

INDIAN LABOUR YEAR BOOK 2013 AND 2014



**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LABOUR BUREAU
SHIMLA/CHANDIGARH**

PREFACE

The present issue of Indian Labour Year Book for 2013 and 2014, 60th in the series, covers various labour related subjects, viz., Employment and Training, Wages and Earnings, Family Income and Expenditure Surveys and Consumer Price Index Numbers, Industrial Relations, Labour Welfare, Industrial Housing, Health and Safety, Labour Administration, Labour Legislation, Agricultural /Rural Labour, India and the International Labour Organisation and Labour Bureau Publications. Besides, it also covers list of important labour Acts, Conventions & Recommendations adopted by the International Labour Conference as well as those ratified by India, and a bibliography of the publications of various organizations, departments, ministries and autonomous bodies in the field of labour.

It is hoped that the publication would be useful to the users interested in labour matters as it contains subjects relating to various facets of labour including labour welfare programmes and policies launched and implemented.

In bringing out this publication various Central and State Governments agencies have played an important role by supplying the requisite data/ information on various facets of labour in timely manner. I express my sincere thanks to them for their continued support. I also thank the team of officials/officers of the Labour Bureau for their unstinted efforts in bringing out this report.

I urge the readers to send their comments and suggestions to enable us to make this publication more useful.

DR. M. MATHISEKARAN
DIRECTOR GENERAL

Labour Bureau
Shimla/Chandigarh
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CHAPTER 1

EMPLOYMENT AND TRAINING

Achieving high rate of economic growth combined with an emphasis on employment generation for creating adequate work opportunities for the rising labour force has been the focus of the Indian planning process. The general impression was that employment growth would trickle down resulting in improvement of employment situation. Though employment is treated as a corollary to growth, the trends of the last two decades show that growth has not yielded desired results in the area of employment generation. The rate of growth of employment was found to be slower than the rate of growth of economy. During 1950-70, Indian economy grew by 3.5 per cent against the projected growth of 5 per cent per annum. Employment grew by 2 per cent per annum while the growth in labor force was 2.5 per cent, thus, resulting in overall increase in unemployment. As a result, a strong opinion emerged to suggest that growth alone can not solve the problems of poverty and unemployment and therefore, a number of special employment and poverty alleviation programmes/ schemes such as Integrated Rural Development Programme, National Rural Employment Programme and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) etc. were launched with thrusts on gainful employment to the people in the labour force on one hand and improvement in level of income on the other. While these programmes/schemes seem to have been able to reduce the degree of unemployment to a certain extent, the open unemployment rates have not declined over the years.

Scenario of Employment Growth:

A cause for concern is the deceleration in the compound annual growth rate (CAGR) of employment during 2004-05 to 2011-12 to 0.5 per cent from 2.8 per cent during 1999-2000 to 2004-05. As per the National Sample Survey Office (NSSO) data during 1999-2000 to 2004-05, employment on usual status (US) basis increased by 59.9 million persons from 398.0 million to 457.9 million as against the increase in labour force by 62.0 million persons from 407.0 million to 469.0 million. After a period of slow progress during 2004-05 to 2009-10, employment generation picked up during 2009-10 to 2011- 12, adding 13.9 million persons to the workforce, but not keeping pace with the increase in labour force (14.9 million persons) (Table 1.01(a)). Based on current daily status (CDS), CAGR in employment was 1.2 per cent and 2.6 per cent against 2.8 per cent and 0.8 per cent in the labour force respectively for the same periods. There have also been structural changes for the first time, the share of the primary sector in total employment has dipped below the halfway mark (declined from 58.5 per cent in 2004-05 to 48.9 per cent in 2011-12), while employment in the secondary and tertiary sectors increased to 24.3 per cent and 26.8 per cent respectively in 2011-12 from 18.1 per cent and 23.4 per cent respectively in 2004-05. Self-employment continues to dominate, with a 52.2 per cent share in total employment. What is critical is the significant share of workers engaged in low-income generating activities. There are other issues of concern like poor employment growth in rural areas, particularly among females. Though employment of rural males is slightly better than that of females, long-term trends indicate a low and stagnant growth. Such trends call for diversification of livelihood in rural areas from agriculture to non-agriculture activities.

Table 1.01(a)
Employment and Unemployment Scenario in India

Year/ Method	Persons in the labour force (in millions)		Persons and person days employed (in millions)		Unemployment rate (in per cent)	
	US	CDS	US	CDS	US	CDS
1999-2000	407.0	363.3	398.0	336.9	2.2	7.3
2004-05	469.0	417.2	457.9	382.8	2.3	8.2
2009-10	468.8	428.9	459.0	400.8	2.0	6.6
2011-12	483.7	440.4	472.9	415.7	2.2	5.6

Source: Various survey rounds of the NSSO on employment and unemployment in India
Note : US (principal + subsidiary) measures employment in persons, CDS measures employment in person days.

A major impediment to the pace of quality employment generation in India is the small share of manufacturing in total employment. However data from the sixty-eighth NSSO round (2011- 12) indicates a revival in employment growth in manufacturing from 11 per cent in 2009-10 to 12.6 per cent in 2011-12. This is significant given that the National Manufacturing Policy 2011 has set a target of creating 100 million jobs by 2022. Promoting growth of micro, small, and medium enterprises (MSME) is critical from the perspective of job creation which has been recognized as a prime mover of the development agenda in India. Although total informal employment increased by 9.5 million to 435.7 million between 2004-05 and 2011-12, it is significant that informal unorganized sector employment declined by 5.8 million to 390.9 million, leading to an increase in informal organized sector employment by 15.2 million. Consequently the share of unorganized labour has declined from 87 per cent to 82.7 per cent (Table 1.01(b)).

Table 1.01(b)
Share of Formal-Informal Employment across Organized –Unorganized Sectors in 2011-12 and 2004-05 (in per cent)

	Organized	Unorganized	Total
Formal	45.4 (52)	0.4 (0.3)	8.1 (7.3)
Informal	54.6 (48)	99.6 (99.7)	91.9 (92.7)
Total	17.3 (13)	82.7 (87)	100

Source : Niti Aayog.

Note : Population projected for year 2004-05 and 2011-12 using decadal population growth rate between Census 2001 and 2011. Figures in brackets pertain to 2004-05.

The usual status (US) unemployment rate is generally regarded as the measure of chronic open unemployment during the reference year; while the CDS is considered a comprehensive measure of unemployment, including both chronic and invisible unemployment. Thus, while chronic open unemployment rate in India hovers around a low of 2 per cent, it is significant in absolute terms. The number of unemployed people (under US) declined from 11.3 million during 2004-05 to 9.8 million in 2009-10 but again increased to 10.8 million in 2011-12. However, based on the CDS the number of unemployed person days declined from 34.3 million in 2004-05 to 28.0 million in 2009-10 and further to 24.7 million in 2011-12. Thus there has been a significant reduction in chronic and invisible unemployment from 8.2 per cent in 2004-05 to 5.6 per cent in 2011-12 (Table 9.1). Despite only a marginal growth in employment between 2009-10 and 2011-12, the reason for the decline in unemployment levels could be that an increasing proportion of the young population opts for education rather than participating in the labour market. This is reflected in the rise in enrolment growth in higher education from 4.9 million in 1990-91 to 29.6 million in 2012-13 (Provisional).

Annual Employment Unemployment Survey

In order to fill the data gap for ascertaining the employment-unemployment scenario in the country, Labour Bureau has been entrusted the task of conducting Annual Employment-Unemployment surveys (EUS). So far four such surveys have been conducted by Labour Bureau.

The fourth Annual Employment-Unemployment Survey was launched in the month of January, 2014. In the fourth Annual Employment-Unemployment Survey, all the districts in the 36 States/UTs of the country were covered. The sample size in the fourth EUS was about 1.36 lakh household schedules.

Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR) and Unemployment Rate (UR) for persons aged 15 years & above according to Usual Principal Status approach (UPS) based on 4th Annual Employment-Unemployment Survey are as follows:

Table 1.02

LFPR, WPR and UR for persons aged 15 years & above according to Usual Principal Status (UPS) approach based on 4th Annual Employment-Unemployment Survey

(in per cent)

Parameter	Male	Female	Persons
LFPR	74.4	25.8	52.5
WPR	71.4	23.8	49.9
UR	4.1	7.7	4.9

Impact of Economic Slowdown on Employment

Labour Bureau has been conducting quarterly quick employment surveys in the selected labour-intensive and export-oriented sectors to assess the effect of economic slowdown on employment in India since January, 2009. Upto December 2014, twenty four such surveys have been conducted by Labour Bureau. According to the survey results, overall estimated employment in all selected sectors has experienced a net addition of 37.46 lakh persons starting from the 1st survey (October, 2008 to December, 2008) till the 24th Survey (October, 2014 to December, 2014). The brief features of the surveys conducted for the year 2014 are as follows; the 21st quarterly quick employment survey for the reference period January-March, 2014 was conducted in the month of July/August, 2014. At overall level, the employment declined by 0.36 lakh during the period March, 2014 over December, 2013. The 22nd quarterly quick employment survey for the reference period April-June, 2014 was conducted in the month of July/August, 2014. At overall level, the employment increased by 1.82 lakh during the period June, 14 over March, 14. The 23rd quarterly quick employment survey for the reference period July-September, 2014 was conducted in the month of January, 2015. At overall level, the employment increased by 1.58 lakh during the period September, 2014 over June, 2014. The 24th quarterly quick employment survey for the reference period October-December, 2014 was conducted in the month of January, 2015. At overall level, the employment increased by 1.17 lakh during the period December, 14 over September, 14.

Working Population

According to the Census of India, 2011, the workers (comprising of main workers and marginal workers) formed 39.79 per cent of the total population as against 39.10 per cent in 2001 census. Total population and the total number of workers, as revealed by the 2011 census, have been presented in Table 1.03.

Table 1.03

Total Workers in India – 2011 Census

Population/Workers	Persons		Male	Female
1	2		3	4
Population	Total	1210569573	613121843	587447730
Workers		481743311	331865930	149877381
Percentage of Workers		39.79	53.26	25.51
Population	Rural	833463448	427632643	405830805
Workers		348597535	226763068	121834467
Percentage of Workers		41.83	53.03	30.02
Population	Urban	377106125	195489200	181616925
Workers		133145776	105102862	28042914
Percentage of Workers		35.31	53.76	15.44

Source : Office of the Registrar General, India.

Employment in the Organised Sector

As per Economic Survey 2014-15, the total employment in organised sector as on 31st March, 2012 for the year 2006 to 2012 are given below:

Year	Employment (in crore)
2006	2.70
2007	2.73
2008	2.76
2009	2.82
2010	2.87
2011	2.90
2012(P)	2.96

P : Provisional

Only a small percentage of the total workforce of the country is employed in the organized sector. Organised sector employment as on March 31, 2012 was 29.58 million of which 59.53 per cent or 17.61 million was in public sector.

Table 1.04
Employment in the Public Sector by Branch/ Industry

(Lakh persons as on 31 March)

Sl. No.	Industry / Branch	2006	2007	2008	2009	2010	2011	2012P
1	2	3	4	5	6	7	8	9
A. By Branch								
1	Central Government	28.6	28.0	27.4	26.6	25.5	24.6	25.2
2	State Governments	73.0	72.1	71.7	72.4	73.5	72.2	71.8
3	Quasi-Governments	59.1	58.6	58.0	58.4	58.7	58.1	58.0
4	Local Bodies	21.2	21.3	19.7	20.7	20.9	20.5	21.1
	Total	181.9	180.0	176.7	178.0	178.6	175.5	176.1
B. By Industry								
1	Agriculture, hunting etc.	4.7	4.8	4.7	4.8	4.8	4.7	4.7
2	Mining and quarrying	11.5	11.4	11.2	11.1	11.0	10.9	10.8
3	Manufacturing	10.9	10.9	10.4	10.6	10.7	10.2	10.7
4	Electricity, gas and water	8.5	8.5	8.0	8.4	8.4	8.3	8.2
5	Construction	8.9	8.7	8.5	8.5	8.6	8.5	8.3
6	Wholesale and retail trade	1.8	1.8	1.7	1.7	1.7	1.7	1.7
7	Transport, storage & communications	26.8	26.4	26.3	26.0	25.3	23.8	24.9
8	Finance, insurance, real estate etc.	13.9	13.7	13.5	13.6	14.1	13.6	13.6
9	Community, Social & personal services	91.8	90.9	88.5	90.1	90.5	91.0	90.4
	Total	178.7	176.9	172.8	174.8	175.1	172.7	173.3

Table 1.05
Employment in the Private Sector by Industry
(Lakh persons as on March 31)

Sl. No.	Industry / Branch	2006	2007	2008	2009	2010	2011	2012P
1	2	3	4	5	6	7	8	9
1	Agriculture, hunting etc.	10.3	9.5	9.9	9.0	9.2	9.2	9.2
2	Mining and quarrying	1.0	1.0	1.1	1.2	1.6	1.3	1.4
3	Manufacturing	45.5	47.5	49.7	52.0	51.8	54.0	55.3
4	Electricity, gas and water	0.4	0.5	0.5	0.6	0.6	0.7	0.6
5	Construction	0.6	0.7	0.7	0.8	0.9	1.0	1.2
6	Wholesale and retail trade	3.9	4.1	2.7	4.7	5.1	5.5	6.0
7	Transport, storage & Communication	0.9	1.0	1.0	1.3	1.7	1.9	2.1
8	Finance, insurance, real estate etc.	6.5	8.8	11.0	13.1	15.5	17.2	19.1
9	Community, Social & personal services	18.8	19.5	21.7	20.2	21.4	23.5	24.5
Total		87.7	92.4	98.4	102.9	107.9	114.2	119.4

Table 1.06
Employment in Organised Public and Private Sectors by Sex
(Lakh persons as on March 31)

Year	Public Sector			Private Sector			Public and Private Sector (Total)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1	2	3	4	5	6	7	8	9	10
1993	168.49	24.77	193.26	63.01	15.50	78.51	231.51	40.26	271.77
1994	168.80	25.65	194.45	63.41	15.89	79.30	232.21	41.54	273.75
1995	168.66	26.00	194.66	64.31	16.28	80.59	232.97	42.28	275.25
1996	167.94	26.35	194.29	67.20	17.92	85.12	235.14	44.26	279.41
1997	168.31	27.28	195.59	67.77	19.09	86.86	236.08	46.37	282.45
1998	166.55	27.63	194.18	67.37	20.11	87.48	233.92	47.74	281.66
1999	166.04	28.11	194.15	66.80	20.18	86.98	232.84	48.29	281.13
2000	164.57	28.57	193.14	65.80	20.66	86.46	230.37	49.23	279.60
2001	162.79	28.59	191.38	65.62	20.90	86.52	228.40	49.49	277.89
2002	158.86	28.87	187.73	63.83	20.49	84.32	222.71	49.35	272.06
2003	156.75	29.05	185.80	63.57	20.64	84.21	220.32	49.68	270.00
2004	153.07	28.90	181.97	62.02	20.44	82.46	215.09	49.34	264.43
2005	150.86	29.21	180.07	63.57	20.95	84.52	214.42	50.16	264.58
2006	151.85	30.03	181.88	66.87	21.18	88.05	218.72	51.21	269.93
2007	149.84	30.18	180.02	69.80	22.94	92.74	219.64	53.12	272.76
2008	146.34	30.40	176.74	74.03	24.72	98.75	220.37	55.12	275.49
2009	147.04	30.91	177.95	78.88	24.98	103.77	225.92	55.80	281.72
2010	146.66	31.96	178.62	81.83	24.63	108.46	228.49	58.59	287.08
2011	143.77	31.71	175.48	86.69	27.83	114.52	230.39	59.54	289.99
2012P	144.6	31.5	176.1	90.7	29.0	119.7	235.3	60.5	295.8

P : Provisional

Notes: 1. Excludes Sikkim, Arunachal Pradesh, Dadra & Nagar Haveli and Lakshadweep as these are not yet covered under the programme.

2. Industry-wise break-up not tally with public sector, private sector and grand total due to non-inclusion of data as per NIC 1998, information in respect of J&K, Manipur and Daman & Diu not included in 2011.

Source : Ministry of Labour and Employment (DGE&T) ; Economic Survey 2014-15

1. EMPLOYMENT

A. Factories

The data on average daily employment in registered factories received from the State Chief Inspectors of Factories are compiled and disseminated by the Labour Bureau. The coverage is confined to factories as defined under the Factories Act, 1948, viz. (i) factories using power and employing 10 or more workers on any working day of preceding twelve months; (ii) factories not using power and employing 20 or more workers on any working day of the preceding twelve months and (iii) factories notified under Section 85 of the Factories Act by the State Governments/ Union Territories.

State-wise data relating to the number of working factories and estimated average daily employment therein for the year 2011 & 2012 is given in Table 1.07.

Table: 1.07

Number of Working Factories and Estimated Average Daily Employment during 2011 & 2012

State/Union Territory	Number of working Factories		Estimated average daily employment	
	2011	2012	2011	2012
1	2	3	4	5
Andhra Pradesh	32744	35689	1030598	1161114
Assam	3331	3730	157408	174950
Bihar	8101	8847	147288	168175
Chhattisgarh	3610	3257	280200	235239
Goa	674	692	66308	70454
Haryana	10587	10986	794203	822131
Himachal Pradesh	4183	..	271532	..
Madhya Pradesh	..	..	..	..
Maharashtra	35951	37414	1850769	2089146
Manipur	..	..	..	..
Meghalaya	133	147	8685	9145
Nagaland	519	161	9074	3413
Odisha	2528	..	279517	..
Punjab	17403	..	645332	..
Rajasthan	12223	12559	613361	691381
Tamil Nadu	30476	39489	1494550	1577313
Tripura	1486	1549	58288	57791
Uttarakhand	..	..	..	..
Uttar Pradesh	..	..	..	..
Jammu & Kashmir	..	..	..	..
West Bengal	16023	..	1038484	..
Jharkhand	7421	..	418926	..
Karnataka	..	..	..	..
Kerala	20796	..	782471	..
Gujarat	26089	..	1387181	..
A&N Islands	43	44	5553	5677
Chandigarh	458	434	11714	12506
Delhi	..	..	..	..
D&N Haveli	4075	4133	147000	174400
Puducherry	1970	2030	79852	82648
Total	240824	161161	11578294	7335483

Note:- .. Not available

Source: Annual Returns under the Factories Act, 1948.

It may be seen from Table 1.07 that during 2011 & 2012 the total number of working factories was 240824 and 161161 with an estimated average daily employment of 11.58 million and 7.34 million respectively. The number of working factories was the highest in Maharashtra & Tamil Nadu during 2011 and 2012, while average daily employment was the highest in Maharashtra during 2011 and 2012.

B. Mines

The Director General of Mines Safety collects information pertaining to the number of persons employed in mines and quarries (except those specially exempted by the Central Government) statutorily under the Mines Act, 1952.

Average daily employment in mines for the years 2008 to 2012 has been presented in the Table No. 1.08.

Table 1.08
Employment in Mines

Year	No. of Reporting Mines	Average Daily Employment (in '000)
1	2	3
2008	2540	549.1
2009	2659	558.9
2010	2635	562.3
2011	2642	566.2
2012	2816	561.9

Source: Director General of Mines Safety, Dhanbad

C. Plantations

Labour Bureau collects statistics of employment in tea, coffee, rubber and other plantations under the Plantations Labour Act, 1951 from the concerned States/ Union Territories. During the years 1998-2012 the employment data in various Plantations are given in Table 1.09.

Table 1.09
Employment in various Plantations during 1998 to 2012

Year	Tea	Coffee	Rubber	Other Plantations (Cinchona, Cardamom, etc.)	Total
1	2	3	4	5	6
1998	8,94,932	28,333	22,092	5,649	9,51,006
1999	8,52,675	26,137	18,831	4,488	9,02,131
2000	9,03,024	29,249	26,556	6,784	9,65,613
2001	3,22,004	31,237	28,164	7,557	3,88,962
2002	6,65,554	22,769	29,329	2,534	7,20,186
2003	6,15,195	21,872	30,789	5,524	6,73,830
2004	6,91,026	14,712	23,934	3,797	7,33,469
2005	6,26,093	21,641	25,804	3,834	6,77,372
2006	4,21,582	18,282	25,997	3,195	4,69,056
2007	6,10,115	18,640	18,433	6,387	6,53,575
2008	7,13,931	21,741	17,143	5,268	7,58,083
2009	7,20,315	19,975	19,534	5,262	7,65,086
2010	6,29,995	12,916	15,370	5,226	6,63,507
2011	6,97,152	16,817	18,098	4,183	7,36,250
2012	6,34,181	16,286	16,153	3,067	6,69,687

Note: The figures relate only to the Plantation Estates submitting returns and include adult male and female workers, adolescent and children.

Source: Annual returns received under the Plantations Labour Act, 1951.

D. Census of Central Government Employees

Table 1.10 given below shows gradual changes that have taken place in the index of Central Government Employment from 1989 to 2011.

Table 1.10
Trends in the Central Government Regular Employment during the period 1989 to 2011

Year (as on 31 st March of each year)	Central Government Employment		Index of Employment (Base:1971=100)
	Number (in Lakh)	Percentage increase (+) decrease (-) over the previous available year	
1	2	3	4
1989	37.48	1.32	138.87
1990	37.74	0.69	139.83
1991	38.13	1.03	141.27
1995	39.82	4.43	147.54
2001	38.76	(-)2.66	143.61
2004	31.64	(-)18.37	117.23
2006	31.16	(-)1.52	115.45
2008	31.12	(-)0.13	115.30
2009	30.99	(-)0.42	114.82
2011	30.87	(-)0.39	114.38

Source: Census of Central Government Employees, Directorate General of Employment and Training, New Delhi.

(i) Department of Posts

The Department of Posts created in January 1985, after the bifurcation of the erstwhile Posts and Telegraphs Department, has the total staff strength of 4.66 lakh (including Gramin Dak Sewak) as on 31st March, 2013.

(ii) Department of Telecommunications

The total number of staff employed in the Department of Telecommunications as on 31st March, 2013 was 4026, including 694 scheduled caste and 213 scheduled tribe employees.

(iii) Railways

The Railway Board compiles the statistics pertaining to the number of persons employed in Railway. Table 1.11 shows that as on 31st March, 2012, there were 1305.7 thousand regular employees as against 1332.0 thousand as on 31st, March, 2011 showing a decrease of 26.3 thousand employees.

Table 1.11
Year-wise and Group-wise Number of Personnel in the Railways

Year	Number of Staff as on 31 st March (in thousands)			
	Groups A&B	Group C	Group D	Total
1	2	3	4	5
1950-51	2.3	223.5	687.8	913.6
1960-61	4.4	463.1	689.5	1,157.0
1970-71	8.1	583.2	782.9	1,374.2
1980-81	11.2	721.1	839.9	1,572.2
1990-91	14.3	891.4	746.1	1,651.8
2000-01	14.8	900.3	630.2	1,545.3
2008-09	16.4	913.3	456.2	1386.0
2009-10	16.8	926.5	418.8	1362.1
2010-11	16.9	1079.2	235.9	1332.0
2011-12	17.3	1161.8	126.6	1305.7

Source: Indian Railways, Annual Report and Accounts, 2011-12.

Management personnel (Groups A&B) make up 1.3% of the total strength, for the year 2010-11 and 1.32% for the year 2011-12, while Group C and D comprise 81% and 17.6%, respectively for the year 2010-11, 88% and 9.7 % for the year 2011-12. Of the employees in Group C and D, 4.02 lakh (29.9%) are workshop employees and artisans for the year 2009-10 and 3.8 lakh (29.3%) for the year 2010-11. 9.42 lakh (70.04%) in 2009-10 and 9.2 lakh (70.7%) in 2010-11 form other categories including running staff. R.P.F. personnel totaled 51776.6 in 2011 and 58680.6 in 2012.

Number of Scheduled Castes and Scheduled Tribes employees on the rolls of the Indian Railways as on 31.3.2011 and 31.3.2012 (category-wise) is given in Table 1.12.

Table 1.12
Category- wise Number of Scheduled Castes and Scheduled Tribes Employees
in the Railways as on 31.3.2011 and 31.3.2012

Category	Number of Scheduled Castes employees		Number of Scheduled Tribes employees	
	As on 31.3.2011	As on 31.3.2012	As on 31.3.2011	As on 31.3.2012
1	2	3	4	5
Group A	1,170 (13.22%)	1,106 (12.12%)	636 (7.18%)	681 (7.46%)
Group B	1,141 (14.08%)	1,406 (17.14%)	506 (6.25%)	591 (7.21%)
Group C	1,59,165 (14.75%)	1,60,051 (13.77%)	70,887 (6.57%)	72,156 (6.21%)
Group D (excluding Safaiwalas)	39,366 (19.48%)	38,369 (39.85%)	16,855 (8.34%)	15,540 (16.14%)
Group D (Safaiwalas)	16,690 (49.43%)	15,297 (50.47%)	1,563 (4.64%)	1,479 (4.88%)
Total (excluding Safaiwalas)	2,00,842 (15.47%)	2,00,932 (15.75%)	88,884 (6.85%)	88,968 (6.97%)
Grand Total	2,17,532 (16.33%)	2,16,229 (16.56%)	90,447 (6.79%)	90,447 (6.93%)

Note: - Figures in brackets indicate percentages to the total staff in the respective groups.

Source:- Indian Railways, Annual Report and Accounts, 2012-13.

(iv) Department of Road Transport and Highways

Employment Statistics in respect of the Department of Road Transport and Highways is presented in Table No. 1.13.

Table 1.13
The Total Number of Government Servants and Number of SCs and STs Employees

TECHNICAL						
Group	Sanctioned Strength	Total No. of employees in position	SCs	% of SCs to total employees in position	STs	% of STs to total employees in position
Group 'A'	227	172	28	16.27	11	6.39
Group 'B'	81	40	08	20.00	04	10.00
Group 'C'	07	07	02	28.57	0	0.0
Total	315	219	38	17.35	15	6.85

NON-TECHNICAL

Group	Sanctioned Strength	Total No. of employees in position	SCs	% of SCs to Total employees in position	STs	% of STs to total employees in position
Group 'A'	65	58	7	12.06	7	12.06
Group 'B'	249	179	19	10.61	12	6.70
Group 'C'	195	122	27	22.13	06	4.91
Group 'C'[MTS]	173	153	55	35.94	09	5.88
Total	682	512	108	21.09	34	6.64

Source: Annual Report, 2013-14, Ministry of Road Transport and Highways.

E. Port and Dock Labour

Dock Labour Boards (DLBs) were set up under the Dock Workers' (Regulation of Employment) Act, 1948 at the major ports of Mumbai, Kolkata, Visakhapatnam, Cochin, Chennai, Mormugao and Kandla.

The employment statistics pertaining to employees /workers etc. in respect of major Ports and Dock Labour Boards are presented in the tables 1.14, 1.15 and 1.16.

Table 1.14
Employment in major ports as on 31st March 2005 to 2013

Maritime/State	2005	2006	2007	2008	2009	2010	2011	2012	2013
Kolkata	11099	10494	9931	9619	9489	9173	8678	8179	7715
Paradip	3306	3158	3013	2910	2851	2761	2634	2437	2234
Visakhapatnam	5550	5216	5208	5069	5052	4877	4584	4189	4941
Chennai	8842	8582	9755	9065	8117	8020	7774	7511	6582
Tuticorin	2589	2574	2407	2259	2224	2191	2079	1954	1813
Cochin	3959	3849	4822	4306	4103	3948	3749	3005	2766
New Mangalore	1985	1908	1862	1770	1819	1719	1636	1544	1435
Mormugao	3243	3135	3082	3018	2967	2891	2817	2665	2538
J.L Nehru	1791	1779	1766	1763	1746	1739	1730	1718	1706
Mumbai	19388	19682	14935	14481	14296	14059	13391	16379	15358
Kandla	3574	3506	3414	4237	4149	4008	3774	4500	4221
Ennore	21	20	45	59	65	86	88	94	100
Total	65347	63903	60211	58556	56878	55472	52934	54175	51409

Table 1.15
Employment in non-major ports as on 31st March 2005 to 2013

Maritime/State	2005	2006	2007	2008	2009	2010	2011	2012	2013
Andhra Pradesh	66	57	57	69	269	269	269	1153	1195
Tamil Nadu	89	68	68	62	60	60	51	56	28
Pondicherry	75	75	42	33	59	59	66	60	485
Karnataka	105	109	103	55	146	145	145	*	*
Kerala	121	121	185	191	175	175	195	136	133
Maharashtra	154	154	154	153	130	84	84	158	361
Gujarat	1816	1265	1743	1718	1650	1590	981	1886	1814
Goa	139	134	133	146	140	140	141	148	155
A & N Islands	468	452	447	452	454	454	448	422	425
Lakshadweep	217	NA	NA	NA	NA	NA	NA	NA	NA
Daman & Diu	22	22	22	22	22	22	22	13	10
Orissa	NA	NA	NA	118	118	118	118	NA	367
Total	3272	2457	2954	3019	3223	3116	2520	4032	4973

Table 1.16
Number of Dock Worker as on 31st March 2005 to 2013

Major Ports	2005	2006	2007	2008	2009	2010	2011	2012	2013
Kolkata Dock System	1034	715	543	40	177	140	100	215	181
Visakhapatnam	1386	1360	1322	125	NA	978	859	874	846
Mumbai	NA	NA	NA	NA	NA	NA	2586	NA	NA
Kandla	833	814	971	NA	NA	NA	789	NA	NA
Total	3253	2889	2836	166	1605	1477	4334	1089	1027

F. Shops and Commercial Establishments

Employment data in respect of shops and commercial establishments, cinemas, theatres, hotels, restaurants, etc., are collected by the Labour Bureau under the State Shops and Commercial Establishments Acts and the Weekly Holidays Act, 1942 in the areas covered by the respective Acts. These Acts are applicable only to selected urban areas of individual States/Union Territories and even for these areas, arrangements for collection of employment data are not uniform, regular and satisfactory in all the States/Union Territories. In many States, no statutory annual returns from the units are called for and the employment data are based either on figures furnished by the employers at the time of registration of the units or on the information collected specifically by Inspectors. The number of establishments and the number of persons employed therein during the years 1998 to 2012 is given in Table 1.17.

Table 1.17
No. of Establishments & the number of employees therein during 1998 to 2012

Year	No. of Establishments (Shops, Commercial Establishments, Cinemas, Theatres, Hotels, Restaurants, etc.)	No. of persons employed
1	2	3
1998	5,541,409	5,934,067
1999	5,800,916	6,503,444
2000	5,536,095	6,878,097
2001	6,023,103	6,928,145
2002	5,895,036	7,363,986
2003	5,612,879	6,994,775
2004	4,560,664	5,893,701
2005	6,884,095	9,722,054
2006	4,966,157	7,986,793
2007	5,884,400	9,617,734
2008	5,177,589	9,626,757
2009	2,886,096	4,060,793
2010	61,13,989	1,20,40,130
2011	89,70,673	1,52,31,831
2012	86,92,527	1,37,84,824

Note: Data relates to the responding States only.

Source: Annual returns under the Shops & Commercial Establishments Act

G. Employment in Un-organised Sector

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; The Industrial Disputes Act, 1947; The Employees' State Insurance Act, 1948; The Employees Provident Funds and Miscellaneous Provisions Act, 1952; The Maternity Benefit Act, 1961; and The Payment of Gratuity Act, 1972. As per the survey carried out by the National Sample Survey Organisation in

the year 2009-10, the total employment in both organized and unorganized sector in the country was of the order of 46.5 crore. Out of this, about 43.7 crore were in the unorganized sector. Of which 24.6 crore workers were employed in agriculture sector, 4.4 crore in construction, and remaining were in manufacturing activities, trade and transport, communication & services. 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.

H. Agricultural Workers

As per the survey carried out by the National Sample Survey Organisation in the year 2009-10, the largest segment of workers in the unorganised sector are agricultural workers (24.6 crore), who are extremely vulnerable to exploitation on account of their low level of literacy, low level of awareness, persistent social backwardness and absence of unionism and other forms of viable organisation.

I. Building and other Construction Workers

Construction workers constitute one of largest categories of workers in the unorganised sector. According to the National Sample Survey conducted by NSSO in 2009-2010, about 4.4 crore workers are employed in the construction activities.

J. Migrant Workers Magnitude

According to the 2001 Census, 314.54 million persons had changed their place of residence within the country and out of this, 29.90 million or 9 per cent left their place for work. In order to protect the rights and safeguard the interests of migrant workers, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 was enacted.

K. Women Workers

Women form an integral part of the Indian workforce. As per Census 2011, the total number of female workers in India is 149.8 million comprising of 121.8 and 28.0 million in rural and urban areas respectively. 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, 8.5 million are in household Industry and 43.7 million are classified as other workers. As per Census 2011, the work participation rate for women is 25.51 per cent as compared to 25.63 per cent in 2001. The work participation rate of women was however 22.27 per cent in 1991. The work participation rate for women in rural areas is 30.02 per cent as compared to 15.44 per cent in the urban areas.

The average daily employment of women in factories is given in Table 1.18.

Table 1.18
Average Daily Employment of Women in Factories ('000)

Year	Total Employment ('000)	Women's Employment ('000)	%age share of women in total employment
1999	4983.7	676.8	13.6
2000	2194.5	210.5	9.6
2001	3272.1	474.4	14.5
2002	3330.4	542.6	16.3
2003	2139.5	235.6	11.0
2004	3554.0	635.0	17.9
2005	3848.1	640.4	16.6
2006	4373.0	730.0	16.7
2007	3054.0	313.9	10.3
2008	2628.4	220.9	8.4
2009	2662.4	194.0	7.2
2010	4713.7	737.6	15.6
2011	4932.1	764.0	15.5
2012	4002.3	661.0	16.5

Source: Annual Returns under the Factories Act, 1948 received by the Labour Bureau

L. Child Labour

As per the Child Labour (Prohibition & Regulation) Act, employment of children below the age of 14 years is prohibited in notified hazardous occupations and processes. The Act also regulates employment of children in non-hazardous occupations and processes. There are at present 18 hazardous occupations and 65 processes, where employment of children is prohibited. The Act provides for constitution of the Child Labour Technical Advisory Committee (which is a body of experts) to advise the Central Government on inclusion of additional occupations and processes to the Schedule of the Act. Under the Child Labour (Prohibition & Regulation) Act, 1986, during the last 5 years more than 11 lakh inspections were carried out, resulting in approximately 0.24 lakh prosecutions out of which about 6238 convictions were obtained. As per NSSO survey 2009-10, the working children were estimated at 49.84 lakh as against 90.75 lakh in 2004-05. However, as per 2011 census, the total number of working children between the age group 5-14 years in the country was 43.53 lakh as against 1.26 crore in 2001.

M. Home-based Workers

In India, there is no authentic data on home based workers. However, it has been estimated that over 3 crore workers in the country are home based workers. Among these, 45 lakh workers are employed in beedi rollings, 65 lakh in handloom weaving, 48 lakh artisans and craft persons. The other major occupations of the home based workers are agarbatti makers, zari workers, papad makers, cobblers, lady tailors, carpenters, etc.

N. A.S.I. Data on Employment

Labour Bureau compiles data on Employment collected under the Annual Survey of Industries conducted annually under the Collection of Statistics Act, 1953. The A.S.I. 2011-12 round data on employment is presented below:

Table 1.19

Sector	Average Daily Employment					
	Directly Employed			Contract Workers	All Workers	All Employees
	Men	Women	Children			
1	2	3	4	5	6	7
All India	5522589	1305720	-	3610056	10438365	13429956
Public	280445	38178	-	146923	465546	665687
Private	5242144	1267542	-	3463133	9972819	12764269

- = Nil.

N.B.- For State-wise and industry-wise break-up of data kindly refer to our publication "ASI 2011-12, Statistics on Employment and Labour Cost Vol.I".

2. EMPLOYMENT SERVICES AND RECRUITMENT

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 the representatives of the Central and State Government facilitate this consultative process. The Employment exchange (Compulsory Notification of Vacancies) Act, 1959 provides for compulsory notification of vacancies and submission of employment returns (ER-I and ER-II) 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.

Employment Exchanges not only provide placement and Vocational Guidance Services to Job seekers registered with them but also collect labour market information. Since inception, the network of employment services has expanded from 18 Employment Exchanges to 956

Employment Exchanges at the end of December, 2013. Special emphasis was laid on promotion of self-employment by motivating and guiding the job seekers. Self Employment Promotion Cells (SPEC) in 28 selected Employment Exchanges were established in the country out of these now 22 Self-Employment Promotions Cells are rendering special assistance to job seekers towards promotion of Self Employment. Up to the end of Dec, 2012 about 1.30 lakh placed in self employment. About 2.21 lakh persons were on the live Register of these cells in the year 2012. The Self Employment Promotion Cells also continue to function during 2013-14.

The Employment Service continued making efforts to cater to the special needs of vulnerable sections of the society. 20 Vocational Rehabilitation Centres (VRC) for the Handicapped provided a comprehensive package of services to the Handicapped. The centre at Vadodara caters to the need of handicapped women only. Three centres, one each at Una, Pondicherry and Srinagar were sanctioned in 2005-06 and the targets for these centres are being assessed keeping in view of local conditions. During the period 2012-13, these 20 functional Vocational Rehabilitation Centres registered 33363, evaluated 33200 and rehabilitated 12621 and during the period 2013-14, these 20 functional Vocational Rehabilitation Centres registered 16131, evaluated 16037 and rehabilitated 6211 persons with disabilities. Placement service to the disabled Ex-servicemen/ Border Security Forces personnel and their dependants is provided through Ex-servicemen Cell set up in DGE&T (Hqrs). At the end of Nov 2013, there were 258 disabled soldiers and 2463 dependants awaiting employment assistance through Ex-servicemen Cell.

In the year 2013, 24 Coaching-cum-Guidance Centres for SC/STs have been set up in 24 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. These Centres have also been arranging Pre recruitment training programme. DGE&T are providing various training facilities for women through the “National Vocational Training Institutes for Women, Noida (NVTI) and Regional Vocational Training Institutes set up in different parts of the country. The training facilities for women have been steadily growing in NVTI/RVTIs.

A. Employment Exchanges - The National Employment Service spans the entire country. There were 956 Employment Exchanges functioning at the end of 2013 including 75 University Employment Information and Guidance Bureau (UEIGBX), 14 Professional and Executive Employment Exchanges, 40 Special Employment Exchanges for the Physically Handicapped and one Special Employment Exchange for Plantation labour. The total number of job seekers on the Live Register of Employment Exchanges in Dec, 2013 was 447.90 lakh. As on 31.12.2013 out of total no. of 447.90 lakh job seekers on live register, 291.44 lakh are men and 156.46 lakh are women.

The main activities of the Employment Exchanges are registration, placement of job seekers, career counseling and vocation guidance and collection of employment market information. Year-wise No. of employment exchanges, registrations, placement, vacancies notified, submissions made and live register for the period 2005 to 2013 are given in Table 1.20.

Table 1.20
Number of Employment Exchanges, Registrations, Vacancies Notified, Placements Effected and Submission Made on the Live Register during 2005-2013

(Figures in thousands)

Year	No. of Employment Exchanges	Registrations	Vacancies Notified	Placement	Submission made	Live Register at the End of the Year
1	2	3	4	5	6	
2005	947	5437.1	349.2	173.2	2402.0	39347.8
2006	947	7289.5	358.2	177.0	3029.5	41466.0
2007	965	5434.2	525.8	263.5	3661.0	39974.0
2008	968	5315.9	570.8	305.0	3344.0	39112.4
2009	969	5693.7	419.5	261.5	2589.3	38152.2
2010	969	6186.0	706.9	505.4	3747.1	38818.5
2011	966	6206.3	819.7	471.5	5142.9	40171.6
2012	956	9722.2	682.8	427.6	2982.2	44790.1
2013	956	5969.4	510.7	348.5	3002.1	46802.5

Source: Ministry of Labour and Employment, Annual Report (2014-15)

B. Employment Market Information Programme (EMI)

Scope, Coverage and Limitation

Employment data in the organised sector is collected under the Employment Market Information Programme which initially followed a voluntary course of collection of information, was provided the statutory base by the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and rules framed thereunder. 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. 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, and 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 Exchange (Compulsory Notification of Vacancies) Act, 1959 makes it obligatory on the part of employers to render Employment Return (ER-I) and Occupational Return (ER-II) quarterly and biennial intervals respectively. The employment returns are rendered at quarterly intervals showing employment at the end of 31st March, 30th June, 30th September and 31st December every year whereas the Occupational Returns are collected biennially as at the end of 30th September of the year alternately for Public and Private Sectors establishments.

Occupational and Educational Pattern Studies

Occupational and educational profile of employees in organised sector is attempted through this study. The data are collected under the Employment Market Information (EMI) Programme at biennial intervals, covering public and private sector establishments in alternate years through ER-II returns prescribed under the Employment Exchange (Compulsory Notification of vacancies) Act, 1959. The occupational composition and educational levels of all employees in organised sector, classified by industries and branches of the public sector and by size of establishments in the private sector are presented in the reports titled "Occupational and Educational Pattern in India".

C. Other Activities of the Directorate General of Employment and Training (DGE&T)

Surveys and Studies

(a) Training Activities- The Central Institute for Research and Training in Employment Service (CIRTES) is responsible for training of officers of the Employment Service for conducting research in matters relating to various activities of the Employment Service and bringing out Career literature useful to the students, job-seekers and parents for career planning.

(b) Manpower Surveys and Studies- The Survey Division of the DGE&T conducts employment profile studies in selected industries. Main objective of such studies is to make available the information on present and future employment potential and also to identify self employment and wage paid employment opportunities.

D. Employment of (a) Scheduled Castes/Tribes (b) Ex-Service Personnel and (c) Minorities (d) Handicapped Persons

(a) Scheduled Castes/Tribes- The Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job seekers during 2011 and 2012 is indicated in Table 1.21.

Table 1.21**Employment of Scheduled Caste / Scheduled Tribe and other Backward Class job-seekers during 2011 and 2012 (in lakh)**

		2011	2012
Scheduled Castes	Registration	8.82	12.75
	Placement	0.30	0.31
	Live Register	66.82	71.66
Scheduled Tribes	Registration	3.23	3.71
	Placement	0.20	0.19
	Live Register	24.04	25.31
Other Backward Classes	Registration	17.00	22.77
	Placement	0.22	0.19
	Live Register	105.76	116.71

Source: Annual Report (2014-15), Ministry of Labour and Employment

(b) Ex-Service Personnel- In order to provide placement services to the disabled Ex-Servicemen/BSF personnel and the dependants of Defence Service personnel/BSF 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 Director 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 the peace time as well as dependants of the Defence Service personnel killed or severely disabled in peace time provided that the death or disability attributable to military service with effect from February, 1981. At the end of September, 2013 there were 258 disabled soldiers and 2463 dependants awaiting employment assistance through the Ex-Servicemen Cell.

(c) Minorities- In pursuance of the Prime Minister's directive for full integration of minorities in all aspect 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 in this matter and instruct to organize Mobile Employment Exchange Registration Camps in minority concentration areas.

(d) Handicapped Persons – The employment service continued making efforts to cater to the special needs of disabled job seekers. Special Employment Exchanges were also set up over three decades for their selective placement. As on Dec, 2012, 40 Special Employment Exchanges are functioning in the country for Physically Handicapped persons. On the recommendations of the Working Group on the National Employment Service and the Task Force on the reorganisation of Special Employment Exchanges, 38 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 & Employment. These are in addition to the Special Cells/ Units opened for the handicapped applicants at the Employment Exchanges by various State governments.

Table 1.22**Performance of Employment Exchanges in respect of Disabled Job seekers**

(in thousands)

Year	Registration	Placement	Live Register
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

3. TRAINING

A. General

Skill development is key to improve labour market outcomes and economic growth. Considerable emphasis is being laid in India on evolving pragmatic strategies to upgrade and enhance the relevant skill training and to improve access to skills for workers as a means to move to a cycle of higher productivity, higher employability, higher income levels, and faster and sustainable economic growth. The Ministry of Labour & Employment operates a number of Training Schemes to ensure regular supply of skilled manpower to industry at different levels required for technology and industrial growth of the country.

B. Training Programmes/Schemes

The details of the various schemes sponsored by the Ministry of Labour & Employment through various departments working under it are discussed below:

(a) National Skill Development Policy

In 2009, Ministry of Labour & Employment formulated a National Skill Development Policy that targets the creation of 500 million skilled workers by 2022, with the following vision:

- Skill development should harness inclusivity and reduce economic and social divisions among Indian workforce particularly across rural–urban, male–female, organized–unorganized and traditional–contemporary segments.
- Matching the emerging demands for skills across various industries and economic enterprises.
- Evolving a National Vocational Qualification Framework comparable with international standards
- Developing standard certification system by recognizing and including quality skills acquired through any informal system of learning
- Greater and more active role for workers’ organizations, industry, civil society, Panchayati Raj institutions and other professional bodies
- Greater reduction of poverty through enhanced earnings of skilled workers

(b) Institutional Structure Governing Skill Development Mission

A three-tier institutional structure consisting of (i) the Prime Minister’s National Council on Skill Development, (ii) the National Skill Development Coordination Board (NSDCB) and (iii) the National Skill Development Corporation (NSDC) has been set up to take forward the skill development mission. The Prime Minister’s National Council has outlined the core operating principles, which, inter alia, advocate the need for co-created solutions for skill development based on partnerships between states, civil society, and community leaders. The emphasis is on making skills bankable for all sections of society, including the poorest of the poor. The issue of optimum utilization of existing infrastructure for skill development available in the states and using the same for skill training is also emphasized. 26 states and 5 Union Territories have set up Skill Development Missions. As a next step, all these states/UTs need to assess the skill gaps in the major sectors and formulate action plans for bridging them. Skill gap study has already been done by States like Maharashtra, Himachal Pradesh and Punjab, etc.

(c) Expansion of Skill Development Institutions

Considerable efforts have been made in recent years for operationalizing new Government & Private Industrial Training Institutes (ITIs) especially, in backward regions. Considering that ITIs mainly cater to the skill development requirements of the less advantaged income and social groups, the significant growth in ITIs, along with the total seating capacity, is a significant step towards further improving the access of the disadvantaged sections to skill development initiatives.

(d) Upgradation of 500 ITIs through Domestic Funding and World Bank Assisted Vocational Training Improvement Project

With domestic funding, existing 100 ITIs were upgraded into “Centres of Excellence (CoE)” for producing multi skilled workforce of world standard. Under the scheme, multi-skilling courses are offered during the first year, followed by advanced and specialized modular courses in the second year by adopting industry wise cluster approach, multi entry and multi exit provisions and the concept of Public Private Partnership (PPP) in the form of Institute Management Committees (IMCs) to ensure greater and more active involvement of industry in all aspects of training. The scheme was completed in March, 2011 and an amount of 115 crore (central share) was released for upgradation of these ITIs. Under Vocational Training Improvement Project (VTIP) taken up with the assistance of World Bank at a total cost of 1581 crores, 400 ITIs are being upgraded. Assistance is being provided to upgrade infrastructure, purchase of new machinery and training of principals and instructors. According to the Annual report of the year 2013-14 for the project, central government is sharing 75% of the expenditure and States are putting remaining 25%. However for North Eastern States, Central Government provides 90% and NE States put only 10% from their side. The project was schedule to close in November, 2014.

(e) Scheme of Upgradation of 1396 Government ITIs Through Public Private Partnership

Government has formulated a scheme to upgrade 1396 ITIs under public private partnership concept. This scheme was launched during 2007-08 with an outlay of Rs.3550 crore. An amount of Rs.3067.50 crore has been released @ Rs.2.5 crore to each Industry Management Committee (IMC) Society of ITIs, as interest free loan for up gradation of 1227 ITIs during XI five year plan. Release of fund under the scheme has come to end by March 2012.

(f) Skill Development Initiative (SDI) Scheme

The SDI scheme, based on the Modular Employable Skills (MES) framework, has been operationalized from May, 2007 to provide vocational training for early school leavers and existing workers, especially in the unorganized sector. It seeks to improve their employability by optimally utilizing the infrastructure available in government and private institutions and the industry. One million persons were required to be trained or their existing skills tested and certified, over a period of five years, and one million every year thereafter. During the four years (from 2007-08 to 2010-11), 6454 Vocational Training Providers (VTPs) were registered to provide training under the scheme adopting flexible delivery mechanism (part-time, weekends, full-time, onsite/offsite) to suit the needs of various target groups. 1260 demand-driven short-term training courses based on MES were developed and approved by the National Council for Vocational Training (NCVT). A total of 11.57 lakh persons were trained/tested, and 36 organizations, which are not involved in training delivery, were empanelled as Assessing Bodies for testing of the skills of trainees to ensure that it is done impartially.

(g) Enhancing Skill Development Infrastructure in North-East States and Sikkim

A major development objective for the North East Region (NER)—the North Eastern states and Sikkim—is the strengthening of its human resource base, particularly the youth, in order to make them more skilled and employable. The North Eastern Region Vision, 2020 has stated that despite expansion of the education infrastructure, and a satisfactory literacy rate and pupil–teacher ratios in the region, the skills and knowledge base of the youth in NER is inadequate to equip them to compete at national and international levels for employment or entrepreneurial activities. The vision for the region, therefore, envisages a vast expansion in the availability of opportunity for acquiring skills and competencies. However, there are, for example, only 68 ITIs in NER, with a seating capacity of 10,308 as against the total seating capacity of 12.2 lakh in the country. The number of ITIs in NER constitutes less than one per cent of the total ITIs in the country. Such a

scenario highlights the urgent need to draw up specialized programmes to expand the base of skill development institutions in NE States and Sikkim. New centrally sponsored scheme “Enhancing Skill Development Infrastructure in NE States and Sikkim” to enhance skill development of youth of the region has been approved during 2010-11.

(h) New Schemes

According to the Annual Report of the Ministry of Labour & Employment for the year 2014-15, the Ministry is in the process of formulating following schemes:

- Upgradation of 500 Industrial Training Institutes (ITIs): To produce multi- skilled workforce of world standard, the ITIs are being upgraded into ‘Centers of Excellence (COE)’ that includes providing infrastructural facilities for introduction of multi-skill courses catering to the need of a particular cluster of industry around an ITI. 21 Industrial sectors have been identified and curricula of more than 200 modules are developed and being implemented.
- Establishment of 15 Advance Training Institutes (ATIs): There is acute shortage of trained instructors in the country. The present requirement of instructors is around 70,000 and additional annual requirement is around 20,000. The present instructor training capacity of the country is 1,600. To meet the gap, MoL&E had formulated a scheme to establish 15 Advance Training Institutes (ATIs) in PPP mode.
- Establishment of 12 Regional Vocational Training Institutes for Women (RVTIs): Skill development facilities for women are quite inadequate at present. To improve upon the women training facilities, MoL&E had formulated a scheme to establish 12 Regional Vocational Training Institutes (RVTIs) in PPP mode. At present 345 Women ITIs and 1134 Women Wings are in various States.
- Grant-in-Aid Scheme for Women Labour: The Ministry is running Grant-in-aid Scheme for welfare of women labour. The Scheme is being implemented through Non-Government Organisations (NGOs)/Voluntary Organisations (VOs) who are provided with 75% (90% in case of North-Eastern States) financial assistance of the total cost of the project. The focus of the Scheme is awareness generation among women labour, in the area of wages, like minimum wages, equal remuneration, etc. and to disseminate information on various schemes/ laws of Central/State Government Agencies available for the benefit of women labour.

(i) Modernisation of Employment Exchanges for Creating a Labour Market Information System

National-e-Governance Plan (NeGP) has identified Modernization and Upgradation of Employment Exchanges as one of the Mission Mode Projects (EEMMP). The EEMMP aims to support all State Governments in the country to make effective use of IT in various activities of employment services. EEMMP’s strategic objective and vision is to increase the employability of the youth through effective employment counseling and automated skill match exercise to be offered through Employment Exchanges.

(j) Development of National Vocational Qualification Framework (NVQF)

As mandated by National Policy on Skill Development, Ministry of Labour & Employment has initiated work for setting up of NVQF. The background work for carrying out occupational mapping in selected sectors has already started and technical assistance from European Union has been sought for development of NVQF. NVQF will provide market linked, quality assured, and relevant qualifications comparable with international standards. The students will get the opportunity of horizontal and vertical mobility.

4. ABSENTEEISM

Statistics on Absenteeism collected under the Annual Survey of Industries

Absence means failure of a worker to report for work when he is scheduled to work, i.e., when the employer has work available for him and the worker is aware of it. Authorised absence is also treated as absence, while presence for even a part of a day or a shift is not considered as absence. Absence on account of strike, lock-out or lay-off is not taken into account.

Serial statistics on Absenteeism are obtained on a uniform basis for various Industries in the country through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 1953, for the whole of the country, except Jammu & Kashmir. However, in the case of the State of Jammu & Kashmir, Collection of Statistics Act, 1960 is in force with similar objective and scope. The scope of the Survey extends to (i) all establishments registered under Section 2m(i) and 2m(ii) of the Factories Act, 1948 (excluding factories under the control of the Ministry of Defence, Jails, Technical Training Institutes and Oil Storage Depots) and (ii) The Bidi and Cigar Workers (Conditions of Employment) Act, 1966. For the purpose of the Survey, the universe of the establishments has been divided into (a) Census Sector, and (b) Sample Sector. The coverage of units under the two sectors has been decided as under:

(a) Census Sector:

The Coverage under the Census Sector has been undergoing certain minor changes from year to year. For the year 2011-12, the Census Sector comprised of the following:

- i. All the units employing 100 or more worker.
- ii. All the units located in States/Union Territories of Tripura, Meghalaya, Manipur, Nagaland and Andaman & Nicobar Islands.
- iii. All factories declared as submitting 'Joint Return', as identified by NSSO (FOD).

(b) Sample Sector:

The Sample Sector comprised all other industrial establishments not covered in Census Sector.

The fieldwork for the Survey is entrusted to the N.S.S.O., while data dissemination is the responsibility of the Labour Bureau.

Absenteeism statistics presented in this section relate to establishments covered both in Census and Sample Sectors for the years 2010 and 2011. These statistics are based on data for the months of January to December for establishments belonging to perennial industries and for the working seasons in respect of seasonal industries.

Industry-wise and State-wise Absenteeism rate i.e. percentage of mandays lost due to absence to the number of mandays scheduled to work, are presented in Tables 1.23 and 1.24, respectively.

The rate of absenteeism among directly employed regular workers increased to 8.90 percent during 2011 from 7.89 percent during 2010. The absenteeism rate was reported to be more than 10 percent in Pondicherry, Kerala, Delhi, Goa, Haryana, Daman & Diu and Maharashtra in 2011 whereas it was recorded at less than 2 percent in Nagaland, Sikkim and Tripura. Industry-wise, the absenteeism rate was highest in the industry group '162-Manufacture of products of wood, cork, straw and plaiting materials' (38.68 per cent) and lowest in '360-Water collection, treatment and supply' with 3.54 per cent.

Table 1.23

Absenteeism Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the years 2010 and 2011

Industry Code (As per NIC 2008)	Industry	Absenteeism Rates (%)	
		2011	2010
1	2	3	4
016	Support activities to agriculture and post-harvest crop activities	5.39	5.05
089	Mining and quarrying, n.e.c.	6.48	6.43
101	Processing and preservation of meat.	7.70	7.99
102	Processing and preserving of fish, crustaceans and molluscs and products thereof.	8.16	5.81
103	Processing and preserving of fruit and vegetables.	7.27	8.37
104	Manufacture of vegetable and animal oils and fats.	6.69	6.91
105	Manufacture of dairy products.	23.31	7.24
106	Manufacture of grain mill products, starches and starch products.	5.85	5.70
107	Manufacture of other food products.	8.82	7.57
108	Manufacture of prepared animal feeds.	6.31	6.43
110	Manufacture of beverages.	7.94	7.18
120	Manufacture of tobacco products.	17.07	12.89
131	Spinning, weaving and finishing of textiles.	8.30	8.02
139	Manufacture of other textiles.	7.82	7.92
141	Manufacture of wearing apparel, except fur apparel.	10.39	8.45
142	Manufacture of articles of fur.	22.35	7.04
143	Manufacture of knitted and crocheted apparel.	6.25	6.59
151	Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur.	10.58	7.92
152	Manufacture of footwear.	5.71	9.29
161	Saw milling and planing of wood.	10.13	9.14
162	Manufacture of products of wood, cork, straw and plaiting materials.	38.68	8.24
170	Manufacture of paper and paper products.	8.01	8.36
181	Printing and service activities relating to printing.	12.06	7.60
182	Reproduction of recorded media.	4.64	10.26
191	Manufacture of coke oven products.	6.36	7.62
192	Manufacture of refined petroleum products.	8.54	10.21
201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms.	8.10	8.87
202	Manufacture of other chemical products.	7.30	7.69
203	Manufacture of man-made fibres.	7.40	5.76
210	Manufacture of pharmaceuticals, medicinal chemical and botanical products.	8.07	7.36
221	Manufacture of rubber products.	9.77	8.91
222	Manufacture of plastic products.	8.50	8.19
231	Manufacture of glass and glass products.	7.01	7.23
239	Manufacture of non-metallic mineral products n.e.c.	8.14	8.46
241	Manufacture of basic iron and steel.	8.62	6.61
242	Manufacture of basic precious and other non-ferrous metals.	7.82	8.00
243	Casting of metals.	8.80	8.74
251	Manufacture of structural metal products, tanks, reservoirs and steam generators.	7.70	6.59

252	Manufacture of weapons and ammunition	8.17	7.43
259	Manufacture of other fabricated metal products; metalworking service/ activities.	9.53	9.36
261	Manufacture of electronic components.	8.65	8.18
262	Manufacture of computers and peripheral equipment.	9.10	9.34
263	Manufacture of communication equipment.	7.54	6.56
264	Manufacture of consumer electronics.	7.38	8.23
265	Manufacture of measuring, testing, navigating and control equipment; watches & clocks.	8.35	10.03
266	Manufacture of irradiation, electro medical and electrotherapeutic equipment.	4.73	9.32
267	Manufacture of optical instruments and equipment.	5.18	7.45
268	Manufacture of magnetic and optical media.	11.90	13.10
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus.	7.19	7.65
272	Manufacture of batteries and accumulators.	7.16	8.18
273	Manufacture of wiring and wiring devices.	8.95	7.99
274	Manufacture of electric lighting equipment.	9.82	11.17
275	Manufacture of domestic appliances.	8.53	8.91
279	Manufacture of other electrical equipment.	8.99	8.47
281	Manufacture of general purpose machinery.	7.87	8.23
282	Manufacture of special-purpose machinery.	8.42	8.20
291	Manufacture of motor vehicles.	8.05	6.11
292	Manufacture of bodies (coach-work) for motor vehicles; manufacture of trailers and semi-trailers.	6.99	7.26
293	Manufacture of parts and accessories for motor vehicles.	8.04	7.70
301	Building of ships and boats.	9.48	6.65
302	Manufacture of railway locomotives and rolling stock.	7.70	7.51
303	Manufacture of air and spacecraft and related machinery.	6.31	6.76
304	Manufacture of weapons and ammunition.	6.31	9.99
309	Manufacture of transport equipment n.e.c.	9.79	9.73
310	Manufacture of furniture 17	7.92	10.07
321	Manufacture of jewellery, bijouterie and related articles.	8.48	3.98
322	Manufacture of musical instruments.	7.15	3.72
323	Manufacture of sports goods.	10.66	15.88
324	Manufacture of games and toys.	7.99	9.00
325	Manufacture of medical and dental instruments and supplies.	7.82	7.11
329	Other manufacturing n.e.c.	9.35	9.27
331	Repair of fabricated metal products, machinery and equipment.	6.43	5.95
332	Installation of industrial machinery and equipment.	8.31	5.15
351	Electric power generation, transmission and distribution.	5.69	7.10
352	Manufacture of gas, distribution of gaseous fuels through mains.	8.02	1.91
353	Steam and air conditions supply.	3.66	5.48
360	Water Collection, treatment and supply.	3.54	6.17
370	Sewerage.	4.79	10.19
400	Others n.e.c.	6.58	6.51
All India		8.90	7.89

n.e.c. not elsewhere classified

Table 1.24
Absenteeism Rates amongst Directly Employed Regular Workers in States during the years 2010 and 2011

Sl. No.	State/ Union Territory	Absenteeism Rates (%)	
		2011	2010
1	2	3	4
1	Jammu & Kashmir	5.71	6.44
2	Himachal Pradesh	9.72	10.18
3	Punjab	9.98	9.03
4	Chandigarh	5.67	7.09
5	Uttarakhand	8.39	8.36
6	Haryana	10.95	10.15
7	Delhi	14.42	13.67
8	Rajasthan	9.14	8.57
9	Uttar Pradesh	9.21	8.81
10	Bihar	5.25	5.49
11	Sikkim	1.96	2.36
12	Nagaland	0.55	0.73
13	Manipur	5.80	5.23
14	Tripura	0.87	2.82
15	Meghalaya	2.67	3.85
16	Assam	5.30	4.44
17	West Bengal	8.43	8.42
18	Jharkhand	7.30	3.21
19	Orissa	9.40	6.46
20	Chhattisgarh	5.23	6.67
21	Madhya Pradesh	6.65	5.21
22	Gujarat	8.05	7.27
23	Daman & Diu	10.32	7.54
24	Dadar & Nagar Haveli	8.48	8.88
25	Maharashtra	11.07	10.99
26	Andhra Pradesh	5.64	5.31
27	Karnataka	9.76	8.47
28	Goa	10.05	0.00
29	Kerala	12.02	12.57
30	Tamil Nadu	7.06	6.12
31	Pondicherry	38.68	4.82
32	A & N Islands	9.88	14.52
	All India	8.90	7.89

5. LABOUR TURNOVER

Data on Labour Turnover, i.e., Accession and Separation is also collected under the Annual Survey of Industries (ASI). For the purpose of the Survey, the term 'Accession' is defined as the total number of workers added to the employment during the period, whether new or re-employed or transferred from other establishments or units under the same management. Inter-departmental transfers within the same establishments are, however, ignored. The term 'Separation' implies severance from employment at the instance of workers or employers. It includes termination of service due to death or retirement. Retirement as a result of rationalisation or modernisation or any other cause is also treated as separation. It also includes transfers out of the establishment.

Tables 1.25 and 1.26 show Industry-wise and State-wise rates of Annual Labour Turnover for the years 2010 and 2011, in respect of establishments covered under ASI (combined for both Census as well as Sample Sectors).

Overall accession and separation rates at all India level during the year 2011 decrease to 18.49 per cent and 16.57 per cent from previous year's figure of 19.94 per cent and 16.44 per cent during the year 2010 respectively. Lowest rate of accession (0.78 per cent) was recorded in Nagaland whereas lowest separation rate (2.31 per cent) was observed in Tripura, whereas the highest rate of accession (38.78 per cent) was recorded in Himachal Pradesh and separation rate (36.47 per cent) was recorded in Bihar.

The highest rates of accession (99.11 per cent) and separation (80.64 per cent) were recorded in the industry group '142-Manufacture of articles of Fur' and '016-Support activities to agriculture & post-harvest crop activities' respectively, whereas the industry group, '360-Water Collection, treatment and Supply' registered the lowest rate of accession at 2.43 per cent and separation rate at 7.07 per cent recorded in industry group '192- Manufacture of Refined Petroleum products'.

Table 1.25
Labour Turnover Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the years 2011 and 2010

Sl.No.	Industry Code (As per NIC 2008)	Annual Labour Turnover			
		Accession Rates (%)		Separation Rates (%)	
		2011	2010	2011	2010
1	2	3	4	5	6
1	016	78.92	80.41	80.64	82.93
2	089	9.91	48.24	-	45.37
3	101	13.56	17.87	11.76	12.30
4	102	38.69	33.63	32.50	26.77
5	103	15.81	29.94	16.19	23.33
6	104	23.35	22.22	19.73	18.62
7	105	15.27	9.38	9.93	8.01
8	106	28.36	32.16	27.46	29.89
9	107	23.06	29.34	21.79	26.84
10	108	12.16	10.29	7.96	6.64
11	110	11.28	17.01	9.95	10.54
12	120	8.30	11.78	8.17	10.40
13	131	12.69	13.93	12.09	11.10
14	139	16.60	15.36	15.12	13.94
15	141	33.37	37.61	31.06	31.92
16	142	99.11	18.71	-	23.98
17	143	16.63	31.29	16.26	17.13
18	151	26.82	21.68	21.57	16.88
19	152	23.26	32.43	19.09	20.58
20	161	10.90	12.17	9.81	11.81
21	162	17.26	17.37	13.99	16.36
22	170	17.23	16.67	13.48	13.04
23	181	12.41	15.15	11.93	16.21
24	182	17.78	6.56	-	2.46
25	191	8.35	15.26	9.45	11.69
26	192	5.40	9.73	7.07	9.70
27	201	13.91	13.68	11.34	11.45
28	202	10.98	11.15	9.89	10.71

29	203	7.99	9.09	8.23	5.59
30	210	17.24	17.36	13.48	15.93
31	221	18.33	23.55	16.64	19.34
32	222	16.85	17.68	14.93	15.43
33	231	13.45	11.17	13.38	14.82
34	239	14.20	13.35	14.41	12.80
35	241	9.75	12.23	9.95	10.07
36	242	11.89	14.24	11.70	13.04
37	243	17.23	16.22	14.30	13.69
38	251	16.03	18.34	14.96	12.84
39	252	26.31	19.25	-	23.18
40	259	22.44	20.73	19.82	16.05
41	261	23.33	28.07	19.15	18.29
42	262	23.39	30.18	19.99	28.34
43	263	16.66	13.76	13.18	19.65
44	264	23.83	17.10	24.91	17.30
45	265	15.34	14.59	15.42	13.68
46	266	18.69	9.53	-	11.15
47	267	9.22	8.27	-	10.05
48	268	66.67	51.79	-	57.14
49	271	16.94	15.90	14.49	13.68
50	272	16.24	19.80	14.71	11.56
51	273	11.52	28.91	10.14	23.29
52	274	15.03	15.17	17.52	15.47
53	275	24.80	22.34	21.37	19.65
54	279	19.61	23.80	18.84	17.53
55	281	15.83	19.82	12.60	16.13
56	282	19.14	16.79	16.13	15.17
57	291	32.35	14.94	25.98	8.88
58	292	16.78	13.69	13.61	16.35
59	293	22.67	23.26	16.04	15.14
60	301	7.52	4.08	9.54	4.68
61	302	15.29	11.84	12.23	12.02
62	303	12.17	16.19	-	13.98
63	304	10.14	19.66	-	24.07
64	309	24.80	26.03	23.91	22.33
65	310	17.28	18.06	16.57	14.27
66	321	14.80	17.78	10.00	15.44
67	322	3.14	14.70	-	16.39
68	323	18.25	26.65	-	14.35
69	324	7.77	45.59	-	37.64
70	325	22.50	19.63	14.71	12.97
71	329	16.02	29.98	16.21	16.83
72	331	10.81	16.48	10.42	11.89
73	332	5.94	26.26	7.33	9.87
74	351	10.44	22.08	11.86	12.12
75	352	10.89	9.08	7.47	3.76
76	353	7.92	40.95	7.92	37.01
77	360	2.43	9.24	14.26	10.88
78	370	7.90	11.82	-	7.73
79	400	17.08	17.80	13.11	15.10
All India		18.49	19.94	16.57	16.44

Note: Details of Industries may be seen in Table 1.23

Table 1.26**Labour Turnover Rates amongst Directly Employed Regular Workers in States during the years 2010 and 2011**

State/ Union Territory	Annual Labour Turnover			
	Accession Rates (%)		Separation Rates (%)	
	2011	2010	2011	2010
1	2	3	4	5
Jammu & Kashmir	13.08	12.13	13.39	14.70
Himachal Pradesh	38.78	33.58	33.54	28.08
Punjab	31.97	33.93	32.06	30.35
Chandigarh	16.11	18.70	15.81	19.50
Uttarakhand	19.68	36.51	15.04	19.48
Haryana	34.87	30.91	32.53	27.52
Delhi	32.76	40.20	32.07	32.23
Rajasthan	17.12	20.16	16.94	17.97
Uttar Pradesh	30.82	30.61	26.89	28.97
Bihar	37.24	35.27	36.47	34.84
Sikkim	5.05	12.86	-	2.67
Nagaland	0.78	0.92	-	0.66
Manipur	2.52	16.85	-	11.93
Tripura	2.45	2.47	2.31	3.48
Meghalaya	4.05	10.19	-	11.22
Assam	6.59	4.38	7.47	3.55
West Bengal	7.97	8.65	6.86	6.73
Jharkhand	6.58	10.45	7.16	5.16
Orissa	6.54	11.66	7.11	9.17
Chhattisgarh	12.15	9.10	10.04	8.83
Madhya Pradesh	15.42	16.08	15.08	14.19
Gujarat	16.04	17.38	13.33	13.51
Daman & Diu	16.09	13.59	16.33	11.75
Dadar & Nagar Haveli	20.88	31.20	19.22	42.53
Maharashtra	18.75	22.88	15.59	17.67
Andhra Pradesh	10.35	10.34	8.72	8.96
Karnataka	22.50	27.74	19.97	20.48
Goa	25.71	0.00	28.78	0.00
Kerala	8.18	9.36	7.54	10.30
Tamil Nadu	13.91	17.00	12.20	12.12
Pondicherry	11.00	6.13	7.90	7.04
A & N Islands	29.51	6.08	32.79	11.79
All India	18.49	19.94	16.57	16.44

- Not available

6. WOMEN AND CHILD LABOUR

Women and Children, who represent about two-third of the country's total population, constitute the most important target groups in the present day context of development planning.

A. Women Workers

Participation of women in socio-economic activities is a common practice in the developed as well as the developing countries of the world. Women are known to work on farms, roads, building and construction, and of late in service sector, in factories manufacturing garments and electronic assembly plants. Skilled women workers also have been working in traditional village industries either as self employed or as paid workers. In hill areas, search for forest products including fuel wood engages a fairly large number of women. The majority of women work in the unorganised sector for low wages and at low level of skills. In absolute terms, the number of women workers during the last five decades has increased from 40 million in 1951 to 150 million in 2011.

Employment of women in organized sector (both public and private) as on March 31, 2012 was about 60.5 lakh, which constituted 20.5 per cent of the total organized sector employment in the country. As per Census 2011, the total number of female workers in India is 149.8 million comprising of 121.8 and 28.0 million in rural and urban areas respectively. 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, 8.5 million are in household Industry and 43.7 million are classified as other workers. Also, the work participation rate for women is 25.51 per cent in 2011 as compared to 25.63 per cent in 2001. The work participation rate of women was however 22.27 per cent in 1991. The work participation rate for women in rural areas is 30.02 per cent as compared to 15.44 per cent in the urban areas.

Table 1.27
Work Participation Rate in India (1971-2011)

Year	Total Rural Urban	Persons	Males	Females
1	2	3	4	5
1971	Total	33.08	52.61	12.11
	Rural	34.03	53.62	13.42
	Urban	29.34	48.82	6.68
1981	Total	36.70	52.62	19.67
	Rural	38.79	53.77	23.06
	Urban	29.99	49.06	8.31
1991	Total	37.50	51.61	22.27
	Rural	40.09	52.58	26.79
	Urban	30.16	48.92	9.19
2001	Total	39.10	51.68	25.63
	Rural	41.75	52.11	30.79
	Urban	32.25	50.60	11.88
2011	Total	39.80	53.30	25.51
	Rural	41.80	53.00	30.02
	Urban	35.30	53.80	15.44

Source: Office of the Registrar General, India

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.

In this period of economic liberalization and globalization, the quality of women's employment will depend upon several factors. The foremost among these are access to education and opportunities for skill development. The solution lies in creating awareness among women about their legal rights and duties and by providing them adequate opportunities to upgrade their skill level. The emphasis should be on effective enforcement of the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976. Proper enforcement of these Acts will create an enabling environment for women workers. Besides these proactive measures, policies which encourage education, skill development, and training among women also need to be given priority.

Employment Exchanges take special care to cater to the job needs of women registered with them. For the period from January, 2013 to December, 2013, 58,761 women were placed in various employments. Statutory provisions have also 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.

Labour Bureau conducts surveys aimed at assessing the socio-economic conditions of Women Workers and the extent of the welfare amenities available to them vis-a-vis various Labour Laws. In the first instance these studies were conducted in the organised sector of the economy, comprising mines, plantations and factories covered under the relevant Acts. Keeping in view the utility of the data generated by these surveys, the scheme has since been extended to the unorganised sector as well.

B. Child Labour

Child labour though undesirable persists in various employments on account of socio-economic compulsions. According to 2001 census figures, there were 1.26 crore working children in the age group of 5-14 as compared to 1.13 crore in 1991. State-wise distribution of child labour population in this age group shows that Uttar Pradesh (19 lakh) has the highest child labour population in the country, followed by Andhra Pradesh (14 lakh), Rajasthan (13 lakh) and Bihar (10 lakh). More than 90 per cent of the child labour was engaged in rural areas in agriculture and allied employments like cultivation, agricultural labour, livestock, forestry and fishery. As per NSSO survey 2009-10, the working children were estimated at 49.84 lakh as against 90.75 lakh in 2004-05. However, as per 2011 census, the total number of working children between the age group 5-14 years in the country was 43.53 lakh as against 1.26 crore in 2001.

Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age. Directive Principles of State Policy in the Constitution strongly reiterates this commitment and this is also provided for in the Fundamental Rights. Government of India stands committed to the elimination of child labour in the country. Realizing the multifaceted nature of this problem, Government had 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, it also 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.

As per the Child Labour (Prohibition & Regulation) Act, employment of children below the age of 14 years is prohibited in notified hazardous occupations and processes. The Act also regulates employment of children in non-hazardous occupations and processes. There are at present 18 hazardous occupations and 65 processes, where employment of children is prohibited. The Act provides for constitution of the Child Labour Technical Advisory Committee (which is a body of experts) to advise the Central Government on inclusion of additional occupations and processes to the Schedule of the Act. Under the Child Labour (Prohibition & Regulation) Act, 1986, during the last 5 years more than 11 lakh inspections were carried out, resulting in approximately 0.24 lakh prosecutions out of which about 6238 convictions were obtained.

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. For rehabilitation of child labour, Government had initiated the National Child Labour Project (NCLP) Scheme in 1988 to rehabilitate working children in 12 child labour endemic districts of the country. As on date the scheme is sanctioned in 270 districts. Under the NCLP Scheme, children are withdrawn from work and put into special training centres, where they are provided with bridging education, vocational training, mid-day meal, stipend, healthcare facilities etc. and finally mainstreamed to the formal education system. At present, there are around 5167 NCLP training centres being run in the country with an enrolment of approximately 2.35 lakh children. As on 31.12.2014, more than 10.25 lakh working children have already been mainstreamed to regular education system under the NCLP Scheme.

Considering that the poverty and illiteracy are the root causes for child labour, Government is following a multi-pronged strategy to tackle this problem. Educational rehabilitation of these children has to be supplemented with economic rehabilitation of their families so that they are not compelled to send their children to work. The Government is taking various proactive measures towards convergence between the schemes of different Ministries like Ministries of Human Resource Development, Women & Child Development, Housing & Urban Poverty Alleviation, Rural Development, etc. so that child labour and their families get covered under the benefits of the schemes of these ministries also.

CHAPTER 2

WAGES AND EARNINGS

Wages refer to the remuneration which is paid by the employer to the employee in lieu of the services provided by the latter engaged in a production or related process. The Payment of Wages Act, 1936 defines wages as all remuneration (whether by way of salary, allowances or other-wise) expressed in terms of money or capable of being so expressed which would, if the terms of employment, expressed or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment. There exists a mechanism for determination of wages in the organized and unorganized sector though not uniform for all sectors of economy. Wages in the organized sector are determined through negotiations and settlements between employer and employees. In the unorganized sector, where the labour is vulnerable to exploitation due to illiteracy and ineffective bargaining power, minimum rates of wages are fixed by the Govt. in the schedule employments under the provisions of the Minimum Wages Act, 1948. The Act binds them to pay the wages so fixed from time to time.

Labour Bureau collects and compiles data of average daily employment, gross wage bill etc., from the Annual Statutory returns submitted by the State Governments/Union Territories under the Payment of Wages Act, 1936. A brief description is given in the following paragraphs.

The Payment of Wages Act, 1936

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. With a view to enhance the wage ceiling to Rs.6500/- p.m. for applicability of the Act, to empower the Central Government to further increase the ceiling in future by way of notification and to enhance the penal provisions etc. the Payment of Wages (Amendment) Act, 2005, which was passed by both Houses of Parliament has been notified on 6.9.2005 as an Act 41 of 2005 by the Ministry of Law and Justice. Subsequently the Ministry of Labour and Employment has issued the Notification S.O.1577(E) to make the Payment of Wages (Amendment) Act, 2005 effective from the 9th November 2005. 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 Organisation has enhanced the wage ceiling, further, to Rs. 10,000/- per month vide gazette notification No. S.O. 1380(E) dated 8th August, 2007. The wage ceiling has further been enhanced to Rs. 18000.00 vide notification No. SO 2260(E) dated 11th September, 2012.

On the basis of the returns received from the various State/Union Territory Governments, Labour Bureau compiles data annually on per capita annual/daily earnings of workers etc. and publishes for the use of researchers, policy makers and other stake holders.

The Minimum Wages Act, 1948

The Minimum Wages Act, 1948 provides for fixation/ periodic revision of minimum wages in employments where labour is vulnerable to exploitation. The minimum wages system serves a useful purpose in preventing workers exploitation in terms of payment of unduly low wage and helps in reducing inequalities in the standard of living of different social groups of workers by statutorily prescribing minimum wage rates. This helps in reducing poverty and improving the position of low paid wage earners in the sweated industries.

Labour Bureau brings out an Annual Report on the Working of Minimum Wages Act, 1948 on the basis of returns / reports received from various State/ U.T. Governments containing information on employments added, employments in which the minimum wages were fixed for the first time, the minimum wages in different scheduled employments prevalent during the year, the range of minimum wages, comparative minimum wage rates prevailing in scheduled employments and number of inspections etc.

1. MANUFACTURING INDUSTRIES

(A) Data of Per Capita Annual Earnings collected under the Payment of Wages Act, 1936.

Various States and Union Territories are collecting statistics of earnings of factory workers on an annual basis under the Payment of Wages Act, 1936. Over the years various amendments have been carried out in the Act thus widening its scope and coverage. The ceiling has been enhanced in phases from Rs.200/- per month in 1958 to Rs.1600/- per month in 1982 and Rs. 6500/- per month in 2005 as per new NIC 2004. To further enhance the scope and coverage the ceiling was raised to Rs. 10,000/- per month vide the Government of India Notification published on 08.08.2007. The wage ceiling has further been enhanced to Rs. 18000.00 vide notification No. SO 2260(E) dated 11th September, 2012.

The coverage of the Act has been extended to factories defined not only under Section 2(m) of the Factories Act, 1948 but also to the factories covered under Section 85 of the same Act.

The consolidated returns received from the States / Union Territories contain data in respect of only those factories which submit returns. The returns contain industry-wise information on the following items:-

- (a) Number of factories covered under the Act and submitting returns;
- (b) Average daily employment during the year;
- (c) Total man-days worked during the year; and
- (d) Total gross wage bill, before deductions, broken up into components like basic wages, cash allowances, bonus, arrears and money value of concessions, etc.

Average daily employment in an industry is derived by dividing total attendances during the year by the number of working days observed by that industry. Total gross wage bill for an industry when divided by the corresponding average daily employment yields the per capita annual earnings. Thus, the per capita annual earnings derived in this manner are subject to variation on account of variation in the number of working days. It is for this reason that the per capita annual earnings have been given only for perennial industries, where the variation in the number of working days during the year is not likely to be appreciable.

The per capita daily earnings are derived by dividing the total gross wage bill for a year by the corresponding figures of total mandays worked in that year. The per capita daily earnings are compiled for all industries i.e. seasonal as well as perennial.

Per Capita Annual/Daily Earnings of workers in different States / Union Territories

State-wise per capita annual and daily earnings during 2011 and 2012 have been presented in Table Nos. 2.01 (a) and 2.01 (b) respectively.

Table 2.01 (a)

Per Capita Annual Earnings of Employees in Manufacturing Industries by States/Union Territories during 2011 and 2012

State/Union Territory	Number of Factories covered Under the Act		Percentage of Factories furnishing Returns		Average Employment (000 ^o)		Per Capita Annual Earnings (In Rupees)	
	2011	2012	2011	2012	2011	2012	2011	2012
1	2	3	4	5	6	7	8	9
Andhra Pradesh	15209	29220	5076	9360	246	359	78590	82979
Assam	14	1699	1	27	*	*	86335	75830
Bihar	2	-	1	-	*	-	66825	-
Goa	2	15	2	15	*	1	116464	78582
Haryana	5709	8582	339	614	40	66	85931	86674
Himachal Pradesh	6165	1041	362	1041	41	74	88153	78693
Jammu & Kashmir	-	119	-	119	-	10	-	75621
Karnataka	1262	2933	1262	450	41	13	101005	92461
Kerala	456	624	130	125	4	4	70935	69982
Mizoram	21	-	21	-	2	-	65370	-
Odisha	206	241	7	12	*	*	93109	74981
Punjab	11317	-	623	-	38	-	84411	-
Rajasthan	6081	10157	1079	1419	67	125	69064	70623
Tamil Nadu	88	199	85	195	52	25	82816	113148
Tripura	30	53	12	18	1	1	84918	87517
Uttarakhand	-	2	-	2	-	*	-	58957
West Bengal	4346	764	235	85	22	42	79588	65834
A & N Islands	7	4	5	3	*	*	71100	105000
Chandigarh	-	87	-	87	-	1	-	91066
Daman & Diu	-	144	-	144	-	20	-	82608
Delhi	-	163	-	163	-	3	-	99132
Puducherry	108	49	27	49	5	4	88886	75119
All STATES/U.Ts	50616	56096	9267	13928	559	748	80994	80903

1. Per Capita Annual Earnings = Gross wage bill/Average daily employment
2. Per Capita Daily Earnings = Gross wage bill/Total mandays worked
3. Average Daily employment = Total attendance during the year/Number of working days reported
4. Mandays worked = Total Number of attendance during the year
5. Number of days worked = Number of days the production is carried on.
6. - = Return not received.
7. * = Figures less than 500

Note:

- I. Information has been received only from the above mentioned States.
- II. The figures exclude those for Railway Workshops and groups of Industries of seasonal nature consisting of food beverages tobacco and construction.
- III. The Per Capita Daily / Annual Earnings less than 10000/- per month for the year 2011 and 2012 for Employees covered under the Payment of Wages Act, 1936.

Source : Annual Returns under Payment of Wages Act, 1936 received from States / U.Ts.

Table 2.01 (b)**Per Capita Daily Earnings of Employees by States/Union Territories during 2011 and 2012**

State/Union Territory	Per Capita Daily Earnings (In Rupees)	
	2011	2012
1	2	3
Andhra Pradesh	261	246
Assam	299	255
Bihar	227	-
Goa	321	260
Haryana	226	269
Himachal Pradesh	227	233
Jammu & Kashmir	-	228
Karnataka	230	303
Kerala	214	266
Mizoram	247	-
Odisha	198	226
Punjab	272	-
Rajasthan	216	205
Tamil Nadu	93	31
Tripura	276	292
Uttarakhand	-	326
West Bengal	259	195
A & N Islands	237	350
Chandigarh	-	304
Daman & Diu	-	258
Delhi	-	325
Puducherry	156	152
All STATES/U.Ts	216	181

Note:- Please see foot notes under Table 2.01(a).

Figures reported above are based on the returns received from the responding States / U.Ts.

Source : Annual Returns under Payment of Wages Act, 1936 received from States / U.Ts.

The per capita annual earnings at All India level in Manufacturing Industries were Rs.80994/- in the year 2011 which was registered at Rs. 80903/- in 2012. The inter State comparison reveals that the States / U.Ts. with highest and lowest per capita earnings vary from year to year. During 2011 the per capita Annual Earnings have been observed to be highest (Rs.116464/-) in Goa and lowest (Rs.65370/-) in Mizoram and during the year 2012 per capita Annual Earnings have been observed to be the highest (Rs.113148/-) in Tamil Nadu and lowest (Rs.58957/-) in Uttarakhand. The per capita daily earning during the year 2011 in all Manufacturing Industries is to (Rs.216.00) and during the year 2012 is to (Rs.181.00). The per capita daily earning during the year 2011 were highest to (Rs.321.00) in Goa and lowest (Rs.93.00) in Tamil Nadu. The per capita daily earnings during the year 2012 were lowest (Rs.31.00) in Tamil Nadu and highest to (Rs.350.00) in A & N Islands.

Per capita Annual / Daily earnings of workers in different Manufacturing Industries

Per capita annual earnings for 2011 and 2012 in manufacturing industries have been given in Tables 2.02 (a) and 2.02 (b) respectively. In order to have an idea of the coverage of these statistics, the number of factories covered under the Act and the number of units submitting returns have also been given in Table Nos. 2.02 (a) and 2.02 (b). It has been observed that about 18.31 percent of factories covered under the Payment of Wages Act, 1936 submitted returns in 2011 and which increased to 24.83% in 2012. Average daily employment worked out to be 559366 in 2011 and 748364 in the year 2012. Similarly per capita annual earnings were Rs. 80994 in 2011 and Rs. 80903 in the year 2012. Tables 2.02(c) and 2.02(d) shows that per capita daily earnings in the industries taken together were Rs.217 in the year 2011 and Rs.181 in the year 2012.

Table 2.02(a)**Industry wise Per Capita Annual Earnings of Employees in Manufacturing Industries during the year 2011**

NIC Code No. 2008	Industry	Number of Factories covered under the Act	Number of units submitting returns	Average daily employment (000')	Per Capita Annual Earnings (Rs.)
1	2	3	4	5	6
10	Manufacture of food products	5911	335	14	77951
11	Manufacture of beverages	304	113	10	79209
12	Manufacture of tobacco products	188	181	40	101624
13	Manufacture of textiles	6335	1117	79	63551
14	Manufacture of wearing apparel	2139	105	16	76616
15	Manufacture of leather and related products	1013	167	18	82045
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	4247	1094	8	71347
17	Manufacture of paper and paper products	571	41	5	66254
18	Printing and reproduction of recorded media	786	509	7	75632
19	Manufacture of coke and refined petroleum products	87	26	1	76442
20	Manufacture of chemicals and chemical products	3898	466	46	78551
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	1104	288	24	98917
22	Manufacture of rubber and plastics products	2210	549	39	78301
23	Manufacture of other non-metallic mineral products	5757	1742	49	83317
24	Manufacture of Basic Metals	3360	582	35	77318
25	Manufacture of fabricated metal products, except machinery and equipment	4533	701	45	85425
26	Manufacture of computer, electronic and optical products.	561	161	11	80676
27	Manufacture of electrical equipment	1439	265	25	84118
28	Manufacture of machinery and equipment n.e.c.	3224	398	20	82579
29	Manufacture of motor vehicles, trailers and semi-trailers	1595	172	26	91374
30	Manufacture of other transport equipment	1051	144	37	84504
31	Manufacture of furniture	372	87	3	72497
32	Other manufacturing	338	24	2	86426
All Manufacturing Industries Total		50616	9267	559	80994

1. Per Capita Annual Earnings=Gross wage bill/Average daily employment

2. Per Capita Daily Earnings =Gross wage bill/Total mandays worked

3. Average Daily employment =Total attendance during the year/Number of working days reported

4. Mandays worked =Total Number of attendance during the year

5. Number of days worked = Number of days the production is carried on.

6. - = Return not received.

7. * = Figures less than 500

Source : Annual Returns under Payment of Wages Act, 1936 received from States / U.Ts.

Table 2.02(b)**Industry wise Per Capita Annual Earnings of Employees in Manufacturing Industries during the year 2012**

NIC Code No. 2008	Industry	Number of Factories covered under the Act	Number of units submitting returns	Average daily employment (000')	Per Capita Annual Earnings (in Rs.)
1	2	3	4	5	6
10	Manufacture of food products	15867	4512	129	82744
11	Manufacture of beverages	580	173	11	88298
12	Manufacture of tobacco products	78	21	3	21967
13	Manufacture of textiles	4329	607	12	26540
14	Manufacture of wearing apparel	1281	119	35	72090
15	Manufacture of leather and related products	720	116	13	37055
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	5016	804	7	86751
17	Manufacture of paper and paper products	767	279	15	91692
18	Printing and reproduction of recorded media	642	196	6	62889
19	Manufacture of coke and refined petroleum products	199	53	9	77895
20	Manufacture of chemicals and chemical products	1189	485	44	85779
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	878	383	34	92207
22	Manufacture of rubber and plastics products	2188	730	34	100398
23	Manufacture of other non-metallic mineral products	9235	2329	67	77418
24	Manufacture of Basic Metals	2585	636	38	95172
25	Manufacture of fabricated metal products, except machinery and equipment	2948	701	46	79202
26	Manufacture of computer, electronic and optical products.	1591	226	27	77661
27	Manufacture of electrical equipment	1355	520	36	86974
28	Manufacture of machinery and equipment n.e.c.	2962	630	39	84988
29	Manufacture of motor vehicles, trailers and semi-trailers	736	164	16	74532
30	Manufacture of other transport equipment	124	37	4	81317
31	Manufacture of furniture	367	77	3	82983
32	Other manufacturing	459	130	14	72374
All Manufacturing Industries Total		56096	13928	748	80903

Note:- Please see foot notes under Table 2.02 (a)

Source : Annual Returns under Payment of Wages Act, 1936 received from States / UTs.

Table 2.02(c)**Industry wise Per Capita Daily Earnings of Workers during the year 2011**

NIC Code No.2008	Industry	Per Capita Daily Earnings(Rs.)
		2011
1	2	3
10	Manufacture of food products	268
11	Manufacture of beverages	276
12	Manufacture of tobacco products	339
13	Manufacture of textiles	213
14	Manufacture of wearing apparel	134
15	Manufacture of leather and related products	265
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	255
17	Manufacture of paper and paper products	209
18	Printing and reproduction of recorded media	246
19	Manufacture of coke and refined petroleum products	254
20	Manufacture of chemicals and chemical products	193
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	317
22	Manufacture of rubber and plastics products	137
23	Manufacture of other non-metallic mineral products	231
24	Manufacture of Basic Metals	249
25	Manufacture of fabricated metal products, except machinery and equipment	275
26	Manufacture of computer, electronic and optical products.	279
27	Manufacture of electrical equipment	223
28	Manufacture of machinery and equipment n.e.c.	273
29	Manufacture of motor vehicles, trailers and semi-trailers	299
30	Manufacture of other transport equipment	121
31	Manufacture of furniture	230
32	Other manufacturing	318
All Manufacturing Industries Total		217

1. Per Capita Daily Earnings = Gross wage bill/Total mandays worked

2. Mandays worked = Total Number of attendance during the year

3. - = Nil information.

4. RNR = Return not received.

Source: Annual Returns under the Payment of Wages Act, 1936 received from States/UTs

Table 2.02(d)**Industry wise Per Capita Daily Earnings of Workers during the years 2012**

NIC Code No.2008	Industry	Per Capita Daily Earnings(Rs.)
		2012
1	2	3
10	Manufacture of food products	107
11	Manufacture of beverages	231
12	Manufacture of tobacco products	268
13	Manufacture of textiles	207
14	Manufacture of wearing apparel	251
15	Manufacture of leather and related products	250
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	259
17	Manufacture of paper and paper products	272
18	Printing and reproduction of recorded media	255
19	Manufacture of coke and refined petroleum products	260
20	Manufacture of chemicals and chemical products	285
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	255
22	Manufacture of rubber and plastics products	265
23	Manufacture of other non-metallic mineral products	201
24	Manufacture of Basic Metals	248
25	Manufacture of fabricated metal products, except machinery and equipment	103
26	Manufacture of computer, electronic and optical products.	252
27	Manufacture of electrical equipment	239
28	Manufacture of machinery and equipment n.e.c.	268
29	Manufacture of motor vehicles, trailers and semi-trailers	268
30	Manufacture of other transport equipment	275
31	Manufacture of furniture	252
32	Other manufacturing	205
All Manufacturing Industries Total		181

Note: Please see Footnotes under Table No .2.02(c)

Source: Annual Returns under the Payment of Wages Act, 1936 received from States/UTs

Annual Earnings by Components

The percentage distribution of annual earnings according to various components viz. basic wages, cash allowances, money value of concessions, bonus and arrears in respect of various States and Union Territories is given in Table 2.03.

Table 2.03(a)
Percentage Distribution of Annual Earnings of Employees in Manufacturing Industries by Components during the Year 2011

Sl.No	State/Union Territory	Basic wages	Cash allowances	Money value of concessions	Bonus	Arrears
1	2	3	4	5	6	7
1	Andhra Pradesh	89.48	8.74	0.00	1.78	0.00
2	Assam	87.59	5.93	0.00	6.48	0.00
3	Bihar	100.00	0.00	0.00	0.00	0.00
4	Goa	100.00	0.00	0.00	0.00	0.00
5	Haryana	100.00	0.00	0.00	0.00	0.00
6	Himachal Pradesh	79.87	0.00	0.00	19.73	0.40
7	Karnataka	88.62	4.37	0.00	0.46	6.55
8	Kerala	90.01	0.00	0.00	9.99	0.00
9	Manipur	100.00	0.00	0.00	0.00	0.00
10	Odisha	100.00	0.00	0.00	0.00	0.00
11	Punjab	86.91	6.97	0.00	5.50	0.63
12	Rajasthan	91.47	5.23	0.01	3.23	0.06
13	Tamil Nadu	94.69	1.47	0.00	3.84	0.00
14	Tripura	98.69	0.00	0.00	1.31	0.00
15	West Bengal	80.17	0.00	1.75	18.07	0.00
16	A & N Islands	100.00	0.00	0.00	0.00	0.00
17	Puducherry	97.95	0.40	0.00	1.65	0.00
All Above States/ U.Ts.		89.56	5.08	0.07	3.88	1.41

N.B. Returns not been received from rest of the States/Union Territories.

Source: Annual Returns under the Payment of Wages Act, 1936 received from States/UTs

Table 2.03(b)
Percentage Distribution of Annual Earnings of Employees in Manufacturing Industries by Components during the Year 2012

Sl.No	State/Union Territory	Basic wages	Cash allowances	Money value of concessions	Bonus	Arrears
1	2	3	4	5	6	7
1	Andhra Pradesh	97.00	0.00	0.00	3.00	0.00
2	Assam	12.17	40.12	13.63	29.82	4.25
3	Goa	58.95	39.30	0.00	1.75	0.00
4	Haryana	100.00	0.00	0.00	0.00	0.00
5	Himachal Pradesh	84.43	15.34	0.00	0.00	0.23
6	Jammu & Kashmir	100.00	0.00	0.00	0.00	0.00
7	Karnataka	99.74	0.26	0.00	0.00	0.00
8	Kerala	90.16	0.00	0.00	9.84	0.00
9	Odisha	98.92	0.00	0.00	1.08	0.00
10	Rajasthan	93.49	0.00	0.00	6.51	0.00
11	Tamil Nadu	100.00	0.00	0.00	0.00	0.00
12	Tripura	97.99	0.00	0.00	2.01	0.00
13	Uttarakhand	100.00	0.00	0.00	0.00	0.00
14	West Bengal	26.94	0.00	7.11	61.39	4.55
15	A & N Islands	100.00	0.00	0.00	0.00	0.00
16	Chandigarh	100.00	0.00	0.00	0.00	0.00
17	Daman & Diu	77.95	14.56	0.59	6.85	0.05
18	Delhi	100.00	0.00	0.00	0.00	0.00
19	Puducherry	39.94	52.97	0.00	7.09	0.00
All Above States/ U.Ts		92.70	1.92	0.30	4.88	0.20

N.B. Returns not received from rest of the States/Union Territories till the finalisation of the Year Book.

Table 2.03(a) shows that during the year 2011, Basic Wages with 89.56 percent has the highest share in Annual Earnings of Employees in Manufacturing Industries followed by Cash allowances (5.08 percent), Bonus (3.88 percent), arrears (1.41 percent) and Money value of concessions (0.07 per cent). Similarly, Table 2.03(b) shows that during the year 2012, Basic Wages with 92.70 percent has the highest share in Annual Earnings of Employees in Manufacturing Industries followed by Bonus (4.88 percent), Cash allowances (1.92 percent), Money value of concessions (0.30 per cent) and arrears (0.20 percent).

(B) Statistics on Average Daily Earnings of Workers collected through Annual Survey of Industries (ASI), under Collection of Statistics Act, 2008.

Data on worker's Earnings is collected through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 2008 every year. Data under the Survey (ASI) is collected and released under two heads, viz. Census Sector and Sample Sector. Coverage under these two sectors has been explained in Chapter-1 under the heading Absenteeism. The latest year for which data on Earnings has been collected and disseminated pertains to the year 2011-12. Data presented in this chapter correspond to both Census and Sample Sectors combined.

For the purpose of the Survey, the term 'Earnings' has been defined as "all remuneration capable of being expressed in terms of money which would, if the terms of employment (expressed or implicit) were fulfilled, be payable more or less regularly for each pay period whether conditional upon regular attendance, good work, conduct or behaviour of the person employed or otherwise to a person in respect of his employment or work done in such employment". This include basic wages, dearness allowances, compensatory, house rent, other allowances and regular bonuses such as production bonus, attendance bonus, incentive bonus, etc., which are paid more or less regularly for each pay period. It does not include profit sharing, festival, year-end and other bonuses which are paid at less frequent intervals. The statistics relate to gross earnings before deductions for fines, damages, taxes, contributions to provident fund, employee's state insurance, etc. The statistics of average gross daily earnings of workers per manday worked by States/Union territories and by major industry groups (as per NIC-2008) for the years 2010-11 and 2011-12 have been presented Tables 2.04 (a) and 2.04(b), respectively.

During the year 2011-12, the average daily earnings were recorded to be Rs.305.57 for men, Rs.171.40 for women, Rs. 237.60 for contract workers, and Rs.268.96 for all workers. The highest amount of average daily earnings for male workers was reported at Rs.562.39 in Jharkhand and the lowest at Rs.198.30 in Nagaland. The average daily earnings for women workers were the highest at Rs.1063.09 in Meghalaya, whereas it was reported to be lowest at Rs. 84.12 in Tripura. Among all the State/Union Territories, the average daily earnings of contract workers were reported to be the highest at Rs.310.72 in A & N Islands, followed by Daman & Diu (Rs.286.08) and the lowest at Rs.129.72 in Tripura followed by Nagaland (Rs.142.83) and Goa (Rs.154.48). It has further been observed that the average daily earnings were recorded more or less the lowest in the North-Eastern States/Union Territories except Meghalaya & Sikkim. Directly employed women workers were reported to be earning more than their male counterparts in the States/UT of Chandigarh, Meghalaya and Gujarat.

At the industry level, the highest average daily earnings for all workers was reported at Rs.1056.56 in industry group '192-Manufacture of refined petroleum products' followed by industry groups '291-Manufacture of motor vehicles' (Rs.640.67) and '182-Reproduction of recorded media' (Rs.544.14) and lowest at Rs.106.29 in industry group '120- Manufacture of tobacco products'. For contract workers, the highest average daily earnings were reported at Rs.685.81 in industry group '266-Manufacture of irradiation, electro medical and electrotherapeutic equipment' and lowest at Rs. 82.26 in industry group '120- Manufacture of tobacco products'. For women workers, however, the highest average daily earnings was reported at Rs. 1291.22 in the industry group '322- Manufacture of musical instruments' and the lowest in industry group '302-Manufacture of railway locomotives and rolling stock.' (Rs.69.49). The average daily earnings of women workers were higher than that of their male counterparts in 8 industries groups.

Table 2.04(a)

Average Earnings per Manday Worked in Industries (3-digit level of NIC-2008) during the years 2011-12 and 2010-11

Sl. No.	NIC Code	Year	Average Daily Earnings by			
			Directly Employed Workers		Contract workers	All Workers
			Men	Women		
1	2	3	4	5	7	8
1	016	2011-12	181.83	158.88	192.02	181.23
		2010-11	159.80	124.00	176.65	160.85
2	089	2011-12	159.26	133.07	192.77	177.09
		2010-11	171.17	172.76	169.25	170.09
3	101	2011-12	286.41	189.99	221.78	249.13
		2010-11	208.82	224.16	-	-
4	102	2011-12	228.51	162.31	204.60	198.66
		2010-11	199.20	146.67	200.16	184.20
5	103	2011-12	267.49	165.62	202.14	224.17
		2010-11	225.12	148.78	198.01	200.34
6	104	2011-12	222.00	195.03	209.02	215.09
		2010-11	197.05	166.64	198.01	196.29
7	105	2011-12	345.41	273.57	227.66	302.87
		2010-11	349.11	234.41	213.10	292.95
8	106	2011-12	196.86	138.83	210.31	197.24
		2010-11	167.63	123.12	89.79	121.80
9	107	2011-12	257.63	123.42	219.12	211.13
		2010-11	221.76	117.60	196.85	188.80
10	108	2011-12	271.34	187.81	222.15	249.59
		2010-11	271.16	143.58	181.65	230.61
11	110	2011-12	304.90	107.10	190.13	227.94
		2010-11	274.99	176.76	216.51	243.05
12	120	2011-12	226.04	100.19	82.26	106.29
		2010-11	227.51	83.35	67.95	100.64
13	131	2011-12	208.71	157.65	243.54	204.99
		2010-11	218.34	124.54	202.62	199.71
14	139	2011-12	237.66	177.45	289.41	239.55
		2010-11	184.21	100.40	198.09	169.17
15	141	2011-12	230.77	174.53	211.74	201.14
		2010-11	208.47	162.96	210.59	188.17
16	142	2011-12	215.00	303.29	150.47	241.73
		2010-11	224.34	208.37	220.71	221.39
17	143	2011-12	212.47	176.91	218.56	201.58
		2010-11	207.52	156.49	166.65	184.73
18	151	2011-12	205.51	181.04	237.07	210.97
		2010-11	179.58	149.89	216.21	183.09
19	152	2011-12	222.41	150.72	208.53	195.69
		2010-11	194.18	134.46	226.12	176.72
20	161	2011-12	189.98	110.86	150.85	174.04
		2010-11	177.10	104.86	147.77	161.49
21	162	2011-12	203.78	153.43	229.61	207.88
		2010-11	179.78	119.03	197.14	181.84
22	170	2011-12	288.86	167.24	232.25	266.35
		2010-11	265.89	150.58	205.81	242.03
23	181	2011-12	319.59	205.52	256.40	300.66
		2010-11	265.76	183.09	226.76	253.03
24	182	2011-12	562.55	380.76	-	544.14
		2010-11	358.21	-	-	358.21

25	191	2011-12	533.97	771.78	301.78	481.01
		2010-11	331.76	868.83	158.30	290.04
26	192	2011-12	1548.01	549.35	595.64	1056.56
		2010-11	1330.11	334.92	453.04	849.41
27	201	2011-12	511.85	427.75	247.66	398.37
		2010-11	543.58	224.95	214.26	402.86
28	202	2011-12	100.66	108.73	233.74	120.00
		2010-11	266.18	95.29	238.62	219.03
29	203	2011-12	526.48	142.22	254.38	468.36
		2010-11	465.61	135.06	253.42	417.08
30	210	2011-12	410.43	370.98	254.37	342.68
		2010-11	361.50	242.51	188.75	275.58
31	221	2011-12	349.64	185.99	263.30	317.04
		2010-11	296.81	185.18	188.97	258.32
32	222	2011-12	240.10	160.76	240.68	234.88
		2010-11	219.36	140.46	182.97	202.56
33	231	2011-12	273.46	193.12	214.49	246.34
		2010-11	255.29	188.27	181.26	222.00
34	239	2011-12	277.01	142.67	198.89	229.85
		2010-11	246.59	148.37	178.03	206.84
35	241	2011-12	452.18	544.57	251.52	366.62
		2010-11	408.07	571.54	231.59	341.91
36	242	2011-12	736.86	598.39	232.27	542.23
		2010-11	511.57	538.44	310.30	450.60
37	243	2011-12	307.88	189.06	262.55	289.06
		2010-11	294.18	214.14	232.35	269.70
38	251	2011-12	454.52	426.80	300.29	375.31
		2010-11	253.40	230.16	256.14	254.49
39	252	2011-12	293.35	196.66	379.30	315.24
		2010-11	181.55	80.11	229.07	199.50
40	259	2011-12	274.36	213.96	238.84	260.02
		2010-11	249.37	202.78	224.14	239.67
41	261	2011-12	461.68	266.37	161.60	347.15
		2010-11	334.91	248.65	224.37	291.92
42	262	2011-12	447.79	248.46	263.47	333.53
		2010-11	314.95	325.57	229.46	280.60
43	263	2011-12	363.34	329.31	279.11	320.46
		2010-11	338.18	248...56	212.38	267.89
44	264	2011-12	227.74	636.10	376.20	307.42
		2010-11	387.02	300.23	336.53	358.05
45	265	2011-12	411.31	260.12	260.52	349.62
		2010-11	381.86	240.86	264.29	335.16
46	266	2011-12	511.73	508.00	685.81	533.01
		2010-11	568.28	634.97	228.82	491.24
47	267	2011-12	260.59	230.61	185.20	240.73
		2010-11	280.33	270.59	139.67	251.30
48	268	2011-12	375.26	195.00	-	367.52
		2010-11	292.78	195.87	111.50	225.18
49	271	2011-12	571.36	402.62	313.05	479.80
		2010-11	439.45	422.57	251.96	377.49
50	272	2011-12	329.61	228.10	379.35	332.96
		2010-11	313.83	255.25	266.36	304.61
51	273	2011-12	331.11	319.28	248.28	298.93
		2010-11	91.99	247.89	220.31	116.96
52	274	2011-12	267.80	209.90	259.98	257.29
		2010-11	256.21	178.38	201.79	222.36

53	275	2011-12	264.70	190.05	262.77	257.35
		2010-11	235.22	178.58	237.60	230.84
54	279	2011-12	304.05	268.15	208.52	271.30
		2010-11	272.68	191.16	192.50	241.89
55	281	2011-12	369.84	324.33	300.30	349.07
		2010-11	381.70	216.29	263.69	341.78
56	282	2011-12	406.64	390.35	274.78	364.14
		2010-11	351.29	502.80	253.11	321.82
57	291	2011-12	744.86	804.49	323.09	640.67
		2010-11	703.20	582.82	344.47	626.09
58	292	2011-12	398.74	285.92	284.13	326.67
		2010-11	425.43	619.16	230.76	332.24
59	293	2011-12	381.18	236.20	264.45	324.63
		2010-11	350.41	228.08	240.86	300.67
60	301	2011-12	593.43	302.01	405.80	465.75
		2010-11	680.56	452.02	387.32	496.26
61	302	2011-12	404.75	69.49	238.15	328.39
		2010-11	303.26	340.20	212.22	272.96
62	303	2011-12	398.64	290.68	295.86	369.19
		2010-11	403.77	285.47	241.29	355.11
63	304	2011-12	333.88	718.33	166.42	304.04
		2010-11	208.48	-	200.01	208.23
64	309	2011-12	393.81	243.31	292.88	348.13
		2010-11	372.83	260.99	240.61	317.85
65	310	2011-12	320.57	204.19	259.39	297.02
		2010-11	275.86	214.15	275.85	274.00
66	321	2011-12	381.89	270.40	355.64	367.93
		2010-11	350.47	211.19	346.87	335.32
67	322	2011-12	723.27	1291.22	169.41	797.25
		2010-11	107.32	124.90	178.51	113.00
68	323	2011-12	-	149.74	165.85	-
		2010-11	171.23	-	198.18	63.45
69	324	2011-12	220.99	176.93	101.02	207.03
		2010-11	170.61	177.67	262.80	175.33
70	325	2011-12	315.18	226.25	274.82	293.28
		2010-11	285.55	220.25	376.32	284.20
71	329	2011-12	240.31	153.31	230.43	216.05
		2010-11	215.15	134.24	189.32	184.22
72	331	2011-12	591.77	516.08	320.74	490.38
		2010-11	530.30	761.76	309.99	446.32
73	332	2011-12	397.99	369.51	661.38	422.67
		2010-11	294.21	301.70	593.37	385.73
74	351	2011-12	464.02	280.91	305.20	366.95
		2010-11	325.20	1247.39	257.17	288.82
75	352	2011-12	528.57	405.22	314.69	397.18
		2010-11	315.27	301.63	274.76	295.88
76	353	2011-12	265.89	130.00	321.47	289.54
		2010-11	193.13	109.89	277.94	213.67
77	360	2011-12	478.41	217.78	280.04	367.78
		2010-11	244.64	143.38	178.32	227.13
78	370	2011-12	372.90	275.75	259.33	281.04
		2010-11	363.50	-	184.03	239.04
79	382	2011-12	246.86	157.36	289.59	263.29
		2010-11	179.35	155.46	261.56	216.09
80	383	2011-12	290.20	200.18	209.87	272.16
		2010-11	180.16	149.91	749.22	195.74

81	390	2011-12	207.30	-	249.26	248.12
		2010-11	115.81	98.63	118.94	110.94
82	400	2011-12	268.23	228.42	241.50	262.91
		2010-11	248.24	279.13	229.05	245.69
All-India		2011-12	305.57	171.40	237.60	268.96
		2010-11	289.44	148.98	199.10	243.20

Note: Details of Industries may be seen in Table 1.23

Table 2.04(b)

Average Earning per Manday Worked in States during the year 2010-11 and 2011-12

Sl No.	State/UT's	Years	Average Earning per Manday Worked (Rs.) by			
			Directly employed Workers		Contract Workers	All Workers
			Men	Women		
1	2	3	4	5	7	8
1	Jammu & Kashmir	2011-12	213.65	147.19	189.61	200.87
		2010-11	189.96	112.99	169.76	178.09
2	Himachal Pradesh	2011-12	254.05	197.57	257.45	250.93
		2010-11	222.24	164.49	212.08	215.84
3	Punjab	2011-12	227.42	181.29	200.33	218.89
		2010-11	207.80	179.03	167.69	197.62
4	Chandigarh	2011-12	313.94	357.24	271.60	305.84
		2010-11	390.30	382.08	211.93	366.15
5	Uttaranchal	2011-12	311.92	198.65	232.60	268.99
		2010-11	283.17	159.40	209.38	242.95
6	Haryana	2011-12	328.68	257.28	231.20	278.93
		2010-11	290.60	244.12	229.26	262.68
7	Delhi	2011-12	279.11	256.98	275.19	277.47
		2010-11	231.21	224.52	241.20	232.00
8	Rajasthan	2011-12	278.38	115.11	233.55	258.32
		2010-11	243.24	156.46	197.43	226.51
9	Uttar Pradesh	2011-12	224.51	222.58	209.27	219.93
		2010-11	249.16	194.25	124.24	195.99
10	Bihar	2011-12	225.21	133.77	174.69	193.86
		2010-11	264.47	87.44	135.67	206.89
11	Sikkim	2011-12	212.18	167.90	195.60	197.20
		2010-11	277.83	162.71	169.42	203.46
12	Nagaland	2011-12	198.30	114.18	142.83	177.99
		2010-11	64.99	79.35	375.24	136.84
13	Manipur	2011-12	201.52	138.38	170.28	171.94
		2010-11	145.48	108.10	160.19	148.57
14	Tripura	2011-12	206.79	84.12	129.72	142.26
		2010-11	201.43	47.26	117.29	130.89
15	Meghalaya	2011-12	242.47	1063.09	237.92	247.11
		2010-11	247.35	279.82	203.34	229.53
16	Assam	2011-12	218.67	130.65	166.94	204.80
		2010-11	214.32	135.12	128.61	196.24
17	West Bengal	2011-12	299.36	122.65	224.62	272.70
		2010-11	279.38	288.43	208.50	259.04
18	Jharkhand	2011-12	562.39	460.84	255.01	479.99
		2010-11	439.01	449.38	163.69	372.33
19	Orissa	2011-12	456.60	192.91	236.43	339.14
		2010-11	355.17	168.90	241.29	295.09
20	Chhattisgarh	2011-12	359.49	214.94	230.18	302.37
		2010-11	312.06	179.44	189.21	262.73

21	Madhya Pradesh	2011-12	324.46	215.80	241.56	294.52
		2010-11	275.80	194.10	201.18	250.10
22	Gujarat	2011-12	203.24	209.75	260.50	217.97
		2010-11	295.05	158.15	230.54	266.93
23	Daman & Diu	2011-12	288.88	196.66	286.08	275.64
		2010-11	214.40	136.93	208.30	204.45
24	Dadar & Nagar Haveli	2011-12	272.21	193.32	249.31	261.33
		2010-11	240.59	176.10	208.49	225.16
25	Maharashtra	2011-12	434.50	227.32	294.89	370.34
		2010-11	410.77	210.08	258.10	340.52
26	Andhra Pradesh	2011-12	334.04	171.65	180.90	247.00
		2010-11	251.81	142.93	154.47	199.75
27	Karnataka	2011-12	362.92	188.93	276.09	289.06
		2010-11	337.35	182.42	244.99	272.71
28	Goa	2011-12	522.79	285.10	154.48	309.00
		2010-11	613.08	286.44	287.70	440.23
29	Kerala	2011-12	411.75	133.56	205.98	240.18
		2010-11	368.32	117.13	187.47	215.77
30	Tamil Nadu	2011-12	304.64	153.04	269.39	251.31
		2010-11	252.90	126.44	189.66	200.02
31	Pondicherry	2011-12	311.83	209.51	193.92	265.86
		2010-11	298.33	168.43	200.80	247.67
32	A & N Islands	2011-12	273.84	237.16	310.72	278.24
		2010-11	193.27	205.35	359.13	209.94
All India		2011-12	305.57	171.40	237.60	268.96
		2010-11	289.44	148.98	199.10	243.20

(C) Constitution of Wage Boards

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 finalise the recommendations. At present, only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist newspaper employees are in operation as statutory Wage Boards. All other Wage Boards have ceased to exist. 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 recommendations 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

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 13 C 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 nonjournalist 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 nonjournalist 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.

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. The Government constituted two Wage Boards - one for Working Journalists and other for Non-Journalist Newspaper Employees under Section 9 and 13C 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 24.05. 2007. The Wage Boards were given three years time to submit their reports to the Union Government. 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.

The Wage Boards submitted their final Report to the Government on 31.12.2010. 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 Governments / UTs., copies of notification have been forwarded to all the State Government / UTs with the request for its implementation. 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 six meetings of the Central Level Monitoring Committee have been held in different regions of India.

2. Mines

(A) Coal Mines; Wages in Coal Sector

The wage structure and other conditions of service (including fringe benefits, welfare measures, etc.) of the unionised employees (other than executives) in the coal industry are settled by negotiations in the 'Joint Bipartite Committee for the Coal Industry' (JBCCI). The agreement signed by the JBCCI is applicable to the unionized employees of entire Coal Sector, viz, Coal India Ltd. and its subsidiaries, Singareni Collieries Company and the Captive Coal mines of TISCO and IISCO.

The Government of India setup Joint Bipartite Committee for Coal Industry (JBCCI) consisting of Central Trade Unions and the Management of Coal Companies. So far nine wage negotiations have been concluded. National Coal Wage Agreement-IX was finalized on 31st January, 2012. Periodicity of which is for 5 years i.e. from 01.07.2011 to 30.06.2016.

(B) Statistics of Per Capita Annual Earnings Collected under the Mines Act, 1952

Director General Mines Safety (DGMS) collects and maintains serial statistics on earnings of employees in mines. For coal mines, such statistics relate to per capita weekly earnings and are available on monthly basis. The monthly returns on coal mines give average daily attendance, total wages and other payments made in cash for work done on any complete working week of the month. The per capita weekly cash earnings are then computed by dividing the total payments by average daily employment during the week. For mines other than coal, statutory returns showing the above data are also collected by the D.G.M.S. Based on these statistics the DGMS compiles index numbers of money earnings for workers employed in different mining industries.

Table 2.05

Index Numbers of Money Earnings of Mining Workers in Mines during December each year

Mineral and State	2010	2011	2012	2013*
1	2	3	4	5
A. Coal (Base year 1985= 100)				
Andhra Pradesh	1509.21	1849.02	2551.36	1473.04
Assam	1655.51	1959.82	2349.46	1299.15
Jharkhand	1593.06	1913.65	2947.06	1716.32
Madhya Pradesh	1848.81	3558.99	5212.38	3182.37
Orissa	1746.36	1712.29	4666.19	1898.76
West Bengal	1498.40	2935.60	3115.91	3779.73
Total Coal	1947.75	2958.71	4092.69	2733.52
B. Minerals other than Coal (Base year 1975=100)				
Mica				
Andhra Pradesh	3476.93	3681.23	4417.90	5962.92
Jharkhand	1634.45	1634.45	1962.26	786.75
Rajasthan	-	-	-	-
Manganese				
Madhya Pradesh	2675.18	2881.18	3960.18	5589.64
Orissa	2898.83	3369.25	3776.22	4613.61
Iron Ore				
Jharkhand	3951.57		5690.38	10465.90
Orissa	3435.23	3945.11	3846.93	3945.35
Copper				
Jharkhand	-	1305.01	-	1705.97
Gold				
Karnataka	1428.38	1406.64	1222.85	-
Limestone				
Bihar	2777.68	2953.70	3351.38	4482.72
Jharkhand	1901.42	2066.37	2885.97	7082.19
Madhya Pradesh	3731.96	4179.85	4951.23	6237.65
China Clay				
Jharkhand	3097.43	3498.30	4109.81	5521.91
Stone				
Bihar	5886.80	7155.15	8586.33	9751.33
Total Metalliferous	3757.70	3607.71	4806.86	6717.88

* = Data is provisional

- = Data is not available

Source: Director General of Mines Safety, Dhanbad

The Index of Money Earnings in Coal Mines decreased from 4092.69 in 2012 to 2733.52 during 2013. The index of money earnings of workers employed in Minerals other than Coal has gone up from 4806.86 in 2012 to 6717.88 in 2013.

The average weekly earnings of workers in Mines for the month of December, 2010 to December, 2013 have been presented in Table 2.06.

Table 2.06**Average Weekly Earnings of Workers in Mines as on December, 2010 to 2013 (in Rs.)**

Year	Coal Mines (all coal fields)			Mica Mines (Bihar)			Manganese (Madhya Pradesh)			Iron Ore Mines (All India)		
	Miners & Loaders			Miners & Loaders			Miners & Loaders			Miners & Loaders		
	Below ground	Open cast working	Overall	Below ground	Open cast working	Overall	Below ground	Open cast working	Overall	Below ground	Open cast working	Overall
2010	5725	5631	5808	760	473	667	1895	448	2053	-	2403	3005
2011	7950	4084	7802	760	938	831	2013	526	2306	-	2400	3242
2012	11066	7602	11436	913	1125	997	2783	600	2680	-	2638	3691
2013*	8447	6683	10124	-	983	1045	2618	1196	3201	-	2847	5050

* Data is provisional

Note: Below ground figures of non-coal mines relate to Face Workers and Loaders and have been compiled from quarterly returns.

Source: Directorate General of Mines Safety

3. PLANTATIONS

The wage rates of workers employed in plantations were earlier prescribed by the Central Wage Boards for Tea, Coffee and Rubber plantations and their recommendations were accepted by the Government of India. Over a period of two decades a number of bilateral and tripartite wage agreements have taken place determining the wages in these plantations. Statistics of per capita annual earnings of plantation workers under the Payment of Wages Act, 1936 as available in the Bureau are given in Table 2.07.

Table 2.07**Per Capita Annual Earnings in Plantations during 2011-2012**

State/Union Territory	No. of Estates covered		No. of reporting estates		Average daily employment		Per Capita annual earnings(Rs.)	
	2009	2010	2009	2010	2009	2010	2009	2010
1	2	3	4	5	6	7	8	9
Andhra Pradesh	1	169	1	60	19	3297	76842	58867
Haryana	61	63	3	2	25	21	104054	104631
Himachal Pradesh	61	2	3	2	25	87	104054	72022
Karnataka	34	169	19	19	334	132	85741	60934
Kerala	670	575	215	200	25330	11870	60753	69302
Odisha	3	-	1	-	20	-	64660	-
Tamil Nadu	6	6	5	5	135	135	76322	64464
A & N Islands	3	2	3	2	40	50	70800	105000
Total	839	986	250	290	25928	15592	61270	67160

- = Nil

Source: Annual returns under the Payment of Wages Act, 1936

4. TRANSPORT AND COMMUNICATIONS**(i) Railways**

Statistics of average annual wage per employee in Railways are given in Table 2.08 during the years 2012-2013 and 2013-2014. The total number of personnel increased from 13,07,102 to 13,33,966. The average annual wage per employee increased from Rs.527295 in 2012-13 to Rs.588523 in 2013-14.

Table 2.08**Annual Average Wage per Employee in Railways**

Item	2012-13	2013-14
1	2	3
a) Total Number of personnel ('000)	1307	1334
b) Average Annual Wage per employee (in Rs.)	527295	588523

Source : Indian Railways Annual Report and Accounts 2013-14

- (ii) **Department of Post:** The pay scales have been revised in Department of Post w.e.f. 01.01.2006.

5. CENTRAL GOVERNMENT EMPLOYEES

The data in respect of earnings of the Central Government Employees are being collected, compiled and published by the Director General of Employment and Training, New Delhi. The information covers all persons actually holding civilian posts in and under the Central Government on 31st March of each year, whose pay and allowances, honorarium or any other remuneration are paid out of the Consolidated Fund of India. Casual labour, is however, excluded.

Dearness Allowance paid to the Central Government Employees

Dearness allowance to the Central Government Employees belonging to group A, B, C and D is being paid as per the recommendations of the Sixth Central Pay Commission accepted by the Government.

6. EMPLOYEES COVERED UNDER MINIMUM WAGES ACT, 1948

On the recommendation of the 8th Standing Labour Committee, the Minimum Wages Bill was introduced in the Central Legislative Assembly on 11.04.1946 to provide for fixation of minimum wages in certain employments. The Minimum Wages Bill was passed by the Indian Dominion Legislature and came into force on 15th March 1948. Under the Act both State and Central Government are "Appropriate Governments" for fixation/revision of minimum rates of wages for employments covered by the Schedule to the Act. 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 Minimum Wages Act, 1948 is applicable to workers in the sweated industries. It empowers both Central and State Governments to fix/revise the minimum rates of wages for the scheduled employments under their respective jurisdiction. The Act also provides for setting up of enforcement machinery to secure compliance with the provisions of the Act.

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 was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. Keeping in view the recommendation of NCRL and subsequent rise in price indices, the National Floor Level Minimum Wage was fixed at Rs. 35/- per day in 1996. The Central Government raised the National Floor Level Minimum Wage to Rs. 40/- per day in 1998 and further to Rs. 45/- with effect from 01.12.1999, and Rs. 50/- per day with effect from 1.9.2002. Based on the norms suggested by the Working Group and its acceptance by the Central Advisory Board subsequently in its meeting held on 19.12.2003, national floor level minimum wage was revised upward to Rs. 66/- per day with effect from 1.02.2004 and subsequently it was increased to Rs. 80.00 per day with effect from 1.9.2007. The Central Government has increased the National Floor Level Minimum Wage from Rs. 80/- to Rs. 100/- per day with effect from 1.11.2010. These have further been revised to Rs.

115.00 and Rs 137.00 per day w.e.f. 01.07.2013. The National Floor Level Minimum Wage, however, has no statutory backing. The State Governments are persuaded to fix minimum wages such that in none of the scheduled employment, the minimum wage is less than National Floor Level Minimum Wage.

7. WAGES OF AGRICULTURAL LABOUR

Labour Bureau has been compiling and maintaining the wage rate data in respect of selected agricultural and non-agricultural occupations w.e.f. July, 1986. The Technical Working Group on Rural Retail Prices set up by the NSSO in 1974 felt that the regular wage data for rural workers are of paramount importance for drawing up and implementation of wage policy. This data was also found useful in the estimation of State/National Income and in studies on cost of cultivation of crops. In view of its vital importance, the Group suggested to collect the wage rate of large set of occupations from a suitable selected sample of villages in various states so that a fairly representative picture of wage situation is available for the entire country on a continuous (monthly) basis. Village functionaries like Panchayat Secretary, Progress Assistant, Patwari and other Village or Block Officials are the primary informants for collection of data on wage rates.

The average daily wage rate data was collected for eleven agricultural and seven non-agricultural occupations till October, 2013. However, following the recommendations of the Working Group constituted by the CSO on advice of the National Statistical Commission (NSC), wage rate data is now being collected for 25 occupations (12 agricultural and 13 non-agricultural).

All-India average daily wage rates, occupation and sex-wise, for the agricultural years 2012-2013 and 2013-2014 are presented in Tables 2.09 (a) and 2.09 (b) for agricultural and non-agricultural occupations respectively.

Table 2.09 (a)
All-India Average Daily Wage Rates for Agricultural Occupations for the Agricultural Year 2012-2013
(July-June)

Month	Ploughing			Sowing			Weeding		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	186.48	107.63	@	164.28	130.00	96.67	148.73	130.83	89.42
August	189.28	114.17	@	166.90	131.79	96.67	151.93	130.34	86.67
September	194.17	132.05	@	168.66	134.88	96.67	149.77	128.66	90.53
October	195.48	132.05	-	172.31	138.58	101.43	152.04	131.83	91.59
November	198.44	126.04	-	171.88	138.55	105.00	154.32	135.08	97.95
December	200.77	113.93	-	173.58	138.90	107.22	157.91	138.69	102.50
January	206.79	128.23	-	178.10	141.06	104.00	161.75	143.05	99.78
February	209.96	118.93	-	182.61	147.65	104.00	161.65	143.26	103.33
March	212.16	123.08	-	185.41	148.25	@	163.98	145.11	102.73
April	214.31	110.71	-	187.60	148.27	98.67	165.36	145.64	101.79
May	223.07	119.72	-	190.31	150.20	98.67	167.85	148.09	101.79
June	218.41	128.51	-	186.71	145.92	98.67	171.19	151.11	105.56

Month	Transplanting			Harvesting			Winnowing		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	155.58	133.85	101.57	167.37	135.68	114.35	154.24	128.02	@
August	155.51	134.49	95.35	169.12	137.28	114.35	157.64	130.73	@
September	155.01	137.67	106.56	170.48	138.65	115.35	158.33	132.30	@
October	156.32	140.45	113.03	172.36	139.57	120.31	155.10	131.03	@
November	161.01	144.50	113.03	170.97	139.26	111.53	153.25	129.66	93.00
December	160.75	144.81	112.33	168.58	138.83	107.91	156.17	129.73	79.00
January	168.40	150.96	110.00	175.42	145.29	113.44	160.62	129.41	@
February	169.78	150.57	113.33	177.50	147.37	112.01	160.64	132.19	@
March	172.12	152.22	113.33	179.00	148.52	120.14	164.18	133.86	@
April	174.14	155.46	111.33	182.99	152.48	117.62	162.93	135.78	@
May	175.40	158.70	111.33	189.99	157.00	125.14	165.41	134.05	@
June	178.01	158.40	116.11	190.24	158.08	110.17	171.82	141.27	@

Month	Threshing			Picking *			Herdsman		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	160.72	131.21	@	152.39	125.65	@	103.56	82.85	67.29
August	161.05	131.37	@	151.31	131.94	@	106.73	86.31	66.81
September	164.04	132.30	@	149.79	127.20	@	107.78	89.82	68.38
October	172.38	133.77	@	156.03	130.39	@	106.90	88.06	69.17
November	169.54	135.96	88.33	161.22	129.22	110.00	108.60	87.57	67.97
December	166.97	132.75	76.67	160.61	130.52	130.00	109.99	89.26	68.32
January	174.35	136.85	@	159.09	130.68	113.33	113.86	85.78	69.76
February	175.75	142.56	@	153.33	127.70	116.00	113.91	87.15	69.85
March	173.47	141.89	@	148.97	128.85	116.00	115.65	83.45	69.63
April	174.39	142.69	@	149.50	131.41	116.00	115.91	83.90	70.44
May	178.03	145.22	@	157.81	134.53	116.00	116.44	85.35	71.81
June	181.31	147.75	@	158.65	134.88	@	116.21	85.24	72.97

Month	Well digging			Cane Crushing		
	Men	Women	Children	Men	Women	Children
July	239.73	129.00	-	175.82	151.50	-
August	253.17	138.83	-	177.31	151.50	-
September	257.08	134.10	-	171.47	130.71	-
October	256.72	136.67	-	173.06	127.50	-
November	258.00	136.59	-	175.48	147.55	-
December	254.24	134.38	-	177.32	157.36	@
January	256.73	140.86	-	175.77	144.88	@
February	253.27	140.16	-	177.03	134.29	-
March	254.31	144.53	-	176.21	132.00	-
April	255.91	141.57	-	174.20	115.00	-
May	255.33	141.71	-	173.40	116.00	-
June	265.54	142.88	-	175.19	121.11	-

**All-India Average Daily Wage Rates for Agricultural Occupations for the Agricultural Year 2013-2014
(July, 2013-October, 2013)**

(in Rs.)

Month	Ploughing			Sowing			Weeding		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	218.24	134.87	@	188.33	146.46	132.00	175.06	153.21	116.90
August	223.08	138.58	-	192.65	150.06	@	175.05	151.02	110.29
September	228.99	138.77	-	197.02	153.76	@	175.43	151.42	112.81
October	229.82	147.45	-	198.59	154.30	122.00	178.31	155.33	115.36

Month	Transplanting			Harvesting			Winnowing		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	179.41	158.90	111.00	194.70	163.06	119.52	175.51	144.39	-
August	179.96	158.44	106.79	197.84	165.24	119.52	179.49	148.88	-
September	179.42	160.30	114.23	199.50	163.70	115.02	182.25	151.84	-
October	186.36	164.51	126.50	198.71	162.87	114.29	180.56	150.02	-

Month	Threshing			Picking *			Herdsman		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	187.08	152.03	-	164.09	141.93	@	117.73	84.28	75.27
August	193.34	153.30	-	168.28	154.07	@	120.76	87.57	74.38
September	193.57	161.22	-	181.58	162.00	@	120.73	88.26	74.87
October	198.77	162.06	-	186.42	158.66	100.00	122.30	92.43	75.10

Month	Well digging			Cane Crushing		
	Men	Women	Children	Men	Women	Children
July	285.77	138.18	-	179.05	126.88	-
August	289.59	140.00	-	188.08	131.25	-
September	301.19	144.00	@	188.91	131.11	-
October	302.29	156.19	@	190.65	131.11	-

**All-India Average Daily Wage Rates for Agricultural Occupations for the Agricultural Year 2013-2014
(November, 2013-June, 2014)**

Month	Ploughing			Sowing			Harvesting		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
November	263.98	182.81	@	218.45	175.45	126.11	212.11	178.11	153.69
December	253.20	183.74	-	213.63	177.36	108.33	207.49	173.61	144.48
January	252.40	183.32	-	213.84	177.32	109.63	212.82	177.96	149.58
February	254.78	176.49	-	215.32	176.66	109.63	215.72	179.02	150.69
March	258.96	175.89	-	218.62	181.43	109.63	217.41	181.55	150.73
April	263.79	189.52	-	223.14	183.44	109.33	222.18	186.72	159.51
May	264.11	195.57	-	226.55	183.19	104.07	226.77	189.11	145.13
June	261.03	195.75	-	226.50	182.46	108.67	229.28	192.77	150.00

Month	Picking Workers			Horticulture Workers			Fishermen-Inland		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
November	208.19	174.52	145.83	227.94	155.96	-	262.81	@	-
December	186.99	158.97	145.00	225.54	154.10	-	258.72	@	@
January	186.25	156.14	144.38	225.74	154.65	-	276.82	@	@
February	188.37	158.92	139.38	227.30	156.86	-	276.62	@	@
March	190.55	156.70	139.44	223.50	154.72	-	282.99	150.00	@
April	191.29	157.18	153.13	224.45	152.18	-	281.15	150.00	@
May	190.27	158.39	165.63	215.89	151.51	-	279.17	150.00	-
June	191.44	157.89	170.83	215.02	152.17	-	276.67	150.00	-

Month	Fishermen-coastal/deep sea			Loggers & Wood Cutters			Animal Husbandry Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
November	348.00	-	-	310.57	151.54	@	183.26	138.33	67.74
December	288.00	-	-	304.60	154.02	@	178.22	134.74	70.01
January	@	-	-	306.20	155.56	@	178.42	132.82	73.05
February	@	-	-	306.04	158.16	@	180.50	133.55	76.26
March	281.67	-	-	302.56	147.35	@	176.66	133.27	79.77
April	281.67	-	-	302.66	151.94	-	176.88	131.50	84.11
May	@	-	-	301.49	155.95	-	177.48	132.66	84.71
June	308.00	-	-	303.67	164.17	-	179.11	133.54	84.42

Month	Packaging Labourers			General Agricultural Labourers			Plant Protection Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
November	238.80	151.18	@	224.66	165.67	111.76	288.77	169.51	-
December	232.94	169.08	@	218.23	161.28	106.59	288.94	171.98	-
January	235.70	165.08	@	216.22	162.91	115.96	287.25	164.58	-
February	233.49	166.66	@	217.22	162.87	117.93	281.79	166.05	-
March	218.36	168.36	@	215.70	164.57	117.05	276.85	162.08	-
April	218.07	169.33	@	217.33	166.51	118.64	282.10	164.17	-
May	223.59	169.23	@	219.40	168.10	119.38	283.05	166.73	-
June	222.85	170.90	@	218.42	169.80	114.53	283.29	168.53	-

Note :- - =Not reported

@ = Number of quotations are less than five.

* = Picking includes picking of cotton bolls/seed pods, jute stalks and tea leaves etc.

Table 2.09 (b)
All-India Average Daily Wage Rates for Non-Agricultural Occupations for the Agricultural Year
2012-2013 (July-June)

(in Rs.)									
Month	Carpenter			Blacksmith			Cobbler		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	249.03	-	@	189.70	-	@	132.46	-	@
August	251.71	-	@	192.90	-	@	136.54	-	@
September	253.96	-	@	195.08	-	@	138.06	-	-
October	255.78	-	@	197.37	-	@	139.22	-	@
November	257.42	-	@	199.33	-	@	141.37	-	@
December	260.63	-	@	201.60	-	@	143.87	-	@
January	265.95	-	@	206.64	-	@	145.90	-	@
February	268.68	-	@	208.92	-	@	146.55	-	@
March	272.12	-	@	210.66	-	@	149.61	-	-
April	275.51	-	@	210.84	-	@	150.66	-	-
May	278.10	-	@	212.20	-	@	151.73	-	-
June	279.93	-	@	213.45	-	@	153.96	-	-

Month	Mason			Tractor Driver		
	Men	Women	Children	Men	Women	Children
July	274.52	-	-	200.43	-	-
August	279.61	-	-	203.61	-	-
September	282.11	-	-	204.76	-	-
October	284.92	-	-	206.60	-	-
November	286.53	-	-	206.74	-	-
December	290.22	-	-	208.26	-	-
January	295.85	-	-	213.58	-	-
February	298.49	-	-	215.61	-	-
March	303.38	-	-	217.57	-	-
April	306.24	-	-	220.23	-	-
May	309.41	-	-	223.44	-	-
June	312.50	-	-	226.03	-	-

Month	Sweeper			Unskilled Labourers		
	Men	Women	Children	Men	Women	Children
July	114.06	100.90	@	161.07	123.25	85.02
August	115.35	100.10	@	163.25	123.88	84.45
September	118.15	100.00	@	164.62	125.43	86.58
October	118.62	103.20	@	166.51	126.41	86.77
November	120.76	102.72	@	168.43	127.34	88.30
December	122.37	102.40	@	169.55	127.94	88.78
January	123.93	102.35	@	173.90	131.09	90.03
February	126.44	106.57	@	175.71	133.31	92.40
March	129.14	105.92	@	176.84	134.01	91.93
April	130.36	109.76	@	179.09	135.43	92.27
May	130.64	110.54	@	180.86	137.77	90.18
June	133.74	113.09	@	182.53	138.84	91.79

**All-India Average Daily Wage Rates for Non-Agricultural Occupations for the Agricultural Year
2013-2014 (July, 2013-October, 2013)**

(in Rs.)

Month	Carpenter			Blacksmith			Cobbler		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	288.33	-	@	220.03	-	@	157.65	-	-
August	292.38	-	@	223.10	-	@	160.86	-	-
September	295.18	-	@	225.15	-	@	162.15	-	-
October	296.26	-	@	225.69	-	@	164.06	-	-

Month	Mason			Tractor Driver		
	Men	Women	Children	Men	Women	Children
July	320.99	@	-	233.55	-	-
August	324.81	@	-	237.96	-	-
September	327.76	@	-	239.46	-	-
October	329.76	@	-	241.45	-	-

Month	Sweeper			Unskilled Labourers		
	Men	Women	Children	Men	Women	Children
July	135.87	118.26	@	186.17	141.88	96.11
August	139.50	120.51	@	188.35	144.62	96.95
September	142.15	126.43	@	190.49	146.03	99.23
October	144.82	132.41	@	192.27	148.07	97.18

**All-India Average Daily Wage Rates for Non-Agricultural Occupations for the Agricultural Year
2013-2014 (November, 2013-June, 2014)**

Month	Carpenter			Blacksmith			Mason		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
November	315.83	@	@	253.54	@	@	350.91	@	-
December	315.89	@	@	256.42	@	@	350.61	@	-
January	321.54	@	@	259.66	@	@	353.85	@	-
February	324.54	@	@	263.81	@	@	356.64	@	-
March	327.73	@	@	262.91	@	@	360.97	268.00	@
April	331.05	@	@	267.30	@	@	364.89	268.00	@
May	331.88	@	@	269.80	264.00	@	366.18	268.00	@
June	333.50	@	@	270.85	264.00	@	365.88	268.00	@

Month	Weavers			Beedi Makers			Bamboo, cane basket weavers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
November	236.20	186.45	@	164.20	116.41	72.00	208.31	142.67	@
December	240.44	197.23	@	172.13	113.61	72.00	215.80	155.33	@
January	240.05	191.08	@	171.26	112.33	72.00	213.76	153.04	@
February	243.23	188.44	@	162.81	111.23	72.00	215.18	154.19	@
March	231.68	184.74	@	161.78	108.37	72.00	210.97	150.14	@
April	234.74	184.15	@	162.79	111.86	72.00	212.96	150.14	@
May	235.76	184.15	@	162.31	113.96	72.00	214.47	151.45	@
June	235.44	184.15	@	162.69	113.57	72.00	216.12	151.42	@

Month	Handicraft Workers			Plumbers			Electrician		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
November	271.56	133.30	-	397.69	-	-	365.34	-	-
December	299.79	139.97	-	395.31	-	-	367.07	@	-
January	295.84	146.86	@	392.60	-	-	365.68	-	-
February	290.09	144.88	@	390.17	-	-	365.24	@	-
March	287.70	146.43	@	385.63	@	-	365.61	-	-
April	290.20	146.43	@	383.35	@	-	363.71	-	-
May	289.54	146.43	@	385.63	@	-	365.90	-	-
June	288.38	146.43	@	382.64	@	-	364.90	-	-

Month	Construction Workers			LMV & Tractor Drivers		
	Men	Women	Children	Men	Women	Children
November	247.41	182.76	146.67	291.47	-	-
December	268.10	182.00	133.75	276.44	@	-
January	267.86	183.26	133.75	279.70	-	-
February	269.41	187.47	131.43	278.88	-	-
March	266.31	191.44	121.25	281.02	@	-
April	268.27	191.98	121.25	280.99	@	-
May	271.65	193.09	125.71	280.47	@	-
June	270.47	191.07	115.71	283.01	@	-

Month	Non-Agricultural Labourers			Sweeping/Cleaning Workers		
	Men	Women	Children	Men	Women	Children
November	237.98	173.80	86.76	182.82	188.87	@
December	232.51	166.31	103.00	171.85	172.32	81.33
January	234.08	171.00	105.31	168.27	163.17	86.00
February	234.39	168.28	103.82	176.72	168.14	@
March	232.69	172.22	105.31	178.36	163.41	@
April	233.21	172.52	107.33	182.13	169.23	@
May	232.41	172.00	107.33	182.85	174.20	@
June	233.63	172.95	105.63	184.51	172.83	@

Note :- The average daily wage rates at all-India level are derived by dividing the sum total of wages by number of quotations of all the states taken together.

* = Picking includes picking of cotton bolls/seed pods, jute stalks and tea leaves etc.

- = Not reported

@ = Number of quotations are less than five.

8. OCCUPATIONAL WAGE SURVEY

The Occupational Wage Survey provides occupation-wise data on Employment Structure, Wage Rates and Earnings in selected Manufacturing, Mining and Plantation, Service Sector industries. The information is also presented by sex, age, system of wage payment, industry and Stratum. Labour Bureau has already completed five rounds of Occupational Wage Surveys and sixth round is in progress. The first round of the survey was conducted by the Labour Bureau in 44 (Manufacturing - 37, Mines-4, Plantation - 3) selected industries during 1958-59. The second round of the survey was conducted during 1963-65 in 45 (Manufacturing - 38, Mines - 4, Plantation - 3) selected industries. The only difference in coverage was that 'Heavy and Fine Chemicals' industry were covered as single industry in first round, were however, covered as two separate industries viz (i) Heavy Chemicals and (ii) Fine Chemicals in the second round. The third

round of the survey was conducted in 1974-79 covering 81 (Manufacturing - 69, Mines - 9, Plantation - 3) industries, including 45 industries covered in the second rounds. The fourth round covering 53 (Manufacturing - 45, Mines - 5, Plantation - 3) industries including 45 (Manufacturing - 38, Mines - 4, Plantation - 3) industries covered under second & third rounds, was taken up in 1985 and completed in 1992. The fifth round of the survey covering 53 industries (Manufacturing-45, Mines-5, Plantation-3) was taken up in 1993 and completed in 2001.

The sixth round of the survey taken up in 2002 is in progress and would cover 56 industries (consisting of 45 Manufacturing, 4 Mining, 3 Plantations and 4 Service Sector). Out of these 56 selected industries, the field surveys in respect of 37 industries were completed and reports have also been published.

The trend in average daily wage rate and earnings of worker in Nine Engineering Industries covered under the sixth round of the survey and the report in respect of which have been released are given in tables 2.10(a) and 2.10(b) respectively.

Table 2.10(a)

Trend in Average Daily Wage Rates (Rs.) under Occupational Wage Survey

Sl. No.	Industry	Round Number	Minimum Wage Rate	Maximum Wage Rate	Overall
1.	2.	3.	4.	5.	6.
1.	Iron and Steel	VI	--	--	204.98
2.	Casting and Forgings	VI	--	--	150.66
3.	Agricultural Machinery and Parts	VI	--	--	206.49
4.	Textile and Jute Machinery	VI	--	--	218.86
5.	Machine Tools	VI	--	--	276.12
6.	Electrical Machinery and Apparatus	VI	--	--	163.76
7.	Electrical Apparatus	VI	--	--	142.22
8.	Prime Movers, Bilers and Steam Generation	VI	--	--	223.45
9.	Aluminum Industry	VI	--	--	423.50

Minimum and Maximum Block has been deleted in the schedule as Overall Wage given.

Table 2.10(b)

Sex-wise Average Daily Earnings of Workers in Various Round of Occupational Wage Surveys

Sl. No.	Industry	Round Number	Average Daily Earnings (In Rs.)				
			Men	Women	Adole-scents	Children	Overall
1.	2.	3.	4.	5.	6.	7.	8.
1.	Iron and Steel	VI	248.29	110.95	--	--	248.06
2.	Casting and Forgings	VI	189.85	149.74	--	--	189.39
3.	Agricultural Machinery and Parts	VI	278.83	120.63	--	--	276.10
4.	Textile and Jute Machinery	VI	297.61	115.95	--	--	294.78
5.	Machine Tools	VI	321.59	128.87	--	--	304.30
6.	Electrical Machinery and Apparatus	VI	223.19	248.00	--	--	223.90
7.	Electrical Apparatus	VI	181.53	119.73	--	--	170.35
8.	Prime Movers, Bilers and Steam Generation	VI	330.49	92.95	--	--	328.50
9.	Aluminum Industry	VI	439.25	221.58	--	--	438.95

9. INDEX NUMBERS OF WAGE RATES (WRI)

Wage Rate Index Numbers depict movement of relative change experienced in the wage rates over a period of time. These indices are being compiled by the Labour Bureau for selected industries since 1969. Initially, Wage Rate Index Numbers were compiled for twelve selected manufacturing industries. However, during 1976, nine more industries, comprising three plantations, four mining and two manufacturing, were added to the list of industries for the compilation of index numbers.

The present Wage Rate Indices are being compiled on the base year 1963 - 1965 = 100. The base year data on wage rates and employment were obtained from the Second Occupational Wage Survey, which was conducted by the Labour Bureau in 1963-65. The main criteria for selecting an industry for compilation of W.R.I. Index were its importance in the national economy and employment in the base year. Fourteen selected manufacturing industries accounted for nearly 67 percent of the total employment in the Manufacturing Sector during the base year. Similarly, four mining industries together accounted for nearly 95 percent of the total employment in the Mining Sector whereas the three selected plantations industries accounted for almost the entire employment in the Plantation Sector during base year. Further, in each of these selected industries, the selected occupations together accounted for 75 percent or more of the total employment in the industry.

For the purpose of construction of wage rate index numbers, wage rate has been taken as the sum of basic wage and dearness allowance in respect of workers who receive both these components, while for other workers, the actual consolidated amount of earnings represent this wage rate.

The wage rate data are collected from the sample units in each of the selected industries through mailed questionnaire and relates to the month of January of each year. The data is collected only for adult workers. Personal visits are also made to the non-responding sample establishments, in case the data is not received in time.

The Bureau constructs the wage rate index numbers on the basis of the mean of the minimum and maximum wage rates in each occupation for each of the selected industries. For time rated workers with definite scale of pay, minimum wage rate means the sum of minimum point of the scale and the dearness allowance payable on that point, while maximum wage rate means the sum of maximum point of the scale and dearness allowance payable on that point. For all other workers, minimum and maximum wage rate represents the actual minimum and maximum consolidated amounts/earnings in an occupation. To derive per day wage rates, the monthly, fortnightly and weekly wage rates are divided by 26, 12 and 6, respectively.

The weights adopted for the construction of wage rate index numbers are the employment in the respective occupations in each of the selected industries in the base year. The employment and wage rates for the base period have been derived from the results of the Second Occupational Wage Survey (1963-65).

The indices are generated using the Laspeyre's formula, which is the ratio of the weighted average of wages of the current year to wages of the base year. Necessary action has already been initiated to commence the compilation of the WRI on the base 2008=100.

Industry / Stratum-wise Wage Rate Index Number, Absolute Wage Rates and Real Wage Rates for the selected 21 industries for the year 1969, 1976 & 2011 to 2014 are given in Tables-2.11(a), 2.11(b) and 2.11(c).

Table 2.11(a)

Index Numbers of Wage Rates for the year 1969, 1976 and 2011 to 2014 (As in January)
(Base: 1963-65 = 100)

Sl. No	Industry /Stratum	1969	1976	2011	2012	2013	2014	%age Variation in 2014 over 2013
1	2	3	4	5	6	7	8	9
A	Manufacturing Ind.(1-12)	150.5	324.5	6164.2	6534.5	6954.2	7496.7	7.80
	Manufacturing Ind.((1-14)	-	320.6	6011.4	6373.4	6778.3	7312.0	7.87
1.	Cotton Textiles	145.8	283.5	4225.6	4430.8	4688.7	4923.9	5.02
	(i) Howrah & Kolkata	162.4	366.2	4013.9	4165.1	4322.4	4486.0	3.78
	(ii) Coimbatore	140.3	319.4	4292.0	4459.4	4900.2	5501.9	12.28
	(iii) Bangalore	129.4	283.7	4478.6	4649.0	4814.5	5520.2	14.66
	(iv) Ahmedabad	142.4	256.4	3529.0	3685.8	3801.6	3963.6	4.26
	(v) Mumbai & Suburbs	150.1	284.8	4252.8	4420.5	4595.4	4777.5	3.96
	(vi) Nagpur	140.4	305.5	3586.1	3728.1	3876.0	4030.2	3.98
	(vii) Indore	143.4	287.4	2946.8	3035.2	3126.3	3220.0	3.00
	(viii) Kanpur	134.5	290.5	3114.9	3209.1	3306.1	3405.2	3.00
	(ix) Residual	146.4	312.2	4553.2	4851.0	5234.1	5461.4	4.34
2.	Cement	160.7	410.1	6695.0	6776.7	7153.4	7520.5	5.13
3.	Cigarette Factories	170.7	381.8	7493.7	8115.1	9447.8	10382.5	9.89
4.	Hydrogenated Oil	136.5	259.3	4599.8	4785.1	4978.2	5179.6	4.05
5.	Jute Textiles	156.4	385.2	6755.5	7317.7	7671.6	8621.5	12.38
	(i) West Bengal	155.6	394.7	6805.6	7372.7	7727.7	8724.4	12.90
	(ii) Residual	167.9	370.6	6094.2	6591.2	6931.1	7262.1	4.78
6.	Electrical Machinery	144.4	366.8	6108.1	6319.7	6582.6	6868.9	4.35
7.	Match Factories	148.3	259.4	4456.1	4661.3	4860.7	5045.4	3.80
8.	Paper & Paper Products	163.4	358.1	6416.4	7129.1	7962.1	8274.9	3.93
9.	Railway Workshops	149.0	314.4	13502.6	14275.9	15464.5	17363.5	12.28
10.	Smelting & Refining	163.9	357.4	5053.3	5314.6	5494.8	5681.5	3.40
11.	Soap Factories	159.5	331.6	6114.3	6386.8	7052.0	7365.3	4.44
12.	Sugar	159.1	376.6	8227.9	8870.6	9560.4	10069.1	5.32
	(i) Bihar	163.5	411.1	9932.3	10584.7	11656.1	12573.3	7.87
	(ii) Uttar Pradesh	161.5	344.1	7204.1	7653.3	8015.8	8399.4	4.79
	(iii) Residual	152.5	347.4	9372.0	10409.1	11557.8	12091.8	4.62
13.	Silk Textiles	-	268.8	3953.7	4223.6	4407.8	4566.1	3.59
	(i) Surat	-	292.7	4366.0	4621.4	4884.7	5051.0	3.40
	(ii) Amritsar	-	272.2	3652.1	3761.8	3874.6	3990.8	3.00
	(iii) Bhiwandi	-	255.8	3329.7	3429.6	3532.5	3638.5	3.00
	(iv) Bangalore	-	226.3	5238.1	5498.8	5745.5	5886.4	2.45
	(v) Mumbai & Suburbs	-	295.9	3146.9	3258.7	3369.8	3468.1	2.92
	(vi) Residual	-	233.1	4597.1	5153.9	5383.7	5634.0	4.65
14.	Woollen Textiles	-	257.2	3489.3	3666.0	3878.4	4878.9	25.80
B	Mining Sector	-	391.2	8615.6	8939.1	9399.9	9822.1	4.49
15.	Coal Mines	-	404.0	8385.9	8674.3	8973.3	9283.2	3.45
16.	Iron Ore Mines	-	343.4	8101.2	8700.7	8883.0	9038.0	1.74
17.	Manganese Mines	-	314.2	13522.7	14025.8	16867.8	18993.4	12.60
18.	Mica Mines	-	283.7	4443.9	4735.7	5104.8	5534.2	8.41
C	Plantation Sector	-	198.5	3962.0	4052.9	4447.5	4670.4	5.01
19.	Coffee Plantations	-	307.3	6892.9	7028.3	7988.2	8709.0	9.02
20.	Rubber Plantations	-	489.2	9181.8	9883.2	11884.4	12668.5	6.60
21.	Tea Plantations	-	178.9	3502.1	3572.2	3862.5	4015.7	3.97
	(i) North-East India	-	150.5	3242.6	3070.3	3252.9	3441.3	5.79
	(ii) South India	-	335.1	4656.0	5804.2	6573.3	6569.9	-0.05
	All Industries	150.5	290.9	5753.3	6016.1	6427.0	6835.4	6.35

Note: Industries from Sl. No. 13 to 21 were added in 1976.

Table 2.11(b)

Average Daily Wage Rates (Absolute) By Industry & Stratum during 1963-65, 1969, 1976 and 2011 to 2014 (Rs.)

Sl.No	Industry/Stratum	1963-65	1969	1976	2011	2012	2013	2014
1	2	3	4	5	6	7	8	9
A	Manufacturing Ind.(1-12)	4.86	7.28	15.58	294.10	310.96	330.70	356.26
	Manufacturing Ind.((1-14)	4.86	-	15.39	286.56	303.03	322.07	347.30
1.	Cotton Textiles	5.46	7.96	15.43	228.65	239.44	252.78	265.41
	(i) Howrah & Kolkata	3.76	6.11	13.65	150.95	156.63	162.55	168.70
	(ii) Coimbatore	5.66	7.94	18.10	243.25	252.74	277.72	311.62
	(iii) Bangalore	4.63	5.99	13.47	207.30	215.18	222.84	255.51
	(iv) Ahmedabad	6.81	9.70	17.41	239.40	250.03	257.89	268.78
	(v) Mumbai & Suburbs	6.27	9.41	17.85	266.78	277.30	288.26	299.69
	(vi) Nagpur	5.30	7.44	16.18	189.94	197.45	205.29	213.46
	(vii) Indore	5.12	7.43	14.72	150.84	155.37	160.03	164.83
	(viii) Kanpur	5.12	6.89	14.73	158.31	163.09	168.02	173.06
	(ix) Residual	4.51	6.60	14.05	204.86	218.26	235.50	245.73
2.	Cement	4.50	7.23	18.47	301.52	305.20	322.16	338.69
3.	Cigarette Factories	4.90	8.36	18.72	367.51	397.92	463.35	509.19
4.	Hydrogenated Oil	5.11	6.98	13.25	235.04	244.51	254.38	264.67
5.	Jute Textiles	3.68	5.76	14.18	248.77	269.47	282.50	317.59
	(i) West Bengal	3.71	5.77	14.61	251.95	272.94	286.08	322.98
	(ii) Residual	3.39	5.69	12.58	206.77	223.63	235.17	246.40
6.	Mfg. of Electrical Machinery	5.07	7.32	18.60	309.82	320.57	333.90	348.43
7.	Match Factories	3.43	5.09	8.72	152.70	159.73	166.57	172.89
8.	Paper & Paper Products	3.72	6.08	13.30	238.59	265.09	296.06	307.70
9.	Railway Workshops	5.50	8.20	18.55	742.31	784.83	850.17	954.57
10.	Smelting & Refining	5.17	8.47	18.47	261.11	274.61	283.92	293.57
11.	Soap Factories	5.13	8.18	17.01	313.60	327.58	361.69	377.76
12.	Sugar	3.33	5.30	12.56	276.79	299.14	322.58	339.64
	(i) Bihar	3.23	5.28	13.27	320.91	341.94	376.60	406.24
	(ii) Uttar Pradesh	3.19	5.15	10.98	230.24	245.02	256.19	268.45
	(iii) Residual	3.71	5.29	12.88	347.84	386.57	428.97	448.79
13.	Silk Textiles	4.61	-	12.49	179.60	191.20	199.41	206.45
	(i) Surat	4.46	-	13.08	194.93	206.34	218.09	225.52
	(ii) Amritsar	4.44	-	12.10	162.34	167.21	172.22	177.39
	(iii) Bhiwandi	4.92	-	12.56	163.76	168.67	173.73	178.94
	(iv) Bangalore	2.65	-	6.00	143.14	150.26	157.01	160.86
	(v) Mumbai & Suburbs	5.59	-	16.56	175.84	182.09	188.30	193.79
	(vi) Residual	3.99	-	9.47	183.38	205.60	214.77	224.75
14.	Woollen Textiles	5.06	-	13.00	175.11	184.08	194.86	246.69
B.	Mining Sector	4.18	-	16.57	354.87	367.86	383.59	398.82
15.	Coal Mines	4.49	-	18.13	376.46	389.40	402.82	416.74
16.	Iron Ore Mines	3.06	-	10.49	247.89	266.33	271.91	276.65
17.	Manganese Mines	2.04	-	6.42	276.77	287.07	345.24	389.87
18.	Mica Mines	2.23	-	6.30	98.97	105.46	113.68	123.25
C.	Plantation Sector	2.32	-	4.47	87.98	89.20	97.32	102.13
19.	Coffee Plantations	1.57	-	4.82	108.14	110.26	125.32	136.63
20.	Rubber Plantations	1.81	-	8.86	166.30	179.00	215.25	229.45
21.	Tea Plantations	2.42	-	4.32	83.71	84.54	91.16	95.00
	(i) North-East India	2.50	-	3.76	81.01	76.71	81.27	85.98
	(ii) South India	2.06	-	6.89	95.73	119.34	135.16	135.09
	All Industries	3.87	7.28	11.85	230.25	240.91	255.65	272.19

Note : Industries from Sl. No. 13 to 21 were added in 1976.

Table 2.11(c)
Average Daily Real Wage Rates at 1960 prices during 1963-65, 1969, 1976
and 2011 to 2014 (in Rs.)

S.No.	Industry/Stratum	1963-65	1969	1976	2011	2012	2013	2014
1	2	3	4	5	6	7	8	9
A	Manufacturing (1-12)	3.92	4.16	5.26	6.71	6.55	6.25	6.32
	Manufacturing (1-14)	3.92	-	5.20	6.54	6.38	6.08	6.16
1.	Cotton Textiles	4.40	4.55	5.21	5.22	5.04	4.77	4.71
	(i) Howrah & Kolkata	3.03	3.49	4.61	3.44	3.30	3.07	2.99
	(ii) Coimbatore	4.56	4.54	6.11	5.55	5.32	5.24	5.53
	(iii) Bangalore	3.73	3.42	4.55	4.73	4.53	4.21	4.53
	(iv) Ahmedabad	5.49	5.54	5.88	5.46	5.27	4.87	4.77
	(v) Mumbai & Suburbs	5.06	5.38	6.03	6.09	5.84	5.44	5.32
	(vi) Nagpur	4.27	4.25	5.47	4.33	4.16	3.88	3.79
	(vii) Indore	4.13	4.25	4.97	3.44	3.27	3.02	2.92
	(viii) Kanpur	4.13	3.94	4.98	3.61	3.43	3.17	3.07
	(ix) Residual	3.64	3.77	4.75	4.67	4.60	4.45	4.36
2.	Cement	3.63	4.13	6.24	6.88	6.43	6.08	6.01
3.	Cigarette Factories	3.95	4.78	6.32	8.38	8.38	8.75	9.03
4.	Hydrogenated Oil	4.12	3.99	4.48	5.36	5.15	4.80	4.69
5.	Jute Textiles	2.97	3.29	4.79	5.68	5.68	5.34	5.63
	(i) West Bengal	2.99	3.30	4.94	5.75	5.75	5.40	5.73
	(ii) Residual	2.73	3.25	4.25	4.72	4.71	4.44	4.37
6.	Mfg. of Electrical Machinery	4.09	4.18	6.28	7.07	6.75	6.31	6.18
7.	Match Factories	2.77	2.91	2.95	3.48	3.36	3.15	3.07
8.	Paper & Paper Products	3.00	3.47	4.49	5.44	5.58	5.59	5.46
9.	Railway Workshops	4.44	4.69	6.27	16.94	16.53	16.06	16.93
10.	Smelting & Refining	4.17	4.84	6.24	5.96	5.78	5.36	5.21
11.	Soap Factories	4.14	4.67	5.75	7.15	6.90	6.83	6.70
12.	Sugar	2.69	3.03	4.24	6.32	6.30	6.09	6.02
	(i) Bihar	2.60	3.02	4.48	7.32	7.20	7.11	7.21
	(ii) Uttar Pradesh	2.57	2.94	3.71	5.25	5.16	4.84	4.76
	(iii) Residual	2.99	3.02	4.35	7.94	8.14	8.10	7.96
13.	Silk Textiles	3.72	-	4.22	4.10	4.03	3.77	3.66
	(i) Surat	3.60	-	4.42	4.45	4.35	4.12	4.00
	(ii) Amritsar	3.58	-	4.09	3.70	3.52	3.25	3.15
	(iii) Bhiwandi	3.97	-	4.24	3.74	3.55	3.28	3.17
	(iv) Bangalore	2.14	-	2.03	3.27	3.16	2.97	2.85
	(v) Mumbai & Suburbs	4.51	-	5.59	4.01	3.84	3.56	3.44
	(vi) Residual	3.22	-	3.20	4.18	4.33	4.06	3.99
14.	Woollen Textiles	4.08	-	4.39	4.00	3.88	3.68	4.38
	B. Mining Sector	3.37	-	5.60	8.10	7.75	7.24	7.07
15.	Coal Mines	3.62	-	6.13	8.59	8.20	7.61	7.39
16.	Iron Ore Mines	2.47	-	3.54	5.66	5.61	5.14	4.91
17.	Manganese Mines	1.65	-	2.17	6.31	6.05	6.52	6.92
18.	Mica Mines	1.80	-	2.13	2.26	2.22	2.15	2.19
	C. Plantation Sector	1.87	-	1.51	2.01	1.88	1.84	1.81
19.	Coffee Plantations	1.27	-	1.63	2.47	2.32	2.37	2.42
20.	Rubber Plantations	1.46	-	2.99	3.79	3.77	4.07	4.07
21.	Tea Plantations	1.95	-	1.46	1.91	1.78	1.72	1.68
	(i) North-East India	2.02	-	1.27	1.85	1.62	1.53	1.53
	(ii) South India	1.66	-	2.33	2.18	2.51	2.55	2.40
	All Industries	3.12	4.16	4.00	5.25	5.07	4.83	4.83

Note- Industries from Sl.No. 13 to 21 were added in 1976.

10. PRODUCTIVITY

Productivity is a measure of efficiency with which resources, both human and material, are converted into goods and services. Faster rate of economic growth can be ensured through accelerate production and higher productivity in all branches of economic activity. The productivity of human resources (labour), being an important input beside land and capital, play a significant role in determining the overall economic growth of a nation. Apart from the level of human skills, the quantity of raw material and the technology employed are also responsible for the productivity of human resources. The labour productivity growth in India measured in terms of growth in real GDP per person employed for the two time periods show that it was 3.5% during 2000-2005, while, it increased at an annual rate of 6.9% during 2005-2012 period. It may be noted that India's labour productivity growth during 2005-2012 was also the second highest among the 20 Asian Productivity Organisation (APO) Member's Countries. The Labour Productivity growth during 2000-2012 in India has all along been better than the comparative position in respect of benchmark countries such as United States (except China). This accounts for the progress achieved by the Indian Economy through higher labour productivity during the decade of globalization.

The National Productivity Council (NPC)

The National Productivity Council (NPC) is an autonomous body under Ministry of Commerce & Industry and is partly funded by the Government of India. NPC aims at Dissemination of knowledge and experience in productivity, promotion of consciousness and improvement in productivity, strengthening of the performance and competitiveness of the economy and improving the conditions and quality of working life. Ministries of the Government of India and representatives of employers' and worker's organizations are members of the Council. NPC undertakes training programmers in the area of management services, energy efficiency, industrial engineering, economic services and human resource development industrial pollution control, and also provides consultancy services in both formal and informal sectors of the economy. NPC has instituted National Productivity Awards for selected sectors of the economy such as agriculture and food processing industries with the objective to recognize the enterprise, which excel in productivity performance and to motivate other enterprises to enhance their productivity.

Skill Development Program

Skills and knowledge are the driving forces of economic growth and social development for any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work. Potentially, the target group for skill development comprises all those in the labour force, including those entering the labour market for the first time (12.8 million annually), those employed in the organized sector (26.0 million) and those working in the unorganized sector (433 million) in 2004-05. The current capacity of the skill development programs is 3.1 million. India has set a target of Skilling 500 million people by 2022. Skill Development of School Leavers/ School Dropouts have been implemented through a number of schemes such as Craftsmen Training Scheme (CTS) (6834 ITI/ ITCs), Apprenticeship Training Scheme (ATS) (23,800 establishments), Modular Employable Skills (MES), Crafts Instructor Training Scheme (CITS) (6 Institutes), Advanced Vocational Training Scheme and Hi-tech Training Scheme (65 centres), Supervisory Training (2 institutes), Women Training Institutes (11 institutes), Central Staff Training and Research Institute, Model Training Institutes and Model Industrial Training Institutes.

11. LABOUR COST

The practice of granting paid holidays, providing social security benefits and various other amenities to the workers by the employer have a significant impact on the Total Labour Cost. The main objectives of the collection and dissemination of Labour Cost are to provide comparative information on Total Labour Cost in different Industries and States and to study the extent of expenses incurred by employers on social welfare and social security at his cost, for the benefit of workers.

The first attempt to collect the data on Labour Cost was made by the Labour Bureau under the scheme of 'Survey of Labour Conditions' in selected mining and manufacturing industries, which has since been discontinued, w.e.f. 1979. With a view to obtain regular data on the subject, it is now being collected under the Annual Survey of Industries conducted under the Collection of Statistics Act, 1953.

Social security charges met by employers for the benefit of their employees such as contribution to Provident Fund, Pension, Gratuity and Contributions to other social security charges etc., such as the Employees' State Insurance, Compensation for work injuries and Occupational disease, Provident fund linked insurance, Retrenchment and Lay-off benefits, are included under the head "Contribution to Provident and Other Funds". "Workmen and Staff Welfare Expenses" include expenditure on maternity benefits and crèche, supply of food, beverages, tobacco, clothing and group lodging at concessional rates; educational, cultural and recreational facilities and services; and grants to trade unions and co-operative stores meant for employees.

Tables 2.12(a) and 2.12(b) show the Labour Cost by components, by Industries as well as by States/Union Territories, respectively. The data presented in these tables correspond to establishments covered both under Census & Sample Sectors combined.

At All India level, the average labour cost per mandays worked in respect of all employees was recorded at Rs. 607.33. Component wise, the employers, on an average for each mandays worked by an average employee, spent Rs. 501.53 on wages/salaries, Rs. 23.86 on bonus, Rs. 44.38 as a contribution towards the employees' provident and other funds and Rs. 37.56 towards workmen and staff welfare expenses

The highest average labour cost per mandays worked in respect of all employees was reported at Rs. 1273.15 in Sikkim, followed by Rs. 977.99 in Jharkhand and Rs. 868.77 in Maharashtra. The lowest average labour cost per mandays worked in respect of all employees was reported at Rs. 190.55 in Manipur, followed by Rs. 205.96 in Tripura and Rs. 255.84 in Nagaland.

Industry-wise data reflects highest labour cost per mandays worked at Rs. 2305.08 in the industry group '192-Manufacture of Refined Petroleum products' followed by industry groups '322-Manufacture of musical instruments' (Rs. 1694.76) and '291-Manufacture of motor vehicles' (Rs. 1503.39). The lowest average labour cost per mandays worked was reported at Rs. 170.05 in the industry group '120-Manufacture of tobacco products'. Other industry groups having reported low labour cost were '161-Saw milling and planing of wood' (Rs. 253.04) and '016- Support activities to agriculture and post-harvest crop activities' (Rs. 265.09).

Table 2.12 (a)

Average Labour Cost Per Manday Worked and its Distribution in Industries (3-digit level of NIC-2008) during the years 2010-11 and 2011-12

Sl. No.	NIC Code	Distribution of Average Labour Cost Per Manday Worked during 2011-12 (in Rs.)				Average Labour Cost per Manday Worked (Rs.)	Average Labour Cost per Manday Worked (Rs.)
		Wages Salaries	Bonus	Provident Funds	Welfare Expenses	2011-12	2010-11
1	2	3	4	5	6	7	8
1	016	247.19	5.98	6.85	5.08	265.09	265.93
2	089	233.14	11.92	14.69	9.96	269.71	258.06
3	101	393.83	13.84	25.66	22.51	455.84	357.75
4	102	303.94	12.48	16.43	24.43	357.28	295.35
5	103	376.32	12.25	22.92	18.25	429.74	396.2
6	104	348.53	12.58	24.34	12.92	398.38	359.42
7	105	487.59	16.63	59.51	19.36	583.09	613.74
8	106	299.79	8.39	12.05	8.29	328.52	264.91
9	107	336.33	24.83	35.31	19.14	415.62	354.68
10	108	394.37	27.11	38.15	20.48	480.1	448.03
11	110	460.59	16.1	31.89	36.99	545.58	489.91
12	120	134.26	7.6	16.72	11.48	170.05	157.09
13	131	307.13	16.55	28.54	15.34	367.57	336.72
14	139	352.76	15.42	24.08	12.2	404.45	346.24
15	141	322.68	17.96	30.25	14.27	385.16	361.28
16	142	376.71	30.53	21.93	8.46	437.63	423.7
17	143	271.67	18.8	17.13	11.74	319.34	292.16
18	151	300.26	18.17	23.28	15.72	357.43	339.07
19	152	297.9	18.51	25.37	18.24	360.03	310.71
20	161	225.57	11.29	11.14	5.04	253.04	219.65
21	162	335.4	14.99	23.37	13.03	386.79	338.77
22	170	429.96	18.37	38.6	29.35	516.27	473.59
23	181	591.44	24.59	51.94	33.13	701.1	641.9
24	182	674.27	72.37	68.33	34.34	849.31	880.27
25	191	659.78	41.61	70.32	51.36	823.07	654.37
26	192	1643.32	77.81	289.04	294.91	2305.08	1865.34
27	201	799.43	34.85	83.7	92.31	1010.29	972.25
28	202	528.56	25.94	55.17	39.47	649.15	563.9
29	203	754.51	28.87	92.91	84.1	960.39	805.93
30	210	794.89	28.18	59.52	48.64	931.23	780.01
31	221	504.52	23.35	43.29	46.18	617.34	530.51
32	222	403.07	21.8	27.89	22.55	475.31	431.61
33	231	420.59	29.65	31.47	27.09	508.8	468.82
34	239	384.93	14.37	28.59	26.53	454.42	412.9
35	241	637.23	26.71	54.23	48.15	766.33	737.87
36	242	780.84	29.71	90.4	73.4	974.35	750.5
37	243	458.49	24.49	37.64	27.35	547.97	496.93
38	251	615.76	34.56	46.91	28.74	725.96	445.88
39	252	628.05	44.17	44.31	20.78	737.32	387.52
40	259	433.93	20.27	31.94	25.9	512.05	484.25

41	261	750.63	32.5	75.46	49.31	907.9	647.26
42	262	1045.53	35.01	50.39	61.07	1191.99	914.41
43	263	693.2	35.23	70.01	124.74	923.18	772.76
44	264	1094.71	30.79	44.46	91.13	1261.09	1419.66
45	265	943.77	74.08	85.61	66.55	1170.02	1338.53
46	266	1139.33	29.38	117.31	60.53	1346.56	1041.41
47	267	607.04	47.44	53.13	21.53	729.14	686.69
48	268	584.73	13.32	39.93	38.34	676.31	511.56
49	271	823.79	52.59	73.66	76.16	1026.2	911.62
50	272	601.15	27.9	43.32	62.63	734.99	687.55
51	273	529.91	21.17	49.7	35.89	636.67	637.14
52	274	444.81	18.85	33.47	32.19	529.31	456.9
53	275	496.47	20.31	39.67	91.5	647.95	623.99
54	279	546.31	23.08	42.57	35.22	647.18	590.15
55	281	767.44	44.04	69.04	62.07	942.59	862.38
56	282	819.97	38.11	95.22	73.1	1026.4	857.42
57	291	1165.36	49.34	121.12	167.57	1503.39	1492.59
58	292	585.43	58.44	63.71	55.22	762.79	784.92
59	293	583.81	24.71	46.41	63.25	718.18	631.83
60	301	733.68	20.36	60.89	43.95	858.89	951.83
61	302	592.45	25.99	57.25	37.67	713.37	559.9
62	303	710.69	16.3	49.86	52.66	829.51	807.13
63	304	631.98	7.09	94.75	27.56	761.39	651.37
64	309	577.89	16.11	48.23	49.99	692.22	650.17
65	310	556.24	16.24	43.47	22.99	638.94	595.45
66	321	502.32	23.66	27.71	30.72	584.41	522.04
67	322	1397.33	38.28	152.17	106.98	1694.76	272.36
68	323	290.09	18.88	33.2	14.06	356.24	392.69
69	324	476.64	20.51	22.96	25.32	545.43	462.84
70	325	542.91	30.9	47.17	31.58	652.56	714.3
71	329	406.54	34.41	32.16	30.59	503.69	435.75
72	331	1130.76	61.36	47.48	85.91	1325.51	811.42
73	332	893.87	56.66	84.58	92.69	1127.8	832.8
74	351	686.18	23.91	67.12	41.65	818.87	695.16
75	352	860.48	61.38	101.65	82.43	1105.93	820.52
76	353	415.43	7.92	22.33	30.81	476.49	478.53
77	360	589.14	8.87	39.66	29.62	667.28	580.44
78	370	445.59	8.95	40.53	37.76	532.84	375.27
79	382	382.44	13.53	20.76	21.27	438	389.42
80	383	323.46	29.82	29.08	24.05	406.41	313.68
81	390	396.33	10.87	6.4	16.96	430.57	305.41
82	400	494.29	23.91	37.81	32.44	588.45	518.17
All India		501.53	23.86	44.38	37.56	607.33	539.79

Note: Details of Industries may be seen in Table 1.23.

Table 2.12(b)**Average Labour Cost per Manday Worked and its Distribution in States during the years 2010-11 and 2011-12**

Sl. No.	State/Union Territory	Distribution of Average Labour Cost Per Manday Worked during 2011-12 (in Rs.)				Average Labour Cost per Manday Worked (Rs.)	Average Labour Cost per Manday Worked (Rs.)
		Wages Salaries	Bonus	Provident Funds	Welfare Expenses	2011-12	2010-11
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	316.24	11.29	22.07	14.46	364.06	325.56
2	Himachal Pradesh	626.37	22.38	50.18	43.16	742.09	579.35
3	Punjab	358.76	15.22	33.16	16.93	424.08	369.69
4	Chandigarh	538.17	13.43	49.21	15.59	616.39	724.93
5	Uttaranchal	442.04	19.29	33.95	36.04	531.31	463.5
6	Haryana	606.94	17.4	49.35	42.53	716.22	623.71
7	Delhi	632	31.01	56.35	32.04	751.39	623.64
8	Rajasthan	436.8	15.91	39.11	22.91	514.73	464.94
9	Uttar Pradesh	476.9	16.45	42.01	28.22	563.58	538.26
10	Bihar	303.08	6.61	22.08	21.73	353.5	331.35
11	Sikkim	1172.89	13.8	46.56	39.9	1273.15	1505.38
12	Nagaland	206.28	4.85	28.39	16.32	255.84	205.7
13	Manipur	186.18	0.92	0.85	2.6	190.55	172.25
14	Tripura	171.41	12.1	10.16	12.29	205.96	187.32
15	Meghalaya	387.72	6.98	18.18	17.98	430.87	424.15
16	Assam	315	19.46	38.68	53.47	426.61	457.8
17	West Bengal	411.95	22.86	47.94	27.57	510.33	497.67
18	Jharkhand	766.73	46.95	86.32	77.98	977.99	837.63
19	Orissa	500.92	12.5	44.2	32.86	590.48	506.76
20	Chhattisgarh	619.47	21.03	62.23	50.47	753.19	710.97
21	Madhya Pradesh	511.34	20.57	46.8	37.38	616.08	542.28
22	Gujarat	512.08	24.09	35.12	28.91	600.19	557.55
23	Daman & Diu	485.7	22.91	29.17	40.26	578.04	455.35
24	D & Nagar Haveli	440.93	32.03	20.88	21.5	515.35	444.08
25	Maharashtra	713.32	33.7	64.62	57.12	868.77	759.64
26	Andhra Pradesh	386.63	14.69	28.32	23.56	453.2	407.91
27	Karnataka	547.7	26.84	53.27	40.64	668.46	648.32
28	Goa	676.49	29.14	63.44	50.58	819.66	868.86
29	Kerala	362.13	26.73	49.31	29.27	467.44	427.57
30	Tamil Nadu	421.17	30.61	38.67	46.36	536.81	447.14
31	Pondicherry	487.48	23.12	49.56	49.62	609.78	533.66
32	A & N Islands	362.81	19.86	38.23	28.31	449.21	413.53
	All India	501.53	23.86	44.38	37.56	607.33	539.79

CHAPTER 3

FAMILY INCOME AND EXPENDITURE SURVEYS AND CONSUMER PRICE INDEX NUMBERS

1. FAMILY INCOME AND EXPENDITURE SURVEYS

A. Urban Centres

(i) Industrial Workers

1. The Family Budget Surveys in India owe their origin to the deteriorating economic conditions of the workers due to abnormal spurt in prices during the First and the Second World War. In pursuance of the recommendations of the Rau Court of Enquiry, set up by the Government of India in 1940 to investigate the question of dearness allowance, the Family Budget Surveys were conducted for the first time, during 1943 to 1946, on uniform lines, in 28 important industrial centres. With the enactment of the Minimum Wages Act, 1948, it became obligatory for the Central and State Governments to maintain Cost of Living Indices. The Seventh International Conference of Labour Statisticians held in 1949 adopted a resolution defining the objectives of family living studies and setting new international standards. The Committee of Experts on International Definition and Measurement of Standards and Levels of Living jointly convened by the United Nations, the International Labour Organisation and the UNESCO with the co-operation of the FAO and the WHO made further improvements in the field and laid great stress on the desirability of planning and conducting family living studies for comprehensive measurement of actual family living conditions.

2. Accordingly, several State Governments as well as the Labour Bureau of Government of India conducted Family Budget Surveys in various centres with a view of compiling Consumer Price Index Numbers. In order to introduce a uniform and scientific procedure for conduct of such surveys throughout the country, the Labour Bureau conducted Family Living Surveys at 50 Centres spread over length and breadth of the country during 1958-59. The weighting diagrams derived from the results of these surveys were adopted for the compilation of Consumer Price Index Numbers for Industrial Workers on base 1960=100 for each of the 50 centres. An All-India Index was also compiled as a weighted average of these centre's indices.

3. During the course of the survey, in addition to the data on income, expenditure and consumption, data were also collected from the sampled families on other components of the levels of living, e.g., educational interests, housing conditions, employment, working and service conditions, savings, assets and indebtedness, etc. On the basis of this information, centre-wise analytical reports in respect of all the 50 individual centres were published. Besides, a General Report, discussing mainly the technical details of the survey and inter-centre comparison of the important aspects of the survey, was also published. Similar surveys were also conducted in Tripura (1960-61), Himachal Pradesh (1964-65), Bhilwara (1965), Bhilai (1965), Chhindwara (1965), Kothagudem (1965), Rourkela (1965) and Goa (1966-67). These centres, however, did not form part of the All-India Index.

4. During 1981-82, the Labour Bureau conducted Working Class Family Income and Expenditure Surveys at 70 important industrial centres in order to derive a new set of weighting diagrams for compilation of Consumer Price Index Numbers for individual centres as well as an average All-India Index based on latest consumption pattern of the Working Class. In addition to the three sectors of employment (viz., Factories, Mines and Plantations) covered in 1958-59 survey, four more sectors viz., (i) Railways (ii) Motor Transport Undertakings (iii) Electricity generating and distributing establishments and (iv) Ports and Docks were also covered during 1981-82 surveys. The technical details of the survey were finalised by the Labour Bureau under the guidance of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) constituted by the Government of India to render guidance on all such matters. In addition to 70 Centres, the survey was also conducted in 6 additional centres with a view to update the old series of Consumer Price Index Numbers of these centres to base 1982=100. Extensive consultations were held with the Index Users, viz., Employers, Employees and State Governments on various aspects of the survey, both before the start of the survey and release of Consumer Price

Index Numbers on base 1982=100. Linking factors between old and new series were worked out on the basis of the decision taken at the National Level Tripartite Meeting of the Index Users held on 6th October, 1988 under the Chairmanship of the then Union Labour Minister. This series of Consumer Price Index Numbers on base: 1982=100 was released in December, 1988 with the Index for the month of October, 1988.

5. As per the recommendations of the International Labour Organisation, Family Living Surveys should be conducted at frequent intervals generally not exceeding 10 years, so as to revise the base of the Consumer Price Index Numbers. However, due to some administrative reasons, the scheme for updation of the base of the series on base 1982=100, which was slated to start in 1991-92, could commence only in 1997. The field work in respect of 78 centres was undertaken by NSSO during Sept., 1999 to Aug., 2000. The Labour Bureau under the guidance of TAC on SPCL undertook the whole exercise of updation of the series. The results were tabulated by the Regional Computer Centre now known as DOEACC centre, Chandigarh on the basis of Tabulation Plan & Estimation Procedures provided by the Bureau. On the basis of the results thrown up by the Survey, the weighting diagrams (average consumption pattern) have been derived in respect of all the 78 centres. Using the prices pertaining to calendar year 2001 as the base prices, the indices had been compiled using the software developed by the DOEACC, Chandigarh. The technical details as well as indices had been examined thoroughly by a sub-group of the TAC on SPCL headed by DG & CEO, NSSO, New Delhi.

6. A two day Tripartite National Level Index Users' Meeting was organised on 19th - 20th May, 2005 at Shimla in connection with the release of new series of CPI(IW). The representatives of Central/State Ministries/Departments, Employers' Associations and Central Trade Unions participated in the deliberations on the release of the new series of CPI-(IW). All the technical issues relating to compilation of CPI(IW) on base: 2001=100 series as well as process for regular consultation with the Users, especially the Central Trade Unions and Employers' Organisations, were discussed. There was a broad consensus so far as the technical aspects of the exercise were concerned. Nonetheless, it was decided in the meeting to address the issues of participation of the Central Trade Unions as well as Employers' Organisations in the deliberation of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) besides evolving a suitable mechanism for their periodic involvement as users of Index Numbers during the conduct of entire exercise, prospectively for future revision of base in a meeting to be chaired by the Hon'ble Labour & Employment Minister with the representation of Central Trade Union.

7. As a follow-up, a National Level Index Users' Meeting with the representatives of Central Trade Union was held on 9th September, 2005 in the Ministry of Labour & Employment under the Chairmanship of Secretary, Labour & Employment. The issues discussed were mainly on the participation of Central Trade Union and Employers' Organisations in the TAC on SPCL. It was resolved in this meeting that the meeting of the reconstituted TAC on SPCL having the members from the Central Trade Unions & Employers' Organisation be held prior to the release of new series of CPI(IW) on base 2001=100.

8. The 45th meeting of the TAC on SPCL was accordingly convened on 17th February, 2006, in which 3 representatives each of the Central Trade Unions & Employers' Organisation participated in the deliberation on the release of new series of CPI(IW) on base: 2001=100. After discussions, the TAC on SPCL decided that in view of the improvement made in the new series as also the urgent need for updation of base, the CPI(IW) (New Series) should be released. Accordingly, with the approval of Govt. of India, the Labour Bureau released the new series of CPI(IW) on base: 2001=100 with effect from Jan., 2006 index on 9th March, 2006. The centre-wise and All India Index Numbers alongwith linking factors with the previous series of CPI(IW) on base: 1982=100 were also released and published in the Indian Labour Journal.

9. The new series on base : 2001=100 had replaced the old series on base : 1982=100 w.e.f. the index of Jan., 2006. The sample size for the conduct of Working Class Family Income & Expenditure Survey, on the basis of which weighting diagrams have been derived, increased to 41040 families from 32616 families in the 1982 series. The number of items directly retained in the index basket has been increased to 392 items as against 280 items in the 1982 series. Similarly the number of markets and centres which were 226 and 70 in the old series have been increased to 289 and 78, respectively under the new series on base: 2001=100. The Repeat House Rent Surveys are also conducted in six-monthly rounds at all the 78 centres to collect house rent data and related

changes and compile house rent indices. The methodology for updation of base as also the compilation of indices was approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living.

10. An Index Review Committee under the Chairmanship of Prof. G.K.Chadha, former Vice-Chancellor of Jawaharlal Nehru University and Member, Prime Minister's Economic Advisory Council, with representatives from Trade Unions & Employers' Organisations was set up to examine various aspects of new series of CPI(IW) on base: 2001=100. Index Review Committee conducted seven meetings at various places in the country i.e., Shimla, New Delhi (2), Chennai, Mumbai, Dhanbad and Mysore. The Committee has submitted its report on 20th March, 2009.

(ii) Urban Population

1. The Central Statistics Office (CSO), Ministry of Statistics and Programme Implementation releases Consumer Price Indices (CPI) on base 2010 = 100 for All India and States/UTs separately for rural, urban and combined every month since January 2011 and annual inflation rates from January 2012 onwards. The basket of items and their weighting diagrams for this series of CPI was based on Consumer Expenditure Survey (CES) 2004-05. There was a gap of six years between the Weight Reference Year (2004-05) and Price Reference Year (2010). To minimize this gap, the series was revised with current base being 2012=100 with Weight Reference Year 2011-12. The revised series is effective from January, 2015 index.

2. The National Statistical Commission (NSC) in its Report in 2001 observed that CPI numbers catering to specific segments of the population can be considered as partial indices, and not oriented to reflect a true picture of the price behavior and effect of price fluctuations of various goods and services consumed by the general population in the country over a period of time. Therefore, the commission recommended for compilation of CPI for rural and urban areas in the country. This recommendation was further endorsed by the Standing Committee on Finance (2009-10) (15th Lok Sabha, 6th Report on Inflation and Price Rise), which asked the Government to act upon this recommendation without any further delay and accordingly expedite the compilation of the nation-wide Consumer Price Index for urban and rural areas as a prelude to formulating a national CPI. In pursuance of the above recommendations, the Central Statistics Office (CSO) started compiling a new series of CPI for the entire urban population, viz. CPI (Urban), CPI for the entire rural population, viz. CPI (Rural) and CPI for the entire population (Urban+Rural) viz. CPI (Combined), which would reflect the changes in the price levels of various goods and services consumed by the urban, rural and entire population respectively. These new indices are compiled for each State/UT as well as at all-India level.

3. The weighting diagrams (consumption pattern) of the CPI-U (2010=100) were derived on the basis of average monthly consumer expenditure of an urban household obtained from Consumer Expenditure Survey data (2004-05) of 61st Round of National Sample Survey (NSS). All cities/towns having population (2001 Census) more than 9 lakh and all State/UT capitals not covered therein were selected purposively for price collection of CPI-U. In all, 310 towns were selected covering all the States and UTs from which 1114 price quotations are canvassed every month. In the selected towns, market survey was undertaken by NSSO (FOD) for (i) identification of popular markets (ii) selection of shops/outlets for different commodities in the selected markets and (iii) determination of specifications of commodities to be priced. Specification is Structured Product Description (SPD), which uniquely identifies a product/item. It contains price determining characteristic of an item e.g. brand, variety, unit, quantity etc. Markets allocated to a particular town were distributed by ensuring both the geographical coverage of the selected town and the different segments of population living in the town (poor, middle and affluent). Further, markets allotted for the town were distributed over four weeks of a month to take into account week to week variation in prices. These prices are collected on regular basis by the NSSO (FOD) and specified Directorates of Economics and Statistics (DES).

4. Rented dwellings from which house rent data are collected were also identified in all the selected towns during the market survey. A total of 13,368 dwelling units of different types are in the sample for collection of rent data.

5. The base year of this series has been revised to 2012=100 and the revised series was released starting from the index of January 2015. In the revised series, many methodological changes have been incorporated. The weighting diagram was updated using the Mixed Modified

Reference Period (MMRP) data of Consumer Expenditure Survey of 68th Round (2011-12) of NSS. The elementary/item level indices being computed now using the Geometric Mean (GM) of the Price Relatives of current prices to base prices in place of Arithmetic Mean as applied in old series. Sample size of dwelling units for compilation of House Rent Index was also doubled. The classification of items was made adopting the international standard classification COICOP (Classification of Individual Consumption according to Purpose). This ensures better comparability with CPIs of other countries and those compiled within home country at various levels of Groups, Categories, Sub-groups and Sections.

B. Rural Areas

The Agricultural/Rural Labour Enquiries, being conducted since 1950-51 at frequent intervals throw up a valuable data on the pattern of consumption expenditure of labourers in the rural areas. The first Agricultural Labour Enquiry (ALE) was conducted during 1950-51. The 2nd Agricultural Labour Enquiry was conducted during 1956-57. The scope of the enquiry was widened to cover all the rural labour (agricultural as well as non-agricultural) after the 2nd A.L.E. Hence now it is called as the Rural Labour Enquiry to signify the wider coverage. The First Rural Labour Enquiry was conducted during 1963-65 (February, 1963 – January, 1964 & October, 1964 – September, 1965). The data were collected and analysed separately for agricultural as well as non-agricultural labourers, not only to enable comparison with the previous enquiries, but also to throw up information on both classes of labourers in rural areas. The fourth enquiry in the series, i.e. 2nd Rural Labour Enquiry was conducted during 1974-75.

A number of Committees and Commissions such as the National Commission on Labour (1969) have acknowledged the usefulness of the data thrown up by the Rural Labour Enquiries. The National Commission on Rural Labour, which submitted its report in 1991, also had acknowledged the utility of data being collected and published through these enquiries and had in fact suggested to strengthen the system of collection of data. In view of the usefulness of the data thrown up by it, the Rural Labour Enquiries are now being conducted at regular intervals on quinquennial basis alongwith general Employment and Unemployment surveys of the National Sample Survey Office. Thus, the subsequent enquiries in the series were conducted during 1977-78, 1983, 1987-88, 1993-94, 1999-2000, 2004-05 and 2009-10. Under the integrated arrangement, besides collection of data from the field, the processing thereof is also being done by the National Sample Survey Office for Labour Bureau. On the basis of these Enquiries the Labour Bureau brings out reports on “Consumption Expenditure”, “Indebtedness”, “Wages & Earnings”, “Employment & Unemployment” and “General Characteristics of Rural Labour Households”.

2. CONSUMER PRICE INDEX NUMBERS

A. Industrial Workers

1. The Consumer Price Index Numbers for Industrial Workers (CPI-IW) which measure the rate of change in prices of fixed basket of goods and services consumed by the defined population are being compiled and maintained by the Labour Bureau since its inception in October, 1946. The Consumer Price Index Numbers are one of the most widely used statistical products which is being put to numerous uses, such as i) revision of wages and determination of Variable Dearness Allowance to lakhs of workers/employees in the Government and Corporate Sectors ii) revision of minimum wages of workers in Unorganised Sector iii) measuring inflationary trend in the country iv) for policy formulation by the Government and v) for analytical purposes by the researchers. These index numbers are being compiled on scientific lines by following the standard methodology approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL).

2. The three essential ingredients of Consumer Price Index Numbers are (i) the percentage share of expenditure on each item in relation to the total consumption expenditure known as the “Weighting Diagram” (ii) base year prices which are average prices of 12 months of the year and (iii) current prices. The average consumption expenditure per family as revealed by the Working Class Family Income and Expenditure Survey (1999-2000) forms the basis for deriving the weighting diagram of the existing series i.e., 2001=100. The non-consumption expenditure such as taxes, interest, remittances and litigation expenses were excluded. A uniform base year was adopted for all the selected centres so that All-India index could be obtained directly from the

constituent centre's indices without resorting to any arithmetical shifting of base in any series. The retail prices firstly for the base period and subsequently for the current period are collected on continuous basis in respect of all the items on a fixed day every week/month from two selected shops of the selected markets of a centre. These prices are inclusive of taxes and levies payable by the consumer. As the Consumer Price Index Numbers are designed to measure the changes of prices alone, all other elements such as specifications, units, shops, markets and price collection day/time are kept fixed during the lifetime of the series so as to exclude spurious changes in prices. All these elements are settled in advance before the main survey when the organisation of price collection machinery and other details are worked out. The guiding factor for deciding these elements is their popularity with the working class families in the base year. The number of markets in a given centre depends on the size of the centre, the concentration of working class population, the variability in prices, etc.

3. Prices are collected for different items and services included in the index basket by personal interview method from the shopkeepers/vendors of the selected shops by the State Government employees. Prices are collected on weekly basis for price sensitive items. For a few standard items such as tea, cigarette, cinema ticket, barber charges, utensils, toilet soap, clothing and footwear etc., prices are collected on monthly basis as they are not expected to fluctuate at short intervals. In case of items distributed through the Public Distribution System, the average price is calculated as the weighted average of the fair price and the open market price, the weights being the proportion of the quantity available through Public Distribution System and the quantity procured from the open market in relation to the base year requirement of an average working class family. The prices of some items such as house rent, school/ college fee and books are collected once in six months and one year respectively.

4. Data on house rent are collected for rented, rent free and owner occupied dwellings. For this purpose, six monthly House Rent Survey is conducted at all the centres in order to reflect the changes in rental level that the index population has experienced in such industrial centres. The rent index is compiled by using the chain base method in which rent movements are first compared with those of the last six months and then chained (linked) with the base period. Uniform method is followed in compilation of house rent index for all the centres irrespective of the sectors to which they represent. In pursuance of the recommendations of the Committee on Consumer Price Index Numbers (Seal Committee) the weighted house rent index are compiled, weights being the proportion of the families residing in rent free, rented and self-owned dwellings in a centre as selected in the base year survey. The rent index of free dwellings is kept fixed at 100. The rent index of owner-occupied dwelling is based on rent paid for similar or comparable rented dwellings in the same building or nearby locality even if it is occupied by a non-working class family. If it is not possible to collect data from comparable rented dwellings, the self-owned dwellings are substituted by the rented dwellings.

5. Indices are compiled centre-wise at subgroup/group/centre level by using Laspeyre's Index formula. The all-India index is computed as a weighted average of the index numbers of the constituent 78 centres, weights being the ratio of total consumption expenditure of estimated number of families allocated to a centre in the state to the sum total of all such expenditures over all centres in the country.

6. The all-India index can be linked to the earlier series on base 1982=100 by using conversion factors of 4.63 and 4.58 for General and Food Indices respectively.

7. A detailed note on the scope and method of compilation of All-India Consumer Price Index Numbers for Industrial Workers (Base: 2001=100) was published in April, 2006 issue of the Bureau's monthly publication captioned "Indian Labour Journal."

8. Annual average of Consumer Price Index Numbers for Industrial workers on base: 1982=100 for all the 70 centres for the year 1998 to 2005 and new series on base: 2001=100 for 78 centres for the year 2006 to 2014 are presented in Table 3.01(a) and 3.01(b) respectively.

9. All-India Consumer Price Index Numbers for General and food group(s) on base: 1982=100 for the year 1997 to 2005 and on base: 2001=100 for the year 2006 to 2014 along-with month-wise figures for the period January, 2014 to Dec., 2014 are given in Table 3.02. A comparative chart on General & Food groups are also presented in Figure 1.

10. Y-O-Y inflation based on CPI-IW for the period January, 2013 to December, 2014 is shown in Table 3.03 and Figure 2.

Table 3.01(a)
Consumer Price Index Numbers for Industrial Workers on base 1982=100
(General Index – Annual Averages)

Sr. No	State/U.T. wise Centre	Centre Weight in All India	1998	1999	2000	2001	2002	2003	2004	2005
1	2	3	4	5	6	7	8	9	10	11
Andhra Pradesh										
1	Gudur	0.75	416	435	438	443	451	469	486	505
2	Guntur	1.11	394	414	431	438	473	504	510	523
3	Hyderabad	1.63	377	395	419	438	468	496	512	532
4	Visakhapatnam	1.63	388	410	436	444	469	484	501	525
5	Warangal	1.54	399	415	440	464	501	526	530	555
Assam										
6	D.D. Tinsukia	0.57	362	386	389	384	398	416	430	450
7	Guwahati	0.66	405	436	460	471	480	496	516	531
8	Labac-Silchar	0.44	345	375	370	372	374	383	411	415
9	Mariani-Jorhat	0.51	389	416	418	411	411	432	441	449
10	Tezpur Rangapra	0.63	390	412	408	419	417	427	433	439
Bihar										
11	Munger Jamalpur	1.10	379	415	416	416	435	459	479	511
Chhattisgarh										
12	Bhilai	1.91	361	373	390	407	413	439	459	480
Gujarat										
13	Ahmedabad	2.74	399	422	441	460	476	488	507	519
14	Bhavnagar	0.99	425	447	466	483	492	504	523	537
15	Rajkot	1.17	393	409	430	433	447	457	465	496
16	Surat	0.86	417	432	446	474	484	490	490	505
17	Vadodra	0.88	385	405	430	453	467	470	485	500
Haryana										
18	Faridabad	1.17	426	435	443	469	480	499	532	550
19	Yamunanagar	1.05	378	392	412	428	443	462	486	521
Jammu & Kashmir										
20	Srinagar	0.22	414	471	480	520	547	574	599	632
Jharkhand										
21	Jamshedpur	1.63	385	397	405	419	431	456	479	508
22	Jharia	2.39	353	363	363	365	374	393	414	442
23	Kodarma	0.59	359	379	368	373	388	402	426	471
24	Noamundi	1.22	371	377	391	410	411	436	461	483
25	Ranchi Hatia	1.35	402	414	418	426	433	438	470	497
Karnataka										
26	Bangalore	3.27	391	405	425	438	452	476	501	533
27	Belgaum	1.33	423	457	473	486	514	535	563	588
28	Hubli-Dharwar	1.29	409	430	434	451	471	494	520	544
29	Mercara	1.16	418	444	458	457	458	474	491	495
Kerala										
30	Alwaye	1.58	404	423	442	458	478	490	515	542
31	Mundakayam	1.01	419	443	453	451	469	489	500	514
32	Quilon	0.58	395	428	449	457	486	522	533	546
33	Thiruvananthapuram	1.02	430	468	499	504	541	563	574	607

Table 3.01(a) Concl.

1	2	3	4	5	6	7	8	9	10	11
Madhya Pradesh										
34	Balaghat	1.37	375	382	385	409	424	443	459	473
35	Bhopal	1.51	406	425	451	488	510	525	537	561
36	Indore	1.28	409	435	445	470	488	511	521	537
37	Jabalpur	1.32	409	435	446	458	468	488	508	540
Maharashtra										
38	Mumbai	7.87	453	468	505	528	558	583	604	611
39	Nagpur	1.56	427	438	461	483	495	503	524	554
40	Nasik	2.04	423	432	465	498	514	532	554	576
41	Pune	1.94	448	466	493	516	528	554	574	589
42	Solapur	1.24	431	450	467	471	486	501	529	539
Orissa										
43	Barbil	0.80	371	390	411	420	429	434	452	479
44	Rourkela	1.67	390	396	406	407	416	432	453	473
Punjab										
45	Amritsar	1.86	369	379	388	403	418	431	452	492
46	Ludhiana	1.17	374	381	396	413	431	441	469	504
Rajasthan										
47	Ajmer	1.59	392	411	433	452	472	487	510	537
48	Jaipur	1.25	387	390	403	423	442	452	467	495
Tamil Nadu										
49	Chennai	3.47	425	446	475	487	513	533	549	565
50	Coimbatore	1.89	383	402	432	441	472	495	500	508
51	Coonoor	1.54	404	414	433	445	473	497	501	511
52	Madurai	1.51	401	423	440	446	459	482	496	509
53	Salem	1.16	394	414	432	443	464	483	482	481
54	Tiruchirapally	1.35	435	463	481	488	533	568	544	579
Uttar Pradesh										
55	Agra	1.09	384	398	403	418	435	455	480	514
56	Ghaziabad	1.27	406	440	448	467	475	493	519	555
57	Kanpur	1.30	411	428	428	447	459	471	489	520
58	Saharanpur	1.68	369	388	402	420	436	454	472	506
59	Varanasi	1.42	450	473	466	477	486	504	531	571
West Bengal										
60	Asansol	1.00	381	400	412	431	456	472	491	509
61	Darjeeling	0.59	355	384	382	393	399	423	431	440
62	Durgapur	0.98	430	443	472	509	553	564	581	592
63	Haldia	0.83	433	464	481	533	582	590	608	624
64	Howrah	1.78	439	482	499	519	542	556	587	620
65	Jalpaiguri	0.94	379	399	400	407	417	421	440	452
66	Kolkata	4.24	416	437	451	492	530	541	565	587
67	Raniganj	1.31	357	373	380	399	416	426	450	471
Chandigarh										
68	Chandigarh	0.16	401	447	460	488	514	526	560	615
Delhi										
69	Delhi	1.79	447	480	514	529	550	570	598	648
Puducherry										
70	Puducherry	0.25	464	467	477	482	510	543	556	580
All-India		100.00	405	424	441	458	477	496	514	536

Table 3.01(b)

**Consumer Price Index Numbers for Industrial Workers on base 2001=100
(General Index – Annual Averages)**

Sr.No.	State/Centre	Weight	2006	2007	2008	2009	2010	2011	2012	2013	2014
1	2	3	4	5	6	7	8	9	10	11	12
Andhra Pradesh											
1	Guntur	0.81	120	126	139	161	181	194	208	233	251
2	Hyderabad	1.51	116	123	135	152	165	174	190	207	217
3	Visakhapatnam	1.98	119	126	135	153	173	192	213	236	249
4	Warangal	0.98	123	133	149	172	199	204	222	247	259
5	Godavarikhani	1.17	125	135	150	169	193	200	216	242	262
6	Vijayawada	1.18	119	126	137	161	180	188	207	236	240
Assam											
7	D-D Tinsukia	0.44	116	125	133	147	160	170	182	196	213
8	Guwahati	0.50	115	120	128	143	156	168	184	198	214
9	Labac-Silchar	0.33	121	130	143	155	178	186	197	216	243
10	Mariani-Jorhat	0.46	116	127	133	147	158	171	185	195	217
11	Rangapara-Tezpur	0.46	114	126	131	144	154	163	171	186	213
Bihar											
12	Munger Jamalpur	1.06	126	134	145	162	182	199	215	238	253
Chhattisgarh											
13	Bhilai	0.97	121	132	145	162	180	206	241	265	277
Gujarat											
14	Ahmedabad	1.37	120	129	138	151	171	186	206	233	238
15	Bhavnagar	1.66	119	129	135	147	174	189	206	221	225
16	Rajkot	1.81	118	126	132	146	174	193	216	231	237
17	Surat	1.18	118	127	134	146	162	174	192	218	224
18	Vadodra	2.00	120	127	133	147	167	180	198	219	230
Goa											
19	Goa	0.36	121	130	144	164	188	203	222	248	258
Haryana											
20	Faridabad	1.34	122	130	145	160	182	194	207	218	226
21	Yamunanagar	1.67	127	133	145	162	183	197	215	230	241
Himachal Pradesh											
22	Himachal Pradesh	0.57	120	126	135	147	161	172	188	208	222
Jammu & Kashmir											
23	Srinagar	0.45	118	125	134	145	159	172	190	203	219
Jharkhand											
24	Giridih	0.55	134	146	156	177	204	232	250	282	293
25	Bokaro	0.91	121	130	142	158	168	192	210	229	251
26	Jamshedpur	1.02	126	132	142	157	182	213	232	251	265
27	Jharia	0.84	126	136	146	161	180	198	222	262	279
28	Kodarma	0.43	132	140	149	169	190	215	236	263	285
29	Ranchi-Hatia	0.71	125	133	148	170	199	220	235	267	286
Karnataka											
30	Bangalore	1.95	125	136	150	167	181	194	211	238	253
31	Belgaum	0.96	125	133	144	162	179	200	217	242	254
32	Hubli-Dharwar	1.18	123	132	147	164	182	200	219	248	266
33	Mercara	0.63	114	121	135	154	172	188	208	240	255
34	Mysore	0.92	123	130	142	160	174	187	205	242	258
Kerala											
35	Ernakulam	3.08	125	131	142	153	167	185	199	225	248
36	Mundakayam	1.83	124	130	145	159	174	191	213	251	264
37	Quilon	1.75	126	129	143	154	173	195	206	236	260
Madhya Pradesh											
38	Bhopal	1.35	127	135	145	161	185	205	221	238	251
39	Indore	1.05	122	131	140	152	168	181	200	222	232
40	Jabalpur	1.55	128	135	148	159	184	198	212	231	240
41	Chhindwara	1.21	127	137	150	162	177	195	216	242	247

Table 3.01(b) Concl.

1	2	3	4	5	6	7	8	9	10	11	12
Maharashtra											
42	Mumbai	9.57	126	134	144	159	174	192	212	237	257
43	Nagpur	1.06	130	140	151	174	203	220	240	265	277
44	Nasik	1.50	124	130	139	157	181	204	223	242	255
45	Pune	1.81	127	136	146	162	181	200	217	237	254
46	Solapur	0.95	123	139	149	160	179	199	216	239	261
Orissa											
47	Rourkela	0.71	124	137	149	166	186	204	222	245	260
48	Angul Talchar	0.88	120	128	143	160	181	200	221	241	256
Punjab											
49	Amritsar	1.07	130	139	149	163	190	208	227	240	255
50	Ludhiana	0.57	129	134	146	160	175	188	205	222	235
51	Jalandhar	0.96	126	131	141	155	174	190	205	224	239
Rajasthan											
52	Ajmer	1.56	122	129	138	152	175	191	215	233	240
53	Jaipur	1.09	127	134	145	159	179	192	214	230	238
54	Bhilwara	0.73	125	133	144	158	176	192	215	236	245
Tamil Nadu											
55	Chennai	2.31	118	124	135	149	161	171	196	218	230
56	Coimbatore	1.26	119	127	137	151	166	176	193	217	231
57	Coonoor	1.18	115	122	134	148	168	182	204	224	241
58	Madurai	1.17	116	121	134	147	162	174	196	218	239
59	Salem	1.12	114	122	134	151	163	172	192	216	233
60	Tiruchirapally	1.37	119	126	141	156	174	184	208	232	253
Tripura											
61	Tripura	0.26	115	123	131	144	156	167	177	194	210
Uttar Pradesh											
62	Agra	1.91	128	136	146	168	193	208	220	240	255
63	Ghaziabad	1.82	125	132	142	159	182	198	209	232	240
64	Kanpur	2.09	125	132	141	158	183	200	214	237	255
65	Varanasi	2.64	122	131	142	160	183	194	208	231	247
66	Lucknow	2.75	121	129	144	163	185	195	203	224	242
West Bengal											
67	Asansol	1.08	124	138	151	171	195	211	231	256	277
68	Darjeeling	0.53	120	130	142	153	170	184	196	215	232
69	Durgapur	1.14	121	130	140	155	178	193	215	263	282
70	Haldia	1.74	116	124	131	144	161	185	211	230	241
71	Howrah	0.79	121	130	139	154	171	183	199	215	228
72	Jalpaiguri	0.48	117	125	136	150	167	179	192	221	241
73	Kolkata	1.51	121	132	142	156	172	185	199	222	239
74	Raniganj	0.99	124	132	140	156	169	180	195	214	228
75	Siliguri	0.48	124	135	144	156	173	187	197	218	233
Chandigarh											
76	Chandigarh	0.16	125	131	140	155	175	197	213	232	245
Delhi											
77	Delhi	1.99	122	128	137	147	163	176	191	209	223
Puducherry											
78	Puducherry	0.59	123	130	146	163	173	184	209	237	256
All-India		100.00	123	131	142	157	176	192	209	232	247

Table 3.02

All India Consumer Price Numbers for Industrial Workers

Year/Month	General Index	Food Index
1	2	3
Base: 1982=100		
1997	358	380
1998	405	437
1999	424	444
2000	441	452
2001	458	462
2002	477	474
2003	496	490
2004	514	504
2005	536	520
Base: 2001=100		
2006	123	122
2007	131	134
2008	142	149
2009	157	169
2010	176	190
2011	192	204
2012	209	223
2013	232	254
2014	247	271

	General		Food	
	2013	2014	2013	2014
January	221	237	235	256
February	223	238	238	256
March	224	239	240	258
April	226	242	245	264
May	228	244	248	267
June	231	246	255	270
July	235	252	259	280
August	237	253	262	282
September	238	253	263	280
October	241	253	268	280
November	243	253	273	280
December	239	253	262	277

Note: 1. New Series of CPI(IW) on base: 2001=100 has been released with effect from the index of January, 2006.

2. The Linking Factors between 2001 and 1982 for General and Food group series are 4.63 and 4.58 respectively.

Table 3.03
Point to point rate of inflation on the basis of All India Consumer Price Index Numbers for Industrial Workers on base: 2001=100

Month	Inflation	
	2013	2014
January	11.62	7.24
February	12.06	6.73
March	11.44	6.70
April	10.24	7.08
May	10.68	7.02
June	11.06	6.49
July	10.85	7.23
August	10.75	6.75
September	10.70	6.30
October	11.06	4.98
November	11.47	4.12
December	9.13	5.86

Figure-1 All-India General and Food Index for the Year 2006-2014(Annual Avg.)

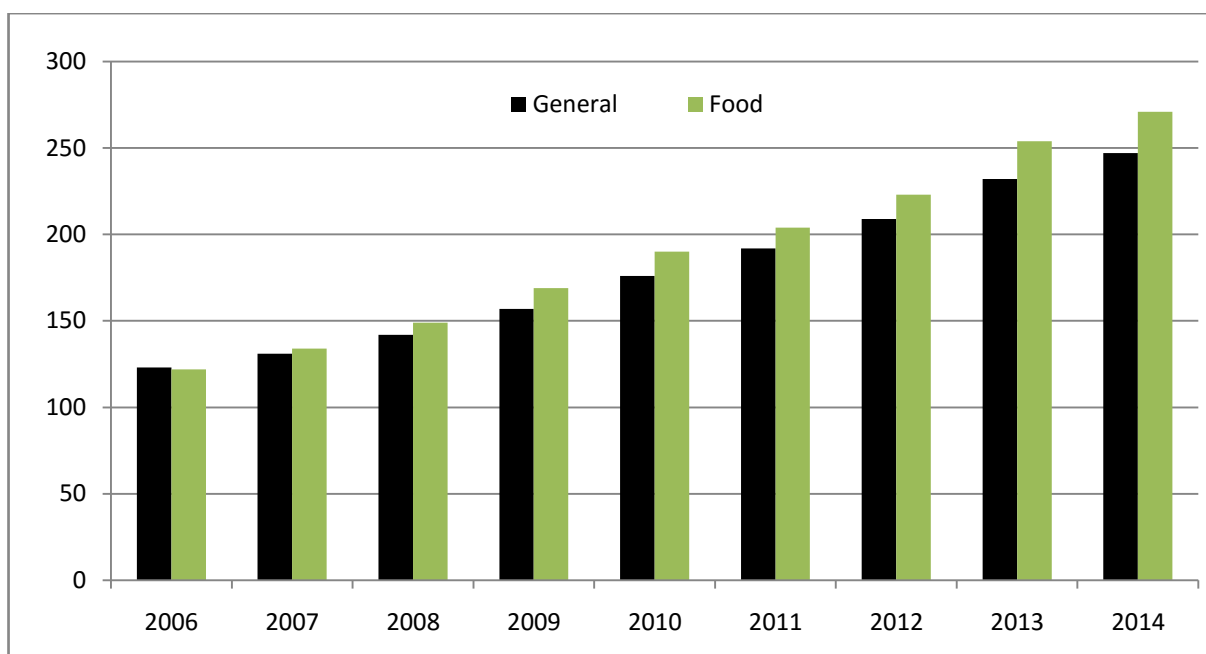
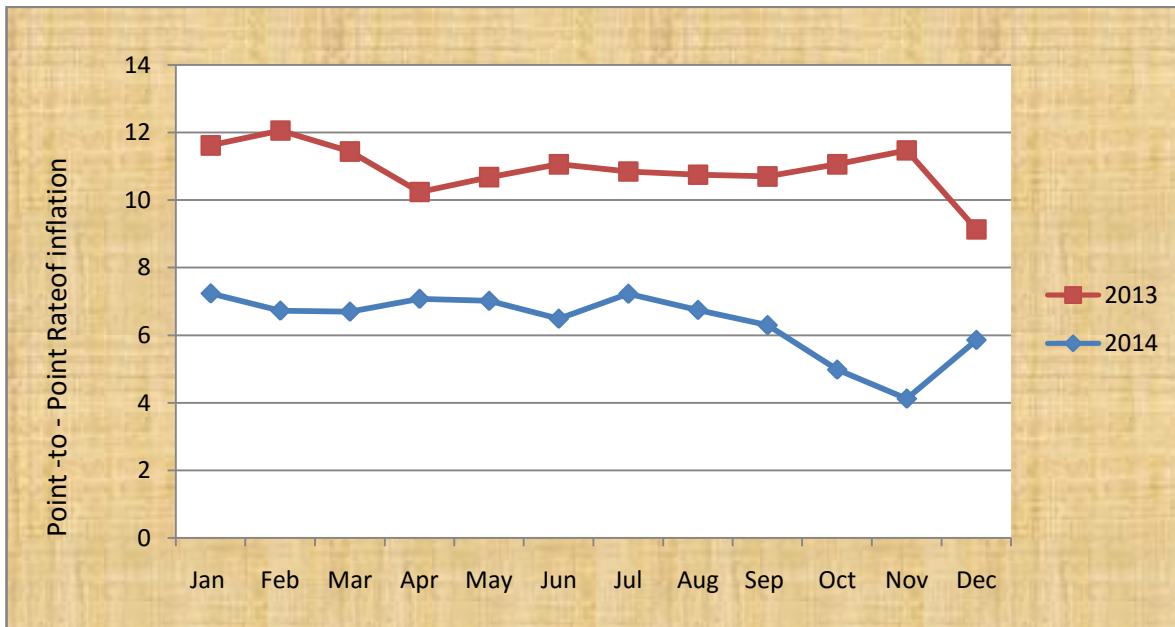


Figure 2. Y-O-Y inflation based on CPI(IW) for the year 2013 & 2014



B. Agricultural/Rural Labourers

The current series of Consumer Price Index Numbers for Agricultural and Rural Labourers on base 1986-87=100, which came into being with effect from November, 1995 replacing the old series of CPI (AL) on base 1960-61=100, is compiled for 20 States and also for all India. All India Index is compiled as the weighted average of the State indices. These index numbers, which measure the temporal change in prices of fixed basket of goods and services consumed by the target group i.e. agricultural/rural labourers, are compiled on the basis of the prices collected by the staff of the Field Operations Division (FOD) of the NSSO from 600 representative sample villages spread over 20 States and the weights derived from the data of Consumer Expenditure Survey conducted during 38th Round of NSS in 1983.

The separate monthly Consumer Price Index Numbers for Agricultural and Rural Labourers are compiled as per the methodology approved by Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) and released on the 20th day of the succeeding month to the users through Fax, E-mail, Monthly Index Letters and Website.

These indices are utilized for fixation and revision of wages in agricultural occupations under the Minimum Wages Act, 1948, revision of wages under MNREGA, updation of cooking cost under Mid-day-Meal scheme and also for research and policy making by a large number of agencies/research scholars/policy makers.

The annual average indices during Agricultural year (2012-13 & 2013-14) and Calendar year (2013 & 2014) for Agricultural Labourers in respect of General Index and Food Index are given in Table 3.04 (a) and 3.04 (b). During agriculture year 2013-14, Kerala State registered the maximum increase of 16.09% and 17.07% in annual average of General Index and Food Index respectively as against All-India increase of 10.40% and 10.46% for Agricultural Labourers. Similarly, for Rural Labourers the annual average indices during Agricultural year (2012-13 & 2013-14) and Calendar year (2013 & 2014) in respect of General Index and Food Index are placed at Table 3.04 (c) and 3.04 (d). During Agriculture year 2013-14, the State of Kerala registered the maximum increase of 15.27% and 16.31% in annual average of General Index and Food Index respectively as against All-India increase of 10.39% and 10.28% for Rural Labourers.

Table 3.04 (a)**Annual Average Consumer Price Index Numbers for Agricultural Labourers on base
1986-87=100 for the Agricultural Year 2012-13 & 2013-14**

Sr. No.	State	Weights	GENERAL INDEX			FOOD INDEX		
			2012-13	2013-14	Variation	2012-13	2013-14	Variation
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	733	820	11.87	736	830	12.77
2	Assam	1.69	682	740	8.50	682	736	7.92
3	Bihar	11.38	617	691	11.99	579	648	11.92
4	Gujarat	5.20	694	777	11.96	720	794	10.28
5	Haryana	1.81	765	840	9.80	804	876	8.96
6	Himachal Pradesh	0.10	555	619	11.53	579	640	10.54
7	Jammu & Kashmir	0.26	671	730	8.79	706	753	6.66
8	Karnataka	6.67	750	826	10.13	766	842	9.92
9	Kerala	5.02	665	772	16.09	662	775	17.07
10	Madhya Pradesh	6.86	679	723	6.48	668	698	4.49
11	Maharashtra	9.96	760	804	5.79	786	829	5.47
12	Manipur	0.10	639	718	12.36	562	631	12.28
13	Meghalaya	0.13	706	756	7.08	704	751	6.68
14	Orissa	5.07	631	714	13.15	596	676	13.42
15	Punjab	3.02	756	822	8.73	786	859	9.29
16	Rajasthan	2.14	749	822	9.75	736	797	8.29
17	Tamil Nadu	8.47	686	767	11.81	626	700	11.82
18	Tripura	0.15	587	668	13.80	589	671	13.92
19	Uttar Pradesh	9.61	672	734	9.23	678	749	10.47
20	West Bengal	9.39	655	730	11.45	610	686	12.46
	All-India	100.00	692	764	10.40	679	750	10.46

Table 3.04 (b)**Annual Average Consumer Price Index Numbers for Agricultural Labourers on base
1986-87=100 for the Calendar Year 2013 & 2014**

Sr. No.	State	Weights	GENERAL INDEX			FOOD INDEX		
			2013	2014	Variation	2013	2014	Variation
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	788	845	7.23	800	850	6.25
2	Assam	1.69	708	776	9.60	706	770	9.07
3	Bihar	11.38	655	717	9.47	615	671	9.11
4	Gujarat	5.20	745	799	7.25	772	808	4.66
5	Haryana	1.81	807	870	7.81	847	903	6.61
6	Himachal Pradesh	0.10	583	644	10.46	605	666	10.08
7	Jammu & Kashmir	0.26	705	752	6.67	736	770	4.62
8	Karnataka	6.67	803	845	5.23	828	845	2.05
9	Kerala	5.02	725	810	11.72	729	811	11.25
10	Madhya Pradesh	6.86	711	729	2.53	697	693	-0.57
11	Maharashtra	9.96	785	831	5.86	813	852	4.80
12	Manipur	0.10	676	760	12.43	590	673	14.07
13	Meghalaya	0.13	731	785	7.39	727	778	7.02
14	Orissa	5.07	678	744	9.73	641	702	9.52
15	Punjab	3.02	794	844	6.30	826	881	6.66
16	Rajasthan	2.14	791	848	7.21	777	813	4.63
17	Tamil Nadu	8.47	739	796	7.71	681	721	5.87
18	Tripura	0.15	622	707	13.67	624	712	14.10
19	Uttar Pradesh	9.61	704	754	7.10	714	771	7.98
20	West Bengal	9.39	697	751	7.75	653	701	7.35
	All-India	100.00	735	788	7.21	724	769	6.22

Table 3.04 (c)**Annual Average Consumer Price Index Numbers for Rural Labourers on base
1986-87=100 for the Agricultural Year 2012-13 & 2013-14**

Sr. No.	State	Weights	GENERAL INDEX			FOOD INDEX		
			2012-13	2013-14	Variation	2012-13	2013-14	Variation
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	732	817	11.61	736	829	12.64
2	Assam	1.69	686	746	8.75	691	746	7.96
3	Bihar	11.38	620	695	12.10	576	647	12.33
4	Gujarat	5.20	692	775	11.99	721	796	10.40
5	Haryana	1.81	759	834	9.88	806	880	9.18
6	Himachal Pradesh	0.10	582	653	12.20	605	667	10.25
7	Jammu & Kashmir	0.26	668	726	8.68	700	745	6.43
8	Karnataka	6.67	747	820	9.77	760	831	9.34
9	Kerala	5.02	668	770	15.27	662	770	16.31
10	Madhya Pradesh	6.86	688	739	7.41	669	699	4.48
11	Maharashtra	9.96	754	800	6.10	780	820	5.13
12	Manipur	0.10	641	720	12.32	562	631	12.28
13	Meghalaya	0.13	701	751	7.13	700	747	6.71
14	Orissa	5.07	631	714	13.15	597	676	13.23
15	Punjab	3.02	749	813	8.54	785	858	9.30
16	Rajasthan	2.14	740	809	9.32	732	787	7.51
17	Tamil Nadu	8.47	683	761	11.42	637	709	11.30
18	Tripura	0.15	586	662	12.97	583	662	13.55
19	Uttar Pradesh	9.61	672	732	8.93	681	752	10.43
20	West Bengal	9.39	662	739	11.63	613	688	12.23
	All-India	100.00	693	765	10.39	681	751	10.28

Table 3.04 (d)**Annual Average Consumer Price Index Numbers for Rural Labourers on base 1986-87=100 the Calendar Year 2013 & 2014**

Sr. No.	State	Weights	GENERAL INDEX			FOOD INDEX		
			2013	2014	Variation	2013	2014	Variation
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	786	842	7.12	800	849	6.13
2	Assam	1.69	713	782	9.68	716	781	9.08
3	Bihar	11.38	659	721	9.41	613	670	9.30
4	Gujarat	5.20	742	798	7.55	773	811	4.92
5	Haryana	1.81	801	863	7.74	851	908	6.70
6	Himachal Pradesh	0.10	615	680	10.57	632	696	10.13
7	Jammu & Kashmir	0.26	703	748	6.40	731	761	4.10
8	Karnataka	6.67	798	839	5.14	818	834	1.96
9	Kerala	5.02	725	813	12.14	724	810	11.88
10	Madhya Pradesh	6.86	721	749	3.88	697	694	-0.43
11	Maharashtra	9.96	780	827	6.03	805	844	4.84
12	Manipur	0.10	678	763	12.54	590	673	14.07
13	Meghalaya	0.13	726	781	7.58	723	774	7.05
14	Orissa	5.07	678	744	9.73	642	703	9.50
15	Punjab	3.02	785	837	6.62	825	881	6.79
16	Rajasthan	2.14	778	833	7.07	768	802	4.43
17	Tamil Nadu	8.47	733	791	7.91	690	731	5.94
18	Tripura	0.15	618	699	13.11	616	700	13.64
19	Uttar Pradesh	9.61	703	752	6.97	717	773	7.81
20	West Bengal	9.39	704	761	8.10	656	704	7.32
All-India		100.00	735	791	7.62	725	771	6.34

C. Retail Price Indices for 31 Selected Essential Commodities

In pursuance of the decision of the Cabinet Committee on Economic Affairs, Labour Bureau has been compiling Retail Price Indices for 31 selected essential commodities for urban areas by utilizing the prices collected for compilation of Consumer Price Index Numbers. These indices are being compiled as per the methodology evolved by the Labour Bureau and approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). These indices are being supplied regularly to the Ministry of Consumer Affairs, Food and Public Distribution, formerly known as Ministry of Civil Supplies.

The Retail Price Indices in respect of 31 essential commodities on the basis of prices being collected for the compilation of Consumer Price Index Numbers for Industrial Workers on Base 1960=100 were compiled from April, 1985 to September, 1988 and on the base 1982=100 from July, 1989 to December, 2005. Since the compilation of CPI(IW) has been shifted to 2001=100 with January, 2006 index as such the Retail Price Indices in respect of 31 Essential Commodities are compiled by utilising the prices collected for 78 centres regularly with effect from January, 2006 index on month to month basis.

CHAPTER 4

INDUSTRIAL RELATIONS

The term Industrial relations, which explain the relationship between employees and management, has become one of the most delicate and complex issues of modern industrial society as it plays a crucial role in the process of industrialization. Therefore, it is imperative to create and maintain good relations between workers and management by formulating effective measures. Formulation of effective measures/policies, however, depends upon the arrangements for the collection, processing and dissemination of the statistics of industrial relations on regular basis. In the following paragraphs some important aspects of the Trade Unions, Industrial Relations Machinery, Consultative Machinery, Workers Participation etc., are briefly discussed.

1. TRADE UNIONS

Trade Unions Statistics

Statistics pertaining to Number of Trade Unions registered under the Trade Unions Act, 1926, Number of Unions Submitting Returns, Sex-wise Membership and Average Membership per Union Submitting Returns are presented in Table 4.01. It may be mentioned that figures for the year 2009 to 2012 pertain to those States/UTs which have responded.

Table 4.01
Number of Registered Trade Unions (Workers' and Employers') and Membership of Trade Unions submitting Returns for the years 2002 to 2012

Year	Number of Registered Trade Unions	Number of Trade Unions Submitting Returns	Membership of Trade Unions Submitting Returns (in 000's)			Average Membership per Union submitting returns
			Men	Women	Total	
1	2	3	4	5	6	7
2002	68544	7812 (11.4)	5102 (73.2)	1871 (26.8)	6973	893
2003	74649	7258 (9.7)	4854 (77.3)	1423 (22.7)	6277	865
2004	74403	5252 (7.1)	2954 (87.0)	443 (13.0)	3397	647
2005	78465	8317 (10.6)	6334 (72.6)	2385 (27.4)	8719	1048
2006	88440	8471 (9.6)	7754 (86.5)	1206 (13.5)	8960	1058
2007	95783	7408 (7.7)	5751 (73.0)	2126 (27.0)	7877	1063
2008	84642	9709 (11.5)	7420 (77.5)	2154 (22.5)	9574	986
2009	22284*	3861 (17.3)	4388 (67.7)	2092 (32.3)	6480	1678
2010	19376*	2937 (15.8)	3185 (62.5)	1912 (37.5)	5097	1735
2011	10264*	2769 (27.0)	6203 (83.6)	1218 (16.4)	7421	2680
2012	16768*	4785 (28.5)	6470 (70.5)	2712 (29.5)	9182	1919

- Note: 1. * Number of Registered Trade Unions pertaining to responding States/Union Territories only.
 2. Due to rounding of figures in Col. 4, 5 & 6 totals may not necessarily tally.
 3. Figures in brackets under col.3 indicate percentage to estimated registered Trade Unions (i.e. col.2) upto the year 2008 and thereafter for the year 2009 to 2011 are excluding estimated figures.
 4. Figures in brackets under col. 4&5 indicate percentage to Total (i.e. col.6).

Source: Annual Returns received under the Trade Unions Act, 1926.

Table 4.02 presents state-wise number and membership of trade unions of Workers' and Employers' during 2012.

Table 4.02

**State wise Number and Membership of Workers' and Employers'
(Central and State) Trade Unions during 2012**

State/Union Territory	Workers Unions			Employers Union		
	Number of Unions on Register	Number of Unions Submitting Returns	Membership of Unions Submitting Returns	Number of Unions on Register	Number of Unions Submitting Returns	Membership of Unions Submitting Returns
1	2	3	4	5	6	7
A & N Islands	127	12	3040	-	-	-
Assam	819	530	1388792	-	-	-
Chandigarh	405	71	19484	-	-	-
Chhattisgarh	625	156	200545	-	-	-
Goa	250	80	66550	-	-	-
Haryana	1341	308	364399	-	-	-
Himachal Pradesh	172	172	110273	-	-	-
Karnataka	3726	601	286163	-	-	-
Kerala	1199	1199	3633948	-	-	-
Meghalaya	81	22	8402	-	-	-
Mizoram	7	7	988	-	-	-
Puducherry	1451	151	19234	-	-	-
Punjab	2687	473	1343415	-	-	-
Rajasthan	396	386	635933	-	-	-
Uttar Pradesh	3426	498	1101218	-	-	-
Total	16712	4785	9182384	-	-	-

- = Not reported

N.B.: - Totals may not necessarily tally due to rounding off figures in thousands.

Source: Annual Returns received under the Trade Unions Act, 1926.

Income and Expenditure

Income and Expenditure of Workers and Employers Unions submitting returns for the year 2001 to 2012 are presented in Table 4.03. However, no significant data was provided for Employers Union for the years 2009 to 2012.

Table 4.03**Income and Expenditure of Registered Workers' and Employers' Trade Unions Submitting Returns for the Years 2001 to 2012**

Year	Workers' Unions			Employers' Unions		
	No. of unions submitting returns	Income (Rs. in Lakh)	Expenditure (Rs. in Lakh)	No. of unions submitting returns	Income (Rs. in Lakh)	Expenditure (Rs. in Lakh)
1	2	3	4	5	6	7
2001	6513	5558.52	4895.56	18	22.21	17.59
2002	7734	6254.54	5340.46	78	404.19	341.70
2003	7229	9432.81	6733.15	29	31.08	23.89
2004	5217	6983.41	5627.83	25	78.41	40.18
2005	8255	8521.84	6182.51	62	63.59	41.54
2006	8411	11565.82	8980.36	60	124.91	578.57
2007	7405	10294.95	8437.25	3	29.38	27.40
2008	9702	11380.82	8098.74	7	37.15	33.76
2009	3861	4861.12	3868.19	-	-	-
2010	2936	3763.53	3417.55	1	*	*
2011	2769	4638.55	4043.20	-	-	-
2012	4785	6699.44	6275.46	-	-	-

Note: - not reported
* less than 50,000

Source: Annual Returns received under the Trade Unions Act, 1926.

Number and Membership of Unions Classified According to Industries

Table 4.04 (a) and 4.04 (b) present industry wise number and membership of Workers' and Employers' unions respectively for the years 2011 and 2012 according to NIC 2008.

Table 4.04(a)
Number and Membership of Workers' Unions classified according to Industries
during 2011 and 2012

Industry code (NIC 2008)	Industry	2011			2012		
		No. of Unions submitting returns	Membership	Average membership per union submitting returns	No. of Unions submitting returns	Membership	Average membership per union submitting returns
1	2	3	4	5	6	7	8
A	Agriculture, forestry and fishing	136	1517762	11160	273	2898511	10618
01	Crop and animal production, hunting and related service activities	114	1452193	12739	220	2802320	12738
011	Growing of non-perennial crops	38	746755	19651	24	1515328	63139
012	Growing of perennial crops	12	10468	872	31	466971	15064
014	Animal production	6	2782	464	15	58415	3895
015	Mixed farming	10	390416	39042	9	6893	766
016	Support activities to agriculture and post-harvest crop activities	42	299964	7142	35	11408	326
017	Hunting, trapping and related service activities	6	1808	301	104	741737	7133
02	Forestry and logging	21	65541	3121	52	96165	1850
021	Silviculture and other forestry activities	17	60085	3534	16	9439	590
022	Logging	1	1270	1270	2	1324	662
023	Gathering of non-wood forest products	-	-	-	23	56855	2472
024	Support services to forestry	4	4186	1047	11	28547	2596
03	Fishing and aquaculture	1	28	28	1	26	26
031	Fishing	-	-	-	-	-	-
032	Aquaculture	1	28	28	1	26	26
B	Mining and quarrying	67	369748	5519	51	92102	1806
05	Mining of coal and lignite	23	230662	10029	19	65036	3423
051	Mining of hard coal	23	230662	10029	18	64426	3580
06	Extraction of crude petroleum and natural gas	2	290	195	5	1070	214
061	Extraction of crude petroleum	2	390	195	-	-	-
07	Mining of metal ores	10	18706	1871	9	12194	1355
072	Mining of non-ferrous metal ores	6	7365	1228	8	8591	1074
08	Other mining and quarrying	32	119990	3750	18	13802	767
081	Quarrying of stone, sand and clay	28	119442	4266	11	9923	903
089	Mining and quarrying n.e.c.	4	548	137	7	3879	555
C	Manufacturing	1022	1195907	1170	1774	1629020	918
10	Manufacture of food products	103	86199	837	266	218409	822
101	Processing and preserving of meat	1	190	190	8	3481	436
102	Processing and preserving of fish, crustaceans and molluscs	1	205	205	-	-	-
103	Processing and preserving of fruit and vegetables	1	47	47	-	-	-
104	Manufacture of vegetable and animal oils and fats	8	703	88	5	341	69
105	Manufacture of dairy products	22	34025	1547	43	14077	328
106	Manufacture of grain mill products, starches and starch products	15	11481	765	23	9693	422

Table 4.04(a) Contd.

1	2	3	4	5	6	7	8
107	Manufacture of other food products	53	39428	744	183	190683	1042
108	Manufacture of prepared animal feeds	2	120	60	4	134	34
11	Manufacture of beverages	22	7010	319	153	51715	339
110	Manufacture of beverages	22	7010	319	153	51715	339
12	Manufacture of tobacco products	25	72433	2897	44	49233	1119
120	Manufacture of tobacco products	25	72433	2897	44	49233	1119
13	Manufacture of textiles	113	165870	1468	204	247793	1215
131	Spinning, weaving and finishing of textiles	102	91980	902	155	175960	1136
139	Manufacture of other textiles	11	73890	6717	49	71833	1466
14	Manufacture of wearing apparel	9	4811	535	32	136737	4274
141	Manufacture of wearing apparel, except fur apparel	9	4811	535	31	136610	4407
15	Manufacture of leather and related products	24	6797	283	32	27006	844
151	Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur	9	4131	459	17	23700	1395
152	Manufacture of footwear	15	2666	178	15	3306	221
16	Manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	17	19407	1142	47	31652	674
161	Sawmilling and planing of wood	11	8838	803	29	25946	895
162	Manufacture of products of wood, cork, straw and plaiting materials	6	10569	1762	18	5706	317
17	Manufacture of paper and paper products	15	6432	429	38	10846	286
170	Manufacture of paper and paper products	15	6132	429	38	10846	286
18	Printing and reproduction of recorded media	22	8675	394	67	34571	516
181	Printing and service activities related to printing	22	8675	394	67	34571	516
19	Manufacture of coke and refined petroleum products	13	3886	299	9	1142	127
191	Manufacture of coke oven products	1	75	75	-	-	-
192	Manufacture of refined petroleum products	12	3811	318	9	1142	127
20	Manufacture of chemicals and chemical products	53	14744	278	129	27414	213
201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms	26	8852	340	48	8490	177
202	Manufacture of other chemical products	27	5892	218	80	18715	234
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	35	3980	114	48	8051	168
210	Manufacture of pharmaceuticals, medicinal chemical and botanical products	35	3980	114	48	8051	168

Table 4.04(a) Contd.

1	2	3	4	5	6	7	8
22	Manufacture of rubber and plastics products	35	16258	465	74	26446	358
221	Manufacture of rubber products	30	15383	513	62	22381	361
222	Manufacture of plastics products	5	875	175	12	4065	339
23	Manufacture of other non-metallic mineral products	84	329015	3917	129	230280	1786
231	Manufacture of glass and glass products	11	1626	148	24	10623	443
239	Manufacture of non-metallic mineral products n.e.c.	73	327389	4485	105	219657	2092
24	Manufacture of basic metals	82	297298	3626	96	216429	2255
241	Manufacture of basic iron and steel	58	283834	4894	77	210003	2728
242	Manufacture of basic precious and other non-ferrous metals	13	8919	686	12	5790	483
243	Casting of metals	11	4545	413	7	636	91
25	Manufacture of fabricated metal products, except machinery and equipment	76	52021	684	62	56558	913
251	Manufacture of structural metal products, tanks, reservoirs and steam generators	25	23371	935	22	20702	941
252	Manufacture of weapons and ammunition	18	3394	189	2	71	36
259	Manufacture of other fabricated metal products; metalworking service activities	33	25256	765	38	35785	942
26	Manufacture of computer, electronic and optical products	36	10091	280	38	11715	309
261	Manufacture of electronic components	11	2086	190	10	1602	161
262	Manufacture of computers and peripheral equipment	1	73	73	3	600	200
263	Manufacture of communication equipment	1	135	135	5	2332	467
264	Manufacture of consumer electronics	-	-	-	5	1780	356
265	Manufacture of measuring, testing, navigating and control equipment; watches and clocks	9	5281	587	7	2106	301
266	Manufacture of irradiation, electromedical and electrotherapeutic equipment	-	-	-	3	1414	472
267	Manufacture of optical instruments and equipment	1	26	26	2	170	85
268	Manufacture of magnetic and optical media	13	2490	192	3	1711	571
27	Manufacture of electrical equipment	68	17707	260	68	12204	180
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	32	8920	279	25	5449	218
272	Manufacture of batteries and accumulators	4	502	126	6	1136	190
273	Manufacture of wiring and wiring devices	9	1552	172	12	1373	115
274	Manufacture of electric lighting equipment	12	3689	307	7	1264	181

Table 4.04(a) Contd.

1	2	3	4	5	6	7	8
275	Manufacture of domestic appliances	6	2277	380	13	2565	198
279	Manufacture of other electrical equipment	5	767	153	5	417	84
28	Manufacture of machinery and equipment n.e.c.	122	44560	365	99	32662	330
281	Manufacture of general purpose machinery	75	26154	349	46	11480	250
282	Manufacture of special-purpose machinery	47	18406	392	53	21182	400
29	Manufacture of motor vehicles, trailers and semi-trailers	25	9258	370	67	24063	360
291	Manufacture of motor vehicles	9	2942	327	25	10668	427
292	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers	10	2250	225	28	6177	221
293	Manufacture of parts and accessories for motor vehicles	6	4066	678	14	7218	516
30	Manufacture of other transport equipment	29	12208	421	27	10138	376
301	Building of ships and boats	-	-	-	2	505	253
302	Manufacture of railway locomotives and rolling stock	2	370	185	1	175	175
303	Manufacture of air and spacecraft and related machinery	1	376	376	1	59	59
304	Manufacture of military fighting vehicles	-	-	-	8	1567	196
309	Manufacture of transport equipment n.e.c.	26	11462	441	15	7832	523
31	Manufacture of furniture	6	2287	381	11	11967	1088
310	Manufacture of furniture	6	2287	381	11	11967	1088
32	Other manufacturing	3	1898	633	23	148138	6441
321	Manufacture of jewellery, bijouterie and related articles	-	-	-	7	7696	1100
323	Manufacture of sports goods	3	1898	633	4	3547	887
324	Manufacture of games and toys	-	-	-	6	131552	21926
329	Other manufacturing n.e.c.	-	-	-	1	1965	1965
33	Repair and installation of machinery and equipment	5	3062	612	11	3851	351
331	Repair of fabricated metal products, machinery and equipment	4	3026	757	11	3851	351
332	Installation of industrial machinery and equipment	1	36	36	-	-	-
D	Electricity, gas, steam and air conditioning supply	74	714346	9653	113	188711	1670
35	Electricity, gas, steam and air conditioning supply	74	714346	9653	113	188711	1670
351	Electric power generation, transmission and distribution	71	703540	9909	109	178221	1636
352	Manufacture of gas; distribution of gaseous fuels through mains	3	10806	3602	3	10468	3490
E	Water supply; sewerage, waste management and remediation Activities	58	225983	3896	55	25249	459
36	Water collection, treatment and supply	37	209661	5667	31	14348	463

Table 4.04(a) Contd.

	1	2	3	4	5	6	7	8
	360	Water collection, treatment and supply	37	209661	5667	31	14348	463
	37	Sewerage	20	16270	814	21	10623	506
	370	Sewerage	20	16270	814	21	10623	506
	38	Waste collection, treatment and disposal activities; materials recovery	1	52	52	3	278	93
	381	Waste collection	1	52	52	3	278	93
F		Construction	133	1083925	8150	281	1225317	4361
	41	Electricity, gas, steam and air conditioning supply	70	714439	10206	209	1151252	5509
	410	Construction of buildings	70	714439	10206	209	1151252	5509
	42	Water collection, treatment and supply	49	37634	768	51	52661	1033
	421	Construction of roads and railways	18	12725	707	19	19009	1001
	422	Construction of utility projects	11	13107	1192	11	22100	2010
	429	Construction of other civil engineering projects	20	11802	590	21	11552	551
	43	Sewerage	14	331852	23704	21	21404	1020
	431	Demolition and site preparation	-	-	-	4	1026	257
	432	Electrical, plumbing and other construction installation activities	5	291449	58290	7	8027	1147
	433	Building completion and finishing	3	938	313	10	12351	1236
	439	Other specialized construction activities	6	39465	6578	-	-	-
G		Wholesale and retail trade; repair of motor vehicles and motorcycles	102	220137	2158	197	233579	1186
	45	Wholesale and retail trade and repair of motor vehicles and motorcycles	41	102883	2509	86	131663	1531
	451	Sale of motor vehicles	8	83625	10453	43	74584	1735
	452	Maintenance and repair of motor vehicles	27	15165	562	41	55910	1364
	453	Sale of motor vehicle parts and accessories	2	610	305	1	700	700
	454	Sale, maintenance and repair of motorcycles and related parts and accessories	4	3483	871	1	469	469
	46	Wholesale trade, except of motor vehicles and motorcycles	28	104424	3729	27	10380	385
	461	Wholesale on a fee or contract basis	3	291	97	3	71	24
	462	Wholesale of agricultural raw materials and live animals	-	-	-	12	1152	96
	463	Wholesale of food, beverages and tobacco	16	85046	5315	8	1782	223
	464	Wholesale of household goods	7	15467	2210	3	4589	1530
	469	Non-specialized wholesale trade	1	3455	3455	1	2777	2777
	47	Retail trade, except of motor vehicles and motorcycles	33	12830	389	84	91536	1090
	471	Retail sale in non-specialized stores	5	2304	461	38	67122	1767
	472	Retail sale of food, beverages and tobacco in specialized stores	11	2715	247	25	10294	412
	473	Retail sale of automotive fuel in specialized stores	5	1823	365	2	3696	1848
	474	Retail sale of information and communications equipment in specialized stores	-	-	-	-	-	-
	476	Retail sale of cultural and recreation goods in specialized stores	1	522	522	-	-	-

Table 4.04(a) Contd.

	1	2	3	4	5	6	7	8
	477	Retail sale of other goods in specialized stores	4	1380	345	2	316	158
	478	Retail sale via stalls and markets	5	3731	746	12	5178	432
	479	Retail trade not in stores, stalls or markets	2	355	178	5	4930	986
H		Transportation and storage	349	574403	1646	652	1168725	1793
	49	Land transport and transport via pipelines	295	533323	1808	530	1113362	2101
	491	Transport via railways	10	40087	4009	17	162948	9586
	492	Other land transport	285	493236	1731	512	950205	1856
	50	Water transport	2	2273	1137	3	611	204
	501	Sea and coastal water transport	2	2273	1137	2	369	185
	502	Inland water transport	-	-	-	1	242	242
	51	Air transport	21	3018	144	36	12863	358
	511	Passenger air transport	19	2845	150	35	12743	365
	512	Freight air transport	2	173	87	1	120	120
	52	Warehousing and support activities for transportation	28	34922	1247	81	41628	514
	521	Warehousing and storage	15	4383	292	63	28581	454
	522	Support activities for transportation	13	30539	2349	18	13047	725
	53	Postal and courier activities	3	867	289	2	261	131
	531	Postal activities	2	875	393	1	170	170
	532	Courier activities	1	82	82	1	91	91
I		Accommodation and food service activities	59	175048	2967	75	17894	239
	55	Accommodation	41	106015	2586	46	8705	190
	551	Short term accommodation activities	32	103702	3241	43	7814	182
	552	Camping grounds, recreational vehicle parks and trailer parks	3	1014	338	-	-	-
	559	Other accommodation	6	1299	217	3	891	297
	56	Food and beverage service activities	18	69033	3835	29	9189	317
	561	Restaurants and mobile food service activities	17	67996	4000	17	5298	312
	562	Event catering and other food service activities	1	1037	1037	9	3467	386
	563	Beverage serving activities	-	-	-	3	424	142
J		Information and communication	49	75205	1535	217	114454	527
	58	Publishing activities	3	164	55	8	290	37
	581	Publishing of books, periodicals and other publishing activities	3	164	55	8	290	37
	59	Motion picture, video and television programme production, sound recording and music publishing activities	17	2597	153	18	2861	159
	591	Motion picture, video and television programme activities	17	2597	153	18	2861	159
	592	Sound recording and music publishing activities	-	-	-	-	-	-
	60	Broadcasting and programming activities	21	66799	3181	174	101730	585
	601	Radio broadcasting	5	5519	1104	13	54959	4228
	602	Television programming and broadcasting activities	16	61280	3830	161	46771	291
	61	Telecommunications	3	2611	870	10	6029	603
	611	Wired telecommunications activities	2	2361	1181	5	1858	372

Table 4.04(a) Contd.

	1	2	3	4	5	6	7	8
612	Wired telecommunications activities		1	250	250	5	4171	835
619	Other telecommunications activities		-	-	-	-	-	-
62	Computer programming, consultancy and related activities		1	512	512	1	94	94
620	Computer programming, consultancy and related activities		1	512	512	1	94	94
63	Information service activities		4	2522	631	6	3450	575
631	Data processing, hosting and related activities; web portals		3	1484	495	1	35	35
639	Other information service activities		1	1038	1038	5	3415	683
K	Financial and insurance activities		175	100825	576	216	193965	898
64	Financial service activities, except insurance and pension funding		140	89548	640	135	90441	670
641	Monetary intermediation		136	88800	653	126	87729	697
642	Activities of holding companies		-	-	-	-	-	-
649	Other financial service activities, except insurance and pension funding activities		4	748	187	9	2712	302
65	Insurance, reinsurance and pension funding, except compulsory social security		29	1051	350	67	98895	1477
651	Insurance		24	7031	293	58	97150	1675
653	Pension funding		5	3120	624	9	1745	194
66	Other financial activities		6	1126	188	14	4629	331
661	Activities auxiliary to financial service activities, except insurance and pension funding		6	1126	188	14	4629	331
L	Real estate activities		-	-	-	-	-	-
68	Real estate activities		-	-	-	-	-	-
681	Real estate activities with own or leased property		-	-	-	-	-	-
682	Real estate activities on a fee or contract basis		-	-	-	-	-	-
M	Professional, scientific and technical activities		23	8828	384	138	154389	1119
69	Legal and accounting activities		1	117	117	1	129	129
692	Accounting, bookkeeping and auditing activities; tax consultancy		1	117	117	1	129	129
71	Architecture and engineering activities; technical testing and analysis		-	-	-	4	1404	351
711	Architectural and engineering activities and related technical consultancy		-	-	-	3	1388	463
72	Scientific research and development		8	1680	210	4	755	189
721	Research and experimental development on natural sciences and engineering		7	1593	228	3	701	234
722	Research and experimental development on social sciences and humanities		1	87	87	1	54	54
73	Advertising and market research		10	6401	640	-	-	-
749	Other professional, scientific and technical activities n.e.c.		10	6401	640	-	-	-
75	Veterinary activities		4	630	158	23	4275	186
750	Veterinary activities		4	630	158	23	4275	186

Table 4.04(a) Concl.

	1	2	3	4	5	6	7	8
	889	Other social work activities without accommodation n.e.c.	2	55025	27513	15	14506	968
R		Arts, entertainment and recreation	15	2491	166	54	27491	509
	90	Creative, arts and entertainment activities	4	258	65	32	10766	337
	900	Creative, arts and entertainment activities	4	258	65	32	10766	337
	91	Libraries, archives, museums and other cultural activities	5	366	73	6	1558	260
	910	Libraries, archives, museums and other cultural activities	5	366	73	6	1558	260
	92	Gambling and betting activities	4	1669	417	13	14719	1133
	920	Gambling and betting activities	4	1669	417	13	14719	1133
	93	Sports activities and amusement and recreation activities	2	198	99	3	448	150
	931	Sports activities	2	198	99	3	448	150
S		Other service activities	187	422867	2261	270	299639	1110
	94	Activities of membership organizations	62	123216	1987	94	241707	2572
	941	Activities of business, employers and professional membership organizations	30	69972	2332	24	53037	2210
	942	Activities of trade unions	25	52483	2099	60	184947	3083
	949	Activities of other membership organizations	7	761	109	10	3723	373
	95	Repair of computers and personal and household goods	7	227888	32555	1	49	49
	951	Repair of computers and communication equipment	2	227252	113626	-	-	-
	952	Repair of personal and household goods	5	636	127	1	49	49
	96	Other personal service activities	118	71763	608	175	57883	331
	960	Other personal service activities	118	71763	608	175	57883	331
T		Activities of households as employers; undifferentiated goods- and services producing activities of households for own use	17	162221	9542	12	1431	119
	97	Activities of households as employers of domestic personnel	8	122912	15364	9	1157	129
	970	Activities of households as employers of domestic personnel	8	122912	15364	9	1157	129
	98	Undifferentiated goods- and services-producing activities of private households for own use	9	39309	4368	3	274	92
	981	Undifferentiated goods-producing activities of private households for own use	3	20354	6785	3	274	92
	982	Undifferentiated service-producing activities of private households for own use	6	18955	3159	-	-	-
U		Activities of extraterritorial organizations and bodies	1	530	530	46	571728	12429
	99	Activities of extraterritorial organizations and bodies	1	530	530	46	571728	12429
	990	Activities of extraterritorial organizations and bodies	1	530	530	46	571728	12429
		Total	2769	7420793	2680	4785	9182384	1919

Note: - not reported.

Source: Annual Returns received under the Trade Unions Act, 1926.

Table 4.04(b) gives information relating to Industry-wise (NIC – 2008) Number and Membership of Employers Unions during 2011 and 2012. No significant data was reported for the years under consideration.

Table 4.04(b)
Industry-wise (NIC – 2008) Number and Membership
of Employers Unions during 2011 and 2012

Ind. Code (2008)	Industry	2011			2012		
		No. of Unions Submitting Returns	Membership	Average Membership per Union Submitting Returns	No. of Unions Submitting Returns	Membership	Average Membership per Union Submitting Returns
1	2	3	4	5	6	7	8
-	-	-	-	-	-	-	-

- = Not reported.

Source: Annual Returns received under the Trade Unions Act, 1926

Federations of Trade Unions

Table 4.05 gives information relating to the number of Registered Federations submitting returns and their income and expenditure for the years 2002 to 2012.

Table 4.05
Number of Registered Federations submitting returns and Income and Expenditure of
Federations submitting returns for the Years 2002 to 2012

Year	Number of Federations Submitting Returns	Income (Rs. in Lakh)	Expenditure (Rs. in Lakh)
1	2	3	4
2002	27	56.60	36.18
2003	27	96.36	75.24
2004	25	122.94	81.34
2005	27	227.37	113.77
2006	23	203.05	159.35
2007	29	59.48	42.06
2008	5	30.79	27.94
2009	-	-	-
2010	2	824.90	31.96
2011	-	-	-
2012	-	-	-

Note: - = not reported.

Source: Annual Returns received under the Trade Unions Act, 1926.

2. INDUSTRIAL DISPUTES

Industrial dispute is taken as a cessation of work in a unit due to breakdown of understanding between workers and the employers on some issue. ‘Strikes’ and ‘Lockouts’ are two manifestations of industrial disputes. ‘Strike’ signifies temporary stoppage of work by a group or all employees of an establishment to express a grievance or to enforce a demand, whereas ‘Lockout’ represents temporary withholding of work from all or a group of employees by the employers for matters relating to employment or non-employment or the terms or conditions of employment.

The statistics of industrial disputes given here relate to those work stoppages in which at least ten workers are involved directly and / or indirectly and are not in the nature of political strikes, sympathetic strikes and the like. These statistics are collected on a voluntary basis from the primary units by the State Labour Departments and Regional Labour Commissioners (Central), which in turn send them to the Bureau for the compilation and maintenance.

(a) Industrial Disputes by Sectors

The statistics of industrial disputes by sectors during the last five years, viz., 2009 to 2013(P) are presented in Table 4.06. It may be seen there from that the number of disputes as well as the number of mandays lost are showing a fluctuating trend.

Table 4.06
Number of Industrial Disputes in Public and Private Sectors during 2009 to 2013 (P)

Year	No. of Disputes			Number of Workers Involved			Number of Mandays Lost			Average No. of Workers Involved per Dispute
	Public	Private	Total	Public	Private	Total	Public	Private	Total	
1	2	3	4	5	6	7	8	9	10	11
2009	41	304	345	1402008	465196	1867204	1735741	15886314	17622055	5412
2010	57	314	371	626857	447616	1074473	1568737	21561790	23130527	2896
2011	38	332	370	446957	287806	734763	771487	13686551	14458038	1986
2012	21	297	318	1124182	183272	1307454	1709444	11227351	12936795	4111
2013(P)	14	237	251	1708452	126580	1835032	3075259	16297286	19372545	7311

P = Provisional

Source: State Labour Departments and Regional Labour Commissioners (Central).

(b) Types of Work-stoppages

Table 4.07 showed a fluctuating trend both in the number of Strikes and Lockouts during the last five years. However, during this period, except in 2010, the number of Lockouts has been more than the number of strikes and the number of man-days lost due to Lockouts has also been higher than the number of man-days lost due to Strikes except during 2010 & 2013.

Table 4.07**Number of Disputes by Strikes and Lockouts during 2009 – 2013**

Year	Strikes			Lockouts		
	Number	Number of Workers Involved	Man-days Lost	Number	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
2009	167	1793387	8075046	178	73817	9547009
2010	199	989533	13150828	172	84940	9979699
2011	179	644626	4696807	191	90137	9761231
2012	133	1221056	2843076	185	86398	10093719
2013(P)	100	1772963	11071740	151	62069	8300805

P = Provisional

Source: State Labour Departments and Regional Labour Commissioners (Central).

(c) Industrial Disputes by States

Data on Strikes and Lockouts (State-wise) for the years 2011, 2012 and 2013 are presented in Table Nos. 4.08, 4.09 and 4.10., respectively.

During 2011, the highest number of strikes (55), number of workers involved (149956) and Man-days lost (3322074) due to strikes was recorded in the State of Tamil Nadu. On the other hand, the number of lockouts was highest in West Bengal (147) followed by Tamil Nadu (9), Kerala (8) and Gujarat (7). The maximum time-loss due to lockouts was witnessed in the State of West Bengal (8957486 man-days) followed by Uttar Pradesh (371518 man-days) and Kerala (153076 man-days).

During 2012, the maximum number of strikes (39) was recorded in the State of Tamil Nadu whereas the number of workers involved (296425) was the highest in the State of West Bengal and man-days lost (749099) due to strikes was highest in the state of Tamil Nadu. On the other hand, during this period, West Bengal has the distinction of having highest number of lockouts (151) followed by Kerala (8) and (7) each in Assam and Tamil Nadu. The maximum time-loss due to lockouts was however witnessed by the State of West Bengal (9313327 man-days) followed by Haryana (336245 man-days) and Rajasthan (91298 man-days).

During 2013, the maximum number of strikes (26) was recorded in the State of Tamil Nadu whereas the number of workers involved (688063) was the highest in the State of Maharashtra and man-days lost (7266209) due to strikes was highest in the State of Punjab. On the other hand, during this period, West Bengal has the distinction of having highest number of lockouts (130) followed by Andhra Pradesh, Kerala and Tamil Nadu (5 each). The maximum time-loss due to lockouts was however witnessed by the State of West Bengal (7388981 man-days) followed by Andhra Pradesh (296437 man-days), Kerala (211097 man-days) and Haryana (124740 man-days).

Table 4.08
Industrial Disputes during 2011 (By States)

State / Union Territory	Strikes			Lockouts		
	Number of Strikes	Number of Workers Involved	Man-days Lost	Number of Lockouts	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
Andhra Pradesh	14	62734	229739	6	1488	115294
Arunachal Pradesh	-	-	-	-	-	-
Assam	8	10441	124753	5	3510	30670
Bihar	*	18229	18229	1	227	70597
Chhattisgarh	1	1468	1595	-	-	-
Goa	-	-	-	-	-	-
Gujarat	23	4503	28680	7	386	7763
Haryana	6	6558	120018	-	-	-
Himachal Pradesh	4	544	15006	-	-	-
Jammu & Kashmir	-	-	-	-	-	-
Jharkhand	-	-	-	-	-	-
Karnataka	12	59998	99541	2	261	16949
Kerala	21	41174	227868	8	3274	153076
Madhya Pradesh	1	124428	124428	-	-	-
Maharashtra	1	50007	50007	-	-	-
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	1	253	7590	1	926	9260
Punjab	1	2015	34255	-	-	-
Rajasthan	11	31639	137858	2	1000	2350
Sikkim	#	#	#	#	#	#
Tamil Nadu	55	149956	3322074	9	2293	26268
Tripura	-	-	-	-	-	-
Uttar Pradesh	10	16028	44230	3	3013	371518
Uttrakhand	-	-	-	-	-	-
West Bengal	6	63701	86918	147	73759	8957486
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar Haveli	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	4	950	24018	-	-	-
Total	179	644626	4696807	191	90137	9761231

- = NIL # = ID Act 1947 yet to be Implemented.

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the State / Union Territory. During the year 2011, three All India strikes took place which has been accounted for in the State / Union Territory in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned States/Union Territories.

Source: State Labour Departments and Regional Labour Commissioners (Central).

Table 4.09
Industrial Disputes during 2012 (By States)

State / Union Territory	Strikes			Lockouts		
	Number of Strikes	Number of Workers Involved	Man-days Lost	Number of Strikes	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
Andhra Pradesh	5	120401	251840	3	153	28442
Arunachal Pradesh	..	..	..	..	..	..
Assam	10	59081	71620	7	4076	60803
Bihar	-	-	-	1	227	70143
Chhattisgarh	1	48674	55827	-	-	-
Goa	2	365	4895	-	-	-
Gujarat	25	83177	174676	1	242	5324
Haryana	2	1000	42000	2	5299	336245
Himachal Pradesh	-	-	-	-	-	-
Jammu & Kashmir	-	-	-	-	-	-
Jharkhand	..	..	..	..	..	..
Karnataka	5	153218	264628	-	-	-
Kerala	20	79607	256184	8	1293	73647
Madhya Pradesh	1	106307	126211	-	-	-
Maharashtra	*	52669	60581	-	-	-
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	*	21012	21012	-	-	-
Punjab	-	-	-	-	-	-
Rajasthan	9	69362	143192	2	887	91298
Sikkim	#	#	#	#	#	#
Tamil Nadu	39	40715	749099	7	1264	72780
Tripura	-	-	-	-	-	-
Uttar Pradesh	7	30728	170108	1	370	10730
Uttrakhand	1	24037	28280	-	-	-
West Bengal	4	296425	381603	151	72063	9313327
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar Haveli	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	*	34055	34055	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	2	223	7265	2	524	30980
Total	133	1221056	2843076	185	86398	10093719

- = NIL .. = Not reported # = ID Act 1947 yet to be Implemented.

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the State / Union Territory. During the year 2012, four All India strikes took place which has been accounted for in the State / Union Territory in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned States/Union Territories.

Source: State Labour Departments and Regional Labour Commissioners (Central).

Table 4.10
Industrial Disputes during 2013(P) (By States)

State / Union Territory	Strikes			Lockouts		
	Number of Strikes	Number of Workers Involved	Man-days Lost	Number of Strikes	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
Andhra Pradesh	4	1938	147808	5	3311	296437
Arunachal Pradesh	..	..	..	..	..	..
Assam	2	27006	40806	3	1269	73131
Bihar	*	40852	60217	1	227	70143
Chhattisgarh	*	53441	91904	-	-	-
Goa	3	696	12172	-	-	-
Gujarat	20	79090	164406	-	-	-
Haryana	3	1201	19770	1	1134	124740
Himachal Pradesh	..	..	..	..	..	..
Jammu & Kashmir	-	-	-	-	-	-
Jharkhand	*	57706	104783	-	-	-
Karnataka	4	107060	167060	-	-	-
Kerala	17	110760	368098	5	917	211097
Madhya Pradesh	1	150713	278611	-	-	-
Maharashtra	2	688063	1365578	-	-	-
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	..	..	..	..	..	..
Punjab	5	91113	7266209	-	-	-
Rajasthan	9	78235	245638	1	288	83804
Sikkim	#	#	#	#	#	#
Tamil Nadu	26	14859	305784	5	1218	52472
Tripura	-	-	-	-	-	-
Uttar Pradesh	*	32187	55740	-	-	-
Uttrakhand	*	27000	39000	-	-	-
West Bengal	2	184593	303521	130	53705	7388981
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar Haveli	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	*	25800	25800	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	2	650	8835	-	-	-
Total	100	1772963	11071740	151	62069	8300805

(P) – Provisional - = NIL .. = Not available

= ID Act 1947 yet to be Implemented.

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the State / Union Territory. During the year 2013, two All India strikes took place which has been accounted for in the State / Union Territory in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned States/Union Territories.

Source: State Labour Departments and Regional Labour Commissioners (Central).

(d) Industrial Disputes by Industry Divisions

The statistics of Industrial Disputes (Strikes & Lockouts) by Major Industry Divisions for the years 2011, 2012 and 2013(P) (As per N I C, 2008) are presented in Table 4.11.

During the year 2011 ‘Manufacturing Division’ accounted for the highest number of disputes (251) as well as the time-loss (11,662,552 man-days or 80.66 per cent of the total time-loss) followed by ‘Agriculture, Forestry & Fishing’ (777,832 man-days or 5.38 per cent of the total time-loss) and ‘Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles’ (476,300 man-days or 3.29 per cent of the total time-loss). These three divisions together accounted for 277 disputes or 74.86 per cent of the total number of disputes, involving 275,039 workers or 37.43 per cent of the total number of workers involved and a time-loss of 12,916,684 man-days or 89.34 per cent of the total time-loss during the year 2011.

During the year 2012, ‘Manufacturing Division’ accounted for the highest time-loss (9,640,213 man-days or 74.52 per cent of the total time-loss) followed by ‘Financial & insurance activities’ (1,091,443 man days or 8.44 per cent of the total time loss) and ‘Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles’ (492,170 man-days or 3.80 per cent of the total time-loss). These three divisions together accounted for 218 disputes or 68.55 per cent of the total number of disputes involving 1,037,328 workers (79.34 per cent) and a time loss of 11,223,826 man-days (86.76 per cent).

Similarly, during the year 2013, ‘Manufacturing Division’ accounted for the highest time-loss (13714409 man-days or 70.79 per cent of the total time-loss) followed by ‘Financial & insurance activities’ (2434144 man days or 12.56 per cent of the total time loss) and ‘Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles’ (981301 man-days or 5.1 per cent of the total time-loss). These three divisions together accounted for 175 disputes or 69.72 per cent of the total number of disputes involving 1,510,586 workers (82.32 per cent) and a time loss of 17,129,854 man-days (88.42 per cent).

Table 4.11

Industrial Disputes during 2011 to 2013 (By Industry Division)

Industry Code As per NIC 2008	Industry Division	2011			2012			2013(P)		
		Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost
1	2	3	4	5	6	7	8	9	10	11
A	Agriculture, Forestry & fishing	17	15332	777832	20	15878	432396	23	14847	909470
B	Mining & Quarrying	9	198019	316035	7	115678	161796	2	122918	252398
C	Manufacturing	251	255355	11662552	203	206528	9640213	162	106753	13714409
D	Electricity, Gas, steam & air conditioning supply	6	3894	100167	1	145	37414	-	-	-
E	Water supply, sewerage, waste management & remediation activities	1	11	3124	1	11	2321	4	90089	183971

Table 4.11 Concl'd.

1	2	3	4	5	6	7	8	9	10	11
F	Construction	5	415	33535	5	2711	24350	2	3186	12363
G	Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles.	9	4352	476300	6	2763	492170	8	10245	981301
H	Transportation & storage	9	3935	31034	6	69292	143149	7	57602	142281
I	Accommodation & food service activities	6	232	71224	6	232	70528	6	402	71810
J	Information & communication	14	49728	125327	14	25662	118717	11	10473	87787
K	Financial & insurance activities	8	195127	210396	9	828037	1091443	5	1393588	2434144
L	Real estate activities	-	-	-	-	-	-	-	-	-
M	Professional, scientific & technical activities	4	158	33905	3	80	19775	2	65	19825
N	Administrative & support service activities	2	224	68768	2	224	68096	2	224	68320
O	Public administration & defence, compulsory social security	2	1858	8351	*	28641	28641	*	22237	42391
P	Education	-	-	-	1	60	2760	-	-	-
Q	Human health & social work activities	2	392	32113	13	8205	59352	2	293	6151
R	Arts, entertainment & recreation	4	280	78460	4	1135	128868	3	431	75987
S	Other service activities	21	5451	428915	17	2172	414806	12	1679	369937
T	Activities of households as employers	-	-	-	-	-	-	-	-	-
U	Activities of extraterritorial organizations & bodies	-	-	-	-	-	-	-	-	-
TOTAL		370	734763	14458038	318	1307454	12936795	251	1835032	19372545

(P) – Provisional - = NIL

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the Industry. During the years 2011, 2012 and 2013, three, four and two respectively All India strikes took place which has been accounted for in the Industry in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned Industries.

Source: State Governments and Regional Labour Commissioners (Central)

(e) Industrial Disputes by Causes:

Table 4.12 presents the statistics of Industrial Disputes by causes for the years 2011, 2012 and 2013. In that cause of disputes which occurred due to several causes, the immediate cause and where the immediate causes are several, the most important one is taken into consideration.

From the table, it is clear that during all these three years 'Indiscipline' and 'Wages and Allowances' have been a major cause of concern for the industrial establishments as the same have been major cause of disputes.

Table 4.12
Disputes Classified by Causes during 2011 to 2013

Cause Group	2011						2012						2013(P)					
	A	%	B	%	C	%	A	%	B	%	C	%	A	%	B	%	C	%
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Wages and Allowances	10	26.3	82	24.7	92	24.9	5	23.8	66	22.2	71	22.3	2	14.3	58	24.5	60	23.9
Personnel	6	15.8	28	8.43	34	9.2	3	14.3	40	13.5	43	13.5	3	21.4	17	7.2	20	8.0
Retrenchment	-	-	2	0.6	2	0.5	-	-	3	1.0	3	0.9	-	-	2	0.8	2	0.8
Lay-off	-	-	-	-	-	-	-	-	1	0.3	1	0.3	-	-	-	-	-	-
Indiscipline	1	2.6	110	33.1	111	30.0	-	-	112	37.7	112	35.2	-	-	99	41.8	99	39.4
Violence	-	-	3	0.9	3	0.8	-	-	3	1.0	3	0.9	-	-	2	0.8	2	0.8
Leave & Hours of Work / Shift Working	-	-	1	0.3	1	0.3	-	-	1	0.3	1	0.3	-	-	-	-	-	-
Bonus	2	5.3	12	3.6	14	3.8	-	-	5	1.7	5	1.6	-	-	10	4.2	10	4.0
Inter / Intra Union Rivalry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.8	2	0.8
Gherao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-implementation of Agreements, Awards, etc.	-	-	4	1.2	4	1.1	-	-	2	0.7	2	0.6	1	7.1	3	1.3	4	1.6
Charter of Demands	12	31.6	48	14.4	60	16.2	5	23.8	31	10.4	36	11.3	7	50.0	27	11.4	34	13.5
Work Load	-	-	-	-	-	-	-	-	1	0.3	1	0.3	-	-	-	-	-	-
Surplus Labour/ Shortage of Work	-	-	5	1.5	5	1.4	-	-	1	0.3	1	0.3	-	-	-	-	-	-
Betterment of Amenities	-	-	2	0.6	2	0.5	-	-	-	-	-	-	-	-	-	-	-	-
Suspension / Change of Manufacturing Process	-	-	1	0.3	1	0.3	-	-	-	-	-	-	-	-	-	-	-	-
Standing Orders/ Rules/ Service Conditions / Safety Measures	-	-	-	-	-	-	-	-	1	0.3	1	0.3	-	-	-	-	-	-
Govt. Economic Policy	2	5.3	-	-	2	0.5	6	28.6	1	0.3	7	2.2	-	-	-	-	-	-
Others	5	13.2	21	6.3	26	7.0	2	9.5	25	8.4	27	8.5	1	7.1	17	7.2	18	7.2
Not Known	-	-	13	3.9	13	3.5	-	-	4	1.3	4	1.3	-	-	-	-	-	-
Total	38	100.0	332	100.0	370	100.0	21	100.0	297	100.0	318	100.0	14	100.0	237	100.0	251	100.0

(P) – Provisional - = NIL A - Number of Disputes (Public Sector) B - Number of Disputes (Private Sector)
 C - Total Number of Disputes % - Percentage to total
 N. B.: Totals may not necessarily tally due to rounding off of figures

(f) Industrial Disputes in Central Sphere

The statistics of Industrial Disputes in the Central Sphere Undertakings during the years 2011 to 2013 have been given in Table 4.13 which showed a fluctuating trend. Total number of disputes which was 31 in 2011 declined to 19 in 2012 and 7 in 2013(P) respectively. On the other hand both the number of workers involved and the number of mandays lost has increased from 2011 to 2012 and decreased from 2012 to 2013(P). This increase was however contributed mainly by the industry group 'Banks'.

Table 4.13
Industrial Disputes in the Central Sphere Undertakings during 2011 to 2013

Industry	2011			2012			2013(P)		
	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost
1	2	3	4	5	6	7	8	9	10
Ports and Docks	3	3102	3889	*	11404	11404	1	2884	8748
Air Transport	1	35	385	*	2720	2720	*	260	520
Coal Mines	4	197049	262495	2	97622	98490	1	68695	137570
Non-coal Mines	2	380	7844	2	17126	17126	1	8775	24281
Oil Fields	2	436	1960	2	32184	66134	*	1905	3810
Banks	7	195077	209346	8	794931	1058057	3	650576	993157
Insurance	-	-	-	*	32966	32966	*	19652	39304
Railways (except Workshops)	-	-	-	*	416	416	-	-	-
Posts & Telegraphs	1	49275	49275	3	80104	129904	*	49876	99752
Defence Undertakings	-	-	-	*	34808	34808	*	45352	88621
Cantonment Boards	-	-	-	-	-	-	-	-	-
C.P.W.D.	-	-	-	-	-	-	-	-	-
Other Central Undertakings	11	8771	135293	2	57240	59760	1	8948	11865
Total	31	454125	670487	19	1161521	1511785	7	856923	1407628

(P) – Provisional

- = Nil

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the Industry. During the years 2011, 2012 and 2013, three, four and two respectively All India strikes took place which has been accounted for in the Industry in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned Industries.

Source: Regional Labour Commissioners (Central).

3. MACHINERY FOR THE PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

The mechanism set up by the Government for ensuring industrial harmony includes (i) consultative machinery, and (ii) conciliation or arbitration machinery. The consultative machinery now exists at almost every level viz. at the undertaking level; Works Committees and Joint Committees exist, while at the industrial level; Wage Boards and Industrial Committees are there. At the State level, Labour Advisory Boards and at the National Level, Indian Labour Conference and the Standing Labour Committees are there. A brief description of the Machinery which exists in this field is given below.

Union Government

The Ministry of Labour and Employment, Government of India provides all possible help to the State Governments in taking steps towards preventing work stoppages as expeditiously as possible. The Central Industrial Relations Machinery (CIRM) also known as the Chief Labour Commissioner (Central) Organisation is entrusted with the task of maintaining good relations in the Central Sphere through monitoring, intervention, mediation and conciliation in industrial disputes and implementation of settlements and awards. At the headquarters, CIRM has a complement of 34 officers and 233 officers in the field spread over different parts of the country.

Tripartite Machinery- Indian Labour Conference is the Apex Tripartite Body. The other Tripartite Bodies have been visualized in the form of Industrial Tripartite Committees (ITCs). These tripartite bodies provide a forum where the social partners can appreciate each others 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.

Board of Arbitration Joint Consultative Machinery (JCM) for Central Government Employees

The Government of India introduced in 1966 a scheme for Joint Consultative and Compulsory Arbitration for resolving differences between the Government as an employer and the general body of its employees. The Scheme provides for compulsory arbitration on Pay and Allowances, weekly hours of work and leave in respect of a class or grade of employees. Under the Scheme, the Board of Arbitration (JCM) was set up in July, 1968, to function within the administrative Control of Ministry of Labour and Employment. The Board consists of a Chairman and two other members from the staff side as well as from the official side. So far, the Board has given 257 Awards out of 259 references referred to them.

Recognition of Trade Unions

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.

Retrenchment, Lay-off and Closure

The Government of India grants prior permission of lay-off and retrenchment of workers as well as closure of industrial undertakings in respect of all industries for which it is the appropriate Government under Chapter V-B of the Industrial Disputes Act. The total number of units effecting closure in both Central and State sphere during the year 2012(P; Provisional) was 45 affecting 1603 workers as against 89 units affecting 4274 workers during the year 2011(P). Financial problems, shortage of raw material, shortage of power, break down of machinery and lack of demand for products are the main reasons for closures. The total number of units effecting lay-off in both Central and State sphere during the year 2012(P) was 8 affecting 1767 workers as against 17 units affecting 1991 workers during the year 2011(P). The total number of units reporting retrenchment in both Central and State sphere during the year 2012(P) was 19 affecting 1237 workers as against 8 units affecting 47 workers during the year 2011(P).

Tribunals and Labour Courts

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. 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. 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 10th 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.

4. CONSULTATIVE MACHINERY

Indian Labour Conference is at the apex of the Tripartite Consultative Machinery, which comprises the Indian Labour Conference, the Standing Labour Committee and the Industrial Committees, to advise Government with regard to policies in the labour field. All the 12 Central Trade Union Organisations, Central Organisations of employers, all State Governments and Union Territories and Central Ministries/Departments concerned with the agenda items, are the members of the ILC. The first meeting of the Indian Labour Conference (then called Tripartite National Labour Conference) was held in 1942 and so far a total of 45 Sessions have been held. The 45th Session of Indian Labour Conference was held on 17–18 May, 2013 at Vigyan Bhavan, New Delhi.

5. WORKERS' EDUCATION

The Central Board for Workers Education (CBWE), Ministry of Labour, Government of India, was established in 1958 to implement Workers Education Schemes at National, Regional, Unit and Village Levels. The Board is tripartite in character and consists of representatives from Central Organisations of Workers / Employers, Central / State Governments and Educational Institutions. Board organizes different types of training programmes for the workers in organised, unorganised, rural and informal sectors. Central Board for Workers Education 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, Deputy Directors, Financial Advisor etc. The Board operates through 50 Regional Directorates and 9 Sub-Regional Directorates. The six Zonal Directorates, at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones. Tripartite Regional Advisory Committees constituted for each Regional Directorate to 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. Training programmes of the Board for workers in organised sector are conducted at three levels-

- ❖ At the first level training is imparted to the candidates selected as Education Officers trainee. After successful completion of the training, these called as Education Officers and posted at Regional Directorate in the Board. The Education Officer conducts various programmes at the Regional Directorates.
- ❖ At the second level, workers from different establishments, sponsored by trade unions are trained at Regional level.
- ❖ At the third level, the Trainers conduct classes for the rank and file of workers in their respective establishments.

National Level Programmes for representatives from Central Trade Union Organisations/ Federations and Voluntary Organisations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Directors 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.

Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to rural sector in 1977- 1978 on the recommendations of Workers Education Review Committee. Initially started with seven pilot projects, the rural workers education programmes have now 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;
- To educate them to develop their organizations through which they can fulfill 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.

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. 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.

CHAPTER 5

LABOUR WELFARE

The term Labour Welfare is defined by different agencies. The International Labour Organization has defined the term 'Labour Welfare' as "such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale"*. This has been further elucidated in the I.L.O. Recommendation (No. 102) concerning welfare facilities for workers. The term 'Welfare' as used in this Recommendation includes inter-alia' "(i) feeding facilities, (ii) rest and recreation facilities, and (iii) transportation to and from work place where ordinary public transport is inadequate or impracticable".

The definitions given by different agencies indicate that the term labour welfare is a very comprehensive concept and dynamic in nature as it differs widely with time, region, country, value system, social institution and general level of social and economic development. The term however broadly includes those measures which affect the working and living conditions of the workers including social security measures, educational and cultural facilities and industrial housing etc.

Labour welfare measure plays a crucial role in the economic and social development of any country as it is an important facet of industrial relations. The necessity of such measure is all the more important for our country because ours is a developing economy aiming at rapid economic and social development. In India, various welfare facilities have been provided by different agencies either through legislation or directly. The important among them are briefly described in the succeeding paragraphs.

1. ACTIVITIES OF THE GOVERNMENT OF INDIA

The Factories Act, 1948, the Plantations Labour Act 1951 and the Mines Act, 1952, are basic enactments which contain elaborate provisions for safeguarding the health and safety of workers inside the work place and for providing their welfare. They lay down, minimum standards for ensuring welfare of workers. The Ministry of Labour and Employment, Government of India has also set up Labour Welfare funds to provide welfare amenities for the workers employed in Mica, Iron Ore, Manganese Ore and Chrome Ore, Limestone and Dolomite Mines and in the Beedi and Cinema industries. Separate welfare funds have also been formed for specified services like Posts and Telegraphs, Ports, Dockyards, Railways etc. The Welfare measures financed out of these funds relate to provision of medical, housing, drinking water, educational, recreational and family welfare facilities, etc. Although most of the activities are administered directly by the Welfare Organizations under the Ministry of Labour and Employment, yet loans and subsidies are also provided to the State Governments, Local Authorities and to the employers for implementation of approved proto-type schemes. The provision of social security in the form of Employees State Insurance Scheme, Provident Fund, Gratuity and Pension under various laws and industrial housing schemes are some of the other prominent measures undertaken by the Central Government to promote welfare of the working class.

2. ACTIVITIES OF THE STATE GOVERNMENTS AND UNION TERRITORIES

In the following paragraphs, activities of the State Governments / Union Territories, which have furnished information, are given.

* International Labour Organization, 2nd Asian Regional Conference Nuwara Eliya (Ceylon), January, 1950 - Report-II; Provisions of Facilities for the Promotion of Workers' Welfare.

Assam

The management of the tea gardens provides facilities like housing, latrines, water points, crèches, protective materials, recreational facilities, education, sickness benefit, leave with wages, ration etc. under statutory provisions of the Plantations Labour Act, 1951. Under the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996 the Assam Building and Other Construction Workers Welfare Board provided benefits like death benefit, funeral assistance, medical assistance/ accident benefit, cash award to the children of registered beneficiaries, education assistance to the children of registered beneficiaries, Janashree Bima Yojana, pension, skill development training, maternity benefit, awareness campaign and publicity.

Chandigarh

The Chandigarh Labour Welfare Board is running a labour Welfare Centre in which following facilities are being provided to the workers and their family members:

- a) Indoor Games, outdoor games.
- b) Reading Room and Library
- c) Children Park
- d) Sports Facilities to the children of Industrial Workers.

Chhattisgarh

Chhattisgarh Labour Welfare Board continues to provide various welfare facilities to industrial workers and their dependents. The Board runs community and society education centres, reading rooms and libraries, community necessities, games and sports and other entertainments, educational Scholarship Scheme, Uttam Shramik Purskar Yojna, Shramik Sahitya Purskar Yojna, Balika Vivaha Sahayata Yojna, Knitting and Embroidery Training Scheme etc.

Dadra and Nagar Haveli

Dadra & Nagar Haveli is implementing various Centrally Sponsored Schemes as per criteria/guidelines envisaged in the schemes through Rural Development Agency.

NCT of Delhi

The Delhi Welfare Board runs four Holiday Homes at Mussoorie, Haridwar, Allahabad and Shimla for workers, supervisory/managerial and government servants. Board conducts Long Term and Short Term Training Programmes in various vocation/trade at nominal fee. The Board imparts training in Cutting & Tailoring free of cost at various Labour Welfare Centers. Nursery classes are also being conducted by the Board at Wazirpur Labour Welfare Center.

Goa

The Goa Labour welfare Board has 17 different schemes for the benefit of Industrial Workers in the State of Goa. The Board is successfully catering to the needs of the Industrial Workers through these welfare schemes.

Gujarat

The State Government of Gujarat provides various welfare measures for workers like rural welfare centres for Rural Workers, Welfare Centres for Salt Workers, Shramik Suraksha Yojna – an accident death insurance scheme for unorganised rural & urban workers, financial assistance in the form of medicines in serious diseases & expenses for Major operations to Rural Labour, Cycle scheme for salt workers etc. Gujarat Labour Welfare Board continues to provide various welfare facilities to industrial workers and their dependents. The Board runs community and social education centers including reading rooms and libraries, community necessities, games and sports,

excursions, tours and holiday home, entertainment and other forms of recreations, home based industries and subsidiary occupational for women and unemployed persons, corporate activities of a social nature etc. The board undertakes there welfare activities through its 34 welfare centers and sub-centers spread over in 28 towns of the States. 'Gujarat Unorganised Labour (Except Agriculture Labour) Welfare Board' formulates and implements various schemes to provide social security and safety net to the workers of urban area engaged in unorganized sector. The Board coverage is in Ahmedabad (MC), Surat (MC) and Jamnagar (MC) urban areas. During 2013-14, 11237 workers were registered and given unique ID Numbers and Identity Cards for the purpose of availing benefits of social security/welfare schemes. The Board provides Skill Development Training, Tool Kit Assistance, Health Check-up Camps, Awareness Workshop and Medical Aid (for minimum 24 hours hospitalization).

Jammu & Kashmir

The Labour Department in a bid to provide welfare facilities to the Industrial Workers has established Labour Welfare Centers. These centers provide library facilities and other recreational facilities to Industrial Workers. Moreover Labour Sarais have also been constructed at Jammu and Kashmir which provides shelter to labourers.

Kerala

Welfare facilities such as medical, educational, housing, drinking water supply and supply of weather protective etc. are provided to the plantation workers under the supervision of concerned welfare officers appointed by the employers and the Inspector of Plantations as per the provisions of the Plantation Labour Act. Besides this, subsidised ration was provided to the workers' of estates and supply of commodities is being made in certain estates through fare price shops and maveli stores. Financial assistance provided for the education of children of plantation workers by means of supplying text books, school bags, umbrellas, instrument boxes etc at free of cost. In addition to these, refund of entire fees has been granted including hostel fees paid by the Parents/Guardians of the students studying in Professional Courses. There are 15 Statutory Welfare Fund Boards constituted under various Welfare Fund Act and 6 Non Statutory Welfare schemes functioning under the Labour Department. In addition to this, 4 Welfare schemes are being implemented under the direct control of the Labour Commissioner; (i) Kerala Agricultural Workers Pension Scheme 1980 (ii) Kerala Tree Climbers Welfare Scheme 1980 (iii) Estate Workers (Distress Relief) Welfare Fund Scheme 2007 (iv) Daily Waged Employees Distress Relief Fund Scheme 2007. Schemes namely Distress Relief to the Workers of Closed Cashew Factories, Kerala Unorganised Retired Workers Pension Fund Scheme 2008, Rashtriya Swasthya Bhima Yojana, Comprehensive Health Insurance Scheme, Aam Admi Bhima Yojana, Kerala Migrant Workers Welfare Scheme 2010, Maternity Allowance to Unorganized Sector, Tree climbers Disability Pension Scheme, Income Support Scheme to Traditional Sections are also operational in the State of Kerala.

Lakshadweep

The Union Territory is declared as non industrial zone. Hence no major factories/ industries/ commercial establishments or construction companies etc. are located in this Union Territory.

Meghalaya

There are 5 Labour Welfare Centers in the State which provides 6 months basic training course in sewing, knitting, embroidery, etc. for the benefit of workers and their family members. Besides, a stipend of Rs.200/- p.m. is granted to all the trainees. On completion of the course an examination is also conducted and all successful candidates are given certificates.

Punjab

Labour Department is running 12 welfare centers wherein training in sewing, knitting and embroidery is imparted to the women folk of industrial workers.

Tripura

Tripura Building and Other Construction Workers Welfare Board is constituted for providing social security and welfare measures to the workers engaged in building and construction work. The Board has started its functioning since July, 2007. Any workers engaged in building and other construction work in the age group of 18-60 years is eligible to get him registered under the said Board. On registration, the beneficiary is entitled to get benefits under 8 schemes of the Board viz., assistance to a beneficiary in case of accident; death benefit; pension; loan and advance; medical expenses for treatment of 11 critical diseases; maternity to a female beneficiary; Marriage benefit and scheme for financial assistance for the education of the children of registered beneficiaries. The above schemes are financed out of funds derived from the contribution of the beneficiary workers at the rate of 20/- per month and Cess equivalent to 1% collected from the cost of construction or building or other construction work. Registration of beneficiaries is done at the District Labour Office at Agartala, Udaipur, Kailashahar, Ambassa and office of the Labour Officer at Dharmanagar. On registration, a beneficiary worker is issued upon an "Identity Card".

Labour Department runs 7 Balwadi centres in the Tea and Rubber Plantations in Tripura to impart pre-primary education and provide nutrition to children of tea and rubber plantation workers in the age group of 3-6 years. The Labour Department also runs medical grant scheme for rickshaw pullers who suffer from Cancer, T.B., Kidney, Eye and Heart Diseases.

3. WELFARE WORK BY THE EMPLOYERS

Chennai Port Trust

Chennai Port Trust extends a number of welfare measures to the officers/employees and their family members. The major and important welfare measures that the Chennai Port has implemented are stated below:

Education: With a view to provide better educational facilities, the Trust is providing education to the children of the employees of the Trust and nearby residents from L.K.G. to XII Std. through the Chennai Port and Dock Educational Trust's Higher Secondary School at the Chennai Port Trust Tondiarpet Housing Colony. The Trust is provided education to the wards of the employees of the Trust at a free of cost from LKG to X std. Besides, the Trust is following a scheme called Workers Education Scheme in association with Govt. of India, Ministry of Labour and Employment for the employees of Class III and IV to make them aware of the social, economical and political events of the country and the world.

Welfare Committee: A Welfare Committee consists of 15 members was formed to take care of efficient and orderly maintenance of the Tondiarpet Housing Colony and to promote co-operation, cleanliness, peace, amity and cordiality among the residents of the Colony since 1991.

Sports: A Staff Institute has been functioning at Anchor Gate Building in which Carrom, Chess, Gym, Yoga, Billiards and other Sports Games are practised by the staff of the Chennai Port Trust for entertainment and maintenance of physical and mental health. Besides, a Stadium named as Babu Jegjeevan Ram Sports Complex had been constructed at Tondiarpet Housing Colony with a long pavilion and a capacity of thousand viewers. The facility of gym for men & women residing at Tondiarpet Housing Colony & at Napier bridge officers quarters to practise exercises and Yogasanas and help them maintain their physical and mental health has also been provided.

Canteen: There are 2 major Canteens functioning in the Chennai Port Trust. Out of the 2 Canteens, one Canteen named as (i) Chennai Port Trust Industrial Employees' Co-operative Canteen Ltd.

(CHPTIECC Ltd) which is functioning at inner harbour (2) Chennai Port Trust Administrative Offices Canteen is being outsourced by the Trust which is functioning at Administrative offices.

Women Welfare Association: For the welfare of the women employees working in the Trust, awareness programmes on Medical treatment, Stress Management, Skin Care and Production of Handicrafts etc. have been conducted by Women Employees' Welfare Association. Besides, competition for women employees was conducted and prizes were distributed to the winners on International Women's Day.

Other Welfare Activities: Welfare facilities like quarters, family planning scheme, community hall, family disputes counseling, officers' club, cultural programmes, Chennai Port Trust employees house building advance special family benefit fund, training in tailoring, ritual shed etc are also provided by the Chennai Port Trust.

Cochin Port Trust

The Cochin Port Trust provides various welfare facilities and amenities to the employees in different sections of the Port. A brief note of the same is given below:-

Canteens: There are 05 canteens functioning in Cochin Port Trust. The canteens are run by Canteen Management Committee in the respective Departments. One Tea Booth at the Administrative office is also functioning in the Port. All the canteens are run by Kudumbasree (an initiative of Govt. of Kerala for the welfare of women). Ernakulam Wharf Canteen is the statutory canteen under the Dock Workers (Safety, Health and Welfare) Regulations 1990.

Sports & Games: A Sports Control Board is functioning in the Port for the promotion of Sports and Games activities. An amount of Rs.1,00,000/- is kept in the Welfare Fund and Rs. 9,00,000/- in the Port Fund for the Sports activities. The efforts taken by the Port towards promotion of sports and games include; (i) Sponsoring teams for All India Major Ports Tournaments in Football, Volleyball, Beach Volleyball, Athletics and Shuttle Badminton. (ii) Sponsoring employees/teams for participation in sports and games competitions conducted at the District, State and National levels. (iii) Refreshments to the selected players during practice period. (iv) Special casual leave/duty off to sports personnel when they meet with accidents during the play. Special casual leave/duty off is also granted for the days they spent to participate in outside sporting events. (v) Children's Day Celebrations and sports meets for the children of Port employees are conducted every year in a befitting manner under the auspices of Sports Control Board and the selected teams take part in the all India Major Ports Children's Sports. (vi) Various other encouragements like financial benefit to outstanding sports personnel, coaching programs to children of employees etc. are also extended. (vii) Cultural teams are also sent for various competitions.

Educational Facilities: Educational Allowance and Reimbursement of Tuition Fees are granted to children of Port employees up to Higher Secondary classes. Two Nursery Schools are available inside the Port area and the same are run by Women's Club/Ladies Club with the help of Port Administration. The Kerala State Government is running Primary and Secondary Schools at the Port area for which the land, buildings and other facilities have been provided free of cost by the Port Administration. A Kendriya Vidyalaya is functioning at the South End of Willingdon Island, for which buildings, furniture etc. have been provided by the Port Administration. 50% of the seats in Standard I is allotted to the children of Port employees. Indian Maritime University has started a Campus at the Training Institute of Cochin Port Trust and later shifted to the allotted space at W/Island, where courses in various maritime studies are available. Various merit Scholarships are also awarded every year to the children of Port employees and an amount of Rs.1,67,000/- is kept in the Welfare Fund for grant of Scholarships.

Other Welfare Activities: Welfare facilities like rest rooms, first aid facilities, medical facilities, family planning programme, recreational & cultural facilities, library facilities, clubs, training, transport facilities, leave travel concession, house building advance, family benefit fund, personal computer advance, uniforms & washing allowance, exgratia payments, funeral expenses,

compassionate appointment, family security fund, group insurance scheme, group gratuity scheme, housing facilities, shopping facilities, financial help for marriage of children of employees, financial aid for purchase of text books, note books etc. are also provided by the Cochin Port Trust.

Mormugao Port Trust

Under the Statutory Welfare Schemes, workers are provided welfare facilities like drinking water, latrines and urinals, spittoons, lighting, ventilation, washing places, first-aid appliances and ambulance room, changing rooms, rest rooms, and canteens. Besides, Mormugao Port Trust has its own 100 bedded hospital equipped with indoor and outdoor departments. Under the Non-Statutory Welfare Schemes, workers are provided welfare facilities like housing facility, training, workers education, scholarships for the children of port employees, vocational centre, welfare fund, library, educational facilities, officers club, port employees consumer co-op society etc. A Port institute is functioning in Vasco for the benefit of the port employees and their dependents wherein there are facilities for indoor games. The port institute conducts various programmes on the occasion of New Year, Republic Day, Independence Day, Christmas, Diwali, etc. and distributes sweets and toys to the children of the institute members.

Mumbai Port Trust (MbPT)

MbPT provides various welfare facilities and amenities to the employees and their dependents like health, training, financial assistance under different schemes, provident fund, pension, gratuity, leave, canteen facilities at subsidized rates, housing, leave travel concession, encashment of leave, house building advance, advance for purchase of computer, advance for purchase of two wheelers, festival advance etc. As required by the Dock Workers (Safety, Health and Welfare) Regulations 1990, following welfare amenities are also provided to Dock workers: (i) washing facilities; (ii) first-aid boxes; (iii) ambulance room; (iv) ambulance carriage; (v) stretchers; (vi) shelters, rest sheds and lunch rooms; (vii) canteens; (viii) drinking water; and (ix) latrines and urinals. Under the said Regulations medical examination of dock workers is carried out periodically. Financial assistance and scholarships to encourage education of children of Port employees are also provided by the Trust.

V.O. Chidambaranar Port Trust

The V.O. Chidambaranar Port Trust, Tuticorin provides following Welfare facilities to the employees:

Education: In order to meet the educational needs of the children of the employees of the Port, the following schools are run by the V.O. Chidambaranar Port Educational Agency established by the Port Trust under the Tamil Nadu Recognized Private Schools (Regulation) Rules, 1974; (i) J.I. Coilpillai Memorial Harbour Primary School (ii) J.I. Coilpillai Memorial Harbour Hr. Sec. School (iii) Dr. B.R. Ambedkar Memorial Harbour Matriculation School. An amount of Rs. 214.54 lakhs has been sanctioned as financial assistance to the Educational Agency by the V.O. Chidambaranar Port Trust during the year 2014-15 for meeting the expenditure in running the schools over and above the aid grant by the Government of Tamil Nadu. A scheme for award of Merit Scholarship for education and lumpsum payment towards cost of books to the meritorious children of the officers and employees has also been introduced from the year 1986-87. The amount of Merit Scholarship has been revised for the year 2014-15 onwards.

Sports: V.O.Chidambaranar Port Sports Council was formed with the objective of promoting sports and games among the staff of the Port. The Port's teams participated in the Inter-Port and other Tournaments with creditable success. The Port is rendering financial assistance of Rs.60 lakhs to the Port Sports Council to meet various expenditure.

Canteen: To cater the needs of office based staff, employees working at wharves and residents of the colony area canteens are run by the Committee constituted by the Chairman. An amount of Rs. 37.92 lakhs has been sanctioned for the year 2014-15 to the Canteen.

Other Welfare Activities: Welfare facilities like medical services, concessions to physically challenged employees, family security fund, employees (hba) special family benefit fund, welfare club, marriage advance, medical benefit for retired employees, assistance to family of employees who die in harness, housing facility etc. are also provided by the Port Trust.

Steel Authority of India Limited, Visvesvaraya Iron & Steel Plant (SAIL-VISL)

Apart from statutory benefits, SAIL-VISL continued to provide welfare facilities to its employees like festival advance scheme for non-executives, leave travel concession/leave travel assistance, mobile advance, group personal accident insurance coverage, company quarters, reimbursement of local traveling expenses, uniforms, raincoats, health facilities to employees and their dependents, free education to employees children, scholarship, sports facilities, social and cultural recreation etc.

The United Planters' Association of Southern India

Under the provisions of the Plantations Labour Act 1951, the plantations statutorily provide the labour with, free living quarters in the estate with water and electricity supply, medical facilities for workers and their families at estate group hospitals/garden hospitals/ dispensaries, sanitation and conservancy, protective clothing, crèche/child care, recreational facilities, educational facilities to the children of workers at school run by the estate managements.

Besides the daily wages, the workers are entitled to incentives for output above the base or standard fixed. In addition, there are statutory benefits related to wages such as provident fund, gratuity, bonus, leave with wages, paid holidays, sick leave with wages and maternity benefits etc. Apart from the Plantations Labour Act, the industry is covered by the entire range of labour legislation passed by the Centre and State Governments. There are in all 24 labour enactments applying to plantations.

Indian Railways

IR's welfare schemes cover a wide spectrum of activities in the areas of education, medical care, housing, sports, recreation and catering. Staff Benefit Fund is an important channel for providing additional facilities to railway employees and their families in the spheres of education, recreation, medicare, sports, scouting and cultural activities. Dispensaries under the indigenous systems of medicine, viz. Ayurvedic and Homeopathic, are run with the help of this Fund. Approximately 43.4% staff have been provided with railway quarters. 1,076 staff quarters were electrified during 2013-14. 253 canteens served subsidized meals and refreshments to employees during the year at their work-places. Cooperative societies of various types are engaged as a part of welfare programme for employees. Besides, 41 Thrift and Credit Societies, 155 registered Railwaymen's Consumer Cooperative Societies, 8 Railwaymen's Co-operative Housing Societies and 23 Labour Co-operative Societies were functional on IR during 2013-14. IR attach due importance to recreation for its employees and provide excellent facilities through Institutes/Clubs for sports, libraries, etc. as also Holiday Homes to enable the employees and their families to enjoy holidays at nominal expenses.

4. WELFARE WORK UNDER STATUTORY WELFARE FUNDS

To supplement the efforts of the employers and the State Governments in providing welfare amenities to the workers, the Ministry of Labour & Employment administers five Welfare Funds for beedi, cine and certain categories of non-coal mine workers. The Funds have been set up under the following Acts of Parliament:

- 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

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 Health, Social Security, Education, Housing, Recreation and Water Supply.

Labour Welfare Funds are financed out of the proceeds of the cess levied under the respective Cess/Fund Acts on manufactured beedis, feature films, export of mica, consumption of limestone & dolomite and consumption and export of iron ore, manganese ore & chrome ore as per the rates given below:-

- The Beedi Workers Welfare Cess Act, 1976 provides for levy of cess by way of excise duty on manufactured beedis from Rs.1/- to Rs.5/- per thousand manufactured beedis. This is presently Rs.5/- per thousand manufactured beedis w.e.f. 1st April, 2006.
- The Cine Workers Welfare Cess Act, 1981 provides for duty of cess, at such rate not being less than one thousand rupees and not exceeding twenty thousand rupees, on every feature film submitted to the Chairman, Central Board of Film Certification. This is Rs.20,000/- per feature film of Hindi and English and for regional films it is Rs.10,000/- per film w.e.f. 20.04.2001.
- The Iron Ore, Manganese Ore & Chrome Ore Mines Labour Welfare Cess Act, 1976 provides for levy and collection of cess on Iron Ore, Manganese Ore and Chrome Ore between 50 paise to Re.1/-, Re.1/- to Rs.4/- and Rs.3/- to Rs.6/- respectively. The rate of cess is Re.1/- per MT on Iron Ore. The rate of cess is Rs.4/- per MT on Manganese Ore and Rs.6/- per MT on Chrome Ore w.e.f. 11.09.2001.
- The Limestone and Mines Labour Welfare Fund Act, 1972 provides for the levy and collection of cess on Limestone and Dolomite as a duty of excise at such rate not exceeding one rupee per metric tone of limestone and dolomite. The rate of cess on Limestone and Dolomite is Re.1/- w.e.f. 27.12.2000.
- Mica Mines Labour Welfare Fund Act, 1946, provides for levy and collection of cess on all mica exported as duty of Customs not exceeding 6.25% ad valorem. This is 4.5% ad valorem on export w.e.f. 01.11.1990.

The Labour Welfare Organization which administers these Funds is headed by a Director General (Labour Welfare). He is assisted by the Welfare Commissioner (Headquarters) who supervises seventeen (17) Regional Welfare Commissioners for the purpose of administration of these Funds in the States. The jurisdiction of each Welfare Commissioner is as under:-

Welfare Commissioners and Their Jurisdiction

Sl.No.	Name of Region	States Covered
1	Welfare Commissioner, Allahabad	Uttar Pradesh
2	Welfare Commissioner, Ahmedabad	Gujarat, Diu
3	Welfare Commissioner, Ajmer	Rajasthan
4	Welfare Commissioner, Bangalore	Karnataka
5	Welfare Commissioner, Bhubaneswar	Orissa
6	Welfare Commissioner, Hyderabad	Andhra Pradesh
7	Welfare Commissioner, Jabalpur	Madhya Pradesh
8	Welfare Commissioner, Nagpur	Maharashtra, Goa, Dadra Nagar Haveli & Daman
9	Welfare Commissioner, Ranchi	Jharkhand
10	Welfare Commissioner, Patna	Bihar
11	Welfare Commissioner, Raipur	Chhattisgarh
12	Welfare Commissioner, Dehradun	Uttarakhand, Himachal Pradesh
13	Welfare Commissioner, Kolkata	West Bengal, Andaman & Nicobar, Sikkim
14	Welfare Commissioner, Guwahati	Assam, Meghalaya, Nagaland, Tripura, Arunachal Pradesh, Manipur, Mizoram
15	Welfare Commissioner, Tirunelveli	Tamil Nadu, Puducherry
16	Welfare Commissioner, Chandigarh	Punjab, Delhi, Chandigarh, Haryana, J&K
17	Welfare Commissioner, Cannanore	Kerala, Lakshadweep

CHAPTER 6

INDUSTRIAL HOUSING

The National Agenda for governance has identified House for all as a priority area with particular stress on the needs of the vulnerable groups. Housing is one of the components considered to be vital for human survival and, therefore, essential for socio-economic development. It is an important economic activity besides being a basic necessity which determines the quality of life. The housing problem has become acute in most industrial regions. As part of the construction industry, housing has emerged as a major sector of economy having backward and forward linkages with almost all other sectors.

1. URBAN HOUSING DEVELOPMENT

Ministry of Housing & Urban Poverty Alleviation is the apex authority of Government of India at the national level for formulation of housing policy and programme, review of the implementation of the plan scheme, collection and dissemination of data on housing, building materials/techniques and for adopting general measures for reduction of building costs. In addition, it is entrusted with implementation of the specific programmes of urban employment and urban poverty alleviation, including provision of basic amenities to the urban poor and support for establishment of micro-enterprises by skill development of the poor. In the federal structure of the Indian polity, the matters pertaining to the housing and urban development have been assigned by the Constitution of India to the State Governments. The Constitutional 74th Amendment Act has further delegated many of these functions to the urban local bodies. Although these are essentially State subjects yet the Government of India plays a coordinating and monitoring role and also supports these programmes through centrally sponsored schemes.

The Ministry of Housing & Urban Poverty Alleviation plays a nodal role in addressing various issues of urban employment and poverty alleviation and housing sector by formulating policies, providing legislative guidance and through sectoral programmes. The National Policy issues are decided by this Ministry which allocates resources to the State Governments through various centrally sponsored schemes. In addition, this Ministry is also supporting various external assistance programmes for housing, urban employment and poverty alleviation in the country. The emphasis of the 12th Plan on inclusive and faster economic growth has led to a greater urgency for municipal reforms and effectiveness of the third tier of governance, greater emphasis on community participation and the implementation of the flagship programme of JNNURM with 40% of its considerable budget devoted to slum redevelopment and rehabilitation.

At the beginning of the 12th Five Year Plan, the housing shortage was estimated to be 18.78 million housing units. An estimated 96% of this housing shortage pertains to households falling in the Economically Weaker Sections (EWS) and Low Income Group (LIG) segments. Further, urban areas in our country especially those inhabited by the poor are characterized by severe constraints of basic services like potable water, drainage system, sewerage network, sanitary facilities, electricity, roads and effective solid waste disposal.

In order to mitigate the housing shortage alongwith deficiencies in basic services and in consonance with the changing policy environment, the Ministry announced the National Urban Housing and Habitat Policy, 2007. This Policy focuses on affordable housing for all with special emphasis on economically weaker sections of the society such as SCs, STs, OBCs, Minorities, women-headed households and the physically challenged. The Policy seeks to emphasize public sector partnering with private sector and also cooperative sector, the employees welfare housing sector, the industrial-cum-labour housing sector playing important role. The Central Government seeks to play the role of an 'enabler' and 'facilitator' under the aegis of the National Urban Housing & Habitat Policy.

The urban sector has witnessed major changes on account of our country's transition towards market-based economy and the spirit of decentralization which is embodied in the Constitution (74th Amendment) Act, 1992. In addition, the role of urban sector in economic growth and poverty reduction has undergone major change. The need for public private partnership is now widely appreciated. In order to cope with massive problems that have emerged as a result of rapid

urban growth, it became imperative to draw up a strategy to implement projects in select cities on mission mode.

The Jawaharlal Nehru National Urban Renewal Mission (JNNURM) was launched by the Prime Minister of India on 3rd December, 2005 with an objective of providing focused attention to integrated development of urban infrastructure and services in select 65 cities with emphasis on urban poor, slum improvement, community toilets/baths, etc. The need for Sub-Mission on Basic Services to the Urban Poor (BSUP) under JNNURM arose because urbanisation in India is considered as an important determinant of national economic growth and poverty reduction. As per 2011 population census, the urban population of India was about 377.1 million representing 31.16 percent of the country's total population of 1210.2 million. The ever increasing number of slum dwellers causes tremendous pressure on urban basic services and infrastructure. The supply of land for housing has failed to keep pace with increase in urban population resulting in large number of households without access to basic services, poor housing and proliferation of slums and widespread poverty.

In addition, Ministry of Housing and Urban Poverty Alleviation has formulated a scheme namely Integrated Housing and Slum Development Programme (IHSDP) which is applicable to all cities and towns as per 2001 census except those cities which are covered under mission cities under JNNURM. The components for assistance under the Scheme would include all slum improvement/upgradation/relocation projects including upgradation/new construction of houses and infrastructural facilities like water supply and sewerage. Allocation of funds among States would be on the basis of the States' urban slum population to total urban slum population in the country.

It is a vision of the Government to make the country slum-free as early as possible, by providing slum-dwellers basic services and access to decent shelter and creating conditions of urban development that contain the need for the emergence of slums. In order to achieve this vision, a new scheme called 'Rajiv Awas Yojana' (RAY) has been launched on 02.06.2011. The Scheme proposes to address the problem of slums in a holistic and definitive way adopting a multi-pronged approach focusing on bringing existing slums within the formal system and enabling them to avail of the same level of basic amenities as the rest of the town; redressing the failures of the formal system that lie behind the creation of slums; and tackling the shortages of urban land and housing that keeps shelter out of reach of the urban poor and forces them to resort to extra-legal solutions in a bid to retain their sources of livelihood and employment.

Institutional Financing of Housing

The substantial thrust on housing laid by the Government through the facilitating measures including Reserve Bank of India's (RBI) regulations relating to priority sector lending, fiscal concessions and budgetary incentives have started to bear fruit. Institutional credit disbursements are being made through Housing Finance Institutions (HFIs) under the ambit of the National Housing Bank (NHB). NHB registers, regulates and supervises Housing Finance Companies (HFCs), keeps surveillance through On-site & Off-site Mechanisms and co-ordinates with other Regulators.

Housing and Urban Development Corporation (HUDCO), since its inception in 1970, has made steady and significant strides in the field of housing and urban infrastructure financing catering to the needs of every section of the population. Unlike the policy adopted by the contemporary housing finance companies, HUDCO's assistance covers the housing needs of every class of the society, with special emphasis on the weaker sections and the deprived. During 2014-15, HUDCO sanctioned a total of 162 schemes (41 housing, 121 infrastructure) for loans of Rs.21096 crore (Rs.7670 crore for housing, Rs.7398 crore for core urban-infrastructure and Rs.6028 crore for non-core infrastructure schemes) as against Rs.17491 crore sanctioned during the previous year, registering a growth of 20.61%. HUDCO disbursed Rs.7973 crore (Rs.3076 crore for housing, Rs.4897 crore for urban infrastructure) as against Rs.7438 crore disbursed during the previous year, registering a growth of 7.19%. The projects sanctioned are for water supply, industrial infrastructure, power, transport, sewerage, drainage, commercial, housing, etc. HUDCO has sanctioned 4.86 lakh housing units, of which 4.73 lakh were for Economically Weaker Section (EWS) and Low Income Group (LIG) category.

The housing schemes for handloom weavers and beedi workers are being implemented through Central Government subsidy as well as the loans provided by the HUDCO. The HUDCO

is also providing loan for construction of hostels for working women. A certain proportion of the houses financed by the HUDCO are reserved by state agencies for the SC/ST population.

2. HOUSING SCHEMES OF THE STATE GOVERNMENTS

Keeping in view, the importance of housing, some of the State Governments/UTs have also framed suitable Schemes and Acts for this purpose. Information available on the number of houses constructed/allotted/provided to the workers during the years 2014 are given below:

Sr. No.	State	Number of houses constructed/allotted during the year 2014 and the name of the Scheme	Since the inception of the Scheme (at the end of the year 2014)
1	2	3	4
1.	Assam	231014 (Plantations Labour Act, 1951)	2185239
2.	Kerala	- (Kerala Plantation Worker's Housing Scheme) (upto 2013)	21096

Source: The table is based on the information provided by the concerned State Govts.

3. HOUSING FOR WORKERS IN MAJOR INDUSTRIES

(A) Factory Sector

(i) Iron and Steel

Steel Authority of India (SAIL) is maintaining fully developed residential townships at all the Major Plant/Unit locations. The townships are having spacious houses and all civic amenities. For recreation of the employees, the townships are having clubs, theaters, sports stadiums, market places etc. the townships, known for their greenery, are like oasis for the otherwise underdeveloped plant/unit locations and have been able to meet the aspirations of the employees. SAIL also gives House Building Advance to its interested eligible employees at concessional rates to the tune of Rs. 15 lakhs for non executives and Rs. 20 lakhs for executives, for construction of Residential accommodation. Rates of interest for House Building Advance up to Rs. 1,00,000/- is 4% per annum, above Rs.1,00,000/- and upto Rs.8 lakhs is 6% per annum and above Rs.8 lakhs is 9.5% per annum.

(B) Mines

(i) Coal Mines

The Coal Mines Labour Welfare Organisation supplements the efforts of the State Governments and the employers in coal mines to provide housing accommodation to coal miners and their dependents. For this purpose 40% of the amount, which is collected as Cess on the dispatches of coal from the coal mines constitutes the housing accounts of the Coal Mines Labour Welfare Fund.

(ii) Coal India Ltd.

At the time of nationalisation, in Coal India Ltd. and its subsidiaries there were only 1,18,366 houses including sub-standard houses. The availability of these houses has increased to 4,01,795. The housing satisfaction has now reached 70.42%. The coal companies are making all out efforts to further improve these facilities. Employees will be encouraged to form cooperative societies for building their own homes at a place where they would like to finally settle down.

(iii) Mica Mines

Since the inception of the scheme in the year 2008 the Mica Mines Labour Welfare Organisation, Kalichedu (A.P.) had allotted 533 houses to its workers under various Housing Schemes.

(C) Plantations

The Plantations Labour Act makes it obligatory for the employers to provide and maintain necessary housing accommodation for every worker and his family residing in the plantation. The Act also requires every employer to provide and maintain necessary housing accommodation for those desiring workers, who have put in six months of continuous service, but are residing outside the plantation. The State Governments are, however, empowered to frame rules to decide the standard and specification of the accommodation.

(D) Railways

The Indian Railways, being the single largest employer in the country have provided the maximum housing facilities to the employees. Approximately 44% staff has been provided with railway quarters. 1076 staff quarters were electrified during 2013-14. 8 Railwaymen's Co-operative Housing Societies were functional in IR during 2013-14.

(E) Dock and Ports

(i) Chennai Port Trust - The Trust has provided to the serving officers / employees with quarters at Tondiarpet, Cassimode, Clive Battery, Spring Haven Road and Napier Bridge near Heavy Workshop. There are 1420 quarters of various types (Types I to V). Also, Each of the employees who have availed House Building Advances from the Trust contributes Rs.70/- on Chennai Port Trust Employees House Building Advance Special Family Benefit Fund (Chennai Port Trust EHBASFB). The fund is used to compensate the liquidity of the employee towards HBA including interest thereon in the case of an employee dies in harness.

(ii) Cochin Port Trust – 731 Residential quarters have been provided by the Port Trust for their employees. Men's Hostels having accommodation for 124 employees are functioning. A Women's Hostel is also functioning inside the Port area. The House Building Advance Scheme for Central Government officers is being followed by the Port Trusts. Under House Building Advance Family Benefit Fund, every employee who comes under the scheme shall make a non-refundable subscription of Rs.25/- per month till the repayment of HBA together with the interest accrued thereon. In the case of an employee dying while in service, the amount due from him i.e. the principle and the interest towards the repayment of HBA due thereon up to the date of his death, an amount of Rs. 1,25,000/- shall be reimbursed to the Port Trust Board by meeting the advance amount from the fund.

(iii) Mormugao Port Trust - Mormugao Port Trust has constructed 1965 different types of residential quarters in the localities at Headland, Bogda, Jetty, Desterro and Baina etc. At present 50% of the total employees has been provided with quarters. Apart from providing official accommodation House Building Advance are also given to the eligible employees who desire to construct their new houses or acquire ready build flats/houses. So far 305 employees have availed of the house building advances since the year 1988 to 2014.

(iv) Mumbai Port Trust - Residential accommodation is provided by the Port through 7860 residential units subject to recovery of nominal license fees. In addition, employees residing in these quarters are reimbursed 80% of the electricity charges for consumption upto 300 units. Employees who have completed five years of service are eligible for housing loan, at low rates of interest, for acquisition of land and construction or purchase of house or flat. The maximum loan admissible to an individual employee is at 50 times of the Basic Pay of the employee or the actual cost or Rs.7.5 lakh, whichever is less. The repayment is spread-over 20 years or balance service. Under 'assistance to defray outstanding housing loan on death of the employees' scheme, financial assistance upto Rs.30,000/- or balance amount of housing loan (including interest), whichever is less, is extended to the families of employees who have obtained loan under Mb.P.T. Housing Loan Regulations and expired while in service.

(v) V.O. Chidambaranar Port Trust - V.O. Chidambaranar Port Trust provided totally 743 residential accommodation to its employees and officers at Bharathi Nagar and Concession in electricity charges is also granted to the employees residing in Port Quarters is up to 100 units/month.

(F) Postal Department

The Department of Post has providing housing facilities to a large number of employees. Rented accommodation is being provided to certain essential staff. In addition, house-building advances are granted to the employees enabling them to purchase land and build their own houses.

4. RURAL HOUSING SCHEMES

In India, nearly 70 per cent of the population lives in rural areas where the housing needs are just unmet. The earliest housing programme taken up by the Government of India was for rehabilitation of refugees immediately after the partition of the country. A formal village housing scheme was later launched in 1957 as part of the Community Development movement. Much later, the programme was enlarged and construction of houses was taken up as a major activity under the National Rural Employment Guarantee Programme (NREGP), which began in 1980 and later under the Rural Landless Employment Guarantee Programme (RLEGP) taken up in 1983. In 1985-86, Indira Awaas Yojana (IAY) was launched as a sub-scheme of RLEGP and from April 1989, it became a sub-scheme of the Jawahar Rozgar Yojana (JRY). On January 1st, 1996, IAY was finally delinked from JRY and made an independent scheme.

The IAY aims at providing dwelling units to houseless below poverty line (BPL) households identified by the gram sabhas and those living in dilapidated and kutcha houses, with a component for providing house sites to the landless poor as well. Under the IAY, a shelterless BPL family is given assistance of Rs.70,000 in plains areas and Rs.75,000 in hilly/difficult areas/Integrated Action Plan (IAP) districts for construction of a new house. For upgradation of kutcha or dilapidated houses, Rs.15,000 is provided. For purchase of house sites, Rs.20,000 is provided.

CHAPTER 7

HEALTH AND SAFETY

Health and safety of the employees is a critical factor in any organization for their smooth and successful functioning. It increases the production as well as the quality of products and services rendered by improving employee morale, reducing absenteeism and enhancing productivity. Hence it becomes imperative to all the organizations to attach importance towards achieving high Occupational Health and Safety performance as they do to the other key objectives of their business activities. Occupational health & safety standards for industrial workers are implemented through the adoption of common codes of practice, safety legislation and training in related matters. Occupational hazards are one of the major problems created by the machine-made environment. Constitution of India has also specified provisions for ensuring occupational safety and health of the workers in the form of three articles 24, 39 (e & f) and 42. The regulation of labour and safety in mines and oil fields is under the Union List and the welfare of the labour including conditions of work etc. is in the Concurrent List. The Ministry of Labour & Employment, Government of India and Labour Departments of the State and Union Territories are responsible for safety and health of workers. The DGMS (Dhanbad) and DGFASLI (Mumbai) are the two field organisations of the Ministry of Labour & Employment which make efforts to achieve the principles enshrined in the Constitution in the field of occupational health and safety in mines, factories and ports.

Legislations

The statutes relating to Occupational Health and Safety (OH&S) are broadly divided into three:-

- Statutes for safety at workplaces
- Statutes for safety of substances
- Statutes for safety of activities

At present, safety and health statutes for regulating OH&S of persons at work exist only in four sectors:-

- Mining
- Factories
- Ports
- Construction

The major legislations are:-

The Factories Act, 1948

- It regulates health, safety, welfare and other working conditions of workers in factories.
- It is enforced by the State Governments through their factory inspectorates. The Directorate General Factory Advice Service & Labour Institutes (DGFASLI) co-ordinates matters concerning safety, health and welfare of workers in the factories with the State Governments.
- DGFASLI conducts training, studies and surveys on various aspects relating to safety and health of workers through the Central Labour Institute in Mumbai and four other Regional Labour Institutes located at Kolkata, Chennai, Kanpur and Faridabad.

Mines Act, 1952

- It contains provisions for measures relating to the health, safety and welfare of workers in the coal, metalliferous and oil mines.
- The Mines Act, 1952, prescribed duties of the owner (defined as the proprietor, lessee or an agent) to manage mines and mining operation and the health and safety in mines. It also

prescribes the number of working hours in mines, the minimum wage rates, and other related matters.

- Directorate General of Mines Safety conducts inspections and inquiries, issues competency tests for the purpose of appointment to various posts in the mines, organises seminars/conferences on various aspects of safety of workers.
- Courts of Inquiry are set up by the Central Government to investigate into the accidents, which result in the death of 10 or above miners. Both penal and pecuniary punishments are prescribed for contravention of obligation and duties under the Act.

Dock Workers (Safety, Health & Welfare) Act, 1986

- It contains provisions for the health, safety and welfare of workers working in ports/docks.
- It is administered by Director General Factory Advice Service and Labour Institutes. The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Vishakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port.
- Overall emphasis in the activities of the inspectorates is to contain the accident rates and the number of accidents at the ports.

Other legislations and the rules framed thereunder:-

- Plantation Labour Act, 1951
- Explosives Act, 1884
- Petroleum Act, 1934
- Insecticide Act, 1968
- Indian Electricity Act, 1910
- Indian Boilers Act, 1923
- Indian Atomic Energy Act, 1962
- Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
- Beedi and Cigar Workers' (Conditions of Employment) Act, 1966.

1. HEALTH AND SAFETY OF INDUSTRIAL WORKERS

Following are some of the measures taken to ensure the health & safety conditions of industrial workers.

(a) *The Employees State Insurance Scheme*

The ESI Scheme is an integrated scheme of social benefits which provides medical and cash benefits in the contingencies of sickness, maternity, employment injury and death due to employment injury. 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 Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establishments, educational and medical institutions employing 10 or more employees. 24 State Governments/ Union Territories have reduced the threshold for coverage of shops and establishments to 10 or more persons. Employees of factories and establishments covered under the Act drawing monthly wages upto Rs.15,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 815 centres situated in 31 States/ Union Territories. As on 31.03.2014, 1.95 crore insured persons and about 7.58 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 6.70 lakh. The ESI Scheme is mainly financed by contributions from the employers and employees. The rates of the employers' and the

employees' share of contribution are 4.75% and 1.75%, respectively. The State Governments' share of the expenditure on the provision of medical care is to the extent of 12.5%. All contributions received under the ESI Act and all other money belonging to the fund which is not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31.10.2014, the total investment of fund was Rs.39684.09 crore. Besides from medical care, the beneficiaries under 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. Dependants of insured persons who die of employment injury caused by accident or occupational disease are entitled to monthly payments called the dependant benefits.

(b) Medical Facilities under Statutory Welfare Funds

- (i) The Labour Welfare Organisation is directly running hospitals and dispensaries at different places in the country to provide basic health care and family welfare services to beedi, mine and cine workers. Health Care is provided to:
- a) Beedi workers and their dependents through 7 hospitals and 204 dispensaries all over the country. Recently the govt. has approved four new hospitals and 40 dispensaries for beedi workers in the country.
 - b) For cine workers, there are three dispensaries for medical treatment.
 - c) For Iron Ore, Manganese Ore & Chrome Ore Mines workers and their families, there are 3 hospitals and 16 dispensaries.
 - d) For mica workers there are 1 hospital and 8 dispensaries, all over the country.

Diversified Medical Assistance for Workers;

Purpose	Nature of Assistance
Ophthalmic Problems	Financial assistance of Rs.300/- for purchase of spectacles
Tuberculosis	Reservation of beds in T. B. Hospitals and domiciliary treatment for workers. Subsistence allowance Rs.750/- p.m. to Rs.1000/- is paid to workers.
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
Cancer	Reimbursement of actual expenditure on treatment, medicines, and diet charges incurred by workers, or their dependants.
Minor surgery like Hernia, Appendectomy ulcer,	Reimbursement of expenditure upto Rs.30,000/- to workers and their dependants.
Mental Diseases	Financial assistance for treatment of mental diseases, diet, railway fare and subsistence allowance to workers.

In addition to above following welfare schemes are specially formulated for the mine workers:-

- a) Scheme for artificial limb for mine workers working in mines;
- b) Scheme for fatal and serious accidental benefit, for mine workers;
- c) Scheme for payment for grant-in-aid to the mine managements who are maintaining hospital for the mine workers and their families;
- d) Scheme for organizing health camps;
- e) Grant-in-Aid for the purchase of ambulance, 75% of the cost or Rs.3.00 lakh whichever is less.

(ii) The information provided by various States/Union Territories is as under:-

Assam

The total sanctioned strength of the Medical Inspector of Plantations working under the Labour Commissionerate is 8 of which 3 are working and others are vacant. The Medical Inspector of Plantations are exclusively meant for looking after the statutory provisions relating to providing medical facilities under the Plantation Labour Act, 1951 to be provided to plantation workers.

Gujarat

Factory wing is headed by Director, Industrial Safety and Health, who is responsible for regulating health, safety and welfare of the workers. For efficient administration and effective control, state is divided in to four regions namely Ahmedabad, Vadodara, Surat and Rajkot. These regions are under control of Joint Director, Industrial Safety & Health.

The Directorate, Industrial Safety and Health looks after the implementation of following statute;

- The Factories Act 1948 and Gujarat Factories Rules, 1963
- The Environment Protection Act, 1986
- The Manufacture, Storage and Import of Hazardous Chemical Rules, 1989
- Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996
- The Payment of Wages Act, 1936 and Rules there under
- The Maternity Benefit Act, 1961 and Rules there under
- The Gujarat Physically Handicapped Persons (Employment in Factories) Act, 1982
- The Gujarat Payment of Unemployment Allowance to Workmen (in factories) Act, 1981
- The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Rules there under

The history of Factories Act is more than 100 years old. First time the Indian Factories Act was enacted in 1881. After independence, 'The Factories Act, 1948' was made applicable in the country mainly to regulate health, safety, welfare and working conditions of Industrial workers. It has been amended from time to time, but the major amendments were enacted in 1976 and in 1987, wherein emphasis has been laid on safety in general and chemical safety in particular. To strengthen safety in chemical factories, Government of Gujarat amended the 'Gujarat Factories Rules, 1963' in February 1995.

To look after welfare of female workers, Lady Inspector of Factories has also been appointed under the Factories Act, 1948. All Inspectors have been declared as Assistant Public Prosecutors for purpose of Factories Act.

The Director, Industrial Safety and Health, Gujarat State has also been declared authority under certain section of Environment Protection Act, 1986 and Manufacture, Storage, Import of Hazardous Chemicals, Rules, 1989, as amended in 1994.

Under Environment Protection Act, 1986, the Government of India has framed Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996, where the Asstt./Deputy Director of Ind. Safety and Health performs the duties as Member Secretary of various crisis groups constituted under these rules throughout the state.

The Inspectors appointed under the Factories Act have also been appointed as inspectors under the Payment of Wages Act, 1936, so far as the factories registered under the Factories Act, 1948 are concerned. The officers of this wing have also been notified as Inspectors under Maternity Benefit Act, 1961 & The building and other construction workers (Regulation of Employment and conditions of service) Act, 1996.

The inspectors appointed under the Factories Act have also been appointed as inspector under the Building and Other Construction Workers (RECS) Act, 1996, Director Ind. Safety and

Health has been appointed as Chief Inspector of Inspections of Building and Construction under the same Act.

Moreover one Dy. Directors (chemical) has been appointed for assisting and advising Dir. Industrial Safety & Health about hazards and safety in chemical factories.

To measure and monitor the ill effects of chemicals, cotton dust, Asbestos dust and Silica dust etc., Industrial Hygiene Laboratory has been established under the Director Industrial Safety Health. It is headed by Dy. Director (Medical) consists of Medical Inspectors of Factories, Certifying Surgeons and other technical staff.

Kerala

The Department of Factories and Boilers, under the Ministry of Labour is looking after safety, health and welfare of workers employed in factories. Secretary to Labour is having the administrative control over the Department. The Director of Factories & Boilers is the Head of the Department. The main function of the Factories & Boilers Department is to administer / implement various provisions in the Factories Act 1948, the Indian Boilers Act 1923 and other enactments for ensuring Safety, Health and Welfare of the factory workers and safety of the neighboring public. The departmental functions are regulatory as well as service oriented. The department is adopting a two-tier system viz. Regulatory and advisory to make it an inspection service department. The Director of Factories & Boilers is assisted by enforcement wing consisting of a Joint Director of Factories and Boilers (HQ) and 3 Regional Joint Directors of Factories and Boilers. There are 20 factory divisions each headed by the Inspector of Factories and Boilers in respect of Factories under Section 2(m), hazardous factories coming under section 85 of the Factories Act, 1948 and 23 Additional Inspectors of Factories in charge of non hazardous Factories notified under section 85 of Factories Act 1948.

State Government has formulated the Comprehensive Health Insurance Scheme (CHIS) on the same line of Rashtriya Swasthya Bima Yojana (RSBY) to benefits lakhs of poor families and also those in the APL. RSBY and CHIS is being implemented in all the 14 districts of the State. This Scheme was started on 2.10.2008.

CHISPLUS scheme is the part of CHIS formulated by the State Government for providing treatment for cancer, heart diseases and kidney diseases. Under CHISPLUS free treatment is extending upto Rs.70,000/- for treatment of Diseases. This is in addition to the free treatment available under RSBY / CHIS and is available to all smart card holders except APL. The scheme is implemented through all the Government Medical Colleges, Pariyaram Medical College and all District Head Quarters Hospitals. Steps are taken to bring Regional Cancer centre, Sri Chitra and Malabar cancer centre under the scheme. The scheme was started in January, 2010.

A separate Agency namely, Comprehensive Health Insurance Agency, Kerala (CHIAK) was formulated for implementation of RSBY & CHIS. During 2013-14 Rs.36.65 crores for RSBY, Rs.89 crores for CHIS and Rs.45 crores for CHISPLUS was allotted to CHIAK.

(c) Railways

Indian Railway Medical Service was primarily constituted to look after the health of Railway employees. Slowly its ambit of duty expanded to include the family members of the employee, retired employee and their family members also as per pass rules. Besides curative services Indian Railway Medical Service provides:- Preventive, Promotive, Occupational & Industrial health, Public health service also. It also plays a significant role in monitoring the quality of water & food within railway premises. A number of Zonal Railway hospitals are recognized centers of excellence in the field of medical care where post graduate medical students are also trained. Indian Railway health care system with a chain of 125 hospitals, 586 health units with approximately 14000 indoor beds, managed by 2,597 doctors & dental Surgeons and 54,000 paramedical staff including nursing staff forms an integral part of 'total health care solution' made

available for its approximately 65 lakh beneficiaries – both serving and retired. During the year 2013-14, approximately 2.31 crore patients were attended in Out-Patient Departments, 4.66 lakh treated in indoor wards and 46661 major and special surgeries were performed. More than 30,000 passengers are provided medical aid every year.

(d) Factories

DGFASLI; The Directorate General of Factory Advice Service & Labour Institutes, (DGFASLI) Mumbai under the Ministry of Labour & Employment, Government of India functions as a technical arm of the Ministry in regards to matters concerned with safety, health and welfare of workers in factories and ports/docks. It assists the Central Government in formulation and review of policy and legislation on occupational safety and health in factories and ports, maintains a liaison with Factories 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 and Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene and industrial psychology etc; and provides training in the field of industrial safety and health. In areas of industrial safety related research and allied problem, DGFASLI is providing its services through it's headquarter at Mumbai, Central Labour Institute at Mumbai and four Regional Labour Institutes at Kolkata, Chennai, Kanpur and Faridabad. It's headquarter has (i) Factory Advice Service Division and (ii) Dock Safety Division. The Central Labour Institute and the four Regional Labour Institutes have the following divisions viz. Industry Safety, Industry Hygiene, Industrial Medicine, Industrial Physiology, Industrial Psychology, Industrial Ergonomics, Industrial Environmental Engineering, Staff Training, Small Scale Industries Cell, Productivity, Major Hazards Chemical Safety, Management Information Services and Safety and Health Communication Division. 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.

(e) Iron and Steel

SAIL (Steel Authority of India Ltd.): SAIL provides full medical care to its employees and their dependants. They are operating their own hospitals at townships with state of the art facilities where free outdoor and indoor medical treatment is provided to all regular employees right from the date of joining the company and their dependant family members. Employees are also referred to specialist hospitals at the cost of the company if need arises. In cities, SAIL is having tie ups with major medical centers for treatment of its employees posted there. For the period of absence due to sickness, full wages against commuted leave is provided to the employees. Also, in case of temporary disablement due to accident arising out of and in course of employment, SAIL provides full wages to its employees for such period of absence.

SAIL Group Mediciclaim Policy: The employees and their spouses, in case of separation on superannuation/VR/discharge on medical unfitness, and spouse of a deceased employee can enroll under the SAIL Group Mediciclaim Policy. SAIL has been operating this scheme for its retired employees and their spouse since 1991.

Visvesvaraya Iron & Steel Plant: Health care of the employees and their dependents is taken care in the 115 bed hospital and occupational health center with medical facilities and a team of experienced doctors and para-medical staff. In addition, the referral facility to specialized hospital based on need is being extended.

VISL is conducting Eye Camps, Family Planning activities, periodical health check up programmes. In addition, VISL also associate with local bodies in arranging social and cultural

programmes not only for their employees and their wards but also for the society. VISL Management has taken up schemes of peripheral development under corporate social Responsibility activities with a view to improve the general health, education, providing hygiene drinking water in the peripheral areas. In addition to the facilities extended to the regular employees, the retired employees are also extended the benefits of medical through Company Hospital, Medclaim facilities as per SAIL guidelines.

Rashtriya Ispat Nigam Limited: The statutory Occupational Health needs of the employees are taken care of through a well-equipped Occupational Health Center since Nov.1992. It is the first OHS unit in steel industry to receive ISO-9001, ISO-14001 and OHSAS 18001-2007 certifications. Periodical Medical Examination (PME) of employees at OHS&RC is carried out through a process: Health of employees in monitored at set frequency depending on the nature of work under the Man Management Programme (MMP) and the employee records are managed online through Occupational Health Management System. Various initiatives like health education and health checkup programmes are also brought out.

(f) Docks/Ports

No. of Beds, Hospitals & Dispensaries in the Docks / Ports are given below:

Name of the Port	No. of beds	No. of Hospitals	No. of Dispensaries
1	2	3	4
Vishakhapatnam Dock Labour Board	-	1	2
Vishakhapatnam Port trust	124	1	Branch dispensaries exist at all residential colonies near dock area.
Mormugao Port Trust	100	1	-
Mumbai Port Trust	241	1	4
Cochin Port Trust	150	1	2
New Mangalore Port Trust	100	1	-
Kolkata Dock Labour Board	-	1	-

Medical Facilities Provided at Various Ports

Chennai Port Trust

The facilities in the Chennai Port Trust hospital keep pace with the advances in the field of medical science and high standard of medicare to its employees, their families and also to pensioners are provided. To maintain such high standards in Medicare, constant evaluation and updating of equipment is done. The main Hospital in Spring Haven Road has in-patient facilities for 185 beds. There are two peripheral Out-patient blocks at the Diabetic Specialty Centre located in the former EDLB Building and Tondiarpet Housing Colony which takes care of outpatient cases. A new fully equipped ICU and a modern fully equipped laboratory is available for benefit of the patients. Referral services are also available to patients.

Cochin Port Trust

First Aid Facilities; First Aiders equipped with First Aid Boxes have been posted at the following places – Mattancherry Wharf, BTP Jetty, Marine Complex, CFS and Ernakulam Wharf. The services of Ambulance Vans are available round the clock for emergency help.

Medical Facilities;

- a. A general hospital with 150 beds is available inside the Port area. The hospital is equipped with facilities like air-conditioned Analytical Laboratory, Ultrasound Scan, X-Ray, Ultraviolet Rays, Infra-red Rays, E.C.G., Air-conditioned Operation Theatre complex, Labour Room and Pulmonary Resuscitator. The services at the hospital are available round the clock. Specialists in Surgery, E.N.T., Ophthalmology, Pediatrics and Dentistry etc., visit the hospital on weekly basis for specialized treatments.
- b. In-patient and out-patient treatment facilities are provided to all employees and members of their families. Medical facilities at the Port hospital are available for the pensioners & their spouses.
- c. The employees and their dependents admitted in the Port Hospital are eligible for diet free of cost.
- d. For treatment of chronic illness, employees and family members are referred to specialized hospitals and the cost of such treatments is borne by the Port. Employees and their families can avail treatment facility from outside private hospital when accident and cardiac problem occur.
- e. Ambulance Van is provided free of charge to transport sick and injured Port employees from Offices/Work-sites of the Port Trust/Residence. This facility is also extended for taking patients i e., Port employees and their dependants from Port hospital to any private hospital within the limits of Kerala State for better treatment in acute emergency cases.

Mormugao Port Trust

Adequate First-aid boxes as well as First-aid treatments are readily available during the working hours to the workers at the working places. Ambulance is also provided with the full medical equipments and qualified nursing staff. Mormugao Port Trust has its own 100 bedded hospital, having fully equipped indoor and outdoor departments at Headland and first Aid Centres at Mormugao Harbour, MPT Workshop and at MOHP area. Apart from medical officers, the hospital is enriched with qualified and experienced nursing personnel and other paramedical staff.

Mumbai Port Trust

Free medical aid is provided to the Port employees and their dependent family members through a well-equipped 241 bedded hospital and four dispensaries located near the work spots and residential colonies of MbPT. In addition, if necessary, the patients are referred to other recognized hospitals for specialized treatment.

V.O. Chidambaranar Port Trust

V.O. Chidambaranar Port has a full-fledged hospital in the Harbour Estate and a self contained Dispensary at Tuticorin town to meet the need of employees and their families. Four First aid centres are also functioning in the Dock area. It has a network of Six Ambulances providing round the clock service at multiple locations. Both the Hospital and Dispensary are manned by medical professionals of various specialties. CISF personnel and their family members are also availing the medical facilities at free of cost. The services of the hospital are also extended to retired employees and their spouses. To avail the services for critical illnesses, Port has also several approved higher referral Hospitals for super specialty services. Employees of other Government Organisations like CECRI, Poompuhar Shipping Corporation, Mercantile Marine Department etc., also avail medical services from Port Trust Hospital on payment basis. A full-fledged casualty unit with seven beds, Operation theatre and Intensive Care Section provides emergency Medical service not only to port employees but also to general public in the Harbour area. Some Major and minor operations in general Surgery, Gynaecology and Ophthalmology are carried out in Port Hospital. During the year 2014-2015, nearly 0.94 lakhs patients have been treated in the Port Hospital and Town Dispensary. Periodical medical examination of Cargo

Handling workers have also been conducted by the Medical Officers of Port Hospital. The Medical Department have also empanelled “Consultant Specialist” like Cardiologist, Neurologist, Orthopaedic, Physiotherapist etc and provides specialised care to the employees. In addition, M/s. Aravind Eye Hospital, Vasan Eye Care and Dr. Agarwall Eye Hospital at Tuticorin have also been empanelled for the benefit of Port employees and retirees. The Medical store in the Port Hospital is handling medicines worth over Rs. 194 lakhs during the year. It disburses high quality medicines to the patients. As per MOU between Ministry of Shipping and Department of Aids Control, action plan on HIV/AIDS/STI preventive care, support and treatment activity inside and outside the premises of VOC Port Trust carried out. The Medical Department of VOC Port Trust has been brought under the purview of ISO-QMS in the year 2004 and EMS from the year, 2005.

2. INDUSTRIAL INJURIES

Statistics on injuries in Factories, Mines, Railways and Docks and Ports as collected under the Factories Act, 1948, the Mines Act, 1952, the Indian Railways Act, 1890 and the Indian Dock Labourers’ Regulations, 1948 and Dock Workers’ (Safety, Health and Welfare) Scheme, 1961, respectively are presented in this Section. The statistical unit is the number of workers involved, i.e. persons receiving injuries and not the number of accidents.

The Injuries have been defined as under:-

- (i) Fatal injury means injuries resulting from industrial accident, which causes death or injured persons are prevented from attending work permanently.
- (ii) Non-Fatal injury means injuries resulting from the industrial accidents, which prevent injured workers from attending to work for a period of 48 hours or more immediately following the injuries.

(A) Industrial injuries in Factories

The Statistics collected under the Factories Act, 1948 relate to injuries resulting from industrial accidents, which caused death or prevented the injured workers from attending to work for a period of forty eight hours or more, immediately following the injury. As per the data received by Labour Bureau on injuries under the Factories Act, 1948 from various States / U.Ts. during 2011 & 2012, there were 1083 & 682 fatal and 9358 & 5087 non-fatal injuries compared to 1064 & 10111 respectively in the year 2010.

(B) Industrial injuries in Mines

Statistics relating to injuries to persons employed in Mines are published in the annual report of the Directorate General of Mines Safety.

Fatal & Serious Injuries and Frequency Rates in All Mines submitting Returns under the Mines Act, 1952

Year	No. of accidents		No. of Persons		Rate per 1000 persons employed	
	Fatal	Serious	Killed	Seriously Injured \$	Death rate	Serious injury rate
1	2	3	4	5	6	7
2011	109	615	117	649	0.21	1.15
2012	120	583	126	600	0.22	1.07
2013*	135	508	156	536	0.27	0.94
2014*	121	424	129	452	0.23	0.79

\$ Seriously injured from fatal accidents also included

* Provisional

(C) Railways

There were 117 (excluding Konkan Railway) consequential train accidents in 2013-14 as compared to 120 in 2012-13. Train accidents per million train kilometres, an important index of safety, came down from 0.11 in 2012-13 to 0.10 in 2013-14. During 2013-14 there were 42 passengers killed and 94 injured in train accidents as against 60 passengers killed and 248 injured in 2012-13. Also, 7 railway employees killed and 24 injured during 2013-14 in train accidents as against 4 and 10 railway employees killed and injured respectively in 2012-13.

(D) Ports and Docks

According to Regulation 91 of the Dock Workers (Safety, Health and Welfare) Regulations, 1990, a reportable accident is one which either causes loss of life to a worker or disables him from work for more than 48 hours. However, a notice is required to be sent in all cases when a worker is disabled from work for the rest of the day or shift. According to the above Regulation, certain types of occurrences called dangerous occurrences are reportable within four hours of the occurrence irrespective of the fact whether any injury is caused or not. In cases of reportable accidents and dangerous occurrences the notice shall be confirmed within 72 hours of the occurrence by submitting written report to the Inspector in Form XII of the Dock Workers (Safety, Health and Welfare) Regulation 1990. During the year 2011, there were 94 reportable accidents in all the Ports and Docks out of which 23 were fatal.

3. INDUSTRIAL SAFETY MEASURES

Rapid increase in the use of sophisticated machinery and process plants in industry has made it possible to eliminate certain physically extracting jobs but at the same time it has made work in industry more risky. Workers' safety thus requires more attention. Proper precautionary measures along with the inculcation of safety consciousness among workers can go a long way in preventing industrial injuries.

(A) Factory Advice Service

The Directorate General of Factory Advice Service & Labour Institutes, (DGFASLI) is an attached office of the Ministry of Labour & Employment, Government of India and serves as a technical arm to assist the Ministry in formulation of national policies on OSH in factories and ports. It is responsible for coordination and implementation of the measures under the Factories Act, 1948 by the State Governments and formulation of Model Rules there under. It is also concerned with the administration of the Dock Workers (Safety, Health and Welfare) Act, 1986 in respect of 11 major ports in the country. It undertakes research and consultancy studies in Industrial Safety, Occupational Health, Industrial Hygiene, Industry Psychology and Industrial Physiology, in addition to safety audits. It provides training to the Inspectors of Factories (Enforcement Authorities) and various target groups from the factories including statutory long duration courses for safety officers, factory medical officers and supervisors engaged in hazardous process industries. These activities are carried out at the headquarters located at Mumbai and five Labour Institutes at Mumbai, Chennai, Kolkata, Kanpur & Faridabad. Its headquarters has (i) Factory Advice Service Division and (ii) Dock Safety Division.

The Central Labour Institute at Mumbai and Regional Labour Institutes at Chennai, Kanpur, Faridabad and Kolkata are having professionals from various disciplines such as Engineering, Management, Hygiene, Occupational Health, Industrial Physiology, Ergonomics, Industrial Psychology, etc. These institutes have facilities for conducting research and consultancy studies in various areas of safety and health in an integrated manner and arrive at practical solutions to the problems. The Director General, DGFASLI is also Chief Inspector of Dock Safety under the Dock Workers (Safety, Health and Welfare) Act, 1986 in respect of major ports. Dock Safety Inspectorates are established in all major ports. The Dock Safety Division at the headquarters coordinates with the Dock Safety Inspectorates regarding enforcement activities and also for

bringing about amendments in statutes concerning dock work. DGFASLI assists the Ministry of Labour & Employment, Government of India in the operation of National Safety Awards, Vishwakarma Rashtriya Puraskar and Prime Ministers' Shram Awards.

Safety in Factories

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. The Ministry of Labour & 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 & Employment, enlists the cooperation and involvement of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF). 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. The 53rd All India Conference of Chief Inspectors of Factories was jointly organised by the Directorate General Factory Advice Service and Labour Institutes (DGFASLI), Mumbai, Government of India, and Directorate of Industrial Safety and Health (DISH), Govt. of Maharashtra at Mumbai during 25-27 June, 2014.

Dock Safety

The Dock Workers (Safety, Health and Welfare) Act, 1986 was enacted on 14.04.1987. 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.

Studies and Surveys

National Studies and Surveys are undertaken by DGFASLI for 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. Under Section-91A of the Factories Act, 1948 in respect of accident prone factories a Safety and Health Survey at national level is being carried out. State level Studies and Surveys are undertaken in the State in certain priority areas to ascertain status of Safety Health and Environment at work place in the factories. 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.

Safety Awards

The DGFASLI on behalf of the Ministry of Labour and Employment has been implementing the Vishwakarma Rashtriya Puraskar (VRP) (earlier known as Shram Vir National Awards) and National Safety Awards Scheme since 1965. These schemes were modified in 1971, 1978 and again in 2007. The schemes presently in operation are as follows:

(i) **Vishwakarma Rashtriya Puruskar:** It is aimed at giving 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 overall efficiency of the establishments. It covers workers employed in factories, docks, construction sites and nuclear installations.

(ii) **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 Atomic energy Regulatory Board (AERB). Shields and Certificates are awarded to Winners and Runners up. Schemes I to X are meant for factories, construction sites and nuclear installations under AERB and schemes XI and XIII are for ports.

(B) Safety in Mines

Since mining has many inherent hazards detailed provisions have been laid down in the Mines Act, 1952 and Rules and Regulations framed there under to guard against dangers in mines. These provisions are enforced by the Directorate General of Mines Safety, Ministry of Labour & Employment. The DGMS located at Dhanbad also has the responsibility to see that the safety statute is kept updated to absorb technical advancements as well as to make the same comprehensive, practical and legally sound. Functions of the DGMS are inspection of mines, investigation of all fatal/serious accidents, operations, approval of mines safety equipments, appliances and material and conduct of examination for grant of statutory competency certificates, safety promotional incentives including organization of National Safety Awards (Mines), National Safety Conference and Safety Weeks and Campaigns. Under the Mines Act, 1952, the DGMS has been vested with the power to issue improvement notices and prohibitory orders to restrict or prohibit employment of persons in Mines or parts of Mines.

(C) Safety in Railways

There were 117 (excluding Konkan Railway) consequential train accidents in 2013-14 as compared to 120 in 2012-13. Train accidents per million train kilometres, an important index of safety, came down from 0.11 in 2012-13 to 0.10 in 2013-14. Out of 117 accidents, 106 accidents were due to 'Human Failure'. Under safety measures various steps were taken by Indian Railways to prevent accidents. Safety Action Plans were continually executed to reduce accidents caused by human errors. A multi-pronged approach with focus on introduction of newer technologies, mechanization of maintenance, early detection of flaws, etc. to reduce human dependence in the first place, alongwith upgrading the skills of the human resources were the prime drivers for accident prevention. Periodical safety audits of different Divisions by multidisciplinary teams of Zonal Railways as well as inter-railway safety audits were conducted on regular basis. During 2013-14, 75 internal safety audits and 27 inter-railway safety audits were carried out. Training facilities for drivers, guards and staff connected with train operation have been upgraded. Disaster Management Modules have also been upgraded. During 2013-14, 90,390 safety category employees attended refresher training.

(D) National Safety Council

The National Safety Council (NSC), set up by the Ministry of Labour and Employment on 04.03.1966 is an independent, non-profit making and autonomous society. Its mission is building a national movement on safety, health and environment to prevent and mitigate loss of life, human suffering and economic losses, and providing support services. 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 over 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 18 Chapters across the country.

CHAPTER 8

LABOUR ADMINISTRATION

Labour administration is defined by ILO Convention No.150 as “Public administration activities in the field of national labour policy”. In other words, Labour administration as a unit of public administration bears major responsibility in respect of policies concerning labour. Although popularly known as a unit of the national system for worker’s welfare, labour administration is meant for promoting economic growth with social justice. It contains features that promote consensus in formulating, implementing and reviewing national policies and practices and ultimately achieve inclusive growth. It is an essential tool at the disposal of government in fulfilling their responsibilities towards social issues. Labour administration’s effectiveness depends on a coherent national labour policy, coordinated system of competent bodies, adequate human, financial and other resources, integrated active participation of workers, employers and their respective organizations. It must embody the principles of good governance like credibility of the policies, transparency and accountability. The system of Labour administration covers all public bodies, responsible for and/or engaged in labour administration – whether ministerial departments or public agencies including parastatal and regional or local agencies or any other form of decentralized administration and any institutional framework for the coordination of the activities of such bodies and for consultation with and participation by employees and workers and their organizations.

Labour is a Concurrent subject under the Constitution of India and both the Central and State Governments are competent to enact legislations subject to certain matters being reserved for the Centre. The Ministry of Labour and Employment at the Centre is responsible for laying down the norms and standards on matters like industrial relations, employment, cooperation between labour and management, regulation of wages, conditions of work and safety, labour welfare, social security of workers, etc., which appear in the Union and Concurrent Lists of the 7th Schedule of the Constitution of India. The implementation of labour policy is the responsibility of the State Governments except in the case of labour employed in Railways, Mines, Oil Fields, Banking and Insurance Companies having branches in more than one State, Major Ports and Central Government Undertakings where the Central Government retains the responsibility in respect of labour relations. The Central Government, however, coordinates the activities of the State Governments in labour matters and tenders advice, as and when necessary. To implement the legislative measures, administrative machinery exists both at Central and State levels. The functions of each machinery are separately discussed below.

1. CENTRAL MACHINERY

Ministry of Labour and Employment, Government of India

The Ministry is responsible for

- Labour policy (including wage policy) and legislation;
- Safety, health and welfare of labour;
- Social security of labour;
- Policy relating to special target groups such as women and 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
- Workers’ Education;
- Labour and Employment Statistics;
- Employment Services and Vocational Training;
- Administration of Central Labour & Employment Services; and
- International Cooperation in Labour & Employment matters.

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

I ATTACHED OFFICES

- Directorate General of Employment, New Delhi
- Office of the Chief Labour Commissioner (Central), New Delhi
- Directorate General of Factory Advice Service and Labour Institutes, Mumbai
- Labour Bureau, Shimla/ Chandigarh

II SUBORDINATE OFFICES

- Directorate General of Mines Safety, Dhanbad
- Offices of the Welfare Commissioners

III AUTONOMOUS ORGANISATIONS

- Employees' State Insurance Corporation, New Delhi
- Employees' Provident Fund Organisation, New Delhi
- V.V.Giri National Labour Institute, Noida (U.P.)
- Central Board for Workers' Education, Nagpur

IV ADJUDICATING BODIES

Twenty two Central Industrial Tribunals-cum-Labour Courts have been set up under the provision of Industrial Disputes Act, 1947 for adjudication of the industrial disputes in organisations for which the Central Government is the appropriate Government.

V ARBITRATION BODY

Board of Arbitration (Joint Consultative Machinery), New Delhi.

A brief description of the activities of the Ministry of Labour and Employment and its offices is given below:

Ministry of Labour and Employment Main Secretariat

The Secretariat of the Ministry is the centre for consideration of all issues/matters concerning labour as far as the Government of India is concerned. It is the Central Administrative Machinery for the formulation of labour policy, enforcement of labour laws and for the promotion of labour welfare. The subjects allotted to the Ministry under the Government of India (Allocation of Business) Rules are briefly described below: -

Part I. Union Subjects

1. In respect of Union Railways - Payment of wages, trade disputes, hours of work from employees not covered by the Factories Act, and regulation of employment of children.
2. In respect of Docks - Regulation of safety, health and welfare measures concerning dock labour.
3. Regulation of labour and safety in mines and oilfields.

Part II. Concurrent Subjects

4. Factories.
5. Welfare of Labour - Industrial, commercial and agricultural conditions of labour; provident funds, family pensions, gratuity, employers' liability and workmen's compensation; health and

sickness insurance, including invalidity pensions, old age pensions, improvement of working conditions in factories; canteens in industrial undertakings.

6. Unemployment Insurance.
7. Trade Union; industrial and labour disputes.
8. Labour statistics.
9. Employment and unemployment except rural employment and unemployment.
10. Omitted.

Part III. Additional Business for States of Himachal Pradesh, Manipur, Tripura and Union Territory of Delhi.

11. Items mentioned in Part II above.

Part IV. Incidental Business with Respect to any of the Matters Mentioned in Parts I, II And III Above.

12. The implementing of treaties and agreements with other countries.
13. Jurisdiction and powers of all Central Government Industrial Tribunals/Labour Courts.

Part V. Miscellaneous Business

14. Employment Exchanges.
15. Omitted.
16. International Labour Organisation (ILO).
17. Tripartite Labour Conferences.
18. The War Injuries (Compensation Insurance) Act, 1943 (23 of 1943) and Scheme.
19. Administration of laws connected with safety and welfare in mines other than coal mines; organisations of the Chief Inspector of Mines and Mica Mines Welfare.
20. Administration of the Indian Dock Labourers Act, 1934 and the Regulations made thereunder and the Dock Workers (Safety, Health and Welfare) Scheme, 1961 framed under the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948).
21. Administration of the Tea Districts Emigrant Labour (Repeal) Act, 1970 (50 of 1970) and the Organisation of the Controller of Emigrant Labour.
22. Omitted
23. Administration of the Minimum Wages Act, 1948 (11 of 1948).
24. Administration of the Employees' State Insurance Act, 1948 (34 of 1948), the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) and the Payment of Gratuity Act, 1972 (39 of 1972).
25. Administration of Labour Laws in central sphere undertakings.
26. Labour Statistics; Organisation of Director Labour Bureau.
27. Organisation of Chief Labour Commissioner and Constitution and administration of Central Government Industrial Tribunal, Central Government Labour Courts, National Industrial Tribunal.
28. Organisation of Chief Advisor Factories, Staff Training Division, including Central Labour Institute, Productivity and Training Within Industry Centres and Regional Museums of Safety, Health and Welfare.
29. Plantation Labour and administration of the Plantations Labour Act, 1951 (69 of 1951).
30. Recruitment, posting, transfer and training of Central Government Labour Officers.
31. Administration of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955).
32. Schemes regarding workers' education.
33. Schemes regarding workers' participation in management.
34. Discipline in industry.
35. Constitution of Wage Boards for individual industries.
36. Regulation of working condition of motor transport workers.
37. Evaluation of the implementation of Labour Laws in the country.

38. Administration of laws relating to the working conditions and welfare of cinema workers and cinema theatre workers.
39. Prime Minister Shram Awards, National Safety Awards (for Mines and Factories), Rashtriya Viswakarma Puraskar.
40. The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) and the Building and other Construction Workers Welfare Cess Act, 1996 (28 of 1996).
41. Sales Promotion Employees (conditions of Service) Act, 1976 (11 of 1976).

Directorate General of Employment (DGE)

The Directorate General of Employment (DGE) in Ministry of Labour is the apex organization for development and coordination at National level for the programmes relating to vocational training including Women's Vocational Training and Employment Services. Employment service is operated through a countrywide network of Employment Exchanges. Industrial Training Institutes are under the administrative and financial control of State Governments or Union Territory Administrations. DGE also operates Vocational Training Schemes in some of the specialized areas through field institutes under its direct control. Development of these programmes at national level, particularly in the area concerning common policies, common standards and procedures, training of instructors and trade testing are the responsibility of the DGE. But, day-to-day administration of employment Exchanges and Industrial Training Institutes rests with the State Governments/ Union Territories Administrations.

Chief Labour Commissioner (Central)

Chief Labour Commissioner (Central)'s Organisation {CLC(C)}, also known as Central Industrial relations Machinery (CIRM) is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining harmonious Industrial Relations, enforcement of Labour Laws and verification of Trade Union membership in Central sphere. CIRM has a complement of 34 officers at the Head Quarters and 233 officers in the field. The offices of CIRM are spread over different parts of the country with zonal, regional and area level formations.

The functions of CIRM are; Prevention and settlement of Industrial Disputes, in the Central Sphere; Enforcement of Labour Laws and Rules made thereunder in the Central Sphere; Implementation of awards; Quasi-Judicial functions; Verification of the membership of the Trade Unions; Welfare and other Miscellaneous functions.

The CIRM ensures harmonious industrial relations in the Central Sphere establishments through:

- Monitoring of industrial relations in the 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 the Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay off, (4) Retrenchment, (5) Unfair Labour Practices, etc.

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

- (i) The Payment of Wages Act, 1936 & Rules made thereunder for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties.
- (ii) The Minimum Wages Act, 1948 and Rules.

- (iii) The Contract Labour (Regulation & Abolition) Act, 1970 and Rules.
- (iv) The Equal Remuneration Act, 1976 & Rules.
- (v) The Inter-State Migrant Workmen (RE&CS) Act, 1979 and Rules.
- (vi) The Child Labour (Prohibition & Regulation) Act, 1986 and Rules.
- (vii) The Payment of Gratuity Act, 1972 and Rules.
- (viii) The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act, 1988.
- (ix) The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 and Rules.
- (x) Chapter XIV of Indian Railway Act; Hours of Employment Regulations for Railways Employees.
- (xi) The Industrial Employment (Standing Orders) Act, 1946 & Rules.
- (xii) The Maternity Benefit Act, 1961 (Mines and Circus Rules, 1963) & Rules.
- (xiii) The Payment of Bonus Act, 1965.

Directorate General of Factory Advice Service and Labour Institutes

The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai 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. 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 Awards Cell.

Labour Bureau

Until the Second World War, labour statistics were being collected on an ad-hoc basis, mostly as by-products of administration. It was the inflationary pressure during the early period of the Second World War, which gave rise to demands of workers for compensation in their wages. The Government of India, therefore, decided to set up the Rau Court of Enquiry in 1940 under the Trade Disputes Act (1929) to recommend statistical machinery for measuring movement in prices. The Rau Court of Enquiry recommended compilation and maintenance of cost of living index numbers for measuring the rate of compensation to the workers for the rise in cost of living. This recommendation led to the setting up of the Directorate of Cost of Living at Shimla in 1941. The need for more comprehensive labour statistics in the context of formulation of labour policy was also felt thereafter and it was in this perspective that the Labour Bureau was set up in October 1946 by rechristening the Directorate of Cost of Living with added functions.

Organisation

The two main wings of the Labour Bureau are at Chandigarh and at Shimla. It has four Regional Offices, one each at Ahmedabad, Kanpur, Kolkata and Chennai with a Sub-Regional Office in Mumbai. The organisation is headed by Director General, a Senior Administrative Grade Officer from the Indian Economic Service (IES) and assisted by a team of dedicated professionals from the Indian Economic Service and the Indian Statistical Service. The work relating to different aspects of Labour Statistics is attended to by its offices in Chandigarh and Shimla. The Regional Offices mainly attend to the work of price audit so as to ensure collection of reliable price data used for constructing the Consumer Price Index Numbers for Industrial Workers. Training programs aimed at improving the quality of data sent by Govt. agencies under the various Labour enactments are also organised by the Regional Offices.

Functions

The main functions of the Bureau are broadly categorised under the following six groups:

1. Construction and maintenance of Index Numbers;
2. Conducts surveys and studies on various categories and on various facets of labour;
3. Collection of data through a number of statutory and voluntary returns;
4. Bringing out publications;
5. Imparting training, and
6. Other activities.

Index Numbers: - Labour Bureau compiles following index numbers:-

- (a) **CPI (IW) 2001=100** for factories, mines, plantations, railways, motor transport, electricity and ports and dock workers at 78 centres spread throughout the length and breadth of the country.
- (b) **CPI (AL/RL) 1986-87=100** is being compiled for 20 States. Efforts are being made to up-date the weighting diagram.
- (c) **Retail Price Indices** of 31 essential commodities for both rural and urban centres separately.
- (d) **Wage Rate Index (1963-65=100)** for 21 industries.

Surveys and Studies

Surveys and studies conducted by the Bureau provide a reliable data base on working and living conditions of industrial and agricultural workers. The on-going projects of the Labour Bureau are:

1. Working Class Family Income and Expenditure Survey (WCFIES);
2. Rural Labour Enquiry;
3. Occupational Wage Survey;
4. Annual Survey of Industries;
5. Socio-economic Survey of workers in (a) un-organised sector of industries (b) SC/ST workers (c) women workers and (d) evaluation of minimum wages under the Minimum Wages Act, 1948;
6. Employment-Unemployment Survey;
7. Quick Employment Survey.

Collection of Data

Labour Bureau also collects data on various facets of labour through statutory and voluntary returns.

Publications

Labour Bureau brings out the following publications regularly:-

1. Indian Labour Journal-Monthly
2. Indian Labour Year Book-Annual
3. Indian Labour Statistics-Annual
4. Pocket Book of Labour Statistics (Bi-lingual)-Annual
5. Statistics of Factories-Annual
6. Report on the Working of Minimum Wages Act, 1948-Annual
7. Trade Unions in India-Biennial
8. Review of Industrial Disputes in India-Annual
9. Labour Statistics under the A.S.I.-Annual
10. Statistics on Closure, Retrenchment and Lay-Offs-Annual
11. Annual Report on Consumer Price Index Nos. for Industrial Workers.
12. Annual Report on Consumer Price Index Nos. for Agriculture and Rural Labourers
13. Wage Rates in Rural India
14. Report/Review on working of various Labour Acts.

In addition to these regular publications, Labour Bureau also brings out a number of other reports on the basis of the data thrown up by the various surveys and studies conducted by it and other agencies.

Training

Apart from the regular training programmes being organised for (i) Price Collectors and Price Supervisors from various States and Union Territories; (ii) senior officers dealing with labour statistics collected under various labour laws, and (iii) the primary units furnishing the returns, Labour Bureau also imparts training to (a) IES/ISS probationers deputed by their respective cadre controlling authorities; (b) foreign participants of I.S.E.C, Kolkata, sponsored by the C.S.O, and (c) other various participants.

Other Activities

1. Labour Bureau provides guidance with respect to conduct and compilation of Index Numbers to the various State Governments/ UT Administrations.
2. It has in-house printing facilities, both at Shimla and Chandigarh.
3. Its Research Unit brings out two important publications viz. (i) Statistical Profile of Women Labour, and (ii) Digest of Indian Labour Research.

Labour Bureau is the competent authority (Notification No. LWI-24 (3) dated 24th October, 1949) under the Minimum Wages Act, 1948 to ascertain, from time to time, the Consumer Price Index Numbers applicable to employees employed in the Scheduled employments in respect of all undertakings in the Central Sphere and the Union Territories. With a view to improving the quality and uniformity of the labour statistics collected by various States and Central authorities, the Bureau maintains liaison with the concerned agencies.

Directorate General of Mines Safety (DGMS)

The Directorate General of Mines Safety with its Headquarters at Dhanbad (Jharkhand) is headed by the Director-General of Mines Safety. At Head Quarters, Director General is assisted by specialist staff-officers of Mining, Electrical and Mechanical Engineering, Occupational Health, Statistics, Law, Survey, Administration and Accounts disciplines. The Mines Act, 1952 and the Rules and Regulations framed thereunder are administered by the Directorate-General of Mines Safety (DGMS). Apart from administering the Mines Act and Subordinate Legislations thereunder, DGMS also administers other allied legislations. These are as follows:

Mines Act, 1952

- ❖ Coal Mines Regulations, 1957
- ❖ Metalliferous Mines Regulations, 1961
- ❖ Oil Mines Regulations, 1984
- ❖ Mines Rules, 1955
- ❖ Mines Vocational Training Rules, 1966
- ❖ Mines Rescue Rules, 1985
- ❖ Mines Crèche Rules, 1966

Electricity Act, 2003

- ❖ Central Electricity Authority (Measure relating to Safety and Electric Supply) Regulation, 2010

Allied Legislation

- ❖ Explosive Rules, 2008
- ❖ Factories Act, 1948: Chapters III & IV
- ❖ Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989 - under Environmental Protection Act, 1986
- ❖ Land Acquisition (Mines) Act, 1885
- ❖ The Coal Mines (Conservation & Development) Act, 1974

Offices of Welfare Commissioners

The Ministry of Labour & Employment is administering five Welfare Funds for beedi, cine and certain categories of non-coal mine workers. The Funds have been set up under the following Acts of Parliament for the welfare of these workers:

- ❖ 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.

The Labour Welfare Organization which administers these Funds is headed by a Director General (Labour Welfare). He is assisted by the Welfare Commissioner (Headquarters) who supervises seventeen (17) Regional Welfare Commissioners for the purpose of administration of these Funds in the States.

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

Twenty two 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. 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.

Board of Arbitration Joint Consultative Machinery (JCM)

The Government of India had introduced in 1966 a scheme for Joint Consultative Machinery (JCM) and Compulsory Arbitration for Central Government Employees for resolving differences between the Government, as an employer, and the general body of its employees. The Scheme provides for compulsory arbitration on Pay & Allowances, weekly hours of work and leave of a class or grade of employees. Under the Scheme, the Board of Arbitration Joint Consultative Machinery (JCM) was set up in July, 1968. The Board consists of a Chairman and two other Members. The Chairman is appointed on whole time basis. The other two Members are appointed by the Ministry of Labour & Employment at the time of referring to the disputes to the Board out of a panel of Members both from the Staff Side as well as from the Official Side maintained by it.

National Safety Council

The National Safety Council (NSC), set up by the Ministry of Labour and Employment on 4th March, 1966 is an independent, non-profit making and autonomous society. The management and control of affairs of the Council are vested in the tripartite Board of Governors. The National Safety Council generates, develops and sustains a voluntary movement of safety, health and environment at the national level. To achieve this objective, the council conducts a variety of educational, training, promotional and consultancy activities. These activities include specialized public training courses, seminars and conferences on Industrial safety and health. Further, the council conducts safety consultancy services, safety audits and technical advice-cum-information services.

Central Board for Workers' Education

The Central Board for Workers' Education, sponsored by the Ministry of Labour and Employment, Government of India, is a tripartite society established in 1958 to undertake workers' education activities. The Board comprises of the Representatives of Central Organisation of Workers, Central Organisations of Employers, Central and State Governments, University Grants Commission and Indian Adult Education Association. The Headquarters of the Board is located at Nagpur. The Board has set up an apex level Training Institute at Mumbai known as Indian Institute of Workers' Education in 1970 to conduct national level training programmes.

V. V. Giri National Labour Institute

The V.V.Giri National Labour Institute (NLI) aims at undertaking, promoting and coordinating research on labour issues. 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 and Employment) as Chairman monitors and guides

the activities of the Institute. Both the General Council and Executive Council are tripartite in nature and consists of members representing the government, trade union federation, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive and is responsible for management and administration.

The Institute's vision, mission and mandate place research at the forefront of core activities, and it occupies a primary place in the activities of the Institute. The subject of research comprises a broad spectrum of labour related issues and problems in both the organized and the unorganized sectors. While deciding the topics of research, care is taken to identify subjects and issues of topical concern and relevance to policy formulation. The Institute continues to place great emphasis on the problems and issues of labour in unorganized and organised sectors in general and the more disadvantaged among these such as child labour, women labour and rural labour in particular. Research activities also explore the basic needs of different groups of trainees such as trade union leaders and organizers in both organized and unorganized sectors, managers of public and private sectors, labour administrators and volunteers of non-governmental organizations.

Employees' Provident Fund Schemes

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 provides for contributory provident fund, family pension and deposit linked insurance schemes. All the three schemes, namely the Employees' Provident Funds Scheme, 1952; the Employees' Deposit Linked Insurance Scheme, 1976 and the Employees' Pension Scheme, 1995 are administered by the Central Board of Trustees which is a Tripartite body. The Central Provident Fund Commissioner is the Chief Executive Officer of the Organisation and is ex-officio member of the Board.

Employees' State Insurance Corporation

The ESI Corporation 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, pensions for dependents on the death of workers due to employment related injury, etc.

2. STATE MACHINERY

All the States and Union Territories have set up organisations for the administration and enforcement of the various labour laws which are in force within their territories and for the collection, compilation and dissemination of statistical and other information relating to labour. All of them have appointed labour commissioners for the purposes of administration of labour laws and welfare activities in their respective areas. All States have appointed Chief Inspectors of Factories and Chief Inspectors of Boilers to administer the Factories Act, 1948 and the Indian Boilers Act, 1923 respectively. Commissioners for workmen's compensation under the Workmen's Compensation Act, 1923 and Registrars of Trade Unions under the Trade Unions Act, 1926 have also been appointed in all the States. The Labour Commissioner often combines the functions of various officers enumerated above. In certain States, special machinery has been set up for the collection of labour statistics while in others the above authorities are performing these duties as well. Competent authorities have been appointed by various State Governments under the Minimum Wages Act, 1948 to ascertain from time to time fixation and revision of minimum wages for persons covered by the scheduled employments. Labour Bureau is the competent authority in respect of the Union Territories and Central Sphere undertakings.

Apart from the statistics and information collected on statutory basis, ad-hoc enquiries are conducted by some of the State Governments for collection of special data relating to particular problems of current interest. The results are published in the form of annual reviews or in the journals published by the State Governments.

CHAPTER 9

LABOUR LEGISLATION

The term Labour Legislation is used to cover all the laws which have been enacted to deal with the employment and non-employment, wages, working conditions, industrial relations, social security and welfare of persons employed in industries. In a planned economy like ours, organized industry calls for the spirit of cooperation and mutual dependence for attaining the common purpose of greater, better and cheaper production. Since this has not been happening willingly, the need for State intervention becomes essential so as to protect workers against oppression, enforce social insurance and labour welfare schemes as individual worker is economically weak and has little bargaining power. Keeping in view the dark reality on the ground, the framers of the Indian Constitution, in their wisdom had, therefore, rightly placed the subject of labour in the Concurrent List so that the Union of India as well as the State Governments could administer all the matters relating to the subject of labour. The Legislatures, both at the Central and States level, are responsible for carrying out the welfare of the labour. The objectives of Labour Legislation are two-fold viz.,

- (1) to improve the service conditions of industrial labour so as to provide for them the ordinary amenities of life and by that process
- (2) bring about industrial peace which could in its turn accelerate productive activity of the country resulting in its prosperity.

This chapter gives a brief description of salient features of some important labour laws and amendments carried thereto.

1. FACTORIES

The Factories Act, 1948

The main objective of the Act is to ensure adequate health, safety and welfare measures of the workers employed in factories. The Act extends to whole of India and applies to all establishments employing 10 or more workers where power is used and to establishments employing 20 or more workers where power is not used. The State Governments are, however, empowered to apply the provisions of the Act to any premises, irrespective of the employment therein, where manufacturing process is carried on with or without the aid of power except where the work is done by the worker solely with the help of the members of his family.

For the purpose of enforcement of various provisions of the Act, the State Governments appoint persons with the prescribed qualifications as Inspector/Certifying Surgeons in respect of the local limits assigned to each of them. In addition every District Magistrate is the Inspector for his district. The Inspector possesses wide powers such as those relating to entry into the factory, inspection of premises, plant and machinery, making on the spot enquiries requiring production of documents, etc., for effective enforcement of the Act. The duties of the Certifying Surgeons are to examine young persons, etc., engaged in hazardous occupations or processes and to conduct periodical examination of all persons engaged in hazardous occupations in factories and to exercise general medical supervision. Uniformity in the administration of the Act in various states is sought to be achieved through the Model Rules framed under the relevant provisions of the Act by the Directorate General of Factory Advice Service and Labour Institutes (DGFASLI), which is an attached office of the Ministry of Labour and Employment, Government of India. In the task of framing the Model rules and achieving uniformity in the standards of enforcement, the DGFASLI, on behalf of the Ministry of Labour and Employment, enlists the co-operation and involvement of the State Governments by convening annually a Conference of the Chief Enforcement Authorities of the State Governments under the Factories Act to discuss all matters relating to the administration of the Act as well as amendments to the provisions, if any, under the Act and the

Rules. Significant amendments were carried out to the provisions of the Act during 1954 and 1976.

During the year 1987 the Act was further amended under the title “Factories (Amendment) Act, 1987”. Besides amendments in various Sections of the Principal Act, the amending Act omitted Section 100 of the Principal Act, inserted Sections 7A, 7B, 87A, 96A, 104A, 106A, 111A and 118A, substituted Sections 36 and 38 by new sections, inserted a new Chapter IV-A as well as two new schedules. Section 70 has been amended so that no female adolescent or a male adolescent who has not attained the age of 17 years but has been granted a certificate of fitness to work as an adult, shall be required or allowed to work in any factory except between 6 A.M. and 7 P.M. The State Government may vary the limits but not so as to allow to work between 10 P.M. and 5 A.M. for any female adolescent. These provisions are not applicable in cases of serious emergency where national interest is involved. No female child shall be allowed to work in any factory except between 8 A. M. and 7 P. M.

The Factories (Amendment) Bill, 2003 was introduced in the Lok Sabha on 29th July, 2003. It proposed to amend section 66 of the Factories Act, 1948 so as to provide flexibility in the matter of employment of women during night with adequate safeguards for their safety, dignity, honour and transportation from the factory premises to the nearest point of their residence. The Bill was referred to the Parliamentary Standing Committee on Labour & Welfare for examination. The committee in its report had approved the amendment in the Factories Act, 1948 provided the government took some extra safeguards, in addition to the safeguards already available under the provision to Section 66. However, due to dissolution of 13th Lok Sabha the Bill lapsed. Subsequently, the Factories (Amendment) Bill, 2005 has been introduced in the Lok Sabha on 16th August, 2005. Some official amendments have been introduced to the Factories (Amendment) Bill, 2005 in order to providing for adequate safeguards, such as provision of shelters, rest-rooms, lunch-rooms, night crèches, ladies toilets, adequate protection of women worker’s dignity, honour, safety, protection from sexual harassment and transportation from the factory premises to the nearest point of their residence. Provision for consultation with and obtaining the consent of the women worker, their representative Organisation, the employer, their representatives and representative organizations of workers of the concerned factory has also been made.

Inspections

Table 9.01 (A) and 9.01 (B) shows the number of factories on register, number of factories inspected and percentage of factories inspected to the number of factories registered in various States/Union Territories during the year 2011 & 2012 respectively.

Table 9.01 (A)

Number of Factories on Register, Number of Factories Inspected and Percentage of Factories Inspected to Factories Registered in various States/ Union Territories during the year 2011

Sl. No.	State/Union Territory	No. of Factories on Register at the end of the year	No. of Factories Inspected	% of Factories Inspected to Factories Registered
1	2	3	4	5
1	Andhra Pradesh	45077	7758	17.21
2	Assam	4530	1198	26.45
3	Bihar	8323	2055	24.69
4	Goa	674	161	23.89
5	Haryana	10587	..	..
6	Maharashtra	43041	..	..
7	Manipur	..	..	..
8	Meghalaya	133	42	31.58
9	Odisha	3500	2472	70.63
10	Punjab	17753	950	5.35
11	Rajasthan	12250	4103	33.49
12	Tripura	1486	1001	67.36
13	Uttarakhand	..	..	..
14	Uttar Pradesh	..	..	..
15	A&N Islands	43	21	48.84
16	Chandigarh	458	28	6.11
17	Delhi	..	..	..
Total		147855	19789	13.38

Table 9.01 (B)

Number of Factories on Register, Number of Factories Inspected and Percentage of Factories Inspected to Factories Registered in various States/ Union Territories during the year 2012

Sl. No.	State/Union Territory	No. of Factories on Register at the end of the year	No. of Factories Inspected	% of factories Inspected to Factories Registered
1	2	3	4	5
1	Andhra Pradesh	45877	9985	21.76
2	Assam	4877	1154	23.66
3	Bihar	9072	1816	20.02
4	Chhattisgarh	3257	654	20.08
5	Goa	692	222	32.08
6	Gujarat	..	..	..
7	Haryana	10986	..	..
8	Jharkhand	..	..	..
9	Kerala	..	..	..
10	Maharashtra	44934	..	..
11	Manipur	..	..	..
12	Meghalaya	147	56	38.10
13	Nagaland	161	87	54.04
14	Odisha	..	..	..
15	Punjab	..	..	..
16	Rajasthan	12578	3051	24.26
17	Tamil Nadu	39489	33548	84.96
18	Tripura	1549	1271	82.05
19	West Bengal	..	..	..
20	Chandigarh	434	31	7.14
21	Puducherry	2846	1366	47.99
Total		176899	53241	30.10

Source: Annual Returns under the Factories Act, 1948

- N. B. (i) The Factories Act, 1948 is not applicable in four States/U.Ts. namely Arunachal Pradesh, Lakshadweep, Mizoram and Sikkim.
(ii) Information is not received from the remaining States/Union Territories
(iii) .. = Not available

Convictions

Details of Offences committed and number of convictions obtained by the Inspectorate staff for offences under the Act in the various States/ Union Territories during the year 2011 & 2012 are given in Table 9.02 (A) and 9.02 (B) respectively.

Table 9.02(A)
Convictions obtained during the year 2011 for offences under the Factories Act, 1948.

Sl. No.	State/Union Territory	No. of Convictions obtained for offences relating to				Others	Total Convictions
		Employment and Hours of Work	Notices, Registers and Returns	Safety Provisions	Health Sanitation including Welfare		
1	2	3	4	5	6	7	8
1	Andhra Pradesh	122	82	223	51	282	760
2	Assam	..	..	..	..	..	..
3	Bihar	82	6140	815	884	315	8236
4	Goa	-	-	9	1	2	12
5	Haryana	..	..	..	..	..	..
6	Maharashtra	..	..	..	..	..	..
7	Manipur	..	..	..	..	..	..
8	Meghalaya	-	-	-	-	-	-
9	Odisha	-	-	-	-	-	-
10	Punjab	205	699	64	50	47	1065
11	Rajasthan	11	12	11	10	46	90
12	Tripura	-	1	2	3	-	6
13	Uttarakhand	..	..	..	..	..	..
14	Uttar Pradesh	..	..	..	..	..	..
15	A&N Islands	-	-	-	-	-	-
16	Chandigarh	..	..	..	..	..	..
17	Delhi	..	..	..	..	..	..
Total		420	6934	1124	999	692	10169

Table 9.02(B)
Convictions obtained during the year 2012 for offences under the Factories Act, 1948.

Sl. No.	State/Union Territory	No. of Convictions obtained for offences relating to				Others	Total Convictions
		Employment and Hours of Work	Notices, Registers and Returns	Safety Provisions	Health Sanitation including Welfare		
1	2	3	4	5	6	7	8
1	Andhra Pradesh	125	88	247	79	273	812
2	Assam	-	-	-	-	-	-
3	Bihar	-	-	5	7	3	15
4	Chhattisgarh	46	128	163	9	129	475
5	Goa	8	-	9	-	2	19
6	Gujarat	..	..	..	..	..	..
7	Haryana	..	..	..	..	..	..
8	Jharkhand	..	..	..	..	..	..
9	Kerala	..	..	..	..	..	..
10	Maharashtra	..	..	..	..	..	..
11	Manipur	..	..	..	..	..	..
12	Meghalaya	-	-	-	-	-	-
13	Nagaland	-	-	-	-	-	-
14	Odisha	-	-	-	-	-	-
15	Punjab	..	..	..	..	..	..
16	Rajasthan	..	..	..	..	..	..
17	Tamil Nadu	2648	1898	1083	127	846	6602
18	Tripura	-	2	8	-	-	10
19	West Bengal	..	..	..	..	..	..
20	Chandigarh	-	-	-	-	-	-
21	Puducherry	-	-	5	-	1	6
Total		2827	2116	1520	222	1254	7939

Source: Annual Returns under the Factories Act, 1948

- N. B. (i) The Factories Act, 1948 is not applicable in four States/U.Ts. namely Arunachal Pradesh, Lakshadweep, Mizoram and Sikkim.
(ii) Information is not received from the remaining States/Union Territories
(iii) .. = Not available (iv) - Nil

2. MINES

The Mines Act, 1952

The Mines Act, 1952 extends to the whole of India. It aims at providing for safe and proper working conditions in mines and certain amenities to the workers employed therein. The Act prescribes the duties of the owner to manage mines and mining operation and the health and safety in mines. It also prescribes the number of working hours in mines, the minimum wage rates, and other related matters. The Act is administered by the Ministry of Labour and Employment through the Directorate General of Mines Safety (DGMS). DGMS conducts inspections and inquiries, issues competency tests for the purpose of appointment to various posts in the mines, organises seminars/conferences on various aspects of safety of workers. The mission of DGMS is to reduce the risk of occupational diseases and injury to persons employed in mines and to continually improve safety and health standards, practices and performance in the mining industry. Table 9.03 presents the number of inspections and inquiries carried out during the years 1998 to 2013.

Table 9.03
Year-wise Number of Inspections and Inquiries

Year	No. of Inspections				No. of Inquiries				Grand Total
	Coal	Metal	Oil	Total	Coal	Metal	Oil	Total	
1	2	3	4	5	6	7	8	9	10
1998	4752	2539	166	7457	1127	398	29	1554	9011
1999	6106	3061	198	9365	1319	483	26	1828	11193
2000	5642	3614	245	9501	1163	325	26	1514	11015
2001	5410	2908	229	8547	1148	418	51	1617	10164
2002	5667	2856	269	8792	1022	402	30	1454	10246
2003	5574	3247	246	9067	966	427	13	1406	10473
2004	5214	2983	228	8425	834	436	08	1278	9703
2005	5247	3107	295	8649	933	372	30	1335	9984
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	3732	3375	332	7439	1004	430	50	1484	8923
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

Source: Annual Report of the Ministry of Labour & Employment, 2014-15

3. PLANTATIONS

The Plantations Labour Act, 1951

The Plantations Labour Act was enacted in 1951 to secure welfare of labour in plantations and to prevent their exploitations by regulating their conditions of work. The Act applies to the whole of India except the State of Jammu and Kashmir.

The Act was first amended in 1960 to enable the State Governments to extend all or any of the provisions of the Act to any land used or intended to be used for growing any plantation even if it measured less than 10.117 hectares and employment is less than 30 persons. It was again amended in 1981 to extend the provisions of the Act to such land, which was used or intended to be used for growing tea, coffee, rubber, cinchona, cocoa, oil palm and cardamom which measure 5 hectares or more and employed 15 or more persons on any day of the preceding 12 months. The Act has been amended further in 2010 to change the definition of 'employer', 'family' and 'worker' and to add a new chapter to provide safety and avoid risk. The amended provisions have come into force vide Notification No.1303(E) dated 7.6.2010.

The enforcement of the Act is the responsibility of the respective State Governments, which may appoint a Chief Inspector of Plantations together with such ancillary staff as may be needed. The average daily employment in various plantations by States and by Sex has been shown in Table 9.04 (a) and 9.04 (b) whereas the number of inspections made, prosecutions launched and convictions obtained are presented in Table 9.05 (a) and 9.05 (b).

Table 9.04 (a)

Plantation-wise Average Daily Employment in different States/Union Territories during 2009

Sl.No	State/Union Territory	Plantations	Number of Plantations submitted returns	Average Daily Employment			Percentage of women workers employed
				Men	Women	Total	
1.	2.	3.	4.	5.	6.	7.	8.
1.	Assam	Tea	656	2,20,686	2,58,798	4,79,484	54
2.	Himachal Pradesh	Tea	13	68	125	193	65
3.	Karnataka	Tea	8	837	1,271	2,108	60
		Coffee	237	3,460	5,822	9,282	63
		Rubber	44	350	437	787	56
		Cardamom	-	-	-	-	-
		Total	289	4,647	7,530	12,177	62
4.	Kerala	Tea	62	12,893	17,229	30,122	57
		Coffee	69	519	696	1,215	57
		Rubber	109	5,714	5,111	10,825	47
		Cardamom	18	339	489	828	59
		Cocoa	-	-	-	-	-
		Palm Oil	3	255	368	623	59
		Other Mixed	26	783	1,050	1,833	57
Total	287	20,503	24,943	45,446	55		
5.	Tamil Nadu	Tea	228	15,006	29,548	44,554	66
		Coffee	273	2,272	4,048	6,320	64
		Rubber	45	2,124	852	2,976	29
		Cardamom	10	35	48	83	58
		Total	556	19,437	34,496	53,933	64

Sl.No	State/Union Territory	Plantations	Number of Plantations submitted returns	Average Daily Employment			Percentage of women workers employed
				Men	Women	Total	
6.	Tripura	Tea	35	3,809	5,798	9,607	60
		Rubber	27	1,980	1,170	3,150	37
		Total	62	5,789	6,968	12,757	55
7.	Uttarakhand	Tea	9	466	737	1,203	61
8.	West Bengal	Tea	144	58,710	71,171	1,29,881	55
		Cinchona	1	130	150	280	54
		Total	145	58,840	71,321	1,30,161	55
9.	A & N Islands	Rubber	3	271	89	360	25
		Palm Oil	1	465	71	536	13
		Total	4	736	160	896	18
Total All-India	Tea	1155	3,12,475	3,84,677	6,97,152	55	
	Coffee	579	6,251	10,566	16,817	63	
	Rubber	228	10,439	7,659	18,098	42	
	Cardamom	28	374	537	911	59	
	Palm Oil	4	465	71	536	13	
	Cinchona	1	130	150	280	54	
	Other Mixed	26	783	1,050	1,833	57	
All Plantations			2,021	3,31,172	4,05,078	7,36,250	55

Table 9.04 (b)

Plantation-wise Average Daily Employment in different States/Union Territories during 2012

Sl.No	State/Union Territory	Plantations	Number of Plantations submitted returns	Average Daily Employment			Percentage of women workers employed
				Men	Women	Total	
1.	2.	3.	4.	5.	6.	7.	8.
1.	Assam	Tea	670	2,01,507	2,16,927	4,18,434	52
2.	Himachal Pradesh	Tea	7	46	84	130	65
3.	Karnataka	Tea	9	595	910	1,505	60
		Coffee	85	3,016	6,002	9,018	67
		Rubber	62	257	404	661	61
		Cardamom	-	-	-	-	-
		Total	156	3,868	7,316	11,184	65
4.	Kerala	Tea	63	12,063	17,074	29,137	59
		Coffee	72	804	668	1,472	45
		Rubber	100	5,415	3,520	8,935	39
		Cardamom	13	221	305	526	58
		Cocoa	-	-	-	-	-
		Palm Oil	3	255	368	623	59
		Other Mixed	20	1,298	1,769	3,067	58
		Total	271	20,056	23,704	43,760	54

Sl.No	State/Union Territory	Plantations	Number of Plantations submitted returns	Average Daily Employment			Percentage of women workers employed
				Men	Women	Total	
5.	Tamil Nadu	Tea	217	15,200	27,458	42,658	64
		Coffee	279	2,200	3,596	5,796	62
		Rubber	47	2,147	850	2,997	28
		Cardamom	10	45	82	127	65
		Total	553	19,592	31,986	51,578	62
6.	Tripura	Tea	42	3,920	5,890	9,810	60
		Rubber	25	1,990	1,210	3,200	38
		Total	67	5,910	7,100	1,3010	55
7.	Uttarakhand	Tea	9	487	723	1,210	60
8.	West Bengal	Tea	142	58,282	73,015	1,31,297	56
		Cinchona	1	730	531	1,261	42
		Total	143	59,012	73,546	1,32,558	55
9.	A & N Islands	Rubber	3	271	89	360	25
		Palm Oil	1	465	71	536	13
		Total	4	736	160	896	18
Total All-India	Tea	1,159	2,92100	3,42,081	6,34,181	54	
	Coffee	436	6,020	10,266	16,286	63	
	Rubber	237	10,080	6,073	16,153	38	
	Cardamom	23	266	387	653	59	
	Palm Oil	4	720	439	1,159	38	
	Coca	-	-	-	-	-	
	Cinchona	1	730	531	1,261	42	
	Other Mixed	20	1,298	1,769	3,067	58	
All Plantations			1,880	3,11,214	3,61,546	6,72,760	54

- = Nil

Source: Annual Returns/Reports under the Plantations Labour Act, 1951.

Table 9.05 (a)

State-Wise Number of Inspections Made, Prosecutions Launched and Convictions Obtained in Various Plantations during 2011 under Plantations Labour Act, 1951

State/Union Territory	Number of inspections made	Number of prosecutions launched	Number of convictions obtained	Amount of fine realised (in Rs.)
1	2	3	4	5
Assam	1,102	36	4	5,000
Himachal Pradesh	9	1	..	..
Karnataka	317	140	2	-
Kerala	672	16	1	2,100
Tamil Nadu	635	804	77	69,100
Tripura	-	-	-	-
Uttrakhand	-	-	-	-
West Bengal	123	483	25	4,80,000
A & N Islands	2	..	..	..
Total	2,860	1,480	109	5,56,200

Table 9.05 (b)**State-Wise Number of Inspections Made, Prosecutions Launched and Convictions Obtained in Various Plantations during 2012 under Plantations Labour Act, 1951**

State/Union Territory	Number of inspections made	Number of prosecutions launched	Number of convictions obtained	Amount of fine realised (in Rs.)
1	2	3	4	5
Assam	1,007	49	-	-
Himachal Pradesh	9	1	-	-
Karnataka	213	-	-	-
Kerala	634	16	3	5,250
Tamil Nadu	589	815	124	5,36,550
Tripura	-	-	-	-
Uttrakhand	-	-	-	-
West Bengal	92	189	84	5,41,960
A & N Islands	3	-	-	-
Total	2,547	1,070	211	10,83,760

- = Nil

.. = Information not received

4. TRANSPORT**(a) The Railways Act, 1989**

The Railways Act, 1989 replaced the earlier Act of 1890. Each section of the centuries old Act had been reviewed, redundant sections deleted, new sections added and existing sections amended as necessary. The Railways Act, 1989 was introduced in Lok Sabha in 1986. The bill was referred to a Joint Select Committee of both houses. The Railways Bill 1989 after passing by both houses became an Act on July 1, 1990. The act contains provisions regarding Railway Administration, Commissioners of Railway Safety, Construction and Maintenance of Work, Opening of Railways, Railway Rates Tribunal, Carriage of Passengers, Carriage of goods, Responsibilities of Railway Administration as Carriers, Accidents, Liability of Railway Administration for Death and injury to passengers due to accidents, Regulation of hours of work and period of rest, Penalties and Offences etc.

(b) The Dock Workers' (Regulation of Employment) Act, 1948

The Act mainly seeks to eliminate hardships caused to the dock workers on account of the casual nature of their employment and fluctuating volume of work in the ports. The Act, empowers the Central Government in the case of major ports, and the State Government in the case of other ports, to frame schemes for the registration of dock workers and employers not only to ensure greater regularity of employment but also to regulate the employment of dock workers, whether registered or not, in a port. The Act was amended in March, 1962 and August, 1970. The main provisions of the amended Act, of 1962 related to (i) registration of employers and imposition of a registration fee on them; (ii) constitution of a tripartite Dock Labour Board; (iii) inquiry into their working and powers to supersede a Board in certain contingencies; (iv) representation of shipping on the Dock Workers Advisory Committee set up under Section 5 of the Act. One of the two amendments carried out by the amending Act of 1970 relates to amendment of Section 3 of the main Act extending the welfare facilities provided under the Act to the officers and other staff of the Dock Labour Boards and the other relates to amendment of Section 7 of the Act by insertion of a new Section '7-A' relating to offences by companies. Under the new Section, the Director,

Manager, Secretary, etc., of the Company shall be deemed to be the guilty of the offence or abatement committed by any person in a company (including a firm or other associations of individuals) and shall be liable to be proceeded against and punished accordingly.

(c) The Merchant Shipping Act, 1958

The Merchant Shipping Act, 1958, superseded the earlier enactment, viz., the Indian Merchant Shipping Act, 1923 with a view to consolidate the earlier enactments relating to the merchant shipping and to regulate various matters, connected therewith. The main object of the legislation was to foster the development and to ensure the efficient maintenance of an Indian Mercantile Marine in a manner best suited to serve the national interest and for that purpose establish a National Shipping Board and a Shipping Development Fund and to provide for the registration of Indian Ships. The provisions of the Act are applicable to all ships, irrespective of their locations which are registered in India or which, in terms of the Act, are required to be so registered.

So far as the safety of life and property at sea is concerned, the Act embodies the requirement of the International Convention for the Safety of Life at Sea, 1948. A new Convention, viz., the International Convention for the Safety of Life at Sea, 1960 was, however, adopted on June 17, 1960 in suppression of the earlier convention in the light of experience of various countries during the intervening period. For implementation of the provisions of the new Convention, the Merchant Shipping Act was amended in 1966 incorporating certain amendments to the extent the 1960 Convention deviated from the 1948 Convention.

(d) The Motor Transport Workers' Act, 1961

Object and Scope

The Act was passed in May, 1961 and came into force in all the States/Union Territories before March 31, 1962 except in Pondicherry where the Act was enforced on 1st October, 1963, Goa on 1st February, 1966, Union Territory of Chandigarh on 1st November, 1966, and in the State of Jammu and Kashmir on 1st November, 1971. The object of the Act is to provide for the welfare of Motor Transport Workers and to regulate the conditions of their work. It applies to every motor transport undertaking employing five or more motor transport workers. The Act makes it obligatory for every employer of a motor transport undertaking to which this Act applies, to have the undertaking registered under the Act.

Main Provisions

The main provisions of the Act, inter-alia, relate to (i) welfare and health; (ii) hours of work; (iii) employment of young persons; and (iv) wages, payment of overtime and leave etc. Table 9.06 (a) and 9.06 (b) shows the number of registered motor transport undertakings and employment therein according to the normal daily hours of work during the year 2011 and 2012.

Table 9.06 (a)**Number of Registered Motor Transport Undertakings Submitting Returns and Employment therein during 2011**

State/Union Territory	No. of Motor Transport Undertakings submitting returns	Average Daily No. of Workers Employed.
1. Andhra Pradesh	1165	7794
2. Assam	15009	37035
3. Bihar	155	3664
4. Chhattisgarh	51	667
5. Goa	11	1880
6. Gujarat	31	4001
7. Haryana	26	3485
8. Himachal Pradesh	63	5578
9. Jammu and Kashmir	420	6109
10. Karnataka	91	81506
11. Kerala	442	920
12. Madhya Pradesh	511	3229
13. Punjab	41	4557
14. Rajasthan	37	1212
15. Tripura	1090	5020
16. Uttar Pradesh	517	9408
17. Uttarakhand	163	1151
18. West Bengal	40	100
19. A & N Islands	1	1266
20. Chandigarh	6	407
21. Puducherry	120	1720
Total	19,990	1,80,709

Table 9.06 (b)**Number of Registered Motor Transport Undertakings Submitting Returns and Employment therein during 2012**

State/Union Territory	No. of Motor Transport Undertakings submitting returns	Average Daily No. of Workers Employed.
1. Assam	15,514	37,212
2. Bihar	152	3,618
3. Chhattisgarh	492	3,241
4. Goa	7	1,867
5. Gujarat	47	1,525
6. Haryana	19	1,943
7. Himachal Pradesh	38	3,156
8. Jammu and Kashmir	540	3,159
9. Karnataka	104	97,137
10. Kerala	-	-
11. Mizoram	-	-
12. Punjab	29	2,540
13. Rajasthan	31	501
14. Tripura	1,106	5,030
15. Uttarakhand	164	1,195
16. West Bengal	38	151
17. Chandigarh	6	1,325
18. Pudducherry	148	2,013
Total	18,435	1,65,613

Note: Others States / Union Territories did not submit the returns for 2011 and 2012.

Source: Annual Returns/Reports under the Motor Transport Workers act, 1961.

Enforcement

The Inspectorates in various States/Union Territories carry out inspections of the Undertaking to detect infringement of the provisions of the Motor Transport Workers' Act. Information relating to the number of inspections made and prosecutions launched during the year 2011 and 2012 is presented in Table 9.07 (a) and 9.07 (b).

Table 9.07 (a)

Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of Fine Realized during 2011 under the Motor Transport Workers act, 1961

State/Union Territory	No. of Inspections made	Prosecutions						Total amount realised towards fines (Rs.)
		No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases with-drawn	No. of cases pending at the end of the year	
1	2	3	4	5	6	7	8	9
1. Andhra Pradesh	3318	858	387	154	-	-	1091	1,05,130
2. Assam	23989	-	-	-	-	-	-	-
3. Bihar	1118	403	-	-	-	-	403	-
4. Chhattisgarh	1978	1789	59	665	161	10	1012	1,39,400
5. Goa	1	43	-	-	-	-	43	-
6. Gujarat	38	271	5	3	-	-	273	3,750
7. Haryana	186	-	-	-	-	-	-	-
8. Himachal Pradesh	56	28	-	2	-	-	26	1,000
9. Jammu and Kashmir	212	80	2	28	-	-	54	..
10. Karnataka	132	6	3	7	-	-	2	850
11. Kerala	2886	102	91	37	27	-	129	81,950
12. Madhya Pradesh	2403	3158	428	181	4	-	3401	27,000
13. Punjab	3	1	-	-	-	-	1	-
14. Rajasthan	53	104	-	-	-	94	10	-
15. Tripura	1835	-	-	-	-	-	-	-
16. Uttar Pradesh	164	390	5	43	3	-	349	16,200
17. Uttarakhand	10	122	-	11	-	-	111	5250
18. West Bengal	242	393	2	3	-	-	392	1,700
19. A & N Islands	-	-	-	-	-	-	-	-
20. Chandigarh	-	-	-	-	-	-	-	-
21. Puducherry	267	-	-	-	-	-	-	-
Total	38,891	7,748	982	1,134	195	104	7,297	3,82,230

Table 9.07 (b)

Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of Fine Realized during 2012 under the Motor Transport Workers act, 1961

State/Union Territory	No. of Inspections made	Prosecutions						Total amount realised towards fines (Rs.)
		No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases with-drawn	No. of cases pending at the end of the year	
1	2	3	4	5	6	7	8	9
1. Assam	27,299	-	-	-	-	-	-	-
2. Bihar	738	403	16	-	-	-	419	-
3. Chhattisgarh	2,739	1,012	34	19	-	11	1,016	27,500
4. Goa	-	-	-	-	-	-	-	-
5. Gujarat	4	273	-	-	-	-	273	-
6. Haryana	500	-	4	4	-	-	-	2,000
7. Himachal Pradesh	79	26	4	3	-	-	27	2,700
8. J. & K.	1,981	54	48	6	7	-	89	4,000
9. Karnataka	135	2	-	1	-	-	1	606
10. Kerala	4,006	129	170	90	-	-	209	1,42,059
11. Mizoram	-	-	-	-	-	-	-	-
12. Punjab	3	1	-	-	-	-	1	-
13. Rajasthan	59	10	-	-	-	-	10	-
14. Tripura	1,860	-	-	-	-	-	-	-
15. Uttarakhand	7	111	1	8	-	-	104	1,500
16. West Bengal	725	392	117	7	-	-	502	3,300
17. Chandigarh	9	-	-	-	-	-	-	-
18. Pudducherry	253	-	-	-	-	-	-	-
Total	40,397	2,413	394	138	7	11	2,651	1,83,665

- = Nil

5. SHOPS AND COMMERCIAL ESTABLISHMENTS

The Shops and Commercial Establishments Acts (Central and State Acts)

Object and Scope

The conditions of employment of the persons working in Shops and Commercial Establishments in the country are being largely governed by the Acts passed by the respective State Governments and the rules framed there under. In addition, there is also a Central Act, viz., the Weekly Holidays Act, 1942 which facilitates grant of weekly holidays for the employees covered under the respective State Acts. The Acts passed by various State Governments and Union Territory Administrations and Rules framed there under regulate, inter-alia, the daily and weekly hours of work of the establishments, payments of wages, overtime, holidays with pay, annual leave, etc. These Acts apply in the first instance to Shops and Commercial Establishments, Restaurants, Hotels and Places of Amusement in certain notified urban areas and prohibit the employment of children below 14 years of age and working of women at night. The State Governments are, however, empowered to extend the application of the Acts to such other areas or to such categories of undertakings, as they may consider necessary. However, certain type of employees, such as those employed in a confidential capacity or where the work is of intermittent nature, are excluded from the provisions of the Acts. The Central Act known as the Weekly Holidays Act, 1942, provides for the grant of weekly holidays to persons employed in Shops and Commercial Establishments, etc., is operative only in those States which notify its application to specified areas within their jurisdiction.

Administration

There is no uniform pattern of departments/organizations in different States in administrating these Acts. In the States of Andhra Pradesh, West Bengal and Chandigarh (UT) these Acts are administered by the Chief Inspectors of Shops and Commercial Establishments

whereas in other States they are administered by the Labour Commissioners or Factory Inspectors or by the Officials of the Health or Revenue Department.

Enforcement

Table 9.08 (a) and 9.08 (b) present the number of inspections made, prosecutions launched, cases disposed off by the courts and the amount of fines realised during the year 2011 and 2012 in the States/Union Territories for which information is available.

Table 9.08 (a)
The Number of Inspections Made, Prosecutions Launched, Cases Disposed off by the Courts and Amount of Fine Realised under the Shops and Commercial Establishments Acts during the Year 2011

State/Union Territory	Inspections made	Prosecutions launched	Cases disposed off by the courts	Amount realised as fine (in Rs.)
1	2	3	4	5
Andhra Pradesh	141384 (9.13)	5291 (6.11)	3917 (4.38)	7,74,661
Assam	27128 (1.75)	238 (0.27)	90 (0.10)	12,350
Bihar	9852 (0.64)	240 (0.27)	61 (0.07)	2,750
Chhattisgarh	6932 (0.45)	1576 (1.82)	1023 (1.14)	1,27,275
Goa	4550 (0.29)	56 (0.06)	48 (0.05)	29,950
Gujarat	76902 (4.97)	5858 (6.76)	6006@ (6.71)	18,45,660
Haryana	18609 (1.20)	1275 (1.47)	1006 (1.12)	11,55,359
Himachal Pradesh	5201 (0.34)	1118 (1.29)	774 (0.86)	4,32,450
Jammu & Kashmir	18730 (1.21)	1393 (1.61)	962 (1.08)	6,17,900
Karnataka	33111 (2.14)	2262 (2.64)	1116 (1.25)	36,89,380
Kerala	58626 (3.79)	1705 (1.97)	1262 (1.41)	8,26,795
Madhya Pradesh	42104 (2.72)	11215 (12.95)	6789 (7.59)	12,79,000
Maharashtra	637840 (41.19)	17011 (19.65)	34570@ (38.64)	7,08,92,167
Meghalaya	554 (0.03)	-	-	-
Orissa	3928 (0.25)	414 (0.48)	1 (0.00)	200
Punjab	23493 (1.52)	506 (0.58)	535@ (0.60)	98,760
Rajasthan	9617 (0.62)	440 (0.51)	581@ (0.65)	1,11,000
Tamil Nadu	299066 (19.31)	390 (0.45)	632@ (0.71)	43,825
Tripura	5931 (0.38)	78 (0.09)	12 (0.01)	22,500
Uttar Pradesh	20606 (1.33)	5127 (5.92)	2530 (2.83)	1,90,000
Uttarakhand	3754 (0.24)	759 (0.88)	558 (0.62)	55,130
West Bengal	35110 (2.27)	3890 (4.49)	965 (1.08)	4,88,825
A & N Islands	145 (0.01)	-	-	-
Chandigarh	54763 (3.54)	25724 (29.71)	26027@ (29.09)	39,74,748
Delhi (NCT)	-	-	-	-
Puducherry	10506 (0.68)	16 (0.02)	10 (0.01)	3,050
Total	15,48,442	86,582	89,475	8,66,73,735

Table 9.08 (b)

The Number of Inspections Made, Prosecutions Launched, Cases Disposed off by the Courts and Amount of Fine Realised under the Shops and Commercial Establishments Acts during the Year 2012

State/Union Territory	Inspections made	Prosecutions launched	Cases disposed off by the courts	Amount realised as fine (in Rs.)
1	2	3	4	5
1. Andhra Pradesh	42614 (2.97)	5248 (5.86)	3267 (4.62)	4,68,960
2. Assam	33197 (2.32)	758 (0.85)	265 (0.37)	60,150
3. Bihar	7520 (0.52)	261 (0.29)	10 (0.01)	-
4. Chhattisgarh	2987 (0.21)	1300 (1.45)	1142 (1.61)	3,07,150
5. Goa	1265 (0.09)	3 (0.00)	11 (0.02)	1,750
6. Gujarat	59024 (4.12)	6956 (7.77)	3372 (4.76)	22,54,713
7. Haryana	19738 (1.38)	761 (0.85)	716 (1.01)	10,92,335
8. Himachal Pradesh	6908 (0.48)	1568 (1.75)	1148 (1.62)	10,77,900
9. Jammu & Kashmir	14356 (1.00)	902 (1.01)	558 (0.79)	2,54,000
10. Karnataka	25727 (1.79)	3762 (4.20)	2130 (3.01)	54,57,680
11. Kerala	75450 (5.26)	1866 (2.08)	1313 (1.85)	10,97,228
12. Madhya Pradesh	36936 (2.58)	9643 (10.77)	5638 (7.96)	14,22,040
13. Maharashtra	617324 (43.05)	18648 (20.83)	17193 (24.29)	7,41,45,313
14. Manipur	275 (0.02)	67 (0.07)	41 (0.06)	10,250
15. Meghalaya	569 (0.04)	-	-	-
16. Mizoram	2 (0.00)	-	-	-
17. Punjab	29343 (2.05)	176 (0.20)	395 (0.56)	1,44,115
18. Rajasthan	8896 (0.62)	246 (0.27)	173 (0.24)	44,450
19. Tamil Nadu	307442 (21.44)	411 (0.46)	3480 (4.92)	4,34,440
20. Tripura	8997 (0.63)	74 (0.08)	7 (0.01)	1,17,200
21. Uttar Pradesh	15112 (1.05)	3420 (3.82)	1765 (2.49)	1,35,000
22. Uttarakhand	3594 (0.25)	966 (1.08)	586 (0.83)	56,865
23. West Bengal	40162 (2.80)	5616 (6.27)	1065 (1.50)	5,56,025
24. A & N Islands	141 (0.01)	9 (0.01)	2 (0.00)	1,500
25. Chandigarh	56103 (3.91)	26841 (29.98)	26510 (37.45)	40,41,048
26. Delhi (NCT)	-	-	-	-
27. Pudducherry	20159 (1.41)	18 (0.02)	-	-
Total	1433841	89520	70787	9,31,80,112

@ = Included previous cases

- = Nil

The remaining States/Union Territories did not furnish the Annual Returns for the year, 2011 and 2012. Figures in brackets indicate percentage to total.

Source:- Annual Returns under the Shops and Commercial Establishments Acts

6. INDUSTRIAL HOUSING £

In the domain of industrial housing, the only Act which operated prior to Independence was the Land Acquisition (Amendment) Act, 1933, which enabled the employers to secure land for the construction of houses for the employees. In the year 1946, a real beginning was made in this direction when the Mica Mines Labour Welfare Fund Act, 1946 was passed by the Central Government. This was followed by the Coal Mines Labour Welfare Fund Act, 1947; the Limestone and Dolomite Mines Labour Welfare Fund Act, 1972; the Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund Act, 1976; and the Beedi Workers Welfare Fund Act, 1976. These Acts, inter-alia, make provision for the construction of houses for workers in mines and beedi industry. The State Governments of Andhra Pradesh, erstwhile Bombay, erstwhile Saurashtra, Mysore (now Karnataka), Madhya Pradesh, erstwhile Hyderabad, Uttar Pradesh and Punjab had enacted legislations to provide suitable housing accommodation for working class. In addition to this, the housing for the economically weaker sections of the society and Minimum Needs Programme for providing house site and construction assistance to rural landless labourers were later initiated by the Central Government. The following schemes which provide for housing facilities to iron ore, manganese ore, chrome ore, limestone, dolomites, mica mine and beedi workers are also being implemented:

- Type I Housing Scheme;
- Type II Housing Scheme;
- Build Your Own House Scheme;
- Group Housing Scheme for Beedi & Mine Workers; and
- Scheme for grant of Subsidy/Financial Assistance to Co-operative Societies for Beedi Workers

7. SAFETY AND WELFARE *

The Welfare Fund Organisations undertake activities for welfare of the workers employed in Mica, Iron Ore, Manganese Ore, Limestone and Dolomite Mines and Beedi Industry. The Welfare Scheme are implemented and monitored through the Regional Offices of the Labour Welfare Organisation, each under the charge of a Welfare Commissioner. In the field of Safety and Welfare, the important Acts which are in operation, are:

- The Mica Mines Labour Welfare Fund Act, 1946;
- The Limes and Dolomite Mines Labour Welfare Fund Act, 1972;
- The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976;
- The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Cess Act, 1976;
- The Beedi Workers Welfare Fund Act, 1976;
- The Beedi Workers Welfare Cess Act, 1976;
- The Labour Welfare Fund Laws (Amendment) Act, 1987 ;
- The Dock Workers (Safety, Health and Welfare) Act, 1986; and
- The Cine Workers Welfare Fund Act, 1981

£ For details on the subject, kindly refer to Chapter 6 of the Year Book.

* Chapter 5 and 7 also give detailed information on Welfare and Safety respectively.

8. WAGES AND BONUS

(a) The Payment of Wages Act, 1936

The Act aims at ensuring regular and prompt payment of wages and prevention of exploitation of wage earners by prohibiting arbitrary fines and deductions in the establishments covered under the Factories Act, 1948. It was initially made applicable to persons drawing less than Rs. 200 per month and employed in any factory and to persons employed in Railways by Railway Administration, either directly or through a sub-contractor. The Act has been amended several times in order to expand its provisions and coverage. The Act amended as on date enhanced the wage ceiling from Rs.10,000/- to Rs.18,000/- per month with effect from 11.09.2012.

The Act has gradually been made applicable to workers employed in Construction Industry, Civil Air Transport Services, Motor Transport Services, Mines, Plantations, Oil Fields, Docks, Wharfs, Jetties and establishments declared as factories under Section 85 of the Factories Act, 1948. The specific day of paying of wage is 7th day of the month in case of industries employing less than 1000 workers and 10th day of the month in case of others. The number of inspection made and irregularities rectified in the Mines, Railways and Air Transport during the year 2013-14 are as under:

Industry	Number of inspections done	Irregularities rectified	Prosecutions launched	Convictions obtained	Claims filed
1	2	3			
Mines	2568	28754	998	529	17
Railways	987	6748	0	2	8
Air Transport	165	2379	48	17	16

Source: Annual Report of Ministry of Labour & Employment for the year 2014-15

(b) The Minimum Wages Act, 1948 §

In a labour surplus country like India, it is difficult to have a 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 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.

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 of such employments is as many as 1697. 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-six States / UTs have adopted VDA as a component of minimum wage.

§ Kindly also see Chapter 2 of the Year Book.

Table 9.09
Minimum Wage Rates for Unskilled Workers

Sl. No.	Central/States/Union Territories	Range of Minimum Wages per day (Rs.)	
		Minimum	Maximum
1	2	3	4
I	Central Sphere#	195.00	439.00
II	State Sphere*		
1	Andhra Pradesh	69.27	823.83
2	Arunachal Pradesh	134.62	165.38
3	Assam	147.56	236.10
4	Bihar	162.00	260.00
5	Chhattisgarh	147.36	247.81
6	Goa	215.00	307.00
7	Gujarat	100.00	253.25
8	Haryana	213.35	238.35
9	Himachal Pradesh	150.00	278.15
10	Jammu and Kashmir	110.00	200.00
11	Jharkhand	167.17	273.31
12	Karnataka	114.23	280.34
13	Kerala	107.04	483.00
14	Madhya Pradesh	141.20	185.58
15	Maharashtra	100.00	359.85
16	Manipur	122.10	132.60
17	Meghalaya	100.00	140.00
18	Mizoram	220.00	380.00
19	Nagaland	100.00	130.00
20	Orissa	150.00	205.00
21	Punjab	164.06	209.18
22	Rajasthan	166.00	236.00
23	Sikkim	200.00	290.00
24	Tamil Nadu	85.00	273.36
25	Tripura	71.00	349.25
26	Uttar Pradesh	100.00	566.27
27	Uttarakhand	105.27	261.81
28	West Bengal	150.24	326.08
III	Union Territories		
29	A. & N. Islands	254.00	364.00
30	Chandigarh	282.76	337.03
31	Dadra & Nagar Haveli	196.20	202.70
32	Daman & Diu	196.20	202.70
33	Delhi	292.00	435.00
34	Lakshadweep	200.00	275.00
35	Puducherry	100.00	236.00

as on 01.10.2014

* as on 31.12.2013

Source:- Annual Report 2014-15 of the Ministry of Labour and Employment

National Floor Level Minimum Wage

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.115/- to Rs.137/- per day w.e.f. 01.07.2013.

(c) The Payment of Bonus Act, 1965

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

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

Two ceilings are available under the Payment of Bonus Act, 1965. Section 2(13) which defines an employee is generally known as the eligibility limit and Section 12 is known as the calculation ceiling. The two ceilings are revised from time to time to keep pace with the price rise and increase in the salary structure. The calculating ceilings and eligibility limits were revised to Rs.750/- and Rs.1600/- per month in 1965, Rs.1600/- and Rs.2500/- in 1985, Rs.2500/- and Rs.3500/- in 1995 and Rs.3500/- and Rs.10000/- in the year 2007.

At present, employees drawing salary or wage not exceeding Rs.10,000/- per month in any industry to do any skilled or unskilled, manual, supervisory, managerial, administrative, technical or clerical work for hire or reward are eligible for payment of Bonus. The eligibility limit and calculation ceiling under clause 13 of section 2 and Section 12 of the Act respectively were last revised from Rs.3,500/- to Rs.10,000 per month and from Rs.2500/- to Rs.3500/- per month, in the year 2007 and made effective from 1st April, 2006.

9. SOCIAL SECURITY

The Directive Principles of the State Policy as contained in the Constitution of India enjoins upon the State to enact social security legislations for the welfare of the working class. In the era of industrialisation, the workers are exposed to economic insecurity, thereby losing their livelihood and physical insecurity arising out of sickness, accident, old age and so on. The State has come forward to fulfill its responsibility to provide social security to its workers by enacting various social security legislations. The social security benefits flow either at the cost of the employer or on the part of joint contributions of the employer and the employees. However, the social security schemes cover only organized workforce and the government has moved forward through legislation to extend the benefits of social security schemes to cover workforce in the unorganized sector also. The compliance of these benefits is the responsibility of the employers.

The principal social security laws enacted in India are the following:

1. The Workmen's Compensation Act, 1923
2. The Employees' State Insurance Act, 1948
3. The Employees' Provident Funds & Miscellaneous Provisions Act, 1952
(Separate provident fund legislations exist for workers employed in coal mines, tea plantations in the State of Assam and for seamen).
4. The Maternity Benefit Act, 1961
5. The Payment of Gratuity Act, 1972

(a) The Workmen's Compensation Act, 1923

It is obligatory for the employers to pay compensation to their workers for injury caused to a workman by accident, arising out of and in the course of employment, resulting in death or in total/partial disablement under the Workmen's Compensation Act. Compensation is also payable for some occupational diseases contracted by workmen during the course of their employment.

The Act extends to the whole of India and applies to certain categories of railway servants and workers employed in any capacity specified in Schedule II of the Act which includes Factories, Mines, Plantations, Mechanically Propelled Vehicle, Construction Work and certain other hazardous occupations. There is no wage limit for coverage of workers under the Act. The Act does not, however, apply to (i) persons whose employment is of a casual nature and who are employed for purposes other than the employers' trade or business; (ii) persons serving in Armed Forces and (iii) workers covered by the Employees' State Insurance Act.

Under Section 3(3) of the Act, the State Governments are empowered to extend the scope of the Act to any class of persons whose occupations are considered hazardous after giving three months notice in the Official Gazette.

The Act is administered by the State Governments who are required to appoint commissioners for Workmen's Compensation. The functions of the Commissioners include (i) settlement of disputed claims (ii) disposal of cases of injuries involving death, and (iii) revision of periodical payments. The Commissioners for Workmen' Compensation have also been empowered to impose penalty on employers who fail to pay compensation due under the Act to the injured worker within one month from the date it fell due.

The Act was amended in 1995 to enhance (i) the rate of compensation from 40 per cent to 50 per cent and from 50 per cent to 60 per cent of the monthly wage in the case of death and permanent total disablement respectively, (ii) the monthly wages from Rs. 1,000 to Rs.2,000 for determining the maximum amount of compensation, and (iii) the minimum amount of compensation for death and permanent total disablement from Rs. 20,000 to Rs.50,000 and from Rs. 24,000 to Rs.60,000 respectively. The maximum amount of compensation for death may go upto Rs.2.28 lakh and for permanent total disablement up to Rs 2.74 lakh as against the admissibility of Rs.91,000 and Rs.1.14 lakh respectively prior to amendment of the Act. In this amendment, there is a new provision for extra territorial application of the Act to cover employees recruited in India but sent abroad for work of Indian Companies. With effect from 1.10.1996, a provision has been made for filing compensation claims also before the Workmen Compensation Commissioner for the area where the workmen/dependants ordinarily reside.

The Government had enhanced the minimum amount of compensation payable under the Workmen's Compensation Act, 1923 from Rs. 50,000 to Rs. 80,000/- in case of death and from Rs. 60,000 to Rs.90,000/- in case of permanent total disablement. The wage ceiling for computation of maximum amount of compensation was raised from Rs. 2,000/- to Rs. 4,000/- . It facilitated to enhance the maximum amount of compensation from Rs. 2.28 lakh to Rs.4.56 lakh in the case of death and Rs.2.74 to Rs.5.48 lakh in the case of permanent total disablement.

In addition, the loss of earning capacity as quantified and mentioned in part II of Schedule I of the Act has been scaled up in certain cases of amputation below knees, amputation through foot etc. Sixteen new items have been added to hazardous employments under Schedule II of the Act. Important amongst them are certain operations in the sea, handling of snakes, handling certain animals, cleaning sewer lines, agricultural and forestry operation, handling of pesticides and outdoor employment in newspaper establishments etc. This amendment came into force with effect from September 15, 1995.

The Act has further been amended to make it gender neutral and will now be called "the Employees' Compensation Act, 1923". Besides, the minimum compensation under the Act has been enhanced from Rs.80,000/- to Rs.1,20,000/- in case of death, from Rs.90,000/- to Rs.1,40,000/- in case of disablement and from Rs.2,500/- to 5,000/- towards funeral expenses. The

maximum amount for death and permanent total disablement can go up to Rs.9.14 lakh and Rs.10.97 lakh respectively depending on age and wages of the employees. The employees shall be reimbursed the actual medical expenditure incurred by him for treatment of injuries caused during the course of employment without any ceiling. A new Section 25A has been added for the Commissioner to dispose the matter relating to compensation under this Act within a period of three months from the date of reference. The wage ceiling limit for working out compensation has been increased from Rs.4,000/- to Rs.8,000/- per month. The amendment was notified on 23.12.2009 and made effective from 18.01.2010.

Employers are required to notify the appropriate authorities the number of accidents, amount of compensation paid, etc. The State Governments compile these statistics and forward them to the Labour Bureau.

The average daily number of workers covered, number of accidents resulting in death, permanent disablement, etc. and the amount of compensation paid during the years 2008-2012 are given in Table 9.10.

Table 9.10
Compensated Accidents and the Amount of Compensation paid by Establishments Submitting Returns during 2008 to 2012 under Employees' Compensation Act, 1923

Year	Average daily number of workers employed in establishments submitting returns	Number of Compensated Accidents Resulting in				Amount of Compensation paid for (Rs. in lakh)			
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
1	2	3	4	5	6	7	8	9	10
2008	1712127	1344 (26.76)	982 (19.55)	2697 (53.69)	5023 (100.00)	4327.05	1412.25	407.80	6147.10
2009	1662342	863 (23.31)	497 (13.42)	2343 (63.27)	3703 (100.00)	2420.13	554.32	159.85	3134.30
2010	1063802	1939 (33.63)	2831 (49.11)	995 (17.26)	5765 (100.00)	5991.49	2385.78	406.05	8783.32
2011	1191653	2055 (39.17)	2170 (41.36)	1022 (19.48)	5247 (100.00)	6865.08	4130.03	285.38	11280.49
2012	2531962	2592 (40.79)	2676 (42.12)	1086 (17.09)	6354 (100.00)	10078.63	3852.00	631.68	14562.31

Note: The figures in the table above may not be strictly comparable due to differences in area covered, varying response or non-response from State Govts./UT Adms.

N.B : Data relate to only those States/Union Territories which have submitted the returns.

Source : Annual Returns under the Employees' Compensation Act, 1923

It may be stated that a strict comparison of the figures over the years may not be possible on account of (i) difference in area covered, (ii) variation in the number of undertakings furnishing returns and (iii) the extension of the Employees' State Insurance Act, 1948.

(b) The Employees' State Insurance Act, 1948

The Employees' State Insurance Act, 1948 is a pioneering measure in the field of social insurance in the country. It was enacted to provide for certain benefits to employees in case of sickness, maternity and employment injury and to make provisions for certain other related matters. The Act 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 Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establishments, educational and medical institutions employing 10 or more employees. 24 State Governments / Union Territories have reduced the threshold for coverage of shops and establishments to 10 or more persons. Employees of factories and establishments covered under the Act drawing monthly wages upto Rs.15,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 815 centres situated in 31 States/ Union Territories. As on 31.03.2014, 1.95 crore insured persons and about 7.58 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 6.70 lakh.

Administration– 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 to the Government of India, Ministry of Labour & Employment. There are 24 Regional Boards and 311 Local Committees in existence as on 31.03.2014. 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 63 field offices- 23 Regional Offices, 37 Sub Regional Offices, 01 Divisional Offices, 2 Camp Offices throughout the country. Besides, there are 627 Branch Offices and 185 Pay Offices for administration of cash benefits to Insured Persons.

Contribution- The ESI Scheme is mainly financed by contributions from the employers and employees. The rates of the employers’ and the employees’ share of contribution are 4.75% and 1.75%, respectively. The State Governments’ share of the expenditure on the provision of medical care is to the extent of 12.5% (1/8th within the per capita ceiling). The Corporation has prescribed a ceiling on the shareable expenditure per insured person family unit which has been raised to Rs.1500/- per IP family unit per annum w.e.f. 01.04.2012. The expenditure on Medical Care is shared between ESI Corporation and State Government in the ratio of 7:1 with the ceiling. All capital expenditure on construction of ESI Hospitals and other buildings including their maintenance is borne exclusively by the Corporation.

Investment– All contributions received under the ESI Act and all other money belonging to the fund which is not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31.10.2014, the total investment of fund was Rs.39684.09 crore. Out of this, an amount of Rs.10507.61 crore was invested in the Special Deposit Account with Central Government and the balance amount of Rs.29176.48 crore was invested in fixed deposits with nationalized banks.

Exemption from the Operation of the Act- Exemptions under Section 87 of the E.S.I. Act can be granted to any factory or establishment or class of factories or establishments who provide social security benefits to their employees, superior or similar to those available under the ESI Scheme.

Benefits- Two types of social security cover is provided under the scheme namely – (i) Medical Care and (ii) Cash Benefits

(i) 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. The Corporation also directly runs 36 Hospitals as on 31.10.2014.

(ii) **Cash benefits** are constituted of the followed benefits:

- i. Sickness benefit (SB)
- ii. Disablement benefit
- iii. Dependents benefit
- iv. Maternity benefit (MB)
- v. Medical benefit
- vi. Other benefits

(c) **The Employees' Provident Funds and Miscellaneous Provisions Act, 1952**

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 provides for institution of compulsory provident funds for employees in factories and other establishments. The purpose is to make some provisions for the future of the industrial workers after he retires or for his dependents in case of his early death. Initially, the Act covered only 6 major industries viz., (i) Cement, (ii) Cigarette, (iii) Iron and Steel, (iv) Electrical, Mechanical or General Engineering Products, (v) Paper and (vi) Textile (cotton, wool, silk and jute), which had completed 3 years of existence and employed 50 or more workers. However, with the extension of the Act more and more industries were covered from time to time. The Act is now applicable to factories/establishments engaged in 187 industries/classes of establishments employing 20 or more workers. As on 31.03.2014, there were 7,95,827 establishments and factories covered under the Act with a membership of 1178.13 lakh under EPF Scheme, both in the Exempted and Un-exempted sectors.

The Act extends to whole of India except the State of Jammu & Kashmir. The State Government of Jammu and Kashmir instituted a separate Provident Fund Scheme, w.e.f., 1st June, 1961. The Act applies to all factories and other establishments of any notified industry if they employ 20 or more persons. However, any newly started undertaking remains exempted for a period of five years if it employs less than 50 persons and for three years if it employs 50 or more persons. It has now been substituted by a uniform provision of three years infancy period with effect from 1.8.1988 by the Employees' Provident Fund (Amendment) Act, 1988. The Act does not apply to (i) establishments registered under the Co-operative Societies Act, 1912 (or under any other law relating to co-operative societies) if the establishments employ less than 50 persons and work without the aid of power; (ii) tea plantations and tea factories in the State of Assam, where the State Government have a separate scheme for these establishments. The wage ceiling for coverage under the EPF Scheme has been enhanced from Rs. 5,000 to Rs. 6,500 per month with effect from 1.6.2001. 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.

Rate of Contribution- The normal rate of contributions payable by the employers and employees prescribed under the Act is 10 per cent of the wages of the employees' w.e.f. 01.05.1997. The Act, also empowers the Central Government to enhance, if deemed fit, the rate of contribution to 12 per cent of wages in respect of any industry or class of establishments. Out of 12 per cent of employers' share, 3.67 per cent goes to Provident Fund and 8.33 per cent contributed to the Pension Fund. The Central Government has enhanced the rate of contribution to 12 per cent in most of the establishments. The minimum rate of provident Fund Contribution of 10 per cent is applicable to the five industries only, i.e. brick, beedi, jute, coir and guargum.

Rate of Interest - The Government of India on the recommendation of the Central Board of Trustees of the Employees Provident Fund Organisation declares the rate of interest to be credited to the accounts of Provident Fund members annually.

The 3 schemes under the EPF & M.P. Act, 1952 are; (i) Employees Provident Fund Scheme, 1952; (ii) Employees Pension Scheme, 1995; and (iii) Employees Deposit Linked Insurance Scheme, 1976.

(i) The Employees' Provident Fund Scheme, 1952

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 initially provided for framing of the Scheme – Employees' Provident Fund Scheme, 1952 which came into force with effect from 1.11.1952. It aims at making provision for the future of the covered employees after they retire and also for their dependants in case of unfortunate death. An employee with a pay upto Rs.15000/- per month is eligible for membership of the Fund from the very date of joining an establishment. The rate of Provident Fund contribution is 12 per cent (in case of general establishments) and 10 per cent (in case of notified establishments) of the monthly wages of the subscribers.

In order to provide prompt, time bound and trouble free service to the subscribers, para 72 of the EPF Scheme has been amended so as to fix 30 days statutory time limit for settlement of claims. Now the PF claims complete in all respects are required to be settled within 30 days. In respect of incomplete claims, the reasons for non-settlement are to be communicated to the applicant within 30 days. In case the Commissioner fails to settle a claim complete in all respects within 30 days he shall be held personally liable for the delay beyond the said period and penal interest @ 12 per cent p.a. on the benefit amount may be charged and recovered from the salary of the Commissioner.

(ii) The Employees Pension Scheme, 1995

The Employees' Pension Scheme is compulsory for all the persons who were members of the Family Pensions Scheme, 1971. It is also compulsory for the persons who became members of the Provident Fund from 16.11.1995 i. e. the date of introduction of the Scheme. The PF subscribers, who were not members of the Family Pension Scheme, have an option to join this pension scheme. Upon introduction of the new Pension Scheme, 1995, the erstwhile Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the erstwhile Family Pension Fund were taken over and merged with the new Pension Fund. The benefits and entitlements to the member under the old Scheme shall remain protected and continued under the new Pension Scheme, 1995. A minimum 10 years contributory service is required for entitlement to Pension. Normal superannuation pension is payable on attaining the age of 58 years. Pension on a discounted rate is also payable on attaining the age of 50 years. Where pensionable service is less than 10 years, the member has an option to remain covered for pensionary benefits till 58 years of age or claim return of contribution/withdrawal benefits. The Government, vide Notification dated 19.08.2014, has notified a minimum pension of Rs.1000/- p.m. to pensioners under EPS, 1995 w.e.f. 01.09.2014 for the year 2014-15.

Under the scheme, neither the employer nor the employee is required to make additional contribution. From 16.11.95, the employer's share of P.F. contribution representing 8.33 per cent of the wage is being diverted to the said fund. The Central Government is also contributing to the Pension Fund at the rate of 1.16 per cent of the wage of the employees. The Pension Fund is required to be evaluated through qualified Actuary on annual basis. Based on the valuation results, the benefit quantum is revised.

Benefits

The Scheme provides the following benefits to the members and their families:

- (a) Monthly member pension
- (b) Permanent total disablement pension
- (c) Widow/ widower pension
- (d) Children pension
- (e) Orphan pension
- (f) Nominee pension
- (g) Pension to dependent parents

The amount of monthly pension varies from member to member depending upon his pensionable salary and pensionable service.

(iii) The Employees' Deposit-Linked Insurance Scheme, 1976

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 2013-14, a sum of Rs.697.78 crore comprising of employers' contribution was deposited. During the year 2013-14, 28,441 EDLI claims were settled.

(d) The Maternity Benefit Act, 1961

The Act 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 periods before and after birth and provides for maternity and other benefits. It extends to whole of India, except the State of Sikkim.

The Act was amended by the Maternity Benefit (Amendment) Act, 1988 which came into force from 10th January, 1989. The Amended Act provides, inter-alia, for extension of its provisions to Shops and Establishments employing 10 or more persons, reducing the qualifying period for grant of maternity benefit from 160 days of actual work to 80 days of actual work, enhancing the rate of medical bonus payable under the Act from Rs. 25 to Rs.250 (if no pre-natal confinement and post natal confinement and post natal care are provided by the employer free of charge) and fixing the rate of maternity benefit at average daily wages for three calendar months or minimum wages fixed/revised under the Minimum Wages Act,1948 or Rs. 10 per day, whichever is higher for a period of actual absence from duty up to 12 weeks, of which not more than 6 weeks may be availed before delivery and remaining period after delivery. With a view to encouraging planned parenthood, the Maternity Benefit Act, 1961 has been amended to provide six weeks leave with wages in cases of medical termination of pregnancy (MTP), grant of leave with wages for a maximum period of one month in cases of illness arising out of MTP or tubectomy and two weeks leave with wages to women workers who undergo tubectomy operation. These amendments have been enforced with effect from 1.2.1996.

The Central Government is responsible for administration of the provisions of the Act in Mines and in the Circus Industry, while the State Governments are responsible for administration of the Act in factories, plantations and other establishments. The Central Government has entrusted the Administration of the Act to the Chief Labour Commissioner in respect of the circus industry and to the Director General of Mines Safety in respect of mines.

The Act has been amended to enhance the medical bonus from Rs.250/- to Rs.1,000/- and also empowering the Central Government to increase it from time to time before every three years, by way of notification in the Official Gazette, subject to maximum of Rs.20,000/-. The amendment was notified on 15.04.2008 making it effective from the same date. The Medical Bonus has further been increased from Rs.1,000/- to Rs.2,500/- w.e.f. 11.08.2008 and Rs.2,500/- to Rs.3,500/- w.e.f. 19.12.2011.

The Labour Bureau compiles data pertaining to the number of women workers covered, number of claims made and amount paid, etc. contained in the reports of the State Governments. Table 9.11(a) and 9.11(b) give details regarding the benefits obtained by the women workers during 2011 and 2012 under the Maternity Benefit Act. Maternity benefits paid in different States under the Employees' State Insurance Act, 1948 during the year 2010-11 and 2011-12 are given in Table 9.12(a) and 9.12(b).

Table-9.11 (a)

Maternity benefits paid in Factories, Plantations and Other establishments during the year 2011

State/Union Territory	Number of establishments covered	Number of establishments submitting returns	Response Rate (%)	Aggregate No. of women workers employed daily	No. of women who claimed maternity benefit during the year	No. of claims accepted and paid either fully or partially		Number of cases where special bonus paid	Total amount of maternity benefits paid (in Rs.).
						Total	Current year Claims		
1	2	3	4	5	6	7	8	9	10
I. FACTORIES									
1 Andhra Pradesh	13136	4677	35.60	57903	172 (0.30)	170	170	3	31223958
2 Assam	-	-	-	-	-	-	-	-	-
3 Bihar	9	5	55.56	12	-	-	-	-	-
4 Chhattisgarh	2558	146	5.71	847	-	-	-	-	-
5 Goa	82	81	98.78	877	19 (2.17)	19	-	11	836712
6 Haryana	644	435	67.55	14404	247 (1.71)	247	247	238	45831979
7 Himachal Pradesh	1409	542	38.47	4581	13 (0.28)	13	-	13	246473
8 Jammu & Kashmir	366	147	40.16	1071	3 (0.28)	-	-	-	-
9 Jharkhand	316	3	0.95	773	21 (2.72)	21	-	-	417807
10 Karnataka	8830	4738	53.66	218604	1026 (0.47)	840	70	264	34071479
11 Kerala	2579	871	33.77	199735	425 (0.21)	5	5	2	369812
12 Mizoram*	*	*	*	*	*	*	*	*	*
13 Nagaland	-	-	-	-	-	-	-	-	-
14 Odisha	662	17	2.57	962	12 (1.25)	12	9	-	1093793
15 Punjab	583	48	8.23	457	-	-	-	-	-
16 Rajasthan	2729	19	0.70	357	4 (1.12)	4	-	-	-
17 Sikkim*	*	*	*	*	*	*	*	*	*
18 Tamil Nadu	-	-	-	-	-	-	-	-	-
19 Tripura	475	159	33.47	4331	-	-	-	-	-
20 Uttar Pradesh	476	109	22.90	2356	33 (1.40)	21	21	438	4706526
21 Uttarakhand	314	34	10.83	611	7 (1.15)	7	7	-	901619
22 West Bengal	425	67	15.76	14675	32 (0.22)	32	3	1	710520
23 A&N Islands	-	-	-	-	-	-	-	-	-
24 Chandigarh	-	-	-	-	-	-	-	-	-
25 Dadra & N Haveli	-	-	-	-	-	-	-	-	-
26 Daman & Diu	461	136	29.50	-	-	-	-	-	-
27 NCT Delhi	8234	1869	22.70	6261	8 (0.13)	8	8	-	584009
28 Lakshadweep	-	-	-	-	-	-	-	-	-
29 Pudducherry	405	172	42.47	4299	24 (0.56)	24	-	-	548285
Total	44693	14275	31.94	533116	2046 (0.38)	1423	540	970	121542972
II PLANTATIONS									
1 Assam	780	532	68.21	726866	27658 (3.81)	27658	3371	684	38207510
2 Himachal Pradesh	17	-	-	-	-	-	-	-	-
3 Karnataka	951	303	31.86	8707	43 (0.49)	31	31	43	4138137
4 Kerala	658	248	37.69	23453	225 (0.96)	225	225	-	2538786
5 Tamil Nadu	602	470	78.07	27960	877 (3.14)	422	-	93	2052585
6 Tripura	106	62	58.49	6254	320 (5.12)	320	320	320	835182
7 Uttarakhand	5	5	100.00	120	-	-	-	-	-
Total	3119	1620	51.94	793360	29123 (3.67)	28656	3947	1140	47772200
III OTHER ESTAB.									
1 Himachal Pradesh	@	1	@	35	2 (5.71)	2	-	2	37248
2 Karnataka	4340	244	5.62	55864	1110 (1.99)	26	26	4274	1319135
3 Rajasthan	18278	46	0.25	8623	-	-	-	-	-
4 Tamil Nadu	6545	5626	85.96	30238	607 (2.01)	-	-	639	3615364
5 Uttarakhand	76	-	-	-	-	-	-	-	-
Total	29239	5917	20.24	94760	1719 (1.81)	28	26	4915	4971747

Note: - = Nil. * = Act not enforced Figures in brackets in col. 6 are percentages with reference to column 5.

@ = Figure not available mentioned in the annual return of HP.

Table-9.11 (b)

Maternity benefits paid in Factories, Plantations and Other establishments during the year 2012

State/Union Territory	Number of establishments covered	Number of establishments submitting returns	Response Rate (%)	Aggregate No. of women workers employed daily	No. of women who claimed maternity benefit during the year	No. of claims accepted and paid either fully or partially		Number of cases where special bonus paid	Total amount of maternity benefits paid (in Rs.).
						Total	Current year Claims		
1	2	3	4	5	6	7	8	9	10
I. FACTORIES									
1 Andhra Pradesh	13452	5172	38.45	68246	348 (0.51)	348	348	10	21425067
2 Bihar	9	9	100.00	38	-	-	-	1	1000
3 Chhattisgarh	3178	163	5.13	253	2 (0.79)	2	2	2	169798
4 Goa	99	99	100.00	1014	40 (3.94)	40	-	31	2200073
5 Gujarat	3871	3049	78.77	33243	118 (0.35)	110	92	87	3209789
6 Haryana	817	550	67.32	17814	609 (3.42)	609	609	1000	61662958
7 Himachal Pradesh	1409	442	31.37	4506	9 (0.20)	9	9	9	801401
8 Jammu & Kashmir	58	34	58.62	689	24 (3.48)	13	-	9	-
9 Jharkhand	313	7	2.24	1462	37 (2.53)	37	-	-	1536357
10 Karnataka	594	243	40.91	2522	135 (5.35)	126	126	54	7446282
11 Kerala	2719	1453	53.44	156847	58 (0.04)	6	6	3	483496
12 Maharashtra	11928	533	4.47	29490	913 (3.10)	864	812	316	109603594
13 Madhya Pradesh	7795	187	2.40	4174	5 (0.12)	5	5	-	497385
14 Meghalaya	62	42	67.74	164	11 (6.71)	11	-	-	118672
15 Mizoram	*	*	*	*	*	*	*	*	*
16 Odhisha	631	10	1.58	895	18 (2.01)	18	15	-	1740068
17 Punjab	586	45	7.68	367	-	-	-	-	-
18 Rajasthan	2496	12	0.48	220	4 (1.82)	4	-	-	-
19 Sikkim	*	*	*	*	*	*	*	*	*
20 Tamil Nadu	19761	12576	63.64	228789	54 (0.02)	54	23	33	2428163
21 Tripura	395	172	43.54	4227	-	-	-	-	-
22 Uttar Pradesh	498	97	19.48	1716	14 (0.82)	10	10	105	3445856
23 Uttarakhand	349	42	12.03	668	6 (0.90)	6	6	-	1246586
24 West Bengal	771	31	4.02	1150	7 (0.61)	7	5	2	517845
25 A & N Islands	9	8	88.89	166	-	-	-	-	-
26 Chandigarh	2090	162	7.75	40	3 (7.50)	3	3	-	194224
27 Daman & Diu #	2089	161	7.71	-	-	-	-	-	-
28 NCT Delhi @	8572	1635	19.07	5372	2 (0.04)	2	2	-	224888
29 Pudducherry	405	184	45.43	4214	24 (0.57)	24	-	-	1622823
Total	84956	27118	31.92	568286	2441 (0.43)	2308	2073	1662	220576325
II PLANTATIONS									
1 Assam	513	427	83.24	98014	20634 (21.05)	458851	-	431147	38118528
2 Himachal Pradesh	17	-	-	-	-	-	-	-	-
3 Karnataka	1283	66	5.14	5837	57 (0.98)	61	61	61	616974
4 Kerala	663	156	23.53	18740	196 (1.05)	196	196	-	2312022
5 Meghalaya	30	-	-	-	-	-	-	-	-
6 Odhisha	2	-	-	-	-	-	-	-	-
7 Tamil Nadu	595	462	77.65	29826	691 (2.32)	139	175	-	2053649
8 Tripura	106	64	60.38	7270	410 (5.64)	410	410	410	835182
9 Uttarakhand	5	5	100.00	114	-	-	-	-	-
10 A & N Islands	1	1	100.00	11	-	-	-	-	-
Total	3215	1181	36.73	159812	21988 (13.76)	459657	842	431618	43936355
III OTHER ESTAB.									
1 Jammu & Kashmir	103	45	43.69	26	8 (30.77)	-	-	-	-
2 Jharkhand	3	-	-	-	-	-	-	-	-
3 Karnataka	4227	363	8.59	60195	361 (0.60)	21	21	35	5832521
4 Maharashtra	8215	304	3.70	14540	479 (3.29)	255	23	56	18743642
5 Meghalaya	4	3	75.00	9	1 (11.11)	1	-	-	6016
6 Odhisha	29	7	24.14	10	-	-	-	-	-
7 Rajasthan	8139	132	1.62	69	-	-	-	-	-
8 Tamil Nadu	9020	7855	87.08	211873	867 (0.41)	864	860	-	3667860
9 Uttarakhand	84	-	-	-	-	-	-	-	-
10 A & N Islands	6	5	83.33	55	-	-	-	-	-
Total	29830	8714	29.21	286777	1716 (0.60)	1141	904	91	28250039

@ = Covered by the Employees' State Insurance Corporation.

Note: The information in respect of other States/Union Territory(s) not specified above may please be treated as 'Nil' except the States/U.T. of Arunachal Pradesh, Manipur and D.&N.Haveli which have not furnished the returns

Table-9.12 (a)
Maternity benefits paid under the Employees' State Insurance Act, 1948 during the financial year 2010-11

Sl. No.	State/Union Territory	No. of insured women as on 31.3.2011	Number of maternity benefit case (confinement) during the year 2010-11	Amount paid during the year 2010-2011
1	2	3	4	5
1	Andhra Pradesh	255334	1279 (5.68)	30168559
2	Assam, Meghalaya, Tripura & Nagaland	11645	127 (0.56)	1913892
3	Bihar	7807	17 (0.08)	335958
4	Chhattisgarh	11283	15 (0.07)	270621
5	NCT Delhi	116653	408 (1.81)	9321942
6	Goa	26938	376 (1.67)	7433202
7	Gujarat	91437	520 (2.31)	7984799
8	Haryana	60083	529 (2.35)	9863623
9	Himachal Pradesh	56750	138 (0.61)	2750478
10	Jammu & Kashmir	7598	63 (0.28)	1007416
11	Jharkhand	19021	50 (0.22)	825390
12	Karnataka	498314	4739 (21.05)	77481961
13	Kerala	276717	4116 (18.28)	62964981
14	Madhya Pradesh	34518	136 (0.60)	2248412
15	Maharashtra	403025	2821 (12.53)	56240636
16	Odisha	23870	131 (0.58)	1657085
17	Punjab	174724	316 (1.40)	6562684
18	Rajasthan	55154	318 (1.41)	4125739
19	Tamil Nadu	902280	4910 (21.81)	78775822
20	Uttar Pradesh	120642	468 (2.08)	7878742
21	Uttarakhand	28684	76 (0.34)	1277640
22	West Bengal	156855	255 (1.13)	4164014
23	Chandigarh	18567	94 (0.42)	2257744
24	Pudducherry	41485	613 (2.72)	6083361
	All India	3399384	22515 (100)	383594701

Note:- Figures in brackets in col. 4 are percentages of the All India.

Source: The Employees' State Insurance Corporation New Delhi

Table 9.12(b)
Maternity benefits paid under the Employees' State Insurance Act, 1948 during the financial year 2011-12

Sl. No.	State/Union Territory	No. of insured women as on 31.3.2012	Number of maternity benefit case (confinement) during the year 2011-2012	Amount paid during the year 2011-2012
1	2	3	4	5
1	Andhra Pradesh	249464	1805 (5.29)	43885857
2	Assam, Meghalaya, Tripura & Nagaland	12317	149 (0.44)	2255090
3	Bihar	5928	23 (0.07)	655282
4	Chhattisgarh	9650	30 (0.09)	620369
5	NCT Delhi	90831	386 (1.13)	11497677
6	Goa	22855	734 (2.15)	9476309
7	Gujarat	45299	501 (1.47)	8986093
8	Haryana	89204	795 (2.33)	20969969
9	Himachal Pradesh	16700	240 (0.70)	3406988
10	Jammu & Kashmir	5859	56 (0.16)	838652
11	Jharkhand	19637	60 (0.18)	1145455
12	Karnataka	554147	12390 (36.33)	91969110
13	Kerala	240897	5617 (16.47)	81568906
14	Madhya Pradesh	36298	222 (0.65)	3404063
15	Maharashtra	225690	3219 (9.44)	76720803
16	Odisha	15791	209 (0.61)	2982489
17	Punjab	91741	415 (1.22)	10722607
18	Rajasthan	49953	337 (0.99)	6795096
19	Tamil Nadu	688713	5449 (15.98)	94294402
20	Uttar Pradesh	75720	539 (1.58)	10515063
21	Uttarakhand	26688	113 (0.33)	2445826
22	West Bengal	69720	387 (1.13)	5541495
23	Chandigarh	8511	120 (0.35)	2473940
24	Pudducherry	28513	312 (0.91)	7261596
All India		2680126	34108 (100)	500433137

Note:- Figures in brackets in col. 4 are percentages of the All India

Source: The Employees' State Insurance Corporation New Delhi

(e) The Payment of Gratuity Act, 1972

The Payment of Gratuity Act, 1972 provides for a scheme of compulsory payment of gratuity to employees engaged in factories, mines, oilfields, 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.

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.
- ❖ Every motor transport undertaking in which ten or more persons 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.

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

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

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

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. 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.

10. INDUSTRIAL RELATIONS

(a) The Trade Unions Act, 1926

Object and Scope- The Act mainly seeks to confer a legal and corporate status on registered trade unions. The Act provides immunity from civil and criminal liability to trade union executives and members for bonafide trade union activities. The Act applies to the entire Indian Union.

Main Provisions- The main provisions of the Trade Unions Act, 1926 relate to (i) registration of unions; (ii) rights and privileges; and (iii) obligations and liabilities of registered trade unions. For registration, the Act provides that any seven or more members of a trade union can apply to the Registrar, appointed under the Act, for registration of the union. At least half the total number of office bearers of a registered union must be persons actually engaged in the industry to which the union belongs. Persons convicted of offences involving moral turpitude are debarred from becoming office bearers or members of the executive of a registered trade union. Under certain circumstances, the Registrar of Trade Unions is authorized to withdraw or cancel the registration. The Act stipulates that when once an application for registration has been entertained, it cannot be

deemed to have become invalid, if at the time of registration some of the applicants not exceeding half of them cease to be members of the trade union or disassociate themselves from the application.

The Act protects the office bearers and members of registered trade unions against criminal proceedings in respect of any agreement for the purpose of furtherance of any legal object of the union. They are also protected from civil suits in respect of any act done in contemplation or furtherance of trade dispute.

The Act lays down the purpose for which the general funds of a registered trade union can be utilized. It is open to the unions to constitute a separate political fund for the promotion of civil and political interest of its members. The registered unions are also required to submit annual returns in the prescribed form to the Registrar alongwith an audited statement of income and expenditure. The Unions are required to submit annual returns on a calendar year basis. The account books of the unions and the list of members thereof are required to be kept open for inspection by an office bearer or member of the union. Under the Act, the Registrar or any other duly authorized officer is empowered to inspect or require production of the certificate of registration, account books, registers and other documents relating to trade unions for examining the returns submitted by them under Section 28 of the Act. Any changes in the name, constitution and rules of the union as well as the office bearers have to be notified to the Registrar. The Trade Unions Act, 1926 has been amended and enforced with effect from 9.1.2002 to ensure orderly growth of trade unions and reduce multiplicity of trade unions and promote internal democracy.

Administration and Enforcement- The Act is administered by the State Governments which are required to appoint Registrars of Trade Unions to look after the proper compliance of the provisions of the Act.

(b) The Industrial Employment (Standing Orders) Act, 1946

Scope and Objective

The Industrial Employment (Standing Orders) Act, 1946 came into force on April 23, 1946. The Standing Orders define with sufficient precision the conditions of employment for information of workmen. The Act applies to the whole of India. It was initially made applicable to only those industrial units/undertakings/establishments wherein 100 or more workers were employed on any day of the preceding 12 months. Subsequently the Act was amended in 1961, 1963 and 1982. The Act empowers the appropriate Governments to extend the provisions to establishments employing less than 100 workers after giving not less than two months notice, of its intention to do so in the official gazette. The Act applies to all the Industrial Establishments as defined in clause (II) of Section 2 of the Payment of Wages Act, 1936 and factories as defined in clause (II) of Section 2 of the Factories Act, 1948; the Railways as defined in the Indian Railways Act, 1890 and establishment of a contractor who employs workmen for the purpose of fulfilling the contract with the owner of any Industrial Establishment. The Act does not, however, apply to workmen who are governed by the Fundamental and Supplementary Rules, Civil Service Temporary Service Regulations, Civilians in Defence Services (Classification, Control and Appeal) Rules or the Indian Railways Establishments Code or any other rules or regulations that may be notified in this behalf by the appropriate Government. The provisions of the Act also apply to newspaper establishments wherein 20 or more employees are employed by virtue of the enforcement of the Working Journalists (Conditions of Service and Miscellaneous Provisions) Act, 1955.

The main objectives of the Act, besides maintaining harmonious relationship between the employers and the employees, are to regulate the conditions of recruitment, discharge, disciplinary action, leave, holidays, etc. of the workers employed in industrial establishments. The Act amended

in 1982 also provides for a payment of subsistence allowance to the workmen who are kept under suspension pending domestic enquiry. The rules regarding payment of subsistence allowance to the suspended workmen were further amended by a notification in 1984 facilitating payment during the suspension period, the subsistence allowance at the rate of 50 per cent of the wages, which he was entitled to immediately preceding the date of suspension, for the first 90 days, and 75 per cent of such wages subsequently for the remaining period of suspension, if the delay in completion of the disciplinary proceedings is not directly attributable to his conduct. The employer shall normally complete the enquiry within 10 days and the payment of subsistence allowance shall also be subject to the workman not taking any employment elsewhere during the period of suspension.

Certifying Officer- As per Section 2(c) of the Act, all the Regional Labour Commissioners are Certifying Officers in relation to industrial establishments throughout the country under the control of the Central Government. However, for administrative convenience, they exercise the powers of Certifying Officers within their respective territorial jurisdictions. The Regional Labour Commissioners in the Chief Labour Commissioner's Office function as Certifying Officers in relation to industrial establishments falling in the Central Sphere and having branches in more than one State. Besides, Deputy Chief Labour Commissioner, New Delhi has also been appointed Certifying Officer in relation to industrial establishment falling in the Central Sphere.

Procedure for Certification –Section 3 of the Act provides that within 6 months from the date on which the Act becomes applicable to an industrial establishment the employer shall submit to the Certifying Officer copies of the draft Standing Orders proposed by him for adoption in his industrial establishment. The Certifying Officer shall ensure that provision is made in the Standing Orders for every matter set out in the Schedule applicable to the industrial establishment and the Standing Orders are in conformity with the provisions of the Act. Certifying Officers and appellate authorities have been vested with powers of Civil Courts for the purposes of receiving evidence, administering oath, enforcing the attendance of witnesses. The progress of Certification of Standing Orders during the Calendar Years 2011 and 2012 is given in Table 9.13(a) and 9.13(b).

Modification of Standing Orders – Section 10 of the Act makes provision for modification of the Certified Standing Orders. If the management and the workmen agree, the standing orders can be modified even before the expiry of the prescribed time limit.

Enforcement –The following offences are punishable under Section 18 of the Act and the Central Industrial Relations Machinery is to take action wherever infringements of the same come to their notice:

- Failure on the part of an employer to submit draft Standing Orders as required under Section 3.
- Modification by employer of the Certified Standing Orders otherwise than in accordance with the prescribed procedure.
- Any action of the employer in contravention of the provisions of the Certified Standing Orders.

Table 9.13 (a)

State-wise Progress of Certification of Standing Orders during 2011 under Industrial Employment (Standing Orders) Act, 1946

State/Union Territory	Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year	
	Number	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1	2	3	4	5	6	7	8	9	10	11
1 Andhra Pradesh	3476	371402	841	139425	40 (1.50)	45 (4.33)	62 (6.18)	23	931 (3.89)	165187 (4.03)
2 Assam	1573	552778	1214	547620	401 (15.02)	24 (2.31)	46 (4.59)	379	1260 (5.26)	547620 (13.37)
3 Goa	1969	108617	211	19401	62 (2.32)	8 (0.77)	9 (0.90)	61	220 (0.92)	22296 (0.54)
4 Gujarat	26448	1330730	52	20788	39 (1.46)	21 (2.02)	20 (1.99)	40	40 (0.17)	15801 (0.39)
5 Haryana	5587	674535	1493	229987	40 (1.50)	51 (4.90)	48 (4.79)	43	1541 (6.44)	237322 (5.80)
6 Himachal Pradesh	1933	234960	275	34478	187 (7.01)	21 (2.02)	2 (0.20)	206	277 (1.16)	34653 (0.85)
7 Jammu & Kashmir	64	12303	62	11790	2 (0.08)	2 (0.19)	-	4	64 (0.27)	12303 (0.30)
8 Karnataka	976	176870	717	172516	85 (3.18)	141 (13.56)	155 (15.45)	71	717 (3.00)	172516 (4.21)
9 Kerala	1711	254413	750	85428	40 (1.50)	14 (1.35)	15 (1.50)	39	765 (3.20)	86508 (2.11)
10 Maharashtra	3100	678422	447	72225	86 (3.22)	24 (2.31)	13 (1.30)	97	407 (1.70)	83749 (2.05)
11 Meghalaya	5	644	5	644	-	-	-	-	5 (0.02)	644 (0.02)
12 Orissa	548	100554	259	62751	96 (3.60)	2 (0.19)	-	98	259 (1.08)	62751 (1.53)
13 Punjab	9979	537612	1568	268938	739 (27.69)	137 (13.17)	18 (1.79)	858	1586 (6.63)	272473 (6.65)
14 Rajasthan	3589	488776	953	204103	48 (1.80)	19 (1.83)	34 (3.39)	33	987 (4.12)	212571 (5.19)
15 Tamil Nadu	13984	1333875	7465	870351	43 (1.61)	242 (23.27)	285 (28.41)	-	7750 (32.38)	893065 (21.81)
16 Tripura	98	19114	46	6673	-	-	-	-	27 (0.11)	6441 (0.16)
17 Uttar Pradesh	7969	476716	4357	269203	207 (7.76)	119 (11.44)	122 (12.16)	204	4450 (18.59)	286094 (6.99)
18 Uttarakhand	847	78817	495	55231	162 (6.07)	115 (11.06)	128 (12.76)	149	623 (2.60)	64587 (1.58)
19 West Bengal	2148	1117180	1819	875979	327 (12.25)	17 (1.63)	9 (0.90)	335	1830 (7.64)	878003 (21.44)
20 A & N Islands	15	3585	15	3545	-	-	-	-	15 (0.06)	3585 (0.09)
21 Chandigarh	229	14393	63	8172	-	-	-	-	63 (0.26)	8172 (0.20)
22 Delhi	42	4025	28	3329	30 (1.12)	14 (1.34)	15 (1.50)	29	42 (0.18)	4025 (0.10)
23 Puducherry	931	86417	55	21618	35 (1.31)	24 (2.31)	22 (2.19)	37	77 (0.32)	24178 (0.59)
Total State Sphere Undertakings	87221	8656738	23190	3984195	2669 (100.00)	1040 (100.00)	1003 (100.00)	2706	23936 (100.00)	4094544 (100.00)
Total Central Sphere Undertakings	..	..	..	..	..	..	..	..	..	..
Grand Total	87221	8656738	23190 (26.59)	3984195 (46.02)	2669	1040	1003	2706	23936 (27.44)	4094544 (47.30)

- = Nil

.. = Not Available due to non-receipt of information

NOTE: 1. Figures in brackets are percentages to total.

2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.

3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

Table 9.13 (b)

State-wise Progress of Certification of Standing Orders during 2012 under Industrial Employment (Standing Orders) Act, 1946

State/Union Territory	Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year	
	Number	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1	2	3	4	5	6	7	8	9	10	11
1 Andhra Pradesh	3508	375500	931	165187	23 (0.94)	57 (4.88)	46 (5.64)	34	963 (4.77)	172465 (4.45)
2 Assam	1651	554700	1260	547620	379 (15.57)	25 (2.14)	60 (7.36)	344	1320 (6.54)	553328 (14.26)
3 Chhattisgarh	-	-	-	-	-	-	-	-	-	-
4 Goa	1973	108992	220	22296	61 (2.51)	6 (0.51)	3 (0.37)	64	223 (1.11)	22617 (0.58)
5 Gujarat	29507	1454696	40	15801	40 (1.64)	146 (12.50)	88 (10.80)	98	39 (0.19)	19431 (0.50)
6 Haryana	5748	696892	1541	237322	43 (1.77)	56 (4.79)	63 (7.73)	36	1604 (7.95)	252597 (6.51)
7 Himachal Pradesh	2131	256760	277	34653	141 (5.79)	16 (1.37)	-	157	277 (1.37)	34653 (0.89)
8 Karnataka	1031	491816	717	172516	71 (2.92)	307 (26.28)	165 (20.25)	213	717 (3.55)	172516 (4.44)
9 Kerala	1680	255543	765	86508	39 (1.60)	13 (1.11)	10 (1.23)	42	775 (3.84)	87600 (2.26)
10 Madhya Pradesh	-	-	150	-	-	-	-	-	-	-
11 Maharashtra	3118	674986	407	83749	97 (3.99)	16 (1.37)	17 (2.09)	96	415 (2.05)	76450 (1.97)
12 Meghalaya	7	747	5	644	-	-	-	-	7 (0.03)	747 (0.02)
13 Mizoram	-	-	-	-	-	-	-	-	-	-
14 Orissa	551	101376	259	62751	98 (4.03)	3 (0.26)	4 (0.49)	97	263 (1.30)	63947 (1.65)
15 Punjab	10178	545885	1586	272473	858 (35.25)	45 (3.85)	18 (2.21)	885	1604 (7.95)	273496 (7.05)
16 Rajasthan	3794	512537	987	121571	33 (1.36)	35 (3.00)	17 (2.09)	51	1004 (4.98)	219049 (5.65)
17 Tamil Nadu	19992	1214724	7750	893065	-	233 (19.95)	197 (24.17)	36	7947 (39.38)	912320 (23.52)
18 Tripura	247	20408	27	6441	-	-	-	-	247 (1.22)	19996 (0.52)
19 Uttarakhand	960	89708	623	64587	149 (6.12)	105 (8.99)	61 (7.48)	193	684 (3.39)	72372 (1.89)
20 West Bengal	2186	1123822	1830	877943	335 (13.76)	15 (1.28)	12 (1.47)	338	1842 (9.13)	881007 (22.71)
21 A & N Islands	15	3670	15	3585	-	-	-	-	15 (0.07)	3670 (0.09)
22 Chandigarh	229	14393	63	8172	1 (0.04)	-	-	1	63 (0.31)	8172 (0.21)
23 Delhi	42	4025	42	4025	29 (1.19)	4 (0.34)	2 (0.25)	31	42 (0.21)	4025 (0.10)
24 Puducherry	638	71830	77	24178	37 (1.52)	86 (7.36)	52 (6.38)	71	129 (0.64)	28654 (0.73)
Total State Sphere Undertakings	89186	8573010	19572	3796087	2434 (100.00)	1168 (100.00)	815 (100.00)	2787	20180 (100.00)	3879112 (100.00)
Total Central Sphere Undertakings	..	..	..	..	..	..	..	..	..	..
Grand Total	89186	8573010	19572 (21.95)	3796087 (44.28)	2434	1168	815	2787	20180 (22.63)	3879112 (45.25)

- = Nil

.. = Not Available due to non-receipt of information

NOTE: 1. Figures in brackets are percentages to total.

2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.

3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

(c) **The Industrial Disputes Act, 1947**£

Object and Scope-The Industrial Disputes Act was passed in March, 1947 repealing the Trade Disputes Act, 1929. The Act extends to the whole of India. The Act of 1947 was a comprehensive measure adopted by the Central Government with a view to improving industrial relations. The Act introduced the principle of compulsory arbitration and prohibited strikes without notice in public utility services. It also provided, for the first time two new institutions, viz. (i) Works Committees consisting of representatives of employers and employees in undertakings employing 100 or more workers, and (ii) Industrial Tribunal for the adjudication of industrial disputes. The main provisions of the Act relate to (i) works committees, (ii) conciliation and adjudication machinery, (iii) strikes and lockouts and (iv) lay-off, retrenchment and closure.

The Act has been amended to amplify the term ‘appropriate government’ defined under Section 2(a) of the Act, enhance the wage ceiling from Rs.1,600/- to Rs.10,000/- per month to cover workmen working in supervising capacity, provide direct access for the workman to the Labour Court or Tribunal in case of disputes arising out of Section 2A of the Act, expand the scope of qualifications of Presiding Officers of Labour Courts or Tribunals, establish Grievance Redressal Machinery and empowering the Labour Court or Tribunal to execute the awards etc. The amendment has been notified on 19.08.2010 and made effective from 15.09.2010.

11. MISCELLANEOUS

(a) **The Children’s (Pledging of Labour) Act, 1933**

The Act was passed in February 1933 to eradicate the evils arising from the pledging of the labour of young children by their parents to employers in lieu of loans or advances. The Act applies to the whole of India. It declares void an agreement written or oral, to pledge the labour of a child below 15 years by the child’s parent or guardian in return for any payment or benefit. However, an agreement made without detriment to a child and not made in consideration of any benefit other than reasonable wages to be paid for the child’s services and terminable at not more than a week’s notice is not to be deemed to be an illegal agreement. A person who knowingly enters into an agreement with a parent or guardian of a child whereby such parent or guardian pledges the labour of the child, or an employer who knowingly employs such a child, is liable to be fined.

(b) **The Child Labour (Prohibition and Regulation) Act, 1986**

Object and Scope- The main object of the Act is to prohibit the engagement of children (who have not completed fourteenth year of age) in certain employments and to regulate the conditions of work of children in certain other employments. The Act envisages that no child shall be employed or permitted to work in any of the occupations set forth in part A and B of the Schedule to the Act. Through a Notification dated 26.5.1993, the working conditions of children have been regulated in all employments, which are not prohibited under the Child Labour (Prohibition & Regulation) Act, 1986. Through later Notifications, the Schedule has been substantially enlarged to bringing the total to 18 hazardous occupations and 65 processes. Section 5 of the Act provides for the constitution of a Child Labour Technical Advisory Committee to advise the Central Government for the purpose of addition of occupations and processes to the Schedule of the Act. The Committee consists of a Chairman and such other members not exceeding 10 as may be appointed by the Central Government.

The Central Government shall be the appropriate Government in relation to an establishment under its control or a railway administration or a major port or a mine or oilfields and in all other cases, the State Government shall be the appropriate Government.

Main Provisions- The Act provides that no child shall be permitted or required to work between 7 p.m. and 8.a.m. and shall not be permitted to work overtime. The period of work on each day shall be so fixed that no period shall exceed three hours and that no child shall work for more than three

£ For data on Strikes and Lockouts kindly see Chapter 4 (2).

hours before he has had an interval for rest for at least one hour. The period of work of a child shall be so arranged that inclusive of his interval for rest, it shall not be spread over more than six hours including the time spent in waiting for work on any day. No child shall be required or permitted to work in any establishment on any day on which he has already been working in another establishment. Every child employed in an establishment shall be allowed in each week, a holiday of one whole day. The employer will notify the Inspector in case he engages a child for employment. The Act also provides for the Health and Safety of the children and the appropriate Government may make rules for the health and safety of the children employed in any establishment or class of establishments.

The Child Labour (Prohibition and Regulation) Rules 1988 were published in the Gazette of India dated the 30th August, 1988 and came into force from that date. These Rules mainly deal with the terms of office of the members of committee, the secretary, allowance of non-official members, removal of chairman or member of the Committee, quorum, decision by majority and the sub-committees. Besides, the Rules provide for maintenance of a register by the occupier of establishment in respect of the Children employed by him. Production of a certificate of age is also required under these rules.

Penalties- Any employer who employs any child or permits any child to work in contravention of the provisions of section 3 of the Act shall be punishable with imprisonment for a term which shall not be less than three months but may extend to one year or with fine which shall not be less than ten thousand rupees but may extend to twenty thousand rupees or both. In case the offence is repeated, the term of imprisonment shall not be less than six months but which may extend to two years. Any person found guilty and convicted of contravention of any of the provisions mentioned in sub-section (2), shall be liable to penalties as provided in sub-section (1) and (2) of Section 14 of this Act and not under the Acts in which those provisions are contained. The provisions referred to are (a) section 67 of the Factories Act, 1948, (b) section 40 of the Mines Act, 1952, (c) section 109 of the Merchant Shipping Act, 1958 and (d) section 21 of the Motor Transport Workers' Act, 1961.

Every rule made under this Act and every notification issued under Section 4 of the Act by the Central Government and every rule made by a State Government under the Act shall be laid before each House of the Parliament, State Legislature respectively and shall have effect only in such modified form as agreed by both the Houses of Parliament/State Legislature or be of no effect, as the case may be. Subject to the provisions contained in Section 15, the provisions of this Act and the rules made thereunder be in addition to, and not in derogation of the provisions of the Factories Act, 1948, the Plantations Labour Act, 1951 and the Mines Act, 1952.

Repeal- Notwithstanding the repeal of the Employment of Children Act, 1938 (26 of 1938), anything done or any action taken or purported to have been done or taken under the Act so repealed, shall, in so far as it is not inconsistent with the provisions of this Act, be deemed to have been done or taken under the corresponding provisions of this Act. The Minimum Wages Act, 1948; the Plantations Labour Act, 1951; the Merchant Shipping Act, 1958 and the Motor Transport Workers' Act, 1961 were also amended in accordance with the provisions of this Act.

(c) **The Collection of Statistics Act, 2008**

The Collection of Statistics Act, 2008 was enacted by the Parliament on 7th January 2009. It was brought into force on 11th June 2010. The Act repealed the Collection of Statistics Act, 1953. Rules under the Act, namely, the Collection of Statistics Rules, 2011 were notified on 16th May 2011.

Some of the salient features of the Collection of Statistics Act, 2008 and the Rules made thereunder are as follows: -

- The Act provides for collecting statistics on economic, demographic, social, scientific and environmental aspects not only from industrial and commercial concerns but also from individuals and households.
- The Central/State Governments, UT Administrations and the local governments such as Panchayats and Municipalities have been empowered to collect any statistics. Any of them

may appoint a statistics officer for each subject of data collection and/ or for each geographical unit.

- Duplication of surveys has been a matter of concern, as it not only leads to wastage of resources on survey work, but also may give rise to conflicting statistics. The Act empowers the Central Government to make rules for avoiding duplication. The Rules made under the Act provide for designating a nodal officer at the Centre and in each State/ UT who would advise the concerned line Ministries on steps to be taken to avoid unnecessary duplication.
- The Act provides for all methods of data collection including oral interviews and filing of returns electronically.
- The information collected from any informant under the Act cannot be made use of for any purpose other than for prosecution under the Act or for statistical purposes. In other words, the information collected cannot be used as evidence for prosecution under any other law.
- The Act provides penalties for neglect or refusal to furnish information. The penalty is up to Rs.1,000/- for individuals (Rs.5,000/- in case of a company).
- More importantly, the obligation to furnish information under the Act will not cease after conviction for an offence. If the concerned person continues to neglect or refuse to furnish information after the expiry of fourteen days from the date of conviction, then he may be punished with a further fine up to Rs.1,000/- (Rs.5,000/- in case of a company) for each day after the first during which the failure continues.
- The Act provides for stringent penalties for furnishing false information and for other serious offences in the form of simple imprisonment up to six months or with a fine or with both.
- The Act and the Rules made thereunder provide for adequate confidentiality for the data collected and for appropriate safeguards when data collection is outsourced. Disclosure of information collected from any person without suppressing the identification particulars of that person is not permitted under the Act.
- Prosecution for offences committed under the Act would be by way of a summary trial.

(d) The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959

The Act came into force with effect from the 1st May, 1960 and has been implemented in all the States in the country. It covers all establishments in Public Sector and non-agricultural establishments employing 25 or more workers in the Private Sector. It is not applicable in relation to vacancies (a) in any agriculture (including horticulture) establishments in private sector other than employment as agricultural or farm machinery operatives, (b) in any employment in domestic service, (c) in any employment, the total duration of which is less than 3 months, (d) in any employment to do unskilled office work e.g., daftary, jamadar, orderly, peon, dusting man, record lifter, process server, watchman, sweeper and any other employee doing any routine or unskilled work which the Central Government by notification, may declare to be unskilled office work, and (e) any employment connected with the staff of the Parliament. Unless the Central Government otherwise directs by notification in the Official Gazette in this behalf, the Act is not applicable in relation to (a) vacancies which are proposed to be filled through promotion or by absorption of surplus staff of any branch or department of the same establishment or on the result of any examination or interview held by, or on the recommendations of any independent agency, such as, the Union or State Public Service Commission and the like and (b) vacancies in any employment which carry a remuneration of less than Rs. 60 in a month.

The Act requires that in any State or area thereof the employer in every establishment in public or private sector shall, before filling up any vacancy, notify them to employment exchanges. It also enjoins upon the Employers to furnish information about the number and type of vacancies occurred and filled during each quarter and the occupational and educational pattern of employees with them every alternate year. State Employment Market Information Units have been set up at each State Headquarter and Employment Market Information units have been set up at more than 500 districts in the country to maintain close liaison with employers. The Employment Officers of these units are provided extensive training by the State as well as Central Government in the field. Special stress is laid on using persuasive rather than coercive methods in collection of information under the Act. In case of Government establishments liaison is maintained even at the level of the Head Quarter of the organization so that the field units do not lag behind in providing information.

In case of Private Sector employers' personal contact through telephone, internet, fax and finally personal visits is the key to collection of information. The utility of the information in National Planning is stressed and employers are assured that the information provided by them would not put them in any disadvantageous position. The legal provisions in the Act, of prosecution of the employers, for non-rendering of information are used only in rare cases where all persuasion fails.

(e) The Apprentices Act, 1961

The Apprentices Act, 1961 came into force on March 1, 1962. The main object of the Act is to provide for the regulation and control of training of apprentices in trades and for matters connected therewith. The Act extends to the whole of India. The Act makes it obligatory on the part of employers both in Public and Private Sector establishments having requisite training infrastructure as laid down in the Act, to engage apprentices in 254 groups of industries and 27000 establishments covered under the Act.

As on 30.09.2014, a total of 212817 training seats for the trade apprentices have been utilized against 391625 seats identified in establishments covered under the Act. Out of 212817 seats utilized, the utilization for various categories was: 27139 for SCs, 11947 for STs, 8930 for Minorities, 1142 for physically handicapped and 8725 for Women.

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

The object of the Act is to regulate the conditions of work in beedi and cigar manufacturing establishments and to provide for the welfare of workers employed therein. It extends to the whole of India except the State of Jammu and Kashmir but all or any of its provisions becomes operative in any State or part of it only from such date as notified by the State Government. Under the Act, an industrial premises is defined as a place or premises including precincts thereof in which or in any part of which an industry or manufacturing process connected with the making of beedi or cigar or both is carried on with or without the aid of power.

The Main provisions of the Act relate to (i) health and welfare, (ii) hours of work and wages for overtime, (iii) employment of young persons and women, and (iv) leave and holidays. The administration of the Act rests with the State Governments.

(g) The Contract Labour (Regulation and Abolition) Act, 1970

The Contract Labour (Regulation & Abolition) Act aims at regulating employment of contract labour so as to place it at par with labour employed directly, with regard to the working conditions and certain other benefits. Contract labour refers to the workers engaged by a contractor for the user enterprises. These workers are generally engaged in agricultural operations, plantation, construction industry, ports & docks, oil fields, factories, railways, shipping, airlines, road transport, etc. The Act applies to every establishment/ contractor in which twenty or more workmen are employed or were employed on any day of the preceding twelve months as contract labour. Every establishment and contractor, to whom the Act applies, has to register themselves or 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 liability to ensure payment of wages and other benefits is primarily that of the contractor, and in case of default, that of the principal employer. The Act is implemented both by the Centre and the State Governments. The Central Government has jurisdiction over establishments like railways, banks, mines etc. and the State Governments have jurisdiction over units located in that state. 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. Apart from the regulatory measures provided under the Act for the benefit of the contract labour, the 'appropriate government' under the Act is authorised, as the case may be, to prohibit, by notification in the official gazette, employment of contract labour in any establishment in any process, operation or other work.

(h) The Equal Remuneration Act, 1976

Consequent upon the ratification of ILO Convention No.100, the Equal Remuneration Act, 1976 was passed by the Parliament. The main object of this Act is to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto. The Act extends to the whole of India. Under this Act, no employer shall pay to any worker, employed by him in an establishment or employment, remuneration, whether payable in cash or in kind at rates less favorable than those at which remuneration is paid by him to the workers of the opposite sex in such establishment or employment for performing the same work or work of similar nature. "Same work or work of a similar nature" has been defined as work in respect of which the skill, effort and responsibility required are the same, when performed under similar working conditions, by a man or a woman and the differences, if any, between the skill, effort and responsibility required of a man and those required of a woman are not of practical importance in relation to the terms and conditions of employment. In case, before the commencement of this Act, the remuneration for men and women were being paid differently, then the higher (in cases where there were two rates) or the highest (in cases where there were more than two rates) of such rates would be the rate at which remuneration would be payable, on and from such commencement, to such men and women workers as may be prescribed. No discrimination is to be made while recruiting men and women workers for the same or a similar nature of work except where the employment of women in such work is prohibited or restricted by or under any law for the time being.

(i) The Bonded Labour System (Abolition) Act, 1976

The practice of bonded labour system has been abolished throughout the country with the enactment of Bonded Labour System (Abolition) Act, 1976 and made a cognizable offence punishable by law. Though the responsibility of implementing the Act lies with the State Government, the Ministry of Labour and Employment, Government of India supplements the efforts of the State Governments by providing a Central assistance on matching grants (50:50) basis for the rehabilitation of bonded labour under a Centrally Sponsored Plan Scheme for rehabilitation of bonded labour. The scheme was launched by Ministry of Labour & Employment in May, 1978. The said Plan Scheme has been drastically modified in May 2000 to provide for 100 per cent assistance for conducting district wise surveys for identification of bonded labour, awareness generation activities, and evaluatory studies. The Rehabilitation grant has also been raised from Rs.10,000/-per identified bonded labour to Rs.20,000/-per identified bonded labour. Further, in the case of North-Eastern States, 100 per cent rehabilitation grant is provided in case they fail to provide their matching contribution. Besides, the State Governments have also been advised to integrate/dovetail the Centrally Sponsored Scheme for rehabilitation of bonded labour with other ongoing poverty alleviation schemes. A Special Group has been constituted under the Chairmanship of the Secretary (Labour and Employment) to review the implementation of the Bonded Labour System (Abolition) Act, 1976.

(j) The Sales Promotion Employees' (Conditions of Services) Act, 1976

The main object of this Act is to regulate certain conditions of service of sales promotion employees in certain establishments. The Central Government is responsible for the framing of the rules concerning this Act.

The Act in the first instance applies to every establishment engaged in pharmaceutical industry. However, the Central Government, by notification, can apply the provisions of the Act to any other establishment engaged in the notified industry. The provisions of the Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947, the Minimum Wages Act, 1948, the

Maternity Benefit Act, 1961, the Payment of Bonus Act 1965 and the Payment of Gratuity Act, 1972 have been made applicable to sales promotion employees.

In addition to casual leave or other kinds of leave, as may be prescribed, every sales promotion employee will be entitled to earned leave on full wages for not less than one-eleventh of the period spent on duty and leave on medical certificate on one half of the wages for not less than one eighteenth of the period of service.

(k) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980 came into force with effect from the 2nd October, 1980. The Act is intended to safeguard the interests of the workmen who are recruited by contractors from one State for service in an establishment situated in another State and to guard against the exploitation of such workmen by the contractors.

The Act regulates the employment of inter-state migrant workmen and also provides for their conditions of service and for matters connected therewith. It extends to the whole of India and applies to every establishment in which five or more inter-State migrant workmen (whether or not in addition to other workmen) are employed or who were employed on any day of the preceding twelve months. It also applies to every contractor who employs or who employed five or more inter-State migrant workmen on any day of the preceding twelve months.

The Act provides for registration of certain establishments, prohibition against employment of inter-State migrant workmen, registration, licensing of contractors, duties and obligations of contractors, wages and other conditions of service of such workmen, appointment of Inspection staff, etc.

(l) The Emigration Act, 1983

The Emigration Act, 1983, which came into effect from 30th December, 1983 embodies the guidelines enunciated by the Supreme Court of India in its judgement and order dated 20-03-1979 (Kanga Vs. Union of India and Others) and provides a regulatory framework in respect of emigration of Indian workers for overseas employment and seeks to safeguard their interests, and ensure their protection and welfare. Procedural safeguards have been provided under the law for protection of emigrants. The Act regulates recruitment for overseas employment and departure of the intending emigrants from India. It provides for penalties against offences.

Operational matters relating to emigration, the provision of emigration services to emigrants and the enforcement of the Emigration Act, 1983 are under the Protector General of Emigrants (PGE). The PGE is the statutory authority under the Emigration Act and responsible for the welfare and protection of emigrant workers.

There are about five million overseas Indian workers all over the world. More than 90% of these workers are in the Gulf countries and South East Asia. During 2014, about 8.04 lakh workers emigrated from India after obtaining emigration clearance. Out of this, about 3.29 lakh went to Saudi Arabia, about 2.24 lakh workers to UAE, about 0.75 Lakhs to Qatar, about 0.51 lakhs to Oman, and about 0.22 lakhs to Malaysia. States of Uttar Pradesh, Andhra Pradesh, Bihar, Kerala, Tamil Nadu, Punjab, West Bengal and Rajasthan were the leading sourcing states in that order of the numbers who emigrated. A vast majority of migrants to the Middle East, including Gulf countries, are semiskilled and unskilled workers and most of them are temporary migrants who return to India after expiry of their contractual employment. There had been a consistent and steady increase in the number of persons emigrating for employment abroad from the year 2009 onwards till 2014. The number of emigration clearances granted by offices of the Protector of Emigrants

was 6.41 lakhs in 2010, in the year 2011 the figure was 6.27 lakhs. During the year 2012, 2013 and 2014 emigration clearances granted were 7.47 lakh, 8.17 lakhs and 8.05 lakh respectively.

(m) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996

Two Acts viz., the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996 have been brought on the Statute Book w.e.f. 20.8.1996. The legislation seeks to provide for regulation of employment and conditions of service of the building and other construction workers including fixing of hours of work, wages and overtime, dispute resolutions, welfare amenities like drinking water, latrines, urinals, crèches, first aid and canteens etc. Compulsory temporary living accommodation to all building workers within or near the work site has been provided for.

On safety aspects, constitution of safety committee in larger establishments, provisions of notification of fatal accidents, etc. have been provided for. Appropriate Government would be framing detailed rules for safety measures and equipments required to be provided to the building workers. On the welfare measure, a welfare fund is required to be created by each State for which the major source of funding should be levy of Cess at the rate of 1 per cent of the cost of construction incurred by an employer has been notified. The Central Govt. being appropriate Government for Central Sphere establishments has also notified Registering Officers, Appellate Officers, Director General of Inspection and Inspectors for enforcement of the Act.

CHAPTER 10

AGRICULTURAL/RURAL LABOUR

Agricultural labour, which constitutes a major part of the rural labour in the country, is the most disadvantageous section of the population as they have not much benefited from the social-economic development witnessed after independence. They are unorganised and hence deprived of the benefits of most of the labour enactments.

The total population, total number of main workers and the number of agricultural workers (including agricultural labourers) for the Census years 1951 to 2011 are given in Table 10.01.

Table 10.01

Total Population, Total Workers and Agricultural Workers for the Census years 1951 to 2011 All-India (in millions)

Census year	Total Population	Total Workers	Agricultural Workers				Agricultural Labourers	
			All Occupations (Main workers)	Agricultural Labourers	Cultivators	Total	As percentage to total workers (Col.3)	As percentage to total workers (Col.3)	As percentage to Agricultural workers (Col.6)
1	2	3	4	5	6	7	8	9
1951@	356.86	139.42	27.50	69.74	97.24 (27.3)	69.75	19.72	28.28
1961@	439.24	188.68	31.52	99.62	131.14 (29.9)	69.51	16.71	24.04
1971	548.16	180.48	47.49	78.27	125.76 (22.9)	69.68	26.31	37.76
1981*	665.29	222.52	55.50	92.52	148.02 (22.2)	66.52	24.94	37.49
1991@	838.58	285.93	74.60	110.70	185.30 (22.1)	64.81	26.09	40.26
2001	1025.25	313.17	107.45	127.63	235.08 (22.9)	75.06	34.31	45.71
2011	1210.57	362.45	144.33	118.69	263.02 (21.7)	72.57	39.82	54.87

Note: - Figures in brackets in Col.6 are percentages to those in Col.2.

@ Exclusive of figures for Jammu & Kashmir as no Census was conducted in that State

* Exclusive of figures for Assam.

Source: Website of the Ministry of Home Affairs, Office of the Registrar General of India.

The table reveals a fluctuating trend in the proportion of agricultural workers to total population during the period 1951 to 2011. It increased from 27.3 per cent in 1951 to 29.9 per cent in 1961 and thereafter noticed a declining trend to reach at 22.1 per cent in 1991. It however depicted a marginal increase in 2001 and subsequent decrease in 2011. However, in absolute terms, it continued increasing during this period, except during the decade 1961-71. Similarly, during this period, there has been a steady increase in the number of agricultural labourers. The number of agricultural workers increased by about 170 per cent whereas the agricultural labourers increased by about 425 per cent during this period.

State-wise distribution of total population, working force and agricultural labourers as revealed by 2011 Census has been presented in Table 10.02.

Table 10.02

Population, Working Force, Main Workers and Agricultural Labourers by Sex and by States/Union Territories (as per 2011 Census)

(in Millions)

1	2	3	4	5	Agricultural Labourers				
					6	7	8	9	10
All India/State/ Union Territories		Population	Working Force (Main Workers)	Agricultural Workers (Cultivators & Agricultural Labourers)	Males	Females	Total	As % age to main workers	As % age to Agricultural Workers
India/ States		1210.57	362.45	263.02	82.74	61.59	144.33	39.82	54.87
1.	Andhra Pradesh	84.58	33.04	23.46	8.13	8.84	16.97	51.36	72.34
2.	Arunachal Pradesh	1.38	0.48	0.33	0.02	0.02	0.03	6.25	9.09
3.	Assam	31.21	8.69	5.91	1.13	0.72	1.85	21.29	31.30
4.	Chhattisgarh	25.55	8.24	9.09	2.34	2.75	5.09	61.77	56.00
5.	Bihar	104.10	21.36	25.54	12.57	5.77	18.34	85.86	71.81
6.	Goa	1.46	0.48	0.06	0.01	0.01	0.03	6.25	50.00
7.	Gujarat	60.44	20.37	12.29	3.65	3.19	6.84	33.58	55.66
8.	Haryana	25.35	7.02	4.01	1.04	0.49	1.53	21.79	38.15
9.	Himachal Pradesh	6.86	2.06	2.24	0.10	0.07	0.18	8.74	8.04
10.	Jammu & Kashmir	12.54	2.64	1.8	0.41	0.13	0.55	20.83	30.56
11.	Jharkhand	32.99	6.82	8.25	2.34	2.09	4.44	65.10	53.82
12.	Karnataka	61.10	23.40	13.74	3.28	3.87	7.16	30.60	52.11
13.	Kerala	33.41	9.33	1.99	0.86	0.46	1.32	14.15	66.33
14.	Madhya Pradesh	72.63	22.70	22.03	6.31	5.88	12.19	53.70	55.33
15.	Maharashtra	112.37	43.76	26.06	6.77	6.71	13.49	30.83	51.77
16.	Manipur	2.57	0.86	0.57	0.04	0.07	0.11	12.79	19.30
17.	Meghalaya	2.97	0.92	0.69	0.11	0.09	0.20	21.74	28.99
18.	Mizoram	1.10	0.42	0.27	0.02	0.02	0.04	9.52	14.81
19.	Nagaland	1.98	0.74	0.6	0.03	0.03	0.06	8.11	10.00
20.	Odisha	41.97	10.71	10.84	3.48	3.26	6.74	62.93	62.18
21.	Punjab	27.74	8.45	3.52	1.24	0.35	1.59	18.82	45.17
22.	Rajasthan	68.55	21.06	18.56	2.13	2.81	4.94	23.46	26.62
23.	Sikkim	0.61	0.23	0.15	0.01	0.01	0.03	13.04	20.00
24.	Tamil Nadu	72.15	27.94	13.86	4.84	4.76	9.61	34.40	69.34
25.	Tripura	3.67	1.08	0.65	0.21	0.14	0.35	32.41	53.85
26.	Uttar Pradesh	199.81	44.64	39	13.80	6.14	19.94	44.67	51.13
27.	Uttarakhand	10.09	2.87	1.98	0.29	0.12	0.40	13.94	20.20
28.	West Bengal	91.28	25.69	15.31	7.45	2.74	10.19	39.67	66.56
Union Territories									
1.	A & N Islands	0.38	0.13	0.02	*	*	*	3.80	22.40
2.	Chandigarh	1.06	0.39	*	*	*	*	0.44	39.55
3.	D & N Haveli	0.34	0.13	0.05	0.01	0.01	0.02	15.38	40.00
4.	Daman & Diu	0.24	0.12	*	*	*	*	0.66	25.00
5.	Delhi	16.79	5.31	0.07	0.03	0.01	0.04	0.75	57.14
6.	Lakshadweep	0.06	0.01	-	-	-	-	-	-
7.	Puducherry	1.25	0.40	0.08	0.04	0.03	0.07	17.50	87.50

N.B. : The Totals may not tally due to rounding off. * = Less than 5000

- = Nil

Source: Ministry of Home Affairs, Office of the Registrar General of India.

2. RURAL /AGRICULTURAL LABOUR ENQUIRIES

Introduction: It has always been main objective of the Government of India to ensure fuller opportunities for work and better living to the rural labourers as they constitute the major part of the labour force in the country. With this objective in view, Labour Bureau was entrusted with the work of conducting Rural Labour Enquiries (RLE). Under RLE, data on various socio-economic aspects of rural and agricultural labour are collected and analysed on quinquennial basis. The First Rural Labour Enquiry, preceded by two Agricultural Labour Enquiries, was conducted in the year 1963-65. The RLE was integrated with the General Employment & Unemployment Survey of the NSSO in the year 1977-78 so as to narrow down the gap between the successive rounds of the Enquiries. The latest RLE (2009-10) has already been completed and the results are being generated.

The data pertaining to Agricultural and Rural Labour Households collected under each of the quinquennial surveys conducted by the NSSO are processed by the Labour Bureau and reports on different aspects of Agricultural/Rural Labour Households viz; Indebtedness, Consumption Expenditure, Wages & Earnings, Employment & Unemployment and General Characteristics of Rural Labour Households are brought out for each round of the NSSO. All RLE Reports based on 61st NSS (2004-05) Round has already been compiled and released by the Bureau.

The concepts and definitions over successive enquiries have been refined to generate better estimates. These changes affected the comparability of data to some extent for different enquiries. During the First Agricultural Labour Enquiry, the Agricultural Labour Household was defined on the basis of employment criteria, whereas with effect from the second Agricultural Labour Enquiry, the basis was changed to income. While only households engaged in crop production were covered for the first enquiry, all households engaged in activities like dairy farming, horticulture, raising of livestock etc. were also included in second Agricultural Labour Enquiry. The concepts and definitions adopted for first and second Rural Labour Enquiries were identical but some additional information regarding educational standards, trade unionism and awareness of the Minimum Wages Act was also collected during second Rural Labour Enquiry. Data on employment and unemployment were collected adopting the usual activity status, current weekly status and current day activity status as recommended by the Committee of Experts on Unemployment Estimates (1970). During the 32nd, 38th, 43rd, 50th, 55th, 61st and 66th rounds of N.S.S., some additional information on subsidiary occupations etc. of the members of the households was also collected.

Wages & Earnings of Rural Labour Households: Many socio-economic factors affect the wage structure in rural India. Despite the beneficial provision of the Minimum Wages Act, 1948 for agricultural labourers, the wages are not consistent. Seasonal phenomenon in agriculture also plays a pivotal role in the wage structure. During the peak agricultural season, the increased demand for labour pushes up the wages whereas during the agricultural lean season there is hardly any work for a large number of workers and the application of even the statutory minimum wages becomes difficult. The details on earnings for the reference week were collected during the Rural Labour Enquiry for each of the activities engaging the household members on wage paid labour. The number of days to which the earnings related were recorded in terms of defined intensities. The time-intensity of an activity was measured in half-day unit. The details of the average daily earnings in respect of agricultural and non-agricultural operations are presented in table 10.03.

Table 10.03
Average Daily Earnings in Agricultural and Non-Agricultural Operations in
Agricultural/Rural Labour Households

Operations	All-India (in Rs.)					
	Agricultural Labour Households			Rural Labour Households		
	1993-94	1999-2000	2004-05	1993-94	1999-2000	2004-05
1	2	3	4	5	6	7
I All Agricultural Operations						
(i) Men	21.34	40.15	47.53	21.52	40.58	48.07
(ii) Women	15.18	28.38	33.41	15.33	28.57	33.77
(iii) Children	12.45	24.23	29.55	12.32	24.32	29.93
Principal Agricultural Operations						
Men						
(i) Ploughing	21.17	42.36	52.19	21.20	42.40	52.58
(ii) Sowing	21.63	38.75	45.03	21.63	39.30	45.20
(iii) Weeding	18.40	34.99	41.58	18.40	34.99	41.70
(iv) Transplanting	19.85	39.53	50.85	19.95	39.68	50.71
(v) Harvesting	20.75	38.44	46.42	20.80	38.69	46.73
(vi) Cultivation	21.31	39.31	47.10	21.31	39.50	47.20
(vii) Forestry	23.54	46.03	46.38	25.90	50.41	52.12
(viii) Plantation	30.60	58.27	67.72	30.04	55.93	66.15
(ix) Animal Husbandry	16.29	32.25	36.34	16.65	32.84	36.70
(x) Fisheries	35.58	54.11	63.54	36.06	60.93	92.33
(xi) Others (Agr.)	22.10	43.30	47.71	22.60	44.63	48.21
Women						
(i) Ploughing	19.85	33.21	36.86	19.71	32.16	35.91
(ii) Sowing	15.76	28.30	32.09	15.48	28.40	31.94
(iii) Weeding	13.06	25.41	29.86	13.13	25.55	30.13
(iv) Transplanting	15.34	28.59	36.58	15.39	28.83	36.97
(v) Harvesting	16.03	29.30	33.79	16.09	29.33	33.99
(vi) Cultivation	14.91	27.72	32.86	15.01	27.81	33.09
(vii) Forestry	19.69	33.41	31.76	19.62	32.99	32.22
(viii) Plantation	22.09	43.99	53.63	22.89	43.09	52.38
(ix) Animal Husbandry	11.21	22.68	30.29	12.11	24.25	31.65
(x) Fisheries	21.09	34.33	25.00	22.47	60.95	43.57
(xi) Others (Agr.)	15.45	27.97	34.77	15.58	28.58	35.00
Children						
(i) Ploughing	19.17	27.86	34.22	19.17	27.37	36.58
(ii) Sowing	12.26	25.09	38.30	12.26	25.09	38.01
(iii) Weeding	11.05	22.88	27.53	11.15	23.18	27.61
(iv) Transplanting	15.48	24.56	40.94	15.48	24.87	39.60
(v) Harvesting	14.55	27.28	27.88	14.56	27.19	29.04
(vi) Cultivation	13.19	24.78	31.37	12.93	24.92	31.49
(vii) Forestry	15.73	41.08	25.00	15.73	40.95	32.26
(viii) Plantation	13.38	18.06	56.89	16.17	19.03	46.73
(ix) Animal Husbandry	8.62	19.74	20.83	8.45	19.72	20.76
(x) Fisheries	20.00	41.55	-	20.00	41.55	25.00
(xi) Others (Agr.)	11.30	21.77	27.33	11.11	21.86	27.33
II Non-Agricultural Operations						
(i) Men	26.95	54.09	55.62	32.48	64.92	74.88
(ii) Women	16.21	34.08	35.50	17.45	56.13	42.59
(iii) Children	15.00	24.14	25.24	15.13	28.65	32.05

Table 10.03 reveals that average daily earnings of all the labourers (men, women, and children) engaged in agricultural and non-agricultural operations recorded significant changes during 2004-05 as compared to 1999-2000. The average daily earnings of men for all agricultural operations in Agricultural Labour Households increased by 18.38 percent whereas in non-agricultural operations it increased by 2.83 percent during 2004-05 over 1999-2000. It is also evident from the table that daily earnings of men, women, and children belonging to Rural Labour Households engaged in non-agricultural operations was higher than those engaged in agricultural operations

Indebtedness among Rural Labour Households

During 2004-05, the proportion of indebted households revealed an overall increase as compared to 1999-2000 in respect of rural as well as agricultural labour households. Table 10.04 gives details of indebtedness among rural as well as agricultural labour households.

Table 10.04

Indebtedness among Agricultural/Rural Labour Households

Items of Information	All-India							
	Agricultural Labour Households				All Rural Labour Households			
	1987-88	1993-94	1999-2000	2004-05	1987-88	1993-94	1999-2000	2004-05
1	2	3.	4.	5.	6.	7.	8.	9.
1. Percentage of households in debt	39.4	35.5	25.1	48.4	39.1	35.1	25.0	47.3
2. Average debt per household (Rs.)	769	1031	1312	3946	787	1113	1515	4852
3. Average debt per indebted household (Rs.)	1952	2901	5230	8145	2014	3169	6049	10259
(a) Average debt per indebted household by source of borrowing (Rs.)								
(i) Government	70	238	215	300	73	262	325	325
(ii) Employers	254	355	416	591	246	360	415	549
(iii) Shop Keepers	151	199	362	533	186	232	431	622
(iv) Money Lenders	429	852	1777	3622	436	875	1918	4539
(v) Co-operative Societies	195	202	539	722	190	251	792	951
(vi) Banks	410	600	871	1145	419	598	1040	1690
(vii) Relatives & Friends	268	373	841	1048	289	395	916	1311
(viii) Others	176	82	209	184	175	195	212	273
(b) Average debt per indebted household by purpose of borrowing (Rs.)								
(i) Production	567	821	1124	1689	541	804	1120	2253
(ii) Consumption	670	937	1621	2698	677	946	1673	3021
(iii) Marriage and other ceremonies	270	496	1260	1867	311	564	1450	2214
(iv) Purchase of land and construction of building	166	290	764	1219	223	476	1269	1888
(v) Repayment of Debt	23	50	50	205	22	58	58	284
(vi) Others @	256	308	411	467	240	322	479	600

N.B @ - It includes debts for more than one purpose.

Source: Rural Labour Enquiry - Report on indebtedness of Rural Labour Households

The average debt per indebted household recorded a rise of about 56 and 70 percent in respect of agricultural and rural labour households respectively during 2004-05 in comparison to that of 1999-2000. As in earlier rounds, the 'Money lenders' assumed the most dominant source for borrowing funds followed by 'Banks' and 'Relatives & Friends'. Amongst the various purposes for which the debt has been raised by both the types of households, a major proportion was accounted for 'Households Consumption'. The amount of debt raised by the indebted Agricultural Labour Household and Rural Labour Household for 'Household Consumption' during 2004-05 was

to the tune of Rs.2698/- and Rs.3021/- respectively which accounted for about 33 per cent and 29 per cent of the total debt .

General Characteristics of Rural Labour Households:

During 2004-05, the total number of Rural Households (RHs) was estimated at 150.2 million of which 32.6 million were Scheduled Castes; 16.1 million Scheduled Tribes; 63.0 million Other Backward Classes, and 38.5 million Other Classes of Households. As compared to previous survey, the estimated number of rural households during 2004-05 registered an increase of 9.55 percent. Amongst various classes of households, Other Backward Classes showed the highest growth of 24.66 percent whereas Other Households showed a decline of 6.16 percent.

During this survey, out of the 150.2 million estimated numbers of rural households, 55.1 million were Rural Labour Households and 38.8 million were Agricultural Labour Households (ALHs). The survey also revealed that majority of the members of ALHs as well as RLHs were without occupations during 2004-05. Of the average household size of 4.50 persons (ALHs) and 4.56 persons (RLHs), 2.47 persons and 2.59 persons respectively were without occupation.

At all-India level, the average size of land cultivated per cultivating household during 2004-05 was 0.18 hectare for agriculture labour households & 0.17 hectare for rural labour households which was 0.18 hectare for both types of households during 1999-2000.

Table 10.05 gives the General Characteristics of Rural Households as thrown up by last four enquiries.

Table 10.05
General Characteristics of Rural Households

Items	1987-88	1993-94	1999-2000	2004-05
1	2	3	4	5
Estimated no. of Rural households (in Millions)	108.4	119.5	137.1	150.2
Scheduled Castes (in Millions)	22.3	25.5	30.4	32.6
Scheduled Tribes (in Millions)	11.8	12.8	15.1	16.1
Other Backward Classes (in Millions)	-	-	50.06	63.0
Others	74.3	81.3	41.0	38.5
Percentage of Rural Labour Households to Rural Households	39.7	38.3	40.2	36.7
Percentage of Agricultural Labour Households to Rural Households	30.7	30.3	32.2	25.8
Average Size of land cultivated per cultivating household (in Hectare)	(R) 0.32	0.23	0.18	0.17
	(A) 0.31	0.23	0.18	0.18
Average No. of persons per household by occupation:				
1. Agricultural Labourers	(R) 1.07	1.41	1.44	1.32
	(A) 1.32	1.63	1.74	1.78
2. Non-Agricultural Labourers	(R) 0.24	0.15	0.30	0.41
	(A) 0.06	0.04	0.10	0.06
3. Other Occupations	(R) 0.67	0.40	0.24	0.24
	(A) 0.63	0.31	0.20	0.19
4. No Occupation	(R) 2.66	2.52	2.69	2.59
	(A) 2.59	2.46	2.61	2.47

R = Rural Labour Households

A = Agricultural Labour Households

Employment (Number of days in a year)

The measurement of employment in rural/agricultural sector in India is very complex. The rate and level of employment of rural labour force vary from region to region because of diverse climatic conditions, cropping pattern, level of mechanisation, irrigation facility and viability of dry farming. Further, overall employment and unemployment in rural sector also depend upon the nature and the extent of other economic activities. Labour intensity and employment elasticity of output of these economic activities on the one hand and the work force participation rate of rural population on the other, determine the rate and level of employment.

Table 10.06 gives information on the usual principal status Labour Force Participation Rate (LFPR). During the period 2009-10 to 2011-12 the usual principle status LFPRs for males & females decreased by 4.1 and 2.7 percentages point respectively in rural areas.

Table 10.06
Labour Force Participation Rate (1983 to 2004-05) in Rural India

Year	Labour Force Participation Rate Principal Status (PS)	
	RURAL	
	Male	Female
1	2	3
38 th Round (1983)	54.0	25.2
43 rd Round (1987-88)	53.2	25.4
50 th Round (1993-94)	54.9	23.7
55 th Round (1999-2000)	53.3	23.5
61 st Round (2004-05)	54.6	24.9
66 th Round (2009-10)	58.8	20.8
68 th Round (2011-12)	54.7	18.1

Source: National Sample Survey Office.

Some modifications were made in the concept of employment over successive enquiries with a view to generating better estimates. During the First Agricultural Labour Enquiry, Wage Employment for half a day or more was counted as full day's occupation and less than half a day was ignored. The reference period for recording was a month and all those who worked even for a day during this period were taken to have been gainfully employed. In respect of unemployment, firm data were collected only from those adult male labourers who reported wage employment in each month. Thus, for those labourers who did not report wage paid employment, it was assumed that they were self-employed for that period. No independent estimate of days of self-employment was attempted. The days by which the total number of days of wage paid employment and unemployment fell short of 365 days were treated as the estimated days of self employment.

During the second Agricultural Labour Enquiry, the number of days spent in different type of activities was recorded separately under defined intensities of employment. The days of work put in were calculated by adding up the days of employment reported with suitable weight. In Rural Labour Enquiries, the concept of employment was the same as in Second Agricultural Enquiry.

The data on the duration of employment in terms of equivalent full days as thrown up by different Agricultural/Rural Enquiries is presented in Table 10.07.

Table 10.07
Nature of Employment (by number of full days in a year) of Agricultural and Rural Labour Households in India

Nature of Employment	Agricultural Labour Households						All Rural Labour Households					
	1977-78	1983	1987-88	1993-94	1999-2000	2004-05	1977-78	1983	1987-88	1993-94	1999-2000	2004-05
1	2	3	4	5	6	7	8	9	10	11	12	13
Men												
(a) Wage Employment	242	238	243	255	245	240	242	239	243	254	245	239
(i) Agricultural	229	227	231	247	238	230	229	227	230	237	238	228
(ii) Non-Agricultural	13	11	12	8	7	10	13	12	13	17	7	11
(b) Self Employment	42	38	43	44	42	24	41	38	42	44	42	42
Women												
(a) Wage Employment	194	198	164	224	217	190	193	197	164	224	216	203
(i) Agricultural	186	190	157	220	214	186	186	189	157	215	213	199
(ii) Non-Agricultural	8	8	7	4	3	4	7	8	7	9	3	4
(b) Self Employment	27	26	23	35	33	25	27	26	22	34	32	36
Children												
(a) Wage Employment	252	237	240	246	250	241	253	236	240	248	248	222
(i) Agricultural	243	230	229	238	245	241	243	229	229	234	243	217
(ii) Non-Agricultural	9	7	11	8	5	-	10	7	11	14	5	5
(b) Self Employment	25	22	26	37	23	5	25	22	26	35	24	37

Source : Rural Labour Enquiry Report on Employment and Unemployment of Rural Labour Households.

Average Annual Consumption Expenditure of Rural Labour Households

Table 10.08 gives the average Annual Consumption Expenditure of Agricultural/Rural Labour Households as thrown up by the different enquiries.

Table 10.08
Consumption Expenditure of Agricultural/Rural Labour Households

Details of Households	All-India							
	Agricultural Labour Households				All Rural Labour Households			
1	1987-88	1993-94	1999-2000	2004-05	1987-88	1993-94	1999-2000	2004-05
1	2	3	4	5	6	7	8	9
1.Average size of the Households	4.6	4.4	4.6	4.5	4.6	4.5	4.7	4.6
2.Average Earning strength of the Households	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
3.Average Annual Consumption Expenditure of the Households (Rs.)	6681	11759	21928	22995	7055	12448	23152	25032
4.Percentage of Expenditure On:-								
(a) Food	67.1	66.3	62.3	59.1	66.3	65.3	61.4	57.7
(b) Clothing, Bedding & Footwear	6.0	4.9	7.6	4.2	6.2	5.0	7.6	4.3
(c) Fuel & Light	8.8	8.3	8.1	11.5	8.6	8.1	8.1	11.2
(d) Stimulants & Intoxicants	4.1	3.9	3.6	3.5	4.2	4.0	3.6	3.5
(e) House Rent	0.1	0.1	0.2	0.2	0.2	0.3	0.3	0.4
(f) Services and Miscellaneous Items	13.9	16.5	18.2	21.5	14.6	17.3	19.0	22.9

Note: Due to rounding, some of the percentages may not add up to 100.

- Nil

It is revealed that average annual expenditure of rural labour households in 2004-05 showed an increase of 8% over the level of 1999-2000. The expenditure on food items declined

from 61.4% of the total expenditure of rural labour households in 1999-2000 to 57.7% in 2004-05. An upward trend was observed in other group items except for Clothing, Bedding & Footwear and Stimulants & Intoxicants.

3. SOCIO-ECONOMIC WELFARE OF RURAL LABOUR

India has been a welfare state ever since her Independence and the primary objective of all governmental endeavors has been the welfare of its millions. As about two third of the population of the country lives in villages, main objective of the governmental endeavors has been alleviating rural poverty and ensuring improved quality of life for the rural population especially those below the poverty line. The Ministry of Rural Development has been acting as a catalyst effecting the change in rural areas through the implementation of wide spectrum of poverty alleviation, employment generation, infrastructure development and social security programmes. With the experience gained, over the years, in the implementation of the programmes and in response to the felt needs of the poor, several programmes have been modified and new programmes have been introduced. The following major programmes are being operated by the Ministry of Rural Development in rural areas, (i) Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), (ii) Aajeevika - National Rural Livelihoods Mission (NRLM), (iii) Indira Awas Yojana (IAY), (iv) Pradhan Mantri Gram Sadak Yojana (PMGSY) (v) National Social Assistance Programme (NSAP) and (vi) Integrated Watershed Management Programme (IWMP). The programmes/schemes aim at:

- Providing livelihood opportunities to those in need including women and other vulnerable sections with focus on Below Poverty Line (BPL) households.
- Providing for the enhancement of livelihood security of households in rural areas by providing at least 100 days of guaranteed wage employment in every financial year to every household demanding it.
- Provision of all weather rural connectivity to unconnected rural habitations and upgradation of existing roads to provide market access.
- Providing basic housing and homestead to BPL household in rural areas.
- Providing social assistance to the elderly, widow and disabled persons.
- Providing urban amenities in rural areas for improvement of quality of rural life.
- Capacity development and training of rural development functionaries.
- Promoting involvement of voluntary agencies and individuals for Rural Development.
- Restoring lost or depleted productivity of the land. This is done through watershed development programmes and initiating effective land reform measures for providing land to the landless rural poor.

Article 41 of the Constitution of India directs the State to provide public assistance to its citizens in case of unemployment, old age, sickness and disablement and in other cases of undeserved want within the limit of its economic capacity and development. It is in accordance with these noble principles that the Government of India included the National Social Assistance Programme in the Central Budget for 1995-96. This programme was meant for providing social assistance benefit to the aged, the BPL households in the case of death of the primary breadwinner and for maternity. These programmes were aimed at ensuring minimum national standards in addition to the benefits that the States were then providing or would provide in future. The NSAP now comprise Indira Gandhi National Old Age Pension Scheme (IGNOAPS), Indira Gandhi National Widow Pension Scheme (IGNWPS), Indira Gandhi National Disability Pension Scheme (IGNDPS) and National Family Benefit Scheme (NFBS).

CHAPTER 11

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION

INTRODUCTION:

The ILO was created in 1919, as part of the Treaty of Versailles that ended World War I, to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice.

The Constitution was drafted between January and April, 1919, by the Labour Commission set up by the Peace Conference, which first met in Paris and then in Versailles. It resulted in a tripartite organization, the only one of its kind bringing together representatives of Governments, employers and workers in its executive bodies.

The driving forces for ILO's creation arose from security, humanitarian, political and economic considerations. Summarizing them, the ILO Constitution's Preamble says the High Contracting Parties were 'moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world.'

There was keen appreciation of the importance of social justice in securing peace, against a background of exploitation of workers in the industrializing nations of that time. There was also increasing understanding of the world's economic interdependence and the need for co-operation to obtain similarity of working conditions in countries competing for markets. Reflecting these ideas, the Preamble States:

- Whereas universal and lasting peace can be established only if it is based upon social justice;
- And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperiled; and an improvement of those conditions is urgently required;
- Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries.

The areas of improvement listed in the Preamble remain relevant today, for example:

- Regulation of the hours of work including the establishment of a maximum working day and week;
- Regulation of labour supply, prevention of unemployment and provision of an adequate living wage;
- Protection of the worker against sickness, disease and injury arising out of his employment;
- Protection of children, young persons and women;
- Provision for old age and injury, protection of the interests of workers when employed in countries other than their own;
- Recognition of the principle of equal remuneration for work of equal value;
- Recognition of the principle of freedom of association;
- Organization of vocational and technical education, and other measures.

Membership, Conventions & Recommendations

At present, ILO has 185 members. The ILO has so far, adopted a total of 189 Conventions, 6 Protocols and 203 Recommendations (Appendix-2) out of which India has ratified 43 conventions and one protocol.

Working of ILO

The ILO accomplishes its work through three main bodies, all of which comprise government, employer and worker representatives.

International Labour Conference

The member States of the ILO meet at the International Labour Conference in June of each year, in Geneva. Two government delegates, an employer delegate and a worker delegate represent each Member State. Technical advisors assist the delegations, which are usually headed by Cabinet Ministers who take the floor on behalf of their governments. Employer and worker delegates can freely express themselves and vote according to instructions received from their organizations. They sometimes vote against each other or even against their government representatives. The Conference establishes and adopts International Labour Standards and is a forum for discussion of key social and labour questions. It also adopts the Organization's budget and elects the Governing Body.

The Governing Body

The Governing Body is the executive council of the ILO and meets three times a year, in March, June and November in Geneva. It takes decisions on ILO policy and establishes the programme and the budget, which it then submits to the Conference for adoption. It also elects the Director-General.

The ILO Governing Body is composed of 56 titular members (28 Government Members, 14 Employer Members and 14 Worker Members) and 66 Deputy Members (28 Government, 19 Employers and 19 Workers). Ten of the titular government seats are permanently held by States of Chief Industrial Importance. India has been one of them. The other 9 permanent members are - Brazil, China, France, Germany, Italy, Japan, Russia, U.K. & USA. The other government members are elected by the Conference every three years taking into account geographical distribution. The employers and workers elect their own representatives respectively.

The International Labour Office

The International Labour Office is the permanent secretariat of the International Labour Organization. It is the focal point for ILO's overall activities, which it prepares under the scrutiny of the Governing Body and under the leadership of a Director-General, who is elected for a five-year renewable term.

The office employs some 1,900 officials of over 110 nationalities at the Geneva headquarters and in 40 field offices around the world. In addition, some 600 experts undertake missions in all regions of the world under the programme of technical cooperation. The office also contains a research and documentation centre and a printing facility, which issue many specialized studies, reports and periodicals.

INDIA AND INTERNATIONAL LABOUR ORGANISATION (ILO)

India is one of the founding members of International Labour Organisation (ILO) that came into existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. 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, freedom of association, etc.

INTERNATIONAL LABOUR CONFERENCE

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 (ILC) on a regular basis. The ILC is the main policy making body of the ILO. While the International Labour Standards adopted by the ILO 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 43 Conventions and one Protocol of the ILO.

102nd Session of the International Labour Conference:

The 102nd Session of the International Labour Conference (ILC) was held from 5 – 20 June, 2013 in Geneva. A 29 member Indian Tripartite Delegation led by Shri Kodikunnil Suresh Hon'ble MOS (Labour & Employment) attended the ILC. Besides officials from Ministry of Labour & Employment, the delegation included 9 representatives each from Workers (Central Trade Union Organizations) and Central Organisation of employers side in the ILC. The Conference was followed by 318th Session of the Governing Body meeting of ILO on June 21. Various Ministers, Vice-Ministers and Deputy Ministers were accredited for participation in this ILC. Heads of States and Governments with more than 4,000 participants representing governments, employers and workers from the ILO Member States attended the conference. A total of 170 member States were represented at the ILC.

Agenda of the Conference and Items placed on the agenda by the Conference or the Governing Body.

Standing items

- Reports of the Chairperson of the Governing Body and of the Director-General
- Programme and Budget proposals for 2014-15 and other questions
- Information and reports on the application of Conventions and Recommendations

Items placed on the agenda by the Conference or the Governing Body

- Employment and social protection in the new demographic context — General discussion
- Sustainable development, decent work and green jobs — General discussion
- A recurrent discussion on the strategic objective of social dialogue under the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization
- Further review of remaining measures previously adopted by the Conference under article 33 of the ILO Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry on forced labour

103rd Session of the International Labour Conference:

The 103rd Session of the International Labour Conference (ILC) was held from 28th May to 12th June, 2014 in Geneva. A high level Indian Tripartite Delegation attended the ILC. Besides officials from Ministry of Labour & Employment, the delegation included 9 representatives each from Workers (Central Trade Union Organizations) and Central Organisation of employers' side in the ILC. The Conference was followed by 321st Session of the Governing Body meeting of ILO on June 21st

155 Ministers, Vice-Ministers and deputy Ministers were accredited for participation in this International Labour Conference. Heads of States and Governments with 5,254 persons

accredited to the Conference (as compared to 5,593 in 2013, 5,327 in 2012, and 5,469 in 2011), of whom 4,457 were registered (as compared to 4,569 in 2013, 4,395 in 2012, and 4,464 in 2011) representing governments, employers and workers from 169 of the ILO's 185 Member States attended the conference.

Agenda of the Conference and Items placed on the agenda by the Conference or the Governing Body

(I). Standing Items: Reports to the Conference under Standing Items

- Reports of the Chairperson of the Governing Body and of the Director- General
- Programme and budget and other financial questions
- Information and reports on the application of Conventions and Recommendations

(II) Supplementing the Forced Labour Convention, 1930 (No. 29), to address implementation gaps to advance prevention, protection and compensation measures, to effectively achieve the elimination of forced labour (Standard setting, single discussion)

(III) Facilitating transitions from the informal to the formal economy (Standard setting, double discussion)

(IV) A recurrent discussion on the strategic objective of employment

Group/Conference wise details of deliberations are as follows:

Plenary Opening Sitting

At the outset of the Opening session of Plenary, Mr. Daniel Funes de Rioja of Argentina, from the Employers' Group was elected by consensus as President of the Conference. In his President speech Mr. Daniel Funes de Rioja thanked Government Group and Workers' Group for supporting his presidency. He called it a victory of tripartism. He thanked DG ILO for his approach to include all the three partners in the policy process. He said that three groups at ILO may work with different views and interests but they all have same objective and same destiny. He expressed his strong commitment to Fundamental Principles of Rights at Work and ILO declaration of Social Justice for Fair Globalization. He talked about the two sensitive topics being discussed on forced labour and informality. He reminded that ILO Convention 29 is one of the fundamental Convention and we must work together with utmost dedication on this core issue concerning basic human right of every individual. He pressed upon the need to bring informal sector under the ambit of social protection and legal mechanism. He said that we need to be pragmatic in our approach and take a stock of what has worked and what has not. He talked about growth of MSME across the globe and its crucial role in employment generation.

Director General ILO, Mr. Guy Ryder in his address said that election of president of ILC from employers' group was recognition of tripartism across the board. He talked about combining the process of consensus building while defending our proper interests to arrive at agreed solutions. Talking about agenda of conference, he talked of crisis and worst hit youth population and the resulting need to focus on employment generation. He said that the World of Work summit focuses on developing economies. There is impact assessment of declaration on social justice for fair globalisation. Talking of the agenda of the Conference he said that we've endorsed an "agenda that really matters". He also said that ILC is the world parliament of labour which offers hope to millions of victims of forced labour, discusses migration, ways out of informality and overcoming mass unemployment.

Talking of his report on fair migration, he said that migration is a sensitive and fast emerging issue in the world of work. The migration patterns are becoming more complex and there is a manifested need to work on new grounds on this issue. He addressed the issue of formalization which would bring protection and better working condition to millions of workers across the world. He said that there was a need to have a hard look at a reality of forced labour with 21 million

existing victims. He said that forced labour is mutating itself in most virulent forms. Talking of the internal reforms he referred to the failure of Committee on Application of Standards (CAS) to deliver conclusive solutions in the recent years. He said that there is a need to strengthening the supervisory mechanism of ILO without which ILO would be seriously diminished.

The Chairman of the Governing Body of ILO, presenting her Report said that Governing Body is increasingly dealing with complex issues and it is a matter of pleasure and pride that it is taking on the challenges very courageously without shying away from responsibility. Complete Indian tripartite delegation attended the opening sitting of the plenary.

Asia Pacific Group (ASPAG) Meetings including ASPAG Ministerial

ASPAG Group meetings were held every day beginning from 28.05.2014 to 10.06.2014 between 9.00 A.M. to 10.00 A.M. The current convener David Garner of Australia conducted the meetings with the defined agenda of providing the members with brief updates about everyday proceedings, providing clarifications and information as needed and building consensus in the group on issues of common interest to prepare group interventions. Saudi Arabia provided the daily updates in the Committee on Forced Labour and New Zealand was designated to provide brief on Committee for Recurrent Discussion on Employment. India was designated to provide update on proceedings in the committee on Transition from Informality to formality. There was only one committee on Forced Labour where there was a choice to be made about the form and the scope of supplementary instrument (a Protocol and a Recommendation or a stand-alone Recommendation) to support ILO Convention 29 on forced labour. However, there was no consensus so ASPAG did not deliver a group statement. ASPAG made a strong intervention on the last day of the Plenary about the inconclusive work of CAS in two successive years.

ASPAG ministerial on the theme of migration was organized on 10.06.2014. It was attended by the DG, ILO, Mr. Guy Ryder who talked about his report on Fair Migration. Migration has changed its forms and contexts and ASPAG is a group which consists of both Source and Destination countries. He said that migration is an increasing trend and collectively we have to ensure that migrant workers are provided with decent work. Hon'ble Labour and Employment Minister, India could not attend this Ministerial due to ongoing Parliament Session.

Committees of the 103rd International Labour Conference:

A brief of the general discussion of the various committees of the 103rd ILC, 2014 are as below :

a) Committee on Application of Standards: The Committee on the Application of Conventions and Recommendations deals with information and reports on the application of Conventions and Recommendations as mentioned in the ILC Standing Orders, article 7 and section H. It submits a report on its work to the Conference. The Committee on the Application of Conventions and Recommendations, this year, considered information and reports supplied by governments under articles 19, 22 and 35 of the Constitution on the effect given to Conventions and Recommendations, together with the Report of the Committee of Experts on the Application of Conventions and Recommendations. This report consisted of two volumes, both submitted to the Conference. A first volume (ILC.103/III/1A) included, in particular, the observations on the application of ratified Conventions. The second volume (ILC.103/III/1B) contained the General Survey of reports under articles 19 and 22. The General Survey submitted to this session dealt with the following Convention and Recommendation: the Minimum Wage Fixing Convention, 1970 (No. 131), and the Minimum Wage Fixing Recommendation, 1970 (No. 135). This General Survey and its discussion by the Committee on the Application of Conventions and Recommendations will contribute to the recurrent discussion on the strategic objective of social protection (labour protection) placed by the Governing Body on the agenda of the 104th Session (2015) of the

Conference, under the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization.

Based on the information and reports supplied by governments under articles 19, 22 and 35 of the Constitution on the effect given to Conventions and Recommendations, together with the Report of the Committee of Experts on the Application of Conventions and Recommendations, in all 25 cases were dealt in the Committee on Standards this year as selected by the bipartite committee of Workers and Employers. None of the case for India was listed.

b) Conference Committee on Forced and Compulsory Labour: According to the most recent ILO estimates, at least 20.9 million people are victims of forced labour globally. The conclusions adopted by the Tripartite Meeting of Experts on Forced Labour and Trafficking for Labour Exploitation (11–15 February 2013) considered that despite the broad reach of Convention No. 29, and the measures taken by member States, there was “an added value in the adoption of supplementary measures to address the significant implementation gaps remaining in order to effectively eradicate forced labour in all its forms” (paragraph 26). The experts reached consensus that these gaps “should be addressed through standard setting to advance prevention, protection and compensation measures” (paragraph 27). At its 317th Session (March 2013), the Governing Body decided to place a standard-setting item on the agenda of the 103rd Session (2014) of the Conference with a view to supplementing Convention No. 29, to address implementation gaps to advance prevention, protection and compensation measures, to effectively achieve the elimination of forced labour. The Governing Body also approved a programme of reduced intervals for this item, to allow the Conference to deal with it at this session. Accordingly, the Conference considered the possible adoption of an instrument, or instruments, under the single discussion procedure foreseen in article 38 of the Standing Orders of the Conference. The Office prepared two reports as a basis for this item. The first (summary) report, Strengthening action to end forced labour (ILC.103/IV/1) containing a statement of law and practice with regard to the elimination of forced labour in member States, was sent out to all member States in August 2013. It also contained a questionnaire to which governments were invited to give their views, in consultation with the most representative organizations of employers and workers. The second (final) report, consisted of two volumes: Conference report IV(2A) (ILC.103/IV/2A) included summaries of replies received from governments, employers’ and workers’ organizations, and the Office commentary; and Conference report IV(2B) (ILC.103/IV/2B) contained the draft text of the proposed Protocol and Recommendation which were submitted to the Conference Committee for discussion.

The committee started its work in the afternoon of 28.05.2014. At the outset the committee unanimously elected Mr David Garner of Australia as the chair of the committee. After that vice chairs from workers and employers were elected. The Chair then outlined the fundamental importance of the issue of forced labour and the course of action that resulted in the issue being selected for the agenda of this ILC. He informed that as per the decision of the Governing Body for taking the agenda item for a single discussion standard setting, the Office circulated a summary report and a questionnaire seeking possible form and scope of the proposed instrument. Following the address by the chair, the opening statements were made by Workers, Employers and Government Groups as well as individual Governments indicating their position and preference with regards to the form and scope of instrument. Workers group supported adoption of a binding Protocol supplemented by a Recommendation with overwhelming majority. Employers’ group insisted that they would prefer to work on the draft text before arriving at any opinion on adopting a protocol. Government groups and individual groups too stated their choices.

Intervention by India

India in its intervention supported for a standalone Recommendation. Forced Labour has been prohibited by well-defined constitutional and legal mechanism in India such as Bonded Labour System (Abolition) Act, 1976, Child Labour (Prohibition & Regulation) Act, 1986 and provisions under IPC for punishment with imprisonment and/or fines for offences relating to forced

or bonded labour . It is a criminal offence and is punishable. The Constitution of India has provided the basic labour rights in regard to the Forced Labour. Government of India ratified the United Nations International Convention for the Suppression of Traffic in Persons and of the Exploitation of the Prostitution of Others, 1949 in 1950. Trafficking in person is strictly prohibited under Indian criminal laws and special laws. So far as preference for the form and scope of the supplementing instrument was concerned, India feels that a uniform set of rules cannot deal with an issue as sensitive as forced labour. When it has been recognised that Bonded Labour is a product of social, economic and cultural factors, it must be left for the member countries to devise their own policy framework according to the national circumstances. In this sense a Recommendation is more appropriate an instrument than protocol. We also feel that a binding protocol may discourage countries form commitment to this new instrument. Furthermore, the proposed instrument has provisions for extending labour legislation for the dealing with issue of forced labour. Given the strong legal provisions existing in India for enforcement, we strongly believe that adopting a protocol which aims to bring in elements of protection of forced labour through labour laws would dilute our position.

The committee decided that instead of deliberating on the form of instrument to be adopted, the Committee would first proceed with the amendments to the draft text of Protocol and subsequently with that of Recommendation. Since there was no consensus on the form of instrument, the process will clarify doubts and reservations about either instrument or help building a consensus.

The committee decided with overwhelming majority to propose a Protocol with Recommendation as the supplementing Instrument for C29.

The main issues deliberated by the committee were following

The Workers' Vice Chair explained in particularly to India's intervention about the weakening of provisions of existing legislation and that of national sovereignty, that article 19, paragraph 8, of the Constitution of the ILO provides that "In no case shall the adoption of any Convention or Recommendation by the Conference, or the ratification of any Convention by any Member, be deemed to affect any law, award, custom or agreement which ensures more favourable conditions to the workers concerned than those provided for in the Convention or Recommendation." Hence the adoption of a Protocol would not undermine national sovereignty, as any instrument would still be ratified freely and only when the country's legislation was in conformity with that instrument.

While it was agreed that trafficking has become a big source route for labour exploitation and hence should be addressed in the proposed instrument, equating sexual exploitation to forced labour was not accepted by many countries. India and many other countries categorically stated that sexual exploitation is a serious offence and cannot be considered a work. After much deliberation it was agreed to mention sexual exploitation as a consequence of a person being in forced labour.

The Protocol text was revised to "undertaking efforts to ensure that" instead of "to ensure that" in Article 2 about "The measures to be taken for the prevention of forced or compulsory labour."

The text with general reference to discouraging trade practicing forced or compulsory labour was deleted.

The reference to supply chains was proposed by an amendment. It was envisaged that Employers will take responsibility to ensure and monitor that supply chain operations remain free from practice of forced Labour. However, there was no consensus between the groups. India proposed to drop this reference as supply chain in context of labour has yet not been discussed at ILO forum. The first recurrent discussion is proposed in year 2016. Also monitoring by employers may bring in an element of private compliance which is not acceptable and is also against the ILO Convention 81. The reference was finally dropped.

The Report of the Committee was tabled in the plenary for adoption on 10.06.2014 and the voting was done on 11.06.2014. An overwhelming majority of 437 out of 472 voted for Protocol. Only 8 voted against it and 27 abstained from voting. Tripartite delegates from India voted in favour of a Protocol supported by a Recommendation.

e) Conference Committee on Transition from Informality: The informal economy is significantly impacting the world of work, with as much as 40-80 per cent of the labour force in developing countries working within it. Increasingly, transition to formality has emerged as a priority policy agenda in developed and developing countries, and new policy initiatives and approaches are taken in different regions that facilitate this transition through multiple pathways. At its 317th Session (March 2013) the Governing Body, building on the conclusions concerning decent work and the informal economy, adopted by the Conference in 2002 and the outcome of the ILO Tripartite Interregional Symposium on the Informal Economy (2007), decided to place a standard-setting item on the agenda of the 103rd Session (June 2014) of the Conference on facilitating transitions from the informal to the formal economy, under the double discussion procedure, which means that this item will be dealt with at the current session and at the 104th Session of the Conference (2015).

With 94% of our workforce in unorganised sector, the agenda item is especially relevant to India. We have always advocated and supported any discussion to set up policy framework. India welcoming the report “Transitioning from the Informal Economy to the Formal Economy” stated that informality is principally a structural and developmental issue. India feels that recognition of high incidence of informality should be treated as a precondition for devising an effective instrument in order to enable gradual transition. Given the diversity and heterogeneity of informal economy workers and units, there is a need to facilitate gradual transition through approaches tailored keeping in view the specific country contexts and preferences. The cost of transition needs to be reduced and benefits from transition need to be enhanced, without undermining the very objective of transition. While fundamental principles and rights at work in the informal economy needs to be promoted, Member States should be allowed to extend these rights in a gradual and phased manner depending on prevailing circumstances in the country. Rights at work shouldn’t be linked with the concept of human rights which is multi-dimensional and broader in its scope. India is against any attempt to link high incidence of informality with trade and fair competition in national and international markets.

The committee recalled that the majority of workers who undertook activities in the informal economy did so as a survival strategy in response to the absence of decent jobs and adequate social protection in the formal economy. Workers in the informal economy, many of whom were women, suffered serious decent work deficits, including the denial of the protection of fundamental principles and rights at work and other labour standards. It was stated that activities in the informal economy tended to be characterized by low productivity and, in many cases, represented a form of underemployment. Transitioning from the informal to the formal economy would enhance economic efficiency as well as the welfare and working and living conditions of the workers concerned. As the large informal economy was the result of underdevelopment, structural transformation into higher value added production would shrink the informal economy and benefit workers, businesses, communities and nations alike. For that reason, it was agreed that workers, employers and governments had a common agenda to address increasing informalization.

During the discussions, a lot of emphasis was on defining and elaborating the definition of informality. A number of amendments were proposed to mention specific groups in the definition. India was of the view that the definition should be broad and mention of specific groups should be avoided to ensure that none is left out. Similarly on the issue of informality being defined as a governance issue, India had moved an amendment. The amendment was not adopted however, it was agreed that informality was a combination of issues which included governance as well as structural issues and level of development in a country or region.

d) Conference Committee on Employment: At its 97th Session (2008), the Conference adopted the ILO Declaration on Social Justice for a Fair Globalization, calling all Members of the Organization to pursue policies based on the strategic objectives – employment, social protection, social dialogue, and fundamental principles and rights at work. The follow-up to the Declaration introduced a scheme of recurrent discussions by the International Labour Conference, covering each of the four strategic objectives in turn, in order to “understand better the diverse realities and needs of [ILO] Members with respect to each of the strategic objectives, respond more effectively to them, using all the means of action at [the ILO’s] disposal, including standards-related action, technical cooperation, and the technical and research capacity of the Office, and adjust its priorities and programmes of action accordingly”. The discussion on the strategic objective of employment in 2010 inaugurated the first seven-year cycle of recurrent discussions. A first round of all four strategic objectives concluded in 2013; Second discussion of the strategic objective of employment was included in agenda for year 2014. Consequently the report, entitled Employment policies for sustainable recovery and development (ILC.103/ VI), analysing current employment challenges in diverse regional and national contexts and their implications for effective responses and employment policy, prepared by the Office in line with the guidance provided at the 317th Session (March 2013) of the Governing Body, was sent out to member States. The Report discussed the impact of the continuing economic and financial crisis and weak and uneven recovery from the same on employment and labour markets in different regions and for different groups, especially young people and women. Policy responses to the crisis and their effectiveness beyond the crisis, six global and structural trends and drivers of change that carry profound implications for employment policy were also discussed in the Report besides globalization and technological transition; income inequality; climate change, the new demographic context; skills mismatches; and gender gaps. The report also provided a succinct review of action by the Organization and its Members to promote employment. It presents measures taken by the Office to implement the 2010 recurrent discussion conclusions, placing emphasis on the inseparable, interrelated and mutually supportive nature of the four strategic objectives of the ILO. In its approach to the challenging and evolving environment, the report discussed new priorities introduced by the ILO’s internal reform and reviewed possible ways to address the employment challenges faced by ILO constituents in specific Contexts. It contained a set of suggested points for discussion.

The committee recognised that the world is currently experiencing an uneven recovery leaving a severe jobs crisis in many countries. Around 600 million new jobs need to be created over the next ten years to absorb those currently unemployed and the expected 400 million additional entrants to labour markets. Challenge of sustainable recovery and development has to be realized through proactive, employment centered, inclusive growth strategies and balanced, coherent policy frameworks, well articulated, both at the global and national levels. Investing for quality employment is crucial to revive growth and promote more inclusive societies in developed and developing economies alike. Committee said that it was crucial to create a policy environment that promotes business confidence and the creation of decent jobs.

The other Events at 103rd ILC included The World of Work Summit which took place on 9th June 2014 and the Elections to the Governing Body on 02.06.2014. From India, Mr R Chandrashekharan was elected for the Workers’ Group whereas Mr Y K Modi got re-elected from Employers’ side.

322nd Session of the Governing Body, ILO:

The 322nd Session of the Governing Body (GB) of the International Labour Organisation was held from 30.10.2014 to 13.11.2014 in Geneva. The Indian delegation led by Secretary (L&E) participated in the Governing Body meetings during 10-13 November, 2014.

Governing body of ILO functions through various Sections like INS (Institutional), POL (Policy Development), PFA (Programme, Financial and Administration), LILS (Legal Issues and International Labour standards), HL (High Level) and WPGBC (Working Party on the functioning

of the Governing Body and the International Labour Conference). These Sections are further divided into segments based on broad subjects.

Programme, Financial and Administrative Section (PFA):

This section is responsible for programming financial and general administrative matters and for personnel questions and takes in the work of the Information and Communication Technology Subcommittee and of the Building Subcommittee. Financial dimensions and implications of matters discussed in other sections are also treated in the PFA Section.

Institutional Section (INS)

This section deals with issues related to the functioning of the Office and of the Organization, including constitutional obligations. This encompasses standing items such as reporting, constitutional obligations, and urgent matters arising between or during sessions.

Policy Development Section (POL)

This section covers the previous mandates of the Committee on Employment and Social Policy (ESP), the Committee on Sectoral and Technical Meetings and Related Issues (STM) and the Committee on Technical Cooperation (TC), and takes in the work of the Subcommittee on Multinational Enterprises (MNE). Enlarged to include social dialogue and industrial relations issues – such as labour law, labour administration and labour inspection, it ensures that strategies and policies for technical cooperation are fully discussed and mainstreams the standards dimension of the above matters. This section has got following Segments: Employment and Social Protection Segment, technical Cooperation segment and Multinational Enterprises Segment.

Legal Issues and International Labour Standards Section (LILS)

This section considers constitutional issues; Standing Orders (International Labour Conference, Governing Body, regional meetings, Sectoral meetings); ILO's standard-related work and procedures, including, among other matters; ILO's supervisory machinery generally, the approval of reports forms for ILO Conventions and Recommendations and the selection of instruments for reporting under article 19 of the ILO Constitution; action relating to the protection of human rights; international legal instruments and judicial decisions affecting the status of the ILO's standard-setting work; legal agreements concluded by the ILO with other international organizations.

High Level Section (HL)

The High-Level Section (HL) continues the Governing Body's role as a forum for global policy discussion and strategic guidance without allowing types of debate more appropriate to the ILC or other bodies. It includes the Strategic Policy Segment as well as the Working Party on the Social Dimension of Globalization.

Working Party on the Functioning of the Governing Body and the International Labour Conference (WP/GBC)

This section provides proposals on improving the structure and functioning of the Governing Body and International Labour Conference as a part of reform process of ILO by holding tripartite consultations and discussion.

Institutional Section (INS)

(a) Preparation for the evaluation of the impact of the ILO Declaration on Social Justice for a fair Globalization by the 105th Session of the International Labour Conference (2016)

While intervening on this agenda item, Secretary (L&E) stated that the scope of the evaluation must be decided based on the originally envisaged and not get extended beyond that to accommodate changed priorities. At the same time, future plan along with the evaluation of

previous work would accelerate the pace of achieving strategic objectives of the Declaration. Secretary (L&E) further stated that more focus should be imparted on sharing knowledge and good practices and country specific needs and priorities. She also supported the evaluation of Social Justice Declaration and draft decision for a fair globalization provided that it does not conflict with the sovereignty and policies of the country interest and that labour standard should not be used for protectionist trade purposes. India also agreed with arrangements for the evaluation and role of various stakeholders in that.

(b) The Post 2015 Sustainable Development Agenda: Update

On this agenda item, Secretary (L&E) said that India considered SDGs as an extension of MDGs and agreed with agenda note that employment, decent work and social protection coupled with poverty eradication as acknowledged in the Rio 20+ outcome documents continue to be the global priorities and must be seen as core elements of a transformative agenda. She stated that around 93% of the total workforce in India today is categorized as unorganized or informal sector. Government of India taking concerted efforts to bring more persons under the organized Social Security. In a recent initiative by Government of India, approximately 42 million subscribers of Employee Provident Fund in organized sector have been allotted a Universal Account Number. The UAN is being seeded with Bank account and Aadhar Card and other KYC details for financial inclusion. This will ensure portability of the Social Security Benefits to the labour of organized sector across jobs and geographic areas. It will ensure that each of the 42 million or more EPF subscribers have direct access to their EPF accounts without any intermediation. This initiative will enable particularly the migratory contract and construction workers to get the benefit of formal social security cover through portability of their provident fund accounts. India also acknowledged the importance of finding new resource bases, and reiterated that the move should not undermine the principles of CBDR (common but differentiated responsibilities) and role of traditional north south cooperation.

(c) The Standards Initiative: Follow up to the 2012 ILC Committee on the Application of Standards

On this agenda item, Indian delegation led by Secretary (L&E) mentioned that tripartite consultation at the forum of ILC is the best way to deal with this issue. She also appreciated that for the first time an exercise to analyze the national legislative systems in the light of provisions under C87 is proposed to be undertaken. This would facilitate establishing the causality in the system in order to identify the reasons for failures.

(d) Report of DG Update on Internal Reforms

While intervening on this agenda item, Secretary (L&E) appreciated the focus of the report on reforms process and intended improvements as listed. She reiterated the need for the field offices to work in close coordination with national constituents under the overarching principles of International Labour Standards and Decent Work agenda while aligning its activities with national and regional priorities. This will help in determining the requirements & prioritization of resource allocation particularly for technical expertise. India also demanded for more equitable resource allocation of field staff between regions and preference to be accorded to resource persons who have familiarity with local issues.

Policy Development Section

(a) Area of Critical Importance: Promoting more and better Jobs for inclusive growth

On this agenda item, Secretary (L&E), Government of India stated that Creation of Job has been recognized as a prime objective. Government of India is taking multi-pronged strategies to address it both from demand and supply side. We are working on improving productivity and promoting employability and reducing the skill mismatch in the job market through demand responsive vocational training. Focused interventions are planned to create linkages between

Industry with technical/ vocational education and career center for enhanced coordination in promoting job opportunities. Government of India is taking affirmative policy measures to create employment opportunities for youth, women and disadvantaged groups. Creation of local jobs and development of industries especially SMEs have been identified as the doorways for creating new job opportunities.

(b) Chairing the UNAIDS Committee of Cosponsoring Organizations (CCO) in 2015: Opportunities for the ILO

While intervening on this agenda item, Indian delegation led by Secretary (L&E) mentioned that National Policy on HIV/AIDS in the World of Work is being implemented in India for making HIV/AIDS interventions in the World of Work involving various stake holders. It was also stated that Government of India has been following the concerned initiatives of the ILO such as social protection for HIV/AIDS in the World of Works reflected in the ILO recommendation No. 200. The strategy of UNAIDS on “Getting Zero to work” supported by the ILO has been adopted by India with the objective of achieving HIV zero new infections, zero discrimination and zero AIDS related deaths. Another initiative known as Voluntary Counseling Testing (VCT) at work has also been recognized as important tool by Government of India. India also expressed its concern over capturing the data of the people affected or infected with HIV/AIDS which is a great challenge.

(c) ILO Collaboration with other intergovernmental and international organizations in promoting the principles of the tripartite Declaration of principles concerning Multinational Enterprises and Social Policy

On this agenda item, Secretary (L&E) supported the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy which aim to encourage good practices by MNEs. It was stated that with the implementation of new Company Law from April 1, 2014, India has become the first country in the world with legislated Corporate Social Responsibility (CSR). CSR has been made mandatory under the new regulation mandating that companies give 2% of their net profits to charitable causes and there are provisions of penalties, in case of failure. India reaffirmed that ILO MNE Declaration is the only universal guiding document and every organization including GCO, OECD need to align their policies for achieving the objectives of ILO’s MNE Declaration. Further when these policies branch out, the interest of LDC’s should be taken care of. Development and implementation of International framework agreements as a part of enterprises has to be within the national framework of each country.

(d) Area of Critical Importance: Promoting Decent Work in Rural Economy

On this agenda item, Secretary (L&E) welcomed the proposed strategic orientation and comprehensive approach on promoting decent work in rural economy. She stated that rural economy across the world is characterized by incidence of informality and underemployment. The integrated policy intervention to translate rural economic growth into employment and decent work opportunities therefore has to focus on creating effective local job strategies to off-load the excess burden from agriculture, developing allied industries especially SMEs according to local market conditions and linking these effectively to the external demand and supply chains. Secretary (L & E) stated that Social protection is the most fundamental for assuring decent work in informal economy particularly for the vulnerable and disadvantaged groups. Government of India has launched a mega scheme towards financial inclusion of people below poverty line.

The National Health Insurance Scheme (RSBY) has also been revamped for better implementation including financial inclusion, grievance redressal and convergence of social security schemes. She also stated that in order to provide decent work for disadvantaged, marginalized and vulnerable rural population including women, priority must be given to frame baseline data for rural economy for ensuring decent work. ILO can play a definite role of providing technical expertise and capacity building of national statistical systems.

(e) Follow up to the Meeting of Experts on Labour inspection and the Role of private compliance initiatives

On this agenda item, the representative from PMI Geneva stated that Government of India is guided by the provisions of ILO Convention 81 which makes labour inspection a sovereign function. Work place compliance is an integral part of ensuring efficiency and transparency of Governance system. But it should be in consistent with national laws and practices and as per ILO labour standards only. Government of India has taken a number of initiatives to create a conducive environment for industrial development while ensuring industrial peace and harmony. A single unified Web portal in central sphere has been developed to facilitate online submission of a single harmonized annual return for ensuring ease of compliance. To bring in transparency in labour inspection, a transparent Labour Inspection scheme has been initiated based on random and computerized system of selection of units for inspection to replace the existing arbitrariness in compliance mechanism.

Programme, Financial and Administrative Section

The Programme, Financial and Administrative Section of the Governing Body met on 03-04 November, 2014. It was chaired by the Chairperson of the Governing Body. PMI, Geneva participated in PFA section and made interventions on relevant agenda items.

Meeting of Secretary (L&E) with Director General, ILO and Director, International Labour Standard Department on the side-line of 322nd session of GB

Secretary (L&E) had a meeting with Director General, ILO Mr. Guy Rider on the side line of 322nd Session of GB. She praised DG, ILO for his valuable leadership and ILO for taking on board the concerns and opinion of all the stakeholders on variety of issues in the World of Work. She complimented DG for definitive progress achieved in terms of proportionate resource allocation and representation for ASPAG region. Secretary (L&E) praised ILO particularly for making its presence felt in all the international forum and she cautioned that labour issues should not be linked with other agenda which may overshadow the concern of labour welfare. Secretary (L&E) also apprised DG, ILO of the initiatives of Government of India. She said that Government of India has recently launched a series of good governance initiatives such as Shram Suvidha Portal, Labour Inspection Scheme, Portability of social security scheme for both organized and unorganized sector workers to enhance transparency, accountability and ease of compliance with the ultimate aim to promote industrial peace and harmony. These initiatives are expected to facilitate a conducive environment for enterprises to be a partner in development and growth. DG, ILO recognized the efforts made by Government of India and wishes to work in closer coordination with India.

Secretary (L&E) had also a meeting with Director, International Labour Standard Department, ILO Ms. Cleopatra Doumbia Henry and apprised her of the progress made by India in ratification issue of ILO convention no. 138 & 182 (Child Labour), Maritime Labour Convention (MLC, 2006) and ILO convention on Sea farers' Identity (C-185). She also briefed her about initiatives of Government to enhance transparency, accountability and ease of compliance with the ultimate aim to promote industrial peace and harmony. Secretary (L&E) also apprised her of India's commitment to social dialogue. Director, International Labour Standard Department, ILO was particularly appreciative of the efforts of the Government for bringing in a transparent labour inspection system and requested Secretary (L&E) to communicate the same to ILO, so that it can be included in the best practices example. She also appreciated initiatives of Government of India to ensure portability of PF benefits for both organized and unorganized sector workers.

MULTILATERAL COOPERATION

G-20 Meeting of Labour & Employment Ministers', Australia during 10-11 September, 2014

The G-20 Meeting of Labour & Employment Ministers' was held at Melbourne, Australia during 10-11 September, 2014. Indian Delegation led by the then Union Labour and Employment Minister Shri Narendra Singh Tomar attended the meeting.

G20 under Australian Presidency focused on creating synergies in overall G20 Agenda pursued under different tracks with particular emphasis on Employment Plans and Growth Strategies and has worked towards setting ambitious collective goals. Labour & Employment Ministers' Meeting was a culmination of the extensive work done by the Taskforce on Employment during the year. The main objectives for the year 2014 G20 Labour and Employment Ministerial Meeting were to:

- Review the G20 labour market outlook and take stock of policy settings, focusing on the country-owned country-specific Employment Plans and their further development for the Brisbane Summit
- Consider policy priorities to inform new action on a range of themes, including local job creation and informality, safer workplaces and preventing unemployment from becoming structural
- Consider a collective commitment on female participation in the workforce, including policy priorities
- Consider progress and new commitments on youth employment

Government of India conceives quality employment as an important tool to promote faster, inclusive and sustainable growth. The policy response comprises of a multi-pronged approach. The recent initiatives by the Government focus on demand aligned skill development, and aim at significantly stepping up growth in employment in manufacturing, so that under-employed labour force can speedily move from low-paid farm jobs to better paid, more productive manufacturing and services sectors. A faster, more inclusive and sustainable growth through policies in infrastructure, skills development, promoting trade and improving productivity, along with growth friendly fiscal consolidation and price stability continue to be the country's priorities. Indian Government is aiming at a sustained growth along with macroeconomic stabilization.

Labour & Employment Minister emphasized on harnessing the demographic dividend of India. He said that India is one of the youngest populations in the world with more than 58% persons below the age of 29 years. He talked of the challenges faced by India in terms of need to create 10 million jobs per year for the new entrants, the youth unemployment, extent of informality in Indian Labour Market and the resulting need for social protection. He discussed the legislative reforms as well as initiatives such as development of Unified Labour Web Portal and Labour Inspection Scheme to promote ease of doing business and transparency in compliance mechanism. The skill development and vocational training initiatives are means of increasing the employability and to ensure upward structural mobility of our workforce. He discussed various initiatives taken by the Government for encouraging apprenticeship, promoting collaboration between industry, Career Centres and Vocational Training Institutes, involvement of Industry for demand responsive vocational training and recognition of prior learning to certify informally acquired skills. He also elaborated the initiatives of the government in the area of social protection notably the portability of PF benefits to workers in the organised sector and revamping of RSBY for unorganised workers in terms of enhanced social security features such as wellness check as well as improved IT infrastructure and grievance redressal set up. He also discussed the pilot project on convergence of social security benefits and commitment of the government for financial inclusion.

The G20 Labour Ministerial Declaration was adopted at the end of the Ministerial meeting. It broadly incorporated the objectives mentioned above foregoing. On the issues of Empowering women and increasing participation the declaration recognizes that promoting greater participation by women in the labour market, and improving the quality of their employment, would contribute to stronger and more inclusive growth. The labour ministers committed to take the steps needed to close gender gaps in opportunities and labour market outcomes. Accordingly, G20 members agreed to draw on the policy priorities as informed by ILO conventions and recommendations on equality of opportunity and treatment and the OECD Gender Recommendation. Ministers committed to

increasing female participation. International organisations have estimated that reducing the current gap in participation between men and women in G20 economies by 25 per cent by 2025 could bring more than 100 million women into the labour force. The Declaration stated that countries will make every effort in this regard and, taking into account national conditions, recommended that our Leaders adopt this goal as a reference for action.

High-Level International Meetings (2013):

Some of the prominent International meetings held during 2013 where India participated actively include:-

- A high level delegation led by Smt. Gauri Kumar, Secretary (L&E) attended 319th Session of the Governing Body of ILO held at Geneva during 17-31 October, 2013. Governing Body Session is constituted of various sections as: Institutional Sections (INS), Policy Development Section (POL); Legal Issues and International Labour Standards Section (LILS); Programme, Financial and Administrative Section (PFA); High Level Section (HL); and Working party on the functioning of the Governing Body and the International Labour conference (WP/GBC). Our delegation made various interventions during the proceedings of the various sections.
- Shri A.C. Pandey, Joint Secretary represented Ministry of Labour & Employment in the 11th International Congress on AIDS in Asia and the Pacific (ICAAP) on 21-22, November, 2013 at Bangkok, Thailand.

Some of the prominent International Delegations visited Ministry of Labour & Employment during 2013:

- A German delegation led by Mr. Daniel Bahr, Federal Minister for Health, Germany visited Ministry of Labour & Employment, New Delhi on 29.04.2013. A bilateral meeting was held between the Indian side led by Shri Kodikunnil Suresh, the then Hon'ble MoS (Labour & Employment) and the German delegation.
- The first meeting of the Tripartite Advisory Committee of the ILO's Project 'Way out of Informality : Facilitating Formalization of Informal Economy in South Asia' hosted at Ministry of Labour & Employment on 30.04.2013 under the chairmanship of Shri A.C.Pandey, Joint Secretary, Ministry of Labour & Employment.
- A Zanzibar delegation led by Hon'ble Minister of Labour, Zanzibar, Mr. Haroun Ali Suleiman, visited New Delhi during 28-30 May, 2013. A meeting was held by Shri Mallikarjun Kharge, the then Hon'ble Minister for Labour & Employment with the visiting Zanzibar delegation on 30.05.2013.
- A 6-member Chinese delegation led by Mr. Yang Shiqiu, Vice Minister, Department of International Cooperation, Ministry of Human Resources and Social Security, People's Republic of China visited New Delhi from 26th to 29th November, 2013. A meeting was held by Smt. Gauri Kumar, Secretary (L&E) with the visiting delegation on 27th November, 2013.
- An Afghan delegation led by Dr. Hessamuddin Hamrah, Deputy Minister, Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), Government of Islamic Republic of Afghanistan (GoIRA) visited Ministry of Labour & Employment on 06.12.2013. A bilateral meeting was held by Shri A.C. Pandey, Joint Secretary with the visiting Minister.

The Decent Work Country Programme (DWCP) for India for the period 2013-17 was signed by Dr. Mrutyunjay Sarangi, the then Secretary (L&E).

The meeting of G20 Task force on Employment 2013 held at ILO Geneva, Switzerland on October 18, 2013. Shri A. C. Pandey, Joint Secretary, (L&E) represented India in the TFE meeting. Delegates appreciated G20 leaders appeal to develop country owned and country specific monitoring methodology to capture the activities undertaken in the employment sphere. While making intervention for India JS (AP) stressed that monitoring wherever necessary must be done by each country and not by the Task Force. We do not accept external monitoring by international organisations. What we need to do is progress reporting on the commitments made. However, we do not see the need to monitor progress of all the countries. Views and suggestions of ILO should be considered as voluntary. We want forum of G20 and international organisations such as ILO to

work as facilitator for information sharing and technology transfer between developed and developing countries.

High-Level International Meetings (2014):

Some of the prominent International meetings held in 2014 where India participated actively include:-

Mrs. Anuja Bapat, Director represented Ministry of Labour & Employment in the G20 First Meeting of the Task Force on Employment during 5-7 February, 2014 held in Sydney, Australia. She also represented India in the 320th Session of the Governing Body of ILO held at Geneva during 17-27 March, 2014.

An Indian delegation led by Shri A.C.Pandey, former Joint Secretary, Ministry of Labour & Employment attended Conference on 'Quality Apprenticeships' on 09.04.2014 and also a meeting of G20 Task Force on Employment (TFE) during 10-11 April, 2014 in Paris. The Conference aimed to consolidate on the work undertaken by the Task Force on Employment in 2012 in the matters of Youth Employment, commitments made by G20 Labour & Employment Ministers in Guadalajara and follow up of the progress made on these issues by TFE under Russian Presidency.

Mrs. Anuja Bapat, Director, Ministry of Labour & Employment attended the 'Third Meeting of the G20 Task Force on Employment' during 22-24 July, 2014 in Brisbane, Australia.

A high level Indian delegation led by Hon'ble LEM attended G20 Labour and Employment Ministerial Meeting in Melbourne during 10-11 September, 2014.

A high level Indian Delegation led by Smt. Gauri Kumar, the then Secretary (L&E) attended 322nd Session of Governing Body of ILO during 10-13 November, 2014 held at Geneva. Governing Body Session is constituted of various sections as: Institutional Sections (INS), Policy Development Section (POL); Legal Issues and International Labour Standards Section (LILS); Programme, Financial and Administrative Section (PFA); High Level Section (HL); and Working party on the functioning of the Governing Body and the International Labour conference (WP/GBC). Our delegation made various interventions during the proceedings of the various sections.

Some of the prominent International Delegations visited Ministry of Labour & Employment during 2014: –

- A U.K. delegation led by Mr. Mathew Hancock MP, the Minister of State for Skills and Enterprise visited Ministry of Labour & Employment on 16th January, 2014. Indian side was led by Shri Kodikunnil Suresh, the then Hon'ble MOS (L&E).
- A Japanese delegation led by Mr. Masahiko Hayashi, Deputy Assistant to the Minister for International Affairs, Ministry of Health, Labour and Welfare visited this Ministry on 05.02.2014. A bilateral meeting was held by Secretary (L&E) with the visiting delegation on 05.02.2014.
- As a follow up of MoU signed between M/o Labour & Employment and United States Department of Labour (USDOL), an official delegation of USDOL visited this Ministry during 24-25 February, 2014 in connection with the 4th meeting of the Joint Working Group. The Joint Working Group meeting was preceded by a planning meeting on 24th February, 2014. The joint working group discussed the areas of technical cooperation in the fields of Skill Development, Youth Employment, Occupational Safety & Health and Mines Safety & Health. The meeting was attended by members of US delegation, officials of US Embassy and Sr. officials of Ministry of Labour & Employment, CLC(C), DGMS, DGFASLI, EPFO, ESIC. The Indian Side was led by Shri A.C.Pandey, Joint Secretary and the USDOL side was led by Shri Amit Pandya, Chief of Staff, Bureau of International Affairs. Smt. Gauri Kumar, Secretary (L&E) also graced the inaugural session of the meeting of Joint Working Group.
- An ILO's Delegation led by Mr. Terje Tessem, Director, Development and Investment Branch, ILO, Geneva visited this Ministry on 17.04.2014. A bilateral meeting was held by Shri A.C.Pandey, then Joint Secretary, Ministry of Labour & Employment with the visiting delegation during 14-17 April, 2014.

- A high level delegation from Ministry of Labour, Govt. of Bangladesh visited this Ministry on 02.09.2014. A bilateral meeting was held between Secretary (L&E), MOLE and Secretary, Ministry of Labour, Government of Bangladesh on 02.09.2014.
- An ILO delegation led by Mr. Yoshiteru Uramoto, ILO Regional Director for Asia and the Pacific visited this Ministry on 19.09.2014. A bilateral meeting was held between Secretary (L&E) and Mr. Yoshiteru Uramoto on 19.09.2014.

TECHNICAL CO-OPERATION PROGRAMMES:

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.

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 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' Organisations, worked closely with the ILO in identifying the major Decent Work Country Programmes objectives for the ensuing years. The culmination of this collaboration is the India DWCP 2013-17 where Country Priority Programme have been aligned with the Five Year plans to capture the essence of National Priorities.

A number of officers from Ministry of Labour & Employment were deputed for training, workshops, seminars and meetings under fellowships provided by ILO. ILO also utilises 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 and Training and various other premier institutes of the country.

FINANCE AND INDIA'S ASSISTANCE TO ILO:

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. India contributed Swiss Francs SF 18,61,360 (equivalent to Rs. 10,80,00,000.00) to the ILO for the year 2013. For the year 2014, India's share of contribution is SF 25,33,171, which is 0.666% of the total ILO Budget and worked out to Rs. 17,54,00,000 in Indian Currency.

CONCLUSION:

India has always had a positive approach towards International Labour Standards. The basic principles set out in the International Labour Standards are by and large reflected in our national laws and regulations especially for free exercise of and for protection of rights of our workforce. We have so far ratified forty-three Conventions and one Protocol as given in Box 11.1.

BOX 11.1
LIST OF CONVENTIONS AND PROTOCOL RATIFIED BY INDIA

S. No.	No. and Title of Convention	Date of ratification
1.	C001 - Hours of Work (Industry) Convention, 1919	14 Jul 1921
2.*	C002 - Unemployment Convention, 1919	14 Jul 1921
3.	C004 - Night Work (Women) Convention, 1919	14 Jul 1921
4.	C005 - Minimum Age (Industry) Convention, 1919	09 Sep 1955
5.	C006 - Night Work of Young Persons (Industry) Convention, 1919	14 Jul 1921
6.	C011 - Right of Association (Agriculture) Convention, 1921	11 May 1923
7.	C014 - Weekly Rest (Industry) Convention, 1921	11 May 1923
8.	C015 - Minimum Age (Trimmers and Stokers) Convention, 1921	20 Nov 1922
9.	C016 - Medical Examination of Young Persons (Sea) Convention, 1921	20 Nov 1922
10.	C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925	30 Sep 1927
11.	C019 - Equality of Treatment (Accident Compensation) Convention, 1925	30 Sep 1927
12.	C021 - Inspection of Emigrants Convention, 1926	14 Jan 1928
13.	C022 - Seamen's Articles of Agreement Convention, 1926	31 Oct 1932
14.	C026 - Minimum Wage-Fixing Machinery Convention, 1928	10 Jan 1955
15.	C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929	07 Sep 1931
16.	C029 - Forced Labour Convention, 1930	30 Nov 1954
17.	C032 - Protection against Accidents (Dockers) Convention (Revised), 1932	10 Feb 1947
18.@	C041 - Night Work (Women) Convention (Revised), 1934	22 Nov 1935
19.	C042 - Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	13 Jan 1964
20.	C045 - Underground Work (Women) Convention, 1935	25 Mar 1938
21.	C080 - Final Articles Revision Convention, 1946	17 Nov 1947
22.**	C081 - Labour Inspection Convention, 1947	07 Apr 1949
23.	C088 - Employment Service Convention, 1948	24 Jun 1959
24.	C089 - Night Work (Women) Convention (Revised), 1948	27 Feb 1950
25.	C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948	27 Feb 1950
26.	C100 - Equal Remuneration Convention, 1951	25 Sep 1958
27.	C105 - Abolition of Forced Labour Convention, 1957	18 May 2000
28.	C107 - Indigenous and Tribal Populations Convention, 1957	29 Sep 1958
29.	C108 - Seafarers' Identity Documents Convention, 1958	17 Jan 2005
30.	C111 - Discrimination (Employment and Occupation) Convention, 1958	03 Jun 1960
31.	C115 - Radiation Protection Convention, 1960	17 Nov 1975
32.	C116 - Final Articles Revision Convention, 1961	21 Jun 1962
33.#	C118 - Equality of Treatment (Social Security) Convention, 1962	19 Aug 1964
34.	C122 - Employment Policy Convention, 1964	17 Nov 1998
35.@@	C123 - Minimum Age (Underground Work) Convention, 1965	20 Mar 1975
36.	C127 - Maximum Weight Convention, 1967	26 Mar 2010
37.	C136 - Benzene Convention, 1971	11 Jun 1991
38.	C141 - Rural Workers' Organisations Convention, 1975	18 Aug 1977
39.	C142 - Human Resources Development Convention, 1975	25 Mar 2009
40.	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	27 Feb 1978
41.	C147 - Merchant Shipping (Minimum Standards) Convention, 1976	26 Sep 1996
42.##	C160 - Labour Statistics Convention, 1985	01 Apr 1992
43.	C174 - Prevention of Major Industrial Accidents Convention, 1993	06 Jun 2008
Protocol 1 : P89 - Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948		

* Later denounced, The Convention requires, internal furnishing of statistics concerning unemployment every three months which is considered not practicable.

@ Convention denounced as a result of ratification of Convention No.89.

** Excluding Part II. # Branches (c) and (g) and Branches (a) to (c) and (i).

@@ Minimum Age initially specified was 16 years but was raised to 18 years in 1989.

Article 8 of Part – II.

CHAPTER 12

LABOUR BUREAU PUBLICATIONS

Apart from its few regular publications, the Labour Bureau brings out a number of publications based on statistical research work, studies and surveys, which are of great relevance to the policy makers, Govt./Non-Governmental agencies and researchers.

A brief account of the various publications of the Labour Bureau is presented in this chapter.

LABOUR BUREAU PUBLICATIONS AND THEIR CONTENTS

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
A REGULAR PUBLICATIONS				
1	Indian Labour Journal	Regular monthly publication	Monthly	Contains special articles on subjects of labour interest, reports, enquiries and studies, labour news, labour situation, industrial disputes, closures, retrenchments and lay-off; important labour decisions, summaries of important awards and agreements, labour literature and also statistical information on consumer price index numbers, employment, employment exchanges, employment potential, wages and earnings, absenteeism, etc.
2	Indian Labour Year Book	2011 and 2012	Annual	Provides in a compact volume a general description of various topics in the field of labour such as employment and training, wages, levels of living and consumer price index numbers, industrial relations, welfare, housing, health, labour legislation, labour administration, etc. and relevant supporting statistics.
3	Indian Labour Statistics (bilingual)	2012 and 2013	Annual	A bilingual publication containing serial statistics relating to labour. It presents data on employment in Factories, Mines, Plantation, Railways, Employment Service and Training, Wages and Earnings, Price Indices, Trade Unions, Industrial Injuries, Absenteeism and Labour Turnover, Social Security, Industrial Disputes and International statistics pertaining to Labour.
4	Pocket Book of Labour Statistics (bilingual)	2013	Annual	Present a summary of principal labour statistics in the country.
5	Statistics of Factories	2012	Annual	Contains comprehensive statistical information on factories registered under the Factories Act, 1948. Important statistics presented in this publication relate to the number of registered factories and employment by states, industries, age and sex, by specified normal weekly hours of work, injuries by states, industries age, sex and causes, mandays lost due to injuries, welfare facilities, inspection of factories, inspectorate staff, convictions, etc.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
6	Industrial Disputes, Closures, Retrenchments and Lay-offs in India	2012	Annual	Contains statistics of industrial disputes resulting in work-stoppages, viz., strikes, lockouts, gheraos, etc. by various combinations such as sector, sphere, cause etc. and also industry-wise and state-wise statistics on closure, retrenchment and lay-off.
7	Review on the Working of the Industrial Employment (Standing Orders) Act, 1946 £	2012	Annual	Contains statistical information on progress of certification of standing orders by spheres, modification of standing orders and disposal of appeals.
8	Review on the Working of the Workmen's Compensation Act, 1923 £	2012	Annual	Contains information in respect of number of compensated accidents and amount of compensation paid, number of cases of accidents coming up before the Workmen's Compensation Commissioners involving adult workers in respect of whom compensation was awarded or disbursed, number of cases handled by the Commissioners for Workmen's Compensation, deposits and disbursements under Section 8 of the Workmen's Compensation Act, 1923 and disposal of appeals.
9	Review on the Working of the Maternity Benefit Act, 1961£	2013	Annual	The statistics presented in this publication relate to the number of women workers claiming maternity benefits and amount paid as maternity benefits in the factories, plantations and mines.
10	Review on the Working of the Legislation Governing Conditions of Employment in Shops, Commercial Establishments, Cinemas, Theaters, Hotels and Restaurants £	2013	Annual	Contains statistical information relating to the number of shops, commercial establishments, cinemas, theaters, hotels restaurants, etc., and total number of persons employed therein, ownership of shops and employment therein, inspections made, prosecutions launched, cases disposed off by courts and amount of fines realised.
11	Review on the Working of the Plantations Labour Act, 1951£	2013	Annual	Contains information on number of plantation estates, annual average daily employment by age and sex, normal weekly hours, leave with wages, welfare facilities like canteens, crèches, drinking water, etc. Maternity benefits and Sickness benefits in respect of plantations submitting returns.
12	Review on the Working of the Motor Transport Workers' Act, 1961£	2012	Annual	Contains statistical information relating to number of registered motor transport undertakings and employment therein, normal daily hours of work, rest intervals, the facilities of canteens and rest rooms including medical facilities provided, inspections made, prosecutions launched, convictions obtained and amount of fines realised.
13	Report on the Working of the Payment of Wages Act, 1936	2012	Annual	The report contains information like Mandays worked, Average Daily Employment, Gross Wage Bill, Per Capita Daily Earnings and Per Capita Annual Earnings etc.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
14	Report on the Working of the Minimum Wages Act, 1948	2013	Annual	Presents information on employments covered under the Minimum Wages Act, 1948, fixation and revision of minimum rates of wages, principles evolved in fixation of minimum wages. Committees, enforcement and implementation of the Act.
15	Labour Statistics under the Annual Survey of Industries	2011-12	Annual	Labour statistics are collected alongwith the annual survey of industries being conducted under the collection of statistics Act, 1953. These reports present serial and comparable data on important labour aspects, viz., absenteeism, labour turnover, earnings, labour cost, salaries and wages and bonus paid, etc.
B OTHER PUBLICATIONS				
16	Wage Rates in Rural India	2014-2015 (Agricultural year)	Annual	Contains monthly wage rate statistics relating to 25 agricultural and non-agricultural occupations in the country.
17	Consumer Price Index Numbers for Agricultural and Rural Labourers (1986-87=100)	2013-14	Annual	Contains detailed information on Consumer Price Index Numbers for Agricultural/Rural Labourers.
18	Consumer Price Index Numbers for Industrial Workers (1982=100)	2014	Annual	Contains group-wise and sub-group wise indices for 78 centres with linking factors.
19	Trade Unions in India	2012	Annual	Presents data relating to number, membership and finances of trade unions registered under the Trade Union Act, 1926.
20	Rural Labour Enquiry-Reports	2004-05	Quinquennial	Contains data relating to structure of rural/agricultural labour households, their wages and earnings, indebtedness, consumption pattern, employment and general characteristics.
21	Family Living Survey of Industrial Workers: Reports for different Centres	1999-2000	Ad-hoc	Family living surveys aim at collecting data on consumption expenditure, levels of living covering aspects such as demographic particulars, sickness and medical treatments, education, conditions of work, social security, employment, housing conditions, indebtedness etc. Family income and expenditure surveys were conducted at 78 industrial centres in the country during 1999-2000. Based on the results thrown up by these surveys, the weighting diagrams for building up the Labour Bureau's Series of Working Class Consumer Price Index Numbers on base: 2001=100 which replaced the earlier series of 1982=100 base, w.e.f, January, 2006 was up-dated. Reports pertaining to the period 1999-2000 were released in the year 2008.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
22	Occupational Wage Survey Reports Report on Nine Engineering Industries	6 th Round	Ad-hoc	Present occupation-wise information on employment, minimum and maximum wage rates, earnings by components, dearness allowance, overtime allowance etc. The break-up of figures relating to these items by age and sex and system of payment, wherever possible, has also been given in the reports.
23	Socio-economic Conditions of Women Workers in Match Industry	2014-15	Ad-hoc	Presents a broad picture of the characteristics of women's employment, their working and service conditions, wages and earnings, welfare facilities, living conditions, etc.
24	Statistical Profile on Women Labour	2012-13	Ad-hoc	Contains up-to-date statistics on important aspects of women workers, population, employment, employment service and training, wages and earnings, trade unions, industrial injuries, social security, crèches, etc.
25	Contract Labour Surveys: Reports on Various Industries	2014 (Sea-Ports & Shipyards)	Ad-hoc	Labour Bureau has been conducting Contract Labour Surveys to ascertain the extent, the nature and working conditions of contract labour employed in different industries. The reports contains data on employment, jobs on which contract labour is employed, systems of recruitment, advances, wages and earnings, working conditions, leave and holidays with pay, welfare and other facilities, housing, social security, industrial relations, etc.
26	Consumer Price Index Numbers-India (Reference Book)	1989	Ad-hoc	The Concept of Consumer Price Index Numbers, coverage, consumption, consistency, recommendations /criticisms, etc. have been discussed.
27	Evaluation Studies on the Implementation of the Minimum Wages Act,1948 in Certain Employments	2015 (Beedi Making Industry in Madhya Pradesh)	Ad-hoc	Contains a detailed account of the classifications of industry, characteristics of the work force, wages and earnings, enforcement of the Minimum Wages Act, 1948, responsibilities of the enforcement machinery as well as the difficulties faced in the implementation of the provisions of the Act.
C	MISCELLANEOUS			
28	Wage Fixation in Industry and Agriculture in India	1993	Ad-hoc	Present an objective view on regulation of wages, principles of wage fixation and machinery of wage fixation in India. It also includes latest developments in wage fixation.
29	Ninth Digest of Indian Labour Research 2010	2010	Ad-hoc	Contains labour research, details of surveys and studies done in India in the field of labour by Research Scholars/Institutions.
30	Report on Working and Living Conditions of Scheduled Castes Workers in Selected Occupations at Selected Centres	2005	Ad-hoc	The Surveys study the working and living conditions of scheduled caste workers in occupations likes sweeping and scavenging, tanning and flaying, bone crushing and shoe making in selected centres.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
31	Report on the Socio-Economic Conditions of Scheduled Tribes Workers in KBK belt - Orissa	2008-09	Ad-hoc	Contains information relating to employment, training, earnings, working conditions, social security, industrial relations, income and consumption, indebtedness, housing conditions, social customs and faiths, etc., of Scheduled Tribes Labour.
32	Labour Bureau's Master Reference Book on Labour Statistics	1989	Ad-hoc	Presents all important data and information on different facets of labour in a comprehensive and consolidated form.
33.	Report on the Survey on Socio-Economic Conditions of Licensed Railway Porters at Five Selected Centres.	2004	Ad-hoc	The report contains data on demographic particulars, earnings, expenditure, assets, consumption habits, indebtedness, health, availability of welfare facilities and industrial relations etc. in respect of Licensed Railway Porters working at the five selected centres.
34	Report on Child Labour in Indian Industries	1981	Ad-hoc	Contains findings of a quick survey undertaken into the problems of Child Labour
35	Report on Employment & Unemployment Survey	2013-14	Ad-hoc	Provides an assessment of employment-unemployment situation experienced by the economy over the years, range of demographic particulars of the population and various labour force estimates at state and overall level. Various parameters of employment by types of enterprise and working conditions of labour force based on the survey results.
36	Effect of Economic Slowdown on Employment in India - Quarterly Reports	2014	Ad-hoc	Contains findings of quick quarterly surveys undertaken to study the effect of Economic Slowdown in Employment
£	With effect from the review for the year 2000, they are now being published in the Indian Labour Journal.			

APPENDICES

APPENDIX I

LIST OF IMPORTANT LABOUR ACTS

Under the Constitution of India, Labour is a subject in the concurrent list where both the Central and State Governments are competent to enact legislations. The Labour related legislations can be categorized as follows:

- 1) Labour laws enacted by the Central Government, where the Central Government has the sole responsibility for enforcement.
- 2) Labour laws enacted by Central Government and enforced both by Central and State Governments.
- 3) Labour laws enacted by Central Government and enforced by the State Governments.
- 4) Labour laws enacted and enforced by the various State Governments which apply to respective States.

(a) Labour laws enacted by the Central Government, where the Central Government has the sole responsibility for enforcement

1. The Employees' State Insurance Act, 1948
2. The Employees' Provident Fund and Miscellaneous Provisions Act, 1952
3. The Dock Workers (Safety, Health and Welfare) Act, 1986
4. The Mines Act, 1952
5. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare (Cess) Act, 1976
6. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labor Welfare Fund Act, 1976
7. The Mica Mines Labour Welfare Fund Act, 1946
8. The Beedi Workers Welfare Cess Act, 1976
9. The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
10. The Cine Workers Welfare (Cess) Act, 1981
11. The Beedi Workers Welfare Fund Act, 1976
12. The Cine Workers Welfare Fund Act, 1981

(b) Labour laws enacted by Central Government and enforced both by Central and State Governments

13. The Child Labour (Prohibition and Regulation) Act, 1986
14. The Building and Other Constructions 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 Apprentices Act, 1961
29. Unorganized Workers Social Security Act, 2008
30. Working Journalists (Fixation of Rates of Wages Act, 1958
31. Merchant Shipping Act, 1958
32. Sales Promotion Employees Act, 1976
33. Dangerous Machines (Regulation) Act, 1983
34. Dock Workers (Regulation of Employment) Act, 1948
35. Dock Workers (Regulation of Employment) (Inapplicability to Major Ports) Act, 1997
36. Private Security Agencies (Regulation) Act, 2005

(c) Labour laws enacted by Central Government and enforced by the State Governments

37. The Employers' Liability Act, 1938
38. The Factories Act, 1948
39. The Motor Transport Workers Act, 1961
40. The Personal Injuries (Compensation Insurance) Act, 1963
41. The Personal Injuries (Emergency Provisions) Act, 1962
42. The Plantation Labour Act, 1951
43. The Sales Promotion Employees (Conditions of Service) Act, 1976
44. The Trade Unions Act, 1926
45. The Weekly Holidays Act, 1942
46. The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
47. The Workmen's Compensation Act, 1923
48. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959
49. The Children (Pledging of Labour) Act 1938
50. The Bonded Labour System (Abolition) Act, 1976
51. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966

Also, we may classify labour laws under the following heads:

I. Laws related to Industrial Relations such as:

1. Trade Unions Act, 1926
2. Industrial Employment Standing Order Act, 1946
3. Industrial Disputes Act, 1947

II. Laws related to Wages such as:

4. Payment of Wages Act, 1936
5. Minimum Wages Act, 1948
6. Payment of Bonus Act, 1965
7. Working Journalists (Fixation of Rates of Wages Act, 1958

III. Laws related to Working Hours, Conditions of Service and Employment such as:

8. Factories Act, 1948
9. Plantation Labour Act, 1951
10. Mines Act, 1952
11. Working Journalists and other Newspaper Employees' (Conditions of Service and Misc. Provisions) Act, 1955
12. Merchant Shipping Act, 1958
13. Motor Transport Workers Act, 1961
14. Beedi & Cigar Workers (Conditions of Employment) Act, 1966
15. Contract Labour (Regulation & Abolition) Act, 1970
16. Sales Promotion Employees Act, 1976
17. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
18. Dock Workers (Safety, Health & Welfare) Act, 1986
19. Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
20. Building and Other Construction Workers Welfare Cess Act, 1996
21. Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
22. Dangerous Machines (Regulation) Act, 1983
23. Dock Workers (Regulation of Employment) Act, 1948
24. Dock Workers (Regulation of Employment) (Inapplicability to Major Ports) Act, 1997
25. Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993
26. Industrial Employment (Standing Orders) Act, 1946
27. Mines and Mineral (Development and Regulation Act, 1957
28. Plantation Labour Act, 1951
29. Private Security Agencies (Regulation) Act, 2005

IV. Laws related to Equality and Empowerment of Women such as:

30. Maternity Benefit Act, 1961
31. Equal Remuneration Act, 1976

V. Laws related to Deprived and Disadvantaged Sections of the Society such as:

32. Bonded Labour System (Abolition) Act, 1976
33. Child Labour (Prohibition & Regulation) Act, 1986
34. Children (Pledging of Labour) Act, 1933

VI. Laws related to Social Security such as:

35. Workmen's Compensation Act, 1923
36. Employees' State Insurance Act, 1948
37. Employees' Provident Fund & Miscellaneous Provisions Act, 1952
38. Payment of Gratuity Act, 1972
39. Employers' Liability Act, 1938
40. Beedi Workers Welfare Cess Act, 1976
41. Beedi Workers Welfare Fund Act, 1976
42. Cine workers Welfare Cess Act, 1981
43. Cine Workers Welfare Fund Act, 1981
44. Fatal Accidents Act, 1855
45. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Cess Act, 1976
46. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976
47. Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
48. Mica Mines Labour Welfare Fund Act, 1946
49. Personal Injuries (Compensation Insurance) Act, 1963
50. Personal Injuries (Emergency Provisions) Act, 1962
51. Unorganised Workers' Social Security Act, 2008

APPENDIX 2

LIST OF CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE 1919-2014

CONVENTIONS

1. Hours of Work (Industry) Convention, 1919
2. Unemployment Convention, 1919
3. Maternity Protection Convention, 1919
4. Night Work (Women) Convention, 1919
5. Minimum Age (Industry) Convention, 1919
6. Night Work of Young Persons (Industry) Convention, 1919
7. Minimum Age (Sea) Convention, 1920
8. Unemployment Indemnity (Shipwreck) Convention, 1920
9. Placing of Seamen Convention, 1920
10. Minimum Age (Agriculture) Convention, 1921
11. Right of Association (Agriculture) Convention, 1921
12. Workmen's Compensation (Agriculture) Convention, 1921
13. White Lead (Painting) Convention, 1921
14. Weekly Rest (Industry) Convention, 1921
15. Minimum Age (Trimmers and Stokers) Convention, 1921
16. Medical Examination of Young Persons (Sea) Convention, 1921
17. Workmen's Compensation (Accidents) Convention, 1925
18. Workmen's Compensation (Occupational Diseases) Convention, 1925
19. Equality of Treatment (Accident Compensation) Convention, 1925
20. Night Work (Bakeries) Convention, 1925
21. Inspection of Emigrants Convention, 1926
22. Seamen's Articles of Agreement Convention, 1926
23. Repatriation of Seamen Convention, 1926
24. Sickness Insurance (Industry) Convention, 1927
25. Sickness Insurance (Agriculture) Convention, 1927
26. Minimum Wage-Fixing Machinery Convention, 1928
27. Marking of Weight (Packages Transported by Vessels) Convention, 1929
28. Protection against Accidents (Dockers) Convention, 1929
29. Forced Labour Convention, 1930
30. Hours of Work (Commerce and Offices) Convention, 1930
31. Hours of Work (Coal Mines) Convention, 1931
32. Protection against Accidents (Dockers) Convention (Revised), 1932
33. Minimum Age (Non-Industrial Employment) Convention, 1932
34. Fee-Charging Employment Agencies Convention, 1933
35. Old-Age Insurance (Industry, etc.) Convention, 1933
36. Old-Age Insurance (Agriculture) Convention, 1933
37. Invalidity Insurance (Industry, etc.) Convention, 1933
38. Invalidity Insurance (Agriculture) Convention, 1933
39. Survivors' Insurance (Industry, etc.) Convention, 1933
40. Survivors' Insurance (Agriculture) Convention, 1933
41. Night Work (Women) Convention (Revised), 1934
42. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
43. Sheet-Glass Works Convention, 1934
44. Unemployment Provision Convention, 1934
45. Underground Work (Women) Convention, 1935
46. Hours of Work (Coal Mines) Convention (Revised), 1935

47. Forty-Hour Week Convention, 1935
48. Maintenance of Migrants' Pension Rights Convention, 1935
49. Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935
50. Recruiting of Indigenous Workers Convention, 1936
51. Reduction of Hours of Work (Public Works) Convention, 1936
52. Holidays with Pay Convention, 1936
53. Officers' Competency Certificates Convention, 1936
54. Holidays with Pay (Sea) Convention, 1936
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936
56. Sickness Insurance (Sea) Convention, 1936
57. Hours of Work and Manning (Sea) Convention, 1936
58. Minimum Age (Sea) Convention (Revised), 1936
59. Minimum Age (Industry) Convention (Revised), 1937
60. Minimum Age (Non-Industrial Employment) Convention (Revised), 1937
61. Reduction of Hours of Work (Textiles) Convention, 1937
62. Safety Provisions (Building) Convention, 1937
63. Convention concerning Statistics of Wages and Hours of Work, 1938
64. Contracts of Employment (Indigenous Workers) Convention, 1939
65. Penal Sanctions (Indigenous Workers) Convention, 1939
66. Migration for Employment Convention, 1939
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939
68. Food and Catering (Ships' Crews) Convention, 1946
69. Certification of Ships' Cooks Convention, 1946
70. Social Security (Seafarers) Convention, 1946
71. Seafarers' Pensions Convention, 1946
72. Paid Vacations (Seafarers) Convention, 1946
73. Medical Examination (Seafarers) Convention, 1946
74. Certification of Able Seamen Convention, 1946
75. Accommodation of Crews Convention, 1946
76. Wages, Hours of Work and Manning (Sea) Convention, 1946
77. Medical Examination of Young Persons (Industry) Convention, 1946
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
80. Final Articles Revision Convention, 1946
81. Labour Inspection Convention, 1947
82. Social Policy (Non-Metropolitan Territories) Convention, 1947
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947
84. Right of Association (Non-Metropolitan Territories) Convention, 1947
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947
86. Contracts of Employment (Indigenous Workers) Convention, 1947
87. Freedom of Association and Protection of the Right to Organise Convention, 1948
88. Employment Service Convention, 1948
89. Night Work (Women) Convention (Revised), 1948
90. Night Work of Young Persons (Industry) Convention (Revised), 1948
91. Paid Vacations (Seafarers) Convention (Revised), 1949
92. Accommodation of Crews Convention (Revised), 1949
93. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949
94. Labour Clauses (Public Contracts) Convention, 1949
95. Protection of Wages Convention, 1949
96. Fee-Charging Employment Agencies Convention (Revised), 1949
97. Migration for Employment Convention (Revised), 1949
98. Right to Organise and Collective Bargaining Convention, 1949
99. Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
100. Equal Remuneration Convention, 1951

101. Holidays with Pay (Agriculture) Convention, 1952
102. Social Security (Minimum Standards) Convention, 1952
103. Maternity Protection Convention (Revised), 1952
104. Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955
105. Abolition of Forced Labour Convention, 1957
106. Weekly Rest (Commerce and Offices) Convention, 1957
107. Indigenous and Tribal Populations Convention, 1957
108. Seafarers' Identity Documents Convention, 1958
109. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958
110. Plantations Convention, 1958
111. Discrimination (Employment and Occupation) Convention, 1958
112. Minimum Age (Fishermen) Convention, 1959
113. Medical Examination (Fishermen) Convention, 1959
114. Fishermen's Articles of Agreement Convention, 1959
115. Radiation Protection Convention, 1960
116. Final Articles Revision Convention, 1961
117. Social Policy (Basic Aims and Standards) Convention, 1962
118. Equality of Treatment (Social Security) Convention, 1962
119. Guarding of Machinery Convention, 1963
120. Hygiene (Commerce and Offices) Convention, 1964
121. Employment Injury Benefits Convention, 1964
122. Employment Policy Convention, 1964
123. Minimum Age (Underground Work) Convention, 1965
124. Medical Examination of Young Persons (Underground Work) Convention, 1965
125. Fishermen's Competency Certificates Convention, 1966
126. Accommodation of Crews (Fishermen) Convention, 1966
127. Maximum Weight Convention, 1967
128. Invalidity, Old-Age and Survivors' Benefits Convention, 1967
129. Labour Inspection (Agriculture) Convention, 1969
130. Medical Care and Sickness Benefits Convention, 1969
131. Minimum Wage Fixing Convention, 1970
132. Holidays with Pay Convention (Revised), 1970
133. Accommodation of Crews (Supplementary Provisions) Convention, 1970
134. Prevention of Accidents (Seafarers) Convention, 1970
135. Workers' Representatives Convention, 1971
136. Benzene Convention, 1971
137. Dock Work Convention, 1973
138. Minimum Age Convention, 1973
139. Occupational Cancer Convention, 1974
140. Paid Educational Leave Convention, 1974
141. Rural Workers' Organisations Convention, 1975
142. Human Resources Development Convention, 1975
143. Migrant Workers (Supplementary Provisions) Convention, 1975
144. Tripartite Consultation (International Labour Standards) Convention, 1976
145. Continuity of Employment (Seafarers) Convention, 1976
146. Seafarers' Annual Leave with Pay Convention, 1976
147. Merchant Shipping (Minimum Standards) Convention, 1976
148. Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
149. Nursing Personnel Convention, 1977
150. Labour Administration Convention, 1978
151. Labour Relations (Public Service) Convention, 1978
152. Occupational Safety and Health (Dock Work) Convention, 1979
153. Hours of Work and Rest Periods (Road Transport) Convention, 1979
154. Collective Bargaining Convention, 1981

155. Occupational Safety and Health Convention, 1981
156. Workers with Family Responsibilities Convention, 1981
157. Maintenance of Social Security Rights Convention, 1982
158. Termination of Employment Convention, 1982
159. Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
160. Labour Statistics Convention, 1985
161. Occupational Health Services Convention, 1985
162. Asbestos Convention, 1986
163. Seafarers' Welfare Convention, 1987
164. Health Protection and Medical Care (Seafarers) Convention, 1987
165. Social Security (Seafarers) Convention (Revised), 1987
166. Repatriation of Seafarers Convention (Revised), 1987
167. Safety and Health in Construction Convention, 1988
168. Employment Promotion and Protection against Unemployment Convention, 1988
169. Indigenous and Tribal Peoples Convention, 1989
170. Chemicals Convention, 1990
171. Night Work Convention, 1990
172. Working Conditions (Hotels and Restaurants) Convention, 1991
173. Protection of Workers' Claims (Employer's Insolvency) Convention, 1992
174. Prevention of Major Industrial Accidents Convention, 1993
175. Part-Time Work Convention, 1994
176. Safety and Health in Mines Convention, 1995
177. Home Work Convention, 1996
178. Labour Inspection (Seafarers) Convention, 1996
179. Recruitment and Placement of Seafarers Convention, 1996
180. Seafarers' Hours of Work and the Manning of Ships Convention, 1996
181. Private Employment Agencies Convention, 1997
182. Worst Forms of Child Labour Convention, 1999
183. Maternity Protection Convention, 2000
184. Safety and Health in Agriculture Convention, 2001
185. Seafarers' Identity Documents Convention (Revised), 2003
186. Maritime Labour Convention, 2006
187. Promotional Framework for Occupational Safety and Health Convention, 2006
188. Work in Fishing Convention, 2007
189. Domestic Workers Convention, 2011

PROTOCOLS

1. Protocol of 1995 to the Labour Inspection Convention, 1947
2. Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948
3. Protocol of 1982 to the Plantations Convention, 1958
4. Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976
5. Protocol of 2002 to the Occupational Safety and Health Convention, 1981
6. Protocol of 2014 to the Forced Labour Convention, 1930.

RECOMMENDATIONS

1. Unemployment Recommendation, 1919
2. Reciprocity of Treatment Recommendation, 1919
3. Anthrax Prevention Recommendation, 1919
4. Lead Poisoning (Women and Children) Recommendation, 1919
5. Labour Inspection (Health Services) Recommendation, 1919
6. White Phosphorus Recommendation, 1919
7. Hours of Work (Fishing) Recommendation, 1920
8. Hours of Work (Inland Navigation) Recommendation, 1920
9. National Seamen's Codes Recommendation, 1920
10. Unemployment Insurance (Seamen) Recommendation, 1920
11. Unemployment (Agriculture) Recommendation, 1921
12. Maternity Protection (Agriculture) Recommendation, 1921
13. Night Work of Women (Agriculture) Recommendation, 1921
14. Night Work of Children and Young Persons (Agriculture) Recommendation, 1921
15. Vocational Education (Agriculture) Recommendation, 1921
16. Living-in Conditions (Agriculture) Recommendation, 1921
17. Social Insurance (Agriculture) Recommendation, 1921
18. Weekly Rest (Commerce) Recommendation, 1921
19. Migration Statistics Recommendation, 1922
20. Labour Inspection Recommendation, 1923
21. Utilisation of Spare Time Recommendation, 1924
22. Workmen's Compensation (Minimum Scale) Recommendation, 1925
23. Workmen's Compensation (Jurisdiction) Recommendation, 1925
24. Workmen's Compensation (Occupational Diseases) Recommendation, 1925
25. Equality of Treatment (Accident Compensation) Recommendation, 1925
26. Migration (Protection of Females at Sea) Recommendation, 1926
27. Repatriation (Ship Masters and Apprentices) Recommendation, 1926
28. Labour Inspection (Seamen) Recommendation, 1926
29. Sickness Insurance Recommendation, 1927
30. Minimum Wage-Fixing Machinery Recommendation, 1928
31. Prevention of Industrial Accidents Recommendation, 1929
32. Power-driven Machinery Recommendation, 1929
33. Protection against Accidents (Dockers) Reciprocity Recommendation, 1929
34. Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929
35. Forced Labour (Indirect Compulsion) Recommendation, 1930
36. Forced Labour (Regulation) Recommendation, 1930
37. Hours of Work (Hotels, etc.) Recommendation, 1930
38. Hours of Work (Theatres, etc.) Recommendation, 1930
39. Hours of Work (Hospitals, etc.) Recommendation, 1930
40. Protection against Accidents (Dockers) Reciprocity Recommendation, 1932
41. Minimum Age (Non-Industrial Employment) Recommendation, 1932
42. Employment Agencies Recommendation, 1933
43. Invalidity, Old-Age and Survivors' Insurance Recommendation, 1933
44. Unemployment Provision Recommendation, 1934
45. Unemployment (Young Persons) Recommendation, 1935
46. Elimination of Recruiting Recommendation, 1936
47. Holidays with Pay Recommendation, 1936
48. Seamen's Welfare in Ports Recommendation, 1936
49. Hours of Work and Manning (Sea) Recommendation, 1936
50. Public Works (International Co-operation) Recommendation, 1937
51. Public Works (National Planning) Recommendation, 1937

52. Minimum Age (Family Undertakings) Recommendation, 1937
53. Safety Provisions (Building) Recommendation, 1937
54. Inspection (Building) Recommendation, 1937
55. Co-operation in Accident Prevention (Building) Recommendation, 1937
56. Vocational Education (Building) Recommendation, 1937
57. Vocational Training Recommendation, 1939
58. Contracts of Employment (Indigenous Workers) Recommendation, 1939
59. Labour Inspectorates (Indigenous Workers) Recommendation, 1939
60. Apprenticeship Recommendation, 1939
61. Migration for Employment Recommendation, 1939
62. Migration for Employment (Co-operation between States) Recommendation, 1939
63. Control Books (Road Transport) Recommendation, 1939
64. Night Work (Road Transport) Recommendation, 1939
65. Methods of Regulating Hours (Road Transport) Recommendation, 1939
66. Rest Periods (Private Chauffeurs) Recommendation, 1939
67. Income Security Recommendation, 1944
68. Social Security (Armed Forces) Recommendation, 1944
69. Medical Care Recommendation, 1944
70. Social Policy in Dependent Territories Recommendation, 1944
71. Employment (Transition from War to Peace) Recommendation, 1944
72. Employment Service Recommendation, 1944
73. Public Works (National Planning) Recommendation, 1944
74. Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945
75. Seafarers' Social Security (Agreements) Recommendation, 1946
76. Seafarers (Medical Care for Dependants) Recommendation, 1946
77. Vocational Training (Seafarers) Recommendation, 1946
78. Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946
79. Medical Examination of Young Persons Recommendation, 1946
80. Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946
81. Labour Inspection Recommendation, 1947
82. Labour Inspection (Mining and Transport) Recommendation, 1947
83. Employment Service Recommendation, 1948
84. Labour Clauses (Public Contracts) Recommendation, 1949
85. Protection of Wages Recommendation, 1949
86. Migration for Employment Recommendation (Revised), 1949
87. Vocational Guidance Recommendation, 1949
88. Vocational Training (Adults) Recommendation, 1950
89. Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951
90. Equal Remuneration Recommendation, 1951
91. Collective Agreements Recommendation, 1951
92. Voluntary Conciliation and Arbitration Recommendation, 1951
93. Holidays with Pay (Agriculture) Recommendation, 1952
94. Co-operation at the Level of the Undertaking Recommendation, 1952
95. Maternity Protection Recommendation, 1952
96. Minimum Age (Coal Mines) Recommendation, 1953
97. Protection of Workers' Health Recommendation, 1953
98. Holidays with Pay Recommendation, 1954
99. Vocational Rehabilitation (Disabled) Recommendation, 1955
100. Protection of Migrant Workers (Underdeveloped Countries) Recommendation, 1955
101. Vocational Training (Agriculture) Recommendation, 1956
102. Welfare Facilities Recommendation, 1956
103. Weekly Rest (Commerce and Offices) Recommendation, 1957
104. Indigenous and Tribal Populations Recommendation, 1957

105. Ships' Medicine Chests Recommendation, 1958
106. Medical Advice at Sea Recommendation, 1958
107. Seafarers' Engagement (Foreign Vessels) Recommendation, 1958
108. Social Conditions and Safety (Seafarers) Recommendation, 1958
109. Wages, Hours of Work and Manning (Sea) Recommendation, 1958
110. Plantations Recommendation, 1958
111. Discrimination (Employment and Occupation) Recommendation, 1958
112. Occupational Health Services Recommendation, 1959
113. Consultation (Industrial and National Levels) Recommendation, 1960
114. Radiation Protection Recommendation, 1960
115. Workers' Housing Recommendation, 1961
116. Reduction of Hours of Work Recommendation, 1962
117. Vocational Training Recommendation, 1962
118. Guarding of Machinery Recommendation, 1963
119. Termination of Employment Recommendation, 1963
120. Hygiene (Commerce and Offices) Recommendation, 1964
121. Employment Injury Benefits Recommendation, 1964
122. Employment Policy Recommendation, 1964
123. Employment (Women with Family Responsibilities) Recommendation, 1965
124. Minimum Age (Underground Work) Recommendation, 1965
125. Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965
126. Vocational Training (Fishermen) Recommendation, 1966
127. Co-operatives (Developing Countries) Recommendation, 1966
128. Maximum Weight Recommendation, 1967
129. Communications within the Undertaking Recommendation, 1967
130. Examination of Grievances Recommendation, 1967
131. Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967
132. Tenants and Share-croppers Recommendation, 1968
133. Labour Inspection (Agriculture) Recommendation, 1969
134. Medical Care and Sickness Benefits Recommendation, 1969
135. Minimum Wage Fixing Recommendation, 1970
136. Special Youth Schemes Recommendation, 1970
137. Vocational Training (Seafarers) Recommendation, 1970
138. Seafarers' Welfare Recommendation, 1970
139. Employment of Seafarers (Technical Developments) Recommendation, 1970
140. Crew Accommodation (Air Conditioning) Recommendation, 1970
141. Crew Accommodation (Noise Control) Recommendation, 1970
142. Prevention of Accidents (Seafarers) Recommendation, 1970
143. Workers' Representatives Recommendation, 1971
144. Benzene Recommendation, 1971
145. Dock Work Recommendation, 1973
146. Minimum Age Recommendation, 1973
147. Occupational Cancer Recommendation, 1974
148. Paid Educational Leave Recommendation, 1974
149. Rural Workers' Organisations Recommendation, 1975
150. Human Resources Development Recommendation, 1975
151. Migrant Workers Recommendation, 1975
152. Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976
153. Protection of Young Seafarers Recommendation, 1976
154. Continuity of Employment (Seafarers) Recommendation, 1976
155. Merchant Shipping (Improvement of Standards) Recommendation, 1976
156. Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977

157. Nursing Personnel Recommendation, 1977
158. Labour Administration Recommendation, 1978
159. Labour Relations (Public Service) Recommendation, 1978
160. Occupational Safety and Health (Dock Work) Recommendation, 1979
161. Hours of Work and Rest Periods (Road Transport) Recommendation, 1979
162. Older Workers Recommendation, 1980
163. Collective Bargaining Recommendation, 1981
164. Occupational Safety and Health Recommendation, 1981
165. Workers with Family Responsibilities Recommendation, 1981
166. Termination of Employment Recommendation, 1982
167. Maintenance of Social Security Rights Recommendation, 1983
168. Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983
169. Employment Policy (Supplementary Provisions) Recommendation, 1984
170. Labour Statistics Recommendation, 1985
171. Occupational Health Services Recommendation, 1985
172. Asbestos Recommendation, 1986
173. Seafarers' Welfare Recommendation, 1987
174. Repatriation of Seafarers Recommendation, 1987
175. Safety and Health in Construction Recommendation, 1988
176. Employment Promotion and Protection against Unemployment Recommendation, 1988
177. Chemicals Recommendation, 1990
178. Night Work Recommendation, 1990
179. Working Conditions (Hotels and Restaurants) Recommendation, 1991
180. Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992
181. Prevention of Major Industrial Accidents Recommendation, 1993
182. Part-Time Work Recommendation, 1994
183. Safety and Health in Mines Recommendation, 1995
184. Home Work Recommendation, 1996
185. Labour Inspection (Seafarers) Recommendation, 1996
186. Recruitment and Placement of Seafarers Recommendation, 1996
187. Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996
188. Private Employment Agencies Recommendation, 1997
189. Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998
190. Worst Forms of Child Labour Recommendation, 1999
191. Maternity Protection Recommendation, 2000
192. Safety and Health in Agriculture Recommendation, 2001
193. Promotion of Cooperatives Recommendation, 2002
194. List of Occupational Diseases Recommendation, 2002
195. Human Resources Development Recommendation, 2004
196. Work in Fishing Recommendation, 2005
197. Promotional Framework for Occupational Safety and Health Recommendation, 2006
198. Employment Relationship Recommendation, 2006
199. Work in Fishing Recommendation, 2007
200. HIV and AIDS Recommendation, 2010
201. Domestic Workers Recommendation, 2011
202. Social Protection Floors Recommendation, 2012
203. Forced Labour (Supplementary Measures) Recommendation, 2014

APPENDIX 3

SELECT BIBLIOGRAPHY

In order to keep the readers well informed of the latest available literature on labour matters, the first 'Select Bibliography' was included in the 1948-49 edition of the Year Book. Since then it is being updated and published in the successive editions. In this issue of the Year Book an effort has been made to include as much bibliographical information pertaining to the Year 2014 as possible. For a list of previous publications, earlier editions of the Year Book may be consulted.

1. PUBLICATIONS, REPORTS, ETC, OF THE CENTRAL GOVERNMENT AND ILO

Ministry of Labour and Employment

- Annual Report of the Ministry of Labour 2014-2015.
- 2nd Labour Commission Report.

Directorate General of Mines Safety, Dhanbad

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Directorate General of Employment and Training, New Delhi

- Monthly Highlights of Employment and Unemployment.
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Ministry of Railways

- Annual Report and Accounts of Indian Railways, 2013-14.

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- Indian Labour Journal (Monthly).
- Indian Labour Year Book 2011 and 2012
- Statistics on Industrial Disputes, Closure, Retrenchment and Lay-off in Industries in India during the year 2012
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- Wage Rates in Rural India 2014-2015 (Agricultural Year)
- Annual Survey of Industries 2011-2012 (Vol.I.) Statistics on Employment and Labour Cost
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- Ninth Digest of Indian Labour Research 2010
- Report on the Working of the Minimum Wages Act, 1948 for the year 2013

V.V. Giri National Labour Institute, Noida

- A Study of Welfare Measures for Beedi Workers in Bangalore and Hyderabad Regions
- Bharat main Private Suraksha Agencies Dwara Niyojit Suraksha Garud
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- Employment and Social Protection of Cashew Workers in India With Special Reference to Kerala
- Labour & Development (a bi-annual journal)
- Awards Digest (a bi-monthly journal)

- Shram Vidhan (a bi-monthly Hindi journal)
- VVGNI Indradhanush (a bi-monthly newsletter)
- Child Hope (a quarterly newsletter)
- Marine Fishery Industry and Marine Fish Workers in India: A Study with Special Reference to Exploring Employment Potentials in the Sector
- Child Labour and Legislative Framework
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- Social Security for International Labour Migrants: Issues and Policy Options
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- Fundamental Principles and Rights at Work and Informal Economy in India: Trends, Initiatives and Challenges
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Directorate of Economics and Statistics, Andhra Pradesh

Price Wage and Index Numbers

Directorate of Economics and Statistics, Bihar

Bihar at a Glance

Bihar Statistical Hand Book

Directorate of Economics and Statistics, Gujarat

Socio Economic Review

Statistical Outline Gujarat

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Index of Industrial Production in Goa

Directorate of Economics and Statistics, Himachal Pradesh

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Directorate of Economics and Statistics, Jammu & Kashmir

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J&K in Indian Economy

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Hand Book of Basic Statistics of Maharashtra State

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Economy in Figures

Directorate of Economics and Statistics, Manipur

Economic Survey

Price Statistics of Manipur

Directorate of Economics and Statistics, Rajasthan

Economic Review

Directorate of Economics and Statistics, Tamil Nadu

Statistical Hand Book of Tamil Nadu

Directorate of Economics and Statistics, Delhi

Labour Statistics

Government of Tripura

Labour in Tripura

Government of Orissa

Labour Statistics

Directorate of Economics and Statistics, Uttar Pradesh

Statistical Abstract, Uttar Pradesh

District Statistical Handbook

3. LIST OF SELECTED JOURNALS OF LABOUR INTEREST PUBLISHED IN INDIA

Name of Journal	Periodicity	Place of Publication	Language	Source
Indian Labour Journal	Monthly	Shimla	-do-	Labour Bureau, Ministry of Labour, Shimla
Monthly Coal Bulletin	-do-	Dhanbad	-do-	Director General Mines, Safety, Dhanbad
Andhra Pradesh Labour Bulletin	-do-	Hyderabad	English /Telgu/Urdu	Labour Department, Govt. of Andhra Pradesh
Shramik	-do-	Patna	Hindi	Commissioner of Labour, Govt. of Bihar
Gujarat Labour Gazette	-do-	Ahmedabad	English	Commissioner of Labour, Govt. of Gujarat
Compendium of Labour Statistics, Gujarat	Decennial	-do-	-do-	-do-
Haryana Labour Journal	Quarterly	Chandigarh	Hindi /English	Government of Haryana, Labour Department
Quarterly Labour News Bulletin	Monthly	Srinagar	English	Labour Commissioner, Govt. of J&K
Quarterly Bulletin of Economics and Statistics	Quarterly	Ahmedabad	-do-	Government of Gujarat
The Kerala Labour Gazette	Monthly	Thiruvananthapuram	Malayalam	Commissioner of Labour, Govt. of Kerala
Thozhil Rangam	Bi-Monthly	-do-	Malayalam	Commissioner of Labour, Govt. of Kerala
Karnataka Labour Journal	-do-	Bangalore	English/ Kannada	Government of Karnataka, Department of Labour
Quarterly Bulletin of Economics and Statistics	Quarterly	Bangalore	English	Government of Karnataka
Madhya Pradesh Labour Gazette	-do-	Indore	English/ Hindi	Labour Commissioner, Govt. of Madhya Pradesh
Industrial Court Reporter	Monthly	Mumbai	English	Commissioner of Labour, Govt. of Maharashtra
Labour Gazette	Monthly	Mumbai	-do-	Commissioner of Labour, Govt. of Maharashtra
Quarterly State Employment Review	Quarterly	Mumbai	-do-	SEMI Unit at State Directorate of Employment, Maharashtra
Rajasthan Shram Patrika	-do-	Jaipur	English/ Hindi	Labour Commissioner Govt. of Rajasthan
Pragati Vivran	Annual	Jaipur	Hindi	-do-
Quarterly Bulletin of Economics and Statistics	Quarterly	Mumbai	English	Commissioner of Labour, Director of Employment, Government of Maharashtra
Shramik	Monthly	Bhubaneshwar	Hindi	Labour Commissioner, Govt. of Orissa
Quarterly Bulletin of Economics and Statistics	Quarterly	Bhubaneshwar	English	Government of Orissa
Tamil Nadu Labour Journal	Monthly	Chennai	English / Tamil	Commissioner of Labour, Govt. of Tamil Nadu

Name of Journal	Periodicity	Place of Publication	Language	Source
Uzharppavar Ulagam (Workers World)	Quarterly	-do-	Tamil	-do-
Shramjivi	Monthly	Lucknow	Hindi	Directorate of Information, U.P
Labour Bulletin	Monthly	Kanpur	English	Commissioner of Labour, Government of U.P
Quarterly Bulletin of Economics and Statistics	Quarterly	-do-	-do-	Labour Department, Government of U.P
West Bengal Labour Gazette	Monthly	Kolkata	-do-	Labour Department, Govt. of West Bengal
Punjab Labour Journal	Monthly	Chandigarh	-do-	Labour Department, Govt. of Punjab
Punjab Labour News Bulletin	Monthly	-do-	-do-	Labour Commissioner, Govt. of Punjab
Quarterly Bulletin of Economics and Statistics	Quarterly	-do-	-do-	Labour Commissioner, Govt. of Punjab
Labour Statistics	Annual	Delhi	-do-	Labour Commissioner, Delhi Administration
Review of the Working of Employment Exchanges Act	Quarterly	-do-	-do-	Directorate of Employment and Training, Ministry of Labour
Employment Market	-do-	-do-	-do-	-do-
News Digest	-do-	-do-	-do-	-do-
Labour Law Journal	Monthly	Chennai	-do-	Chennai
Industrial Relations	Fortnightly	Kolkata	-do-	Journal of the Indian Institute of Personnel Management
Ispat Samachar	Monthly	-do-	English/Hindi/Bengali	Indian Iron and Steel Company, Burnpur
Durgapur Steel Tidings	Quarterly	-do-	English	Durgapur Steel Plant
Durgapur Ispat Darpan	Quarterly	-do-	Hindi	-do-
Ispat Sambad	Monthly	-do-	English	-do-
Hind Mazdoor	Monthly	Mumbai	English	Hind Mazdoor Sabha, Nagindas Chambers
Maharashtra Mazdoor	-do-	-do-	-do-	Maharashtra State Council of the Sabha (HMS)
Mill Mazdoor	-do-	-do-	Hindi	Mill Mazdoor Sabha (HMS)
Chemical Mazdoor	Monthly	-do-	Marahti	Chemical Mazdoor Sabha, (HMS)
Sagar Deep	Monthly	-do-	-do-	Transport and Dock Workers Union (HMS)
Film Mazdoor Patrika	Quarterly	-do-	-do-	Indian Motion Picture Employees Union (HMS)
HMS Bulletin	Monthly	Mumbai/ Delhi	English/Hindi	Hind Mazdoor Sabha, Mumbai
Oceanite	Monthly	-do-	English	Maritime Union of India(HMS)

Name of Journal	Periodicity	Place of Publication	Language	Source
Labour Bulletin	Monthly	Bhubaneshwar	-do-	Labour Commissioner, Government of Orissa
Trade Union Builder	Not periodic	Mumbai	-do-	Metal and Engineering Kamgar Sabha (HMS)
Railway Sentinal	Monthly	Mumbai	-do-	Western Railway Employees' Union Mumbai (HMS)
Mazdoor	Monthly	Mumbai	Gujarati	Baroda City Labour Council (HMS)
Brooke Bond Mazdoor Patrika	Not periodic	Nagpur	Marathi	Brooke Bond Karamchari Samidhi Samittee (HMS)
Ukkina Varthe	Monthly	-	Kannada	Mysore Iron and Steel Ltd., Bhadravati
Safety Magazine	Quarterly	-	Kannada/English	Mysore Iron and Steel Ltd., Bhadravati
Sphere	Bi-Monthly	New Delhi	English/Hindi	Fertilizer Corporation of India, Nangal Unit
Urvarak Samachar	Monthly	Gorakhpur	-do-	Fertilizer Corporation of India, Gorakhpur Unit
Talcher News	Bi-Monthly	Talcher	-do-	Fertilizer Corporation of India, Talcher Unit
Communiqué	Monthly	Talcher	Oriya/English	Fertilizer Corporation of India, Talcher Unit
Sahayoga	Fortnightly	Rourkela	English/Oriya/Hindi	Hindustan Steel Ltd., Rourkela Steel Plant
Rourkela News	Monthly	Rourkela	English/ Oriya	-do-
Safety News	Monthly	Rourkela	English	-do-
Tisco News	Bi-Monthly	Jamshedpur	-do-	The Tata Iron & Steel Co. Ltd.,
Tisco Samachar	Bi-Monthly	-do-	Hindi	-do-
Khas Baat	Fortnightly	-do-	-do-	-do-
Mazdoor Awaz	Monthly	-do-	English	-do-
Supervisors Newsletter	Bi-monthly	-do-	-do-	-do-
Taal Mel	Fortnightly	-do-	Hindi	-do-
Planter's Chronicle	Fortnightly	Coonoor	English	United Planter's Asso. of India
Sindri News	Bi-Monthly	Sindri	-do-	Fertilizer Corporation of India, Ltd., Sindri Unit, Bihar
Sindri Samachar	Monthly	-do-	Hindi	Fertilizer Corporation of India, Ltd., Sindri Unit, Bihar
Namrup News	Bi-Monthly	Namrup	English	Fertilizer Corporation of India, Ltd., Namrup Unit
Kadarkanni	Monthly	Chennai	Tamil	Madras Dock Labour Board
Chennai Thuraimugam	Bi-Monthly	-do-	-do-	Madras Dock Labour Board
Chennai Port	Bi-Monthly	-do-	Tamil/English/Hindi	Madras Dock Labour Board
Bombay Tower	Bi-Monthly	Mumbai	English/Hindi Marathi	Fertilizer Corporation of India, Ltd., Trombay Unit, Maharashtra

Name of Journal	Periodicity	Place of Publication	Language	Source
Barauni News	Quarterly	Barauni Urvarak Nagar	English	Fertilizer Corporation of India Ltd., Barauni Division, Bihar
Annapurana	Quarterly	Ramagundam	English/Telugu	Fertilizer Corporation of India Ltd., Ramagundam Division
Rudrama	Quarterly	-	Telugu	Fertilizer Corporation of India Ltd., Ramagundam Division
Fertilizer Digest	Bi-Monthly	-	Hindi and English	Fertilizer Corporation of India Ltd., Central Office New Delhi
Durgapur Fertilizer Journal	Quarterly	Durgapur	-do-	Fertilizer Corporation of India Ltd., Durgapur Unit
Visakha Revu Patrika	Four-monthly	Visakhapatnam	Telugu	Visakhapatnam
BSP Magazine	Quarterly	Bhilai	English	Bhilai Steel Plant, Bhilai
Ispat Vihangam	-do-	-do-	Hindi	-do-
Spot Light	Monthly	-do-	English	-do-
Prakarima	Monthly	-do-	Hindi	-do-
Steel Bulletin	Fortnightly	-do-	English/Hindi	-do-
The Lagoon	Half Yearly	Mangalore	English/Hindi/kannada	New Mangalore Port Trust
Girini Samachar	Monthly	Mumbai	Marathi	Millowners Association
BGML News Bulletin	-	-	Hindi/English/Tamil	Bharat Gold Mines Ltd. Karnataka
Personnel News	Quarterly	Bokaro Steel City	English	Personnel Department, Bokaro Steel Plant, Bokaro Steel City
Bokaro News	Bi-Monthly	-do-	-do-	Public Relations Department, Bokaro Steel Plant, Bokaro
Bokaro Samacharika	Fortnightly	-do-	Hindi	-do-
Management Bulletin	Quarterly	-do-	English	Management, Development and Training Department, Bokaro Steel Plant, Bokaro
Indian Journal of Labour Economics	Quarterly	Lucknow	English	Indian Journal of Labour Economics, Department of Economics, University of Lucknow
The Journal of the National Institute of Labour Management	Quarterly	Mumbai	-do-	The National Institute of Labour Management, Mumbai
VISL News	Quarterly	Bhadravati	-do-	Visvesvaraya Iron and Steel Plant
VISL Varthe	Quarterly	-do-	Kannada	-do-
Vocational Bulletin	Monthly	Panaji-Goa	English	Commissioner of Labour and Employment, Govt. of Goa
Productivity Journal	Quarterly	New Dehli	-do-	National Productivity Council of India, Golf Link, New Delhi
Productivity News	Monthly	New Delhi	-do-	-do-

Name of Journal	Periodicity	Place of Publication	Language	Source
Utpadkta	Monthly	-do-	Hindi	-do-
Workers Education	Quarterly	Nagpur	English	Central Board for Workers' Education
Indian Journal of Industrial Relations	Quarterly	Delhi	-do-	Shri Ram Centre for Industrial Relation and Human Resources
Indian Worker	Weekly	-do-	-do-	Indian National Trade Union Congress, New Delhi
Awards Digest	Monthly	Delhi	English	V.V.Giri National Labour Institute, Noida
V.V.Giri NLI News-letters	Monthly	-do-	-do-	-do-
Shram Vidhan	Bi-Monthly	-do-	Hindi	-do-
Mines Safety Digest	Quarterly	Dhanbad	English	Director, National Council for Safety in Mines
Smriti	Quarterly	Korba	English/Hindi	Fertilizer Corporation of India Ltd., Korba Division
Guriti	Quarterly	Korba	English/Hindi	-do-
Trade Union Record	Fortnightly	Delhi	English	All India Trade Union Congress
Current Labour Reports	Monthly	Mumbai	-do-	Current Labour Reports, Labour Law Agency, B-19, Arun Chambers, Tardeo Road, Mumbai-34
HGML Bulletin	Quarterly	Hutti	English/Kannada	Hutti Gold Mines Ltd.,
Industrial Safety News	Monthly	Mumbai	English	National Safety Council
Industrial Safety Chronicle	Quarterly	-do-	-do-	-do-
CBWE News letter	Monthly	Nagpur	-do-	Central Board for Workers Education
CBWE Samachar	Monthly	-do-	Hindi	-do-
Apna Port	Quarterly	Mumbai	Hindi/Marathi	Mumbai Port Trust
Suraksha Samachar	Quarterly	-do-	Hindi/Marathi	-do-
Hindi Samachar	Monthly	-do-	Hindi	-do-
Goenchim	Monthly	Mormugao	Hindi/Marathi/English	Mormugao Port Trust
CRISP	Weekly	Burnpur	English	Burnpur Steel Plant
IISCO Samachar	Weekly	Burnpur	Hindi/Bengali	Burnpur Steel Plant

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