

INDIAN LABOUR YEAR BOOK 2015



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

PREFACE

The 61st issue of Indian Labour Year Book covers the major developments in the labour-related areas, 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 contains 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.

This issue also dwells on the various welfare programmes and policies launched and implemented by the Government for welfare and upliftment of labour class in terms of health, safety, housing, social security and other incidental benefits.

Various Central and State Governments agencies have played an important role in bringing out this publication by responding positively to our request to furnish the requisite information in timely manner. I express my sincere thanks to them for their support and co-operation in compilation of the report. I also place on record my appreciation to the team of officials of the Labour Bureau, Shimla for their pro-active and untiring follow-up and neat compilation of the useful labour-related data in one place. I wish them success in their continuous endeavor to compress the time within which the publication is released so as to evince greater interest of the policy-makers and researchers.

Suggestions for further improvement of the publication are welcome.

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CHAPTER 1

EMPLOYMENT AND TRAINING

In India, like other developing countries, the growth of labour force is accelerating and will remain high for quite sometime. Hence, employment led rapid economic growth which not only improves income but also working conditions of the workers is hugely important. State intervention in labour markets has served to promote employment and its quality as well. While direct employment programmes were taken up to promote jobs in rural areas, employment oriented policies were adopted for this purpose in the public sector. We need to create jobs, and that too quality jobs, to tackle the problems of poverty and unemployment. Much of this will depend on upgrading the quality of labour force by pursuing suitable education and skill development policies. An increase in overall productivity and skill upgradation will lead to progressive absorption of large number of workers from informal or unorganized sector to the formal or organized sector and ensure rapid economic growth. In the context of economic growth, one must bear in mind that labour plays a dual role. It is an important and major contributor to the process of growth along with capital, entrepreneurship and land. Secondly, with improved living standards labour acts as a major source of demand for goods and services produced in the growth process.

Employment Generation is the first priority for Government of India. After going through a decade of jobless growth our Government is working on a comprehensive strategy to bring employment to the core of our development strategy, promoting industrial activity through Make in India, enhancing employability through Skill India and encouraging innovation and entrepreneurship through Start up India, are a few examples of transformative initiative that the Government has taken in last two years. The Ministry of Labour and Employment is committed towards job security, wage security and social security for each and every worker. The Ministry is working on reforms for bringing transparency and accountability in enforcement of labour laws. On the other hand Ministry has taken important initiatives to realize and establish the dignity and respect for each and every worker in the country through provision of social security benefits and enhancing the avenues and quality of employment.

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 (EUS) Surveys. So far, five annual employment-unemployment surveys have been conducted by Labour Bureau for the years 2010-11, 2011-12, 2012-13, 2013-14 & 2015-16.

In the EUS, Labour Force Estimates are derived based on two approaches namely Usual Principal Status (UPS) Approach and Usual Principal and Subsidiary Status (UPSS) Approach. Accordingly, Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR) and Unemployment Rate (UR) based on Usual Principal Status (UPS) approach and Usual Principal and Subsidiary Status (UPSS) approach for persons aged 15 years & above are estimated on an annual basis.

Labour Force Participation Rate (LFPR) based on second, third and fourth Annual Employment-Unemployment Surveys according to Usual Principal Status (UPS) is as below.

(in Percentage)

Approaches	Survey	Labour Force Participation Rate		
		Male	Female	Person
UPS	Second EUS (2011-12)	77.4	25.4	52.9
	Third EUS (2012-13)	76.6	22.6	50.9
	Fourth EUS (2013-14)	74.4	25.8	52.5

Worker Population Ratio (WPR) based on second, third and fourth Annual Employment-Unemployment Surveys according to Usual Principal Status (UPS) is as below.

(in Percentage)

Approaches	Survey	Worker Population Ratio		
		Male	Female	Person
UPS	Second EUS (2011-12)	75.1	23.6	50.8
	Third EUS (2012-13)	73.5	20.9	48.5
	Fourth EUS (2013-14)	71.4	23.8	49.9

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

(in percentage)

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

Quarterly Quick Employment Surveys (QES) - Labour Bureau has been conducting Quarterly Quick Employment Surveys in the selected labour-intensive and export-oriented sectors namely textiles including apparels, metals, gems & jewellery, automobiles, transport, IT/BPO, leather and handloom/power loom to assess the effect of economic slowdown on employment in India since September, 2008. Upto December, 2015, 28 Quarterly Employment Surveys on changes in Employment have been conducted by Labour Bureau. The Latest survey covered quarterly period from October, 2015 to December, 2015.

The detail of employment changes as per this survey is provided in the last column of the table. Also, the changes in employment during January, 2015 to December, 2015 (Four Quarters of the 2015 each) as per various QES surveys are given in Table 1.02.

Table 1.02
Changes in Employment under QES Surveys during 2015

(in Lakhs)					
Sl. No.	Industry/ Group	Mar, 15 over Dec, 14	June,15 over Mar,15	Sept, 15 over June, 15	Dec,15 over Sept,15
1	Textiles	0.24	-0.17	0.28	0.37
2	Leather	-0.08	0.08	-0.01	-0.07
3	Metal	0.01	0	0.48	-0.12
4	Automobile	0.2	-0.18	0.03	-0.13
5	Gems & Jewellery	-0.06	-0.03	-0.02	-0.08
6	Transport	-0.02	-0.02	0.01	-0.01
7	IT/BPO	0.37	-0.05	0.58	-0.14
8	Handloom/ Powerloom	-0.02	-0.06	-0.01	-0.02
Total (Quarter wise)		0.64	-0.43	1.34	-0.2
Total (Year wise)			1.35		

According to the survey results, overall estimated employment in all the selected eight (8) sectors viz. Textiles including apparels, metals, gems & jewellery, automobiles, transport, IT/BPO, leather and handloom/power loom has decreased by 20 thousand during the quarter ended Dec, 2015 over Sept, 2015 but has experienced a net addition of 1.35 Lakh (Persons) starting from the January, 2015 to December, 2015.

Since, the scope of QES as well as size of the sample is limited. The new series of QES (named as Revamped QES) has been launched in 2016. It will be providing quick employment figures for the entire country on a quarterly basis since this survey will be covering all the important sectors like manufacturing, services, construction, education, IT and transport.

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 2015-16, 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	2.96

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 March 31st)

Sl. No.	Industry / Branch	2006	2007	2008	2009	2010	2011	2012
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 31st)

Sl. No.	Industry / Branch	2006	2007	2008	2009	2010	2011	2012
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 31st)

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
2012	144.6	31.5	176.1	90.70	29.00	119.70	235.30	60.50	295.80

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, in respect of J&K, Manipur and Daman & Diu in 2012.

Source : Ministry of Labour and Employment (DGE&T) ; Economic Survey 2015-16

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 2012 & 2013 is given in Table 1.07.

Table: 1.07

Number of Working Factories and Estimated Average Daily Employment during 2012 & 2013

State/Union Territory	Number of working Factories		Estimated average daily employment	
	2012	2013	2012	2013
1	2	3	4	5
Andhra Pradesh	35689	21129	1161114	605328
Assam	3730	4093	174950	196520
Bihar	8847	9318	168175	187864
Chattisgarh	3257	3437	235239	263889
Goa	692	704	70454	71288
Haryana	10986	11271	822131	837221
Himachal Pradesh	..	..	..	..
Madhya Pradesh	..	..	..	..
Maharashtra	37414	..	2089146	..
Manipur	..	..	..	..
Meghalaya	147	152	9145	10447
Nagaland	161	..	3413	..
Odisha	..	..	..	..
Punjab	..	..	..	..
Rajasthan	12559	12932	691381	497323
Tamil Nadu	39489	..	1577313	..
Tripura	1549	1533	57791	56289
Uttarakhand	..	..	..	..
Uttar Pradesh	..	..	..	..
Jammu&Kashmir	..	..	..	..
West Bengal	..	..	..	..
Jharkhand	..	5674	..	257107
Karnataka	..	..	..	..
Kerala	..	..	..	..
Gujarat	..	..	..	..
A&N Islands	44	..	5677	..
Chandigarh	434	425	12506	12407
Delhi	..	..	..	..
D&N Haveli	4133	..	174400	..
Puducherry	2030	2035	82648	80310
Telangana	..	14790	..	583144
Total	161161	87493	7335483	3659137

Note:- .. Not available

Source: Annual Returns under the Factories Act, 1948.

It may be seen from Table 1.07 that during 2012 & 2013 the total number of working factories was 161161 and 87493 with an estimated average daily employment of 7.34 million and 3.66 million respectively. The number of working factories was the highest in Tamilnadu & Andhra Pradesh during 2012 and 2013, while average daily employment was the highest in Maharashtra & Haryana during 2012 and 2013.

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 1998-2013 the employment data in various Plantations are given in Table 1.09.

Table 1.09
Employment in various Plantations during 1998 to 2013

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
2013	8,46,068	16,551	15,208	5,261	8,83,088

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 4.60 lakh (including Gramin Dak Sewak) as on 31st March, 2014.

(ii) 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, 2014, there were 1334.2 thousand regular employees as against 1307.1 thousand as on 31st, March, 2013.

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	1176.1	112.6	1306.0
2012-13	17.0	1196.6	93.5	1307.1
2013-14	17.1	1188.3	128.9	1334.2

Source: Indian Railways Annual Report and Accounts.

Number of Scheduled Castes and Scheduled Tribes employees on the rolls of the Indian Railways as on 31.3.2013 and 31.3.2014 (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 31.3.2013 and 31.3.2014

Category	Number of Scheduled Castes employees		Number of Scheduled Tribes employees	
	As on 31.3.2013	As on 31.3.2014	As on 31.3.2013	As on 31.3.2014
1	2	3	4	5
Group A	1,117 (12.53%)	1,162 (12.77%)	666 (7.47%)	647 (7.11%)
Group B	1,401 (17.35%)	1,510 (18.93%)	567 (7.02%)	611 (7.66%)
Group C**	1,87,447 (14.87%)	1,13,208 (16.50%)	94,345 (7.48%)	1,01,518 (7.85%)
Group D (Safaiwalas)	14,161 (48.34%)	11,717 (47.57%)	1,510 (5.15%)	1,445 (5.87%)
Grand Total	2,04,126 (15.61%)	2,27,597 (17.06%)	97,088 (7.43%)	1,04,221 (7.81%)

** Group 'C' including erstwhile Group 'D' other than Safaiwala.

Note: - Figures mentioned in brackets indicate the percentage of SCs/STs to the total number of employees.

Source:- Indian Railways, Annual Report and Accounts, 2013-14.

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 2014

Maritime/State	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Kolkata	11099	10494	9931	9619	9489	9173	8678	8179	7715	7181
Paradip	3306	3158	3013	2910	2851	2761	2634	2437	2234	2015
Visakhapatnam	5550	5216	5208	5069	5052	4877	4584	4189	4941	4703
Chennai	8842	8582	9755	9065	8117	8020	7774	7511	6582	5991
Tuticorin	2589	2574	2407	2259	2224	2191	2079	1954	1813	1646
Cochin	3959	3849	4822	4306	4103	3948	3749	3005	2766	2530
New Mangalore	1985	1908	1862	1770	1819	1719	1636	1544	1435	1332
Mormugao	3243	3135	3082	3018	2967	2891	2817	2665	2538	2330
J.L Nehru	1791	1779	1766	1763	1746	1739	1730	1718	1706	1697
Mumbai	19388	19682	14935	14481	14296	14059	13391	16379	15358	12017
Kandla	3574	3506	3414	4237	4149	4008	3774	4500	4221	3299
Ennore	21	20	45	59	65	86	88	94	100	102
Total	65347	63903	60211	58556	56878	55472	52934	54175	51409	44843

Table 1.15
Employment in non-major ports as on 31st March 2005 to 2014

Maritime/State	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Andhra Pradesh	66	57	57	69	269	269	269	1153	1195	1195
Tamil Nadu	89	68	68	62	60	60	51	56	28	35
Pondicherry	75	75	42	33	59	59	66	60	485	485
Karnataka	105	109	103	55	146	145	145	*	*	124
Kerala	121	121	185	191	175	175	195	136	133	683
Maharashtra	154	154	154	153	130	84	84	158	361	117
Gujarat	1816	1265	1743	1718	1650	1590	981	1886	1814	1723
Goa	139	134	133	146	140	140	141	148	155	144
A & N Islands	468	452	447	452	454	454	448	422	425	641
Lakshadweep	217	NA	NA	NA	NA	NA	NA	NA	NA	111
Daman & Diu	22	22	22	22	22	22	22	13	10	10
Orissa	NA	NA	NA	118	118	118	118	NA	367	759
Total	3272	2457	2954	3019	3223	3116	2520	4032	4973	6027

Table 1.16
Number of Dock Worker as on 31st March 2005 to 2014

Major Ports	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Kolkata Dock System	1034	715	543	40	177	140	100	215	181	173
Visakhapatnam	1386	1360	1322	125	NA	978	859	874	846	892
Mumbai	NA	NA	NA	NA	NA	NA	2586	NA	NA	2456
Kandla	833	814	971	NA	NA	NA	789	NA	NA	NA
Total	3253	2889	2836	166	1605	1477	4334	1089	1027	3521

Source: Employment in Docks: data.gov.in 2014

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 2014 is given in Table 1.17.

Table 1.17**No. of Establishments & the number of employees therein during 1998 to 2014**

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
2013	83,36,637	1,54,80,668
2014	78,96,718	1,70,84,166

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
2013	1312.4	141.5	10.8

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 (2010-14) more than 9.73 lakh inspections were carried out, resulting in approximately 0.24 lakh prosecutions out of which about 6101 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 ASI 2012-13 round data on employment is presented below:

Table 1.19

Sector	Average Daily Employment					
	Directly Employed			Contract Workers	All Workers	All Employees
	Men	Women	Total			
1	2	3	4	5	6	7
Overall	5378880	1229327	6608207	3443419	10051626	12950025
Public	496338	58772	555110	321304	876414	1182095
Private	4882542	1170555	6053097	3122115	9175212	11767931

N.B.- For State-wise and industry-wise break-up of data kindly refer to our publication "ASI 2012-13, 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 978 Employment Exchanges at the end of December, 2014. 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, 2014 about 3.39 lakh placed in self employment.

The Employment Service continued making efforts to cater to the special needs of vulnerable sections of the society. 21 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. 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).

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 978 Employment Exchanges functioning at the end of 2014 including 76 University Employment Information and Guidance Bureau (UEIGBX), 14 Professional and Executive Employment Exchanges, 42 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, 2014 was 482.61 lakh. As on 31.12.2014 out of total no. of 482.61 lakh job seekers on live register, 311.83 lakh are men and 170.78 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 2006 to 2014 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 2006-2014

(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	7
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
2014	978	5957.2	762.0	338.5	4220.4	48261.1

Source: Ministry of Labour and Employment, Annual Report (2015-16)

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, 2012 and 2013 is indicated in Table 1.21.

Table 1.21

Employment of Scheduled Caste / Scheduled Tribe and other Backward Class job-seekers during 2011, 2012 and 2013 (in lakh)

		2011	2012	2013
Scheduled Castes	Registration	8.82	12.75	10.25
	Placement	0.30	0.31	0.32
	Live Register	66.82	71.66	72.92
Scheduled Tribes	Registration	3.23	3.71	3.44
	Placement	0.20	0.19	0.21
	Live Register	24.04	25.31	24.87
Other Backward Classes	Registration	17.00	22.77	18.33
	Placement	0.22	0.19	0.23
	Live Register	105.76	116.71	114.14

Source: Annual Report (2015-16), 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 Oct, 2015 there were 259 disabled soldiers and 2475 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, 2015, 42 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
2013	30.49	1.9	717.3

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 NER. 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, 2008, for the whole of the country. 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 2012-13, 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 2011 and 2012. 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.

Table 1.23**Absenteeism Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the years 2011 and 2012**

Sl. No.	NIC Code	Industry	Absenteeism Rates (%)	
			2012	2011
1	2	3	4	5
1	016	Support activities to agriculture and post-harvest crop activities	7.23	5.39
2	089	Mining and quarrying, n.e.c.	5.28	6.48
3	101	Processing and preservation of meat.	6.91	7.70
4	102	Processing and preserving of fish, crustaceans and molluscs and products thereof.	6.90	8.16
5	103	Processing and preserving of fruit and vegetables.	10.68	7.27
6	104	Manufacture of vegetable and animal oils and fats.	7.77	6.69
7	105	Manufacture of dairy products.	7.29	23.31
8	106	Manufacture of grain mill products, starches and starch products.	6.81	5.85
9	107	Manufacture of other food products.	9.03	8.82
10	108	Manufacture of prepared animal feeds.	8.25	6.31
11	110	Manufacture of beverages.	7.96	7.94
12	120	Manufacture of tobacco products.	20.57	17.07
13	131	Spinning, weaving and finishing of textiles.	2.90	8.30
14	139	Manufacture of other textiles.	9.67	7.82
15	141	Manufacture of wearing apparel, except fur apparel.	8.59	10.39
16	142	Manufacture of articles of fur.	4.99	22.35
17	143	Manufacture of knitted and crocheted apparel.	6.68	6.25
18	151	Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur.	11.19	10.58
19	152	Manufacture of footwear.	13.06	5.71
20	161	Saw milling and planning of wood.	12.71	10.13
21	162	Manufacture of products of wood, cork, straw and plaiting materials.	13.56	38.68
22	170	Manufacture of paper and paper products.	8.95	8.01
23	181	Printing and service activities relating to printing.	8.43	12.06
24	182	Reproduction of recorded media.	6.28	4.64
25	191	Manufacture of coke oven products.	6.82	6.36
26	192	Manufacture of refined petroleum products.	6.82	8.54
27	201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms.	10.44	8.10
28	202	Manufacture of other chemical products.	9.87	7.30
29	203	Manufacture of man-made fibres.	11.82	7.40
30	210	Manufacture of pharmaceuticals, medicinal chemical and botanical products.	9.88	8.07
31	221	Manufacture of rubber products.	13.38	9.77
32	222	Manufacture of plastic products.	10.42	8.50
33	231	Manufacture of glass and glass products.	17.49	7.01
34	239	Manufacture of non-metallic mineral products n.e.c.	8.85	8.14
35	241	Manufacture of basic iron and steel.	8.28	8.62
36	242	Manufacture of basic precious and other non-ferrous metals.	8.76	7.82
37	243	Casting of metals.	10.09	8.80
38	251	Manufacture of structural metal products, tanks, reservoirs and steam generators.	8.77	7.70
39	252	Manufacture of weapons and ammunition	11.36	8.17
40	259	Manufacture of other fabricated metal products; metalworking service/ activities.	12.21	9.53
41	261	Manufacture of electronic components.	9.27	8.65
42	262	Manufacture of computers and peripheral equipment.	12.05	9.10

43	263	Manufacture of communication equipment.	8.25	7.54
44	264	Manufacture of consumer electronics.	13.46	7.38
45	265	Manufacture of measuring, testing, navigating and control equipment; watches & clocks.	10.44	8.35
46	266	Manufacture of irradiation, electro medical and electrotherapeutic equipment.	10.26	4.73
47	267	Manufacture of optical instruments and equipment.	7.01	5.18
48	268	Manufacture of magnetic and optical media.	11.60	11.90
49	271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus.	9.91	7.19
50	272	Manufacture of batteries and accumulators.	10.13	7.16
51	273	Manufacture of wiring and wiring devices.	12.52	8.95
52	274	Manufacture of electric lighting equipment.	10.54	9.82
53	275	Manufacture of domestic appliances.	10.07	8.53
54	279	Manufacture of other electrical equipment.	9.22	8.99
55	281	Manufacture of general purpose machinery.	9.34	7.87
56	282	Manufacture of special-purpose machinery.	9.44	8.42
57	291	Manufacture of motor vehicles.	11.53	8.05
58	292	Manufacture of bodies (coach-work) for motor vehicles; manufacture of trailers and semi-trailers.	9.48	6.99
59	293	Manufacture of parts and accessories for motor vehicles.	8.88	8.04
60	301	Building of ships and boats.	8.94	9.48
61	302	Manufacture of railway locomotives and rolling stock.	12.30	7.70
62	303	Manufacture of air and spacecraft and related machinery.	7.44	6.31
63	304	Manufacture of weapons and ammunition.	16.81	6.31
64	309	Manufacture of transport equipment n.e.c.	9.92	9.79
65	310	Manufacture of furniture 17	10.79	7.92
66	321	Manufacture of jewellery, bijouterie and related articles.	8.74	8.48
67	322	Manufacture of musical instruments.	8.74	7.15
68	323	Manufacture of sports goods.	11.54	10.66
69	324	Manufacture of games and toys.	12.16	7.99
70	325	Manufacture of medical and dental instruments and supplies.	10.24	7.82
71	329	Other manufacturing n.e.c.	15.54	9.35
72	331	Repair of fabricated metal products, machinery and equipment.	8.92	6.43
73	332	Installation of industrial machinery and equipment.	15.25	8.31
74	351	Electric power generation, transmission and distribution.	6.92	5.69
75	352	Manufacture of gas, distribution of gaseous fuels through mains.	8.32	8.02
76	353	Steam and air conditions supply.	34.52	3.66
77	360	Water Collection, treatment and supply.	5.19	3.54
78	370	Sewerage.	8.67	4.79
79	381	Waste Collection	4.35	-
80	382	Waste Treatment & Disposal	7.44	-
81	383	Materials recovery	8.06	-
82	390	Remediation activities and other waste management services	-	-
83	400	All others Manufacturing activities not described above	8.20	6.58
All India			7.17	8.90

Table 1.24**Absenteeism Rates amongst Directly Employed Regular Workers in States during 2011 and 2012**

Sl. NO.	State/Union Territory	Absenteeism Rates (%)	
		2012	2011
1	2	3	4
1	Jammu & Kashmir	5.92	5.71
2	Himachal Pradesh	14.75	9.72
3	Punjab	11.23	9.98
4	Chandigarh	8.72	5.67
5	Uttarachal	18.61	8.39
6	Haryana	9.99	10.95
7	Delhi	10.68	14.42
8	Rajasthan	1.48	9.14
9	Uttar Pradesh	9.94	9.21
10	Bihar	9.25	5.25
11	Sikikim	0.95	1.96
12	Nagaland	0.04	0.55
13	Manipur	5.20	5.80
14	Tripura	4.10	0.87
15	Meghalaya	21.78	2.67
16	Assam	4.03	5.30
17	West Bengal	9.49	8.43
18	Jharkhand	8.45	7.30
19	Orissa	6.38	9.40
20	Chattisgarh	5.51	5.23
21	Madhya pradesh	10.21	6.65
22	Gujrat	9.89	8.05
23	Daman & Diu	16.18	10.32
24	Dadar & Nagar Haveli	11.36	8.48
25	Maharashtra	11.09	11.07
26	Andhra Pradesh	5.82	5.64
27	Karnataka	8.84	9.76
28	Goa	20.28	10.05
29	Kerala	14.86	12.02
30	Tamil Nadu	7.25	7.06
31	Pondicherry	7.11	38.68
32	A & N Islands	63.79	9.88
33	Telangana	5.59	-
	All India	7.17	8.90

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 2011 and 2012, in respect of establishments covered under ASI (combined for both Census as well as Sample Sectors).

Table 1.25

Labour Turnover Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the years 2011 and 2012

Sl.No	NIC Code	Percentage of Annual Labour Turnover			
		2012		2011	
		Accession	Separation	Accession	Separation
1	2	3	4	5	6
1	016	61.37	44.47	78.92	80.64
2	089	46.10	30.45	9.91	-
3	101	12.63	8.80	13.56	11.76
4	102	33.34	30.77	38.69	32.50
5	103	18.09	15.45	15.81	16.19
6	104	17.97	16.16	23.35	19.73
7	105	9.52	7.45	15.27	9.93
8	106	28.08	22.73	28.36	27.46
9	107	21.24	17.94	23.06	21.79
10	108	9.12	8.08	12.16	7.96
11	110	11.08	10.19	11.28	9.95
12	120	7.49	7.13	8.30	8.17
13	131	17.85	12.48	12.69	12.09
14	139	16.86	14.43	16.60	15.12
5	141	23.47	20.65	33.37	31.06
16	142	0.84	4.53	99.11	-
17	143	12.84	10.98	16.63	16.26
18	151	26.13	22.09	26.82	21.57
19	152	25.67	17.81	23.26	19.09
20	161	10.27	12.90	10.90	9.81
21	162	25.60	18.62	17.26	13.99
22	170	12.47	11.51	17.23	13.48
23	181	10.48	10.80	12.41	11.93
24	182	11.07	9.23	17.78	-
25	191	6.96	5.75	8.35	9.45
26	192	8.36	7.31	5.40	7.07
27	201	9.57	9.29	13.91	11.34
28	202	12.40	10.94	10.98	9.89
29	203	10.28	9.29	7.99	8.23
30	210	13.79	16.54	17.24	13.48
31	221	15.51	13.38	18.33	16.64
32	222	16.98	13.42	16.85	14.93
33	231	9.59	10.19	13.45	13.38
34	239	11.92	11.27	14.20	14.41
35	241	10.73	9.65	9.75	9.95
36	242	11.11	7.92	11.89	11.70
37	243	18.24	16.67	17.23	14.30
38	251	11.32	12.13	16.03	14.96
39	252	13.90	15.56	26.31	-
40	259	18.48	14.78	22.44	19.82
41	261	12.68	14.57	23.33	19.15
42	262	7.67	9.84	23.39	19.99
43	263	11.52	17.31	16.66	13.18

44	264	8.20	7.86	23.83	24.91
45	265	10.80	11.19	15.34	15.42
46	266	16.34	10.69	18.68	-
47	267	15.39	15.45	9.22	-
48	268	2.61	3.91	66.67	-
49	271	11.27	12.10	16.94	14.49
50	272	25.03	20.18	16.24	14.71
51	273	13.14	14.05	11.52	10.14
52	274	13.14	10.52	15.03	17.52
53	275	21.18	17.14	24.80	21.37
54	279	17.96	17.41	19.61	18.84
55	281	11.30	14.12	15.83	12.60
56	282	12.10	13.78	19.14	16.13
57	291	36.51	40.05	32.35	25.98
58	292	11.38	12.81	16.78	13.61
59	293	18.14	14.79	22.67	16.04
60	301	4.66	5.70	7.52	9.54
61	302	10.12	12.38	15.29	12.23
62	303	16.51	7.40	12.17	-
63	304	26.28	25.10	10.14	-
64	309	21.13	12.92	24.80	23.91
65	310	22.61	20.36	17.28	16.57
66	321	14.69	13.15	14.80	10.00
67	322	19.26	27.87	3.14	-
68	323	17.57	9.90	18.25	-
69	324	12.36	15.94	7.77	-
70	325	14.35	15.51	22.50	14.71
71	329	16.59	15.18	16.02	16.21
72	331	11.58	14.63	10.81	10.42
73	332	16.36	15.82	5.94	7.33
74	351	9.74	8.90	10.44	11.86
75	352	25.93	15.47	10.89	7.47
76	353	12.07	6.03	7.92	7.92
77	360	3.89	6.43	2.43	14.26
78	370	5.96	6.22	7.90	-
79	381	8.33	8.33	-	-
80	382	12.80	9.66	-	-
81	383	4.26	5.01	-	-
82	390	-	-	-	-
83	400	14.75	11.80	17.08	13.11
All India		18.65	14.43	18.49	16.57

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 2011 and 2012**

Sl.No	State/UTs.	Percentage of Annual Labour Turnover			
		2012		2011	
		Accession	Separation	Accession	Separation
1	2	3	4	5	6
1	Jammu & Kashmir	18.43	14.60	13.08	13.39
2	Himachal Pradesh	31.02	26.63	38.78	33.54
3	Punjab	28.97	24.74	31.97	32.06
4	Chandigarh	21.41	21.16	16.11	15.81
5	Uttarachal	15.94	12.53	19.68	15.04
6	Haryana	23.77	20.49	34.87	32.53
7	Delhi	25.43	24.62	32.76	32.07
8	Rajasthan	29.91	15.88	17.12	16.94
9	Uttar Pradesh	26.99	22.11	30.82	26.89
10	Bihar	29.13	25.81	37.24	36.47
11	Sikkim	3.03	1.34	5.05	-
12	Nagaland	0.06	0.19	0.78	-
13	Manipur	0.00	0.00	2.52	-
14	Tripura	0.92	1.80	2.45	2.31
15	Meghalaya	3.39	4.94	4.05	-
16	Assam	2.78	2.34	6.59	7.47
17	West Bengal	8.86	7.38	7.97	6.86
18	Jharkhand	16.16	16.68	6.58	7.16
19	Orissa	5.28	4.25	6.54	7.11
20	Chattisgarh	7.14	10.06	12.15	10.04
21	Madhya pradesh	15.60	16.12	15.42	15.08
22	Gujrat	17.27	14.25	16.04	13.33
23	Daman & Diu	6.91	5.50	16.09	16.33
24	Dadar & Nagar Haveli	34.78	27.08	20.88	19.22
25	Maharashtra	18.08	17.56	18.75	15.59
26	Andhra Pradesh	11.79	9.43	10.35	8.72
27	Karnataka	17.55	15.87	22.50	19.97
28	Goa	18.82	20.08	25.71	28.78
29	Kerala	9.12	9.14	8.18	7.54
30	Tamil Nadu	22.01	9.60	13.91	12.20
31	Pondicherry	20.92	8.08	11.00	7.90
32	A & N Islands	26.80	27.45	29.51	32.79
33	Telangana	7.77	8.23	-	-
All India		18.65	14.43	18.49	16.57

- : 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, 2014 to December, 2014, 60,796 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 (2010-14) more than 9.73 lakh inspections were carried out, resulting in approximately 0.24 lakh prosecutions out of which about 6101 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 271 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 2860 NCLP training centres being run in the country with an enrolment of approximately 1.30 lakh children. As on September, 2015 more than 11.77 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 scheduled 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 2013 have been presented in Table Nos. 2.01 (a) and 2.01 (b) respectively.

The per capita annual earnings at All India level in Manufacturing Industries were Rs.97281/- in the year 2013. The inter State comparison reveals that the States / U.Ts. with highest and lowest per capita earnings vary from year to year. During 2013 the per capita Annual Earnings have been observed to be highest (Rs.203838/-) in Odisha and lowest (Rs.78147/-) in Rajasthan. The per capita daily earning during the year 2013 in all Manufacturing Industries is to (Rs.279.00). The per capita daily earning during the year 2013 were highest to (Rs.671.00) in Odisha and lowest (Rs.139.00) in Tripura.

Table 2.01 (a)**Per Capita Annual Earnings of Employees in Manufacturing Industries by States/Union Territories during 2013**

State/Union Territory	Number of Factories covered Under the Act	Percentage of Factories furnishing Returns	Average Employment (000 ³)	Per Capita Annual Earnings (in Rupees)
1	2	3	4	5
Andhra Pradesh	19626	33	200	96693
Bihar	5	100	*	136554
Goa	10	100	1	147118
Haryana	3989	9	67	128840
Himachal Pradesh	1198	100	94	94528
Karnataka	835	16	6	117973
Kerala	761	16	4	83674
Odisha	953	4	1	203838
Rajasthan	10908	15	102	78147
Tripura	1184	7	*	102245
Uttarakhand	21	100	4	84835
A & N Islands	4	75	*	109223
Daman & Diu	42	100	4	116141
All STATES/U.Ts	39536	26	482	97281

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

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 18000/- per month for the year 2013 for Employees covered under the Payment of Wages Act, 1936.

Table 2.01 (b)**Per Capita Daily Earnings of Employees in Manufacturing Industries by States/Union Territories during 2013**

State/Union Territory	Per Capita Daily Earnings (In Rupees)
1	2
Andhra Pradesh	240
Bihar	453
Goa	496
Haryana	440
Himachal Pradesh	289
Karnataka	386
Kerala	315
Odisha	671
Rajasthan	253
Tripura	139
Uttarakhand	351
A & N Islands	360
Daman & Diu	348
All STATES/U.Ts	279

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

Note:- For Other States / U.Ts kindly see footnote under Table No.2.01(a)

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

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

Per capita annual earnings for 2013 in Manufacturing industries have been given in Table 2.02(a). In order to have an idea of the coverage of these statistics, the number of factories covered under the Act and the percentage of units submitting returns have also been given in Table No. 2.02(a). It has been observed that about 26 percent of factories covered under the Payment of Wages Act, 1936 submitted returns in 2013. Average daily employment worked out to be 482431 in 2013. Similarly per capita annual earnings were Rs.97281 in 2013. Per capita Daily Earnings of workers in different Manufacturing Industries in Table 2.2(b) shows that per capita daily earnings in the industries taken together were Rs.279 in the year 2013.

Table 2.02 (a)

Per Capita Annual Earnings of Employees in Manufacturing Industries-wise during 2013

NIC Code No. 2008	Industry	Number of Factories covered under the Act.	Percentage of units submitting returns	Average daily employment (000')	Per capita Annual Earnings
1	2	3	4	5	6
10	Manufacture of food products	11583	26	80	90320
11	Manufacture of beverages	722	22	8	85031
12	Manufacture of tobacco products	324	16	6	64755
13	Manufacture of textiles	2478	22	59	71109
14	Manufacture of wearing apparel	808	10	26	90433
15	Manufacture of leather and related products	210	32	10	81875
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	3827	15	5	86353
17	Manufacture of paper and paper products	555	39	9	183249
18	Printing and reproduction of recorded media	358	29	4	101906
19	Manufacture of coke and refined petroleum products	188	29	3	71773
20	Manufacture of chemicals and chemical products	968	38	29	88757
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	633	51	26	102429
22	Manufacture of rubber and plastics products	1357	32	17	107719
23	Manufacture of other non-metallic mineral products	7894	30	57	117841
24	Manufacture of Basic Metals	1812	22	28	96455
25	Manufacture of fabricated metal products, except machinery and equipment	1384	19	21	100352
26	Manufacture of computer, electronic and optical products.	233	66	14	91931
27	Manufacture of electrical equipment	684	43	23	104157
28	Manufacture of machinery and equipment n.e.c.	1891	17	23	106119
29	Manufacture of motor vehicles, trailers and semi-trailers	716	23	25	109897
30	Manufacture of other transport equipment	60	35	5	148563
31	Manufacture of furniture	460	10	1	100643
32	Other manufacturing	391	27	6	80274
All Manufacturing Industries Total		39536	26	482	97281

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

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

Table 2.02(b)**Industry wise Per Capita Daily Earnings of Workers during the years 2013**

NIC Code No.2008	Industry	Per Capita Daily Earnings(Rs.)
		2013
1	2	3
10	Manufacture of food products	248
11	Manufacture of beverages	209
12	Manufacture of tobacco products	279
13	Manufacture of textiles	233
14	Manufacture of wearing apparel	340
15	Manufacture of leather and related products	307
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	295
18	Printing and reproduction of recorded media	252
19	Manufacture of coke and refined petroleum products	229
20	Manufacture of chemicals and chemical products	265
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	336
22	Manufacture of rubber and plastics products	262
23	Manufacture of other non-metallic mineral products	250
24	Manufacture of Basic Metals	291
25	Manufacture of fabricated metal products, except machinery and equipment	333
26	Manufacture of computer, electronic and optical products.	307
27	Manufacture of electrical equipment	321
28	Manufacture of machinery and equipment n.e.c.	307
29	Manufacture of motor vehicles, trailers and semi-trailers	377
30	Manufacture of other transport equipment	533
31	Manufacture of furniture	311
32	Other manufacturing	267
All Manufacturing Industries Total		279

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

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.

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 2013

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	99.96	-	-	0.04	-
2	Bihar	97.14	-	-	2.86	-
3	Goa	67.87	19.16	-	12.97	-
4	Haryana	100.00	-	-	-	-
5	Himachal Pradesh	80.92	17.55	-	-	1.52
6	Karnataka	99.62	0.23	-	0.15	-
7	Kerala	96.42	-	-	3.58	-
8	Odisha	100.00	-	-	-	-
9	Rajasthan	96.93	-	-	3.07	-
10	Tripura	99.80	-	-	0.20	-
11	Uttarakhand	100.00	-	-	-	-
12	A & N Islands	80.00	-	-	20.00	-
13	Daman & Diu	92.60	2.96	1.86	2.41	0.17
All Above States/ U.Ts.		95.66	3.40	0.02	0.62	0.29

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(a) shows that during the year 2013, Basic Wages with 95.66 percent has the highest share in Annual Earnings of Employees in Manufacturing Industries followed by Cash allowances (3.40 percent), Bonus (0.62 percent), arrears (0.29 percent) and Money value of concessions (0.02 per cent).

(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-I under the heading Absenteeism. The latest year for which data on Earnings has been collected and disseminated pertains to the year 2012-13. 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 major industry groups (as per NIC-2008) and by States/Union territories for the year 2012-13 have been presented in Tables 2.04(a) and 2.04(b), respectively.

Table 2.04(a)
Average Earnings (in Rupees) per Manday Worked in Registered Industries (3-digit level of NIC-2008) during the years 2012-13

Sl. No.	NIC Code	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	016	236.98	183.16	242.98	228.78	311.36
2	089	241.35	149.12	212.50	214.28	251.66
3	101	308.81	230.07	262.00	281.64	424.82
4	102	262.01	202.66	191.24	212.00	306.80
5	103	323.94	193.18	266.77	279.22	403.59
6	104	262.33	198.91	257.43	257.15	363.90
7	105	431.58	316.62	281.29	365.80	467.78
8	106	216.93	161.09	223.58	214.80	289.30
9	107	239.49	146.20	252.65	218.21	307.14
10	108	270.92	306.54	264.52	270.62	432.31
11	110	367.91	208.02	268.95	309.71	482.81
12	120	279.87	124.72	91.14	119.44	149.06
13	131	259.89	185.00	264.25	248.58	314.94
14	139	247.75	195.79	256.01	240.93	323.49
15	141	206.74	206.87	229.64	209.51	287.26
16	142	294.11	250.00	262.02	286.46	305.68
17	143	230.67	218.22	221.58	225.73	270.84
18	151	221.27	200.08	276.04	232.43	287.61
19	152	236.40	151.44	248.40	206.89	270.14
20	161	239.88	173.97	165.60	229.42	259.45
21	162	246.83	179.23	272.66	251.00	372.13
22	170	327.92	176.11	261.26	299.18	444.93
23	181	388.81	259.70	282.18	366.64	581.71
24	182	479.74	308.57	583.96	469.09	641.13
25	191	752.00	1212.41	292.24	611.57	763.99
26	192	1525.13	1032.40	527.99	982.00	1484.53
27	201	630.86	270.22	301.16	481.31	823.56
28	202	241.81	132.93	240.85	224.66	435.16
29	203	527.41	238.43	227.54	462.68	652.55
30	210	450.87	356.90	256.77	354.42	699.08
31	221	390.68	223.66	299.40	360.32	507.17
32	222	274.03	189.23	336.50	287.43	422.42
33	231	313.38	18.34	252.50	246.92	305.57
34	239	326.99	189.76	255.33	283.29	425.41
35	241	563.55	753.65	353.59	478.81	678.33
36	242	755.30	706.02	244.11	551.72	804.43

37	243	352.86	293.84	290.37	329.24	476.29
38	251	490.61	557.68	337.88	414.28	612.24
39	252	277.02	285.00	445.26	339.83	529.55
40	259	251.44	231.51	261.88	254.01	381.60
41	261	554.88	316.00	276.23	446.57	707.28
42	262	418.36	155.40	301.59	334.39	970.31
43	263	480.93	369.35	283.18	384.79	1001.85
44	264	445.21	351.04	396.16	415.62	1061.32
45	265	490.24	316.07	241.26	384.82	872.62
46	266	710.52	527.94	1093.55	818.44	1867.49
47	267	371.32	230.57	301.34	322.11	503.49
48	268	193.24	172.26	-	187.53	205.29
49	271	642.33	408.39	340.45	533.56	855.70
50	272	454.64	280.99	319.22	387.18	618.02
51	273	331.99	283.77	283.39	309.43	515.10
52	274	317.45	224.38	254.15	278.37	453.32
53	275	346.66	374.65	281.82	329.59	669.76
54	279	350.33	238.17	248.33	302.68	515.70
55	281	499.01	353.62	362.63	453.89	723.54
56	282	478.70	401.65	377.93	448.14	797.75
57	291	779.20	941.30	437.94	733.12	1203.39
58	292	570.99	273.71	307.77	432.89	754.17
59	293	397.56	240.49	292.49	347.59	549.78
60	301	598.14	176.13	412.49	453.81	689.62
61	302	406.77	120.83	338.75	377.15	620.85
62	303	325.57	322.79	946.08	406.94	636.65
63	304	214.44	298.97	222.80	218.94	297.93
64	309	394.24	287.70	297.62	354.43	535.61
65	310	348.02	281.15	310.52	332.32	573.45
66	321	431.97	282.73	350.08	404.41	528.25
67	322	215.04	182.49	223.26	211.91	290.37
68	323	222.63	40.41	223.82	157.92	238.27
69	324	224.45	190.41	186.49	214.41	438.33
70	325	343.99	265.67	243.87	311.34	559.02
71	329	256.06	177.04	240.60	228.93	373.13
72	331	745.75	662.32	405.61	647.41	981.84
73	332	539.20	378.70	296.83	451.80	735.69
74	351	644.69	907.25	341.53	468.13	761.76
75	352	514.75	664.94	340.15	392.98	853.86
76	353	765.77	1028.08	333.51	518.70	1372.32
77	360	513.83	129.23	272.26	397.06	434.29
78	370	384.16	199.30	291.32	313.08	434.12
79	381	135.66	169.56	312.97	299.29	386.06

80	382	266.09	206.52	302.63	282.16	376.08
81	383	318.85	179.83	210.82	293.29	341.29
82	390	149.58	-	114.70	115.13	272.44
83	400	312.99	255.90	297.15	309.34	470.49
All India		359.86	199.81	274.97	314.74	491.83
Public Sector		729.41	364.94	375.21	587.16	856.55
Private Sector		321.17	191.92	263.67	287.52	451.97

Note: Details of Industries may be seen in Table 1.23

Table 2.04(b)

Average Earning (in Rupees) per Manday Worked in Registered Sector for Different States/UTs during the year 2012-13

S No	State/U.T.	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	Jammu & Kashmir	249.42	163.77	233.44	240.02	340.78
2	Himachal Pradesh	278.76	225.12	253.15	268.04	532.98
3	Punjab	219.82	226.98	227.90	221.74	310.38
4	Chandigarh	320.28	382.87	299.77	319.03	514.18
5	Uttrakhand	364.31	232.32	269.82	312.16	469.07
6	Haryana	343.62	246.70	249.05	298.38	569.77
7	Delhi	353.28	266.84	290.37	342.56	553.64
8	Rajasthan	335.99	204.92	287.44	316.38	481.75
9	Uttar Pradesh	299.59	215.51	237.58	277.89	467.67
10	Bihar	264.15	167.48	204.88	226.97	279.88
11	Sikkim	145.69	218.55	216.40	184.52	517.46
12	Nagaland	181.17	135.40	159.93	171.63	239.47
13	Manipur	192.58	165.39	178.60	178.43	182.76
14	Tripura	239.28	170.74	130.22	149.60	170.32
15	Meghalaya	308.85	263.70	302.08	303.24	415.81
16	Assam	240.78	174.10	238.03	235.26	331.66
17	West bengal	336.97	380.08	286.57	322.22	415.16
18	Jharkhand	705.98	622.94	244.22	571.67	800.80
19	Odisha	494.49	374.55	289.54	378.28	523.47
20	Chhattisgarh	543.81	234.34	279.17	445.63	662.27
21	Madhya Pradesh	349.46	261.89	260.38	318.59	505.43
22	Gujarat	334.65	167.16	283.92	311.53	479.77
23	Daman & Diu	313.17	184.61	277.52	288.86	456.04
24	Dadra & Nagar Haveli	281.00	197.61	293.45	281.86	453.42
25	Maharashtra	452.35	217.74	339.64	399.07	681.68
26	Andhra Pradesh	273.17	197.17	267.75	258.95	324.58

27	Karnataka	446.55	228.21	366.50	365.85	569.77
28	Goa	561.81	394.12	303.62	439.79	730.61
29	Kerala	457.91	162.67	255.16	288.53	384.33
30	Tamil Nadu	342.54	176.26	313.31	286.04	427.17
31	Puducherry	300.83	225.96	474.88	340.06	495.94
32	A & N Islands	292.45	214.70	345.00	297.21	343.43
33	Telangana	432.56	279.61	168.00	268.08	415.99
All India		359.86	199.81	274.97	314.74	491.83
Public Sector		729.41	364.94	375.21	587.16	856.55
Private Sector		321.17	191.92	263.67	287.52	451.97

(C) Constitution of Wage Boards

In all 27 Wages Boards have so far been set up by the Government of India in respect of 19 industries of manufacturing, mining and plantation sectors.

In the 1950s and 60s when the organised labour sector was at a nascent stage of its development without adequate unionisation or with trade unions without adequate bargaining power, Government in appreciation of the problems which arise in the arena of wage fixation, constituted various Wage Boards. The Wage Boards are tripartite in character in which representatives of workers, employers and independent members participate and finalise the recommendations. The utility and contribution of the Wage Boards in the present context are not beyond question. Except for the Wage Boards for Journalists & Non-Journalists, Newspapers and News-agency Employees, which are statutory Wage Boards, all other Wage Boards are non statutory in nature. Therefore, recommendations made by these Wage Boards are not enforceable under Law. The importance of the non-statutory Wage Boards has consequently declined over a period of time and no non-statutory Wage Boards have been set up, except for Sugar industry, where last such Wage Board was constituted in 1985. The trade unions having grown in strength in these industries are themselves able to negotiate their wages with the management.

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, provides for setting up of Wage Boards for fixation and revision of rates of wages in respect of working journalists and non-journalists newspaper/news agency employees respectively. According to the Act, Wage Boards shall consist of the following:

1. Three persons representing employers in relation to newspaper establishment;
2. Three persons representing working journalists for Wage Board under Section 9 and three persons representing non-journalists newspaper employees for Wage Board under Section 13 C of the Act.
3. Four independent persons, one of whom shall be 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. The Wage Boards for such employees were set up in the years 1956, 1963, 1975, 1985, 1994 and 2007.

The Government has constituted two Wage Boards one for Working Journalists and other for Non-Journalists Newspaper Employees under Section 9 and 13 C respectively of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act 1955 vide notification in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810 (E)

dated 24.05.2007. The Wage Boards have been given three years time to submit their reports to the Union Government. The Wage Boards were functioning from their Headquarters at New Delhi.

The Government has appointed Justice G.R Majithia, retired Judge of High Court of Bombay as common Chairman of the two Wage Boards in place of Justice K. Narayana Kurup who resigned w.e.f. 31.08.2008. Justice G.R. Majithia has assumed charge on 04.03.2009.

The Central Government, in exercise of powers conferred by Section 9 & 13 C of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), has extended the tenure of the Wage Board for Working Journalists and Non-Journalists Newspaper Employees under the Chairmanship of Justice Gurbax Rai Majithia upto 31.12.2010. The Boards have submitted their Reports 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 government/ UTs., copies of notification have been forwarded to all the State Government/ UTs with the request for its implementation.

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

As the above order of the Hon'ble Supreme Court was not complied with, the Hon'ble Supreme Court in Contempt Petition (C) No. 411/2014 in W.P. (C) No.246 of 2011, vide its order dated 28th April, 2015 has issued directions that all the State Governments acting through their respective Chief Secretaries shall, within four weeks from 28/4/2015, appoint Inspectors under Section 17B of the Working Journalists Act, 1955 to determine as to whether the dues and entitlements of all categories of Newspaper Employees including journalists under the Majithia Wage Board Award has been implemented in accordance with the terms thereof. The Inspectors appointed by the State Government will exercise their powers as provided under the Act and shall submit their report to this Court through the Labour Commissioners of each State indicating the precise finding on the issue indicated above. This will be done within a period of three months from the date of appointment under Section 17B of the Act.

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 2013

State/Union Territory	No. of Estates covered	Average daily employment	Per Capita annual earnings (Rs.)
1	2	3	4
Andhra Pradesh	717	1437	40051
Haryana	63	3	142650
Himachal Pradesh	4	313	104729
Karnataka	278	558	125181
Kerala	679	20331	94173
Odisha	2	18	201300
Tamil Nadu	157	364	61394
A & N Islands	1	40	111600
Total	1901	23064	91298

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 2013-14 and 2014-15. The total number of personnel decreased from 1334 thousands to 1326 thousands. The average annual wage per employee increased from Rs.585620 in 2013-14 to Rs.657829 in 2014-15.

Table 2.08

Annual Average Wage per Employee in Railways

Item	2013-14	2014-15
1	2	3
a) Total Number of personnel ('000)	1334	1326
b) Average Annual Wage per employee (in Rs.)	585620	657829

Source : Indian Railways Annual Report and Accounts 2014-15

(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 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. On the basis of increase in the Consumer Price Index, the Central Government has fixed the National Floor Level Minimum Wage from Rs.137/- to Rs.160/- per day with effect from 01.07.2015. 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 and also useful in estimation of State/National Income and in studies on cost of cultivation of crops. Accordingly, 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 year 2014-2015 are presented in Table 2.09 (a) and 2.09 (b).

Table 2.09 (a)

All-India Average Daily Wage Rates for Selected Agricultural Occupations for the Agricultural Year 2014-2015 (July, 2014-June, 2015)

Month	Ploughing			Sowing			Harvesting		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	256.72	192.36	@	225.03	184.22	127.78	236.55	199.19	155.00
August	261.83	193.72	@	226.92	186.14	128.04	237.83	202.29	155.00
September	267.70	187.17	@	229.35	182.64	124.17	243.52	204.13	155.71
October	269.04	194.14	@	231.27	185.20	121.91	245.08	201.50	160.00
November	272.00	207.95	@	233.93	189.72	116.67	231.37	196.05	146.15
December	270.02	186.67	@	231.81	190.31	116.67	231.40	195.58	138.67
January	274.15	177.94	-	234.34	193.07	116.30	235.76	196.46	143.85
February	272.41	187.27	-	237.50	192.63	106.67	238.33	201.43	165.56
March	273.65	184.24	-	238.67	194.32	106.67	238.43	203.16	164.00
April	271.31	183.82	-	240.50	197.14	106.67	240.73	205.17	163.00
May	272.87	188.63	-	243.61	198.63	106.67	241.92	205.87	163.00
June	274.97	187.85	-	244.64	195.70	106.67	244.95	206.24	166.25

Month	Picking Workers*			Horticulture Workers			Fishermen-Inland		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	193.26	158.73	185.00	215.44	154.22	-	274.31	@	-
August	193.65	160.45	185.00	217.50	156.87	-	267.02	@	-
September	197.71	165.47	193.00	219.75	162.04	-	268.27	@	-
October	209.89	174.60	193.00	218.55	163.42	-	277.56	@	-
November	209.41	173.40	161.25	219.68	162.77	-	273.88	180.00	-
December	207.68	168.97	161.25	220.86	164.22	-	275.20	177.86	-
January	203.45	167.09	161.25	226.24	163.40	-	284.20	183.33	-
February	200.26	165.54	160.83	226.43	165.09	-	284.38	183.33	-
March	198.98	167.14	160.83	224.51	164.38	-	279.64	@	-
April	201.85	169.19	160.83	225.29	164.38	@	280.19	@	-
May	204.17	168.67	173.00	225.13	164.83	@	280.19	@	-
June	203.91	170.58	173.00	225.61	165.09	@	279.83	@	-

Month	Fishermen-coastal/deep sea			Loggers & Wood Cutters			Animal Husbandry Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	311.47	-	-	307.34	171.47	-	180.79	136.59	82.77
August	295.39	-	-	305.04	165.59	-	182.37	134.25	87.62
September	311.47	-	-	305.56	168.44	@	181.11	135.45	87.27
October	324.80	-	-	305.95	165.59	@	182.86	134.66	86.55
November	303.43	@	-	306.76	170.63	@	181.50	135.74	86.37
December	286.76	@	-	307.98	182.69	@	183.64	140.77	89.15
January	289.05	@	-	312.31	170.83	@	185.10	140.96	89.16
February	289.05	@	-	312.76	169.23	@	185.21	139.45	89.41
March	291.43	@	-	313.12	166.92	@	186.18	140.13	87.78
April	304.67	-	-	314.79	166.92	@	187.67	141.34	87.47
May	288.00	-	-	314.72	166.92	@	187.84	140.92	88.70
June	288.00	-	-	316.24	156.36	@	190.14	143.19	88.52

Month	Packaging Labourers			General Agricultural Labourers			Plant Protection Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	223.29	173.17	@	220.82	171.44	119.62	286.68	168.00	-
August	222.29	175.21	@	222.52	172.35	119.38	285.06	168.40	-
September	220.57	179.94	@	223.91	172.21	121.55	287.63	168.46	-
October	216.79	179.20	@	225.88	174.86	120.37	289.52	173.65	-
November	220.62	180.31	@	227.21	175.55	124.07	288.13	167.00	-
December	221.48	180.89	@	228.20	175.45	123.85	289.57	171.15	-
January	222.53	179.75	@	230.01	175.76	123.08	291.29	172.95	-
February	224.28	180.03	@	230.24	175.84	124.62	287.39	174.10	-
March	227.21	180.31	@	231.27	176.06	124.72	287.99	171.11	-
April	227.16	180.31	@	229.81	176.00	122.93	282.14	171.07	-
May	224.77	181.00	@	229.98	175.16	122.05	279.16	172.40	-
June	227.92	182.18	@	231.60	177.15	122.82	282.14	174.80	-

Note :- - =Not reported

@ = Number of quotations are less than five and hence averages are not worked out.

* = 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
2014-2015 (July-June)**

Month	Carpenter			Blacksmith			Mason		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	336.86	@	@	275.13	245.00	@	373.29	268.33	212.00
August	339.20	@	@	277.02	230.00	@	374.49	261.43	212.00
September	341.38	@	@	279.42	230.00	@	379.05	260.00	214.00
October	343.75	@	@	282.16	230.00	@	381.02	251.67	@
November	346.62	@	@	284.92	218.00	@	383.66	253.33	@
December	348.97	@	@	288.16	218.00	@	385.39	254.29	@
January	350.74	@	@	288.73	218.00	@	387.30	258.57	@
February	351.86	@	@	290.29	@	@	388.13	256.67	@
March	354.25	-	@	291.76	@	@	391.07	@	@
April	355.37	-	@	293.08	@	@	391.69	@	@
May	356.00	-	@	295.13	@	@	392.97	@	@
June	358.34	-	@	295.28	@	@	394.95	@	@

Month	Weavers			Beddi Makers			Bamboo, cane basket weavers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	232.93	182.89	@	164.15	112.73	72.00	216.79	154.43	@
August	233.18	184.37	@	164.66	114.66	72.00	217.47	155.03	@
September	240.18	192.74	@	165.14	117.53	@	215.13	158.17	@
October	239.89	194.59	@	166.71	120.63	@	215.93	158.52	@
November	240.87	195.70	@	166.71	120.00	@	217.05	160.22	@
December	244.98	205.14	@	168.15	120.47	@	219.74	161.16	@
January	248.38	210.22	@	168.26	121.81	@	219.53	162.04	@
February	245.38	205.04	@	169.41	122.04	@	219.23	162.76	@
March	248.18	204.17	@	169.95	122.66	@	218.46	163.95	@
April	249.28	209.33	@	170.10	123.28	@	218.27	163.19	@
May	256.36	209.33	@	169.91	123.13	@	218.81	160.72	@
June	253.63	215.80	@	169.91	123.72	@	219.17	165.49	@

Month	Handicraft Workers			Plumbers			Electrician		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	299.05	147.23	@	380.03	-	-	365.03	-	-
August	300.33	149.38	@	380.65	-	-	366.34	-	-
September	324.27	166.25	@	382.96	-	-	367.16	-	-
October	324.49	169.17	@	384.61	-	-	370.27	-	-
November	331.81	173.67	@	385.32	-	-	371.50	-	-
December	330.53	168.58	@	388.11	-	-	372.35	-	-
January	335.89	169.91	@	387.15	-	-	372.63	-	-
February	325.43	171.44	@	387.59	-	-	372.00	-	-
March	324.03	174.51	@	388.57	@	-	371.81	-	-
April	323.49	174.51	@	384.60	-	-	372.12	-	-
May	322.58	175.28	@	385.47	-	-	371.83	-	-
June	321.73	188.48	@	387.86	-	-	373.98	-	-

Month	Construction Workers			LMV & Tractor Drivers		
	Men	Women	Children	Men	Women	Children
July	273.62	193.76	135.71	285.77	@	-
August	274.61	194.82	135.71	288.29	@	-
September	274.06	196.50	135.56	290.34	@	-
October	275.17	197.72	135.56	293.76	@	-
November	276.85	198.61	135.56	296.33	@	-
December	276.38	200.54	135.56	299.60	@	-
January	279.49	200.75	133.75	301.15	@	-
February	279.48	201.22	133.75	303.44	@	-
March	279.62	201.77	138.57	304.01	@	-
April	280.84	202.44	138.57	304.30	@	-
May	280.39	203.78	146.67	304.77	@	@
June	282.22	204.30	146.67	306.51	@	@

Month	Non-Agricultural Labourers			Sweeping/Cleaning Workers		
	Men	Women	Children	Men	Women	Children
July	234.45	171.18	106.88	186.08	179.57	@
August	236.28	174.88	106.88	187.24	179.82	@
September	237.20	173.52	101.33	192.17	183.17	@
October	238.69	172.57	101.33	193.66	183.51	@
November	238.36	169.42	96.43	193.43	183.80	@
December	240.70	176.66	94.17	194.96	183.89	@
January	241.32	175.53	94.17	195.00	185.06	@
February	242.77	177.62	94.17	196.94	187.00	@
March	243.46	177.92	94.17	197.70	187.35	@
April	243.78	179.48	93.33	198.67	185.83	@
May	245.33	179.31	96.36	199.20	186.42	@
June	245.65	179.90	96.36	199.75	189.00	@

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.

- = Not reported

@ = Number of quotations are less than five and hence averages are not worked out.

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 six rounds of Occupational Wage Surveys. 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 to 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 under Occupational Wage Survey

Sl. No.	Industry	Round Number	Average Daily Earnings (In Rs.)				Overall
			Men	Women	Adole-scents	Children	
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. 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 accelerated 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, 2008.

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 and 2.13 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.

Table 2.12

Average Labour Cost Per Manday Worked and its distribution in Industries {3 digit level of NIC-2008} during 2012-13

Sl. No.	NIC Code	Average Labour Cost {in Rs.} Per Manday Worked during 2012-13				Average Labour Cost Per Manday Worked 2011-12	Average Labour Cost Per Manday Worked 2012-13
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	016	351.01	5.88	17.75	7.17	265.09	381.81
2	089	268.23	11.36	15.20	17.88	269.71	312.66
3	101	474.16	22.65	30.55	23.35	455.84	550.71
4	102	365.09	17.66	33.95	32.84	357.28	449.54
5	103	455.43	13.20	32.00	25.57	429.74	526.20
6	104	404.08	15.61	41.43	20.55	398.38	481.66
7	105	587.72	21.56	79.26	22.05	583.09	710.59
8	106	326.00	9.99	13.27	9.84	328.52	359.10
9	107	417.00	30.79	41.30	23.18	415.62	512.26
10	108	490.69	21.92	35.26	58.49	480.1	606.36
11	110	545.96	20.09	36.39	40.17	545.58	642.62
12	120	154.71	10.25	19.41	5.10	170.05	189.47

13	131	352.64	15.89	31.57	17.65	367.57	417.75
14	139	382.48	16.19	27.39	15.99	404.45	442.05
15	141	377.28	17.37	31.72	17.70	385.16	444.07
16	142	359.73	5.45	26.74	6.96	437.63	398.87
17	143	318.49	22.68	17.91	14.31	319.34	373.38
18	151	342.60	20.95	24.75	18.78	357.43	407.08
19	152	333.17	19.16	28.71	20.85	360.03	401.88
20	161	291.62	10.18	9.33	8.29	253.04	319.42
21	162	422.88	14.26	25.07	13.70	386.79	475.90
22	170	506.02	20.57	47.97	35.29	516.27	609.85
23	181	703.39	26.81	57.81	34.09	701.1	822.11
24	182	746.55	24.05	78.54	48.51	849.31	897.65
25	191	851.44	52.43	117.28	52.18	823.07	1073.33
26	192	1700.07	80.34	309.12	331.34	2305.08	2420.86
27	201	928.66	42.24	106.06	90.76	1010.29	1167.72
28	202	587.02	28.93	51.47	46.67	649.15	714.10
29	203	742.74	35.64	97.05	96.97	960.39	972.41
30	210	860.71	27.33	68.85	54.92	931.23	1011.81
31	221	581.81	27.60	55.33	56.76	617.34	721.50
32	222	481.49	23.20	33.02	28.31	475.31	566.02
33	231	496.36	27.31	34.83	32.80	508.8	591.30
34	239	465.81	15.39	32.47	30.68	454.42	544.35
35	241	775.89	26.70	90.24	53.74	766.33	946.57
36	242	906.99	35.29	117.67	78.02	974.35	1137.96
37	243	529.69	28.22	40.30	37.40	547.97	635.62
38	251	697.75	36.91	55.33	30.63	725.96	820.61
39	252	616.45	32.77	49.35	39.17	737.32	737.74
40	259	486.51	21.71	33.79	27.84	512.05	569.85
41	261	829.21	37.57	67.92	53.23	907.9	987.92
42	262	1130.27	26.81	49.90	54.75	1191.99	1261.74
43	263	1198.00	43.40	80.09	95.70	923.18	1417.18
44	264	1424.71	38.30	101.37	167.45	1261.09	1731.84
45	265	1051.62	56.63	96.26	71.49	1170.02	1276.01
46	266	2360.10	14.83	201.53	143.35	1346.56	2719.82
47	267	590.78	34.02	65.19	33.68	729.14	723.67
48	268	232.52	33.54	37.60	1.48	676.31	305.13
49	271	999.55	60.02	83.91	85.39	1026.2	1228.86
50	272	709.17	32.35	49.12	68.89	734.99	859.52
51	273	576.41	20.22	44.06	35.56	636.67	676.26
52	274	509.10	22.03	46.02	41.51	529.31	618.66
53	275	776.06	26.42	58.17	169.04	647.95	1029.70
54	279	593.29	24.04	46.93	39.96	647.18	704.22
55	281	900.87	36.65	75.17	75.28	942.59	1087.97

56	282	936.50	47.17	90.33	87.10	1026.4	1161.10
57	291	1516.12	62.29	127.35	208.54	1503.39	1914.29
58	292	835.54	20.20	83.93	80.60	762.79	1020.27
59	293	651.29	28.49	48.30	78.37	718.18	806.45
60	301	728.80	16.22	62.18	36.56	858.89	843.76
61	302	696.92	29.64	58.71	35.68	713.37	820.95
62	303	900.80	45.29	75.63	64.71	829.51	1086.42
63	304	343.60	13.85	50.89	10.16	761.39	418.49
64	309	658.85	22.29	63.32	51.97	692.22	796.43
65	310	653.67	17.80	33.94	23.31	638.94	728.73
66	321	586.59	23.63	27.60	23.39	584.41	661.22
67	322	350.62	22.65	27.90	22.92	1694.76	424.09
68	323	364.55	25.53	38.50	20.91	356.24	449.49
69	324	513.57	21.86	23.39	29.62	545.43	588.44
70	325	661.12	30.45	61.45	38.61	652.56	791.64
71	329	422.90	21.46	31.95	23.52	503.69	499.82
72	331	1117.90	70.40	80.71	84.78	1325.51	1353.80
73	332	866.40	14.80	57.28	99.79	1127.8	1038.27
74	351	862.27	30.01	81.96	51.93	818.87	1026.17
75	352	986.63	52.02	135.62	80.65	1105.93	1254.92
76	353	1553.71	11.64	171.38	207.99	476.49	1944.73
77	360	479.92	22.64	50.78	9.61	667.28	562.95
78	370	485.27	16.49	34.82	19.08	532.84	555.66
79	381	476.51	23.96	42.76	28.23	--	571.45
80	382	417.93	13.42	20.52	25.73	438	477.60
81	383	377.72	33.10	32.56	19.16	406.41	462.54
82	390	279.88	11.90	11.68	11.93	430.57	315.39
83	400	560.31	24.74	41.44	32.51	588.45	658.99
All India		583.11	25.59	51.51	43.01	607.33	703.23

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

Table 2.13**Average Labour Cost Per Manday Worked and its distribution in States during the year 2012-13**

Sl. No.	State	Average Labour Cost {in Rs.} Per Manday Worked during 2012-13				Average Labour Cost Per Manday Worked 2012-13	Average Labour Cost Per Manday Worked 2011-12
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	396.71	11.08	33.71	20.43	461.93	364.06
2	Himachal Pradesh	634.77	20.67	52.16	36.48	744.09	742.09
3	Punjab	421.40	17.01	38.08	17.30	493.80	424.08
4	Chandigarh	617.64	15.62	79.18	39.87	752.32	616.39
5	Uttaranchal	518.52	12.51	39.51	41.62	612.15	531.31
6	Haryana	704.26	20.68	54.59	44.31	823.84	716.22
7	Delhi	693.13	28.86	56.21	34.31	812.50	751.39
8	Rajasthan	547.16	14.10	42.83	25.82	629.91	514.73
9	Uttar Pradesh	539.42	17.74	45.93	34.84	637.93	563.58
10	Bihar	372.37	23.83	23.08	26.72	446.00	353.5
11	Sikkim	733.48	15.79	59.86	41.66	850.79	1273.15
12	Nagaland	256.93	4.89	2.41	7.23	271.46	255.84
13	Manipur	192.34	0.93	0.68	3.00	196.95	190.55
14	Tripura	184.75	12.04	12.51	14.63	223.92	205.96
15	Meghalaya	459.19	5.59	16.90	28.66	510.33	430.87
16	Assam	374.94	29.08	54.59	69.74	528.35	426.61
17	West Bengal	465.25	20.44	57.56	28.55	571.81	510.33
18	Jharkhand	889.68	65.43	138.66	90.68	1184.45	977.99
19	Orissa	591.73	10.23	69.10	34.69	705.75	590.48
20	Chhattisgarh	775.98	14.04	79.17	46.22	915.41	753.19
21	Madhya Pradesh	584.51	25.20	53.59	38.24	701.54	616.08
22	Gujarat	561.20	26.77	41.29	32.89	662.14	600.19
23	Daman & Diu	511.66	27.03	26.46	33.09	598.24	578.04
24	D & Nagar Haveli	504.89	22.62	24.72	23.85	576.08	515.35
25	Maharashtra	819.10	34.98	70.27	59.52	983.88	868.77
26	Andhra Pradesh	477.05	13.80	37.55	32.05	560.45	453.2
27	Karnataka	699.25	33.47	65.42	57.24	855.38	668.46
28	Goa	859.20	35.11	79.14	57.13	1030.58	819.66
29	Kerala	436.05	31.17	52.16	35.36	554.73	467.44
30	Tamil Nadu	490.33	31.14	41.84	55.00	618.31	536.81
31	Pondicherry	594.30	29.75	53.99	81.30	759.34	609.78
32	A & N Islands	386.67	16.74	23.03	12.31	438.74	449.21
33	Telangana	463.85	18.06	34.61	30.64	547.16	--
	All India	583.11	25.59	51.51	43.01	703.23	607.33

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 has 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 to new base 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 which are 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 Statistical 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 are being computed now as 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 2001 to 2005 and new series on base: 2001=100 for 78 centres for the year 2006 to 2015 is 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 2015 along-with month-wise figures for the period January, 2015 to Dec., 2015 is 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, 2014 to December, 2015 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	2015
1	2	3	4	5	6	7	8	9	10	11	12	13
Andhra Pradesh												
1	Guntur	0.81	120	126	139	161	181	194	208	233	251	259
2	Hyderabad	1.51	116	123	135	152	165	174	190	207	217	228
3	Visakhapatnam	1.98	119	126	135	153	173	192	213	236	249	263
4	Warangal	0.98	123	133	149	172	199	204	222	247	259	272
5	Godavarikhani	1.17	125	135	150	169	193	200	216	242	262	274
6	Vijayawada	1.18	119	126	137	161	180	188	207	236	240	251
Assam												
7	D-D Tinsukia	0.44	116	125	133	147	160	170	182	196	213	235
8	Guwahati	0.50	115	120	128	143	156	168	184	198	214	226
9	Labac-Silchar	0.33	121	130	143	155	178	186	197	216	243	247
10	Mariani-Jorhat	0.46	116	127	133	147	158	171	185	195	217	230
11	Rangapara-Tezpur	0.46	114	126	131	144	154	163	171	186	213	228
Bihar												
12	Munger Jamalpur	1.06	126	134	145	162	182	199	215	238	253	274
Chhattisgarh												
13	Bhilai	0.97	121	132	145	162	180	206	241	265	277	291
Gujarat												
14	Ahmedabad	1.37	120	129	138	151	171	186	206	233	238	249
15	Bhavnagar	1.66	119	129	135	147	174	189	206	221	225	239
16	Rajkot	1.81	118	126	132	146	174	193	216	231	237	248
17	Surat	1.18	118	127	134	146	162	174	192	218	224	238
18	Vadodra	2.00	120	127	133	147	167	180	198	219	230	244
Goa												
19	Goa	0.36	121	130	144	164	188	203	222	248	258	276
Haryana												
20	Faridabad	1.34	122	130	145	160	182	194	207	218	226	240
21	Yamunanagar	1.67	127	133	145	162	183	197	215	230	241	248
Himachal Pradesh												
22	Himachal Pradesh	0.57	120	126	135	147	161	172	188	208	222	232
Jammu & Kashmir												
23	Srinagar	0.45	118	125	134	145	159	172	190	203	219	235
Jharkhand												
24	Giridih	0.55	134	146	156	177	204	232	250	282	293	289
25	Bokaro	0.91	121	130	142	158	168	192	210	229	251	268
26	Jamshedpur	1.02	126	132	142	157	182	213	232	251	265	288
27	Jharia	0.84	126	136	146	161	180	198	222	262	279	290
28	Kodarma	0.43	132	140	149	169	190	215	236	263	285	297
29	Ranchi-Hatia	0.71	125	133	148	170	199	220	235	267	286	297
Karnataka												
30	Bangalore	1.95	125	136	150	167	181	194	211	238	253	268
31	Belgaum	0.96	125	133	144	162	179	200	217	242	254	266
32	Hubli-Dharwar	1.18	123	132	147	164	182	200	219	248	266	281
33	Mercara	0.63	114	121	135	154	172	188	208	240	255	269
34	Mysore	0.92	123	130	142	160	174	187	205	242	258	267
Kerala												
35	Ernakulam	3.08	125	131	142	153	167	185	199	225	248	260
36	Mundakayam	1.83	124	130	145	159	174	191	213	251	264	274
37	Quilon	1.75	126	129	143	154	173	195	206	236	260	277
Madhya Pradesh												
38	Bhopal	1.35	127	135	145	161	185	205	221	238	251	260
39	Indore	1.05	122	131	140	152	168	181	200	222	232	243
40	Jabalpur	1.55	128	135	148	159	184	198	212	231	240	256
41	Chhindwara	1.21	127	137	150	162	177	195	216	242	247	262

Table 3.01(b) Concl'd.

1	2	3	4	5	6	7	8	9	10	11	12	13
Maharashtra												
42	Mumbai	9.57	126	134	144	159	174	192	212	237	257	276
43	Nagpur	1.06	130	140	151	174	203	220	240	265	277	294
44	Nasik	1.50	124	130	139	157	181	204	223	242	255	271
45	Pune	1.81	127	136	146	162	181	200	217	237	254	266
46	Solapur	0.95	123	139	149	160	179	199	216	239	261	281
Orissa												
47	Rourkela	0.71	124	137	149	166	186	204	222	245	260	270
48	Angul Talchar	0.88	120	128	143	160	181	200	221	241	256	265
Punjab												
49	Amritsar	1.07	130	139	149	163	190	208	227	240	255	263
50	Ludhiana	0.57	129	134	146	160	175	188	205	222	235	251
51	Jalandhar	0.96	126	131	141	155	174	190	205	224	239	250
Rajasthan												
52	Ajmer	1.56	122	129	138	152	175	191	215	233	240	248
53	Jaipur	1.09	127	134	145	159	179	192	214	230	238	245
54	Bhilwara	0.73	125	133	144	158	176	192	215	236	245	259
Tamil Nadu												
55	Chennai	2.31	118	124	135	149	161	171	196	218	230	248
56	Coimbatore	1.26	119	127	137	151	166	176	193	217	231	243
57	Coonoor	1.18	115	122	134	148	168	182	204	224	241	261
58	Madurai	1.17	116	121	134	147	162	174	196	218	239	259
59	Salem	1.12	114	122	134	151	163	172	192	216	233	254
60	Tiruchirapally	1.37	119	126	141	156	174	184	208	232	253	261
Tripura												
61	Tripura	0.26	115	123	131	144	156	167	177	194	210	227
Uttar Pradesh												
62	Agra	1.91	128	136	146	168	193	208	220	240	255	269
63	Ghaziabad	1.82	125	132	142	159	182	198	209	232	240	256
64	Kanpur	2.09	125	132	141	158	183	200	214	237	255	268
65	Varanasi	2.64	122	131	142	160	183	194	208	231	247	265
66	Lucknow	2.75	121	129	144	163	185	195	203	224	242	261
West Bengal												
67	Asansol	1.08	124	138	151	171	195	211	231	256	277	290
68	Darjeeling	0.53	120	130	142	153	170	184	196	215	232	239
69	Durgapur	1.14	121	130	140	155	178	193	215	263	282	287
70	Haldia	1.74	116	124	131	144	161	185	211	230	241	275
71	Howrah	0.79	121	130	139	154	171	183	199	215	228	240
72	Jalpaiguri	0.48	117	125	136	150	167	179	192	221	241	252
73	Kolkata	1.51	121	132	142	156	172	185	199	222	239	251
74	Raniganj	0.99	124	132	140	156	169	180	195	214	228	238
75	Siliguri	0.48	124	135	144	156	173	187	197	218	233	241
Chandigarh												
76	Chandigarh	0.16	125	131	140	155	175	197	213	232	245	254
Delhi												
77	Delhi	1.99	122	128	137	147	163	176	191	209	223	234
Puducherry												
78	Puducherry	0.59	123	130	146	163	173	184	209	237	256	271
All-India		100.00	123	131	142	157	176	192	209	232	247	261

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
2015	261	288

	General		Food	
	2014	2015	2014	2015
January	237	254	256	276
February	238	253	256	275
March	239	254	258	276
April	242	256	264	278
May	244	258	267	283
June	246	261	270	288
July	252	263	280	289
August	253	264	282	292
September	253	266	280	296
October	253	269	280	301
November	253	270	280	302
December	253	269	277	299

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	
	2014	2015
January	7.24	7.17
February	6.73	6.30
March	6.70	6.28
April	7.08	5.79
May	7.02	5.74
June	6.49	6.10
July	7.23	4.37
August	6.75	4.35
September	6.30	5.14
October	4.98	6.32
November	4.12	6.72
December	5.86	6.32

Figure-1 All-India General and Food Index for the Year 2006-2015(Annual Avg.)

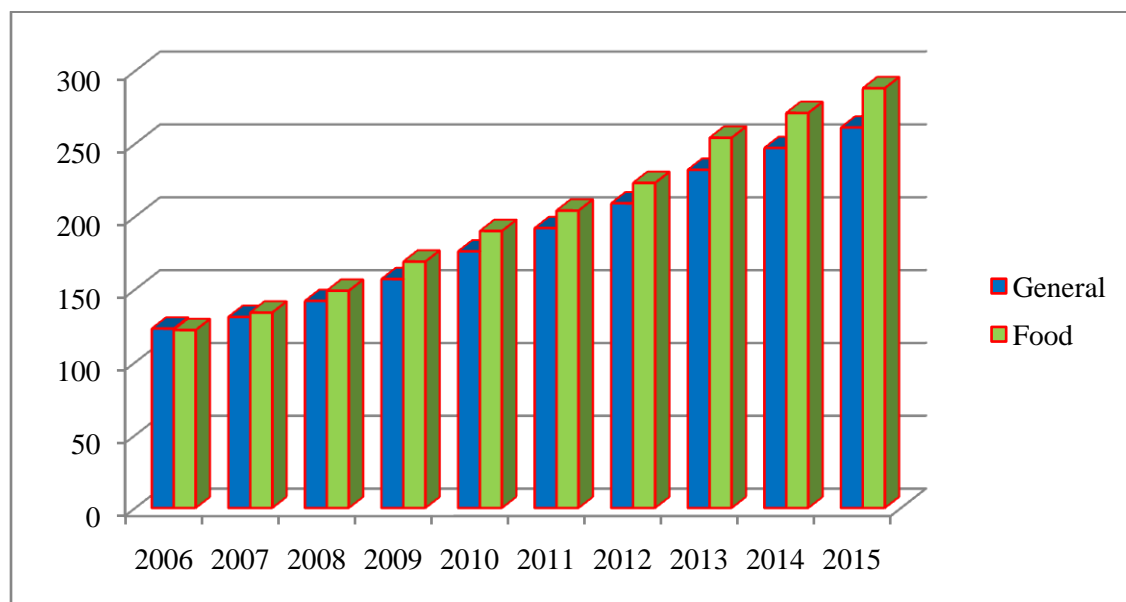
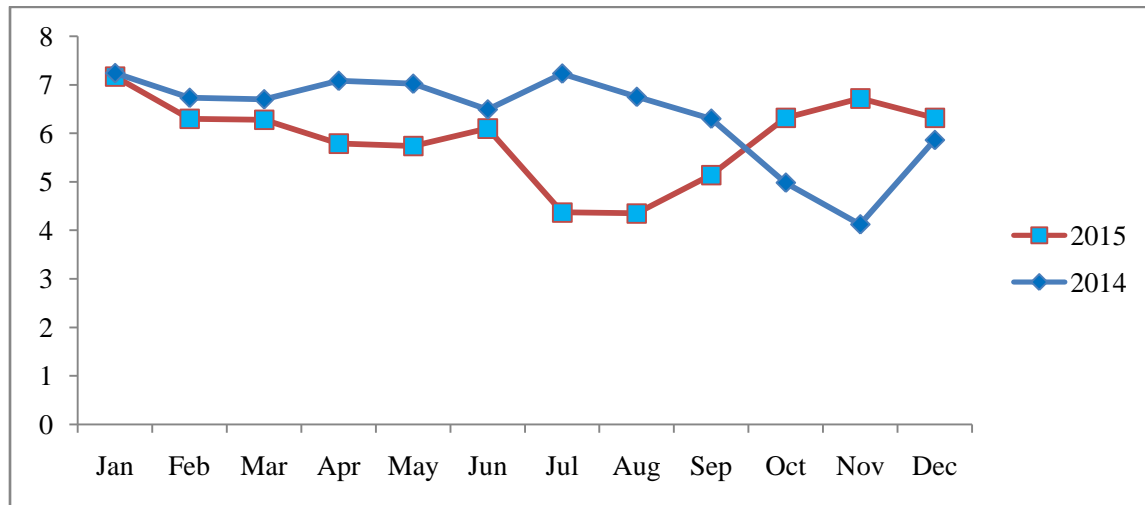


Figure2. Y-O-Y inflation based on CPI(IW) for the year 2014 & 2015



B. Agricultural/Rural Labourers

The current series of Consumer Price Index Numbers for Agricultural and Rural Labourers on base 1986-87=100 came into being with effect from November, 1995 replacing the old series of CPI (AL) on base 1960-61=100. The previous series was being compiled for Agricultural Labourers only, whereas the new series is being compiled for Rural Labourers as well as its sub-set Agricultural Labourers.

These index numbers measure the temporal change in prices of fixed basket of goods and services consumed by the target group, i.e. agricultural/rural labourers serve as a guiding principle for fixation and revision of minimum wages of labourers engaged in agricultural occupations under the Minimum Wages Act, 1948. The rural retail prices utilized in the compilation of CPI-AL/RL are collected regularly by the staff of the Field Operations Division (FOD) of the NSSO from 600 representative sample villages spread over 20 States in respect of the items included in the index basket of each State representing the consumption pattern of the target population. The collection of retail prices is staggered over four weeks of a month with one-fourth of the sample villages being covered every week on a fixed price collection day.

The weighting diagrams for the series were derived from the data of Consumer Expenditure Survey conducted during 38th Round of NSS in 1983. These indices are compiled separately for 20 States and on the basis of these State indices, an all-India index is compiled as per the methodology approved by Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). All-India index is a weighted average of 20 constituent State indices.

The State-wise and All India annual average indices for General and Food Group are presented in Table 3.04(a) and 3.04(b) for Agricultural Labourers and in Table 3.04(c) and 3.04(d) for Rural Labourers during 2013-14, 2014-15 (Agricultural Year) and 2014 & 2015 (Calendar Year). The highest increase in annual average of General and Food Group indices for Agricultural Labourers during the agricultural year 2014-2015 was reported by Manipur and Tripura States of 9.61% and 9.99% respectively as against the all-India average increase of 5.76% and 4.40%. Similarly, the highest increase in the annual average General and Food Group indices in respect of Rural Labourers during the agricultural year 2014-2015 was registered by Kerala and Manipur State of 10.13% and 9.83% respectively as against the all-India average increase of 6.01% and 4.79% respectively.

A comparative picture of percentage change during Calendar Year 2015 as compared to 2014 in annual averages of general and food group indices for all 20 States as well as All India in respect of Agricultural and Rural Labourers are also presented in Tables 3.04(a), 3.04(b), 3.04(c) & 3.04(d).

Table 3.04 (a)

**Consumer Price Index Numbers for Agricultural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2013-2014 & 2014-2015 and Calendar
Year (January to December) 2014 & 2015**

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/ decrease (2014-2015 over 2013-2014)	Calendar Year		Percentage increase/ decrease (2015 over 2014)
			2013-2014	2014-2015		2014	2015	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	820	873	6.46	845	900	6.51
2	Assam	1.69	740	789	6.62	776	796	2.58
3	Bihar	11.38	691	718	3.91	717	719	0.28
4	Gujarat	5.20	777	822	5.79	799	845	5.76
5	Haryana	1.81	840	898	6.90	870	912	4.83
6	Himachal Pradesh	0.10	619	660	6.62	644	675	4.81
7	Jammu & Kashmir	0.26	730	765	4.79	752	774	2.93
8	Karnataka	6.67	826	877	6.17	845	911	7.81
9	Kerala	5.02	772	840	8.81	810	854	5.43
10	Madhya Pradesh	6.86	723	737	1.94	729	751	3.02
11	Maharashtra	9.96	804	861	7.09	831	885	6.50
12	Manipur	0.10	718	787	9.61	760	799	5.13
13	Meghalaya	0.13	756	794	5.03	785	806	2.68
14	Orissa	5.07	714	764	7.00	744	747	0.40
15	Punjab	3.02	822	865	5.23	844	878	4.03
16	Rajasthan	2.14	822	870	5.84	848	891	5.07
17	Tamil Nadu	8.47	767	829	8.08	796	861	8.17
18	Tripura	0.15	668	730	9.28	707	743	5.09
19	Uttar Pradesh	9.61	734	766	4.36	754	786	4.24
20	West Bengal	9.39	730	755	3.42	751	756	0.67
	All-India	100.00	764	808	5.76	788	825	4.70

Table 3.04 (b)

**Consumer Price Index Numbers for Agricultural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2013-2014 & 2014-2015 and Calendar
Year (January to December) 2014 & 2015**

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/decrease (2014-2015 over 2013-2014)	Calendar Year		Percentage increase/decrease (2015 over 2014)
			2013-2014	2014-2015		2014	2015	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.97	830	876	5.54	850	904	6.35
2	Assam	1.79	736	778	5.71	770	780	1.30
3	Bihar	12.52	648	668	3.09	671	664	-1.04
4	Gujarat	5.13	794	829	4.41	808	853	5.57
5	Haryana	1.69	876	934	6.62	903	944	4.54
6	Himachal Pradesh	0.09	640	683	6.72	666	700	5.11
7	Jammu & Kashmir	0.27	753	779	3.45	770	779	1.17
8	Karnataka	6.32	842	871	3.44	845	910	7.69
9	Kerala	4.85	775	831	7.23	811	834	2.84
10	Madhya Pradesh	7.19	697	693	-0.57	693	704	1.59
11	Maharashtra	9.34	829	886	6.88	852	915	7.39
12	Manipur	0.10	631	693	9.83	673	695	3.27
13	Meghalaya	0.14	751	777	3.46	778	781	0.39
14	Orissa	5.70	676	715	5.77	702	684	-2.56
15	Punjab	2.68	859	900	4.77	881	912	3.52
16	Rajasthan	1.94	797	832	4.39	813	855	5.17
17	Tamil Nadu	8.43	700	751	7.29	721	785	8.88
18	Tripura	0.15	671	738	9.99	712	749	5.20
19	Uttar Pradesh	9.19	749	784	4.67	771	806	4.54
20	West Bengal	10.51	686	693	1.02	701	682	-2.71
	All-India	100.00	750	783	4.40	769	797	3.64

Table 3.04 (C)

**Consumer Price Index Numbers for Rural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2013-2014 & 2014-2015 and Calendar
Year (January to December) 2014 & 2015**

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/ decrease (2014-2015 over 2013-2014)	Calendar Year		Percentage increase/ decrease (2015 over 2014)
			2013-2014	2014-2015		2014	2015	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.21	817	870	6.49	842	897	6.53
2	Assam	1.96	746	796	6.70	782	804	2.81
3	Bihar	9.81	695	724	4.17	721	725	0.55
4	Gujarat	5.04	775	821	5.94	798	845	5.89
5	Haryana	2.07	834	893	7.07	863	910	5.45
6	Himachal Pradesh	0.19	653	696	6.58	680	711	4.56
7	Jammu & Kashmir	0.52	726	760	4.68	748	770	2.94
8	Karnataka	6.27	820	871	6.22	839	905	7.87
9	Kerala	6.33	770	848	10.13	813	868	6.77
10	Madhya Pradesh	6.38	739	759	2.71	749	774	3.34
11	Maharashtra	9.96	800	857	7.13	827	880	6.41
12	Manipur	0.08	720	790	9.72	763	802	5.11
13	Meghalaya	0.12	751	792	5.46	781	808	3.46
14	Orissa	4.47	714	764	7.00	744	748	0.54
15	Punjab	3.28	813	860	5.78	837	876	4.66
16	Rajasthan	2.78	809	854	5.56	833	875	5.04
17	Tamil Nadu	9.35	761	824	8.28	791	856	8.22
18	Tripura	0.27	662	723	9.21	699	736	5.29
19	Uttar Pradesh	9.74	732	764	4.37	752	782	3.99
20	West Bengal	9.17	739	765	3.52	761	767	0.79
	All-India	100.00	765	811	6.01	791	829	4.80

Table 3.04 (d)

**Consumer Price Index Numbers for Rural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2013-2014 & 2014-2015 and Calendar
Year (January to December) 2014 & 2015**

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/ decrease (2014-2015 over 2013-2014)	Calendar Year		Percentage increase/ decrease (2015 over 2014)
			2013-2014	2014-2015		2014	2015	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.41	829	875	5.55	849	903	6.36
2	Assam	2.13	746	790	5.90	781	794	1.66
3	Bihar	10.89	647	667	3.09	670	663	-1.04
4	Gujarat	5.00	796	831	4.40	811	857	5.67
5	Haryana	1.88	881	940	6.70	908	951	4.74
6	Himachal Pradesh	0.19	667	710	6.45	696	726	4.31
7	Jammu & Kashmir	0.54	745	767	2.95	761	772	1.45
8	Karnataka	6.12	831	858	3.25	834	899	7.79
9	Kerala	6.37	770	839	8.96	810	850	4.94
10	Madhya Pradesh	6.42	699	695	-0.57	694	706	1.73
11	Maharashtra	9.31	820	878	7.07	844	905	7.23
12	Manipur	0.08	631	693	9.83	673	695	3.27
13	Meghalaya	0.13	747	774	3.61	774	778	0.52
14	Orissa	5.18	676	716	5.92	703	685	-2.56
15	Punjab	2.77	858	900	4.90	881	912	3.52
16	Rajasthan	2.51	787	818	3.94	802	841	4.86
17	Tamil Nadu	8.97	709	762	7.48	731	796	8.89
18	Tripura	0.30	662	727	9.82	700	739	5.57
19	Uttar Pradesh	9.37	752	786	4.52	773	809	4.66
20	West Bengal	10.43	688	695	1.02	704	685	-2.70
All-India		100.00	751	787	4.79	771	802	4.02

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 2013 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 2003 to 2013

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
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
2013	11556*	2534 (21.9)	2567 (79.4)	664 (20.6)	3231	1275

- Note: 1. Figures below the values in col.3 denotes percentages of Unions Submitting Returns to Total No of Registered Unions.
 2. The data is based on the returns received.
 3. * : Data pertains to responding State/ UTs only.
 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 of trade unions of Workers' and Employers' during 2013.

Table 4.02
State-wise Distribution of Registered Trade Unions during 2013

State/Union Territory	Workers' Unions		Employers' Unions		All Unions		Total
	State	Central	State	Central	State	Central	
1	2	3	4	5	6	7	8
States							
Chhattisgarh	458	89	-	-	458	89	547
Goa	223	42	-	-	70	195	265
Haryana	1249	356	-	-	1249	356	1605
Karnataka	3255	-	-	-	3255	-	3255
Meghalaya	88	-	-	-	88	-	88
Rajasthan	312	-	-	-	312	-	312
Uttar Pradesh	2808	676	-	-	2808	676	3484
UTs							
A & N	121	-	-	-	121	-	121
Chandigarh	370	41	-	-	370	41	411
Dadra Nagar Haveli	2	-	-	-	2	-	2
Puducherry	1466	-	-	-	1466	-	1466
Total	10352	1204			10352	1204	11556

- = Not reported

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 2013 are presented in Table 4.03. However, no significant data was provided for Employers Union for the years 2009 to 2013.

Table 4.03**Income and Expenditure of Registered Workers' and Employers' Trade Unions Submitting Returns for the Years 2001 to 2013**

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	-	-	-
2013	2534	2901.52	2608.32	-	-	-

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 2012 and 2013 according to NIC 2008.

Table 4.04(a)
Number and Membership of Workers' Unions classified according to Industries
during 2012 and 2013

Industry code (NIC 2008)	Industry	2012			2013		
		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	273	2898511	10618	92	220087	2392
01	Crop and animal production, hunting and related service activities	220	2802320	12738	85	218936	2576
011	Growing of non-perennial crops	24	1515328	63139	18	130092	7227
012	Growing of perennial crops	31	466971	15064	23	5395	235
014	Animal production	15	58415	3895	2	260	130
015	Mixed farming	9	6893	766	31	60264	1944
016	Support activities to agriculture and post-harvest crop activities	35	11408	326	11	22925	2084
017	Hunting, trapping and related service activities	104	741737	7133	-	-	-
02	Forestry and logging	52	96165	1850	5	1107	221
021	Silviculture and other forestry activities	16	9439	590	2	882	441
022	Logging	2	1324	662	-	-	-
023	Gathering of non-wood forest products	23	56855	2472	-	-	-
024	Support services to forestry	11	28547	2596	3	225	75
03	Fishing and aquaculture	1	26	26	2	44	22
031	Fishing	-	-	-	1	18	18
032	Aquaculture	1	26	26	1	26	26
B	Mining and quarrying	51	92102	1806	72	52664	731
05	Mining of coal and lignite	19	65036	3423	40	27111	678
051	Mining of hard coal	18	64426	3580	18	13211	734
052	Mining of lignite	-	-	-	22	13900	632
06	Extraction of crude petroleum and natural gas	5	1070	214	1	100	100
061	Extraction of crude petroleum	-	-	-	1	100	100
07	Mining of metal ores	9	12194	1355	12	18586	1549
071	Mining of iron ores	-	-	-	4	1119	280
072	Mining of non-ferrous metal ores	8	8591	1074	8	17467	2183
08	Other mining and quarrying	18	13802	767	19	6867	361
081	Quarrying of stone, sand and clay	11	9923	903	18	6752	375
089	Mining and quarrying n.e.c.	7	3879	555	1	115	115
C	Manufacturing	1774	1629020	918	1025	734954	717
10	Manufacture of food products	266	218409	822	189	196711	1041
101	Processing and preserving of meat	8	3481	436	9	120289	13365
103	Processing and preserving of fruit and vegetables	-	-	-	-	-	-
104	Manufacture of vegetable and animal oils and fats	5	341	69	2	200	100
105	Manufacture of dairy products	43	14077	328	24	7857	327
106	Manufacture of grain mill products, starches and starch products	23	9693	422	15	18321	1221

Table 4.04(a) Contd.

1	2	3	4	5	6	7	8
107	Manufacture of other food products	183	190683	1042	139	50044	360
108	Manufacture of prepared animal feeds	4	134	34	-	-	-
11	Manufacture of beverages	153	51715	339	36	12239	340
110	Manufacture of beverages	153	51715	339	36	12239	340
12	Manufacture of tobacco products	44	49233	1119	41	24472	597
120	Manufacture of tobacco products	44	49233	1119	41	24472	597
13	Manufacture of textiles	204	247793	1215	92	45323	493
130	Manufacture of textiles	-	-	-	2	703	352
131	Spinning, weaving and finishing of textiles	155	175960	1136	84	42736	509
139	Manufacture of other textiles	49	71833	1466	6	1884	314
14	Manufacture of wearing apparel	32	136737	4274	4	1337	334
141	Manufacture of wearing apparel, except fur apparel	31	136610	4407	4	1337	334
15	Manufacture of leather and related products	32	27006	844	17	3858	227
151	Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur	17	23700	1395	4	636	159
152	Manufacture of footwear	15	3306	221	13	3222	248
16	Manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	47	31652	674	9	10295	1144
161	Sawmilling and planing of wood	29	25946	895	4	10008	2502
162	Manufacture of products of wood, cork, straw and plaiting materials	18	5706	317	5	287	57
17	Manufacture of paper and paper products	38	10846	286	22	6654	302
170	Manufacture of paper and paper products	38	10846	286	22	6654	302
18	Printing and reproduction of recorded media	67	34571	516	30	6441	215
181	Printing and service activities related to printing	67	34571	516	30	6441	215
19	Manufacture of coke and refined petroleum products	9	1142	127	8	3319	415
191	Manufacture of coke oven products	-	-	-	1	40	40
192	Manufacture of refined petroleum products	9	1142	127	7	3279	468
20	Manufacture of chemicals and chemical products	129	27414	213	116	18559	160
201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms	48	8490	177	27	3749	139
202	Manufacture of other chemical products	80	18715	234	89	14810	166
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	48	8051	168	17	7680	452
210	Manufacture of pharmaceuticals, medicinal chemical and botanical products	48	8051	168	17	7680	452

Table 4.04(a) Contd.

1	2	3	4	5	6	7	8
22	Manufacture of rubber and plastics products	74	26446	358	37	9882	267
221	Manufacture of rubber products	62	22381	361	33	8118	246
222	Manufacture of plastics products	12	4065	339	4	1764	441
23	Manufacture of other non-metallic mineral products	129	230280	1786	64	137483	2148
231	Manufacture of glass and glass products	24	10623	443	8	2148	269
239	Manufacture of non-metallic mineral products n.e.c.	105	219657	2092	62	137062	2211
24	Manufacture of basic metals	96	216429	2255	67	136608	2039
241	Manufacture of basic iron and steel	77	210003	2728	58	134442	2318
242	Manufacture of basic precious and other non-ferrous metals	12	5790	483	6	1503	251
243	Casting of metals	7	636	91	3	663	221
25	Manufacture of fabricated metal products, except machinery and equipment	62	56558	913	48	34440	718
251	Manufacture of structural metal products, tanks, reservoirs and steam generators	22	20702	941	15	10378	692
252	Manufacture of weapons and ammunition	2	71	36	3	125	42
259	Manufacture of other fabricated metal products; metalworking service activities	38	35785	942	31	24146	779
26	Manufacture of computer, electronic and optical products	38	11715	309	39	11603	298
261	Manufacture of electronic components	10	1602	161	8	1520	190
262	Manufacture of computers and peripheral equipment	3	600	200	1	74	74
263	Manufacture of communication equipment	5	2332	467	8	3957	495
264	Manufacture of consumer electronics	5	1780	356	5	842	168
265	Manufacture of measuring, testing, navigating and control equipment; watches and clocks	7	2106	301	8	2086	261
266	Manufacture of irradiation, electromedical and electrotherapeutic equipment	3	1414	472	1	1106	1106
267	Manufacture of optical instruments and equipment	2	170	85	2	291	146
268	Manufacture of magnetic and optical media	3	1711	571	-	-	-
27	Manufacture of electrical equipment	68	12204	180	39	6649	170
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	25	5449	218	19	4194	221
272	Manufacture of batteries and accumulators	6	1136	190	5	652	130
273	Manufacture of wiring and wiring devices	12	1373	115	4	271	68
274	Manufacture of electric lighting equipment	7	1264	181	5	997	199

Table 4.04(a) Contd.

1	2	3	4	5	6	7	8
275	Manufacture of domestic appliances	13	2565	198	3	451	150
279	Manufacture of other electrical equipment	5	417	84	3	84	28
28	Manufacture of machinery and equipment n.e.c.	99	32662	330	82	36739	448
281	Manufacture of general purpose machinery	46	11480	250	33	8755	265
282	Manufacture of special-purpose machinery	53	21182	400	48	27775	579
29	Manufacture of motor vehicles, trailers and semi-trailers	67	24063	360	33	14844	450
291	Manufacture of motor vehicles	25	10668	427	17	8985	529
292	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers	28	6177	221	5	861	172
293	Manufacture of parts and accessories for motor vehicles	14	7218	516	11	4998	454
30	Manufacture of other transport equipment	27	10138	376	20	8156	408
301	Building of ships and boats	2	505	253	3	651	217
302	Manufacture of railway locomotives and rolling stock	1	175	175	1	0	0
303	Manufacture of air and spacecraft and related machinery	1	59	59	-	-	-
304	Manufacture of military fighting vehicles	8	1567	196	-	-	-
309	Manufacture of transport equipment n.e.c.	15	7832	523	16	7505	469
31	Manufacture of furniture	11	11967	1088	3	183	61
310	Manufacture of furniture	11	11967	1088	3	183	61
32	Other manufacturing	23	148138	6441	1	99	99
321	Manufacture of jewellery, bijouterie and related articles	7	7696	1100	-	-	-
323	Manufacture of sports goods	4	3547	887	1	99	99
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	11	3851	351	11	1380	125
331	Repair of fabricated metal products, machinery and equipment	11	3851	351	9	1233	137
332	Installation of industrial machinery and equipment	-	-	-	2	147	74
D	Electricity, gas, steam and air conditioning supply	113	188711	1670	69	192383	2788
35	Electricity, gas, steam and air conditioning supply	113	188711	1670	69	192383	2788
351	Electric power generation, transmission and distribution	109	178221	1636	68	192333	2828
352	Manufacture of gas; distribution of gaseous fuels through mains	3	10468	3490	1	50	50
E	Water supply; sewerage, waste management and remediation Activities	55	25249	459	68	10185	150
36	Water collection, treatment and supply	31	14348	463	46	5395	117

Table 4.04(a) Contd.

	1	2	3	4	5	6	7	8
	360	Water collection, treatment and supply	31	14348	463	46	5395	117
	37	Sewerage	21	10623	506	20	4039	202
	370	Sewerage	21	10623	506	20	4039	202
	38	Waste collection, treatment and disposal activities; materials recovery	3	278	93	2	751	376
	381	Waste collection	3	278	93	2	751	376
F		Construction	281	1225317	4361	111	328562	2960
	41	Electricity, gas, steam and air conditioning supply	209	1151252	5509	81	125376	1548
	410	Construction of buildings	209	1151252	5509	81	125376	1548
	42	Water collection, treatment and supply	51	52661	1033	15	6008	401
	421	Construction of roads and railways	19	19009	1001	14	5908	422
	422	Construction of utility projects	11	22100	2010	1	100	100
	429	Construction of other civil engineering projects	21	11552	551	-	-	-
	43	Sewerage	21	21404	1020	15	197178	13145
	431	Demolition and site preparation	4	1026	257	2	436	218
	432	Electrical, plumbing and other construction installation activities	7	8027	1147	5	710	142
	433	Building completion and finishing	10	12351	1236	-	-	-
	434	Other specialized construction activities	-	-	-	8	196032	24504
G		Wholesale and retail trade; repair of motor vehicles and motorcycles	197	233579	1186	56	97890	1748
	45	Wholesale and retail trade and repair of motor vehicles and motorcycles	86	131663	1531	31	89093	2874
	451	Sale of motor vehicles	43	74584	1735	4	523	131
	452	Maintenance and repair of motor vehicles	41	55910	1364	20	87425	4371
	453	Sale of motor vehicle parts and accessories	1	700	700	1	200	200
	454	Sale, maintenance and repair of motorcycles and related parts and accessories	1	469	469	6	945	158
	46	Wholesale trade, except of motor vehicles and motorcycles	27	10380	385	9	4885	543
	461	Wholesale on a fee or contract basis	3	71	24	1	496	496
	462	Wholesale of agricultural raw materials and live animals	12	1152	96	-	-	-
	463	Wholesale of food, beverages and tobacco	8	1782	223	7	4356	622
	464	Wholesale of household goods	3	4589	1530	1	33	33
	469	Non-specialized wholesale trade	1	2777	2777	-	-	-
	47	Retail trade, except of motor vehicles and motorcycles	84	91536	1090	16	3912	245
	471	Retail sale in non-specialized stores	38	67122	1767	1	40	40
	472	Retail sale of food, beverages and tobacco in specialized stores	25	10294	412	8	2871	359
	473	Retail sale of automotive fuel in specialized stores	2	3696	1848	3	724	241
	474	Retail sale of information and communications equipment in specialized stores	-	-	-	-	-	-
	476	Retail sale of cultural and recreation goods in specialized stores	-	-	-	-	-	-

Table 4.04(a) Contd.

	1	2	3	4	5	6	7	8
	477	Retail sale of other goods in specialized stores	2	316	158	2	123	62
	478	Retail sale via stalls and markets	12	5178	432	1	14	14
	479	Retail trade not in stores, stalls or markets	5	4930	986	1	140	140
H		Transportation and storage	652	1168725	1793	218	387347	1777
	49	Land transport and transport via pipelines	530	1113362	2101	165	371949	2254
	491	Transport via railways	17	162948	9586	19	183821	9675
	492	Other land transport	512	950205	1856	140	169516	1211
	493	Water Transport	-	-	-	6	18612	3102
	50	Water transport	3	611	204	5	3205	641
	501	Sea and coastal water transport	2	369	185	5	3205	641
	502	Inland water transport	1	242	242	-	-	-
	51	Air transport	36	12863	358	17	2770	163
	511	Passenger air transport	35	12743	365	14	1799	129
	512	Freight air transport	1	120	120	2	571	286
	518	Transportation	-	-	-	1	400	400
	52	Warehousing and support activities for transportation	81	41628	514	30	8813	294
	521	Warehousing and storage	63	28581	454	20	7261	363
	522	Support activities for transportation	18	13047	725	10	1552	155
	53	Postal and courier activities	2	261	131	1	610	610
	531	Postal activities	1	170	170	1	610	610
	532	Courier activities	1	91	91	-	-	-
I		Accommodation and Food service activities	75	17894	239	60	55821	930
	55	Accommodation	46	8705	190	49	51678	1055
	551	Short term accommodation activities	43	7814	182	37	43957	1188
	552	Camping grounds, recreational vehicle parks and trailer parks	-	-	-	1	6250	6250
	559	Other accommodation	3	891	297	11	1471	134
	56	Food and beverage service activities	29	9189	317	11	4143	377
	561	Restaurants and mobile food service activities	17	5298	312	1	157	157
	562	Event catering and other food service activities	9	3467	386	5	945	189
	563	Beverage serving activities	3	424	142	5	3041	608
J		Information and communication	217	114454	527	46	67181	1460
	58	Publishing activities	8	290	37	10	1096	110
	581	Publishing of books, periodicals and other publishing activities	8	290	37	10	1096	110
	59	Motion picture, video and television programme production, sound recording and music publishing activities	18	2861	159	13	1853	143
	591	Motion picture, video and television programme activities	18	2861	159	13	1853	143
	60	Broadcasting and programming activities	174	101730	585	15	57307	3820
	601	Radio broadcasting	13	54959	4228	12	56480	4707
	602	Television programming and broadcasting activities	161	46771	291	3	827	276
	61	Telecommunications	10	6029	603	-	-	-
	611	Wired telecommunications activities	5	1858	372	-	-	-

Table 4.04(a) Contd.

	1	2	3	4	5	6	7	8
612	Wired telecommunications activities		5	4171	835	-	-	-
619	Other telecommunications activities		-	-	-	-	-	-
62	Computer programming, consultancy and related activities		1	94	94	-	-	-
620	Computer programming, consultancy and related activities		1	94	94	-	-	-
63	Information service activities		6	3450	575	8	6925	866
631	Data processing, hosting and related activities; web portals		1	35	35	-	-	-
639	Other information service activities		5	3415	683	8	6925	866
K	Financial and insurance activities		216	193965	898	161	123006	764
64	Financial service activities, except insurance and pension funding		135	90441	670	112	100255	895
65	Insurance, reinsurance and pension funding, except compulsory social security		67	98895	1477	41	21546	526
66	Other financial activities		14	4629	331	8	1205	151
L	Real estate activities		-	-	-	3	1534	511
68	Real estate activities		-	-	-	3	1534	511
681	Real estate activities with own or leased property		-	-	-	3	1534	511
M	Professional, scientific and technical activities		138	154389	1119	12	1817	151
69	Legal and accounting activities		1	129	129	1	119	119
692	Accounting, bookkeeping and auditing activities; tax consultancy		1	129	129	1	119	119
70	Activities of head offices; management consultancy activities		-	-	-	3	257	86
701	Activities of head offices		-	-	-	3	257	86
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		4	755	189	3	854	285
721	Research and experimental development on natural sciences and engineering		3	701	234	3	854	285
722	Research and experimental development on social sciences and humanities		1	54	54	-	-	-
74	Other professional, scientific and technical activities		-	-	-	4	518	130
741	Specialized design activities		-	-	-	1	240	240
742	Photographic activities		-	-	-	2	190	95
749	Other professional, scientific and technical activities n.e.c		-	-	-	1	88	88
75	Veterinary activities		23	4275	186	1	69	69
750	Veterinary activities		23	4275	186	1	69	69
N	Administrative and support service activities		40	54972	1374	39	15552	399
77	Rental and leasing activities		-	-	-	4	1723	431
771	Renting and leasing of motor vehicles		-	-	-	4	1723	431
78	Employment activities		1	1225	1225	5	2422	484
781	Activities of employment placement agencies		-	-	-	5	2422	484

Table 4.04(a) Contd.

	1	2	3	4	5	6	7	8
783	Human resources provision and management of human resources functions		1	1225	1225	-	-	-
79	Travel agency, tour operator and other reservation service activities		2	557	279	5	2205	441
791	Travel agency and tour operator activities		2	557	279	5	2205	441
80	Security and investigation activities		13	40249	3097	7	3694	528
801	Private security activities		10	38788	3879	6	923	154
802	Security systems service activities		1	1272	1272	-	-	-
803	Investigation activities		2	189	95	1	2771	2771
81	Services to buildings and landscape activities		12	9289	775	3	958	319
811	Combined facilities support activities		2	6468	3234	1	428	428
812	Cleaning activities		9	2371	264	1	80	80
813	Landscape care and maintenance service activities		1	450	450	1	450	450
82	Office administrative, office support and other business support activities		12	3652	305	15	4550	303
821	Office administrative and support activities		3	690	230	5	634	127
829	Business support service activities n.e.c.		8	2901	363	10	3916	392
O	Public administration and defence; compulsory social security		181	124496	688	118	44482	377
84	Public administration and defence; compulsory social security		181	124496	688	118	44482	377
841	Administration of the State and the economic and social policy of the community		113	99518	881	24	17966	749
842	Provision of services to the community as a whole		66	24720	375	93	26334	283
843	Compulsory social security activities		2	258	129	1	182	182
P	Education		58	73382	1265	42	31146	742
85	Education		58	73382	1265	42	31146	742
851	Primary education		20	69717	3486	9	27415	3046
852	Secondary education		23	2044	89	12	880	73
853	Higher education		11	1146	105	12	2215	185
854	Other education		-	-	-	1	36	36
855	Educational support services		4	475	119	8	600	75
Q	Human health and social work activities		82	87329	1065	49	99176	2024
86	Human health activities		56	28041	501	29	9404	324
861	Hospital activities		50	25860	518	20	8158	408
862	Medical and dental practice activities		5	1878	376	9	1246	138
869	Other human health activities		1	303	303	-	-	-
88	Social work activities without accommodation		21	52556	2503	20	89772	4489
881	Social work activities without accommodation for the elderly and disabled		6	38050	6342	10	73615	7362
889	Other social work activities without accommodation n.e.c.		15	14506	968	10	16157	1616

Table 4.04(a) Concl'd.

1	2	3	4	5	6	7	8
R	Arts, entertainment and recreation	54	27491	509	16	2337	146
90	Creative, arts and entertainment activities	32	10766	337	5	545	109
900	Creative, arts and entertainment activities	32	10766	337	5	545	109
91	Libraries, archives, museums and other cultural activities	6	1558	260	5	1428	286
910	Libraries, archives, museums and other cultural activities	6	1558	260	5	1428	286
92	Gambling and betting activities	13	14719	1133	2	162	81
920	Gambling and betting activities	13	14719	1133	2	162	81
93	Sports activities and amusement and recreation activities	3	448	150	4	202	51
931	Sports activities	3	448	150	3	173	58
932	Other amusement and recreation activities	-	-	-	1	29	29
S	Other service activities	270	299639	1110	72	136272	1893
94	Activities of membership organizations	94	241707	2572	51	80458	1578
941	Activities of business, employers and professional membership organizations	24	53037	2210	14	6235	445
942	Activities of trade unions	60	184947	3083	36	73893	2053
949	Activities of other membership organizations	10	3723	373	1	330	330
95	Repair of computers and personal and household goods	1	49	49	8	15529	1941
952	Repair of personal and household goods	1	49	49	8	15529	1941
96	Other personal service activities	175	57883	331	13	40285	3099
960	Other personal service activities	175	57883	331	13	40285	3099
T	Activities of households as employers; undifferentiated goods- and services producing activities of households for own use	12	1431	119	159	56967	358
97	Activities of households as employers of domestic personnel	9	1157	129	155	56399	364
970	Activities of households as employers of domestic personnel	9	1157	129	155	56399	364
98	Undifferentiated goods- and services-producing activities of private households for own use	3	274	92	4	568	142
981	Undifferentiated goods-producing activities of private households for own use	3	274	92	4	568	142
U	Activities of extraterritorial organizations and bodies	46	571728	12429	46	571728	12429
99	Activities of extraterritorial organizations and bodies	46	571728	12429	46	571728	12429
990	Activities of extraterritorial organizations and bodies	46	571728	12429	46	571728	12429
Total		4785	9182384	1919	2534	3231091	1275

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 2012 and 2013. No data was reported for the years under consideration.

Table 4.04(b)
Industry-wise (NIC – 2008) Number and Membership
of Employers Unions during 2012 and 2013

Ind. Code (2008)	Industry	2012			2013		
		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 2013.

Table 4.05
Number of Registered Federations submitting returns and Income and Expenditure of
Federations submitting returns for the Years 2002 to 2013

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	-	-	-
2013	-	-	-

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., 2010 to 2014(P) are presented in Table 4.06. It may be seen from there that the number of disputes are showing a fluctuating trend whereas the number of mandays lost are showing a decreasing trend.

Table 4.06
Number of Industrial Disputes in Public and Private Sectors during 2010 to 2014 (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
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	14	244	258	1708452	129708	1838160	3075259	9570112	12645371	7125
2014(P)	29	258	287	1011111	147659	1158770	1796445	9298925	11095370	4038

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.

Table 4.07
Number of Disputes by Strikes and Lockouts during 2010 – 2014

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
2010	199	989533	13150828	172	84940	9979699
2011	179	644626	4696807	191	90137	9761231
2012	133	1221056	2843076	185	86398	10093719
2013	103	1774306	4044975	155	63854	8600396
2014(P)	119	1062426	2998117	168	96344	8097253

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 2012, 2013 and 2014 are presented in Table Nos. 4.08, 4.09 and 4.10., respectively.

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 (1365578) due to strikes was also highest in the state of Maharashtra. On the other hand, during this period, West Bengal has the distinction of having highest number of lockouts (132) and (5) each in Andhra Pradesh, Kerala and Tamil Nadu respectively. The maximum time-loss due to lockouts was however witnessed by the State of West Bengal (7677286 man-days) followed by Andhra Pradesh (296437 man-days), Kerala (211097 man-days) and Haryana (124740 man-days).

Similarly, during 2014, the highest number of strikes (25) was recorded in the State of Gujarat while the number of workers involved (227418) was recorded in the State of West Bengal and Man-days lost (680839) due to strikes was recorded in the State of Tamil Nadu. On the other hand, the highest number of lockouts (143), number of workers involved (88040) and Man-days lost (7058187) due to lockouts was recorded in the State of West Bengal.

Table 4.08
Industrial Disputes during 2012 (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	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
Uttarakhand	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 (4) 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 2013 (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	10724	-	-	-
Gujarat	19	78800	162376	-	-	-
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	227201	-	-	-
Rajasthan	9	78235	245638	1	288	83804
Sikkim	#	#	#	#	#	#
Tamil Nadu	26	14859	305784	5	1218	52472
Tripura	-	-	-	-	-	-
Uttar Pradesh	4	33820	71461	2	913	11286
Uttarakhand	*	27000	39000	-	-	-
West Bengal	2	184593	303521	132	54577	7677286
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar Haveli	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	*	25800	25800	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	2	650	8835	-	-	-
Total	103	1774306	4044975	155	63854	8600396

- = 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 2013, two (2) 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 2014(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	5	5078	543118	8	2841	501304
Arunachal Pradesh	..	..	..	..	..	..
Assam	3	54758	67258	4	2411	22764
Bihar	*	68352	89559	1	227	70597
Chhattisgarh	2	35057	55318	-	-	-
Goa	-	-	-	-	-	-
Gujarat	25	67035	156321	-	-	-
Haryana	8	3131	159137	2	531	37689
Himachal Pradesh	5	830	17848	-	-	-
Jammu & Kashmir	-	-	-	-	-	-
Jharkhand	-	-	-	-	-	-
Karnataka	7	120477	179890	-	-	-
Kerala	15	42050	171797	4	747	210654
Madhya Pradesh	5	97337	133792	-	-	-
Maharashtra	2	28865	51651	-	-	-
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	2	906	38268	2	813	125386
Punjab	-	-	-	-	-	-
Rajasthan	10	88082	219622	1	270	52132
Sikkim	#	#	#	#	#	#
Tamil Nadu	21	157087	680839	3	464	18540
Telangana	1	448	33152	-	-	-
Tripura	-	-	-	-	-	-
Uttar Pradesh	1	16495	25129	-	-	-
Uttarakhand	1	48712	66696	-	-	-
West Bengal	4	227418	308460	143	88040	7058187
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar Haveli	..	..	..	..	..	..
Daman and Diu	-	-	-	-	-	-
Delhi	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	2	308	262	-	-	-
Total	119	1062426	2998117	168	96344	8097253

(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 2014, 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).

(d) Industrial Disputes by Industry Divisions

The statistics of Industrial Disputes (Strikes & Lockouts) by Major Industry Divisions for the years 2012, 2013 and 2014(P) (As per N I C, 2008) are presented in Table 4.11.

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 (7,059,255 man-days or 55.82 per cent of the total time-loss) followed by ‘Financial & insurance activities’ (2,434,144 man days or 19.25 per cent of the total time loss) and ‘Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles’ (981,301 man-days or 7.76 per cent of the total time-loss). These three divisions together accounted for 182 disputes or 70.54 per cent of the total number of disputes involving 1,514,141 workers (82.37 per cent) and a time loss of 10,474,700 man-days (82.83 per cent).

Similarly, during the year 2014 ‘Manufacturing Division’ accounted for the highest number of disputes (201) as well as the time-loss (7,857,875 man-days or 70.82 per cent of the total time-loss) followed by ‘Financial & insurance activities’ (1,185,969 man-days or 10.69 per cent of the total time-loss) and ‘Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles’ (577,749 man-days or 5.21 per cent of the total time-loss). These three divisions together accounted for 215 disputes or 74.91 per cent of the total number of disputes, involving 969,057 workers 83.63 per cent of the total number of workers involved and a time-loss of 9,621,593 man-days or 86.72 per cent of the total time-loss during the year 2014.

**Table 4.11
Industrial Disputes during 2012 to 2014 (By Industry Division)**

Industry Code As per NIC 2008	Industry Division	2012			2013			2014(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	20	15878	432396	23	14847	909470	13	6878	395851
B	Mining & Quarrying	7	115678	161796	2	121692	249946	6	6778	55760
C	Manufacturing	203	206528	9640213	169	110308	7059255	201	116700	7857875
D	Electricity, Gas, steam & air conditioning supply	1	145	37414	4	90089	183971	1	123	17385
E	Water supply, sewerage, waste management & remediation activities	1	11	2321	-	-	-	-	-	-
F	Construction	5	2711	24350	2	3186	12363	2	129	5857

Table 4.11 Concl.

1	2	3	4	5	6	7	8	9	10	11
G	Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles.	6	2763	492170	8	10245	981301	7	6458	577749
H	Transportation & storage	6	69292	143149	7	57602	142281	13	167448	489054
I	Accommodation & food service activities	6	232	70528	6	402	71780	5	232	70760
J	Information & communication	14	25662	118717	12	11972	90239	14	6343	68003
K	Financial & insurance activities	9	828037	1091443	5	1393588	2434144	7	845899	1185969
L	Real estate activities	-	-	-	-	-	-	-	-	-
M	Professional, scientific & technical activities	3	80	19775	2	65	19825	2	65	19825
N	Administrative & support service activities	2	224	68096	2	224	68320	2	224	68320
O	Public administration & defence, compulsory social security	*	28641	28641	*	22237	42391	-	-	-
P	Education	1	60	2760	-	-	-	2	260	1040
Q	Human health & social work activities	13	8205	59352	2	293	6151	-	-	-
R	Arts, entertainment & recreation	4	1135	128868	3	431	75987	2	281	34567
S	Other service activities	17	2172	414806	11	979	297947	10	952	247355
T	Activities of households as employers	-	-	-	-	-	-	-	-	-
U	Activities of extraterritorial organizations & bodies	-	-	-	-	-	-	-	-	-
TOTAL		318	1307454	12936795	258	1838160	12645371	287	1158770	11095370

(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 2012, 2013 and 2014, four, two and three All-India strikes took place respectively 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 2012, 2013 and 2014. 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 2012 to 2014

Cause Group	2012						2013						2014(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	5	23.8	66	22.2	71	22.3	2	14.3	56	23.0	58	22.5	13	44.8	65	25.2	78	27.2
Personnel	3	14.3	40	13.5	43	13.5	3	21.4	18	7.4	21	8.1	1	3.4	16	6.2	17	5.9
Retrenchment	-	-	3	1.0	3	0.9	-	-	2	0.8	2	0.8	-	-	1	0.4	1	0.3
Lay-off	-	-	1	0.3	1	0.3	-	-	-	-	-	-	-	-	-	-	-	-
Indiscipline	-	-	112	37.7	112	35.2	-	-	99	40.6	99	38.4	3	10.3	112	43.4	115	40.1
Violence	-	-	3	1.0	3	0.9	-	-	3	1.2	3	1.2	1	3.4	3	1.2	4	1.4
Leave & Hours of Work / Shift Working	-	-	1	0.3	1	0.3	-	-	-	-	-	-	-	-	-	-	-	-
Bonus	-	-	5	1.7	5	1.6	-	-	9	3.7	9	3.5	-	-	7	2.7	7	2.4
Inter / Intra Union Rivalry	-	-	-	-	-	-	-	-	2	0.8	2	0.8	-	-	1	0.4	1	0.3
Gherao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-implementation of Agreements, Awards, etc.	-	-	2	0.7	2	0.6	1	7.1	4	1.6	5	1.9	-	-	1	0.4	1	0.3
Charter of Demands	5	23.8	31	10.4	36	11.3	7	50.0	32	13.1	39	15.1	9	31.0	29	11.2	38	13.2
Work Load	-	-	1	0.3	1	0.3	-	-	1	0.4	1	0.4	-	-	1	0.4	1	0.3
Surplus Labour/ Shortage of Work	-	-	1	0.3	1	0.3	-	-	-	-	-	-	-	-	1	0.4	1	0.3
Betterment of Amenities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suspension / Change of Manufacturing Process	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Standing Orders/ Rules/ Service Conditions / Safety Measures	-	-	1	0.3	1	0.3	-	-	-	-	-	-	-	-	3	1.2	3	1.0
Change in Govt. Economic Policy	6	28.6	1	0.3	7	2.2	-	-	-	-	-	-	2	6.9	-	-	2	0.7
Others	2	9.5	25	8.4	27	8.5	1	7.1	17	7.0	18	7.0	-	-	18	7.0	18	6.3
Not Known	-	-	4	1.3	4	1.3	-	-	1	0.4	1	0.4	-	-	-	-	-	-
Total	21	100.0	297	100.0	318	100.0	14	100.0	244	100.0	258	100.0	29	100.0	258	100.0	287	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 2012 to 2014 have been given in Table 4.13 which showed a fluctuating trend. Total number of disputes which was 19 in 2012 declined to 9 in 2013 and increased to 25 in 2014(P) respectively. On the other hand both the number of workers involved and the number of mandays lost has increased from 2012 to 2013 and decreased from 2013 to 2014(P). This increase was however contributed mainly by the industry groups ‘Banks’ and ‘Insurance’.

Table 4.13**Industrial Disputes in the Central Sphere Undertakings during 2012 to 2014**

Industry	2012			2013			2014(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	*	11404	11404	1	5322	13624	-	-	-
Air Transport	*	2720	2720	*	260	520	-	-	-
Coal Mines	2	97622	98490	1	111935	224050	3	3384	12084
Non-coal Mines	2	17126	17126	*	3122	4377	2	3194	15476
Oil Fields	2	32184	66134	*	5199	10287	3	735	1459
Banks	8	794931	1058057	4	1274847	2191742	7	845899	1185969
Insurance	*	32966	32966	*	118621	237242	-	-	-
Railways (except Workshops)	*	416	416	*	9531	19062	-	-	-
Posts & Telegraphs	3	80104	129904	*	52878	105756	4	10270	14427
Defence Undertakings	*	34808	34808	*	46267	90451	-	-	-
Cantonment Boards	-	-	-	-	-	-	-	-	-
C.P.W.D.	-	-	-	-	-	-	-	-	-
Other Central Undertakings	2	57240	59760	3	21257	79904	6	17371	28788
Total	19	1161521	1511785	9	1649239	2977015	25	880853	1258203

(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 2012, 2013 and 2014, four, two and three All-India strikes took place respectively 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.

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.

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.

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 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 46 Sessions have been held. The 46th Session of Indian Labour Conference was held on 20-21 July, 2015 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 differently 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 need 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.

Andaman and Nicobar Administration

Statutory Welfare Facilities; the welfare facilities as enshrined under the provisions of the Factories Act are being extended to all workmen. The Forest Department as well as Marine Department appointed Labour Welfare Officers in their organizations as required under the Factories Act 1948 to look after the welfare of the workmen.

In A & N Islands till date the total no. of Building and Other Construction Beneficiaries registered under the BOCW Board are 12,252. The total beneficiaries registered between January, 2015 to December 2015 were 1781. The BOC Welfare Board is being extending the facilities of children educational assistance, marriage assistance, maternity benefit, death benefit, funeral benefit, medical assistance, pension benefits etc. to all registered beneficiary workmen. The total amount disbursed to the registered beneficiaries is Rs. 87,12,025/- and the amount disbursed between January, 2015 to December, 2015 was Rs. 32,22,225/-.

Non-Statutory Welfare Facilities; the Labour Welfare Centres are functioning in different part of Andaman & Nicobar Islands for the benefit of Industrial and Non-Industrial Workers. The Labour Welfare Centres are fully equipped with sport facilities, drinking water and urinal facilities are also provided. Small functions and get together are also permitted in labour Welfare Centres.

Assam

The statutory facilities to tea industry workers are housing accommodation, canteens, crèches, recreational centres, educational facilities for worker's children, water facilities, electricity, latrines and statutory facilities provided to certain other Industrial & Non Industrial workers under some Acts are rest room, urinals, drinking water, first aid facilities etc.

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, one time education assistance to the children of registered beneficiaries, Janashree Bima Yojana, general pension, RSBY, family pension etc. Under the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996, 17992 No of beneficiaries are registered in the year, 2015 and the identity cards have ceremonially been distributed. The collection of Cess under this Act has been Rs.93,50,59,483/- during the year, 2015.

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 & 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 Gujarat Welfare 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 these 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 2014-15, 166524 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

Statutory Facilities; 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 and Rules.

Non Statutory; 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. Besides this, 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.

Telangana

Telangana Labour Welfare Board implements various welfare schemes to workers like marriage gift, maternity benefit, natural death relief, funeral expenses, family planning incentive, scholarships to physically challenged, medical aid, scholarships, treatment for aids, emergent economic ameliorative relief, relief for loss of limbs etc. Telangana Building & Other Construction Workers Welfare Board also implements welfare schemes like accidental death relief, natural death relief, marriage gift, maternity benefit, partial/permanent disability benefit, temporary disability (hospitalization) benefit, funeral expenses etc.

Tripura

Statutory Welfare Schemes; 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. On registration, the beneficiary is entitled to get benefits under 8 schemes of the Board viz., (i) assistance to a beneficiary in cases of accident (ii) death benefit (iii) pension (iv) medical expenses for treatment (v) maternity benefit to a female beneficiary (vi) scheme for financial assistance for the education of the children of registered beneficiary (vii) assistance to a beneficiary or his/her children for marriage and (viii) funeral assistance in case of death of registered construction workers.

Non-Statutory Welfare Schemes; (i) Asangathita Sramik Sahayika Prakalpa (ASSP) and (ii) Medical Grant Scheme for Rickshaw Pullers.

3. WELFARE WORK BY THE EMPLOYERS

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, scholarship to employees children, 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 44.59% staff has been provided with railway quarters as on 31.03.2015. 1,518 staff quarters were electrified during 2014-15. Cooperative societies of various types are engaged as a part of welfare programme for employees. Besides, 42 Thrift and Credit Societies, 152 registered Railwaymen's Consumer Cooperative Societies, 6 Railwaymen's Co-operative Housing Societies and 23 Labour Co-operative Societies were functional on IR during 2014-15. 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.

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, 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 facilities, 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. 204 lakhs has been sanctioned as financial assistance to the Educational Agency by the V.O. Chidambaranar Port

Trust during the year 2015-16 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.55 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 2015-16 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, implementation of Swachh Bharat campaign, housing facility etc. are also provided by the Port Trust.

Visakhapatnam Port Trust

The Visakhapatnam Port Trust provided following welfare facilities to the workers: financial assistance was granted to employees and their children for prosecuting higher studies in Graduation and Post Graduation, Polytechnic, Engineering, Medicine and Professional Courses etc., Merit scholarships for the children of port employees, financial assistance in case of diseases, financial assistance for the employees for organizing picnics, financial assistance for canteens, lunch-cum-guest rooms at various work spots, marriage hall, homeo clinic, financial assistance for purchasing medical life saving equipments, financial assistance for funeral expenses to the family of deceased employees, financial assistance towards conducting sports and games among the port employees, organization of cultural programmes, Women's Day celebration, medical facilities etc.

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 a basic need and is considered to be vital for human survival and, therefore, essential for socio-economic development. Decent, affordable housing is fundamental to the health and well being of people and to the smooth functioning of the economy. The housing problem has become acute in most industrial regions mainly on account of accelerating urbanisation. 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 public sector partnering with private sector and also cooperative sector, the employees welfare housing sector, the industrial-cum-labour housing sector playing an important role in increasing the affordable housing stock in the country. The Central Government seeks to play the role of an 'enabler' and 'facilitator' under the aegis of the National Urban Housing & Habitat Policy. The NUHHP, 2007 is being revised to reflect the emerging priorities and NUHHP, 2017 is being formulated.

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.

Government has expressed its commitment that by the time the nation completes 75 years of its independence, every family will have a pucca house with access to water connection, toilet facilities and 24x7 electricity supply. Accordingly, Pradhan Mantri Awas Yojana (Urban) for ensuring housing for all in urban areas was launched on 25th June 2015 which is to be implemented during 2015-2022. The Mission provides central assistance to all eligible families/beneficiaries across all statutory towns for houses included under the mission. States/UTs will have flexibility to include in the Mission, the Planning area as notified with respect to Statutory Town and which surrounds the concerned municipal area. Estimated housing shortage is in the order of 2 crores. Exact number would however be assessed after demand assessment by cities and States under the Mission. To address Housing for All in urban area, the Mission has four verticals: a) “In-situ” Slum Redevelopment with participation of private developers using land as resource for providing housing to eligible slum dwellers; b) Credit Linked Subsidy Scheme for providing interest rate rebate to EWS/LIG beneficiaries; c) Affordable Housing in Partnership with Public and Private Sectors; and d) Beneficiary-led individual house construction/enhancements. Size of house for EWS is 30 sq. mt. in carpet area but states have flexibility to enhance the size of houses in consultation with the Ministry. EWS family has been defined as family with annual income upto Rs. 3 lakh and LIG as family with annual income between Rs. 3-6 Lakh.

Components of PMAY:

- **“In-situ” Slum Redevelopment:** Slum redevelopment grant of Rs.1 lakh per house is admissible for all houses built for eligible slum dwellers under the component of In-situ Slum redevelopment using land as Resource with participation of private developers. This slum rehabilitation grants can be utilised by States/ UTs for any of the slum redevelopment projects. After Redevelopment, de-notification of slums by State/UT Government is recommended under the guidelines.
- **Credit Linked Subsidy Scheme:** Beneficiaries of Economically Weaker Section (EWS) and Low Income Group (LIG) seeking housing loans from Banks, Housing Finance Companies and other such institutions are eligible for an interest subsidy of 6.5% on loan amount upto Rs.6 lakh. The Net Present Value (NPV) of the interest subsidy is to be calculated at a discount rate of 9%.
- **Affordable Housing in Partnership with public or private sector:** Central Assistance of Rs.1.5 Lakh per EWS house is provided by GoI in projects where atleast 35% of the houses in the projects are for EWS category and a single project has atleast 250 houses.
- **Beneficiary-led individual house construction/enhancements:** Under this component, central assistance of Rs.1.5 lakh is available to individual eligible families belonging to EWS categories.

Rajiv Awas Yojana [Subsumed in PMAY-HFA (U) mission]: Pursuant to the launch of the Pradhan Mantri Awas Yojana – Housing For All (Urban) [PMAY-HFA(U)] mission on 25.06.2015 by the Ministry of Housing & Urban Poverty Alleviation, the earlier RAY scheme has been discontinued and the liabilities of 183 projects under RAY (including Affordable Housing in Partnership scheme) which had started on ground in various States, were subsumed in the new PMAY(U) Mission.

Jawaharlal Nehru National Urban Renewal Mission (JNNURM): The Government launched the Jawaharlal Nehru National Urban Renewal Mission (JNNURM) on 3rd December, 2005 for assisting State Governments in providing housing and basic services to urban poor/ slum dwellers in 65 select cities under the Sub Mission Basic Services to the Urban Poor (BSUP) and in other cities and towns, under the Integrated Housing and Slum Development Programme (IHSDP). Mission duration was 7 years from 2005-06 which has been extended upto 31st March, 2017 for completion of ongoing work only in projects sanctioned upto 31st March, 2012.

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 2015 are given below:

Sr. No.	State	Number of houses constructed/allotted during the year 2015 and the name of the Scheme	Since the inception of the Scheme (at the end of the year 2015)
1	2	3	4
1.	Assam	3724	2421763
2.	Bihar	452 (RIHS – 2007 for Beedi Workers)	1063 (6019 under construction)
3.	Chandigarh	- (Industrial Workers Housing Scheme)	620
4.	Kerala	- (Kerala Plantation Worker's Housing Scheme) (2014)	21096
5.	Telangana	- (Revised Integrated Housing Program; RIHP) (2014)	30580

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 44.59% staff has been provided with railway quarters, as on 31.03.2015. 1518 staff quarters were electrified during 2014-15. 6 Railwaymen's Housing Societies were functional in IR during 2014-15.

(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 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 741 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. Under IAY, since inception, 3.48 crore houses have been constructed, incurring a total expenditure of Rs.1,04,442 crore (as on 31st Dec., 2015).

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 for 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
- Electricity Act, 2003
- 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. 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 830 centres situated in 31 States/ Union Territories. As on 31.03.2015, 2.03 crore insured persons and about 7.89 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 7.24 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. 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 31.12.2015, the total investment of fund was Rs.46742.47 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 2 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. Regular inspection is conducted by the field officers in the establishment to monitor health & hygiene of the 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 2014-15 Rs.139.52 crores for RSBY, Rs.145.29 crores for CHIS and 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 Medical Officers and 54,337 paramedical staff including nursing staff forms an integral part of 'total health care solution' made available for its beneficiaries – both serving and retired. During the year 2014-15, approximately 2.28 crore patients were attended in Out-Patient Departments, 4.82 lakh treated in indoor wards and 47389 major and special surgeries were performed.

(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 problems, DGFASLI is providing its services through its headquarter at Mumbai, Central Labour Institute at Mumbai and four Regional Labour Institutes at Kolkata, Chennai, Kanpur and Faridabad. Its 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 Medclaim 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 Medclaim 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 is 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 check-up 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
Chennai Port Trust	185	1	-
Cochin Port Trust	150	1	2
Mormugao Port Trust	100	1	3
Mumbai Port Trust	241	1	4
New Mangalore Port Trust	100	1	-
V.O. Chidambaranar Port Trust	-	1	1
Vishakhapatnam Port trust	80	1	2

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, Gynecology and Ophthalmology are carried out in Port Hospital. During the year 2015-16, nearly 0.82 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, Orthopedic, 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. 234 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.

Vishakhapatnam Port trust

An 80 bed hospital is equipped with a complete range of medical instruments and equipments of diagnosis and treatment. Specialist Clinics for Medical, Surgical, Gynaec, Ortho, ENT, Ophthalmic, Paediatrics and Skin are function for the benefit of Port employees. The hospital provides diagnostic services like clinics and biochemical laboratory, radiology with 500 mA X Ray plant, Ultra Sound Scanner, dental and ECG. Doctors in various discipliners including Super specialities are available. In addition a “Well Baby Clinic” for immunization of children against Polio, DPT, Measles function on every Wednesday and Saturday. AIDS cell and Twin Air Conditioned operation Theatres with special equipment are available to conduct major and minor surgical operations in the hospital. Medical facilities are also extended to retired employees, CISF personnel and dependents and staff working in port schools and colleges. Super speciality treatment is provided to the employees and retired employees at specialized corporation hospital. Branch dispensaries exist at Chinamushidiwada residential colony and near dock area to cater to the requirement of employees and workers and their children/dependents. VPT is running exclusive Homeo Clinic and Ayurvedic Clinic at GJH for the benefit of employees, retirees and their family members.

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, 1989 and the Dock Workers’ (Safety, Health and Welfare) Act, 1986, 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 2012 & 2013, there were 682 & 494 fatal and 5087 & 1951 non-fatal injuries compared to 1083 & 9358 respectively in the year 2011.

(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.

During the year 2014, there were 100, 49 and 5 fatal accidents involving 79, 87 and 5 fatalities in coal, metal and oil mines, respectively. The numbers of fatal accidents during the previous year 2013 were 84, 40 and 4 for coal, metal and oil mines respectively.

(C) Railways

There were 131 (excluding Konkan Railway) consequential train accidents in 2014-15 as compared to 117 in 2013-14. Train accidents per million train kilometres, an important index of safety, is 0.10 in 2013-14 and 0.11 in 2014-15. During 2014-15, there were 118 passengers killed and 324 injured in train accidents as against 42 passengers killed and 94 injured in 2013-14. Also, 6 railway employees killed and 10 injured during 2014-15 in train accidents as against 7 and 24 railway employees killed and injured respectively in 2013-14.

(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 2015, there were 69 reportable accidents in Ports, out of which 8 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 54th All India Conference of Chief Inspectors of Factories was organised by the Directorate General Factory Advice Service and Labour Institutes (DGFASLI) during 30th Sept 2015 to 1st Oct 2015 at Regional Labour Institute, Faridabad.

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, 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

Under safety measures various steps has been 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 2014-15, 81 internal safety audits and 31 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 2014-15, 90,524 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 which ultimately helps in achieving 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 Railway 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 update 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 un-organized 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 2012 & 2013 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 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

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 2013**

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	26494	6120	23.10
2	Assam	5233	1629	31.13
3	Bihar	9548	1194	12.51
4	Chhattisgarh	3437	1069	31.10
5	Goa	705	224	31.77
6	Haryana	11271	..	..
7	Jharkhand	6651	2795	42.02
8	Manipur	..	..	..
9	Meghalaya	152	21	13.82
10	Rajasthan	12932	2163	16.73
11	Telangana	19649	4277	21.77
12	Tripura	1533	1256	81.93
13	A&N Islands	..	..	..
14	Chandigarh	425	29	6.82
15	Delhi	..	..	..
16	Puducherry	2902	1670	57.55
Total		100932	22447	22.24

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 2012 & 2013 are given in Table 9.02 (A) and 9.02 (B) respectively.

Table 9.02(A)
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

Table 9.02(B)
Convictions obtained during the year 2013 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	9	37	72	23	82	223
2	Assam	..	..	..	..	..	..
3	Bihar	-	-	-	-	-	-
4	Chhattisgarh	3	150	187	50	172	562
5	Goa	1	..	3	..	2	6
6	Haryana	..	..	..	..	..	..
7	Jharkhand	..	..	..	..	..	..
8	Meghalaya	-	-	-	-	-	-
9	Rajasthan	59	44	58	34	52	247
10	Telangana	73	42	144	51	142	452
11	Tripura	-	-	6	-	-	6
12	Uttarakhand	..	..	..	..	..	..
13	Uttar Pradesh	..	..	..	..	..	..
14	A&N Islands	..	..	..	..	..	..
15	Chandigarh	-	-	-	-	-	-
16	Delhi	..	..	..	..	..	..
17	Puducherry	-	-	3	-	1	4
Total		145	273	473	158	451	1500

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 whereas the number of inspections made, prosecutions launched and convictions obtained are presented in Table 9.05.

Table 9.04

Average daily number of workers employed in various types of Plantations during 2013

State / Union Territory		Assam	Himachal Pradesh	Karnataka	Kerala	Tamil Nadu	Tripura	Uttarakhand	West Bengal	A & N Islands	Total
Tea	Male	310238	39	572	7165	14377	2319	494	53386	-	388590
	Female	340324	130	489	16366	26898	3239	725	69307	-	457478
	Total	650562	169	1061	23531	41275	5558	1219	122693	-	846068 (95.81)
Coffee	Male	-	-	5192	600	2083	-	-	-	-	7875
	Female	-	-	5111	483	3082	-	-	-	-	8676
	Total	-	-	10303	1083	5165	-	-	-	-	16551(1.87)
Rubber	Male	-	-	453	5942	2190	460	-	-	271	9316
	Female	-	-	659	4328	701	115	-	-	89	5892
	Total	-	-	1112	10270	2891	575	-	-	360	15208 (1.72)
Cardamom	Male	-	-	-	321	18	-	-	-	-	339
	Female	-	-	-	401	13	-	-	-	-	414
	Total	-	-	-	722	31	-	-	-	-	753 (0.09)
Cinchona	Male	-	-	-	-	-	-	-	658	-	658
	Female	-	-	-	-	-	-	-	506	-	506
	Total	-	-	-	-	-	-	-	1164	-	1164 (0.13)
Cocoa	-	-	-	-	-	-	-	-	-	-	
Oil Palm	Male	-	-	-	186	-	-	-	-	465	651
	Female	-	-	-	372	-	-	-	-	71	443
	Total	-	-	-	558	-	-	-	-	536	1094 (0.12)
Others (mixed)	Male	-	-	-	1005	-	-	-	-	-	1005
	Female	-	-	-	1245	-	-	-	-	-	1245
	Total	-	-	-	2250	-	-	-	-	-	2250 (0.25)
Grand Total	Male	310238	39	6217	15219	18668	2779	494	54044	736	408434
	Female	340324	130	6259	23195	30694	3354	725	69813	160	474654
	Total	650562	169	12476	38414	49362	6133	1219	123857	896	883088

- = Nil Note: The figures in brackets indicate the percentage share in various categories of Plantations to the total employment.

Table 9.05**State-Wise Number of Inspections Made, Prosecutions Launched and Convictions Obtained in Various Plantations during 2013 under Plantations Labour Act, 1951**

State/Union Territory	Number of inspections made	Number of prosecutions launched	Number of convictions obtained	Amount of fine realized (in Rs.)
1	2	3	4	5
1. Assam	966	32	-	-
2. Himachal Pradesh	6	-	-	-
3. Karnataka	152	-	-	-
4. Kerala	809	17	7	24500
5. Tamil Nadu	679	541	214	107000
6. Tripura	-	-	-	-
7. Uttarakhand	-	-	-	-
8. West Bengal	56	635	12	45000
9. A & N Islands	3	-	-	-
Total	2671	1225	233	176500

- = Nil

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

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 shows the number of registered motor transport undertakings and employment therein according to the normal daily hours of work during the year 2013.

Table 9.06
Number of Registered Motor Transport Undertakings Submitting Returns and Employment therein during 2013

State/Union Territory	No. of Motor Transport Undertakings submitting returns	Average Daily No. of Workers Employed
1. Andhra Pradesh	629	3,244
2. Assam	19,863	49,351
3. Bihar	154	3,658
4. Goa	26	84
5. Gujarat	36	5,498
6. Haryana	26	2,915
7. Himachal Pradesh	46	3,418
8. Jammu and Kashmir	650	3,387
9. Karnataka	188	93,070
10. Kerala	-	-
11. Madhya Pradesh	98	1,000
12. Maharashtra	142	41,547
13. Meghalaya	-	-
14. Mizoram	-	-
15. Punjab	28	2,490
16. Rajasthan	18	587
17. Tripura	1,150	5,050
18. Uttarakhand	159	1,267
19. West Bengal	2,500	8,345
20. A & N Island	1	1,252
21. Chandigarh	6	297
22. Pudducherry	65	1,646
Total	25,785	2,28,106

Note: Others States / Union Territories did not submit the returns for 2013.

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 2013 is presented in Table 9.07.

Table 9.07

Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of fine realized during 2013 under the Motor Transport Workers act, 1961

State/Union Territory	No. of Inspections made	Prosecutions						Total amount realized 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 withdrawn	No. of cases pending at the end of the year	
1	2	3	4	5	6	7	8	9
1. Andhra Pradesh	1671	705	40	57	-	-	688	8800
2. Assam	38,255	-	-	-	-	-	-	-
3. Bihar	743	419	-	-	-	-	419	-
4. Goa	2	-	-	-	-	-	-	-
5. Gujarat	-	273	-	-	-	-	273	-
6. Haryana	83	-	-	-	-	-	-	-
7. Himachal Pradesh	107	27	2	5	-	-	24	5000
8. Jammu and Kashmir	1,797	86	11	7	5	-	85	3,350
9. Karnataka	48	1	-	-	-	-	1	-
10. Kerala	3,922	209	183	90	2	2	298	1,04,400
11. Madhya Pradesh	544	3348	34	21	-	-	3361	11,350
12. Maharashtra	92	-	-	-	-	-	-	-
13. Meghalaya	-	-	-	-	-	-	-	-
14. Mizoram @	-	-	-	-	-	-	-	-
15. Punjab	2	1	1	-	1	-	1	-
16. Rajasthan	57	10	3	-	-	8	5	-
17. Tripura	1,927	-	-	-	-	-	-	-
18. Uttarakhand	-	104	-	9	-	-	95	1,800
19. West Bengal	2716	502	34	11	-	-	525	5,800
20. A & N Island	-	-	-	-	-	-	-	-
21. Chandigarh	-	-	-	-	-	-	-	-
22. Pudducherry	221	-	-	-	-	-	-	-
Total	52,187	5,685	308	200	8	10	5,775	1,40,500

- = Nil

@ = The Act is yet to enforce in Mizoram

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 administering 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 presents the number of inspections made, prosecutions launched, cases disposed off by the courts and the amount of fines realised during the year 2013 in the States/Union Territories for which information is available.

Table 9.08**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 2013**

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	28403 (2.12)	2286 (2.75)	3308 (3.75)	3,76,050
2. Assam	38932 (2.90)	878 (1.06)	714 (0.81)	1,28,306
3. Bihar	6167 (0.46)	4 (0.00)	71 (0.08)	14,750
4. Goa	3169 (0.24)	24(0.03)	11 (0.01)	45,675
5. Gujarat	50984 (3.80)	4791 (5.77)	2657 (3.01)	18,66,325
6. Haryana	23244 (1.73)	1071 (1.29)	1013 (1.15)	17,84,020
7. Himachal Pradesh	6592 (0.49)	1180 (1.42)	887 (1.00)	10,37,800
8. Jammu & Kashmir	16583 (1.24)	1697 (2.04)	1831 (2.07)	4,83,500
9. Karnataka	43911 (3.27)	3407 (4.10)	2431 (2.75)	45,03,250
10. Kerala	73063 (5.45)	2292 (2.76)	1317 (1.49)	12,98,519
11. Madhya Pradesh	14733 (1.10)	3544 (4.27)	2917 (3.30)	10,70,535
12. Maharashtra	552395 (41.20)	21019 (25.32)	35537 (40.24)	8,25,94,450
13. Manipur	378 (0.03)	-	-	-
14. Meghalaya	587 (0.04)	-	-	-
15. Mizoram	12 (0.00)	-	-	-
16. Odisha	2148 (0.16)	110 (0.13)	2 (0.00)	350
17. Punjab	26895 (2.01)	130 (0.16)	180 (0.20)	31,905
18. Rajasthan	6192 (0.46)	42 (0.05)	91 (0.10)	17,500
19. Tamil Nadu	311060 (23.20)	2707 (3.26)	3987 (4.51)	5,71,050
20. Tripura	9279 (0.69)	72 (0.09)	18 (0.02)	7,300
21. Uttar Pradesh	12121 (0.90)	5040 (6.07)	3167 (3.59)	1,80,000
22. Uttarakhand	3663 (0.27)	1150 (1.39)	442 (0.50)	69,050
23. West Bengal	35361 (2.64)	4363 (5.26)	989 (1.12)	5,01,104
24. A & N Islands	-	-	-	-
25. Chandigarh	56910 (4.24)	27190 (32.76)	26739 (30.28)	40,76,248
26. Delhi (NCT)	-	-	-	-
27. Puducherry	18050 (1.35)	1 (0.00)	-	-
Total	1340832	82998	88309	10,06,57,687

The remaining States/Union Territories did not furnish the Annual Returns for the year, 2013.

Figures in brackets indicate percentage to total.

- = Not Available

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 Limestone 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 2014-15 are as under:

Industry	Number of inspections done	Irregularities rectified	Prosecutions launched	Convictions obtained	Claims filed
1	2	3	4	5	6
Mines	1657	23323	1125	709	85
Railways	619	6862	0	0	0
Air Transport	66	629	6	0	0

Source: Annual Report of Ministry of Labour & Employment for the year 2015-16

(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 1709. The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from April and October. The Central Government and twenty-seven States / UTs have adopted VDA as a component of minimum wage.

§ Kindly also see Chapter 2 of the Year Book.

Table 9.09
Minimum Wage Rates for Unskilled Workers in all States as on 01.12.2015

Sl. No.	Central/States/Union Territories	Range of Minimum Wages per day (Rs.)	
		Minimum	Maximum
1	2	3	4
I	Central Sphere	204.00	353.00
II	State Sphere		
1	Andhra Pradesh	69.27	-
2	Arunachal Pradesh	150.00	170.00
3	Assam	177.84	177.84
4	Bihar	181.00	197.00
5	Chhattisgarh	157.00	242.00
6	Goa	215.00	216.00
7	Gujarat	150.00	276.00
8	Haryana	226.40	226.40
9	Himachal Pradesh	170.00	185.55
10	Jammu and Kashmir *	150.00	150.00
11	Jharkhand	210.00	225.00
12	Karnataka	198.23	-
13	Kerala	275.46	548.70
14	Madhya Pradesh	187.00	253.00
15	Maharashtra	180.00	315.49
16	Manipur	122.10	122.10
17	Meghalaya	170.00	170.00
18	Mizoram	220.00	220.00
19	Nagaland	115.00	115.00
20	Odisha	200.00	200.00
21	Punjab	267.13	277.13
22	Rajasthan	166.00	166.00
23	Sikkim	220.00	220.00
24	Tamil Nadu	146.00	431.86
25	Tripura	142.46	346.15
26	Uttar Pradesh	161.00	262.11
27	Uttarakhand	200.00	272.12
28	West Bengal	171.00	268.00
29	A. & N. Islands	274.00	285.00
30	Chandigarh	306.19	306.19
31	Dadra & Nagar Haveli	220.80	220.80
32	Daman & Diu	268.20	268.20
33	Delhi	316.00	353.00
34	Lakshadweep	255.20	255.20
35	Puducherry	55.00	255.00
36	Telangana	69.27	363.26

*Data is yet to be received. Figures indicate rates of wages as on 31.12.2013.

The minimum wages shown for unskilled category for the state of Assam & W.B. don't include the rates for Tea plantation. However, the rates of Tea Plantation in Tamil Nadu & Kerala are higher than the minimum for unskilled category.

Source:- Annual Report 2015-16 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.137/- to Rs.160/- per day w.e.f. 01.07.2015.

(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, Rs.3500/- and Rs.10000/- in 2007 and Rs.7000/- and Rs.21000/- by Gazette notification dated 01.01.2016.

The Payment of Bonus Act, 1965 has been amended to revise the statutory eligibility limit from Rs.10,000/- per month to Rs.21,000/- per month and the calculation ceiling from Rs.3500/- to Rs.7,000/- or the minimum wage for the scheduled employment, as fixed by the appropriate Government, whichever is higher. The changes in the Payment of Bonus Act, 1965 are effective retrospectively from 01.04.2014.

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
6. The Unorganised Workers' Social Security Act, 2008

(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 has 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 2008-2013 are given in Table 9.10.

Table 9.10**Compensated Accidents and the Amount of Compensation paid by Establishments Submitting Returns during 2008 to 2013 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
2013	3980568	2756 (36.79)	3078 (41.08)	1658 (22.13)	7492 (100.00)	12392.95	4034.87	696.18	17124.00

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 Admns.

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. 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 830 centres situated in 31 States/ Union Territories. As on 31.03.2015, 2.03 crore insured persons and about 7.89 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 7.24 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 241 Local Committees in existence as on 31.12.2015. 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 628 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 Corporation has prescribed a ceiling on reimbursement of Medical Care Expenditure to State Govt. At present the prescribed ceiling is Rs.2000/- per Insured Person Family Unit per annum (i.e. w.e.f. 01.04.2014) with additional of Rs.150/- per IP per annum w.e.f. 01.04.2015. 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 31.12.2015, the total investment of fund was Rs.46742.47 crore. Out of this, an amount of Rs.11527.69 crore was invested in the Special Deposit Account with Central Government and the balance amount of Rs.35214.78 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 31.03.2015.

(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 31.03.2015, there were 8,61,123 establishments and factories covered under the Act with a membership of 1584.70 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. The Central Government has enhanced the rate of contribution to 12 per cent in most of the 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 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 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 has notified a minimum pension of Rs.1000/- p.m. to pensioners under EPS, 1995 w.e.f. 01.09.2014.

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 2014-15, a sum of Rs.936.12 crore comprising of employers' contribution was deposited. During the year 2014-15, 30,218 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 gives details regarding the benefits obtained by the women workers during 2013 under the Maternity Benefit Act. Maternity benefits paid in different States under the Employees' State Insurance Act, 1948 during the year 2012-13 are given in Table 9.12.

Table-9.11

Maternity benefits paid in Factories, Plantations and Other establishments during the year 2013

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	11598	4124	35.56	53177	213	(0.40)	337	21	NR	10197139
2	Aruna. Pradesh	-	-	-	-	-	-	-	-	-	-
3	Assam	-	-	-	-	-	-	-	-	-	-
4	Bihar	5	5	100.00	21	1	(4.76)	1	-	-	26024
5	Chhattisgarh	3282	243	7.40	1398	9	(0.64)	9	9	9	1044590
6	Goa	125	124	99.20	1795	34	(1.89)	34	-	19	1645620
7	Gujarat	4237	2524	59.57	28825	127	(0.44)	131	81	@	6771989
8	Haryana	1216	1149	94.49	15620	468	(3.00)	468	468	61	36411070
9	J & Kashmir	112	40	35.71	1317	45	(3.42)	45	10	22	99000
10	Jharkhand	341	16	4.69	1974	-	-	-	-	-	-
11	Karnataka	1084	186	17.16	14440	314	(2.17)	314	114	200	17017481
12	Kerala	2608	1357	52.03	156525	22	(0.01)	6	5	1	539999
13	Madhya Pradesh	7958	190	2.39	4194	3	(0.07)	3	3	NR	274231
14	Meghalaya	80	3	3.75	14	4	(28.57)	4	4	-	98171
15	Mizoram	*	*	*	*	*	*	*	*	*	*
16	Nagaland	7	7	100.00	15	-	-	-	-	-	-
17	Odisha	518	3	0.58	250	27	(10.80)	27	27	NR	3610615
18	Punjab	588	46	7.82	346	-	-	-	-	-	-
19	Rajasthan	2818	169	6.00	883	1	(0.11)	1	-	-	-
20	Sikkim	*	*	*	*	*	*	*	*	*	*
21	Tamil Nadu	19	16	84.21	1390	78	(5.61)	78	78	1	7089081
22	Tripura	472	110	23.31	2038	-	-	-	-	-	-
23	Uttar Pradesh	520	112	21.54	3036	12	(0.40)	11	11	201	3931244
24	Uttarakhand	1315	66	5.02	784	2	(0.26)	2	2	-	445560
25	A & N Islands	8	7	87.50	153	25	(16.34)	25	25	135	1755000
26	Chandigarh	#	#	#	#	#	#	#	#	#	#
27	D & N. Haveli	-	-	-	-	-	-	-	-	-	-
28	Daman & Diu	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
29	Lakshadweep	-	-	-	-	-	-	-	-	-	-
30	Pudducherry	562	168	29.89	5299	55	(1.04)	55	-	-	1874515
Total		39473	10665	27.02	293494	1440	(0.49)	1551	858	649	92831329
II PLANTATIONS											
1	Assam	790	658	83.29	129018	25088	(19.45)	37819	309	832	53820473
2	Karnataka	11476	96	0.84	5226	32	(0.61)	32	32	@	-
3	Kerala	663	192	28.96	12304	157	(1.28)	157	157	-	2276022
4	Meghalaya	30	-	-	-	-	-	-	-	-	-
5	Tamil Nadu	679	458	67.45	31232	266	(0.85)	266	266	-	2845951
6	Tripura	106	66	62.26	6450	520	(8.06)	520	520	520	860132
7	Uttarakhand	9	9	100.00	725	-	-	-	-	-	-
8	A & N Islands	4	4	100.00	160	20	(12.50)	20	20	160	1820000
Total		13757	1483	10.78	185115	26083	(14.09)	38814	1304	1544	61622578
III OTHER ESTAB.											
1	Andhra Pradesh	2919	8	0.27	1235	28	(2.27)	28	-	-	2019088
2	Jammu & Kashmir	179	61	34.08	245	54	(22.04)	54	20	46	207000
3	Karnataka	9660	857	8.87	48601	969	(1.99)	969	282	282	3013927
4	Meghalaya	222	4	1.80	46	1	(2.17)	1	1	-	1396
5	Nagaland	31	31	100.00	93	-	-	-	-	-	-
6	Rajasthan	11168	53	0.47	1246	-	-	-	-	-	-
7	Tamil Nadu	8833	7670	86.83	80970	619	(0.76)	377	373	23	2336978
8	A & N Islands	5	4	80.00	42	5	(11.90)	5	5	42	471000
Total		33017	8688	26.31	132478	1676	(1.27)	1434	681	393	8049389

Note : - = Nil, * = Act not enforced, # = Covered under ESIC Act, 1948, \$ = No indication of women employed.

@ = Inconsistent data/incomplete information, NR = Not Reported

Table 9.12
Maternity benefits paid under the Employees' State Insurance
Act, 1948 during the financial year 2012-13

Sl. No.	State/Union Territory	No. of insured women as on 31.3.2013	Number of maternity benefit case (confinement) during the year 2012-2013	Amount paid during the year 2012-2013
1	2	3	4	5
1	Andhra Pradesh	257035	2186(6.94)	62630267
2	Assam, Meghalaya, Tripura, Nagaland & Sikkim	12898	171(0.54)	2983128
3	Bihar	7080	48(0.15)	1049864
4	Chhattisgarh	14904	14(0.04)	1100313
5	NCT Delhi	84748	542(1.72)	14989509
6	Goa	19850	400(1.27)	11243326
7	Gujarat	54014	581(1.84)	12190560
8	Haryana	89878	1000(3.17)	28514980
9	Himachal Pradesh	18598	220(0.70)	4855944
10	Jammu & Kashmir	6487	73(0.23)	1277484
11	Jharkhand	18928	118(0.37)	2564654
12	Karnataka	532176	6175(19.60)	118416689
13	Kerala	307620	5527(17.54)	111804752
14	Madhya Pradesh	41004	283(0.90)	5813993
15	Maharashtra	217513	3436(10.90)	89729069
16	Odisha	23107	201(0.64)	3285489
17	Punjab	94053	637(2.02)	15205335
18	Rajasthan	52703	415(1.32)	8614650
19	Tamil Nadu	657644	7595(24.11)	103805197
20	Uttar Pradesh	80294	476(1.51)	9804150
21	Uttarakhand	27713	157(0.50)	5457231
22	West Bengal	69841	546(1.73)	8724821
23	Chandigarh	9034	119(0.38)	2674186
24	Pudducherry	24667	592(1.88)	8723289
All India/Total		2721789	31512(100.00)	635458880

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.

(f) The Unorganised Workers' Social Security Act, 2008

In order to ensure welfare of workers in the unorganized sector, the Ministry of Labour & Employment has enacted the Unorganised Workers' Social Security Act, 2008. The Act has come into force with effect from 16.05.2009. The Central Rules under the Act have been framed.

The Salient features of the Act are as under:

- Section (2) provides for the definitions, including those relating to unorganised worker, self-employed and wage worker.
- Section 3 (1) provides for formulation of schemes by the Central Government for different sections of unorganised workers on matters relating to (a) life and disability cover; (b) health and maternity benefits; (c) old age protection (d) any other benefit as may be determined by the Central Government.
- Section 3 (4) provides for formulation of schemes relating to provident fund, employment injury benefits, housing, educational schemes for children, skill upgradation, funeral assistance and old age homes by the State Governments.
- Section 4 relates to funding of the schemes formulated by Central Government.

- Section 5 envisages constitution of National Social Security Board under the chairmanship of Union Minister for Labour & Employment with Director General (Labour Welfare) as Member Secretary and 34 nominated members representing Members of Parliament, unorganised workers, employers of unorganised workers, civil society, Central Ministries and State Governments.
- Provision for adequate representation to persons belonging to the Scheduled Castes, the Scheduled Tribes, the Minorities and Women in the Board has been made.
- The National Board would recommend the Central Government suitable schemes for different sections of unorganised workers; monitor implementation of schemes and advise the Central Government on matters arising out of the administration of the Act.
- Section 6 has provision for constitution of similar Boards at the State level.
- Section 7 relates to funding pattern of the schemes formulated by the State Governments.
- Section 8 prescribes record keeping functions by the District Administration. For this purpose, the State Government may direct (a) the District Panchayat in rural areas; and (b) the Urban Local Bodies in urban areas to perform such functions.
- Section 9 provides for setting up of Workers' Facilitation Centre to (a) disseminate information on social security schemes available to them (b) facilitate registration of workers by the district administration and enrollment of unorganised workers.
- Section 10 provides for eligibility criteria for registration as also the procedure for registration under the Act.
- Sections 11-17 contain miscellaneous provisions for implementing the Act.

The Unorganised Workers' Social Security Rules, 2009 under the Act have been framed and the National Social Security Board was constituted on 18.08.2009. The National Board shall recommend social security schemes viz. life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganized workers. The National Board has held eight meetings so far and recommended extension of Rashtriya Swasthya Bima Yojana (RSBY), Janshree Bima Yojana (JBY) and Old Age pension to certain categories of unorganized workers.

Apart from the above, a Health Insurance Scheme namely, the 'Rashtriya Swasthya Bima Yojana' for BPL families (a unit of five) in Unorganised Sector was formally launched on 1st October, 2007. The scheme became operational from 1st April, 2008 and benefit under scheme started accruing to the beneficiaries. The benefits under the scheme include:

- Beneficiaries are entitled to smart card based cashless health insurance cover of Rs.30,000 per family per annum on a family floater basis.
- Coverage of all pre-existing diseases.
- Coverage of hospitalisation expenses, including maternity benefit.
- Payment of transportation cost of Rs.100/per visit.

Till 31.03.2015, the RSBY is being implemented in 28 States/ UTs and 3.85 crore smart cards have been issued. RSBY has been extended to building and other construction workers registered under the Building and other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996 and street vendors, beedi workers, domestic workers and MGNREGA beneficiaries who have worked for more than 15 days during the preceding financial year and domestic workers. From 01.04.2015 onwards, this Rashtriya Swasthya Bima Yojana has been transferred to Ministry of Health and Family Welfare.

With a view to providing death and disability cover to rural landless households between age 18-59 years, the 'Aam Aadmi Bima Yojana' has also been launched on 02.10.2007. Under the scheme, the head of the family or one earning member in the family will be insured. The Central Government will bear 50% of the premium of Rs.200/- per year per person and the remaining 50% of the premium will be borne by State Government. The benefits under the scheme include a cover of Rs.30,000 in case of natural death and Rs.75,000 in case of death due to accident or total permanent disability (loss to two eyes or two limbs or loss of one eye and one limb in accident).

In case of partial permanent disability (loss of one eye or one limb in an accident), the insurance cover would be Rs.37,500/-. The Scheme also envisages an add-on benefit of providing scholarship upto a maximum of two children of beneficiary studying in 9th to 12th Standard at the rate of Rs.300/- per quarter per child. More than 4.32 crore lives were covered under AABY as on 31.03.2015.

The Government of India has recast the National Old Age Pension Scheme. The new Scheme “Indira Gandhi National Old Age Pension Scheme (OGAOAPS)” was launched on 19.11.2007. Old age pension is now provided not only to aged destitutes but to all citizens above the age of 60 years and living below the poverty line. For persons above the age of 80 years the amount has been raised from Rs.200/- to Rs.500/- per month. The States have been asked to top up with the Central Government per capita grant of Rs.200/- per month. More than 2.18 crore persons have been covered upto 31.03.2015.

To encourage the workers from the unorganized sectors to voluntarily save for their retirement and to lower the cost of operations of the New Pension Scheme (NPS) for such subscribers, the Central Government launched a co-contributory pension scheme called “Atal Pension Yojana” on 09.05.2015. The Subscribers would receive a fixed minimum pension of Rs.1000 per month, Rs.2000 per month, Rs.3000 per month, Rs.4000 per month, Rs.5000 per month, at the age of 60 years, depending on their contributions, which itself would vary on the age of joining the APY. The Central Government would also co-contribute 50 percent of the total contribution or Rs.1000 per annum, whichever is lower, to each eligible subscriber account, for a period of 5 years, that is, from 2015-16 to 2019-20, to those who join the NPS before 31st December, 2015 and who are not members of any statutory social security scheme and who are not income tax payers. The pension would also be available to the spouse on the death of the subscriber and thereafter, the pension corpus would be returned to the nominee. The minimum age of joining APY is 18 years and maximum age is 40 years. The benefit of fixed minimum pension would be guaranteed by the Government.

In India approximately 93% of workers are in the unorganized sector. The various social security schemes are currently being run by different Ministries/Departments and agencies at the State Level under Schedule II of the “The Unorganized Workers Social Security Act, 2008” for welfare of the unorganized workers, with different eligibility criteria, enrolment processes and benefit thereunder etc.

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 Year 2013 is given in Table 9.13.

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

State-wise Progress of Certification of Standing Orders during 2013 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*	1692	233659	679	132638	11 (0.41)	19 (1.99)	18 (2.72)	12	697 (3.49)	134236 (3.53)
2 Assam	1651	559072	1320	553328	344 (12.90)	35 (3.67)	56 (8.46)	323	1378 (6.90)	550491 (14.48)
3 Bihar	167	12428	-	-	-	-	-	-	-	-
4 Chhattisgarh	Not Enforced		-	-	-	-	-	-	-	-
5 Goa	1974	108992	223	22617	64 (2.40)	1 (0.10)	1 (0.15)	64	224 (1.12)	22617 (0.59)
6 Gujarat	18490	470238	39	19431	98 (3.67)	5 (0.52)	5 (0.76)	98	39 (0.20)	4876 (0.13)
7 Haryana	5834	712494	1604	252597	35 (1.31)	65 (6.82)	59 (8.91)	41	1663 (8.32)	260012 (6.84)
8 Himachal Pradesh	2290	270510	277	34653	157 (5.89)	22 (2.31)	-	179	277 (1.39)	34653 (0.91)
9 Karnataka	1119	502866	717	172516	213 (7.99)	161 (16.89)	105 (15.86)	269	822 (4.11)	195411 (5.14)
10 Kerala	1850	241647	775	87600	42 (1.57)	16 (1.68)	13 (1.96)	45	788 (3.94)	88409 (2.33)
11 Madhya Pradesh	Not Enforced		-	-	-	-	-	-	-	-
12 Meghalaya	7	760	7	747	-	-	-	-	7 (0.04)	760 (0.02)
13 Orissa	553	101909	263	63947	97 (3.64)	2 (0.21)	2 (0.30)	97	265 (1.33)	64480 (1.70)
14 Punjab	10373	551825	1604	273496	885 (33.18)	26 (2.73)	4 (.60)	907	1608 (8.05)	273676 (7.20)
15 Rajasthan	3983	536723	1004	219049	51 (1.91)	36 (3.78)	20 (3.02)	67	1024 (5.13)	228253 (6.00)
16 Tamil Nadu	20812	1254058	7947	912320	36 (1.35)	330 (34.63)	268 (40.48)	98	8215 (41.12)	918549 (24.16)
17 Tripura	91	19149	196	19702	-	91 (9.55)	-	91	91 (0.46)	19149 (0.50)
18 Uttarakhand	1020	96041	684	72372	193 (7.24)	105 (11.02)	82 (12.39)	216	765 (3.83)	78143 (2.06)
19 West Bengal	2202	1126653	1842	881007	338 (12.67)	19 (1.99)	9 (1.36)	348	1846 (9.24)	881668 (23.19)
20 A & N Islands	15	3750	15	3670	-	-	-	-	15 (0.08)	3750 (0.10)
21 Chandigarh	229	14393	63	8172	1 (0.04)	2 (0.22)	-	3	63 (0.32)	8172 (0.21)
22 Delhi	42	4025	42	4025	31 (1.16)	10 (1.05)	1 (0.15)	40	42 (0.21)	4025 (0.11)
23 Puducherry	650	67860	129	28654	71 (2.66)	8 (0.84)	19 (2.87)	60	148 (0.74)	30011 (0.79)
Total State Sphere Undertakings	75044	6889052	19430	3762541	2667 (100.00)	953 (100.00)	662 (100.00)	2958	19977 (100.00)	3801341 (100.00)
Total Central Sphere Undertakings	..	..	..	..	..	..	..	..	..	..
Grand Total	75044	6889052	19430 (25.89)	3762541 (54.62)	2667	953	662	2958	19977 (26.62)	3801341 (55.18)

- = Nil

.. = Not Available due to non-receipt of information

* = Figure regarding Andhra Pradesh includes information of 13 District only

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 society as they are very less 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 maximum 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. RLE Reports based on 66th NSS (2009-10) Round are being 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		
	1999-2000	2004-05	2009-10	1999-2000	2004-05	2009-10
1	2	3	4	5	6	7
I All Agricultural Operations						
(i) Men	40.15	47.53	87.16	40.58	48.07	87.41
(ii) Women	28.38	33.41	64.32	28.57	33.77	64.76
(iii) Children	24.23	29.55	64.95	24.32	29.93	64.17
Principal Agricultural Operations						
Men						
(i) Ploughing	42.36	52.19	88.87	42.40	52.58	88.70
(ii) Sowing	38.75	45.03	91.51	39.30	45.20	91.86
(iii) Weeding	34.99	41.58	78.79	34.99	41.70	78.76
(iv) Transplanting	39.53	50.85	90.44	39.68	50.71	89.40
(v) Harvesting	38.44	46.42	85.11	38.69	46.73	85.65
(vi) Cultivation	39.31	47.10	86.68	39.50	47.20	86.57
(vii) Forestry	46.03	46.38	154.31	50.41	52.12	141.41
(viii) Plantation	58.27	67.72	125.65	55.93	66.15	126.16
(ix) Animal Husbandry	32.25	36.34	73.38	32.84	36.70	75.85
(x) Fisheries	54.11	63.54	164.00	60.93	92.33	135.37
(xi) Others (Agr.)	43.30	47.71	-	44.63	48.21	-
Women						
(i) Ploughing	33.21	36.86	70.83	32.16	35.91	70.94
(ii) Sowing	28.30	32.09	60.26	28.40	31.94	58.76
(iii) Weeding	25.41	29.86	58.43	25.55	30.13	59.02
(iv) Transplanting	28.59	36.58	63.58	28.83	36.97	64.14
(v) Harvesting	29.30	33.79	66.96	29.33	33.99	68.55
(vi) Cultivation	27.72	32.86	65.38	27.81	33.09	65.34
(vii) Forestry	33.41	31.76	334.27	32.99	32.22	143.05
(viii) Plantation	43.99	53.63	86.40	43.09	52.38	86.01
(ix) Animal Husbandry	22.68	30.29	44.84	24.25	31.65	50.70
(x) Fisheries	34.33	25.00	-	60.95	43.57	93.12
(xi) Others (Agr.)	27.97	34.77	-	28.58	35.00	-
Children						
(i) Ploughing	27.86	34.22	97.60	27.37	36.58	91.00
(ii) Sowing	25.09	38.30	116.10	25.09	38.01	116.15
(iii) Weeding	22.88	27.53	55.57	23.18	27.61	57.74
(iv) Transplanting	24.56	40.94	61.87	24.87	39.60	60.92
(v) Harvesting	27.28	27.88	60.20	27.19	29.04	62.30
(vi) Cultivation	24.78	31.37	56.42	24.92	31.49	55.12
(vii) Forestry	41.08	25.00	-	40.95	32.26	-
(viii) Plantation	18.06	56.89	68.58	19.03	46.73	68.58
(ix) Animal Husbandry	19.74	20.83	83.09	19.72	20.76	65.56
(x) Fisheries	41.55	-	-	41.55	25.00	-
(xi) Others (Agr.)	21.77	27.33	-	21.86	27.33	-
II Non-Agricultural Operations						
(i) Men	54.09	55.62	98.58	64.92	74.88	129.96
(ii) Women	34.08	35.50	78.63	56.13	42.59	85.06
(iii) Children	24.14	25.24	38.58	28.65	32.05	59.21

Source: Rural Labour Enquiry Report on Wages and Earnings of Rural Labour Households

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 2009-10 as compared to 2004-05. The average daily earnings of men for all agricultural operations in Agricultural Labour Households increased by 83.38 percent whereas in non-agricultural operations it increased by 77.24 percent during 2009-10 over 2004-05. It is also evident from the table that daily earnings of men and women belonging to Rural Labour Households engaged in non-agricultural operations was higher than those engaged in agricultural operations.

Indebtedness among Rural Labour Households

During 2009-10, the proportion of indebted households revealed an overall decrease as compared to 2004-05 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			
	1993-94	1999-2000	2004-05	2009-10	1993-94	1999-2000	2004-05	2009-10
1	2	3	4	5	6	7	8	9
1. Percentage of households in debt	35.5	25.1	48.4	36.2	35.1	25.0	47.3	34.0
2. Average debt per household (Rs.)	1031	1312	3946	4737	1113	1515	4852	5533
3. Average debt per indebted household (Rs.)	2901	5230	8145	13090	3169	6049	10259	16265
(a) Average debt per indebted household by source of borrowing (Rs.)								
(i) Government	238	215	300	151	262	325	325	256
(ii) Employers	355	416	591	1189	360	415	549	1148
(iii) Shop Keepers	199	362	533	576	232	431	622	653
(iv) Money Lenders	852	1777	3622	4752	875	1918	4539	5378
(v) Co-operative Societies	202	539	722	1655	251	792	951	2214
(vi) Banks	600	871	1145	2174	598	1040	1690	3483
(vii) Relatives & Friends	373	841	1048	2251	395	916	1311	2670
(viii) Others	82	209	184	341	195	212	273	463
(b) Average debt per indebted household by purpose of borrowing (Rs.)								
(i) Productive purpose	821	1124	1689	2280	804	1120	2253	2195
(ii) Consumption	937	1621	2698	7111	946	1673	3021	8292
(iii) Marriage and other ceremonies	496	1260	1867	*	564	1450	2214	*
(iv) Purchase of land and construction of building	290	764	1219	2828	476	1269	1888	4618
(v) Repayment of Debt	50	50	205	227	58	58	284	335
(vi) Others @	308	411	467	639	322	479	600	822

N.B @ - It includes debts for more than one purpose.

* included in consumption purpose

Source: Rural Labour Enquiry Report on Indebtedness among Rural Labour Households

The average debt per indebted household recorded a rise of about 61 and 59 percent in respect of agricultural and rural labour households respectively during 2009-10 in comparison to that of 2004-05. 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 'Household Consumption'. The amount of debt raised by the indebted Agricultural Labour Household and Rural Labour Household for 'Household Consumption' during 2009-10 was

to the tune of Rs.7711/- and Rs.8292/- respectively which accounted for about 54 per cent and 51 per cent of the total debt .

General Characteristics of Rural Labour Households:

During 2009-10, the total number of Rural Households (RHs) was estimated at 162.8 million of which 36.2 million were Scheduled Castes; 17.7 million Scheduled Tribes; 68.7 million Other Backward Classes, and 40.2 million Other Classes of Households. As compared to previous survey, the estimated number of rural households during 2009-10 registered an increase of 8.44 percent. Amongst various classes of households, the Scheduled Caste Households showed the highest growth of 11.15 percent followed by the Scheduled Tribe Households (10.28 percent), Other Backward Classes (8.91 percent) and Other Households (4.60 percent).

During this survey, out of the 162.8 million estimated numbers of rural households, 65.7 million were Rural Labour Households and 41.7 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 2009-10. Of the average household size of 4.24 persons (ALHs) and 4.36 persons (RLHs), 2.38 persons and 2.58 persons respectively were without occupation.

At all-India level, the average size of land cultivated per cultivating household during 2009-10 was 0.28 hectare for agriculture labour households & 0.16 hectare for rural labour households which was 0.16 hectare and 0.12 hectare respectively during 2004-05.

Table 10.05 gives the General Characteristics of Rural Households as thrown up by last five enquiries.

Table 10.05
General Characteristics of Rural Households

Items	1987-88	1993-94	1999-2000	2004-05	2009-10
1	2	3	4	5	6
Estimated no. of Rural households (in Millions)	108.4	119.5	137.1	150.2	162.8
Scheduled Castes (in Millions)	22.3	25.5	30.4	32.6	36.2
Scheduled Tribes (in Millions)	11.8	12.8	15.1	16.1	17.7
Other Backward Classes (in Millions)	-	-	50.06	63.0	68.7
Others	74.3	81.3	41.0	38.5	40.2
Percentage of Rural Labour Households to Rural Households	39.7	38.3	40.2	36.7	40.4
Percentage of Agricultural Labour Households to Rural Households	30.7	30.3	32.2	25.8	25.6
Average Size of land cultivated per cultivating household (in Hectare)	(R) 0.32	0.23	0.18	0.12	0.16
	(A) 0.31	0.23	0.18	0.16	0.28
Average No. of persons per household by occupation:					
1. Agricultural Labourers	(R) 1.07	1.41	1.44	1.32	1.11
	(A) 1.32	1.63	1.74	1.78	1.67
2. Non-Agricultural Labourers	(R) 0.24	0.15	0.30	0.41	0.47
	(A) 0.06	0.04	0.10	0.06	0.06
3. Other Occupations	(R) 0.67	0.40	0.24	0.24	0.20
	(A) 0.63	0.31	0.20	0.19	0.13
4. No Occupation	(R) 2.66	2.52	2.69	2.59	2.58
	(A) 2.59	2.46	2.61	2.47	2.38

R = Rural Labour Households

A = Agricultural Labour Households

Source: Rural Labour Enquiry Report on Indebtedness among Rural 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 2011-12) 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	1993-94	1999-2000	2004-05	2009-10	1993-94	1999-2000	2004-05	2009-10
1	2	3	4	5	6	7	8	9
1. Average size of the Households	4.4	4.6	4.5	4.4	4.5	4.7	4.6	4.5
2. Average Annual Consumption Expenditure of the Households (Rs.)	11759	21928	22995	38318	12448	23152	25032	41850
3. Percentage of Expenditure On:-								
(a) Food	66.3	62.3	59.1	57.2	65.3	61.4	57.7	56.2
(b) Clothing, Bedding & Footwear	4.9	7.6	4.2	5.5	5.0	7.6	4.3	5.5
(c) Fuel & Light	8.3	8.1	11.5	10.8	8.1	8.1	11.2	10.5
(d) Stimulants & Intoxicants	3.9	3.6	3.5	2.9	4.0	3.6	3.5	2.9
(e) House Rent	0.1	0.2	0.2	0.2	0.3	0.3	0.4	0.4
(f) Services and Miscellaneous Items	16.5	18.2	21.5	23.4	17.3	19.0	22.9	24.5

Note: Due to rounding, some of the percentages may not add up to 100.

- Nil

Source : Rural Labour Enquiry Report on Consumption Expenditure of Rural Labour Households.

It is revealed that average annual expenditure of rural labour households in 2009-10 showed an increase of 67% over the level of 2004-05. The expenditure on food items declined from 57.7% of the total expenditure of rural labour households in 2004-05 to 56.2% in 2009-10. An upward trend was observed in Clothing, Bedding & Footwear and Services & Miscellaneous group items.

3. SOCIO-ECONOMIC WELFARE OF RURAL LABOUR

India has been a welfare state ever since it's 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 204 Recommendations (Appendix-2) out of which India has ratified 45 conventions and one protocol of the ILO.

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 related to World of Work. Human dignity, social justice, equality of

opportunity, avoidance of discriminations, freedom of association, etc., are but a few of the common sinews inherent in the Constitution of the Republic of India and of the ILO. Creation of a just and equitable World Order; securing distributive justice concurrently with economic growth and creation of employment opportunities for the purpose; increasing productivity to increase shareable gains; workers' participation; human resource development; human and environmental dimensions of technology; poverty alleviation; and economic reform with a human face are amongst the major thrust areas presented to ILO by India.

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 45 Conventions and one Protocol of the ILO.

104th Session of the International Labour Conference:

104th Session of the International Labour Conference (ILC) along with 324th Session of Governing Body of ILO was held during 31st May to 13th June, 2015 in Geneva. A high level Indian Tripartite Delegation headed by Shri Bandaru Dattatreya, Hon'ble Minister of State (Independent Charge) for Labour and Employment attended the ILC. Given the federal structure of Government and the fact that labour is a concurrent subject, the Indian delegation also included Labour Ministers and Labour Secretaries from Gujarat, Telengana and Madhya Pradesh. Besides the officials from Ministry of Labour & Employment, the delegation included 9 representatives each from Workers (Central Trade Union Organizations) and Central Organization of employers' side in the ILC. The Conference was followed by 324th Session of the Governing Body meeting of ILO.

Various Ministers, Vice-Ministers and Deputy Ministers were accredited for participation in this ILC. Heads of States and Governments with participants representing governments, employments and workers from the ILO Member States attended the conference.

Synopsis of the Composition of the 104th Session of the International Labour Conference of ILO

333 Government delegates, 165 Employers' delegates and 165 Workers' delegates - a total of 5912 accredited to take part in the Conference in conformity with the provisions of the Constitution of the Organization (as compared to 5254 in 2014, 5,593 in 2013, 5,327 in 2012, and 5,469 in 2011). This year the tripartite delegation representing governments, employers and workers from 169 of the ILO Member States attended the conference.

Agenda of the Conference and Items placed on the agenda by the Conference

Standing Items: Reports to the Conference under Standing Items

1. Reports of the Chairperson of the Governing Body and of the Director-General
2. Programme and budget and other financial questions
3. Committee on Application of Standard:-
 - Report III (Part 1A) Report of the committee of Experts on the application of Conventions and Recommendations
 - Report III (Part 1B) Giving a voice to Rural workers

- Items placed on the agenda by the Conference or the Governing Body
- 4. Committees on SMEs and Employment Creation (General discussion)
- 5. Committee on the Transition from informal to formal economy (standard setting)
- 6. Recurrent discussion on Labour Protection in a transforming world of work.

Group/Conference wise details of deliberations are as follows:

Government Group Meeting

Government Group meeting took place every Monday to consolidate their stand on the discussion subjects of various Committees. This year Asia Pacific Group (ASPAG) was entrusted with the task of choosing the Chairperson of Governing Body, ILO. This year Japan was elected as the chairperson of the Governing body for the biennium 2015-16. India was also nominated for ASPAG Group for the year 2015-16.

Plenary Session

After the opening sitting on 01.06.2015, Plenary took place during 04-12 June 2015. Secretary (L&E) addressed the Plenary Session on 09.06.2015 on the Report of the Director General “Future of Work Centenary Initiative”. He appreciated the current agenda of ILC which is very much relevant and contextual because transition to formality and promoting SMEs are the most topical issues in the World of Work. Secretary (L&E) also stated that new economic order has given rise to new phenomenon in the world of work. Self-employment, rise of SMEs and migration are the new faces of labour market. We need to revisit and refine our understanding of various aspect of decent work in order to address the issues in the changing scenario and to ensure the rights and welfare of the workers. He urged ILO to continue its focus on employment generation, boosting labour participation, improvement in the working condition of the labour through social dialogue so that the objective of Decent Work may be achieved in totality.

On 12.06.2015, Hon’ble Minister of State (Independent Charge) for Labour & Employment addressed the Plenary. Minister delivered his speech in Hindi which was widely appreciated. In his speech, Hon’ble Minister highlighted that India and ILO have a vibrant relationship marked by close and dynamic cooperation over years. Hon’ble MOS for Labour & Employment (Independent Charge) expressed his confidence that these ties will further be strengthened as we approach the centenary of this unique tripartite forum. He also stated that Govt. of India is committed to usher in a governance of transparency and accountability. India is fully committed to securing inclusive growth, leading to sustainable development. He reiterated that India under the dynamic leadership of our Hon’ble Prime Minister Shri Narendra Modi has taken the flagship initiatives like Make in India, Skill India, Digital India, and Smart Cities Project. Make in India is a unique opportunity for job creation for our youth. Government is committed to protect and safeguard the interests of workers and upholding the dignity of labour. Financial inclusion and social security cover for everyone is the top priority for the government especially for the vulnerable class of workers.

Side-line Meetings during 104th session of ILC

BRICS Ministerial Meeting

A side-line meeting with BRICS ministers was held on. Hon’ble MoS (Independent Charge) for Labour & Employment thanked the Russian Deputy Minister for convening the BRICS Ministerial meeting. Hon’ble MoS (Independent Charge) for Labour & Employment stated that the forum of BRICS is emerging as a multiregional platform to strengthen common dialogue and cooperation in several policy areas. For India, enhancing the employability of the youth through skill development and improving the participation of women in the work force are priority areas.

He said that our government believes in the importance of matching skills with the requirements of the labour market. India is committed to creation of quality and inclusive employment. In the meeting, India recommended that BRICS Labour Ministerial in February, 2016 in Ufa Russian must be a part of Leaders' communiqué in their summit in July 2015 for us to support the proposal. BRICS countries also presented a joint statement to the ILC.

Asia Pacific Group (ASPAG) Ministerial Meeting

ASPAG Ministerial Meeting was held on 10.06.2015 in the side line of 104th session of ILC which was also attended by the Director General, ILO, Mr. Guy Ryder. Hon'ble MoS (Independent Charge) Shri Bandaru Dattatreya delivered a speech during the meeting. He stated that ASPAG constitutes more than half of world's population. We have some highly developed countries on one hand and some fastest growing developing economies on the other. With its diversity as an asset, the region has enjoyed remarkable economic growth and experiencing rapid changes in economic development, population growth and urbanisation, social transformation, and technological development of India. We are focusing on massive skill development and growth of manufacturing sector through programmes such as Make in India, Skill India, Smart City Project and Digital India. Hon'ble MoS (Independent Charge) for Labour & Employment appreciated the DG, ILO report for giving focus on the youth employment as well as on the small & medium enterprises interventions. He reiterated that the ultimate goal of inclusive and equitable growth can be achieved by linking employment and social protection. India also expressed its willingness to cooperate, collaborate and assume leadership role to initiate a coordinated effort for a strong, sustainable and balanced growth for the global economy.

India-Iran Bilateral Meeting

Bilateral meeting with Iran also took place in the side-line of ILC on 09.06.2015 Hon'ble MoS (Independent Charge) for Labour & Employment highlighted the long standing economic and strategic ties up that India shares with Iran. He said that Iran plays a significant role in India's energy security architecture. Hon'ble MoS (Independent Charge) for Labour & Employment thanked Iran for its support in India's case in the Committee on Standards. Iran appreciated India's initiatives on Skill development and expressed its interest in sharing the experiences.

G-20 Ministerial Dinner

A dinner was hosted by DG, ILO for G20 countries ministers which was attended by our Hon'ble Ministers of State (Independent Charge) for Labour & Employment. He thanked DG, ILO for hosting the dinner and appreciated the forum of G20 to serve as important policy platform to discuss key issues pertaining to creation of jobs, boosting participation, addressing informality, skill development etc. The core agenda for G20 of strengthening public employment services and increasing the share of labour income for inclusive growth was reiterated.

NAM Ministerial Meeting

The NAM ministerial meeting on 9th June, 2015 was presided by Iran who is the current chair of NAM. The forum also released a joint statement on the occasion reiterating its commitment to the principles of Decent Work and inclusive growth.

Committees of the 104th International Labour Conference:

A brief of the general discussion of the various committees of the 104th ILC, 2015 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 considers 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. The first volume (ILC.104/III/1A) includes, in particular, the observations on the application of ratified Conventions. The second volume (ILC.104/III/1B) contains the General Survey of reports under articles 19 and 22. The General Survey submitted to this session was on giving voice to rural workers.

The first volume of the Report II Part 1A was the observations of Committee of Experts of Application of Conventions and Recommendations for member countries. In this report, the CEACR raised certain observations with regard to the application of convention 81 “Labour Inspection” in India.

India was listed under Committee of Application of Standard, with respect to observations of a governance convention on C-81 “Labour Inspection”. The Government delegation, led by Secretary (L&E) responded effectively and successfully to the observations of Committee of Application of Standards. Secretary (L&E) stated that the emphasis of the government is to bring in an efficient system of compliance for labour legislation with the help of information technology. There is no intent either to dilute this provision in theory and practice or to relax the enforcement of labour laws including in the alternate setup in SEZs. Government of India has taken a major good governance initiative to avoid malpractices in labour inspections. It was stated categorically that the phrase ‘end of Inspector Raj’ does not mean ‘end of inspection system’ but ending malpractices and arbitrariness in the current inspection system.

India has a very elaborate system of labour legislations. The enforcement of the various Labour laws has been prescribed under the relevant provisions of the Acts and is secured through a system of labour inspectorates, both at the State level as well as the Central level. Taking note of the CITU’s allegation regarding exclusion of workers from the purview of labour laws, India reiterated and reconfirmed that no amendments to the scope of application of any labour laws have been enacted by the government to exclude the workers from the purview of labour laws. On the contrary, our government is taking affirmative action, and proposes to expand the coverage of various labour laws such as Minimum Wage Act, 1948, Employees’ Provident Fund and Miscellaneous Provisions Act, 1952 etc.

The delegation from India also stated that we are fully committed to the principle of Tripartism in making any changes in labour laws. India is a signatory to ILO convention 81 concerning labour inspection since 1949. Government is giving full effect to the provision of this convention. So far as the observations on Articles 10 and 16 of the Convention are concerned, India reiterated its commitment to Convention-81 and the obligations therein that the workplace shall be inspected as often and as thoroughly as necessary. India got all round support from a large number of countries including China, Japan, Singapore, Russia, Iran, Bangladesh, Myanmar, Fiji, Kuwait, Ghana, Venezuela, Qatar and other countries acknowledged that India is the new investment destination of the world and good governance must be promoted. They appreciated Government’s initiatives for promoting an enabling environment for the industry by cutting the undue transaction costs for compliance of labour laws. The committee in its conclusions noted the positive developments in the field of labour law enforcement in the country and requested for a list of statistics for both Centre and States which was agreed by India.

The second volume of the report III titled as “Giving voice to Rural Workers” which is a General Survey concerning the right of association and rural workers’ organizations instruments.

The Committee highlighted the fact that the right of association of agricultural workers and the involvement of organizations of rural workers in economic and social development are linked with other topical issues currently being tackled by the ILO, such as the transition from the informal to the formal economy, labour migration, economic development, poverty reduction, non-standard forms of employment, decent work in global supply chains, and significant environmental and climatic pressures.

India has ratified both the conventions (Right of Association (Agriculture) Convention, 1921 (No. 11) and the Rural Workers' Organizations Convention, 1975 (No.141). In the intervention, Government of India expressed that we have been proactively ensuring the rural workers' rights as enshrined in the ILO conventions and also encouraging growth of rural workers organization in India. The Trade Union Act, 1926 has empowered the workers of the country including those in rural economy to form associations in the form of trade unions. Agriculture & Rural Workers are free to form unions/associations. It was also stated that India has both legislative mechanism and social security measures to provide decent working conditions for rural workers. Government of India has launched new schemes namely Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Atal Pension Yojana (APY) so as to provide social security net to underprivileged population. India also supported the conclusion of the committee.

b) Committees on SMEs and Employment Creation (General discussion): The committee after a brief introduction to the subject discussed the important contribution of SMEs to employment and economic growth. It also highlighted the constraints faced by SMEs and their workers and provided the rationale behind linkages of SME policies to other important policies.

In the opening statement of the committee on SMEs and Employment Creation, India stated that MSME sector is accorded high priority for its pivotal role in our economy. India has close to 45 million MSMEs employing almost 100 million persons. SMEs played a crucial role in providing large employment opportunities at comparatively lower capital cost and industrializing rural and backward areas, thereby reducing regional imbalances and assuring more equitable distribution of income and wealth. Skill Development initiatives coupled with financial and legislative initiatives for viability of the SMEs become important in this context. The matters of MSME are being coordinated by an independent ministry in Government of India. India also acknowledged the difficulties faced by MSMEs in access to finances. Govt of India has recently launched a dedicated financing facility "mudra bank" to take care of the finance issues faced by the MSME industry.

India also stated that modernization through technological up-gradation is essential for increasing productivity and competitiveness particularly in the globalised industrial environment. SMEs need mentoring and assistance for scaling up into larger enterprise. India along with other developing countries emphasized that Micro industries are integral part of SMEs. The committee agreed to this definition. India reiterated that diversity of the sector demands that the steps in this direction may be gradual and sector specific instead of a dotting a one size fits all approach. The committee appreciated that India has an independent ministry for MSME. It also noted down our efforts for bringing a comprehensive law to make effective compliance and enforcement of small factories through Small Factories (Regulation of Employment and Conditions of Service) Bill, 2014. India finally supported the conclusion and resolution adopted by the office.

c) Committee on Transition from Informal to the Formal economy: The committee on Transition from informal to formal economy was entrusted with the task of standard setting after a double discussion of the proposed recommendation of the subject. India in its intervention made a strong pitch for ensuring decent work in the informal sector and actively participated in the drafting and amendment of the text of the recommendations. India stated that the subject assumes great significance for our country where estimated 83% of the total workforce contributing to 50% of GDP is still in the unorganized sector. The Republic of India is sincerely committed in its

endeavors for a gradual and progressive transition of informal economy to formal economy given the national resources and practices specific to national context.

During the intervention, India stated that the latest initiatives and policies of Government such as Make-in-India, Skill-India and Digital-India will create enough economic growth and demand pull factors for formalization of the informal economy. The simplified licensing, taxation and inspection regime, pro-active steps for ease-of-doing-business and a holistic drive for legal reforms has created the conducive atmosphere for formalization of majority of informal business. Recently the Prime Minister launched three new social security schemes (9th May 2015) which will majorly reach the unorganized workers and give them a life of greater dignity. Thus while on the one hand, Government is widening the arena of social security platform by introducing targeted schemes, simultaneous efforts are on to increase the job opportunities and earning levels by promoting manufacturing and service sectors and creating enabling framework for formalization of informal or unorganized sector. During the discussion on the proposed recommendation, India also supported non-discrimination in any form including gender-based violence, concept of living wage, inclusion of international NGOS and Cooperatives as economic unit to be incorporated in the recommendation. India moved an amendment for inclusion of Migrant workers which was supported by USA and Japan and the office also agreed to include it.

India also supported the conclusion and resolution of the Committee and appreciated the extraordinary sense of cooperation exhibited by all stakeholders during the proceedings and discussion of the committee. India voted for the adoption of the Recommendation on Transition from informal to formal economy in the concluding Plenary Session.

d) Recurrent Discussion on Labour Protection in a transforming world of Work: The Committee on Labour Protection was attended by the then Additional Secretary, Ministry of Labour & Employment Shri Deepak Kumar. India in its intervention stated that being a founder member of the ILO, India was always sensitised to the important issues in the labour field. The Minimum Wages Fixation Machinery Convention Number 26 was adopted in 1928 by the ILO. By 1948, India had brought a law, i.e. the Minimum Wages Act, 1948 on its statute book. Wages in India are also revised from time to time in accordance with the principles laid down in the law. Government's employment guarantee scheme has had a salutary impact on minimum wages. Wage levels in the country have improved due to the Employment Guarantee Scheme. It has also strengthened collective bargaining. India also stated that we are in the process of drafting a code on Wages, Industrial Relation, Occupational Safety and Health and Working conditions as a part of rationalising the labour laws. Finally India supported the conclusion of the Committee.

325th Session of the Governing Body, ILO:

The 325th Session of the Governing Body (GB) of the International Labour Organisation was held during 29.10.2015 to 12.11.2015 in Geneva. The Indian delegation comprising Shri Manish Kumar Gupta, Joint secretary, and Smt. Anuja Bapat, Director, Ministry of Labour and Employment participated in the Governing Body meeting along with officers from Permanent Mission of India in Geneva.

India is the ASPAG coordinator for the year 2015-16 and this was the first GB for India in this capacity. It involved conducting group meetings during GB to discuss with group members on various agenda items and prepare group interventions according to common position. This GB was a very successful one in this regard as common group positions could be achieved on a large number of agenda issues, including the political ones, and group statements were made on the floor of GB. India also drafted the group statement on a very important agenda item of "Standards Review Mechanism" about the comprehensive review and update of ILO Labour Standards being undertaken as approved by GB in the previous sessions. India is also a member from ASPAG region, of the tripartite group to be constituted for SRM.

BRICS is another group that is emerging to take a common position in GB discussions. BRICS under the Russian presidency this year, were successful in delivering group statements on a number of agenda items of common interest including the follow up to the ILC discussion on transition to formality, Labour Enforcement and Development Cooperation Strategy of ILO.

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.

Agenda of 325th Session of Governing Body

Institutional Section (INS)

(a) The 2030 Agenda for Sustainable Development

While intervening on this agenda item, India congratulated ILO for its contribution to the process of Post 2015 Developmental Agenda and the pivotal place that the concept of decent work has acquired in the overall theme of sustainable development. India called for ILO to work as a facilitator to help countries in capacity building. As SDGs very specifically recognize the importance of national context and national capacities, we see a very active role of the field offices of ILO in assisting the countries, as they need, to identify and prioritize the challenges and develop a roadmap to address these. Decent Work Country Programmes have been very effective in creating linkages of ILO policy objectives with that of national policy framework and can be further strengthened to take on the job. The other very specific role of ILO that we look forward to is to facilitate the capacity building of national statistical systems in the member countries to monitor the progress update on the accepted targets.

(b) Agenda of the International Labour Conference

On this agenda item, India aligned itself with the ASPAG statement. It is very essential now to strengthen ILO's strategic and policy approach to effectively address the goals set in the 2030 vision. India supported "Effective ILO development cooperation in support of the Sustainable Development Goals (general discussion)" for 2017 ILC. India also voiced its general support for the discussion on "Violence against women and men in the world of work". However, the revised proposal by the office for agenda needs more clarity in the context setting and focus in defining the core issue. India proposed that the agenda item must be considered but at a later stage probably in 2018. On the issue of labour migration the intervention asked for the difference of human rights and labour rights to be well acknowledged. The focus of the discussion on Labour Migration must be on the larger picture of labour mobility and ensuring Decent Work for all workers including migrants without mixing it with the current refugee crisis. We therefore proposed for the discussion on agenda to be considered for later ILCs. India supported the proposal to seek approval for the amendments to MLC 2006 and C 185.

(c) Matters arising out of the work of the 104th Session of ILC: Follow-up to the resolution concerning the recurrent discussion on social protection (labour protection)

In its intervention, India recognized the need for integrated policy approach while at the same time advised that the scope of the follow up to the recurrent discussion should be strictly guided by the discussion in ILC and not be extended to new areas. In today's context the concept of labour protection has to be seen in two parts: one is to ensure that the conditions are conducive for enhancing and sustaining participation which implies working on wage policies, OSH and work life balance to the extent that it encourages inclusive labour markets. The other part is to ensure social security so that nobody in and outside labour market has to undertake a distress employment thereby inviting abusive and unfair treatment.

We welcomed the proposed plan of action in the agenda paper including the proposed standard related action. While it is relevant to address new forms of employment in the current scenario when labour market is changing its character and the conventional employer-employee setting is not adequate to address all the challenges of providing workers with protection, we, don't think it appropriate to approach the issue of violence at work place in the context of this discussion. Intervention also briefly talked about India's ongoing a comprehensive reform agenda in the labour legislation with a commitment to ensure job security, wage security and social security to all our workers.

(d) Review of the implementation of ILO-ISO agreements

While thanking the Office for the update of ILO-ISO agreement, India reiterated its concern for a parallel body of Labour standards more particularly those from a private body like ISO. Taking note of the developments in ILO-ISO collaboration and the limited success that ILO has been able to achieve, India stated that it was in favour of the implementation at pilot stage to be restricted to the already agreed initiatives rather than getting into new ones. India also recognized and appreciated the sincere efforts by ILO to ensure that ILS are not contradicted. ILO is the supreme body to set International Labour Standards. In the current economic scenario of uncertainty and vulnerability, the world of work heavily relies upon ILO to guide and lead us on the matters that concern welfare of workers. Private compliance initiatives must be discouraged more specifically if they are in divergence with ILS. India's intervention found a strong support from the workers side that raised almost similar concerns on the developments in the agreement.

(e) Preparation for the evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization by the 105th Session of the ILC (2016)

India aligned with ASPAG statement for the possible arrangements for the Conference discussion and recorded its preference for appointing a technical Committee with flexible arrangements to provide for wider participation, richer inputs and open discussions on the impact of the ILO Declaration on Social Justice for a Fair Globalization. On taking a decision concerning arrangements for next cycle of recurrent discussions, we think that the decision should be deferred on the next cycle to its 328th Session.

Policy Development Section

(a) Formalization of the Informal Economy: Area of Critical Importance & Formalization of the Informal Economy: Follow-up to the resolution concerning efforts to facilitate the transition from informal to formal economy

India in its intervention said that adoption of The Recommendation - 204 adopted at 104th ILC demonstrated the success of our collective efforts to address this subject which has assumed greater relevance in the present times. We acknowledge the need for a robust action plan and strategy with involvement of tripartite constituents. The emphasis must be on innovative strategies, gender sensitive analysis and range of options to be proposed to member countries given the diversity of the country circumstances. We suggested that various aspects like size, composition and segmentation of informal sector may also be considered while mobilizing resources for country programmes. India also acknowledged the initiatives being undertaken in India by the Country office of ILO through Decent Work Country Programmes (DWCP). In Transition from informal to formal economy, some factors such as creating massive job opportunities in the formal sector for those entering labour market, upgrading the skill components of workforce in unorganized sector to enable them to gradually switch over to formal sector jobs and extending the net of social security measures to the deprived and vulnerable sections in the unorganized sectors plays very crucial role and must be duly recognized in the ILO strategy.

Joint Secretary, Government of India in his intervention described India's initiatives for creating a conducive business environment for sustainable economic growth. In this context a number of labour law reforms have been undertaken to rationalize and modernize the labour

market regulations and working conditions which in turn will also boost growth of formal sector employment so that large excluded segment of workforce can be brought into ambit of labour regulatory framework and provided with basic labour rights including social security and wages. Govt. of India is taking focused initiatives for convergence of major social security programmes for unorganized sector on a single platform. We recognize that informality in labour market has multiple dimensions which require us to develop multipronged strategies to deal with it both at national and international level. We also believe that diversity across countries also plays a major role in the structure of informal economy in the particular country. While consolidating methodologies and perusing research in this area, these factors may be taken into consideration. India believes that while considering the issue of transition to formality, the focus must be on the principles of decent work in totality rather than on process or particular order of process. Every country would approach the transition according to its capacity and order of priority in terms of sector and economy. We support and acknowledge the proactive role of employers and workers' organizations to progressively absorb the informal sector in their fold by extending membership and services to the workers and economic units.

(b) Area of critical importance: Strengthening workplace compliance through labour inspection

The intervention for this was presented by India on behalf of ASPAG. Indian inputs shaped the intervention to a great extent. ASPAG appreciated the progress made so far and appreciated the fact that the ACI 7 continues as outcome 7 in the Programme and Budget for 2016-17. Given that decent work deficits in small and medium-sized enterprises (SMEs) and poor working conditions in the informal economy are major concern of our region, ASPAG supported the strategy of focusing on SMEs and the informal economy. ASPAG emphasized that the strategy has to focus on making compliance easier for these enterprises through appropriate technological and regulatory mechanisms thereby encouraging them for more and better compliance. Furthermore, since the growing influence of Global Supply Chains has new implications in the context of compliance mechanisms, ASPAG welcomes the carrying out of the “International Conference on Promoting Workplace Compliance including in Global Supply Chains” at the Hague in October 2015. We also look forward to a general discussion at the 105th International Labour Conference on the issue of decent work in global supply chains and hope that it will be conducive in identifying compliance gaps. While ASPAG appreciated the ILO development cooperation programmes, such as the Sustaining Competitive and Responsible Enterprises (SCORE) programme and the International Programme for the Elimination of Child Labour (IPEC), it stressed that these should be seen as guiding tools for improving overall working conditions and the results unless applied to a sizable labour market, should not be taken for benchmarking. The efforts at the field should be to help countries develop indigenous tools, specific to their national requirements, on the same lines. With regard to the role of private compliance initiatives (PCIs), ASPAG was of the view that private accreditation, auditing or monitoring schemes should not be seen as replacements for public enforcement. The supremacy of ILO standards must be upheld.

(c) Update on the implementation of the promotional framework and follow-up to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), including ILO collaboration with other intergovernmental and international organizations

The intervention was presented by India who is the coordinator of ASPAG group on behalf of ASPAG.

ASPAG appreciated the progress made in the implementation strategy of the MNE Declaration. ASPAG also welcomed the fact that the MNE Declaration was referenced in the annexes to the G20 Framework on Inclusive Business as the principal normative instrument. ASPAG believes that the success and sustainability of multinational enterprises are crucial to economic growth and to addressing the global jobs crisis. This is true especially within the context of the increased internationalization of enterprises and hyper-globalization. ASPAG, therefore,

fully endorses the ILO's mandate in relation to multinational enterprises which encourages the growth of decent jobs in multinational enterprises. ASPAG believes that the information-gathering mechanism can play a key role in guaranteeing that the MNE Declaration can be robust, credible and relevant. ASPAG would appreciate further details from the Office on the information-gathering mechanism.

Legal Issues and International Labour Standards Section (LILS)

The Standards Initiative: Tripartite Working Group on the Standards Review Mechanism

ASPAG intervention on this very critical agenda item was drafted and presented by India. ASPAG recalled in its intervention how International Labour Standards have been the guiding instruments on matters of labour for last 9 decades. The World of work has changed tremendously driven mainly by globalization and the unprecedented interdependence of national economies on each other. The challenges have further been intensified in recent times after the global economic crisis. ASPAG welcomed the broad consensus achieved on the Terms of Reference of the SRM Tripartite Working Group. Recalling the comments submitted by ASPAG to the tripartite consultations on the draft ToRs the intervention stated that it is necessary to ensure that the SRM Working Group takes a holistic approach. It may consider the work done earlier, including and as appropriate the work carried out by the Cartier Working Group to rationalize the workload of SRM. Due care must be taken to ensure that in fulfilling its holistic mandate, the SRM Working Group should not, at any cost, compromise the protection of the workers' rights and/or sustainability of the enterprises.

ASPAG noted that a number of decisions for the working of the group have been left open-ended for decision to be taken by the tripartite group including that about the scope of review, the time frame and participation of advisors and advised that these decisions to be brought to the GB for approval. We further expect that in due course any proposed changes to standards will be put for approval by the ILC, which is the supreme forum to decide on all matters of labour.

MULTILATERAL COOPERATION

G20 Labour and Employment Ministers' Meeting at Ankara Turkey during 3-4 September, 2015

G20 Labour and Employment Ministers' Meeting (LEMM) under Turkish Presidency was held in Ankara Turkey during 3-4 September 2015. The Ministerial Meeting was preceded by the 4th Meeting of Employment Working Group and was followed by the Joint Meeting of Finance and Labour Ministers of G20 Countries. Indian Delegation for LEMM was led by Minister of State (Independent Charge), Labour and Employment, Shri Bandaru Dattatreya.

Erstwhile Taskforce on Employment (TFE) was made into full-fledged, permanent Employment Working Group from 2015 following the Leaders' endorsement of the decision in Brisbane Declaration 2014. In its inception year, G20 EWG under Turkish Presidency in its ToR focused on 3 i's : inclusiveness, implementation and investment for growth. The Group recognized the challenge to identify and implement the public policies aimed at fostering strong, sustainable, job-rich and inclusive growth as its primary target. The causal relationship of growing inequality and the reducing share of labour income was also established following the inputs from International Organizations. Wage Policy was hence recognised as one of the prime policy instrument to correct labour market imbalances. The other thrust area for the employment working group was strengthening public employment service to counter the prevailing information asymmetry in the labour market. The G20 Skill Strategy was a priority that was developed throughout the year in close coordination with the Development Working Group –HR Pillar. The Employment Working Group decided to build on the work done by the sub group formed in 2014 on OSH under Australian Presidency. The issue of Labour mobility and its relevance to different countries was discussed at length by the Working Group. The overall emphasis on developing

synergy with the framework working group to have employment plans well planted into the overall growth strategy was reflected in the joint working of two groups through the year that finally culminated in the joint ministerial meeting of finance and Employment track following the Labour Ministers' meeting.

The Labour and Employment Ministerial Meeting (LEMM) was divided into 3 theme sessions besides two special sessions and a concluding session wherein the Ministers adopted the Labour Ministerial Declaration. The Ministerial was preceded by a Senior Officers' Meeting on 2nd September, 2015 wherein the LEMM Declaration was finalised following detailed discussion in the three EWG meetings and countless emails between the Group.

The Forenoon sessions on the first day of LEMM were interactive sessions with Social Partners and Engagement Groups. Besides L20: 'Labour 20' and B20: 'Business20', G20 works with 3 working Groups: C20: 'Civil Societies', Y20: 'Youth 20' and T20: 'Technology20'. This year, after the adopting the commitment on raising participation of women in labour market another prominent engagement group 'Women20' or W20 was added to this set up. The groups presented their recommendations to the G20 EWG for consideration. The contribution of these groups has also been acknowledged in the LEMM Declaration.

The International Organizations ILO, OECD, World Bank and IMF made their presentations to the Group in the next session. The presentation gave an in depth analysis of prevailing economic situation its various aspects, challenges and analysed the policy response proposed by the G20 countries. The concerns were raised about extremely slow recovery from global economic crisis which is threatening to set a negative spiral of growth in majority of the country. International Organisations also commented on the LEMM declaration specifically the proposed commitment on youth employment. The linkage of youth unemployment to educational and Vocational Training was also established through the available statistics and the flexible approach in committing to country specific target was also acknowledged.

G20 Labour and Employment Ministers' Declaration

The three thematic sessions to follow were based on the themes contained in The G20 Labour and Employment Ministers' Declaration. The Declaration focused on 3 i's which are inclusiveness, investment and implementation. The Declaration relied on the decisions from previous years and deliberations held in 3 meetings of Employment Working Group. It also relied on strong inter-linkages between employment and overall growth strategy to ensure a job rich growth. The data and research by International Organizations particularly ILO, OECD and World Bank provided valuable evidence based inputs for the recommendations. The Declaration had 3 parts: (1) More Inclusive Labour Markets (2) Investing in Human Resources and (3) Implementation through effective monitoring which were also the themes of three technical sessions. The Declaration emphasized on issues including, creating employment and increasing inclusiveness in the labour market through better linkages in education, vocational training and skill development. It also talks about the G20 Training Strategy as a comprehensive policy environment for better and more jobs and better employment linkages as well as the policy commitments made last year in the area of OSH. Most prominently it proposed for Leaders to consider the adoption of a G20 target on reducing the share of young people who are most at risk of being left permanently behind in the labour market by 15% by 2025. To reach this target, depending on national circumstances, countries will focus our efforts on young people with low skills and qualifications; those who are neither in employment, nor in education or training (NEET); or the low-skilled who are NEET or informally employed. To this effect the LEMM declaration also endorsed a set of policy principles to improve youth labour market outcomes in our economies.

Address by Hon'ble MoS (Independent Charge), Labour and Employment, India

Hon'ble MoS (Independent Charge), Labour and Employment, Shri Bandaru Dattatreya addressed the G20 Ministers meeting in the first theme session on "More Inclusive Labour

Markets”. In his intervention the minister said that India is committed to inclusive growth. He stated that We are the youngest nation in the world so far as demographics are concerned and to provide jobs to the 10 million youth joining the workforce every year is our first and foremost priority. Minister expressed happiness over the fact that G20 is looking at the issue of youth employment in context of strengthening the labour market fundamentals particularly the linkage of education with vocational skills and strengthening of employment services which is very attuned to our priorities as well. He talked about the labour reforms being pursued by the Government to promote a conducive business environment. He also elaborated the new initiatives by India to strengthen public employment services such as National Career Service platform which was also one of the prime focus area of G20 under Turkish Presidency. He said that Government is committed to financial inclusion and extending social security to all. He said that G20 must work as a platform to promote intense international cooperation of issues of Employment and Labour mobility. He strongly advocated for international labour mobility and said that people should have free access to opportunities across the globe. This is essential to increase productivity of labour as well as to balance the demand and supply mismatch for skilled labour. He called for a constructive collaboration amongst the G20 countries.

The Labour and employment Ministerial declaration was adopted at the end of the thematic sessions. Apart from adopting the collective commitment on youth employment, the forum reiterated their commitment to decisions already taken on the issues of occupational safety & health, female participation and inclusive growth. There was also an agreement on developing a synergy between employment track and finance track as well as development working group – human resource pillar to have a cohesive strategic policy framework.

Joint Meeting of G20 Finance and Labour Ministers

The joint meeting of G20 Finance and Labour Ministers was a closed meeting that deliberated upon the core themes of Turkish Presidency on “growth and employment” and “inequalities”. Making his intervention to the joint forum, Hon’ble MoS (Independent Charge), Labour and Employment, Shri Bandaru Dattatreya, welcomed the focus of Turkish Presidency on inclusive growth and employment generation. He said that employment generation is both a cause and consequence of economic growth. On one side we need to have enough economic activity in national and global economies to ensure that sufficient jobs are generated and on the other hand we must make sure that our workforce is prepared to take advantage of these employment opportunities. Talking about last decade of low employment growth in India despite a very high rate of overall economic growth, he said that India acknowledges the urgency of ensuring a job rich growth after a decade of disconnect between economic development and employment generation. It is extremely critical that employment policy now takes the centre stage of development goals and growth strategy in both national and international context. He outlined India’s flagship initiatives like Make in India, Skill India and Digital India which are collectively meant to encourage global investment particularly in manufacturing to create sufficient employment opportunities while at the same time appropriately skilling the labour to take advantage of these opportunities and providing for an efficient delivery of financial inclusion, health and education services across the country. He discussed the Labour reforms agenda being pursued by the government and the initiatives to strengthen the public employment services. He stated that labour is one of the most critical factors of production. It is important to acknowledge that sustainable development and inclusive growth can be achieved only when the goals of employment and employability are in tune with the goals of industrial development and growth. It is our vision to have an environment which is conducive for inclusive growth and development of the country. He expressed his strong belief that these challenges can be met through close cooperation facilitated by the G20 to strengthen the integration of coordination of growth policies with labour, employment and social issues.

Meetings on the sidelines of G20 LEMM

Bilateral Meeting with Ms. Priti Patel, Labour Minister, UK

Minister of State (Independent Charge), Labour and Employment, Shri Bandaru Dattatreya and Indian delegation comprising of Secretary, (L&E), Indian Ambassador to Turkey, Shri Rahul Kulshreshtha and Ms. Anuja Bapat, Director, Ministry of Labour and Employment had a very constructive discussion with the British delegation led by Labour Minister UK, Ms. Patel who is also the minister for the Indian Diaspora in United Kingdom. The discussion touched upon various issues related to the labour market initiatives taken by the two countries and on exploring possibilities of deciding upon areas of mutual cooperation during the forthcoming visit of Hon'ble Prime Minister of India to UK in November 2015. United Kingdom has had substantial success in transforming the apprenticeship model recently in the country. Minister appraised the UK delegation of the initiatives taken in the field by India particularly the legislative amendments and the Apprentice Protsahan Yojna. The two sides agreed to work on identifying area of cooperation and possibly working on a draft MoU.

A short meeting with OECD Secretary General, Mr. Angel Gurrea also took place wherein Secretary General OECD appreciated India's recent Initiatives for inclusive economic growth and expressed OECD's keenness to collaborate with India on issues of Labour Policy. Minister praised OECD for their valuable research inputs particularly for the forum of G20 which has helped to make the deliberations at this forum much more meaningful and constructive.

High-Level International Meetings (2015):

Some of the prominent International meetings where India participated actively include:-

- Shri Vinod Kumar, Director and Ms. Pragyasmitha Sahoo, Assistant Director attended ILO's informal consultation for Informal Economy during 8-9 April, 2015 in Geneva, Switzerland.
- Shri Manish Kumar Gupta, Joint Secretary, Ministry of Labour & Employment and Shri Pravin Srivastava, Deputy Director General (Employment) attended 'First All Russia Labour Protection Week' during 13-17 April, 2015 in Sochi, Russia as well as First Meeting of 'Sub Group on Labour Share and Inequalities' and 'Second Meeting of the G20 Employment Working Group' on 06.05.2015 in Istanbul, Turkey.
- Ms. Meenakshi Gupta, Joint Secretary & FA, Ministry of Labour & Employment attended the training course at Turin, Italy during 08-19 May, 2015 on Result Based Management in Public & International Organization.
- A high level delegation led by Shri Bandaru Dattatreya, Hon'ble Minister of State for Labour and Employment (Independent Charge) attended the 104th Session of International Labour Conference of ILO and 324th Session of Governing Body of ILO held at Geneva from 31st May to 13th June, 2015.
- Shri Shankar Aggarwal, Secretary (L&E) along with Smt. Anuja Bapat, Director, MOLE attended the fourth meeting of the G20 Employment Working Group on 02.09.2015 in Ankara, Turkey.
- A high level Indian delegation led by Shri Bandaru Dattatreya, Minister of State for Labour and Employment (Independent Charge) along with Shri Shankar Aggarwal, Secretary (L&E), Smt. Anuja Bapat, Director, Ministry of Labour & Employment and Shri C. Sudharsan Reddy, Private Secretary to Minister of State for Labour and Employment (Independent Charge) attended G20 Labour and Employment Ministers' meeting during 3-4 September, 2015 in Ankara, Turkey.
- Shri Raj Kumar, Under Secretary, Ministry of Labour & Employment represented Ministry of Labour & Employment in the ILO's Inter-Ministerial delegation to Jakarta, Indonesian under the SCORE programme during 13-18 September, 2015.

- Shri D. Chaudhuri, Deputy Director General, Ministry of Labour & Employment attended ILO's Training Programme on 'Building Effective Wage Policies' during 28th September to 2nd October, 2015 in Bangkok, Thailand.
- Shri R. K. Sharma, PSO to Secretary (L&E) had attended ILO's Training Programme on 'Academy on Decent Work in Rural Economy' during 12-23 October, 2015 in Turin, Italy.
- Shri Chanan Ram, Director, Ministry of Labour & Employment had attended ILO's Training Programme on 'Decent Work for Domestic Worker' during 26-30 October, 2015 in Turin, Italy.
- Smt. Anita Tripathi, Deputy Secretary, Ministry of Labour & Employment attended ILO's Training Programme on 'Youth Employment' during 12-23 October, 2015 in Turin, Italy.
- Shri Shankar Aggarwal, Secretary (L&E) & Shri P. P. Mitra, Principal Labour & Employment Adviser attended the 78th Session of the Board meeting of International Training Center of ILO during 29-30 October 2015 in Turin, Italy.
- Dr. Mathisekaran, DG, Labour Bureau has attended ILO's Training Programme on 'Academy on Labour Market Statistics and Analysis' during 02-13 November, 2015 in Turin, Italy.
- Shri Shankar Aggarwal, Secretary (L&E) and Shri Pravin Srivastava, Dy. Director General (Employment) attended the Preparatory Working Group Session for First BRICS Labour and Employment Ministers meeting during 18-19 November, 2015 in Moscow, Russia.
- Shri G.Venugopal Reddy, Joint Secretary, Ministry of Labour & Employment had attended ITC/ILO's Global knowledge Sharing Forum on Transition to Formality during 23-27 November, 2015 in Turin, Italy.
- Shri A. K. Panda, Economic Adviser, Ministry of Labour & Employment has attended ILO's Training Programme on 'National programmed and systems of occupation safety and health' during 23.11.2015 to 04.12.2015 in Turin, Italy.
- Shri J.K. Sagar, Additional CLC (C) has attended ILO's Training Programme on 'Academy on Labour Administration and Labour Inspection' during 30.11.2015 to 11.12.2015 in Turin, Italy.
- Shri Bandaru Dattatraya, Minister for State for Labour and Employment (Independent Charge) along with Shri K. K. Jalan, Central Provident Fund Commissioner, Shri G. Venugopal Reddy, Joint Secretary, MOLE and Shri C. Sudharsan Reddy, Private Secretary to Minister for State for Labour and Employment (Independent Charge) attended the 5th ASEM Labour and Employment Ministers' Conference during 03-04 December, 2015 in Sofia, Bulgaria.

Some of the prominent International Delegations visited India to meet officials of Ministry of Labour and Employment are:-

- Ms. Tomoko Nishimoto, Assistant Director General and Regional Director, ILO Office for Asia and the Pacific to India visited Ministry of Labour & Employment. A meeting was held between Hon'ble LEM and Ms. Tomoko Nishimoto on 04.08.2015.
- A Bangladesh delegation on study tour to India visited Ministry of Labour & Employment. A bilateral meeting was held with JS (MG) on 18.08.2015.
- Ms. Sandra Polaski, Dy. Director General (Policy), ILO, Geneva visited Ministry of Labour & Employment on 05.10.2015. A meeting was held between Ministry of Labour & Employment led by Secretary (L&E) and ILO led by Ms. Sandra Polaski to discuss the issues of mutual concern.

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 the technical departments at the ILO Headquarters. The technical specialists provide advisory services in international labour standards, statistics and also discuss areas of possible collaboration in future. The tripartite machinery of the Government, workers' and Employers' Organizations, worked closely with the ILO in identifying the major Decent Work Country Programmes objectives for the ensuing years.

A number of officers from Ministry of Labour & Employment were deputed for training, workshops, seminars and meeting under fellowships provided by ILO.

ILO also utilizes the training facilities available in a number of institutions under the Ministry of Labour & Employment in India including V.V. Giri National Labour Institute, Central Labour Institute (Mumbai), Regional Labour Institutes (Kolkata, Kanpur & Chennai), Vocational Training Institutes under the Directorate General of Employment 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. For the year 2015, Indian's share of contribution is SF 25,31,642 which is 0.666% of the total ILO Budget and worked out to Rs. 17,50,00,000 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-five 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
44.	C185 - Seafarers' Identity Documents Convention (Revised), 2003	09 Oct 2015
45.##	MLC, 2006 – Maritime Labour Convention, 2006	09 Oct 2015
Protocol I : P89 - Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948		

* Denounced on 16 April 1938, the Convention requires internal furnishing of statistics concerning unemployment every three months which is considered not practicable.

@ Convention denounced on 27 Feb 1951 as a result of ratification of Convention No.C089.

#As of 09 October, 2016, date on which the MLC, 2006 will enter into force for India this Convention will be considered ipso jure denounced.

The Convention will enter into force for India on 9 Oct., 2016.

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	2013 and 2014	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)	2014	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)	2014	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 related 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	2013	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 £	2013	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 £	2013	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£	2013	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	2013	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	2014	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	2012-13	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 & 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)	2014-15	Annual	Contains detailed information on Consumer Price Index Numbers for Agricultural/Rural Labourers.
18	Consumer Price Index Numbers for Industrial Workers (1982=100)	2015	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	2009-10	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	Reports on Employment & Unemployment Survey	2015-16	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	2015	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 1919-2015

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
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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 2015 as possible. For a list of previous publications, earlier editions of the Year Book may be consulted.

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Monthly Coal Bulletin	-do-	Dhanbad	-do-	Director General Mines, Safety, Dhanbad
Haryana Labour Journal	Quarterly	Chandigarh	Hindi /English	Government of Haryana, Labour Department
Quarterly Bulletin of Economics and Statistics	Quarterly	Ahmedabad	-do-	Government of Gujarat
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
Industrial Court Reporter	Monthly	Mumbai	English	Commissioner of Labour, Govt. of Maharashtra
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Quarterly Bulletin of Economics and Statistics	Quarterly	Mumbai	English	Commissioner of Labour, Director of Employment, Government of Maharashtra
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
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Safety Magazine	Quarterly	-	Kannada/ English	Mysore Iron and Steel Ltd., Bhadravati

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Planter's Chronicle	Fortnightly	Coonor	English	United Planter's Asso. of India
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Name of Journal	Periodicity	Place of Publication	Language	Source
Chronicle				
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
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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