received in two modes, viz. online through the centralized **PUBLIC GRIEVANCE REDRESS AND MONITORING SYSTEM (CPGRAMS)** portal (pgportal.gov.in) and also in offline (physical) form from various sources. The Ministry of Labour and Employment is one of the top 20 Ministries which receive largest number of grievances.

20.8 The work of the Public Grievances redressal is given high importance by this Ministry and it is regularly reviewed at highest level of Secretary (L&E). Majority of the grievances received in this Ministry are related to the Employees Provident Fund Organisation (EPFO), Chief Labour Commissioner (Central) Organisation (CLC(C)), the Employees State Insurance Corporation (ESIC) and the Directorate General of Employment (DGE). The online Public Grievances received in the Ministry on CPGRAMS are being closely monitored and due to the regular and close monitoring at all levels, most of the grievances are presently being disposed of by various Organisation / Offices of the Ministry within 30 days.

20.9 Comparative figures of Public Grievances received and disposed of on the CPGRAMS portal and percentage of disposal of such Grievances by the Ministry of Labour and Employment during the period 2015-2017 (Year-wise) are shown at the **Annexure**.

Annexure

YEAR-WISE BREAK UP OF PUBLIC GRIEVANCES RECEIVED AND DISPOSED OF IN THE ONLINE CPGRAMS PORTAL (PGPORTAL.GOV.IN) BY THE MINISTRY OF LABOUR AND EMPLOYMENT DURING THE PERIOD 2015-2017 (FROM 01.01.2015 TO 31.12.2017).

Sl.No	Period (year)	No. of Grievances brought forward from previous year	No. of Grievances received during the years	Total No. of Grievances received for the year (3+4)	Cases disposed of during the year	Cases pending at the end of the year	Percentage of Disposal
1	2	3	4	5	6	7	8
1	01.01.2015 to 31.12.2015	1597	22329	23926	22912	1014	95.76%
2	01.01.2016 to 31.12.2016	1014	24699	25713	24635	1078	95.80%
3	01.01.2017 to 31.12.2017	1078	33037	34115	32710	1405	95.88%

VIGILANCE AND REDRESSAL OF PUBLIC GRIEVANCES

BACKGROUND

20.10 To ensure transparency in administration, the EPFO's Vigilance Division has adopted a multipronged strategy of preventive vigilance measures to contain, control and curb corruption for hassle free service delivery.

20.11 As the Organization has grown larger with an increasing subscribers' base it has to cope with the increased quantum of service delivery responsibilities. The Vigilance Division is headed by Chief Vigilance Officer (JS level) at the Headquarters and has four Zonal Vigilance offices in Mumbai, Kolkata, Hyderabad and in New Delhi to monitor implementation of preventive vigilance measures.

REDRESSAL OF PUBLIC GRIEVANCES IN EPFO CUSTOMER SERVICE & GRIEVANCE REDRESSAL MECHANISM IN EPFO

20.12 The organization, in tune with its objectives, lays strong importance to customer service and the redressal of grievances of the Members of the fund. The Customer Services Division exists in the Employees' Provident Fund Organisation, Headquarters, New Delhi and field formations in 135 Regional Offices across the country are equipped with full-fledged Facilitation Centers, PROs and supporting staff with an aim to provide quality service to all stake holders of the organisation.

20.13 There is two-tier organizational structure of Customer Service Division for handling and redressal of public grievances. At the Head Office level, this division is headed by

Additional Central Provident Fund Commissioner and assisted by Regional Provident Fund Commissioner, Assistant Provident Fund Commissioner and Public Relation Officer.

20.14 The Regional Provident Fund Commissioner of the regions and Officer-in-Charge of Sub-Regional Offices head the Customer Service Division in their respective offices and they are available for redressal of the grievance of the Members on all working days. Each field office has a full-fledged facilitation center and is manned by a Public Relation Officer.

20.15 The Regional Provident Fund Commissioners/Officer-in-Charge, who are the nodal officers of all field offices in EPFO, closely monitor the receipt and disposal of grievances with an aim to redress the grievances promptly in their offices and to improve service to EPFO's customers. The nodal officer in each office is responsible for ensuring that grievances pertaining to that office are redressed immediately so that the overall grievances are minimized. He/she is also personally responsible for any inordinate delays in redressal of grievances in his/her respective office.

20.16 Apart from this all Additional Central Provident Fund Commissioners in 21 Zones in the country monitor the grievance handling system and attend grievances pertaining to offices under their jurisdiction.

20.17 Public Grievances are received through the following modes:-

- Online on internet based systems.
- By post/email

➤ In person/by phone

20.18 The Grievances received primarily relate to following areas:

- Settlement of PF/Pension/Insurance claims
- Transfer of PF accumulations
- Non-enrollment by employers under PF.
- Issuance of Unique Account Number (UAN) to member.
- Inoperative accounts of Members
- NEFT and other electronic transactions.
- Banking issues related to Members bank accounts.
- Enhancement of Pension / Calculation of Pension under EPS

20.19 All grievances received in the Customer Service Division are registered into a computerized system (EPFiGMS) and acknowledgement is sent to the complainants by an email. Thereafter grievances are sent to the field offices to which they relate to, for redressal. Grievances are monitored on regular basis with system support.

20.20 *Comprehensive* policy guidelines have been issued from time to time reiterating commitment to improve service standards in the EPFO and they are being monitored intensively by the Head Office and the Zonal offices. Quality of grievance handling also counts substantially towards performance appraisal.

20.21 The details of grievances received and redressed during the last three years and current year are given below:

	(2017-18) Upto Dec., 2017	2016-17	2015-16	2014-15
Grievances pending at the beginning of the year	2254	1280	2159	4587
Received during the year	299551	239913	220745	179893
Total	301805	241193	222904	184480
Disposed off during the year	290720	238939	221624	182321
Balance at the end of the year	11085	2254	1280	2159
Percentage of Disposal	96.33	99.06	99.43	98.83

20.22 In addition to grievances registered under EPFiGMS, grievances pertaining to EPFO were also registered with CPG RAMS programme of the Department of Administrative Reforms & PG (DARPG) under Ministry of Personnel, PG & Pensions, Government of India. A total of 13404 grievances were received by EPFO on CPGRAMS portal, out of which 13081 cases were disposed off during the year with a closing balance of 323 cases as on 10.01.2018.

ONLINE REGISTRATION AND REDRESSAL OF GRIEVANCES

20.23 The facility of online registration of public grievances and their redressal is available on the following internet based grievance handling systems:-

- Using the Centralized Public Grievance Redressal and Monitoring System (CPGRAMS) in PG portal of Govt of India.

20.24 CPGRAMS is a program developed and executed by the Department of Administrative Reforms & PG (DARPG) under Ministry of Personnel, PG & Pension, Government of India, has been successfully implemented in the Organisation. All the offices are regularly using CPGRAMS to monitor & redress the grievances.

- Using the EPF Internet Grievance Management System (EPFiGMS) in portal available on EPFO website.

20.25 EPFiGMS is loaded with several advanced features; most important being that movement of registered grievances guided by database which tracks the registered grievance to any of the offices to which it might be related. Once a grievance is registered, system generates a unique registration number and auto generates acknowledgement letter directly to the subscribers email (if provided).

HELPDESK OUTSOURCING FOR UNIVERSAL ACCOUNT NUMBER:-

20.26 The UAN program launched on 16.10.2014 by the Hon'ble Prime Minister of India was initiated with the allotment of Unique Account Number (UAN).

20.27 Accordingly, a help desk was set up right from the initial stages of the launch of the program which has been found to be quite successful in addressing to all the queries raised during this period and has been instrumental in making the UAN program a success. The Help Desk can be approached either through the toll free number 1800118005 as well as through e-mail uanepf@epfindia.gov.in

NIDHI AAPKE NIKAT

20.28 In an endeavour on the part of the Organization to be more accessible to its different stakeholders including employers the erstwhile Bhavishya Nidhi Adalats have been rechristened as **Nidhi Aapke Nikat** and this monthly programme (which began on 10.07.2015) is an outreach programme which serves to bring all stakeholders on a common platform and facilitate exchange of ideas and dissemination of information besides of course, grievance redressal.

20.29 As the case with Bhavishya Nidhi Adalat, **Nidhi Aapke Nikat** is conducted on the 10th of every month. The programme is held in every RO / SRO of the organisation and is presided over by the Officer-in-Charge or in the absence of Officer-in Charge by the next senior most officer. Sufficient publicity regarding the conduct of the programme is made before hand, preferably by the 20th of the preceding month through press releases and communications to employers' associations and trade unions to make it effective and fruitful.

NEW INITIATIVES

20.30 Of late many new initiatives have been taken which have a bearing in improving the customer service.

Some of these initiatives are given as follows:-

- Launch of Online Batch Processing Software facilitating prompt updation of Accounts of Members.
- Online Transfer claim Portal (OTCP)
- Online Registration of Establishments (ORLE) Portal
- Allotment of Universal Account Number

(UAN) for Members

- More facilities in the Electronic Challan cum Return (ECR) Portal
- Pension Process Re-engineering
- Release of monthly pension through CBS network of banks.
- Release of PF money through NEFT mode
- "Know your Claim Status" has been incorporated for Members in our website.
- Seminars are arranged to educate employers, employees and various representatives
- Launch of Special Corporate Office (SCO) of the EPFO at Bandra, Mumbai
- Online helpdesk for settlement of Inoperative EPF Accounts
- Short code SMS service, for Members who have activated their UAN number whereby Members can send an SMS from their registered mobile number to a specified number and thereby receive information regarding their PF account in 10 different languages, namely, English, Hindi, Telugu, Tamil, Punjabi, Gujarati, Marathi, Kannada, Bengali and Malayalam.
- Auto –Updation of Members accounts at end of financial year
- Online Helpdesk for Universal Account Number (UAN) for Members.
- Launch of mobile app on services offered by EPFO
- Interaction with public on social media through Facebook and Twitter.

20.31 The monitoring of the grievance and its qualitative disposal with the help of online internet based grievance handling systems viz.

EPFiGMS and CPGRAMS has considerably improved the quality of grievance management in EPFO.

EPFO'S Facebook and Twitter handle

20.32 Facebook and Twitter handle of EPFO launched on 25th December, 2015 is being constantly used to share information with stakeholders, respond to their queries, and collect feedback. The homepage of EPFO prominently displays the Facebook and Twitter links.

I. Preventive Vigilance

- **Integrity Pact:**

As per directions of the Central Vigilance Commission regarding adoption of Integrity Pact, those divisions of EPFO which are involved in public procurement process have been advised to take appropriate action in this matter.

- **Integrity Index:**

EPFO has been selected by the Central Vigilance Commission as one of the 25 CPSES/Central Government Departments to support/assist the Central Vigilance Commission in its project of development of Integrity Index. The Vigilance Division has been providing all essential inputs and information to the Indian Institute of Management, Ahmedabad, the Consultant for the project.

- **Integrity Pledge:**

For promoting an anti-corruption culture in EPFO, the CVC has launched the Online Integrity Pledge through its website. The Vigilance Division is engaged in creating

awareness about the Integrity Pledge amongst the staff of EPFO.

II. Punitive Vigilance

- **Complaints:**

With an opening balance of 51 undisposed complaints received during the previous year (2015-16) and 666 new complaints received during 2016-17 the total number of complaints became 717. Out of these 717 complaints 698 complaints were disposed during the year leaving behind a closing balance of 19.

- **CVC's 1st and 2nd stage advices.**

There were 16 CVC's 1st stage advices (major & minor) pending at the beginning of the year and during the year 18 CVC's 1st stage advices (major & minor) has been received. Out of the total of 34 cases, 22 cases have been disposed leaving behind 12 cases at the end of the year. Similarly, there was 05 CVC's 2nd stage advice pending at the beginning of the year and during the year 17 CVC's 2nd stage advices have been received. Out of the 22 cases, 12 cases have been disposed leaving behind 10 cases at the end of the year. Further action is being taken to dispose the pending cases.

- **Disciplinary Proceedings initiated:**

21 new Disciplinary Proceedings were initiated during the year. Out of these 14 were major penalty proceedings and 07 were minor penalty proceedings.

- **Disciplinary Proceedings finalized:**

81 Disciplinary Proceedings were finalized during the year. Out of these penalties

both major and minor were awarded in 65 cases.

- **Prosecution Sanctions accorded:**

13 cases of Prosecution Sanction were accorded during the year 2016-17.

III **Surveillance & Detection**

- **Coordination meeting with CBI/ACB**

Coordination meetings were held with CBI/ACB and Agreed Lists have been prepared and ODI list was updated.

- The Vigilance Awareness Week, 2017 was observed in the Employees' Provident Organization (EPFO) between 30th October, to 4th November, 2017 as per the Central Vigilance Commission guidelines. The theme "My Vision – Corruption Free India" was promoted across the society as well as within the organization via different medium and activities.
- The Vigilance Awareness Week (VAW) commenced with the integrity pledge taking event at 11.00 a.m. on 30th October, 2017 in every EPFO office in the country. Following this, various events celebrating and creating awareness about corruption and preventive vigilance were organized between 30th October to 4th November, 2017 across the country.
- The activities and events encompassed about 27,832 citizens taking integrity e-pledge. About 27,241 students participated in competitions such as Cartoon and Poster Competition, Story-telling competition, Short play/Drama Competition etc. in schools and colleges. Further, 162 workshop/seminars at 110

EPFO Offices and 20 Awareness Gram Sabhas at 20 locations involving 872 participants etc. were also organized across the country.

- A National Seminar on the topic 'Fraud Risk Management: The New Initiatives' was organized on 03.11.2017 at India Habitat Centre Lodhi Road, New Delhi.

VIGILANCE ACTIVITIES:-

20.33 Vigilance Branch of ESI Corporation implements instructions and guidelines from Central Vigilance Commission in regard to eradication of corruption, undertakes investigation on the complaints received through Central Vigilance Commission and through other sources involving vigilance angle and initiates departmental action against the officials of the Corporation who indulge in corrupt practices and misconducts as defined in the ESIC (Staff & Conditions of Service) Regulations, 1959. The Vigilance Division in the Hqrs office is headed by a Chief Vigilance Officer. Four Zonal Vigilance Offices and four Zonal Inquiry Offices (Departmental Inquiry) are located at Delhi, Mumbai, Chennai and Kolkata. One Deputy Medical Commissioner (Medical Vigilance) is posted at Hqrs. Office. Investigation of the complaints is undertaken by the Zonal Vigilance Officers and DMC (MV), and the departmental enquiries are conducted by the Zonal Inquiry Officers (Departmental Inquiry) and by other Officers appointed as Inquiry Officer by Disciplinary Authority. As a preventive measure, Zonal Vigilance Units and Medical Vigilance officers posted in various states, conduct periodical and surprise inspections of ESI Offices i.e. Regional Offices, Sub Regional Offices, Branch Offices, Hospitals

and Dispensaries etc. falling in their respective jurisdiction.

20.34 The details in respect of various activities done by vigilance division during the last three years from 01.01.14 to 31.10.17:-

1. During this period, penalty orders were passed in 297 Disciplinary cases, out of which 99 orders were passed from Hqrs. Office.
2. During this period, total 244 Charge Sheets were issued, out of which 52 charge sheets were issued from Hqrs. Office.
3. During this period 63 appeal cases were received and 36 orders were passed.
4. As many as 17 CVC report cases were examined and reports sent to CVC in all Cases.
5. 116 Complaints involving vigilance angle were disposed off during the period under report.
6. All the quarterly suspension review meetings have been held in time.
7. 14394 property returns have been scrutinized.
8. Monthly, quarterly and Annual returns to Central Vigilance Commission have been sent timely.
9. During this period, 8 prosecution sanction cases were received and sanctions were granted within prescribed time limit in all the cases.
10. No. of Inspections conducted by Zonal Vigilance Offices during the period are 788.
11. Omitted wages amounting to Rs. 126.27 Crores were detected by the zonal vigilance during the last three years.

12. Scrutiny of Super Speciality Treatment bills was done by Medical Vigilance Officers and excess payments amounting to Rs. 6.36 Crores were detected during the last three years.

13. Recovery of Rs. 15,68,62,479/- have been made against irregular payments, detected by CTE & Vigilance Investigation from the bills of construction agencies during the period.

REDRESSAL OF PUBLIC GRIEVANCES IN EMPLOYEES' STATE INSURANCE CORPORATION (ESIC):-

20.35 In pursuance of the instructions issued by the Directorate of Public Grievances, Govt. of India, the Corporation has been making all out efforts for speedy redressal of Public Grievances. The Corporation monitors Public Grievances received from various quarters including Insured Persons, their family members, employers/ Employees' Associations, Employees unions, MPs/MLAs/VIPs, social media handles of ESIC etc through a network of Public Grievance officers posted in all the offices of the Corporation. Grievances received from the Prime Minister's Office and the Cabinet Secretariat are directly monitored by a senior officer in the Hqrs. Office for effective and timely redressal.

20.36 The monitoring of Public Grievances received in the Regional Offices, Sub-Regional Offices, ESI Hospitals/ Dispensaries is being done by the designated Public Grievance Officers. Apart from this, Suvidha Samagam/ open house meetings are being conducted in the respective Regions/ Sub- Regions/ Branch offices level at regular intervals in the presence of senior officers of the Corporation and representatives of trade unions and employer's

representatives. Such meetings are generally presided over by the Regional Director/ Director I/c of Sub-Regional Office or a senior officer to redress the grievances across the table, wherever it is possible.

20.37 In the states, where the ESI scheme has been implemented, the grievances relating to the medical benefits are being taken up with the State Govt. authorities by our Regional Directors as well as State Medical Commissioners for timely redressal of grievances. The Corporation conducts workshops and seminars on Public Grievances for its officers & staff. Instructions, circulars and other important information are also uploaded on the website.

20.38 The Regional Director/ Director/ JD I/c/ SSMC/SMC/MS/DMD have been instructed that the grievances received from Directorate of Public Grievances of the Ministry, should be given top priority. They have been asked to visit Govt. of India, website everyday and to take up the complaints relevant to their office through Centralized Public Grievance Redressed and Monitoring System (CPGRAMS) for quick action & redressal of the same and to report to Hqrs office through e-mail at pg-hqrs@esic.in. The grievances are settled within 30 days as per instructions of the Cabinet Secretariat.

20.39 The independent PG Module of ESIC, in

line with CPGRAMS has also been launched on 13.08.2015. It has been made accessible to the Public from 15.08.2015. It helps various stakeholders to file grievances directly to the concerned office/ hospitals of ESIC through www.esic.in/webSPACE/web/grievance/home. Respective office of ESIC an immediate action.

20.40 To make the scheme user friendly and to provide urgent & correct information/ guidance to stake holders and beneficiaries, a Toll Free Helpline 1800-11-2526 is functioning round the clock for all seven days of the week. Calls being received on the toll free helpline are attended promptly, politely and replied appropriately upto the satisfaction of the caller.

20.41 The status details of the PG received on CPGRAM Portal and redressed by ESIC from 01.04.2016 to 31.03.2017 are as under:-

1	Unsettled grievances pending as on 31.03.2016	20
2	Grievances received from 01.04.2016 to 31.03.2017	2219
3	TOTAL	2939
4	Grievances settled during the period from 01.04.2016 to 31.03.2017	2179
5	Unsettled grievances as on 31.03.2017	60
6	Number of grievance pending for more than 15 days	5 (out of 64)

CHAPTER -21

INTERNATIONAL COOPERATION**INDIA AND INTERNATIONAL LABOUR ORGANISATION (ILO)**

21.1 India is one of the founder members of International Labour Organization which came into existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. At present the ILO has 187 Members. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the two other social partners, namely, the workers and employers. The three organs of the ILO are – (i) International Labour Conference – General Assembly of the ILO that meets every year in the month of June, (2) Governing Body – Executive Council of the ILO that meets three times in a year in the months of March, June and November and (3) International Labour Office – a Permanent secretariat.

21.2 ILO is financed mainly by contribution received from the member states. The ILO Budget follows the calendar year and annual contributions are paid by the Governments of the member states according to a scale, which the International Labour Conference on year-to year basis fixes, in line with the U.N scale of assessment. For the year 2018, Indian's share of contribution is SF 2,801,009 which is SF 380,111,517 of the total ILO Budget and

worked out Rs.19,04,70,448.00 in Indian Currency (approx).

21.3 India and ILO have an enduring and vibrant relationship which is marked by close and dynamic cooperation over the years. This relationship has been a matter of mutual benefaction too. Even as India has significantly contributed to the achievement of ILO's objectives, its thought processes, deliberations and style of functioning, ILO too has made impression on the India's legislative framework for providing equity. Human dignity, social justice, equality of opportunity, avoidance of discrimination, freedom of association, etc., are but a few of the common sinews inherent in the Constitution of the Republic of India and of the ILO. Creation of a just and equitable World Order; securing distributive justice concurrently with economic growth and creation of employment opportunities for the purposes; increasing productivity to increase shareable gains; workers' participation; human resource development; human and environmental dimensions of technology; poverty alleviation; and economic reform with a human face are amongst the major thrust areas presented to ILO by India.

21.4 India has been playing a pro-active role in the proceedings of the ILO since its inception. The Indian delegation, which is

tripartite in composition, has been participating in the International Labour Conference on a regular basis. The ILC is the main policy making body of the ILO. While the International Labour Standards adopted by the ILC have been enriched by the vast experience of its delegates and advisers, the experience gained in this International forum by the members of the Indian delegations over a period of time has helped in giving the much needed international perspective to our national laws and practices. We have so far ratified 47 Conventions.

Latest Ratification by India

21.5 In a historic step towards eradication of Child Labour from the country, India ratified International Labour Organization's Convention No 138 (minimum age for employment) and Convention No 182 (worst forms of child labour) to symbolise its commitment and initiatives for eradication of child labour and attainment of Sustainable Development Goal 8.7 related with curbing of child labour. The ratification of both conventions coincided with the International Day against Child Labour expressing country's commitment along with global partners to fight the menace of child labour and providing the childhood back to them. Former Hon'ble Minister of Labour and Employment Shri Bandaru Dattatreya handed the Instruments of Ratification to Mr. Guy Ryder, DG, ILO at the sideline event held in Geneva at the International Labour Conference, 2017 on 13th June 2017.

21.6 With ratification of these two core ILO

conventions, India has now ratified 47 Conventions which includes six core or fundamental human rights Conventions like Forced Labour Convention (C-29), Equal remuneration Convention (C-100), Abolition of Forced labour Convention (C-105), discrimination (Employment & Occupation) convention (C-111), Minimum wage Convention, 1973 (C-138) and Worst Forms of Child labour Convention, 1999, (C-182) and three priority/governance conventions such as Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122) and Tripartite Consultations (International Labour Standards).

106th SESSION OF THE INTERNATIONAL LABOUR CONFERENCE & 330th Session of the Governing Body, ILO.

21.7 The 106th Session of the International Labour Conference (ILC) of ILO and 330th Session of Governing Body was held from 4th June to 17th June, 2017 in Geneva. A high level Indian Tripartite Delegation led by Shri Bandaru Dattatreya, the then Hon'ble Minister of State for Labour & Employment (Independent Charge) attended the ILC. Besides officials from Ministry of Labour & Employment, the delegation included 11 representatives each from Workers (Central Trade Union Organizations) and Central Organization of Employers' side in the ILC. The Conference was followed by 330th Session of the Governing Body meeting of ILO.

21.8 In the sidelines of 106th ILC, a special event highlighting various measures taken by India to eradicate child labour was hosted on

13th June 2017. Hon'ble Minister of State for Labour & Employment handed over the Instruments of Ratification of the ILO's core Child Labour-related Conventions (No.138 & 182) signed by Hon'ble President of India to Director General, ILO.

21.9 Shri Pallab Lochan Das, MoS(IC) for Labour & Employment, Tribes Welfare, Revenue & DM, State Government of Assam and Shri Pithani Satyanarayan, Labour & Employment Minister, State Government of Andhra Pradesh accredited for participation in the 106th ILC. Heads of States and Governments of ILO Member States with participants from representing governments, employers and workers groups attended the conference.

21.10 Given the federal structure of Government and the fact that labour is a concurrent subject, the Indian delegation also included Labour Ministers from Rajasthan, Assam and Andhra Pradesh.

Synopsis of the Composition of the 106th Session of the International Labour Conference of ILO

21.11 335 Government delegates, 162 Employers' delegates and 163 Workers' delegates- a total of 6092 accredited to take part in the Conference in conformity with the provisions of the Constitution of the Organization (as compared to 5982 in 2016, 5,912 in 2015, 5,245 in 2014, 5593 in 2013 and 5,327 in 2012). This year the tripartite delegation representing governments, employers and workers from 169 of the ILO Member States attended the conference.

Agenda of the Conference and Items placed on the agenda by the Conference

21.12 Standing Items:

- I) Reports of the Chairperson of the Governing Body and of the Director-General
- II) Programme and budget proposals for 2018-19 and other questions
- III) Information and reports on the application of conventions and Recommendations

21.13 Items placed on the agenda by the Conference or the Governing Body

- IV) Labour Migration (general discussion)
- V) Employment and decent work for peace and resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) (Standard setting second discussion)
- VI) A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008
- VII) Abrogation of Conventions No. 4, 15, 28, 41, 60 and 67.

Group / Conference wise details of deliberations are as follows:

Government Group Meeting

21.14 Government Group meeting took place every Monday to consolidate their stand on the discussion subjects of various Committees. This year Asia Pacific Group

(ASPAG) was entrusted with the task of choosing the Chairperson of Governing Body, ILO. This year Japan was elected as the chairperson of the Governing body for the biennium 2015-16. India was also nominated for ASPAG Group for the year 2015-16.

Plenary Session

21.15 Speaking at the Plenary Session of the International Labour Conference on 14th June 2017, Hon'ble Labour and Employment Minister, Mr Bandaru Dattatreya expressed his happiness over the growing coherence between the Sustainable Development Goals and the agenda of ILO and other UN forums. He said that no development was complete unless it benefitted each and every person in the society. He further added that Poverty eradication, employment generation and reducing inequality formed the core of the development strategy of India. On ratification by India of two core ILO conventions on Child Labour, he reiterated India's commitment for a safe, healthy and happy future for children. He further added that the government is committed to provide social security for 450 million workforce in the informal sector. He informed about the amended Maternity Benefit Amendment Act, 2017 that provides for paid maternity leave of 26 weeks which would encourage women into employment.

21.16 Smt M. Sathiyavathy, Secretary Labour and Employment, addressed the Plenary Session of the 106th ILC and placed on record India's appreciation for a comprehensive and topical report of Director

General, ILO, Mr Guy Ryder on 'Work in a changing climate: The Green Initiative'. She indicated that the Paris Agreement of 2015 had defined the global climate initiative in the changing context of globalization which recognized national contexts, yet respected the principles of shared responsibility and collective commitments. The fact that 195 countries have signed and 147 have recognized it, is a testimony of its importance. She reiterated India's commitment to cleaner climate and energy transition. She mentioned about setting up of the international and inter-governmental organization - 'International Solar Alliance headquartered at National Institute of Solar Energy (NISE) in India that is dedicated to promotion and for making solar energy a valuable source of affordable, reliable, green and clean energy in 121 member countries.

Committee Wise Discussion:

A. Committee on Application of Standards:

21.17 The Committee on the Application of Conventions and Recommendation deals with information and reports on the application of Conventions and Recommendations. The Committee considered 24 individual cases of serious failure by member states relating to application of various conventions. India presented its case on Convention 81 concerning Labour Inspection Convention. From India, Smt. M. Sathiyavathy, Secretary (L&E), MoLE, Shri Rajiv Chander, Ambassador, PMI Geneva, Shri Manish Kumar Gupta, Joint Secretary, MoLE represented the country in this Committee.

21.18 The Case has its genesis in a complaint made by a Indian Central Trade Union in 2014 alleging the dilution of Labour Inspection system in particular the free initiative of labour inspectors to undertake labour inspections in wake of the labour law reforms initiated by the Government of India as well as implementation of a web based platform ShramSuvudha Portal for enabling IT enabled compliance and enforcement of labour laws. The case has been examined by CAS in 104th Session of ILC in 2015 where Government of India had submitted an elaborate reply, substantiated by detailed statistics, to each of the observations of the Committee. Committee, at the end of the examination of the case, sought for more information on various aspects of Labour Inspection system in India which has been since then duly supplied by Government both in August 2015 and then in September 2016 as a part of periodical submission of information to ILO under the Article 22 of ILO constitution in respect of ratified Convention.

B. Committees on Labour Migration:

21.19 The committee made its deliberation for discussion on five question relating to opportunities and challenges presented by labour migration governance; enhancing cooperation and coordination between ministries of labour and other relevant government entities dealing with migration; strengthening of social dialogue on labour migration; relevance of ILO's existing normative and policy frameworks; and actions to be taken by ILO's constituents and office on issues such as labour migration data. India in its

statement said that labour migration governance issues focus on key policy aspects like promotion of productive skills and protection from exploitation. A key set of instruments to address migration risks and subsequent social protection are unilateral measures, bilateral and multilateral agreements. Coordination and cooperation between ministries of labour and other relevant government entities is of the essence in order to make labour migration an engine of growth. This would not only include ministries of foreign affairs, interior and development planning but also ministries dealing with social welfare and industry. While may effective mechanisms are in place at the national level, this needs to be enhanced at the regional and global level. This can be done through establishment of specific mechanisms in the form of joint working groups with a mandate to resolve inter-ministerial issues through dialogue.

21.20 At the national and global level there is a need for regional policy approaches and coordination for harmonization of labour policies through the inclusion of mechanisms for social dialogue in these aspects at the sub-regional and regional levels could go a long way towards harmonization of these policies in consultation with ILO. India in its Intervention states that ILO has made substantial progress in making the existing normative and policy frameworks concerning bilateral agreement and fair recruitment more effective. The existing framework is quite efficient given that national priorities

may be different and this cannot be ignored. Nevertheless there is scope for improvement like collection of reliable data to inform evidence based policy making and contribute to the development of comparable international indicators with the help of Enhanced international support for implementing effective and targeted capacity building in developing countries to increase high quality timely and reliable data to enhance in safe orderly and regular migration.

C. Committee on Employment and decent work for peace and resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71):

21.21 India in its intervention, expressed satisfaction that the definition of the term disaster has been expanded to include "human, material, economic or environmental losses and impacts". India reiterated that its reservations on the term 'full, productive, freely chosen' in the text of the Recommendation and that migrants and refugees have different obligations on the part of the receiving countries depending upon the standards governing them. Refugees pose several challenges to host governments, communities, and nationals and to refugees themselves and highlights the need for a more balanced, multifaceted, flexible and coordinated response. India reiterated that the responsibilities must be shared. He raised questions about the responsibility framework of ILO in such crisis situations arising from disasters and conflicts and what should be the response of the ILO in such situations.

D. Committee on Fundamental Principles and Rights at Work:

21.22 The Committee discussed the strategic objective of fundamental principles and rights at work, under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008. Shri Rajeev Arora, Joint Secretary, MOLE, represented India in this committee. He, in his intervention, emphasized on a participative and consultative mechanism with the member constituents and social partners in strategic matters concerning development cooperation. Regional and County office of ILO may play the lead role by involving the national partners in identifying the key priorities of the constituents including region specific problems, opportunities and challenges. He stressed that the focus should be on long-term commitments to support development, prevent crises and built resilience.

21.23 Decent Work Country Program is an effective tool of ILO to extend technical expertise to tripartite partners on core labour issues. Synergy of DWCP with the activities of national government can make DWCP extremely relevant to the member country and can create a sense of ownership in the constituents. With regard to resource mobilisation for ILO development cooperation strategy, he insisted that traditional north south cooperation must be pursued Independently. He informed that India has enacted the Child Labour (Prohibition & Regulation) Amendment Act 2016 that provides for complete prohibition on work or

employment of children below 14 years in all occupations and processes. Further, the employment of adolescents (14-18) has been prohibited in the hazardous occupations and processes. Government of India constituted the Technical Advisory Committee to advise the Government for review of existing Schedule on hazardous occupations and processes of the Act. The TAC has submitted its report and accordingly a revised Schedule of hazardous occupations and processes has been framed, after wide consultation with the tripartite members, and has been notified to include a comprehensive list of about 118 occupation and processes.

E. Committee on Abrogation of Convention Nos.

21.24 The Committee discussed the abrogation of Conventions No. 4, 15, 28, 41 60 and 67. While, supporting the abrogation of four and withdrawal of two international labour conventions, India in its intervention stated that a robust and upto date ILO instruments are needed to respond to the changes taking place in the world of work and to ensure decent work for the workers. It was also stated that the policies and strategies of countries have changed; privatization and globalization have impacted the economies and have had repercussions for the labour markets. World of work has witnessed changes due to these developments and it will witness more radical changes tomorrow. With technological revolution and new forms of employment emerging the present world of work would be completely different in the future which requires ILO to keep updating its instruments.

Side-line Meetings during 106th session of ILC NAM MINISTERIAL MEETING

21.25 At the NAM Ministerial Meeting held on 13th June 2017, hon'ble Minister of Labour and Employment, Shri Bandaru Dattatreya said "In India, we have leveraged the technological advancement. Technology forms the basis of many of our programmes, like Digital India, National Career Service (NCS) portal, extending social security benefits (DBT). NCS portal is our strengthened public employment services platform effectively using the Information technology. The Portal already hosts more than 38 million job seekers and around 1.5 million job providers. We are not against technological innovation, rather we embrace it. Besides, we have also embarked on massive skilling programmes by creating a separate Ministry for the purpose".

ASPAG Ministerial Meeting

21.26 At the ASPAG Ministerial Meeting held on 13th June 2017, Hon'ble Minister of Labour and Employment, Shri Bandaru Dattatreya said "India firmly believes that employment generation with assured social protection and greater gender parity are fundamental to create an inclusive society". He further added that "poverty alleviation strategy must be linked to robust employment generation policies and equally robust wage policies and social protection. Our challenge is to implementing these policies to the informal sector. In a recent massive drive we were successful in opening bank accounts for close to 5 million wage workers across the country in last 6 months. We amended the legislative

provisions to enable the payment of wages through banking transactions thereby adding to the transition to formality”.

G 20 Meeting

21.27 At the G20 Labour and Employment Ministerial Meeting held on 14th June 2017, Hon'ble Minister of Labour and Employment, Shri Bandaru Dattatreya, expressed his happiness that issues like technology transfers by businesses in the global supply chain and promotion of decent work through capacity building formed the part of the G20 Labour and Employment Ministerial Declaration adopted by G20 Labour and Employment Ministers in Bad Neuenahr, Germany in May 2017. He further urged the G20 countries to explore the possibility of signing bilateral agreements for providing social security cover to our workers and for promoting their skill development.

Bilateral Meeting

21.28 Indian delegation led by Minister also participated in bilateral meeting held with Iran and spoke about issues concerning MSMEs, rural employment and vocational training.

Meeting of Secretary (L&E):

21.29 In addition to the meeting above, Secretary, L&E had meeting with Iraq Delegation Ambassador Ms Sandus Omar Ali Albayraqdar and Kurdistan Regional Government Minister Dr Muhammad Q Hawdyani and discussed the issue of labour migration and possibility of MoU between India and Iraq.

329th Session of the Governing body, ILO

21.30 329th Session of the Governing Body (GB) of the International Labour Organisation was held from 9 March – 24 March, 2017 in Geneva. The Indian delegation, led by Smt. M. Sathiyavathy, Secretary (L&E), participated in the Governing Body meeting along with officers from Permanent Mission of India in Geneva. Shri Rajeev Arora, Joint Secretary, Shri Manish Kumar Gupta, Joint secretary, and Smt. Anuja Bapat, Director, Ministry of Labour and Employment were the other members of the delegation.

Agenda of 329th Session of Governing Body

Institutional Section (INS)

21.31 Agenda of the International Labour Conference

The Indian delegation expressed its view that the 'impact of change in the demographic structure, digitalization, globalization etc. would be different for different economies depending on their level of development and therefore, it is important to understand the impact of these changes on the world of work. The delegation sought a thorough discussion and analysis for which the report of the High-Level Global Commission on the Future of Work and its examination in technical committee discussions during the Centenary Year International Labour Conference is looked forward to. The delegation also indicated its interest to discuss “Inequalities and the World of Work” as an agenda item for general discussion for the Conference session in 2020 with a stress upon gender perspective. Besides,

India expressed its interest for 'Apprenticeship Training' with focus on informal apprenticeships, in particular for women and "Decent Work in the world of sport". However, for deciding on the agenda items for conference sessions beyond 2020 the delegation felt that there was ample time

Matters arising out of the work of the 105th Session (2016) of the International Labour Conference :Programme of work to give effect to the resolution on Advancing Social Justice through Decent Work

21.32 Establishing actionable linkages between standards-related components of the priority areas is the key in ensuring that actions at the institutional and policy levels and actions taken by member states are mutually reinforcing. ILO guidance on DWCPs should cover the specific country needs. ILO should continue its activities for organizing workshops and trainings to improve their constituents' knowledge and increase their level of participation. International Training Centre of the ILO in Turin plays a significant role in providing training for developing the capacities of the constituents; capacity building of government and policy makers must also be encouraged. The knowledge strategy and the new development cooperation strategy would serve as a valuable too.

The Standards Initiative: Follow-up to the Joint report of the Chairpersons of the Committee of Experts on the Application of Conventions and Recommendations and the Committee on Freedom of Association

21.33 The Standards issue is at the core of ILO's functioning. The proposal of user-friendly guide for understanding the supervisory system and the regular interaction proposed between supervisory bodies and governments who have the responsibility of compliance, was welcomed. Ease of compliance does take away the burden of compliance. The criteria for both admission as well as closure of the case should be very well defined so that Governments may aim to achieve the same through their focused interventions.

21.34 Before considering any additional supervisory set up for interpretation of a convention, the issue must be brought at the forum of ILC, which is the highest forum. The general surveys mechanism in CAS can provide the ILC a legitimate platform for a meaningful discussion and will also ensure that discussions also bring out the specific national framework.

Progress report on the ratification and implementation of the Protocol of 2014 to the Forced Labour Convention, 1930

21.35 The Protocol of 2014, inter alia, deals with issues on trafficking in persons. While dealing with trafficking issues, the issue must be dealt with only in context of forced labour. The new terms which have not been defined in the international negotiations must be used very cautiously and may not replace the conventional terms. The Indian delegation requested ILO to share the details of how the countries who have ratified the Protocol are dealing with these issues. A knowledge sharing workshop to create awareness on

implementation challenges, etc. was suggested.

Policy Development Section

Outcome 5: Decent work in the rural economy

21.36 India believes that the issue of Decent Work in Rural Economy is extremely topical and cross cutting. Therefore, it is essential that we see it in totality with the backward and forward linkages with the issue of informality, rural-urban migration, gender issues, under employment, skilling and the domestic as well as global value chains integrated through a robust macroeconomic policy and legislative framework.

21.37 The delegation suggested for linkage between outcome 5 and outcome 6 on transition to formality and expected that ILO intervention on the Outcome 6 will be benefitted given the strong correlation between the two. Public employment programmes, if integrated well with financial inclusion and asset/ infrastructure creation, are very effective in terms of rise in wages and income, enhancing capacity and development of rural market, checking distress migration and encouraging participation of women in the labour force.

21.38 Referring to the discussions on the inconclusive expert meeting on Agro Sector, the delegation emphasized on development of agro based industry in the rural economy and promotion of decent work therein is very critical for creating non-farm job opportunities which will take the excess burden of population away from the agriculture sector to make it more competitive. Reliable, comprehensive

and timely statistics on rural labour market is important.

Outcome 6: Formalization of the informal economy

21.39 Creating mass scale job opportunities in the formal sector on the demand side and starting a massive skill development programme to make our labour force suitably equipped would help to bring the structural change in the labour market. At the same time, since informality brings with it significant incidence of poverty in most of the developing countries, creation and implementation of universal social security framework is integral to bring about this transition and ensure that the workers don't fall to the level of sub optimal living conditions. It is essential to build a conducive environment for businesses to grow and investment to happen in sectors which can sustain the large young population entering the labour markets.

21.40 The Indian delegation suggested ILO to increase its activities in Asia Pacific which has large incidence of informality. Informality mean different things to different countries and therefore, interventions must be rooted in the local context. It also suggested the training programs held at ITC, Turin to promote outcome 6 are also held at country level so that more customization can be achieved. ILO's intervention will help in promoting social dialogue on the issue particularly with respect to involvement of trade unions in matters of unorganized sector and encouraging employers to be a willing partner in the process.

Addressing the impact of climate change on labour

21.41 While the paper recognized the context of Paris Agreement, draft decision point placed for consideration of Governing Body did not take this into consideration. Similarly, the draft decision point neither recognizes the spirit of national ownership that COP 21 endorses nor did it mentioned the specific population categories which are most affected by climate change, although the agenda paper talked about the most affected sectors. India, on the advice of Ministry of Environment, Forest & Climate Change, proposed following amendment

- “(a) promote further discussion, knowledge and understanding of the implications of climate change, particularly on indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations, bearing in mind gender equality, empowerment of women and inter-generational equity for the world of work, through the Green Initiative;
- (b) promote the ratification and implementation of those international labour standards most relevant to the just transition framework towards environmentally sustainable economies and societies for all (as listed in the appendix to the ILO Guidelines), **creation of decent work and quality jobs in accordance with nationally defined development priorities and the principles of UNFCCC including CBDR and**

identify and address gaps related to the policy areas in the Guidelines, including by making use of the Standards Review Mechanism process;” After a thorough discussion, the decision point was partially amended to include india's concerns.

Programme, Financial and Administrative Section

The Director-General's Programme and Budget proposals for 2018–19

21.42 The Indian delegation expressed its concern on the reduced resource allocation for outcome 6 on formalisation on informal economy. While the Regular budgetary allocation remains unchanged, the extra budgetary component has been reduced drastically. The delegation aligned with ASPAG to encourage ILO to deploy more resources, both financial and technical in the region and expressing satisfaction on the proposed increased number of targets and a higher share of Extra Budgetary support in ASPAG region.

21.43 On the policy outcome issues proposed in the DG's Programme, the delegation supported the proposed tailor made interventions for countries on Outcome 1 related to 'more and better jobs'. It also highlighted the measures taken in India for universal right to education, complete ban on child labour, skill development and vocational training, etc. It suggested ILO to integrate its intervention with the national programmes wherever they exist to enhance the effectiveness of these interventions. On the

Outcome 2 on International Labour Standards, the delegation urged ILO to see that the core strength and supremacy of ILO in matters of world of work is not compromised in the context of growing interactions between international organisations on cross cutting issues. ILO should ensure that human rights are not taken as synonym with labour rights in terms of policy formulation, for this will make it very difficult to implement these through standard labour machinery.

21.44 On the issue of environmental sustainability, ILO should structure its approach on collaboration rather than on the prescriptive approach. Even while focusing on SMEs, large firms who interact with these SMEs in domestic and global supply chains should also participate through appropriate handholding, including technology transfers and funding. The sustainable enterprise initiative involves complex repercussions, therefore policy recommendation / instruments, if they are from other organisations, must have been negotiated in the intergovernmental fora and for all other matters have tripartite consensus.

21.45 While expressing its deep concern on reduced share of extra budgetary support for outcome 6 on formalisation of informal economy, and the regular budgetary support remains more or less the same, the delegation urged ILO to explore more avenues for funds. ILO may collaborate with other international organisations with work in common areas to integrate the interventions. ILO should also to work on quantifying/ monetise the unpaid

work done by women in the informal economy, particularly the care economy.

21.46 On outcome 9, on 'fair and effective international labour migration and mobility', ILO's intervention should be primarily focussed on promoting labour mobility for economic reasons with principles of fair migration built in and strengthened. This is the core mandate of ILO and should not be lost focus of.

21.47 At the country level interventions for ratification of Labour standards, the incremental improvement towards ratification should also be acknowledged besides actual ratification. The implementation challenges need articulated response. ILO should also do in depth analysis of the reasons or non-ratification of certain standards. Social dialogue should also evolve to align itself with the changing landscape of world of work, particularly with the technology as the prime catalyst of change.

21.48 While supporting the regional context provided for Asia-Pacific and the number of targets and budgetary allocation proposed, the delegation emphasised on employment generation, robust wages and social protection as these are the most sustainable policy tool for poverty eradication. Encouraging labour mobility is also a priority area for the region.

Referring to the BRICS statement, which called upon developed countries to honor their Official Development Assistance

21.49 Commitments to achieve 0.7% of Gross National Income commitment for Official Development Assistance to developing

countries, the delegation urged that apart from working on South-South cooperation, ILO should also secure commitments from developed countries to the traditional North-South cooperation. It sought to know how ILO proposes to tackle the reduction in budgetary support from traditional quarters in this budget proposal. The delegation also reiterated India's support for developing more regional and country-specific context into the ILO Strategy. ILO should facilitate and promote local expertise and strengthen technical capacities of field officers.

Legal Issues and International Labour Standards Section (LILS)

The Standards Initiative: Initial evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group

21.50 The instruments classified as outdated need to be based on accepted parameters and the instruments that require further actions need to highlight how the instrument can be made more effective for achieving the objectives and made to fit in coherent policy frame work of ILO. After a final decision on the recommendations of SRM TWG is taken, the same should be monitored with a time bound follow up action for the effective implementation of these recommendations. The delegation also urged for undertaking a special campaign for the ratification of up to date instruments, documenting and analyzing the obstacles faced by the Member Countries in the ratification of up to date instruments, extending technical assistance (capacity building) to the Member Countries for the

ratification of up to date instruments and abrogation or withdrawal of the out-dated instruments as recommended by the SRM TWG.

High Level Section – Working Party on the Social Dimension of Globalization

Decent Work for sustainable Development:

21.51 The intervention in the High Level Section was made by Smt. M. Sathiyavathy, Secretary (L&E), leader of the delegation. In her intervention she emphasized the connection between inclusive nature of sustainable development to the global commitment for inclusive and meaningful growth. Sustainable development can take place only when no one is left behind, when every one's voice is heard and when every resource is utilized with a sense of shared responsibility to reap its optimum benefits. She said that Employment generation and greater gender parity are fundamental to create an inclusive society and will ensure that benefits of economic growth are shared by everyone.

21.52 Reiterating India's commitment to providing quality jobs to its increasingly large pool of youth population, she urged ILO to undertake specific capacity building programmes to assist member nations in transition from informality to formality. She also touched upon our initiatives like 'Skill India', 'Make in India' and other employment generation programmes.

21.53 Poverty alleviation strategy must be linked to robust employment generation policies and equally robust wage policies. India

wants ILO to strengthen its research work and based on such research work, advice member countries on the formulation of strategies for alleviating poverty and adoption of best practices in areas relating to implementation of poverty alleviation programmes.

21.54 ILO should contribute to improving the collection, dissemination and analysis of labour statistics system of the member countries to enable them to take necessary and corrective measures to address the relevant challenges.

21.55 Finally, speaking on ILO's standards, she underlined the importance of ensuring relevance of ILS to it changing World of Work. ILO's normative function should be that of a facilitator and take care that the normative functions should not be prescriptive in nature and be binding on members. The delegations expressed its desire to work with the global community to achieve the higher goals of sustainable development.

Working Party on the Functioning of the Governing Body and the International Labour Conference

Improving the Functioning of the International Labour Conference: Arrangements for the 106th Session (2017):

21.56 The proposal of straight away suspending the afternoon sittings based on the experience of a single year needs to be weighed carefully in order to establish a justifiable rationale lest it sets precedence. In case we are sure of this phenomenon, we can actively consider to revise the plan for plenary to have more even distribution.

21.57 The tentative time plan suggested for technical committees, including standard setting in the standard setting committee was agreed to. The member states may be encouraged to propose amendments as a group to the extent possible, more so far semantic/ language corrections thus to leave more time for discussion on substantial issues.

Sideline meeting of Secretary (L & E) with DG, ILO

21.58 While complimenting DG, ILO for a well-organized Governing Body meeting and for putting together many important proposals concerning a diverse spectrum of member nations in his Programme & Budget proposals for 2018-19, Secretary (L & E), expressed a deep concern on the reduced share of extra budgetary support for Outcome 6 on formalization of informal economy.

21.59 She also appraised the DG of the recent good initiatives taken by the Ministry of Labour and Employment on the areas of child labour, maternity benefits, payment of wages and bonus, social security code, etc.

21.60 She also reiterated India's request for creation of DDG level post for India. Expressing her happiness on the work plan initiated for strengthening ILO's supervisory mechanism, she brought to the notice of the DG that a few employees' association are submitting their complaints against the employers directly to the supervisory bodies, without giving the federal government and the state governments a chance to examine the complaints. It would be more appropriate if the federal

government/state governments get a chance in the first instance and requested for devising a suitable mechanism in this regard.

Follow up to Secretary's meeting with DG, ILO:

21.61 It was decided to follow up on the proposal of posting an Indian at the post of DDG ILO. Accordingly, a proposal with due approval of Screening Committee for candidature of Shri V.P. Joy has been sent to DG, ILO for consideration.

330th Session of the Governing body, ILO

21.62 330th Session of the Governing Body of the International Labour Organisation was held on 17th June 2017 in Geneva. The Indian delegation participated in the Governing Body.

331st Session of the Governing Body

21.63 331st Session of the Governing Body (GB) of the International Labour Organisation was held from 26 October – 9 November, 2017 in Geneva. The Indian delegation, led by Shri Arun Goel, Additional Secretary & Financial Adviser, participated in the Governing Body meeting along with officers from Permanent Mission of India in Geneva. Shri Rajit Punhani, Joint Secretary & Director General Labour Welfare and Ms. Kamini Tandekar, Assistant Director, Ministry of Labour and Employment were the other members of the delegation.

Agenda of 331st Session of Governing Body

Institutional Section (INS)

Agenda of the International Labour Conference

21.64 The Indian Delegation pointed out that the third meeting of the SRM TWG was held in

September 2017 that discussed 19 ILO instruments concerning occupational safety and health. Many instruments have been taken as up to date and many classified as those that require future action to ensure their continued and future relevance and supported that the withdrawal of the Prevention of Industrial Accidents Recommendation, 1929 (No. 31) be placed as an agenda item in Conference session in 2020.

Other subjects of interest include "Inequalities and the World of Work", "Apprenticeship" and "Decent Work in the World of Sport". These agenda items can be included discussion for the Conference session beyond 2020. Rising inequalities is a matter for concern for both the developed and the developing countries. Inequalities may exist in various forms and dimensions affecting economic growth, development and labour market outcomes. The delegation emphasized that "Inequalities and the World of Work" should have a gender perspective, thus promoting women equality, wage equality and their welfare in the labour markets. Apprenticeship training is becoming an important tool for addressing skill mismatches. The scope of discussion on this agenda item should focus on informal apprenticeships, in particular for women. However, that there is ample time for deciding on the agenda items for conference sessions beyond 2020.

Follow-up to the resolution on Advancing Social Justice through Decent Work: Framework for recurrent discussions

21.65 The delegation in its intervention stressed on encouraging at an early stage broad

and intensive process of consultations with constituents on the structure and topics of the Office report to ensure that the report is relevant and reflects the views and expectations of the tripartite constituents. The delegation supported the proposed linkages between the General surveys and recurrent discussions, however, pointing out that the scope of recurrent discussion should not be limited or constrained by General Survey review lest it becomes a duplication. General Surveys can definitely provide the compilation of good practices as well as the issues faced by the member countries with respect to specific international labour standards. As far as the organisation of the recurrent discussion is concerned, the interactive and dynamic discussions and high-level tripartite exchanges with key stakeholders in addition to the tripartite constituents should not dilute or defocus the tripartite nature of decision making process of the organisation.

Follow-up to the resolution concerning fair and effective labour migration governance

21.66 Labour migration governance must consider issues of source, destination as well as transit countries. ILO's action aimed at assisting member States in designing and implementing relevant laws and policies, developing internationally comparable data collection systems, and building constituents' capacity to participate in and create inter-institutional spaces for dialogue at all levels will help member nations to develop comprehensive, integrated and "whole of government" approach in addressing the migration issues.

21.67 The Delegation highlighted that while it is important to develop a comprehensive multilateral framework on international migration, it is equally if not more important that regional and bilateral frameworks be strengthened and made more robust.

21.68 It is well recognized that migrant workers make huge contributions to economic and social development in both their source and destination countries. India is a major contributor to the current global migration flows. Given its demographic dividend in the form of young population and its focus on skill development, India's contribution is expected to increase significantly. The Indian delegation emphasized that enhancing the benefits of labour migration, addressing the labour market needs at all skill levels and protecting the rights of migrant workers are important

Follow up to the resolution concerning small and medium-sized enterprises and decent and productive employment creation adopted by the Conference at its 104th Session (2015): Progress report on the implementation of the action plan

21.69 Sustainability of MSMEs is a very challenging issue. In addition, it is important that jobs generated in MSMEs are Decent jobs. A critical aspect to that is treatment of MSMEs in the overall Global Supply Chain. Responsible Business Practices by large lead firms becomes critical. The interventions by International Organizations must aim to bridge the disconnect and create an ecosystem of capacity building within the value chain. Our insistence for decent work should facilitate positive

intervention rather than keeping those players out of the loop who in the first place need our support to build required capabilities and thus join the process of development.

21.70 The Indian Delegation emphasized that the intervention by ILO in the area of SMEs should be country specific and sector specific, given the level of variation in the SME Sector in terms of size, output and employment generation.

Report of the Director- General: First Supplementary Report: Follow- up to the ILO Centenary Initiatives

21.71 The delegation in its intervention emphasized that ILO needs to be cautious in their alliances and ensure that methodology and database issues are well tested and settled beforehand. National Governments and social partners must be widely consulted in these initiatives and standard databases relied upon. ILO must intensify its research on identifying sectors that would be most affected negatively and estimate the employment loss as a result of switch to green jobs; in particular in the developing countries. Without these numbers, it would be difficult for countries to form strategies in this regard. ILO should provide technical assistance to countries in carrying out this research.

21.72 Enterprise Initiative, while building on the previous discussions and guidance provided by Governing Body should also take into account the new challenges. The new forms of employment may lead to enterprises distancing themselves from the skill development initiative and relying upon

readymade skillsets available in the market. This may lead to further mismatch in demand and supply. Enterprise initiative should take into account this aspect while building upon interventions. Another core issue is that of private sector role in employment generation. Decent work can be created in responsible enterprises across value chains; shouldering responsibilities to the extent of capacity building of their partners in the lower end of supply chains must be part of these interventions. Care should be taken that no intervention in any way encourages any protectionist agenda.

The asymmetry in labour market and the persisting gender gap needs interventions strongly rooted in the national context. India also faces the challenge of extremely low LFPR and we are adopting multi-pronged strategies. We note the interventions as specified in para 18. While it is imperative to identify sectors which are more favourable to employment of women, it is also important to promote gender neutral employment market. ILO's initiative should also focus on this aspect. The other aspect is larger concentration of women in the informal economy. The Women at Work Initiative must also address this sufficiently

Policy Development Section

Outcome 2: Ratification and application of international labour standards

21.73 The delegation emphasized that the "Standard initiatives" is the most fundamental of the centenary initiatives. International Labour Standards define the frame work through which ILO functions and expressed

satisfaction with the way Standard Review Mechanism Tripartite Working Group (SRM TWG) is working. The Indian delegation reiterated that rationalizing and updating should never create any gap in protection provided by ratification of present body of International Labour Standards.

21.74 The delegation expressed its support for the reviewing and strengthening of supervisory bodies. Supervisory mechanism incentivizes countries to ratify International Labour Standards, however, there should be adequate recognition of national legislative framework for labour by the supervisory body. This will not only encourage countries to update and strengthen their own systems but also help ease the pressure on supervisory mechanism.

21.75 The Indian Delegation further supported the Decent Work Country Programme (DWCP) channel of Standard initiatives and ratification and highlighted that for DWCP for India (2013-2017), first priority was accorded to International Labour Standards and Fundamental Principles and Rights at Work. Ratification of ILO Conventions was taken as core priority in the last DWCP and through the DWCP (2018-22) India proposed to work on strengthening the capacity of tripartite mechanism.

Outcome 8: Protecting workers from unacceptable forms of work

21.76 Forced labour, bonded labour, child labour are group of workers that face the risks to lives, health, freedom, dignity and social security. Therefore it is important to devise

targeted social and economic policies that aim to eliminate or transform jobs that are unacceptable.

21.77 The Indian delegation highlighted the steps taken by the Indian Government to protect the rights of the domestic workers and to eliminate child and bonded labour. Recently, the Platform for Effective Enforcement for No Child Labour (PENCIL) Portal has been launched which is an electronic platform that aims at involving Centre, State, District, Governments, civil society and the general public in achieving the target of child labour free society. The PENCIL Portal has various components, namely Child Tracking System, Complaint Corner, State Government, National Child Labour Project and Convergence.

21.78 The delegation pointed out that India has in place well defined constitutional and legal mechanisms that prohibit forced labour and provide for stringent punishment for the offenders. The quantum of financial assistance under the 'Rehabilitation of Bonded Labour Scheme' has been increased, more so for the most deprived, marginalized, women and minors. The scheme also addresses other forms of bondage such as organised begging rings, forced prostitution and child labour.

Promoting workplace compliance through labour inspection

21.79 The Indian delegation in its intervention supported the focus areas of the proposed strategy on promotion of workplace compliance through labour inspection including strengthening capacity of labour inspectors, improved national institutional,

legal and policy framework for workplace compliance and effective collaboration and partnerships between labour administrators, public institutions, employers' and workers' organizations.

21.80 A sound labour enforcement machinery is part of a viable labour administration system and a necessary pre-requisite for the promotion of the Decent Work Agenda. Workplace compliance is an integral part of ensuring efficiency and transparency of our Governance system. The Indian Delegation emphasized that it should be in line with the national context and aligned to labour standards. Private Compliance Initiatives can be agreed to the extent that they help developing a cohesive approach amongst the stakeholders towards compliance and serves a complementary role to fulfil the legal requirements. However, it should not stand as a substitute or an alternative to labour inspectors. PCIs should bring synergies to the goals and objective of labour inspections by public authorities rather than developing a parallel standardization of inspection service.

21.81 Indian delegation in its national intervention highlighted that India has leveraged technology in the sphere of labour inspections to ensure greater coverage of risk based and vulnerable areas through use of IT enabled systems. The objectives of this system also includes one stop shop for labour law compliance, Unified Registrations & Unified Returns aimed at Ease of Compliance FOR ease of doing business, Transparent Risk Based Inspections which encourages better compliance environment, and betterment of

labour rights and positive results of this innovation have been witnessed.

ILO cooperation with the tobacco industry in the pursuit of the Organisation's social mandate

21.82 India supported the ASPAG statement on this agenda item. ASPAG pointed out that the continuation of the ILO's work in preventing and eliminating child labour within the tobacco industry and promoting Decent Work is critical. However, it is also critical that the ILO implement the broader decisions taken to disassociate UN agencies from engagement with the tobacco industry.

21.83 Finding an alternate financial backer of the child labour programmes run on tobacco growing farms is critical. Given the importance of these programmes continuing and the absence of an alternate funder, our governments would appreciate an update on this matter sooner than proposed by the agenda paper. ASPAG asked ILO to provide a detailed plan for ending funding cooperation with the tobacco industry permanently at the March 2018 Governing Body, including details about how the ILO proposes to continue the labour programmes with alternate funding.

21.84 ASPAG, in its statement said that it is important for the ILO to have a clear framework for its ongoing work with the tobacco industry more broadly. It was made clear that APPAG countries are not prepared to accept ILO programmes being funded by the tobacco industry and believe that the ILO needs to continue engaging with the industry to ensure workers have access to Decent Work. The ILO's

engagement should also include social dialogue on supporting workers and governments in transitioning to alternative livelihoods for tobacco growers and workers. ASPAG emphasized that the funding cooperation with the tobacco industry should not extend beyond the end date of current funding agreements. The ILO should further develop and implement a strategy on the ILO's non-financial engagement with the tobacco industry which includes improved safeguards to prevent tobacco industry influence on the ILO's work and strengthened social dialogue and engagement with the members of UNIATF to eliminate child labour in tobacco-growing communities. However no consensus could be reached on this agenda item and the agenda item has been deferred to the next GB requesting the office to give an overview of the integrated ILO strategy to address decent work deficits in the tobacco sector.

Legal Issues and International Labour Standards Section (LILS)

The Standards Initiative: Report of the third meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 25-29 September 2017)

21.85 The global economic crisis has changed the World of the Work from self-sustained national economies to inter-dependent economies with the functioning of multi-national enterprises. This transformation of World of work poses number of challenges such as protection/generation of employment, ensuring social security with international portability and aligning national

laws with the international standard practices. The standards need to be reviewed in this reference. The review exercise also requires adequate flexibility of the mechanism, regular evaluation and re-evaluation, negotiations in good faith with full confidence and decisions in this regard should be taken by consensus and in absence of which, divergent views must be given due importance.

21.86 All the standards are to be considered as active in terms of legal status until the decision to abrogate, withdraw or juridically replacing them is taken in the International Labour Conference. On the consolidation of conventions on Chemicals, we also need to examine the implications and problems of member countries in switching over from one or two ratified conventions to a consolidated convention. Standards classified as "require further action" must be taken up for deliberations at the earliest. We are of the view that classification of standards as "requiring further action" adversely affect the rate of further ratifications.

Programme, Financial and Administrative Section

Annual evaluation report 2016-17

21.87 The Indian delegation in its intervention emphasized that evaluation should not be confused with implementation, monitoring and reporting, audit, inspection, investigation or assessment of individual performance. It should rather focus on assessing the value or results of action actually taken for a specific purpose and will enable the Office to reinforce

the use of evaluation for improved planning, monitoring and performance measurement at the strategic, programme and project levels. Also the evaluability reviews for high-value projects (over US\$5 million), should be undertaken as a compulsory requirement within one year of project start-up in order to ensure that a robust monitoring and evaluation plan.

High-level evaluations of strategies and Decent Work Country Programmes.

21.88 The delegation stressed that creation and extension of social protection floor should be nationally determined based on the socio economic conditions, individual capacity of countries and their units of affording the necessary resources for its sustainability and welcomed the proposal of tailor made capacity development programme for social partners and free online courses through ITC-ILO in association with national universities.

21.89 The delegation also welcomed the proposal of improving communications functions for policy influencing which are now most relevant to target audiences, particularly through digital and social media. We appreciate the need for updating and promotion of the current webpage. Since the member countries of ILO are at different stages of development with different rational priorities, country led initiatives with technical expertise and resources from ILO will be more effective in promoting employment centric policies within the Decent Work Country Programme (DWCP).

Matter relates to the Joint Inspection Unit (JIU): Report of the JIU.

21.90 Referring to the recommendations contained in the JIU Report titled 'Staff recruitment in the UN system organizations' of 2012 and its 15 guiding recruitment benchmarks especially those aimed at ensuring geographical representation and diversity in the human resource of UN organizations, the delegation pointed out that India, which is home to nearly a sixth of the global labor force, has always stressed the need to ensure geographical balance in the human resource of this international organization of labor. ILO's commitment and responsibility to ensure greater geographical diversity, reiterated in the HRS 2018-21 is welcome. It is needless to mention that the objective of realizing gender balance in human resources too should be informed by this concern.

21.91 The delegation in its intervention requested the office to provide an update on the implementation of this important JIU report of 2012 especially those pertaining to the need to revise the formula for calculating desirable range currently based solely on Member States assessed contributions, low proportion of posts subjected to the principle of geographical distribution and those open for external candidates, delegated powers with regard to recruitment, accountability mechanisms set up in relation to its exercise and the results thereof among others. Further, also to provide information on how the objective of geographical diversity is being progressively realized, on a periodic basis.

Working Party on the Functioning of the Governing Body and the International Labour Conference

Improving the functioning of the International Labour Conference: Analysis of the 106th Session (2017) of the Conference

21.92 Two conference sessions are too small a sample for taking the decision for compressing the plenary speaking slots and reiterate that we can consider to revise the plan for plenary in order to have a more even distribution.

21.93 The delegation supported the proposal for a badging system in order to differentiate participants with and without institutional responsibilities; however, it should be a hassle free process and not cause unnecessary confusion among the participants and support the system of setting a time frame for the introduction of the committee report by its officer and time limits for individual or group interventions.

Sideline meeting of AS & FA with DG, ILO

21.94 DG ILO complimented AS & FA for the initiatives taken by the Ministry to tackle Child Labour in India, making a special reference to the recently launched PENCIL portal.

21.95 Discussing the ILO-WFF Report 2017 on global Estimates of Modern Slavery, AS & FA raised the issue of mandate of ILO office and absence of consultation and consensus building process in the matter. The terms forced labour and modern slavery are not synonymous and ILO may not pursue any issue beyond its mandate. Further, the Office of the

ILO offered for technical discussions with experts on the methodology of the survey.

The Indian delegation also raised the issue of India's nomination to the post of DDG, ILO.

G-20 Labour and Employment Ministerial Meeting Under Chinese Presidency Held At Beijing, China (11-13th July, 2016)

21.96 Shri Bandaru Dattatreya, Former Hon'ble Minister of State (IC), Labour and Employment, Shri Shankar Agarwal, Former Secretary, L&E and Shri C. Sudharshan Reddy, Former PS to MOS(IC), Participated in the G 20 Labour and Employment Ministerial Meeting, held at Beijing, China during 11-13th July, 2016. Interventions were made on the following agenda.

Generate Adequate Job Opportunities

21.97 India in its Intervention, stated that Employment Generation is the only sustainable policy response to poverty alleviation which is also the first goal of the 2030 Agenda. Employment generation preferably in formal sector with well-paid jobs and adequate social security ensures inclusiveness and lesser inequality in the labour market and leads to sustainable development goal of Decent Work and Economic growth. Entrepreneurship has been recognized by India as the apt platform to boost innovation based and technology led businesses. A number of forward looking strategic amendments to the existing policy ecology have been introduced to support Startups and MSMEs to make India a nation of job creators instead of job seekers. Very recently Government of India has come up with

'Model Shop and Establishment Act' which will allow all shops and establishments including small retailers, hotel, malls, cinema and IT/ITES establishments to remain open round the clock. Pradhan Mantri Rozgar Protsahan Yojana launched by our government is one such step in a bid to create more formal sector jobs. To bring job seekers, employers and training providers on a common platform with efficient use of information technology, National Career Service (NCS) Portal has been launched. We are in the process of making labour laws simple, rational and transparent to encourage more formal sector jobs without harming labour rights.

Enhance Employability

21.98 India needs to equip its workforce with employable skills and knowledge so that they can contribute substantively to the economic growth of the country. Skill India Mission has been launched with a vision of skilling the youth population in a big way. National Skill Development Mission aims to skill 50 million persons by 2022. Skill Development initiative scheme, based on Modular Employable skill (MES) framework and National Skill Qualification Framework (NSQF) have been in operation to provide vocational training to workers in unorganized sector. Apprenticeship Protsahan Yojana is operational to encourage MSMEs to ensure that youth get enough opportunities for vocational training and can be brought into the mainstream of development. We support labour mobility so that skilled workforce across the globe gets the best available opportunities. A new initiative called

PravasiKaushalVikasYojana has been launched by the government of India, aimed at training and certification of Indian work force in select sectors and job roles, in line with international standards to facilitate overseas employment opportunities. The delegation sated that they look at the association of WAPES to this forum and seek further interaction and active cooperation between the National Public Employment Services to bridge the information asymmetry in the labour markets.

Promote Decent Work

21.99 India are moving from scheme based approach to rights-based entitlements in the area of social security. Pradhan Mantri Jan Dhan Yojana (PMJDY) and Pradhan Mantri Suraksha Yojana (PMSY) are two such initiatives that aim to provide universal social cover. PMJDY, is the biggest step to ensure financial inclusion and Direct Benefit Transfer of government subsidies and other entitlements through opening of Bank accounts. Pradhan Mantri Suraksha Yojana is providing insurance coverage for life, old age pension and accidents including permanent disablement to all. The portability of social security benefits has been extended to 6.57 million people through Universal account Number. We are progressively bringing the new categories of workers from informal sector into the fold of institutional framework available to formal sector workers. Landmark legislation in this direction is unorganized Workers Social Security Act 2008 which provides benefits in health, maternity, death, disability and old age. We are enhancing the

scope of legislation for minimum wages to make it universally applicable. We are committed to better and safer work environment. Both factories Act and newly proposed Small factories Act include more effective provisions for worker safety. We are trying to ensure better compliance and more targeted and focused enforcement regime. G20 can be forum to promote greater cooperation and strengthening social security agreements between member countries which can further help the cause of fair migration and labour mobility with decent work that G20 has been promoting all along.

21.100 The meeting ended with the adoption of Beijing Declaration by Labour and Employment Ministers of G20 nations.

G20 Labour and Employment and Employment Ministers Meeting 2017 under German Presidency, 18-19 May 2017 in Neuenahr, Germany.

21.101 Shri Bandaru Dattatreya, Hon'ble Minister of State (IC), Labour and Employment, Smt M. Sathiyavathy, Secretary (Labour and Employment), Shri Rajit Punhani, JS & DGLW and Dr Sasi Kumar, Senior Fellow, VVGNI and Shri C. Sudharshan Reddy, PS to MOS (IC), participated in the G20 Labour and Employment Ministerial Meeting, held at Bad Neuenahr, Germany during 18-19th May, 2017. India made interventions on the following agenda items:

Shaping the Future of Work

21.102 Three factors that will determine the future of work: Technology, new forms of employment and labour migration.

Technological progress gives us an opportunity to ensure that unproductive, unskilled work gives way to better productivity and better jobs for which skilling, reskilling and upskilling would play an important role. Today labour markets are witnessing a rise in the non-standard forms of employment like contract employment, part-time, temporary agency work. Blurring of employer and employee relationship poses challenges to the responsibility and accountability framework for ensuring decent work. It requires a renewed commitment from employers. It requires a different organisational focus for trade unions.

Reducing Gender Gaps in Labour Force Participation and Pay by Improving Women's Job Quality

21.103 Women in the labour markets are mostly engaged in low paid work in the informal sector. Further, women may be engaged in occupations that may not be accounted such as domestic workers. Attracting more women into the labour force at first instance would require access to education followed by skilling and training initiatives. Law and policies have to be in place to ensure necessary positive discrimination for promoting active participation of women in the labour force and ensuring non-discrimination in pay. India has taken active measures for promoting female labour force participation such as enactment of acts such as Shops and Establishment Act, Maternity Benefit Amendment Act 2017, Sexual Harassment of Women at Workplace Act and implementation of schemes such as Aajeevika, Seekho aur Kamao etc.

Promoting Fair and Effective Labour Market Integration of Regular Migrants and Recognised Refugees

21.104 India reiterated that 'refugees' and 'migrants' are two different issues and these should not be mixed and must be governed by intergovernmental negotiated and agreed principles. Refugees pose several challenges to host governments, communities, and nationals and to refugees themselves and highlights the need for a more balanced, multifaceted, flexible and coordinated response. Refugees enjoy specific status and protections under international refugee law including the 1951 UN Convention on the Status of Refugees and its 1967 Protocol, which is distinct from those governing economic migrants. Labour and employment policies relating to refugees should continue to be guided under the framework of well-established refugee law. Attempts to apply other instruments should be approached with caution. In case of refugees, any measures to promote labour market access in host countries should be seen as temporary response and the focus instead should be on finding durable solutions while respecting the principle of non-refoulement.

Boosting Youth Employment

21.105 The fact that a large number of countries are actually facing the challenge on the opposite side of age line makes this discussion even more complex. We believe that encouraging labour mobility following fair migration principals can be a win-win solution for addressing this demand supply imbalance. Youth is the future of our country. For them to

be an asset for us and not a liability it is important to create an ecosystem of appropriate policies and programmes for promoting their health, education, employment and ensuring their skilling and training. Various measures have been taken to promote employment opportunities among the youth such as implementation of schemes like Make in India, Prime Minister's Employment Promotion Scheme, National Apprenticeship Promotion Scheme, Pradhan Mantri Kaushal Vikas Yojana; setting up of National Career Service Platform etc. Innovation and entrepreneurship is being encouraged in our youth and startups are being promoted through enabling ecosystem.

Fostering decent work for sustainable global supply chains

21.106 India has always taken a very strong and calibrated stand on this matter following a detailed inter-ministerial consultation. Global Supply Chains affect countries differently depending upon how and where they are placed. At the G20 forum, the emphasis should be on promoting Decent Work by strengthening domestic legislature/ policy framework through appropriate hand holding without any prescriptive approach. Any global intervention in this regard should therefore be exercised with extreme caution. Labour and trade issues should not be mixed. G20 should encourage handholding including technology transfer by the lead firms to the supplier firms down the value chain. The responsibility for ensuring decent work in the GSCs should be

shared by both the buying and the selling firms. Therefore, voluntary participation by the employers/ enterprises should be encouraged. India recognises that GSC is a global issue that needs international governance; however, international governance should not necessarily translate into universal rules for everyone. We strongly advocate adherence to CBDR principles to be followed in the governance of GSCs. India believes that for ensuring sustainable GSCs, the G20 should not merely mimic standards setting role of ILO, rather it should address issues of skill development, technology transfers, and environmental challenges in GSCs and encourage handholding on these issues.

21.107 The meeting ended with the adoption of Ministerial Declaration by G20 Labour and Employment Ministers.

Steering Committee Meeting on HIV/AIDS

21.108 The Fifth Meeting of the Steering Committee on 'National Policy on HIV/AIDS in the World of Work' was held on 4th October 2017 at New Delhi, under the Chairmanship of Joint Secretary (MG), Ministry of Labour and Employment to discuss the agenda points and to review the status/updates on action arising out of previous Steering Committee Meeting. In this meeting, it was decided to include TB for discussion in this forum. The Committee also agreed to the reconstitute of Steering Committee by including representatives from Central TB Division, Ministry of Health and Family Welfare, Coal India Limited and National Coalition of people living with HIV in India (NCPI+).

21.109 A Memorandum of Understanding in connection with prevention, treatment, care and support services for HIV/AIDS has been signed between Ministry of Labour and Employment and National AIDS Control Organization (NACO), Ministry of Health and Family Welfare on 26th December, 2017.

21.110 Ministry of Labour and Employment is working in close coordination with ILO for exploring the possibility of further ratification of ILO labour conventions and in development of Decent Work Country Programme (DWCP) for India.

TECHNICAL CO-OPERATION PROGRAMMES

21.111 India and ILO share a very significant and fruitful cooperation in various technical programmes in the areas of employment, occupational safety & health, improvement of working conditions, up gradation of technical facilities and skills development, management consultation development, social security, skill development and other labour related issues.

21.112 Under the Active Partnership Policy of the ILO, collaboration between India and ILO is supported by technical inputs from the multidisciplinary teams at ILO, New Delhi as well as by the technical departments at the ILO Headquarters. The technical specialists provide advisory services in international labour standards, statistics and also discuss areas of possible collaboration in future. The tripartite machinery of the Government, workers' and Employers' Organizations, worked closely with the ILO in identifying the major Decent Work country Programmes objectives for the ensuing years.

21.113 A number of officers from Ministry of Labour & Employment were deputed for training, workshops, seminars and meeting under fellowships provided by ILO.

21.114 ILO also utilizes the training facilities available in a number of institutions under the Ministry of Labour & Employment in India including V.V. Giri National Labour Institute, Central Labour Institute (Mumbai), Regional Labour Institutes (Kolkata, Kanpur & Chennai), Vocational Training Institutes under the Directorate General of Employment, Pandit Deen Dayal Upadhyaya National Academy of Social Security and various other premier institutes of the country.

MULTILATERAL COOPERATION

21.115 MoU between VVGiri, NLI and ILO for mutual cooperation on research training, extended through addendum to MoU for a period of one year upto 30.10.2018.



HIGH-LEVEL INTERNATIONAL MEETINGS

21.116 Some of the prominent International meetings where India participated actively include:-

- Dr. Avneesh Singh, Director General, DGFASLI and Sjrri Ajay Kumar Singh, Under

Secretary attended USTDA Reverse Trade Mission on Construction workplace Safety on 2-8, April, 2017 in Washington DC, Chicago Illinois and Seattle, Washington, USA.

- Visit of Shri Pravin Srivastava, DDGE had attended OECD Joint Conference on Pathways to Youth Employment Apprenticeships and Work based Training from 06.04.2017 to 07.04.2017 at South Africa.
- Shri Manish Kumar Gupta, JS, MOL&E, Smt. Anuja Bapat, Director, MOL&E and Ms. Ruma Ghosh, Fellow, VV Giri NLI attended 'First BRICS Employment Working Group (EWG) on 19-20 April, 2017 in Yuxi, China.
- Shri Suresh Singh, Director, MoLE had attended ILO's Tripartite Meeting on Improving employment and Working Condition in Health Services at Geneva, Switzerland on 24-28, April, 2017
- A high level Indian delegation led by Shri Bandaru Dattatreya, the then Minister of State for Labour and Employment (Independent Charge) along with Smt. M. Sathiyavathy, Secretary (L&E), Shri Rajit Punhani, Joint Secretary, MOLE, Shri C. Sudharsan Reddy, Private Secretary to the then Minister of State for Labour and Employment (Independent Charge) and Shri S. K. Sasikumar, Sr. Fellow, VVG NLI attended the Fourth meeting of G20 Employment Working Group meeting and G20 Labour & Employments Ministers'

Meeting during 16-19, May, 2017 in Bad Neuenahr, Germany.

- Shri Deepak Dan Barnwal, Under Secretary, MoLE had attended ITC-ILO Training on "Identifying and Investigating cases of forced labour and human trafficking" on 22-26, May, 2017 in Turing, Italy.
- A high level delegation led by Shri Bandaru Dattatreya, the then Hon'ble Minister of State for Labour and Employment (Independent Charge) attended the 106th Session of International Labour Conference of ILO and 330th Session of Governing Body of ILO held at Geneva, Switzerland from 4th June to 17th June, 2017.
- A high delegation led by Shri Bandaru Dattatreya, the then Hon'ble Minister of State for Labour & Employment (Independent Charge) alongwith Smt. M. Sathiyavathy, Secretary (L&E), Shri Manish Kumar Gupta, Joint Secretary, MoLE, Smt. Anuja Bapat, Director, MoLE, Shri Rahul Kashyap, OSD to the then Minister of State for Labour and Employment (Independent Charge) and Shri S.K. Sasi kumar, Sr. Fellow, VVG NLI attended Second BRICS Employment Working Group (EWG) Meeting and BRICS Labour & Employment Ministers' Meeting from 25-27, July, 2017 in Chongqing, China.
- Shri R. K. Elangovan, Dy. Director General, DGFASLI along with Shri M. Arun Rasith, Dy. Director, MOLE attended the G20 EWG and OSH Network Consultative meeting on 6th September, 2017 in Singapore.
- Shri Satpal Sharma, Under Secretary, DGLW had attended ILO Programme on Global knowledge sharing forum on transition to formal economy from 11-15, September, 2017 in Turin, Italy.
- Shri Deepak Kumar, Deputy Director, DG LB had attended Regional Capacity Building workshop of Asia Pacific Countries on Work Statistics in Rural Areas for Promotion of Decent Work from 11.09.2017 to 15.09.2017 at Thailand.
- Shri V. Srikanth, Dy. Director, MOLE had attended ILO's Tripartite Meeting on Issues relating to Migrant Fishers on 18th September to 22nd September, 2017 in Geneva, Switzerland.
- Shri Mitter Sain, DDGE had attended WAPES Experts Meeting on Labour Market Information from 19.09.2017 to 21.09.2017 in Japan.
- Shri Onkar Sharma, RLC (C) and Shri Sushil Kumar Tripathi, Under Secretary attended the ILOs third meeting of the working Group on Standard Review Mechanism from 25.09.2017 to 29.09.2017 at Geneva, Switzerland.
- Shri Anoop Kumar Satpathy, Fellow, VVG NLI had attended the twelfth meeting of the United Nations Delhi Group on Informal Economy Statistics from 02.10.2017 to 03.10.2017 at Geneva, Switzerland.

- Shri Sasi kumar, Sr. Fellow to had attended ILO International Consultation on Labour Migration from Asia and Africa to Middle East from 04.10.2017 to 05.10.2017 in Lebanon.
- Shri Suresh Singh, Director had attended ILO Programme on 'National Programme and Systems of Occupation Safety and Health' from 2nd – 13th October, 2017 at Turin, Italy.
- Shri V. Srikanth, Dy. Director. MOLE had attended ILO Sweden Multi Stakeholder Regional Meeting on Promoting Decent Work in Garment Sector Supply Chains in Asia' on 10th – 11th October, 2017 in Bangkok, Thailand.
- Shri Ram Kumar Gupta, Joint Secretary and Shri H.L. Meena Director attended the Panel discussion on Tackling Childcare on 12.10.2017 at Washington DC, USA.
- Smt. Bhavaraju Neeraja, Under Secretary, MOLE and Shri Ravindra Tulshidas Mandekar, Director, Mines Safety attended ILO's meeting of Experts on Safety and health in Opencast mines on 16th – 20th October, 2017 in Geneva, Switzerland.
- Shri Sukhdeep Singh, Deputy Director and Ms. Renjini Das, Welfare Administrator, MoLE attended UN ESCAP Statistical institute for Asia and the Pacific's course on informality from 16th to 20th October 2017 in Chiba, Japan.
- Dr. H. Srinivas, DG, VV Giri, NLI, Ms. Vayaila Rungsung, Deputy Secretary, MoLE and Ms. Ellina Samantroy Jena, Fellow, VV Giri, NLI attended 80th Session of the Board meeting of International Training Centre of ILO on 26th – 27th October, 2017 in Turin, Italy.
- Shri Arun Goel, AS & FA (L&E), Shri Rajit Punhani, Joint Secretary, DGLW and Ms. Kamini Tandeker, Assistant Director attended 331st Session of Governing Body of ILO on 30th October – 9th November, 2017 in Geneva, Switzerland.
- Shri Himmant Singh Raghav, Director had attended the ITC ILO training programme on Academy on Labour market Statistics and Analysis from 30.10.2017 to 10.11.2017 at Italy.
- Ms. Priyanka Sethi, Assistant Director, MoLE had attended Asia Pacific Regional Preparatory Meeting for the Global Compact on Safe, Orderly and Regular Migration at Bangkok, Thailand on 6th -8th, November, 2017.
- Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge), Shri Manu Tentiwal, Private Secretary to MoS(IC) for L&E and Smt. Anita Tripathi attended IV Global Conference on the Sustained Eradication of Child Labour on 14th -16th November, 2017 in Buenos Aires, Argentina.
- Shri Susheel Kumar Kalra, Deputy Secretary had attended ILO training programme on 'Macroeconomic Policies jobs and Inclusive Growth' from 20.11.2017 to 24.11.2017 at Turin, Italy.

- Smt. Rekha Raikar Kumar, CCA, MoLE to had attended Professional Certificate Course in Strategic Public Administrative by International Center for Parliamentary studies London from 20.11.2017 to 24.11.2017 at UK.
- Shri Santosh Kumar Singh, Under Secretary and Shri D. K. Himanshu, Under Secretary attended ILO training Programme on 'Improving Occupation Safety and Health in Small and Micro Enterprises from 04.12.2017 to 15.12.2017 at Turin, Italy.

21.117 Some of the prominent International Delegations visited India to meet officials of Ministry of Labour and Employment are-

- Ms. Deborah Greenfield, Dy. Director General (Policy), ILO, Geneva had a courtesy visit with Hon'ble Minister of State (Independent Charge) for Labour & Employment on 24.07.2017 during her tour to India from 24-26 July 2017. She

complimented India on ratification of Convention (No. 138 & 182) of ILO on Child Labour, and exchanged her views on future of work.

- Mr. Stanly Henderson, DDG, EPWP, Ministry of Public Works, South Africa along with a study team had a meeting officials of the Ministry headed by with Mr. Heeralal Samaria, Additional Secretary (L&E) on 22.09.2017 on social security benefits to workers of public welfare programmes.



CHAPTER -22

DIRECTORATE GENERAL OF EMPLOYMENT AND TRAINING

BACKGROUND

22.1 The Directorate General of Resettlement and Employment (DGR&T) and Directorate General of Employment and Training (DGE&T) now known as Directorate General of Employment (DGE) was set up for the purpose of resettling demobilized Defence Service personnel and discharged War Workers in civil life.

22.2 After Independence, the Directorate General was also called upon to handle work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to cover employment service to all categories of job seekers in early 1948, and training services to all civilians in 1950.

22.3 In pursuance of the recommendations of the Training and Employment Service Committee (Shiva Rao Committee set up in 1952), the day-to-day administrative control of the Employment Exchanges and Industrial Training Institutes (ITIs) was transferred to the State Governments/Union Territory Administrations with effect from 01.11.1956 on cost sharing basis between Centre and States.

22.4 Cost sharing by the Centre with the State Governments to the extent of 60% of the cost of the establishment was continued up to

31.03.1969, after which the scheme was discontinued, based on the decision taken by the National Development Council in May, 1968.

22.5 With each successive Five Year Plan, there has been expansion of the activities of the Employment Service and Training Service in the Centre and the States. The total number of Employment Exchanges functioning in 2016 is 997 (including 76 University Employment Information and Guidance Bureaux).

22.6 The Directorate General of Employment (DGE) is presently headed by the Director General (Employment). The organizational set up of the Directorate General consists of two Principal wings namely, Directorate of Employment and Secretariat Wing.

**RESPONSIBILITIES EMPLOYMENT
DIRECTORATE**

- Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.
- Coordinates the work of Employment Service in States/UTs.
- Conducts training programmes and develops staff training material for the Employment Service personnel.

- Carries out periodic programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.
 - Provides a central agency for adjusting surpluses and shortages in certain specified areas where recruitment requires wider circulation.
 - Collects and disseminates Employment Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges.
 - Co-ordinates Vocational Guidance and Career Counselling Services rendered through Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx) to the unemployed youth for choosing and planning their career suited to their abilities and skills.
 - Evaluates residual capabilities of physically challenged persons and to provide them adjustment training in order to facilitate their economic rehabilitation.
 - Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country.
 - Provides Vocational Guidance and Training in confidence building to SC/ST job seekers.
 - Formulation of National Employment Policy.
- STATUTORY PROVISIONS**
- 22.7** The statutory provision enforced by DGE is:-
- Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules made there under. The non-statutory body is functioning under the DGE:-
- Non-Statutory Body**
- 22.8** The non-statutory body is functioning under DGE is:
- Working Group on National Employment Service.
- INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE WITH STATE GOVERNMENTS:-**
- 997 Employment Exchanges (including 42 Special Employment Exchanges for Handicapped) throughout India as on January 2016.
 - 38 Special Cells for Handicapped persons are functioning in normal Employment Exchanges in various States as on January 2016
 - The State Directorates of Employment are generally located in the State Capitals.

WITH CENTRAL GOVERNMENT:

- 21 National Career Service Centres for Differently Abled (erstwhile VRCs) out of which one Centre at Vadodara is exclusively for women with disabilities.
- 25 National Career Service Centres for Scheduled Castes / Scheduled Tribes (erstwhile CGCs)
- National Institute for Career Service (NICS) (erstwhile CIRTES) located at NOIDA (U.P.)
- Central Employment Exchange under Directorate of Employment at New Delhi

HIGHLIGHTS EMPLOYMENT SERVICE

22.9 DGE does not implement any employment generation scheme. Its role is to coordinate and oversee the employment generation taking place in the country through the National Employment Service in India. The network of Employment Service has expanded from 18 Employment Exchanges in 1951 to 997 Employment Exchanges as on January 2016.

22.10 A key role played by the Employment Exchanges is to motivate and guide the unemployed youth for taking up self-employment ventures in view of shrinkage in wage paid jobs. In 22 selected Employment Exchanges, Special Cells for Promotion of Self-Employment have been working.

22.11 As on 31-10-2015, 409 Vocational Guidance Units in Employment Exchanges and 76 University Employment Information and Guidance Bureaux (UEIGBX) within the University Campuses have been functioning in

the country to render Vocational Guidance and Employment Counselling to job-seekers.

22.12 In order to maintain regular & reliable Employment Market Information, Employment Service in the States has been implementing the Employment Market Information (EMI) programme. The programme covers all establishments in the Public Sector and non-agricultural establishments in the Private Sector employing 10 or more workers.

22.13 Twenty Five NCSC for SC/STs have been set up in 25 States. Vocational Guidance and training in Confidence Building is provided to SC/ST job seekers through these centres. Besides, the facilities for practicing Typing and shorthand are provided to SC/ST job seekers in 14 National Career Service Centres. These Centres have also been arranging Pre-Recruitment Training Programmes for SC/ST candidates to improve their employability through competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. During 2017-18, till September, 2017, 6956 candidates could make use of facilities provided at NCSCs to practice Typing and shorthand and 646 candidates participated in the Pre-Recruitment Training Programme organised by NCSCs.

22.14 Twenty One National Career Service Centers for Differently Abled (NCSC-DA) (Erstwhile VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. These Centres evaluates residual

capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During 2017-18 (upto 31.10.2017) these centres have registered 17739, evaluated 17676 and rehabilitated 6440 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for PWDs. The Centres will focus on career counselling as key activities for youth with disabilities to pursue skill enhancement courses that the market drive. The officers of the NCSC-DA are being trained on professional counselling techniques. Outreach counselling sessions and job-fairs will be a key activity in these career Centres.

22.15 Placement service to the disabled Ex-servicemen/Border Security Force personnel and their dependents is provided through an Ex-servicemen Cell set up in DGE (Hqrs.). During the year 2017 (Jan to Oct) 22 disabled Ex- Serviceman and dependents were registered for Employment Assistance through the Ex-Serviceman Cell.

22.16 National Institute of Career Service (erstwhile CIRTES) is responsible for imparting training to officers of the Employment Service and conducting research in matter relating to various activities of NES (NCS) and develops tools and techniques for better implemen-

tation of NES programmes. It also prepares career literature for vocational guidance and career counselling. Regional Training Programme for Employment Officers on NCS Portal in collaboration with NIELIT conducted during February, 2017 where in 102 Employment Officers were trained. Three weeks induction training programme for third & fourth batch of Young Professionals were conducted during January, 2017 & June, 2017. Capacity Building Programme for Employment Officers in collaboration with Indian Institute of Foreign Trade (IIFT) was conducted during April, 2017-August, 2017 where in 719 trainees attended the training programme.

National Employment Policy

22.17 Ministry of Labour & Employment had forwarded a Cabinet Note seeking for implementation of National Employment Policy in February, 2013. However, it was advised to upscale and update the document. The Ministry had subsequently entrusted the work of drafting the National Employment Policy to VVGNI and while preparing the same, it emerged that the policy had wide ramifications and required inputs from various stake holders, Ministries, Departmental trade unions, research institutions, State Governments etc. Accordingly, an Inter Ministerial Committee was constituted on 4th April, 2014 and a concept note circulated to stake holders to seek views and suggestions. The draft policy has also been discussed with the State Ministers on 29.08.2014. Another brain storming session was held on 04.06.2015 with key stake holders to discuss the contours

of the Proposed National Employment Policy. A meeting was held on 1.07.2016 to discuss the approach papers on NEP. Based on the discussion, follow up action is being taken. Subsequently, a meeting was also held with ILO delegations and on 03.11.2017 employment expert from ILO has given his observations/ comments on draft approach paper of NEP. Drafting of the National Employment Policy is under process.

National Career Service

22.18 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counseling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The progress of this project is summarized below:

22.19 The Mission Mode Project on NCS was appraised and approved in November-December, 2013 with an outlay of Rs. 148.70 crore the 12th FYP. To give shape to the Government's intention of establishing Career Centres, the Project outlay was upwardly appraised, in November, 2014 for an outlay of Rs 292.20 cr. The scope of project was further increased to include the inter-linking of employment exchanges and organizing of job fairs on regular basis with and enhanced outlay of Rs.348 crores during the 12th Five Year Plan. The approved outlay for the project for the Financial Year 2016-17 was Rs 100 crores and for the present FY 2017-18 it has been increased to Rs.125 crores. In order to continue

the scheme during 14th Finance Commission Cycle (2017-2020) an outlay of Rs.478 crores has been approved by SFC.

22.20 The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

NATIONAL CAREER SERVICE		
Sr. No.	Parameters	No. as on 31 st October, 2017
1.	Job Seekers registered	3.92 crores
2.	Employers registered	14.86 lakh
3.	Job Mobilised	7.73 lakh
4.	Job Fairs organised	1028

22.21 The NCS Portal (NCSP) has been made functional at the URL (www.ncs.gov.in). The portal was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015 The NCSP is supported by a dedicated helpdesk (multi-lingual) available from Tuesday to Sunday (8.00 AM to 8.00PM) on 18004251514 for assisting users. It has a rich repository of career content of over 3600 occupations under 52 sectors. The portal also facilitates organization of job fairs where both employers and job seekers can interact. The brief statistics of NCS Portal are given below:

22.22 With the increased focus of Government on Career Counseling, the Ministry proposes to create a network of Career Counselors where the Career Centres will become the hub of Career Counseling in their area. Under the process, 2899 Career counselors from various States/UTs have got registered at NCS Portal.

22.23 The NCS Portal also provides an open architecture for partnering of institutions and organisations for delivery of career and employment related services. The NCS Portal may develop specific pages to help categorise and improve delivery of services in the focus areas or otherwise. The partnering institutions will be provided appropriate space and links on the NCS Portal to improve delivery of services on a *non-exclusivity* basis and be amenable to the monitoring systems. Ministry has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading organisations such as Indian Staffing Federation (ISF), Quicker Jobs, Monster. com, Tech Mahindra (Saral Rojgar), Uber, Get Ahead fast, Hindustan Times, Indeed, Freshers World, First Job, Mera job, Urban Clap, Wheebox, Delivery Track, Association Skill Training Providers, Portea, Amity University, Babajob .com, Return of the Million Smile (India Old age/ Gold-Fish), Department of post, AITMC and Domestic Worker Sector Skill Council etc.

22.24 A series of consultations with State Governments were held on various occasions for the NCS project. Key Ministries, Academia

and Industry have been involved in designing the framework of the National Career Service and Career Centres. Under the NCS, it is proposed to create Knowledge Repository of Career Counselling content, by digitizing the existing Counselling literature and making it amenable for periodic updation by stakeholders and made accessible to various users. Multi-stakeholder Expert Groups have been constituted for various aspects under NCS like, network of career counsellors, assessment tools, rural outreach strategies etc. Committees have also been constituted for steering the project.

22.25 The NCS Project also envisages setting up of Model Career Centres (MCCs) to be established by States to deliver employment services using technology. The Government has approved establishment of 107 Model Career Centres (including 7 non-funded MCCs) to deliver employment services using technology. The Government is in the process of operationalising of these centres during the FY 2017-18. As of now, funds has been released to 99 Model Career Centres as the first installment and 2nd installment to 30 Model Career Centres.

22.26 The NCS Project has also been enhanced to interlink 997 Employment Exchanges with NCS Portal and part funding for up-gradation of Employment Exchange and for organising job fairs. 23 States have sent proposals and funds have been released to 22 States upto 31.10.2017. During April, 2017 to October, 2017 around **627** job fairs have been organised under National Career Service (NCS)

in which **66,7063** job seekers participated and **24,3176** candidates where shortlisted.

22.27 In a parallel exercise, the Ministry has initiated a programme for capacity building of officers of the National Employment Service and Young Professionals being deputed at

Model Career Centres under a multi-pronged strategy of orientation, refresher and specialized training in the area of National Career Services. 3000 officers have been trained on various modules of National Career Services like career counseling training, portal management training, SIYB training etc.

CHAPTER -23

NATIONAL EMPLOYMENT SERVICE

INTRODUCTION

23.1 Policies, standards and procedures for the National Employment Service are laid down by the Central Government in consultation with the State Governments. A Working Group on National Employment Service comprising of representatives of the Central and State Governments facilitates this consultative process. Regular meetings of the Working Group on National Employment Service are held under the Chairmanship of Director General of Employment & Training, Ministry of Labour & Employment. The meetings are attended by the State Labour & Employment Secretaries/State Directors of Employment/other representatives and officers of DGE. The Working Group considered various issues pertaining to National Employment Service and made necessary recommendations.

Features of National Employment Service

- National Employment Service covers all the States and Union Territories except the State of Sikkim.
- Day to day administration of the Employment Exchanges is under the control of respective State Governments / Uts.
- It has a network of 997 Employment Exchanges.
- As a part of administrative functioning, data are collected through Employment Exchange Statistical Returns, each return covering a specific field of activity like registration, placement, etc. with different periodicity.
- As a part of Employment Market Information Programme, data are collected from the Organised Sector (all public sector establishments and all non-agricultural private sector establishments with 10 or more workers) on employment, vacancies, occupational and educational pattern of employees, etc. in ER-I returns prescribed under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. The establishments employing 10-24 workers in private sector are covered on voluntary basis.

23.2 The employment service is now the joint concern of the Central and State Government and DGE, Ministry of Labour & Employment is responsible for policies, standards and procedures to be followed by the employment services along with collecting of EMI, providing VG and Employment counselling and placement of persons with disabilities. Policies, standards and procedures for the National Employment service are laid down by the Central Government in

consultation with the State Governments. A Working Group on National Employment Service comprising of representatives of the Central and State Governments facilitates this consultative process. The Working Group considered various issues pertaining to National Employment Service and made necessary recommendations.

23.3 To convert the National Employment Service into a National Career Service, Ministry of Labour & Employment, constituted a Working Group comprising representatives from State Governments, Employers' Associations and other stake holders during November, 2013. The first meeting of the said working group was held on 3rd December, 2013. After elaborate discussions and careful consideration of various aspects, including improving utility, accessibility and efficiency of the Service. The recommendations were approved by the Govt. laying the foundation for the NCS.

EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959.

23.4 The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 provides for compulsory notification of vacancies and submission of employment returns (ER-I) by employers to the Employment Exchanges. It applies to all establishments in the Public Sector and such establishments in the Private Sector engaged in non-agricultural activities and employing 25 or more workers. Enforcement of the Act is the responsibility of the States and Union Territories. Majority of the States/Union Territories have special enforcement machinery for this purpose. The amendments proposed to the Act were deliberated on by

the Parliamentary Standing Committee on Labour and have recommended that the Act be comprehensively amended to make the functioning of Employment Exchanges more relevant to the needs of society and is being examined in the Ministry.

Accordingly, an Inter - Ministerial Committee (IMC) has been constituted by Ministry of Labour and Employment comprising key Ministries to deliberate on the contours of the Act. The Committee has recommended its repeal and introduction of a policy framework for the National Career Services (NCS) with the direction that the implementation of the NCS policy may be closely monitored so that a decision can be taken on the necessity of formulating an act in future. It was further decided by the IMC to let the existing Act continue in its existing form.

PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE*

23.5 The details of the network of 997 Employment Exchanges as on January 2016 are given in **Table 23.1**. The main activities of the Employment Exchanges are registration, placement of job seekers, career counselling & vocational guidance and collection of employment market information.

Table 23.1

➤ Total number of Employment Exchanges (as on January 2016*), includes the following :	997
➤ University Employment Information and Guidance Bureaux (UEIGBx)	76

➤ Professional and Executive Employment Exchanges	14
➤ Special Employment Exchanges for the Physically Handicapped	42
➤ Special Employment Exchange for Plantation Labour	01

*The Total Number of Employment Exchanges as on January 2016

23.6 The performance of Employment Exchanges as on 30.09.2015 (Provisional) is given below

Table 23.2
(In Lakh)

Category	No. Of Job-seekers Registered	No. Of job-seekers Placed	No. of job-seekers on the Live Register
Men	32.65	2.10	288.21
Women	19.08	0.44	160.31
Total	51.73	2.54	448.52

Salient features of registration and placement

23.7 Number of Employment Exchange The network of 997 Employment Exchanges (as on January, 2016) are working in the country. Out of these 76 are University Employment Information Guidance Bureaux (UEIGBx), 14 are Professional and Executive Employment Exchanges, 42 Special Employment Exchanges for the Physically Handicapped and 1

Employment Exchange for Plantation Labour.

23.8 Registration:

Out of total number of 51.73 lakh job seekers registered up to end of Sept. 2015 (Provisional), 32.65 lakh job seekers were men and 19.08 lakh were women. Maximum numbers of job-seekers (13.54 lakh) were registered in Tamil Nadu followed by 4.80 lakh in Maharashtra, 4.58 lakh in Uttar Pradesh, 3.88 lakh in Kerala, 3.44 lakh in Madhya Pradesh and 3.01 lakh in Gujarat.

23.9 Placement:

Out the 2.54 lakh job-seekers that got employment through the employment exchanges, 0.44 lakh were women. The maximum placement made was 2.11 lakh in Gujarat during the same period.

23.10 Live Register:

Out of total number of 448.52 lakh job seekers on Live Register, 288.21 lakh job seekers are men and 160.31 lakh job seekers are women.

23.11 Year-wise registration, placement, vacancies notified, submissions made and Live Register for the period 2006-2015 are given in Table No.23.3

(Nos. in Thousands)

Year	Employment Exchanges, UEIGBx \$	Registration	Placement	Vacancies notified	Submission made	Live Register
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2006	947	7289.5	177.0	358.2	3029.5	41466.0
2007	965	5434.2	263.5	525.8	3666.1	39974.0
2008	968	5315.9	305.0	570.8	3344.0	39112.4

2009	969	5693.7	261.5	419.5	2589.3	38152.2
2010	969	6186.0	505.4	706.9	3747.1	38818.5
2011	966	6206.3	471.5	819.7	5142.9	40171.6
2012	956	9722.2	427.6	682.8	2982.2	44790.1
2013*	956	5969.4	348.5	510.7	3002.1	46802.5
2014	978	5957.2	338.5	762.0	4220.4	48261.1
2015*	978	5172.7	253.8	566.5	3382.6	44852.5

Till September, 2015 (Provisional)

CENTRAL EMPLOYMENT EXCHANGE, DELHI

23.12 The Central Employment Exchange, Delhi is responsible for advertisement of vacancies of scientific and technical nature occurring in the Central Government Establishments with the basic pay of Rs.1400/- p.m (pre-revised) or above. As per revised procedure laid down by DOPT all the vacancies notified to CEE as per EE (CNV) Act, 1959 are to be advertised in Employments News by Central Employment Exchange (CEE). From January 2017 to October, 2017, 74 vacancies notified by various Ministries/ Departments were advertised in the Employment News published by DAVP. It covers 10, 12, 18 and 34 vacancies for SC/ ST/ OBC/General (including horizontal reservation) respectively.

EMPLOYMENT MARKET INFORMATION PROGRAMME (EMI) SCOPE, COVERAGE AND LIMITATION

23.13 The Employment data in the organized sector is collected under the Employment Market Information (EMI) Programme which is provided the statutory base by the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules

framed there under. The EMI programme now extends to all the States/Union Territories. The programme covers all establishments in the Public Sector and non - agricultural establishments employing 25 or more workers in the Private Sector. The establishments employing 10-24 workers are covered on a voluntary basis.

23.14 The EMI Programme, however, does not cover employment in the agricultural establishments (other than Plantation and Agricultural Machine Operatives), self-employed or independent workers, part-time workers, Defence Forces, Indian Missions abroad, establishments employing less than 25 workers in the metropolitan cities of Mumbai and Kolkata and tiny sector establishments (employing less than 10 workers). The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 makes it obligatory on the part of employers to render Employment Return (ER-I).

EVALUATION OF EMPLOYMENT EXCHANGES

23.15 The Programme of Joint Technical Evaluation of the Employment Exchanges and the University Employment Information and

Guidance Bureaux is carried out in collaboration with the concerned State Government & Union Territory Administration in the country to ensure that:

- Agreed policies and procedures are followed;
- Standards maintained and Programmes implemented;
- Services rendered by the Employment Exchanges are made more effective;
- An effective co-ordination with the States/UTs is maintained.
- Training needs of the staff members and officers are looked into
- Necessary measures for the improvement of these services suggested.
- Evaluation of functioning of Employment Exchanges in States/UTs is an ongoing activity. The compliance on the suggestions made therein in the Evaluation Reports is followed effectively.

VOCATIONAL GUIDANCE AND EMPLOYMENT COUNSELLING

23.16 Vocational Guidance Units in Employment Exchanges and University Employment Information and Guidance

Bureaux (UEIGBx) functioning within the University Campus render Vocational Guidance & Employment Counselling Services to the job-seekers. During the year under report, **409** Vocational Guidance Units in Employment Exchanges and **76** University Employment Information and Guidance Bureaux (UEIGBx) continued to function in order to provide necessary guidance and information to the job seekers and university students. The Vocational Guidance Units and the UEI&GBx Collect and compile occupational information for dissemination to the students, teachers, parents and job-seekers (both individually and in groups) through career talks, individual counselling sessions, group discussions, career exhibitions and film shows.

23.17 PROMOTION OF SELF-EMPLOYMENT

- Self-employment Promotion Programme was undertaken due to general shortage of wage paid jobs.
- The Employment Exchanges have been assigned an important role in this area to motivate the unemployed youth for taking up self-employment as their livelihood.
- Self-Employment Promotion Cells (SEPC) in 28 selected Employment Exchanges were established in the country.

CHAPTER -24

EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

24.1 Employment Service, as in the past, continued making efforts to cater to the special needs of vulnerable sections like Women, Scheduled Castes / Scheduled Tribes, persons with disabilities and disabled Ex-servicemen job-seekers.

WOMEN

24.2 Year-wise performance of Employment Exchanges in respect of women job-seekers is given below:

YEAR	REGISTRATION	PLACEMENT	LIVE REGISTER OF WOMEN	TOTAL LIVE REGISTER	% OF LIVE REGISTER OF WOMEN TO TOTAL LIVE REGISTER
2006	2537.4	31.3	11781.0	41466.0	28.4
2007	1835.5	46.5	12001.5	39974.0	30.0
2008	1756.1	51.9	12328.2	39114.9	31.5
2009	1989.9	53.4	12404.7	38152.2	32.5
2010	2005.4	107.1	12924.1	38818.5	33.3
2011	2122.6	85.7	13694.8	40171.6	34.1
2012	3511.0	67.8	15645.8	44790.1	34.9
2013	2233.2	58.7	16549.1	46802.5	35.4
2014	2189.4	60.8	17078.3	48261.1	35.4
2015*	1908.2	43.6	16030.7	44852.5	35.7

SCHEDULED CASTES / SCHEDULED TRIBES

24.3 Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job-seekers during 2010 onwards is indicated in **Table 24.2**.

CATEGORY	ACTIVITY	2010	2011	2012	2013	2014 (Provisional)
	Registration	6.84	8.82	12.75	10.25	7.66
SCHEDULED CASTE	Placement	0.32	0.30	0.31	0.32	0.23
	Live Register	64.04	66.82	71.66	72.92	76.44
SCHEDULED TRIBE	Registration	3.64	3.23	3.71	3.44	3.48
	Placement	0.19	0.20	0.19	0.21	0.24
	Live Register	23.09	24.04	25.31	24.87	25.17
OTHER BACKWARD CLASS	Registration	14.75	17.00	22.77	18.33	14.85
	Placement	0.27	0.22	0.19	0.23	0.10
	Live Register	99.36	105.76	116.71	114.14	121.34

Salient features of SC/ST job-seekers are as under:

- Live Register of SC job-seekers has increased by 3.52 lakh from 72.92 lakh in 2013 to 74.92 lakh in 2014 an increase.
- Live Register of ST job-seekers has decreased by 0.30 lakh from 24.87 lakh in 2013 to 25.17 in 2014.
- SC and ST Job-seekers were 15.84% and 5.22% respectively of the total job-seekers on the live register at the end of 2014.
- Placement of SC job-seekers has increased from 0.90 lakh, whereas the placement of ST jobseekers has increase by 0.30 lakh during the same period.

NATIONAL CAREER SERVICE CENTRES FOR SC/STs

24.4 Twenty five National Career Service Centres for SCs/STs have been set up, one each at Delhi, Jabalpur, Kanpur, Chennai,

Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore, Imphal, Hissar, Nagpur, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun, Puducherry & Vishakhapatnam. The NCSCs at Jowai, & Vishakhapatnam are in the process of being made functional.

These Centres:

- Provide employment related coaching-cum-guidance to SC/ST applicants.
- Provide information on job requirements and the type of tests/interviews they are likely to face when called by the employers.
- Take up appropriate follow up action with the employers to ascertain the results of submission against reserved vacancies.
- Undertake job development work besides providing occupational information/ vocational guidance & counselling and

organising Confidence Building Programmes for job-seekers.

- provide facilities to SC/ST job-seekers for practicing shorthand and typing at the above Centres except National Career Service Centres located at Aizawl, Hissar, Bhubaneswar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun & Vishakhapatnam.
- Arrange from time to time, Pre Recruitment Training Programme for SC/ST candidates to improve their employability through competitive examinations conducted by the Staff Selection Commission, etc. for group 'C' posts in collaboration with various employing authorities and recruiting agencies.

24.5 SALIENT FEATURES SPECIAL COACHING SCHEME FOR SC/STs

- A Special Coaching Scheme to prepare SC/ST candidates for competitive examinations/ selection tests for Group 'C' posts is being operated through NCSC in Delhi.
- So far, 7661 SC/ST job seekers have successfully completed coaching for clerical/stenographer posts in 33 phases.
- The coaching is of 11 months duration and the trainees are paid stipend besides free course books and limited stationery. The Coaching Institutes are paid professional charges for imparting coaching to SC/ST candidates.
- Guided by the benefits derived from the

above Special Coaching Scheme, the scheme has been extended to twenty one more places at Kanpur, Kolkata, Bangalore, Hyderabad, Ranchi, Surat, Guwahati, Imphal, Hisar, Jabalpur, Chennai, Thiruvananthapuram, Jaipur, Bhubaneswar, Mandi, Nagpur, Delhi, Jammu. Jalandhar Kohima & Naharlagun.

- In 23 phases of the extended scheme 10667 SC/ST candidates have successfully completed the coaching. As Government has merged Plan and Non-plan schemes from current financial year 2017-18, therefore 33rd /23rd Phase of Special Coaching Scheme renamed as Special Coaching Scheme 17-18 which is in progress w.e.f. 01.07.2017.

SCHEME FOR PROVIDING COMPUTER TRAINING TO SC/ST JOB SEEKERS REGISTERED WITH EMPLOYMENT EXCHANGES

24.6 This scheme was started with effect from February 2004, with a view to provide Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing training facilities. The training of six months duration was arranged at Bangalore, Bhubaneswar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Ranchi & Mandi is coordinated by respective National Career Service Centers of DGE located at these places. So far 5 phases of the scheme were completed and 3086 candidates were imparted training. It was observed that six month Computer Training Course was not of much help to the

candidates to provide employability in view of changing demands in the Labour Market. From the year 2009-10 it has therefore, been decided one year 'O' Level Computer Training to 1000 SC/ST candidates through DOEACC Society under the Department of Information Technology which has been started w.e.f 03.08.2009. In addition to the above said places, the training is also being imparted at Jammu, Jalandhar, Imphal & Kohima w.e.f 03.08.2009. The training of 8 batches has already been completed. In nine batches, 15960 SC/ST candidates were admitted & provided training under the modified 'O' level one year computer training through National Institute of Electronics & Information Technology (NIELIT). The 10th batch of the "O" level one year Computer Training has been started w.e.f July 2017 with a seating capacity of 2000 SC/ST jobseekers at 21 NCSs for SC/STs including NCSC at Naharlagun in addition to the above said places.

24.7 The one year 'O' level Computer Hardware Maintenance Training has also been started with effect from 01.08.2012. The training of five batches has already been completed. In five batches, 6350 SC/ST candidates were admitted & provided training. The 6th batch of one year Computer Hardware Maintenance Training has been started w.e.f August, 2017 with a seating capacity of 1000 SC/ST candidates at 21 NCSCs for SC/STs at all the above said places including Hisar & Jalandhar.

24.8 For schemes of Employment Directorate Budget of Rs.26.00 crore has been kept during

2017-18. The important Schemes are "Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centers (NCSCs) for SC/STs and Establishment of new NCSs in the States not covered so far".

PERSONS WITH DISABILITIES EMPLOYMENT EXCHANGES:

24.9 The Employment Service has been making special efforts to cater to the special needs of disabled job-seekers, performance of which for the last five years is given as under ;-

Performance of Employment Exchanges in respect of Disabled Job-Seekers

Year	Registration	Placements	Live Register
2004	52.4	3.4	565.9
2005	57.2	3.2	578.9
2006	58.8	3.4	597.4
2007	57.7	3.4	660.0
2008	54.9	3.7	669.4
2009	56.1	3.3	665.5
2010	57.0	3.2	664.2
2011	63.2	3.3	687.3
2012	54.1	2.1	715.2
2013	30.5	1.9	717.3
2014 (Provisional)	28.44	1.66	698.2

- The Number of persons with disabilities on the Live Register has been decreased by 19.1 thousand during 2014 (Provisional).
- The placement made through these employment exchanges were 1.66 thousand during 2014 (Provisional).

SPECIAL EMPLOYMENT EXCHANGES FOR PHYSICALLY HANDICAPPED:

24.10 Although, Employment Exchanges under the National Employment Service are generally responsible for the placement of Physically Handicapped, Special Employment Exchanges were also set-up for their selective placement. These exchanges attempt at securing for the disabled the most satisfying form of employment suitable to their residual physical and mental potentialities. As on January, 2016, there were 42 Special Employment Exchanges for physically handicapped and 38 were Special Cells dealing with physically handicapped.

24.11 Thirty Eight Special Cells for the physically handicapped with a Special Placement Officer attached to the normal Employment Exchanges and funded by the Central Government have so far been set up by the Ministry of Social Justice & Empowerment. These are in addition to the Special Cells/Units opened for the handicapped applicants at the Employment Exchanges by various State Governments.

24.12 The performance of the Special Employment Exchanges is given in the following table:

Year	2011	2012	2013	2014 (Provisional)
Registration	10213	13606	5653	3283
Placement	462	237	249	61
Live Register	98639	102687	94657	96171

NATIONAL CAREER SERVICE CENTERS FOR DIFFERENTLY ABLED (NCSC for DA)

24.13 The Ministry of Labour & Employment is committed to the implementation of the provisions of the Persons with Disabilities Act, 1995. The Directorate General of Employment (DGE) has been regularly co-ordinating and supporting Ministry of Social Justice & Empowerment (Ministry of SJE), which is the Nodal Ministry for the welfare of people with disabilities.

- Twenty one National Career Service Centers for Differently Abled (NCSCDA) (Erstwhile VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities.
- These centres evaluate the residual capacities of people with disabilities and provide them non formal skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country.
- These centres play proactive role in creating public awareness and community participation in the rehabilitation of persons with disabilities.
- During 2016-17 these Centres have registered 33,006 evaluated 32,866 and rehabilitated 11,787 Persons with Disabilities.
- During 2017-18 (upto 31.10.2017) these Centres have registered 17739, evaluated 17676 and rehabilitated 6440 Persons with Disabilities

- To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for PwDs. The Centres will focus on career counselling as a key activity for youth with disability to pursue skill enhancement courses that are market-drive. Outreach counselling sessions and job fairs will be a key activity in these Career Centres.

ASSISTANCE TO DISABLED EX-SERVICEMEN AND DEPENDANTS

24.14 In order to provide placement services to the disabled Ex-Servicemen/Border Security Force Personnel and the dependants of Defence Service Personnel/Border Security Force personnel killed or severely disabled in action, against the vacancies reserved for ex-servicemen and earmarked for priority categories an Ex-Servicemen Cell was set up in the Directorate General of Employment & Training in July, 1972. Subsequently, the scope of the special service was also extended for the benefit of ex-servicemen disabled during peace time as well as dependants of the Defence Service Personnel killed or severely disabled in peace time provided that the death or disability was attributable to military service with effect from Feb, 1981. During the year 2017 (Jan to Oct) 22 disabled Ex-servicemen and dependents were registered for Employment Assistance..

MINORITIES

24.15 in order to full integration of minorities in all aspects of national life, the State

Governments have been advised to ensure that no discrimination is made against minority communities in matters of registration and in sponsoring names by Employment Exchanges. The State Governments have also been advised to create monitoring cells to watch the progress of minorities in the matter of their registration and placement and to instruct the Employment Exchanges to organize mobile Employment Exchange Registration Camps in minority concentration areas.

In all there were 53.8 lakh job-seekers on the Live Registers of Employment Exchanges belonging to the minority communities at the end of December 2014 (Provisional). These account for 12.% of total job-seekers on the Live Register.

24.16 The details of the Budget Estimates of the Schemes of Employment Directorate for Financial year 2017-18 are given in Table-24.3.

S.No.	Schemes under Employment Directorate	Budget Estimates 2017-18 (Rs. in crore)
	Schemes/Programmes	A
1	"Welfare of SC/ST job seekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the states not covered so far".	26.00

2	To evaluate residual capacities, providing adjustment training and render assistance in Vocational Rehabilitation through National Career Service Centres (NCSCs) for DA	45.25
3	National Career Service (NCS) Project	125.00
4	Pradhan Mantri Rojgar Protsahan Yojana	1000.00

Scheme Summary for DBT Scheme "0586" 'Welfare of SC/ST jobseekers through Coaching Guidance and Vocational Training:

24.17 25 Coaching-cum-Guidance Centers (CGCs) for SC/STs i.e NCSCs for SC/STs are being run to enhance the employability of educated SC/ST job-seekers registered with the Employment Exchanges through Coaching/Training/Counseling etc. At present 21 NCSCs are covered under DBT Scheme covering 4300 beneficiaries in three sub schemes i.e., (1) Special Coaching Scheme (1300 Beneficiaries), (2) Computer 'O' Level Training Software Course (2000 Beneficiaries) and (3) Computer 'O' Level Computer Hardware Maintenance Training (1000 Beneficiaries). The stipend is paid @Rs.1,000/- per trainee w.e.f. 01-07-2017 for Special Coaching Scheme and Computer O'Level Software Course and 01-08-2017 for Computer O-'Level Hardware Course, per month on the

basis of minimum 80% attendance during a particular month. A total of Rs 2.45 Crore was allocated for disbursement of stipend to the trainees during F.Y. 2016-17 and expenditure was incurred Rs.1,58,06,745/- . A sum of Rs. 2.66 Crore has been allocated (BE) for 2017-18.

Scheme Summary for DBT Scheme Number "0584" Stipend to Differently Abled Candidates under Scheme of Vocational Rehabilitation Centre for Handicapped (VRCs)

24.18 At present, there are 21 NCSC for Differently-abled in the country, which evaluate the residual capacities of the handicapped (referred to as persons with disabilities also) **in the categories of Locomotors, Visual & Hearing impaired, Mild Mental Retardation and Leprosy Cured** and provide them adjustment training, to facilitate their early economic rehabilitation. No formal job oriented skill training is provided at these centres. Further rehabilitation services are also extended to the persons with disabilities living in the rural areas through the mobile camps. At present, 2 NCSC for DA i.e, Una and Vadodara are covered under DBT Scheme w.e.f. 01-07-2016. Total budget allocated for the financial year 2016-17 was Rs. 2 Lakh and total expenditure incurred is Rs.1,22,000/- The proposal to extend the coverage of the scheme is under consideration with the Ministry for the financial year 2016-18.

CHAPTER -25

RESEARCH AND TRAINING IN EMPLOYMENT SERVICE

25.1 The National Institute for Career Service (Erstwhile Central Institute for Research and Training in Employment Service (CIRTES)) is a national level training institute of Director General of Employment under M/o Labour and Employment and is responsible for imparting training to Officers of Employment Service. *NICS has been declared as Nodal Institute for Capacity Building under National Career Service Project which is a mission mode project of M/o Labour and Employment. As a Nodal institute for capacity building NICS is responsible for imparting training to all stakeholders of NCS project. NICS is also playing major role in implementing the Young Professional Scheme of M/o Labour and Employment and coordinating the activities of Model Career Centers established at various parts of country under NCS project.*

25.2 Training Activities

- Three weeks induction training programme for third batch Young Professionals conducted from 02-01-2017 to 18-01-2017
- Refresher training programme for first batch Young Professional conducted from 19-01-2017 to 21-01-2017
- Regional Training Programme for Employment Officers on NCS Portal in collaboration with NIELIT conducted at 5 NIELIT centers across India during 02nd February, 2017 to 13th Feb, 2017. Around 102 Employment Officers were trained during this training programme.
- Organised one training programme on e-office for officers and staff of NICS and DGE
- One training programme for officers of National Career Service Centre for Differently abled (Erstwhile VRC) on Start and Improve your Business (SIYB) in collaboration with ILO during 10th April, 2017 to 20th April, 2017.
- Capacity Building Programme for Employment Officers on Career Counselling conducted at three centers (i.e NICS, NOIDA, IIFT, Delhi and IIFT, Kolkata) in collaboration with Indian Institute of Foreign Trade (IIFT), New Delhi during 24th April, 2017 to 05th August, 2017 and 719 trainees attended the training programme.
- Three weeks induction training programme for fourth batch Young Professionals conducted from 19th June, 2017 to 05th July, 2017.

25.3 National Career Service activities at NICS

- As a part of Government initiative to utilize the knowledge, energy and fresh way of thinking of young social leaders to help better transform the emerging landscape of Employment Services and Career Counselling in India, twenty three Young Professionals have been recruited and deployed at various Model Career Centers located at various states.
- Fourth round of Recruitment Drive for Young Professionals conducted at NICS, NOIDA during 23rd March, 2017 to 25th March, 2017
- Two Awareness programme on National Career Service project conducted for Youth Volunteers of Nehru Yuva Kendra.
- Awareness programme on National Career Service project conducted for trainees of Post Graduate Diploma in Guidance and Counselling of NCERT on 7th Sept, 2017.
- Conducted NCS awareness programmes at ITS Engineering College, Gr.Noida, PIIT College, Gr.NOIDA, SarvottamInstt of Technology, Gr.NOIDA, Govt.ITI, NOIDA, Govt.ITI, Gr.NOIDA, Govt ITI, Jewar, Govt ITI, Dadri, Aryabhatta Institute of

Technology, Delhi, Ambedkar Institute of Technology, Delhi, IIMT College, Gr.NOIDA.

- Young Professional posted at CIRTES are regularly monitoring various activities of National Career Service viz.
- National Career Service portal improvement and data analytics
- Developing outreach programmes for widening the network of stakeholders like industry associations, educational and training institutes, skill providers etc.
- Content development for training programmes
- Interacting with social media to improve the visibility of National Career Service
- Coordination of Model Career Centre activities
- Disbursement of remuneration of Young Professionals deployed at various MCCs
- Organized one Job Fair in the campus on NICS on 04-07-2017.

25.4 Activities to be taken up

- Fifth round recruitment of Young Professionals
- Three weeks induction training programme for fifth batch Young Professionals

CHAPTER -26

GENDER BUDGETING

WELFARE OF SC/ST

The Scheme includes National Career Service Centers for SC/ST to provide confidence building, training programmes and vocational guidance for candidates belonging to that category. These National Career Service Centres have been involved in Pre-Recruitment Training Courses for various Nationalized Banks and agencies

Programme	Expected outcomes/ Objective	Gender component of Programme/ sub Programme	Total Public Expenditure(Rs) 2016-17 (Plan & Non-Plan)			Public Expenditure on Women/Girls (Rs) (2016-17)			Gender Disaggregated Beneficiaries (extent of benefits to women) (2016-17) Targets and Performance number of female beneficiaries/ physical/ financial others
			Plan	Non-Plan	Total	Plan	Non-Plan	Total	
1	2	3	4	5	6	7	8	9	10
"Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the states not covered so far".	To enhance the employability of SC/ST job seekers through Coaching, Guidance & Vocational Training	The programme is both for men & women unemployed educated job seekers.	10.17	6.66	16.83	4.8	3.1	7.90	82673 (47%)

b) A GENDER BASED ANALYSIS (GBA) STATEMENT OF PUBLIC EXPENDITURE AND NUMBER OF BENEFICIARIES DURING 2015-16

Programme	Expected outcomes/ Objective	Gender component of Programme/ sub Programme	Total Public Expenditure(Rs) 2016-2017 (Plan & Non-Plan)			Total Public Expenditure (Rs) on Women/Girls (2016-2017)(Plan &Non Plan)			Gender Disaggregated Beneficiaries (extent of benefits to women) (2016-2017) Targets and Performance number of female beneficiaries/ physical/financial others
			Plan	Non-Plan	Total	Plan	Non-Plan	Total	
Assistance to physically handicapped	To evaluate residual capacities, providing adjustment training and render assistance in Vocational Rehabilitation	The Programme comprises both men and women.	494.00	1938.46	2432.46	140.30	526.88	667.18	31303 (women beneficiaries) 27%

हमारा लक्ष्यः बाल श्रम मुक्त भारत



श्रमेव जयते

Ministry of Labour & Employment
Government of India

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