

INDIAN LABOUR YEAR BOOK 2016



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

PREFACE

A key challenge for policymakers/researchers in today's labour market is reliable & robust labour statistics. The Indian Labour Year Book 2016, 62nd issue in the series is an established source of reference on labour statistics which covers Employment and Skill Development, Wages and Earnings, Family Income & 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. In addition, it also contains a list of important Labour Acts (Central and State), Conventions & Recommendations adopted by the International Labour Conference as well as those ratified by India, list of various journals on labour related issues published in India, a bibliography of the publications of various Organisations, Departments, Ministries and Autonomous Bodies in the field of labour.

It is hoped that the publication would be useful to the users as the same contains information on various facets of labour including welfare programmes and policies launched and implemented by the government for the welfare of labour.

The collection and compilation of data on labour matters received from various Central and State Government agencies for this publication was, indeed, voluminous in nature which involved a lot of time and effort. Labour Bureau expresses its gratitude to them for extending support and cooperation by supplying the requisite information enabling Labour Bureau to bring out this publication on time. I also place on record my appreciation for the efforts made by the officers and staff engaged in bringing out this Issue.

Suggestions for further improvement of the publication would be gratefully acknowledged.

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Labour Bureau, Shimla
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CONTENTS

CHAPTER 1		Pages
EMPLOYMENT AND SKILL DEVELOPMENT		6-32
1.	Sector-wise Employment	12
2.	Employment Services	19
3.	Training & Skill Development	21
4.	Absenteeism	23
5.	Labour Turnover	26
6.	Women and Child Labour	30
CHAPTER 2		
WAGES AND EARNINGS		33-60
1.	Manufacturing Industries	34
2.	Mines	43
3.	Plantations	45
4.	Transport and Communications	46
5.	Central Government Employees	46
6.	Employees Covered under the Minimum Wages Act, 1948	46
7.	Wages of Agricultural Labour	47
8.	Occupational Wage Survey	50
9.	Index Numbers of Wage Rates	52
10.	Productivity	56
11.	Labour Cost	57
CHAPTER 3		
FAMILY INCOME AND EXPENDITURE SURVEYS AND CONSUMER PRICE INDEX NUMBERS		61-76
1.	Family Income and Expenditure Surveys	61
2.	Consumer Price Index Numbers	64
CHAPTER 4		
INDUSTRIAL RELATIONS		77-99
1.	Trade Unions	77
2.	Industrial Disputes	88
3.	Machinery for the Prevention and Settlement of Industrial Disputes	96
4.	Consultative Machinery	98
5.	Workers' Education	98
CHAPTER 5		
LABOUR WELFARE		100-110
1.	Activities of the Government of India	100
2.	Activities of the State/Union Territories Governments	100
3.	Welfare Work by the Employers	104
4.	Welfare Work Under Statutory Welfare Funds	109

CHAPTER 6		
INDUSTRIAL HOUSING		111-115
1.	Urban Housing Development	111
2.	Housing Schemes of the State Governments	113
3.	Housing for Workers in Major Industries	113
4.	Rural Housing Schemes	115
CHAPTER 7		
HEALTH AND SAFETY		116-127
1.	Health and Safety of Industrial Workers	117
2.	Industrial Injuries	124
3.	Industrial Safety Measures	125
CHAPTER 8		
LABOUR ADMINISTRATION		128-138
1.	Central Machinery	128
2.	State Machinery	137
CHAPTER 9		
LABOUR LEGISLATION		139-172
1.	Factories:	
	The Factories Act, 1948	139
2.	Mines:	
	The Mines Act, 1952	143
3.	Plantations:	
	The Plantations Labour Act, 1951	144
4.	Transport:	
	(a)The Railways Act, 1989	145
	(b)The Dock Workers' (Regulation of Employment) Act, 1948	145
	(c)The Merchant Shipping Act, 1958	145
	(d)The Motor Transport workers' Act, 1961	146
5.	Shops and Commercial Establishments:	
	The Shops and Commercial Establishments Act (Central and State Acts)	148
6.	Industrial Housing	150
7.	Safety and Welfare	150
8.	Wages and Bonus:	
	(a)The Payment of Wages Act, 1936	151
	(b)The Minimum Wages Act, 1948	151
	(c)The Payment of Bonus Act, 1965	153
9.	Social Security:	
	(a)The Workmen's Compensation Act, 1923	154
	(b)The Employees' State Insurance Act, 1948	155
	(c)The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	156
	(d)The Maternity Benefit Act, 1961	158

	(e)The Payment of Gratuity Act, 1972	161
	(f)Unorganised Workers' Social Security Act, 2008	162
10.	Industrial Relations:	
	(a) The Trade Unions Act, 1926	163
	(b)The Industrial Employment (Standing Orders) Act, 1946	164
	(c)The Industrial Disputes Act, 1947	167
11.	Miscellaneous:	
	(a)The Children's (Pledging of Labour) Act, 1933	167
	(b)The Child Labour (Prohibition and Regulation) Act, 1986	167
	(c)The Collection of Statistics Act, 2008	168
	(d)The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959	169
	(e)The Apprentices Act, 1961	169
	(f)The Beedi and Cigar Workers (Conditions of Employment) Act, 1966	169
	(g)The Contract Labour (Regulation and Abolition) Act, 1970	170
	(h)The Equal Remuneration Act, 1976	170
	(i)The Bonded Labour System (Abolition) Act, 1976	171
	(j)The Sales Promotion Employees'(Conditions of Services) Act, 1976	171
	(k)The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979	171
	(l)The Emigration Act, 1983	172
	(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	172

CHAPTER 10

AGRICULTURAL/RURAL LABOUR 173-181

1.	Agricultural/Rural Labour	173
2.	Rural/ Agricultural Labour Enquiries	175
3.	Socio-economic Welfare of Rural Labour	181

CHAPTER 11

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION 182-191

CHAPTER 12

LABOUR BUREAU PUBLICATIONS 192-196

APPENDICES

1.	List of Important Labour Acts	197-200
2.	List of Conventions and Recommendations adopted by the International Labour Conference, 1919-2014	201-208
3.	Select Bibliography	209-214

CHAPTER 1

EMPLOYMENT AND SKILL DEVELOPMENT

In India, like other developing countries, the growth of labour force is accelerating and will remain high for sometime. Hence, employment led rapid economic growth which not only improves income but also working conditions of the workers is an important concern. 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. First, 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. Government has been 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 recent 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.

Employment Scenario:

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 68th 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 1.01(a)]. 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 completed 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.

Table 1.02(a)

Labour Force Participation Rate (LFPR), Worker Population Rate (WPR) and Unemployment Rate (UR) according to Usual Principal Status (UPS) and Usual Principal & Subsidiary Status (UPSS) approaches for the persons aged 15 years & above as per 5th Annual Employment-Unemployment Survey (2015-16)

(In Percent)

Usual Principal Status (UPS)												
Survey / Sector	RURAL				URBAN				RURAL + URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
LFPR	77.3	26.7	51.1	53.0	69.1	16.2	41.2	43.5	75.0	23.7	48.0	50.3
WPR	74.1	24.6	50.0	50.4	66.8	14.3	36.9	41.4	72.1	21.7	45.9	47.8
UR	4.2	7.8	2.1	5.1	3.3	12.1	10.3	4.9	4.0	8.7	4.3	5.0

Usual Principal & Subsidiary Status (UPSS)												
Survey / Sector	RURAL				URBAN				RURAL + URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
LFPR	78.0	31.7	52.2	55.8	69.1	16.6	41.2	43.7	75.5	27.4	48.8	52.4
WPR	75.7	30.2	51.9	53.9	67.1	14.8	36.9	41.8	73.3	25.8	47.2	50.5
UR	2.9	4.7	0.6	3.4	3.0	10.9	10.3	4.4	3.0	5.8	3.2	3.7

M=Male, F=Female, T=Transgender, P=Person

Usual Principal Status (UPS) Approach; Under the Usual Principal Status (UPS) approach, the major time criterion based on the 365 days is used to determine the activity pursued by a person. Accordingly, the major time spent by a person (183 days or more) is used to determine whether the person is in the labour force or out of labour force. A person found unemployed under this approach reflects the chronic unemployment. In the present survey, the Usual Principal Status approach estimates are derived for a moving reference period of last twelve months.

Usual Principal and Subsidiary Status (UPSS) Approach; Usual Principal and Subsidiary Status (UPSS) Approach is a hybrid one which takes into consideration both the major time criterion and shorter time period (30 days or more in any economic activity). Thus, a person who has worked even for 30 days or more in any economic activity during the reference period of last twelve months is considered as employed under this approach. In this approach, the reference period is same as taken in the Usual Principal Status approach (UPS).

Quarterly Employment Surveys (QES) - Labour Bureau initiated QES (New series) with extended scope and coverage with an aim to address the issue of bridging the data gap with reference to producing statistics on employment at short interval. The main objective of Quarterly Employment Survey (QES) new series is to provide employment estimates for sizeable segment of Non-farm Industrial economy covering 8 important sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and (IT)/(BPO) having 10 or more workers and measure relative change in employment situation over successive quarters. These 8 sectors constitute around 81 percent of the total employment of units with 10 or more workers in the 6th Economic Census and approximately 15% of the total employment (131.29 million person) as per 6th EC.

In each of 8 Sectors, units are further divided into six size classes based on the size of employment viz. 10-39 workers, 40-99 workers, 100-499 workers, 500-999 workers, 1000-4999

workers and more than 4999 workers. The geographical coverage of the Quarterly Employment Survey (QES) has been extended to the entire country.

As per the Sixth Economic Census (2013), 58.5 million establishments were found to be in operation employing 131.29 million persons. Out of 58.5 million establishments 1.4% establishments were in Organised sector (establishments employing 10 or more person). The list of all establishments, out of these 1.4% establishments (Organised Sector) employing 10 or more worker, in above mentioned eight major sectors in Sixth Economic Census (EC) was used as the sampling frame for present QES survey.

The sector-wise details regarding level estimates under first round and change estimates of employment under 2nd, 3rd and 4th Rounds are presented as under:

Sl. No.	Sector	Level Estimates (First Round) and Change Estimates of Employment (2 nd , 3 rd and 4 th Round) (in lakh)			
		Level Estimates as on 1 April, 2016	Change Estimates (1 July, 2016 over 1 April, 2016)	Change Estimates (1 Oct 2016, over 1 July, 2016)	Change Estimates (1 Jan, 2017 over 1 Oct, 2016)
1	Manufacturing	101.17	-0.12	0.24	0.83
2	Construction	3.67	-0.23	-0.01	-0.01
3	Trade	14.45	0.26	-0.07	0.07
4	Transport	5.8	0.17	0.00	0.01
5	Accommodation & Restaurant	7.74	0.01	-0.08	0.00
6	IT/ BPO	10.36	-0.16	0.26	0.12
7	Education	49.98	0.51	-0.02	0.18
8	Health	12.05	0.33	0.00	0.02
	Total	205.22	0.77	0.32	1.22

Limitations of QES; The estimates of the QES are based on Sample Survey having some limitations as mentioned below:

(i) The QES is basically an establishment survey for collecting information on employment in the unit; therefore, it does not provide any information on unemployment in the country. Unemployment is generally captured by household survey.

(ii) The Fieldwork for 6th Economic Census was conducted during January, 2013 to April, 2014 in collaboration with State/UT Governments. Therefore, use of 6th Economic Census data as a frame has some limitations in measurement of current employment scenario in the country.

(iii) Further, the QES (New Series) does not capture the employment data from new units which emerged after the 6th Economic Census i.e. 2013.

(iv) The survey is based on either record or response of the unit. However, verification of record has not been resorted to for collection of data.

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 2016-17, 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

Year	(Lakh persons as on March 31 st)								
	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: Economic Survey 2016-17

1. SECTOR-WISE 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 2013 & 2014 is given in Table 1.07.

Table: 1.07

Number of Working Factories and Estimated Average Daily Employment during 2013 & 2014

State/Union Territory	Number of working Factories		Estimated average daily employment	
	2013	2014	2013	2014
1	2	3	4	5
Andhra Pradesh	21129	21145	605328	624779
Assam	4093	4412	196520	210516
Bihar	9318	9825	187864	201861
Chattisgarh	3437	3699	263889	287434
Goa	704	733	71288	74521
Haryana	11271	11332	837221	853462
Himachal Pradesh	..	4846	..	314420
Madhya Pradesh	..	..	..	..
Maharashtra	..	36878	..	2064429
Manipur	..	..	..	..
Meghalaya	152	160	10447	10935
Nagaland	..	698	..	11022
Odisha	..	..	..	..
Punjab	..	..	..	..
Rajasthan	12932	12906	497323	501052
Tamil Nadu	..	..	..	..
Tripura	1533	1581	56289	59130
Uttarakhand	..	..	..	..
Uttar Pradesh	..	..	..	..
Jammu & Kashmir	..	..	..	..
West Bengal	..	..	..	..
Jharkhand	5674	5680	257107	260917
Karnataka	..	..	..	..
Kerala	..	..	..	..
Gujarat	..	..	..	..
A&N Islands	..	52	..	5868
Chandigarh	425	425	12407	12595
Delhi	..	..	..	..
D&N Haveli	..	4716	..	200406
Puducherry	2035	1982	80310	85351
Telangana	14790	14901	583144	588329
Total	87493	135971	3659137	6367027

Note:- .. Not available

Source: Annual Returns under the Factories Act, 1948.

It may be seen from Table 1.07 that during 2013 & 2014 the total number of working factories was 87493 and 135971 with an estimated average daily employment of 3.66 million and 6.37 million respectively. The number of working factories was the highest in Andhra Pradesh & Maharashtra during 2013 and 2014, while average daily employment was the highest in Haryana & Maharashtra during 2013 and 2014.

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 2014 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	2730	538.6
2013	2835	543.3
2014	2842	538.9

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
2014	7,18,615	13,160	15,973	8,091	7,55,839

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.

D(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 4.49 lakh (including Gramin Dak Sewak) as on 31st March, 2016.

D(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, 2015, there were 1326.4 thousand regular employees as against 1334.2 thousand as on 31st, March, 2014.

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
2014-15	17.1	1229.9	79.4	1326.4

Source: Indian Railways Annual Report and Accounts.

Number of Scheduled Castes and Scheduled Tribes employees on the rolls of the Indian Railways as on 31.3.2014 and 31.3.2015 (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 31.3.2014 and 31.3.2015

Category	Number of Scheduled Castes employees		Number of Scheduled Tribes employees	
	As on 31.3.2014	As on 31.3.2015	As on 31.3.2014	As on 31.3.2015
1	2	3	4	5
Group A	1,162 (12.78%)	1,213 (12.82%)	647 (7.12%)	674 (7.12%)
Group B	1,510 (18.94%)	1,300 (17.08%)	611 (7.66%)	522 (6.86%)
Group C**	2,13,208 (16.50%)	2,17,576 (16.93%)	1,01,518 (7.85%)	1,04,980 (8.17%)
Group D (Safaiwalas)	11,717 (47.57%)	9,340 (38.16%)	1,445 (5.87%)	1,507 (6.16%)
Grand Total	2,27,597 (17.06%)	2,29,429 (17.30%)	1,04,221 (7.81%)	1,07,683 (8.12%)

** 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, 2014-15.

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, non-major ports and Dock Labour Boards are presented in the tables 1.13, 1.14 and 1.15.

Table 1.13
Employment in major ports as on 31st March 2006 to 2015

Maritime/State	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Kolkata	10494	9931	9619	9489	9173	8678	8179	7715	7181	3996
Paradip	3158	3013	2910	2851	2761	2634	2437	2234	2015	1771
Visakhapatnam	5216	5208	5069	5052	4877	4584	4189	4941	4703	3728
Chennai	8582	9755	9065	8117	8020	7774	7511	6582	5991	5733
Tuticorin	2574	2407	2259	2224	2191	2079	1954	1813	1646	1496
Cochin	3849	4822	4306	4103	3948	3749	3005	2766	2530	2308
New Mangalore	1908	1862	1770	1819	1719	1636	1544	1435	1332	1255
Mormugao	3135	3082	3018	2967	2891	2817	2665	2538	2330	2194
J.L Nehru	1779	1766	1763	1746	1739	1730	1718	1706	1697	1669
Mumbai	19682	14935	14481	14296	14059	13391	16379	15358	12017	10897
Kandla	3506	3414	4237	4149	4008	3774	4500	4221	3299	2456
Ennore	20	45	59	65	86	88	94	100	102	102
Total	63903	60211	58556	56878	55472	52934	54175	51409	44843	37605

Table 1.14
Employment in non-major ports as on 31st March 2006 to 2015

Maritime/State	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Andhra Pradesh	57	57	69	269	269	269	1153	1195	1195	789
Tamil Nadu	68	68	62	60	60	51	56	28	35	56
Pondicherry	75	42	33	59	59	66	60	485	485	262
Karnataka	109	103	55	146	145	145	124	124	124	125
Kerala	121	185	191	175	175	195	136	133	683	718
Maharashtra	154	154	153	130	84	84	158	361	117	143
Gujarat	1265	1743	1718	1650	1590	981	1886	1814	1723	2350
Goa	134	133	146	140	140	141	148	155	144	186
A & N Islands	452	447	452	454	454	448	422	425	641	883
Lakshadweep	NA	NA	NA	NA	NA	NA	NA	NA	111	185
Daman & Diu	22	22	22	22	22	22	13	10	10	10
Orissa	NA	NA	118	118	118	118	NA	367	759	368
Total	2457	2954	3019	3223	3116	2520	4156	5097	6027	6075

Table 1.15
Number of Dock Worker as on 31st March 2006 to 2015

Major Ports	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Kolkata Dock System	715	543	40	177	140	100	215	181	173	154
Visakhapatnam	1360	1322	125	NA	978	859	874	846	892	868
Mumbai	NA	NA	NA	NA	NA	2586	NA	NA	2456	0
Kandla	814	971	NA	NA	NA	789	NA	NA	NA	NA
Total	2889	2836	166	1605	1477	4334	1089	1027	3521	1022

Source: Employment in Docks: data.gov.in 2015

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 1.16.

Table 1.16**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 2011-12, the total employment in both organized and unorganized sector in the country was of the order of 47 crore. Out of this, about 39 crore were in the unorganized sector. A large number of unorganized workers are generally home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, embroidery work and in household industries.

H. Migrant Workers Magnitude

According to the 2011 Census (Provisional Report), 453.64 million persons have changed their place of residence within the country and out of this, 46.38 million or 10.22% have 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.

I. 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. 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 for women in rural areas is 30.02 per cent as compared to 15.44 per cent in

the urban areas. The conventional employment and unemployment surveys have not been able to capture the various types of unpaid work that women engage in both within and outside households in rural and urban areas in India. Globally, men's share in paid work is around 1.8 times that of women, while women have a share three times that of men in unpaid work. Therefore, paid work which is visible and accounted for by the System of National Accounts (SNA) is dominated by men, while unpaid work which is not accounted for is dominated by women and remains unrecognized and unaccounted for.

The average daily employment of women in factories is given in Table 1.17.

Table 1.17
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
2014	3025.8	297.1	9.8

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

J. Child Labour

In order to align with the objective of mandatorily providing education up to the age of 14 years under RTE Act, Government has amended the Child Labour (Prohibition & Regulation) Act, 1986 with enactment of Child Labour (Prohibition & Regulation) Amendment Act, 2016 which provides for the complete ban on the employment or work of children below 14 years in all occupations and processes. The Amendment Act also prohibits the employment or work of adolescents, in the age of 14-18 years, in the scheduled hazardous occupations and processes. The Amendment Act came into force w.e.f. 01.09.2016. 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 which shows a declining trend.

K. 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.

L. 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, 2008. The ASI 2013-14 round data on employment is presented below:

Table 1.18

Sector	Average Daily Employment					
	Directly Employed			Contract Workers	All Workers	All Employees
	Men	Women	Total			
1	2	3	4	5	6	7
Overall	5424723	1509498	6934221	3510184	10444404	13538114
Public	497926	53868	551794	376881	928675	1255842
Private	4926796	1455630	6382426	3133303	9515729	12282271

N.B.- For State-wise and industry-wise break-up of data kindly refer to our publication "ASI 2013-14, Statistics on Employment and Labour Cost Vol.I".

2. EMPLOYMENT SERVICES

Policies, standards and procedures for the National Employment Service are laid down by the Central Government in consultation with the State Governments. A Working Group on National Employment Service comprising of representatives of the Central and State Governments facilitates this consultative process. Regular meetings of the Working Group on National Employment Service are held under the Chairmanship of Director General of Employment, Ministry of Labour & Employment. The meetings are attended by the State Labour & Employment Secretaries/State Directors of Employment/ other representatives and officers of DGE. The Working Group considered various issues pertaining to National Employment Service and made necessary recommendations.

Director General of Employment coordinates and oversees the employment generation taking place in the country through the National Employment Service in India. The network of Employment Service has expanded from 18 Employment Exchanges in 1951 to 978 Employment Exchanges as on 31-12-2014. A key role played by the Employment Exchanges is to motivate and guide the unemployed youth for taking up self-employment ventures in view of shrinkage in wage paid jobs. In 22 selected Employment Exchanges, Special Cells for Promotion of Self Employment have been working. As on 31-10-2015, 409 Vocational Guidance Units in Employment Exchanges and 76 University Employment Information and Guidance Bureaux (UEIGBX) within the University Campuses have been functioning in the country to render Vocational Guidance and Employment Counseling to job-seekers. In order to maintain regular & reliable Employment Market Information, Employment Service in the States has been implementing the Employment Market Information (EMI) programme. The programme covers all establishments in the Public Sector and nonagricultural establishments in the Private Sector employing 10 or more workers.

Twenty four National Career Service Centres for SC/STs (Erstwhile Coaching-cum-Guidance Centres; CGCs) 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 to SC/ST job seekers in 14 National Career Service Centres for SC/STs. These Centres have also been arranging Pre-Recruitment Training Programme for SC/ST candidates to improve their employability in competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. During 2016-17, till November, 2016, 10126 candidates could make use of facilities provided at NCSs to practice typing and shorthand and 711 candidates participated in the Pre-Recruitment Training Programmes organized by NCSs.

Twenty One National Career Service Centers for Differently Abled (NCSCDA) (Erstwhile Vocational Rehabilitation Centres; VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. One NCSCDA at Ranchi has been established during 2013-14 and in the process of operationization. These Centres evaluates residual capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and

community participation in the rehabilitation of people with disabilities. During 2016-17 (upto 30.11.2016) these centres have registered 21384, evaluated 21277 and rehabilitated 7455 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for PWDs. The Centres will focus on career counseling as key activities for youth with disabilities to pursue skill enhancement courses that the market drive. The officers of the NCSCDA are being trained on professional counseling techniques. Outreach counseling sessions and job-fairs will be a key activity in these career Centres.

Placement service to the disabled Ex-servicemen/Border Security Force personnel and their dependents is provided through an Ex-servicemen Cell set up in DGE (Hqrs.). During the year 2016 (Jan to Oct) 17 disabled Ex-Serviceman and dependents were registered for Employment Assistance through the Ex-Serviceman Cell. National Institute of Career Service (erstwhile CIRTES) is responsible for imparting training to officers of the Employment Service and conducting research in matter relating to various activities of NES (NCS) and develops tools and techniques for better implementation of NES programmes. It also prepares career literature for vocational guidance and career counseling.

National Employment Policy

Ministry of Labour & Employment had forwarded a Cabinet Note seeking for implementation of National Employment Policy in February, 2013. However, it was advised to upscale and update the document. The Ministry had subsequently entrusted the work of drafting the National Employment Policy to VVG NLI and while preparing the same, it emerged that the policy had wide ramifications and required inputs from various stake holders, Ministries, trade unions, research institutions, State Governments etc. Accordingly, an Inter Ministerial Committee was constituted on 4th April, 2014 and a concept note circulated to stake holders to seek views and suggestions. The draft policy has also been discussed with the State Ministers on 29.08.2014. Another brain storming session was held on 04.06.2015 with key stake holders to discuss the contours of the Proposed National Employment Policy. A meeting was held on 1.07.2016 to discuss the approach papers on NEP. Based on the discussion, follow up action is being taken. Drafting of the National Employment Policy is under process.

National Career Service

The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counseling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The progress of this project is summarized below.

The Mission Mode Project was appraised and approved in November-December, 2013 with an outlay of Rs.148.70 crore in the 12th FYP. To give shape to the Government's intention of establishing Career Centres, the Project outlay was upwardly appraised, in November, 2014 for an outlay of Rs.292.20 cr. The scope of project was further increased to include the inter-linking of employment exchanges and organizing of job fairs on regular basis with and enhanced outlay of Rs.348 crores during the 12th Five Year Plan. The approved outlay for the project for the Financial Year 2015-16 was Rs.69.66 crores and for the FY 2016-17 it has been increased to Rs.100.00 crores. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

The NCS Portal (NCSP) has been made functional at the URL (www.ncs.gov.in). The portal was dedicated to the Nation by Hon'ble Prime Minister of India on 20.7.2015 in Vigyan Bhawan, New Delhi. The NCSP is supported by a dedicated helpdesk (multi-lingual) for assisting users. It has a rich repository of career content of over 3000 occupations under 53 sectors. The

portal also facilitates organization of job fairs where both employers and job seekers can interact. With the increased focus of Government on Career Counseling, the Ministry of Labour and Employment proposes to create a network of Career Counselors where the Career Centres will become the hub of Career Counseling in their area. Under the process, 1947 counsellors from various States/UTs have got registered at NCS Portal till 30.11.2016.

The NCS Portal also provides an open architecture for partnering of institutions and organisations for delivery of career and employment related services. The NCS Portal may develop specific pages to help categorise and improve delivery of services in the focus areas or otherwise. The partnering institutions will be provided appropriate space and links on the NCS Portal to improve delivery of services on a non-exclusivity basis and be amenable to the monitoring systems. Ministry of Labour and Employment has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading organisations such as Indian Staffing Federation(ISF), Quicker Jobs, Monster.com, Tech Mahindra, Uber, Get Ahead fast, Hindustan Times, Indeed, Freshers World, First Job, Mera job, Urban Clap, Wheebox, Delivery Track, Association Skill Training Providers, Portea, Amity University, Babajob.com, Return of the Million Smile (India Old age/ Gold-Fish) & Department of Post.

A series of consultations with State Governments were held on various occasions for the NCS project. Key Ministries, Academia and Industry have been involved in designing the framework of the National Career Service and Career Centres. Under the NCS, it is proposed to create Knowledge Repository of Career Counselling content, by digitizing the existing Counselling literature and making it amenable for periodic updation by stakeholders and made accessible to various users. Multi-stakeholder Expert Groups have been constituted for various aspects under NCS like, network of career counselors, assessment tools, rural outreach strategies etc. Committees have also been constituted for steering the project.

The NCS Project also envisages setting up of Model Career Centres (MCCs) to be established by States to deliver employment services using technology. The Government has approved establishment of 107 Model Career Centres (including 7 non-funded MCCs) till 30.11.2016. The NCS Project has also been enhanced to interlink 978 Employment Exchanges with NCS Portal and part funding for up-gradation of Employment Exchange and for organising job fairs.

3. TRAINING & SKILL DEVELOPMENT

The huge mismatch between education, employability and employment has been staring in the face of the country since the last 40 years now. The country had more than 70 odd programs on skill development being run across 29 states through 21 different ministries. Each one had their own norms and outcomes and tracking mechanism. The multiplicity of these initiatives had diffused the impact that Skill Development could have had for the youth of India. There was no rationalisation of the process and system and the training were never outcome focused. There was limited emphasis on mapping of the skilled workforce that was required across sectors. There have been no focused efforts towards streamlining entities working in the skill ecosystem. The country stood on the global map with the maximum number of people in the employable age-group (population between 15-60 years); waiting for some synergies to happen. The first and foremost step that the current incumbent government took in shaping the skills landscape was the creation of a separate Ministry of Skill Development & Entrepreneurship which in its short life span has invested heavily, on restructuring and re-energising the skill ecosystem in the country. It has made some significant efforts in ensuring coordination and convergence across all initiatives and schemes that were active in the skill ecosystem.

The year 2014 saw the launch of Skill India, lead by the newly created Ministry of Skill Development and Entrepreneurship (MSDE), to leverage the potential of India's aspiring youth by equipping them with the skills required to acquire sustainable livelihoods. MSDE has made great

strides in streamlining and reinvigorating India's skilling ecosystem. MSDE's journey and its key achievements are detailed below.

The birth of India's first Ministry of Skill Development and Entrepreneurship; 54% of India's population is below 25 years of age and over 62% of the population is the working-age group. Over 109 million incremental human resources will be required in India alone, across 24 key sectors by the year 2022. Yet, only 4.69% of the Indian population has undergone formal skills training. The lack of coordinated action dedicated to addressing the above challenges, has left India far behind, with India's demographic dividend on the verge of transforming into a demographic nightmare. The newly elected government created India's first Department of Skill Development and Entrepreneurship in July 2014 under the Ministry of Youth Affairs and Sports, to rapidly address the above challenges. This Department became the Ministry of Skill Development and Entrepreneurship (MSDE) in November 2014. MSDE's was given the mandate of leading India's skill development and entrepreneurship agenda, at speed and scale, while ensuring quality outcomes. In November 2014, India's skilling ecosystem was highly fragmented. 21 Central government Ministries and departments were implementing over 50 skill training programmes, operating in silos. Conflicting norms between schemes, poor monitoring mechanisms, varying assessment and certification systems and the absence of a coherent vision of success, limited the effectiveness of these initiatives. MSDE, as the lead Ministry for skill training and entrepreneurship, was tasked with coordinating, steering and ensuring coherence within this fractured ecosystem. MSDE's first step was to connect the different elements of the ecosystem together. Two verticals from DGT (Training and Apprenticeship), were transferred to MSDE in April 2015. Further, two major Entrepreneurship Development Institutes, were also shifted under MSDE, from the Ministry of Small and Medium Enterprises.

Policy Interventions:

- India's First National Policy for Skill Development and Entrepreneurship 2015 created to rejuvenate India's skill ecosystem: The Policy articulates an overarching framework for skilling at scale and speed while ensuring high quality outcomes.
- India's first National Skill Development Mission launched in July 2015 to coordinate and Scale up Skilling Efforts. The Mission seeks to converge, coordinate, implement and monitor skilling activities on a pan-India basis.
- Common Norms for skill development schemes across India notified to ensure standardisation: In November 2014, there were 52 programs running across different Ministries, each of which had their own training norms and standards. To ensure standardisation and consistency in the structure of skill training initiatives across India, Common Norms for all skill development programmes across Central Ministries/Departments were notified on 15 July 2015, after extensive Inter-Ministerial Consultations.
- Operationalisation of National Skill Qualification Framework (NSQF) in progress: The NSQF was created to ensure consistency in measuring the outcomes of skill training. Over 1461 qualifications from both the NSDC and ITI ecosystems have been already been aligned to NSQF. By December 2016, all government skill training programmes will be NSQF aligned.

Programme Interventions: MSDE's programme interventions are guided by the principles of Speed, Scale and Quality - which have been addressed simultaneously in each of the initiatives mentioned below.

- MSDE's Flagship Scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) launched.
- Industrial Training Institutes (ITI) Ecosystem Revitalised.
- Private Skill Training Ecosystem Catalysed through National Skill Development Corporation.
- Entrepreneurship Initiatives Scaled up through National Institute for Entrepreneurship and Small Business Development (NIESBUD).

- Making Skills Aspirational through Participation in World Skills Competitions: India participated in The World Skills Competition (held in Sao Paulo, Brazil in August 2015) - the Olympics of Skills and came out with flying colours, winning 8 medallions of excellence in Beauty Therapy, Welding, Graphic Design Technology, Prototype Modelling, Jewellery Design, Plastic Die Engineering.
- Apprenticeship Training scaled up through the modification of the Apprenticeship Act in December 2014. Comprehensive amendments to Apprentices Act 1961 made with effect from 22nd December 2014. Act has been made more responsive to industry and youth. Employers can now engage up to 10% of its total workforce as apprentices.
- Model Skill Centres to be established in every district of India, to provide access to high quality, aspirational skill training opportunities for short-term courses across the country.
- Two new World Bank Projects have been approved to scale up skill development in the country. This includes the Skills Strengthening For Industrial Value Enhancement (STRIVE) project to revitalize the ITI ecosystem and Skill Training for Employability leveraging Public Private Partnership (STEPPP), which will be implemented in mission mode through World Bank support to achieve the objectives laid down in the National Skill Development Mission (NSDM).

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 2013-14, 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 2012 and 2013. 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 1.19 and 1.20, respectively.

Table 1.19**Absenteeism Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the years 2012 and 2013**

Sl. No.	NIC Code	Industry	Absenteeism Rates (%)	
			2013	2012
1	2	3	4	5
1	016	Support activities to agriculture and post-harvest crop activities	7.07	7.23
2	089	Mining and quarrying, n.e.c.	8.47	5.28
3	101	Processing and preservation of meat.	5.29	6.91
4	102	Processing and preserving of fish, crustaceans and molluscs and products thereof.	8.53	6.90
5	103	Processing and preserving of fruit and vegetables.	10.36	10.68
6	104	Manufacture of vegetable and animal oils and fats.	6.95	7.77
7	105	Manufacture of dairy products.	6.48	7.29
8	106	Manufacture of grain mill products, starches and starch products.	8.36	6.81
9	107	Manufacture of other food products.	10.01	9.03
10	108	Manufacture of prepared animal feeds.	7.95	8.25
11	110	Manufacture of beverages.	7.06	7.96
12	120	Manufacture of tobacco products.	5.34	20.57
13	131	Spinning, weaving and finishing of textiles.	13.18	2.90
14	139	Manufacture of other textiles.	8.56	9.67
15	141	Manufacture of wearing apparel, except fur apparel.	9.11	8.59
16	142	Manufacture of articles of fur.	9.70	4.99
17	143	Manufacture of knitted and crocheted apparel.	7.38	6.68
18	151	Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur.	10.15	11.19
19	152	Manufacture of footwear.	10.27	13.06
20	161	Saw milling and planning of wood.	17.05	12.71
21	162	Manufacture of products of wood, cork, straw and plaiting materials.	16.60	13.56
22	170	Manufacture of paper and paper products.	10.56	8.95
23	181	Printing and service activities relating to printing.	8.17	8.43
24	182	Reproduction of recorded media.	5.27	6.28
25	191	Manufacture of coke oven products.	9.36	6.82
26	192	Manufacture of refined petroleum products.	8.77	6.82
27	201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms.	10.01	10.44
28	202	Manufacture of other chemical products.	10.95	9.87
29	203	Manufacture of man-made fibres.	9.45	11.82
30	210	Manufacture of pharmaceuticals, medicinal chemical and botanical products.	9.51	9.88
31	221	Manufacture of rubber products.	10.46	13.38
32	222	Manufacture of plastic products.	11.99	10.42
33	231	Manufacture of glass and glass products.	10.98	17.49
34	239	Manufacture of non-metallic mineral products n.e.c.	11.24	8.85
35	241	Manufacture of basic iron and steel.	8.03	8.28
36	242	Manufacture of basic precious and other non-ferrous metals.	11.83	8.76
37	243	Casting of metals.	11.62	10.09
38	251	Manufacture of structural metal products, tanks, reservoirs and steam generators.	8.64	8.77
39	252	Manufacture of weapons and ammunition	13.98	11.36
40	259	Manufacture of other fabricated metal products; metalworking service/ activities.	9.45	12.21
41	261	Manufacture of electronic components.	7.32	9.27
42	262	Manufacture of computers and peripheral equipment.	9.35	12.05

43	263	Manufacture of communication equipment.	11.18	8.25
44	264	Manufacture of consumer electronics.	9.72	13.46
45	265	Manufacture of measuring, testing, navigating and control equipment; watches & clocks.	8.33	10.44
46	266	Manufacture of irradiation, electro medical and electrotherapeutic equipment.	8.26	10.26
47	267	Manufacture of optical instruments and equipment.	10.86	7.01
48	268	Manufacture of magnetic and optical media.	15.93	11.60
49	271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus.	8.68	9.91
50	272	Manufacture of batteries and accumulators.	14.64	10.13
51	273	Manufacture of wiring and wiring devices.	12.94	12.52
52	274	Manufacture of electric lighting equipment.	11.53	10.54
53	275	Manufacture of domestic appliances.	15.66	10.07
54	279	Manufacture of other electrical equipment.	12.20	9.22
55	281	Manufacture of general purpose machinery.	10.40	9.34
56	282	Manufacture of special-purpose machinery.	10.64	9.44
57	291	Manufacture of motor vehicles.	10.10	11.53
58	292	Manufacture of bodies (coach-work) for motor vehicles; manufacture of trailers and semi-trailers.	15.13	9.48
59	293	Manufacture of parts and accessories for motor vehicles.	9.49	8.88
60	301	Building of ships and boats.	7.45	8.94
61	302	Manufacture of railway locomotives and rolling stock.	11.08	12.30
62	303	Manufacture of air and spacecraft and related machinery.	5.87	7.44
63	304	Manufacture of weapons and ammunition.	14.26	16.81
64	309	Manufacture of transport equipment n.e.c.	11.66	9.92
65	310	Manufacture of furniture 17	14.79	10.79
66	321	Manufacture of jewellery, bijouterie and related articles.	9.42	8.74
67	322	Manufacture of musical instruments.	11.92	8.74
68	323	Manufacture of sports goods.	10.73	11.54
69	324	Manufacture of games and toys.	10.43	12.16
70	325	Manufacture of medical and dental instruments and supplies.	10.98	10.24
71	329	Other manufacturing n.e.c.	14.16	15.54
72	331	Repair of fabricated metal products, machinery and equipment.	9.79	8.92
73	332	Installation of industrial machinery and equipment.	5.85	15.25
74	351	Electric power generation, transmission and distribution.	6.48	6.92
75	352	Manufacture of gas, distribution of gaseous fuels through mains.	8.82	8.32
76	353	Steam and air conditions supply.	13.23	34.52
77	360	Water Collection, treatment and supply.	5.39	5.19
78	370	Sewerage.	4.93	8.67
79	381	Waste Collection	5.61	4.35
80	382	Waste Treatment & Disposal	9.13	7.44
81	383	Materials recovery	9.57	8.06
82	390	Remediation activities and other waste management services	-	-
83	400	All others Manufacturing activities not described above	8.41	8.20
All India			9.89	7.17

Source: Annual Survey of Industries (ASI)

Table 1.20**Absenteeism Rates amongst Directly Employed Regular Workers in States during 2012 and 2013**

Sl. NO.	State/Union Territory	Absenteeism Rates (%)	
		2013	2012
1	2	3	4
1	Jammu & Kashmir	5.02	5.92
2	Himachal Pradesh	22.85	14.75
3	Punjab	10.78	11.23
4	Chandigarh	10.67	8.72
5	Uttarakhand	20.17	18.61
6	Haryana	10.91	9.99
7	Delhi	31.71	10.68
8	Rajasthan	20.84	1.48
9	Uttar Pradesh	8.98	9.94
10	Bihar	13.18	9.25
11	Sikkim	1.35	0.95
12	Nagaland	0.11	0.04
13	Manipur	7.12	5.20
14	Tripura	5.22	4.10
15	Meghalaya	29.28	21.78
16	Assam	4.46	4.03
17	West Bengal	14.22	9.49
18	Jharkhand	10.42	8.45
19	Orissa	11.30	6.38
20	Chhattisgarh	4.78	5.51
21	Madhya Pradesh	9.24	10.21
22	Gujarat	11.24	9.89
23	Daman & Diu	16.62	16.18
24	Dadar & Nagar Haveli	16.39	11.36
25	Maharashtra	11.64	11.09
26	Andhra Pradesh	5.38	5.82
27	Karnataka	8.79	8.84
28	Goa	13.17	20.28
29	Kerala	12.96	14.86
30	Tamil Nadu	6.70	7.25
31	Pondicherry	5.91	7.11
32	A & N Islands	100.00	63.79
33	Telangana	2.84	5.59
	All India	9.89	7.17

Source: Annual Survey of Industries (ASI)

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 1.21 and 1.22 show Industry-wise and State-wise rates of Annual Labour Turnover for the years 2012 and 2013, in respect of establishments covered under ASI (combined for both Census as well as Sample Sectors).

Table 1.21

Labour Turnover Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the years 2012 and 2013

Sl. No.	NIC Code	Percentage of Annual Labour Turnover			
		2013		2012	
		Accession	Separation	Accession	Separation
1	2	3	4	5	6
1	016	62.14	55.03	61.37	44.47
2	089	75.18	24.97	46.10	30.45
3	101	10.61	9.27	12.63	8.80
4	102	18.27	14.32	33.34	30.77
5	103	15.97	14.89	18.09	15.45
6	104	19.89	14.28	17.97	16.16
7	105	8.85	6.37	9.52	7.45
8	106	28.17	20.62	28.08	22.73
9	107	20.86	16.93	21.24	17.94
10	108	8.47	6.22	9.12	8.08
11	110	9.65	9.55	11.08	10.19
12	120	12.67	3.51	7.49	7.13
13	131	11.37	10.36	17.85	12.48
14	139	16.88	12.63	16.86	14.43
5	141	26.93	21.63	23.47	20.65
16	142	22.83	35.05	0.84	4.53
17	143	11.68	9.73	12.84	10.98
18	151	20.31	17.82	26.13	22.09
19	152	22.42	17.12	25.67	17.81
20	161	10.64	11.81	10.27	12.90
21	162	13.09	12.32	25.60	18.62
22	170	13.42	12.88	12.47	11.51
23	181	15.77	10.52	10.48	10.80
24	182	14.68	9.90	11.07	9.23
25	191	4.90	7.49	6.96	5.75
26	192	6.24	7.59	8.36	7.31
27	201	14.86	9.86	9.57	9.29
28	202	11.39	10.33	12.40	10.94
29	203	6.95	7.41	10.28	9.29
30	210	14.44	10.47	13.79	16.54
31	221	16.22	14.81	15.51	13.38
32	222	14.39	12.56	16.98	13.42
33	231	10.79	11.59	9.59	10.19
34	239	16.04	15.29	11.92	11.27
35	241	9.64	10.04	10.73	9.65
36	242	9.41	10.35	11.11	7.92
37	243	13.13	14.15	18.24	16.67
38	251	11.32	13.10	11.32	12.13
39	252	14.47	16.09	13.90	15.56
40	259	15.64	15.33	18.48	14.78
41	261	12.13	9.82	12.68	14.57
42	262	12.04	12.09	7.67	9.84
43	263	56.79	18.50	11.52	17.31

44	264	11.99	7.19	8.20	7.86
45	265	11.32	15.07	10.80	11.19
46	266	13.86	15.29	16.34	10.69
47	267	9.83	9.24	15.39	15.45
48	268	0.00	0.00	2.61	3.91
49	271	10.52	11.64	11.27	12.10
50	272	22.78	20.38	25.03	20.18
51	273	11.92	11.04	13.14	14.05
52	274	15.16	10.01	13.14	10.52
53	275	12.82	15.85	21.18	17.14
54	279	20.64	27.79	17.96	17.41
55	281	12.46	12.02	11.30	14.12
56	282	13.10	12.73	12.10	13.78
57	291	36.62	34.73	36.51	40.05
58	292	11.02	9.06	11.38	12.81
59	293	12.30	10.53	18.14	14.79
60	301	13.94	12.51	4.66	5.70
61	302	9.12	12.91	10.12	12.38
62	303	9.69	4.28	16.51	7.40
63	304	11.06	5.96	26.28	25.10
64	309	12.82	13.30	21.13	12.92
65	310	20.91	20.27	22.61	20.36
66	321	11.62	12.20	14.69	13.15
67	322	11.93	8.72	19.26	27.87
68	323	16.48	11.81	17.57	9.90
69	324	19.56	27.68	12.36	15.94
70	325	21.28	13.91	14.35	15.51
71	329	15.79	13.36	16.59	15.18
72	331	18.56	14.36	11.58	14.63
73	332	3.31	7.81	16.36	15.82
74	351	19.23	7.42	9.74	8.90
75	352	12.49	11.34	25.93	15.47
76	353	26.46	15.61	12.07	6.03
77	360	4.63	4.46	3.89	6.43
78	370	7.60	7.35	5.96	6.22
79	381	21.57	4.90	8.33	8.33
80	382	14.13	9.66	12.80	9.66
81	383	4.48	16.19	4.26	5.01
82	390	-	-	-	-
83	400	11.06	9.38	14.75	11.80
All India		15.61	13.17	18.65	14.43

Note: Details of Industries may be seen in Table 1.19.

Source: Annual Survey of Industries (ASI)

Table 1.22**Labour Turnover Rates amongst Directly Employed Regular Workers in States during 2012 and 2013**

Sl.No	State/UTs.	Percentage of Annual Labour Turnover			
		2013		2012	
		Accession	Separation	Accession	Separation
1	2	3	4	5	6
1	Jammu & Kashmir	9.70	12.26	18.43	14.60
2	Himachal Pradesh	28.16	28.60	31.02	26.63
3	Punjab	27.61	24.66	28.97	24.74
4	Chandigarh	14.91	19.96	21.41	21.16
5	Uttarakhand	18.57	12.60	15.94	12.53
6	Haryana	24.37	20.84	23.77	20.49
7	Delhi	26.34	27.65	25.43	24.62
8	Rajasthan	20.44	18.04	29.91	15.88
9	Uttar Pradesh	24.73	21.24	26.99	22.11
10	Bihar	40.97	27.13	29.13	25.81
11	Sikkim	3.43	0.70	3.03	1.34
12	Nagaland	1.67	0.61	0.06	0.19
13	Manipur	0.21	2.10	0.00	0.00
14	Tripura	1.17	2.60	0.92	1.80
15	Meghalaya	6.13	3.17	3.39	4.94
16	Assam	3.22	2.43	2.78	2.34
17	West Bengal	7.20	6.82	8.86	7.38
18	Jharkhand	15.89	18.08	16.16	16.68
19	Orissa	7.07	5.68	5.28	4.25
20	Chhattisgarh	5.95	6.40	7.14	10.06
21	Madhya Pradesh	16.04	12.24	15.60	16.12
22	Gujarat	17.03	14.01	17.27	14.25
23	Daman & Diu	8.12	7.42	6.91	5.50
24	Dadara & Nagar Haveli	21.13	19.70	34.78	27.08
25	Maharashtra	14.37	13.15	18.08	17.56
26	Andhra Pradesh	10.51	8.09	11.79	9.43
27	Karnataka	18.70	16.87	17.55	15.87
28	Goa	38.48	20.94	18.82	20.08
29	Kerala	8.22	7.68	9.12	9.14
30	Tamil Nadu	10.29	8.34	22.01	9.60
31	Pondicherry	9.85	11.22	20.92	8.08
32	A & N Islands	12.50	7.81	26.80	27.45
33	Telangana	10.49	2.43	7.77	8.23
	All India	15.61	13.17	18.65	14.43

- : Not available

Source: Annual Survey of Industries (ASI)

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 1.23
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.

In order to align with the objective of mandatorily providing education up to the age of 14 years under RTE Act, Government has amended the Child Labour (Prohibition & Regulation) Act, 1986 with enactment of Child Labour (Prohibition & Regulation) Amendment Act, 2016 which provides for the complete ban on the employment or work of children below 14 years in all occupations and processes. The Amendment Act also prohibits the employment or work of adolescents, in the age of 14-18 years, in the scheduled hazardous occupations and processes. The Amendment Act came into force w.e.f. 01.09.2016. The Act provides for constitution of a Technical Advisory Committee (TAC), which is a body of experts, to advise the Central Government to add or omit the occupations and processes in 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 Government has constituted TAC on 01.09.2016 for review of the present Schedule of the Act. Government is also laying lot of stress on the enforcement of the Child and Adolescent Labour (Prohibition & Regulation) Act. For violation of the Act Under the Act, during the last 5 years (2011-15) about 10.00 lakh inspections were carried out, resulting in approximately 0.19 lakh prosecutions out of which more than 5000 convictions were obtained. Now, through the Amendment Act, the offence committed for violation of the provisions of Act has become cognizable and the penalty provisions have also been made of stricter.

Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The policy addresses the complex issue of Child Labour in a comprehensive, holistic and integrated manner. For rehabilitation of child labour, Government had initiated the National Child Labour Project (NCLP) Scheme in 1988 to rehabilitate working children in 12 child labour endemic districts of the country. As on date the scheme is sanctioned in 270 districts. Under the NCLP Scheme, children are withdrawn from work and put into Special Training Centres, where they are provided with bridge education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. At present, there are around 3000 NCLP training centres being run in the country with an enrolment of approximately 1.20 lakh children. As on November, 2016 more than 12.00 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 2014 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.106853/- in the year 2014. The inter State comparison reveals that the States / U.Ts. with highest and lowest per capita earnings vary from year to year. During 2014 the per capita Annual Earnings have been observed to be highest (Rs.182637/-) in Bihar and lowest (Rs.69665/-) in Tamil Nadu. The per capita daily earning during the year 2014 in all Manufacturing Industries is to (Rs.290.00). The per capita daily earning during the year 2014 were highest to (Rs.603.00) in Bihar and lowest (Rs.170.00) in Telangana.

Table 2.01 (a)
Per Capita Annual Earnings of Employees in Manufacturing Industries by States/Union Territories during 2014

State/Union Territory	Number of Factories covered Under the Act	Number of Factories furnishing Returns	Average Employment (000 ['])	Per Capita Annual Earnings (in Rupees)
1	2	3	4	5
Andhra Pradesh	15402	5070	183	97770
Assam	1505	24	1	100414
Bihar	5	5	1	182637
Chhattisgarh	12	1	*	72255
Goa	30	30	2	159875
Haryana	7625	247	48	150730
Himachal Pradesh	1250	1250	88	87921
Karnataka	5677	1143	92	132530
Kerala	879	108	3	92756
Odisha	1566	26	1	156656
Rajasthan	11789	1036	87	116184
Tamilnadu	5	5	*	69665
Tripura	166	19	*	83356
Telangana	4684	1492	95	87891
A & N Islands	4	3	*	110770
Chandigarh	94	94	2	133044
Daman & Diu	158	158	23	94005
All STATES/U.Ts	50875	10724	624	106853

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 2014

State/Union Territory	Per Capita Daily Earnings (In Rupees)
1	2
Andhra Pradesh	247
Assam	324
Bihar	603
Chhattisgarh	243
Goa	541
Haryana	490
Himachal Pradesh	270
Karnataka	447
Kerala	347
Odisha	389
Rajasthan	359
Tamilnadu	199
Tripura	176
Telangana	170
A & N Islands	365
Chandigarh	446
Daman & Diu	311
All STATES/U.Ts	290

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 2014 in Manufacturing industries have been given in Tables 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 Nos. 2.02(a). It has been observed that about 21 percent of factories covered under the Payment of Wages Act, 1936 submitted returns in 2014. Average daily employment worked out to be 624378 in 2014. Similarly per capita annual earnings were Rs.106853 in 2014. 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.290 in the year 2014.

Table 2.02 (a)

Per Capita Annual Earnings of Employees in Manufacturing Industries-wise during 2014

NIC Code No. 2008	Industry	Number of Factories covered under the Act.	Percentage of units submitting returns	Average daily employment (000 ⁷)	Per capita Annual Earnings
1	2	3	4	5	6
10	Manufacture of food products	14735	27	95	115460
11	Manufacture of beverages	1019	19	14	104228
12	Manufacture of tobacco products	922	13	34	105904
13	Manufacture of textiles	3166	14	71	86736
14	Manufacture of wearing apparel	1431	10	59	110899
15	Manufacture of leather and related products	377	18	9	104740
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	4360	14	6	110554
17	Manufacture of paper and paper products	1088	29	18	108501
18	Printing and reproduction of recorded media	904	21	6	94436
19	Manufacture of coke and refined petroleum products	332	17	2	107040
20	Manufacture of chemicals and chemical products	1407	30	34	105414
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	745	46	27	92149
22	Manufacture of rubber and plastics products	2344	29	35	101082
23	Manufacture of other non-metallic mineral products	6789	9	42	107489
24	Manufacture of Basic Metals	2649	23	43	101746
25	Manufacture of fabricated metal products, except machinery and equipment	1647	15	15	118191
26	Manufacture of computer, electronic and optical products.	598	46	17	96557
27	Manufacture of electrical equipment	803	37	20	104548
28	Manufacture of machinery and equipment n.e.c.	2594	23	31	135773
29	Manufacture of motor vehicles, trailers and semi-trailers	808	17	17	117954
30	Manufacture of other transport equipment	1342	17	17	138925
31	Manufacture of furniture	340	17	2	102703
32	Other manufacturing	475	24	12	82829
All Manufacturing Industries Total		50875	21	624	106853

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 2014**

NIC Code No.2008	Industry	Per Capita Daily Earnings(Rs.)
		2014
1	2	3
10	Manufacture of food products	268
11	Manufacture of beverages	317
12	Manufacture of tobacco products	389
13	Manufacture of textiles	277
14	Manufacture of wearing apparel	371
15	Manufacture of leather and related products	347
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	326
17	Manufacture of paper and paper products	207
18	Printing and reproduction of recorded media	193
19	Manufacture of coke and refined petroleum products	323
20	Manufacture of chemicals and chemical products	316
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	288
22	Manufacture of rubber and plastics products	197
23	Manufacture of other non-metallic mineral products	270
24	Manufacture of Basic Metals	240
25	Manufacture of fabricated metal products, except machinery and equipment	363
26	Manufacture of computer, electronic and optical products.	301
27	Manufacture of electrical equipment	312
28	Manufacture of machinery and equipment n.e.c.	328
29	Manufacture of motor vehicles, trailers and semi-trailers	384
30	Manufacture of other transport equipment	461
31	Manufacture of furniture	239
32	Other manufacturing	262
All Manufacturing Industries Total		290

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 2014

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	95.86	0.00	4.14	0.00	0.00
2	Assam	99.44	0.56	0.00	0.00	0.00
3	Bihar	93.17	4.52	0.00	2.31	0.00
4	Chhattisgarh	100.00	0.00	0.00	0.00	0.00
5	Goa	92.99	5.06	0.00	1.95	0.00
6	Haryana	100.00	0.00	0.00	0.00	0.00
7	Himachal Pradesh	83.71	16.08	0.00	0.00	0.21
8	Karnataka	99.82	0.01	0.00	0.17	0.00
9	Kerala	96.59	0.00	0.00	3.41	0.00
10	Odisha	99.98	0.00	0.00	0.02	0.00
11	Rajasthan	98.62	0.00	0.00	1.38	0.00
12	Tamil Nadu	100.00	0.00	0.00	0.00	0.00
13	Tripura	99.66	0.00	0.00	0.34	0.00
14	Telangana	17.30	0.00	0.00	82.70	0.00
15	A & N Islands	58.57	0.00	0.00	41.43	0.00
16	Chandigarh	100.00	0.00	0.00	0.00	0.00
17	Daman & Diu	78.29	19.75	0.00	1.95	0.01
All Above States/ U.Ts		96.07	2.26	1.32	0.32	0.03

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 2014, Basic Wages accounted for about (99.07 percent) and other components viz. Cash allowances (2.26 percent), Money value of concessions (1.32 per cent), Bonus (0.32 percent) and arrears accounted for only (0.03 percent) of the total earnings.

(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 2013-14. 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 2013-14 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 2013-14

Sl. No.	NIC Code	Average Daily Earnings (in Rs.)				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	016	265.78	181.71	285.58	258.21	356.45
2	089	247.07	205.46	272.83	262.32	304.01
3	101	323.1	274.35	443.93	369.21	533.31
4	102	307.4	233	265.27	264.5	368.95
5	103	304.4	203.71	252.8	263.89	441.01
6	104	277.1	201.08	281.54	274.38	376.03
7	105	716.75	393.41	374.34	567.53	441.91
8	106	244.76	198.77	253.26	244.03	320.2
9	107	281.32	171.72	281.99	252.5	267.03
10	108	338.67	225.16	239.74	296.62	492.05
11	110	392.95	254.29	243.01	304.91	510.04
12	120	335.65	87.16	112.82	121.67	157.22
13	131	293.47	214.84	287.82	279.66	295.52
14	139	286.2	228.3	291.78	276.65	381.57
15	141	93.32	205	301.19	139.51	211.18
16	142	292.68	212.28	394.28	317.47	474.8
17	143	132.33	250.1	185.15	160.04	218.69
18	151	261.47	222.28	272.95	258.39	340.59
19	152	289.86	198.95	278.05	257.48	351.18
20	161	225.63	192.21	311.14	229.07	263.47
21	162	248.03	175.31	270.6	249.95	355.6
22	170	360.91	191.63	290.14	329.74	465.9
23	181	357.78	244.31	311.45	341.63	141.94
24	182	410.57	337.07	-	404.71	691.66
25	191	809.53	840.34	361.12	687.75	806.04
26	192	2002.64	793.44	383.54	1061.7	1598.29
27	201	688.59	434.29	321.27	519.52	885.52
28	202	331.38	110.95	294.69	268.31	229.78
29	203	559.93	249.53	290.01	497.71	741.84
30	210	460.2	360.85	327.5	392.45	780.5
31	221	464.71	247.69	336.69	409.44	613.75
32	222	301.76	231.18	283.71	291.02	441.9
33	231	350.37	23.71	252.88	262.65	329.24
34	239	335.35	201.78	271.33	294.19	431.24
35	241	664.67	1266.52	373.84	549.04	775.27
36	242	746.55	1237.3	316.66	565.39	771.94

37	243	400.34	257.9	329.14	371.27	519.98
38	251	471.01	384.58	349.72	418.64	635
39	252	275.57	327.57	525.21	323.34	642.1
40	259	133.5	251.82	290.66	165.71	281.8
41	261	522.18	336.09	316.24	435.79	787.44
42	262	623.56	402.62	347.57	478.46	2857.74
43	263	433.15	451.9	300.1	382.63	930.03
44	264	550.26	598.64	493.18	530.03	1398.89
45	265	502.03	362.07	483.11	472.73	917.83
46	266	7258.58	442.43	340.83	3755.22	3045.94
47	267	398.26	259.79	341.43	358.36	581.91
48	268	510.3	-	296.13	442.93	505.5
49	271	686.58	473.62	401.32	584.55	919.38
50	272	294.92	310.27	381.77	319.75	544.31
51	273	396.17	257.09	259.32	324.3	398.31
52	274	382.26	253.78	262.28	307.93	474.18
53	275	404.96	391.22	339.14	383.28	767.34
54	279	345.34	298.8	351.39	344.41	669.7
55	281	540.68	482.7	367.99	484.29	833.58
56	282	480.29	359.83	382.55	449.05	874.09
57	291	827.03	750.25	388.86	714.07	1130.32
58	292	408.72	196.14	335.18	377.23	676.84
59	293	494.57	292.46	332.13	413.48	620.44
60	301	935.84	522.81	510.24	625.4	924.43
61	302	503.61	299.85	351.81	445.86	716.3
62	303	597.59	1884.64	1188.13	785.68	1135.35
63	304	245.17	250.09	209.24	226.27	318.62
64	309	495.99	358.42	329.39	420.01	631.24
65	310	352.95	280.68	328.12	342.81	619.2
66	321	494.63	306.17	602.81	492.46	614.35
67	322	267.91	225.41	290.66	265.53	369.62
68	323	234.72	210.53	240.98	231.69	368.5
69	324	282.23	182.86	369.3	264.46	395.77
70	325	345.12	293.15	323.27	331.98	543.53
71	329	296.15	221.85	124.68	195.62	312.8
72	331	820.73	1027.3	386.45	708.26	883.3
73	332	611.23	473.51	324.91	475.01	847.36
74	351	637.66	688.73	385.15	471.66	824.57
75	352	582.96	313.79	757.81	685.3	1429.21
76	353	461.43	-	404.25	440.21	1743.82
77	360	544.14	205.17	316.55	439.19	581.73
78	370	336.3	-	327.99	330.55	459.33
79	381	385.66	227.05	355.58	355.96	546.16

80	382	277.55	202.24	302.85	287.72	375.7
81	383	330.71	190.48	266.15	309.84	372.44
82	390	-	-	-	-	-
83	400	343.69	319.91	346.51	343.52	520.44
All India		354.17	202.78	310.45	321.98	460.97
Public Sector		831.39	444.66	796	390.74	647.12
Private Sector		310.42	193.27	288.13	300.32	291.46

Note: Details of Industries may be seen in Table 1.19

Source: Annual Survey of Industries (ASI)

Table 2.04(b)

Average Earning (in Rupees) per Manday Worked in Registered Sector for Different States/UTs during the year 2013-14

Sl. No.	State/U.T.	Average Daily Earnings (in Rs.)				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	Jammu & Kashmir	284.64	208.38	241.24	262.34	384.76
2	Himachal Pradesh	327.77	249.15	318.24	319.08	617.51
3	Punjab	307.14	272.71	267.77	295.36	392.94
4	Chandigarh	430.22	425.21	336.51	412.01	726.69
5	Uttrakhand	352.81	248.72	296.79	321.85	477.2
6	Haryana	384.49	303.96	296.72	342.55	616.6
7	Delhi	332.42	261.22	305.13	324.83	555.77
8	Rajasthan	346.15	227.83	326.81	335.74	505.88
9	Uttar Pradesh	216.51	293.22	250.56	226.39	394.17
10	Bihar	296.04	192.53	222.77	253.09	178.45
11	Sikkim	268.12	234.83	55.71	85.36	242.76
12	Nagaland	206.6	138.9	186.09	193.01	210.91
13	Manipur	205.84	181.29	180.46	189.95	200.36
14	Tripura	260.97	154.78	133.26	157.28	172.89
15	Meghalaya	331.24	244.48	391.09	367.28	488.94
16	Assam	334.28	170.58	180.3	294.01	367.21
17	West bengal	357.4	527.43	316.12	348.54	449.96
18	Jharkhand	823.98	759.2	288.4	661.11	862.57
19	Odisha	606.89	609.33	337.65	454.52	635.66
20	Chhattisgarh	614.69	268.14	304.2	500.48	693.64
21	Madhya Pradesh	388.9	278.29	292	352.99	538
22	Gujarat	361.1	202.66	300.74	332.71	420.61
23	Daman & Diu	317.16	216.61	292.11	300.21	462.1
24	Dadra & Nagar Haveli	240.73	305.37	283.57	257.12	64.13
25	Maharashtra	528.83	254.33	358.93	444.52	604.49
26	Andhra Pradesh	425.12	221.24	312.95	356.62	482.54

27	Karnataka	490.68	217.02	380.03	379.02	588.09
28	Goa	625.42	533.71	341.82	493.01	788.1
29	Kerala	535.42	183.5	331.1	330.8	443.04
30	Tamil Nadu	218.77	195.11	350.75	230.82	382.49
31	Puducherry	333.58	206.12	281.67	299.02	426.92
32	A & N Islands	353.37	343.57	402.12	361.41	414.69
33	Telangana	441.5	110.54	277.1	271.86	416.48
All India		354.17	202.78	310.45	321.98	460.97
Public Sector		831.39	444.66	796	390.74	647.12
Private Sector		310.42	193.27	288.13	300.32	291.46

Source: Annual Survey of Industries (ASI)

(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 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 were 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 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 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), 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 submitted their final Report to the Government on 31.12.2010.

The recommendations of the Majithia Wage Boards has been accepted by the Government and notified in the Official Gazette vide S.O. No.2532(E) dated 11.11.2011. As the implementation part vests with the State 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 installments within a period of one year from 07.02.2014 and continue to pay the revised wages from April, 2014 onwards.

In order to monitor the implementation of the notification, a Central Level Monitoring Committee has been set up under the Chairmanship of Principal Labour & Employment Advisor. The first meeting of the Committee was held at Hyderabad on 24.09.2012 covering the 7 Southern States/UTs. So far six meetings of the Central Level Monitoring Committee have been held in different regions of India. The Seventh such meeting of the Committee was held at New Delhi 16.10.2015 covering all States/UTs to review the implementation of the Wage Board Awards in the country.

2. Mines

(A) Coal Mines; Wages in Coal Sector

The wage rates for the workers employed in Coal Mining industry have been prescribed by the Central Wages Board for Coal Mining Industry.

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 2014

State/Union Territory	No. of Estates covered	Average daily employment	Per Capita annual earnings (Rs.)
1	2	3	4
Andhra Pradesh	7	157	55363
Himachal Pradesh	4	321	76122
Karnataka	457	2338	112269
Kerala	645	36570	105790
Odisha	3	22	115900
Rajasthan	154	94	67708
Tamil Nadu	22	6844	116921
Telangana	3	61	79246
A & N Islands	1	50	113150
Total	1296	46457	107281

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 2015-2016 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 2015-2016 (July, 2015-June, 2016)

Month	Ploughing			Sowing			Harvesting		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	270.25	185.85	-	240.41	195.45	119.67	249.96	210.10	168.57
August	272.23	183.78	-	240.04	194.41	127.22	253.61	212.73	170.00
September	274.98	182.59	-	240.50	195.18	119.31	258.51	214.52	170.00
October	277.31	180.71	-	241.43	198.09	122.88	251.56	212.15	170.00
November	277.68	183.68	-	243.97	200.48	128.96	243.97	203.07	165.00
December	280.66	177.81	-	246.08	201.61	124.63	241.35	200.57	157.50
January	280.73	179.85	-	247.22	202.80	124.63	243.91	204.03	166.25
February	282.10	179.19	-	245.54	201.12	124.63	242.55	204.23	172.86
March	286.81	181.96	-	251.37	207.65	124.63	245.08	205.40	210.00
April	289.84	184.35	-	252.52	209.73	124.63	249.30	209.51	172.86
May	287.47	188.64	-	256.74	212.58	124.63	248.06	209.66	172.86
June	285.98	194.32	-	256.88	212.54	124.63	252.09	213.11	151.67

Month	Picking Workers*			Horticulture Workers			Fishermen-Inland		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	208.08	177.95	173.00	230.29	169.70	@	290.75	@	-
August	208.24	176.85	179.00	234.87	170.36	@	293.07	@	-
September	217.60	184.29	173.00	231.76	171.80	@	297.72	@	-
October	221.34	184.86	175.00	230.51	172.76	@	296.54	@	-
November	221.97	185.72	@	236.54	177.89	-	305.49	@	-
December	214.70	181.60	185.00	239.30	179.25	@	301.29	@	-
January	217.03	182.39	186.00	241.49	181.46	@	300.86	@	-
February	219.58	183.15	186.00	244.86	182.41	@	298.04	@	-
March	221.36	186.05	171.67	244.59	184.01	@	300.12	@	-
April	218.00	187.43	180.00	246.04	183.13	@	307.63	@	-
May	224.69	191.13	180.00	245.80	183.23	@	310.34	@	-
June	227.85	193.01	180.00	247.59	184.41	@	316.87	@	-

Month	Fishermen-coastal/deep sea			Loggers & Wood Cutters			Animal Husbandry Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	275.84	-	-	318.99	156.36	@	192.02	148.10	92.05
August	263.48	-	-	320.34	167.00	@	193.96	150.67	93.73
September	254.33	-	-	320.80	170.00	@	194.24	153.15	94.09
October	255.20	-	-	322.06	170.00	@	195.85	159.20	92.26
November	255.20	-	-	320.18	168.46	@	196.77	160.26	93.06
December	273.71	-	-	320.82	160.91	98.00	198.81	161.12	95.87
January	280.19	-	-	325.82	168.33	@	200.74	161.75	97.18
February	280.19	-	-	326.83	168.33	@	200.89	161.11	98.58
March	260.22	-	-	327.32	164.62	@	200.44	160.18	99.86
April	253.56	-	-	324.98	170.71	@	201.40	161.88	100.11
May	253.56	-	-	328.74	168.46	@	202.76	160.24	101.05
June	259.89	-	-	329.29	168.46	@	203.49	160.57	101.66

Month	Packaging Labourers			General Agricultural Labourers			Plant Protection Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	233.23	187.81	@	234.43	179.98	126.39	284.24	175.40	-
August	241.11	191.03	-	236.21	180.60	124.13	283.14	175.60	-
September	241.66	191.03	-	237.12	181.33	124.13	284.39	180.63	-
October	238.74	185.18	-	237.27	181.67	124.93	283.65	190.08	-
November	236.24	183.14	-	238.36	182.64	126.13	286.40	190.45	-
December	233.31	185.52	-	239.70	184.16	126.39	289.62	191.19	-
January	231.96	182.76	-	242.24	185.17	128.06	295.30	193.35	-
February	232.07	180.80	-	241.81	186.08	126.93	295.35	193.93	-
March	233.64	182.20	-	243.78	188.58	127.60	293.31	194.52	-
April	234.29	182.44	-	244.21	188.27	128.26	291.90	198.16	-
May	234.97	189.33	-	245.27	189.04	129.13	293.84	198.78	-
June	237.24	189.33	-	246.25	189.65	129.13	294.26	202.39	-

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
2015-2016 (July-June)**

Month	Carpenter			Blacksmith			Mason		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	360.65	-	@	297.58	@	@	398.84	@	@
August	363.15	-	@	299.63	@	@	402.16	@	@
September	365.93	-	@	302.16	@	@	405.06	@	@
October	366.88	-	@	302.34	@	@	406.51	277.71	@
November	368.27	-	@	303.33	@	@	407.87	277.71	@
December	368.83	-	@	303.63	@	@	408.81	277.71	@
January	371.30	-	@	306.33	@	@	411.86	294.76	@
February	373.05	-	@	308.55	@	@	413.21	294.76	@
March	374.04	-	@	309.82	254.00	@	414.49	303.71	@
April	375.68	-	@	309.60	@	@	415.67	286.43	@
May	376.73	-	@	311.38	@	@	418.35	274.08	@
June	378.52	-	@	312.50	@	@	420.56	279.80	@

Month	Weavers			Beddi Makers			Bamboo, cane basket weavers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	258.39	215.80	@	172.28	125.35	@	221.93	170.10	@
August	260.68	203.91	@	177.74	130.43	@	223.28	173.54	@
September	267.00	214.80	@	177.74	130.08	@	223.47	178.48	-
October	266.51	221.89	@	174.94	129.13	@	230.55	186.92	@
November	270.17	221.89	@	176.35	131.27	@	231.67	187.85	@
December	276.98	236.44	-	180.21	131.19	@	231.53	190.56	@
January	276.84	230.94	-	181.59	132.11	@	233.46	193.92	@
February	276.11	230.94	-	181.59	132.11	@	233.92	193.92	@
March	276.11	230.94	-	181.59	132.37	@	236.53	195.81	@
April	270.68	223.67	-	180.22	132.90	@	235.15	193.18	@
May	270.07	220.33	@	179.65	133.84	@	234.13	194.06	-
June	270.17	220.33	@	180.59	133.84	@	234.38	194.61	-

Month	Handicraft Workers			Plumbers			Electrician		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	328.39	177.05	@	389.94	-	-	376.36	-	-
August	333.50	178.84	@	390.81	-	-	378.82	-	-
September	333.50	178.84	@	392.54	-	-	380.69	-	-
October	325.75	169.69	@	393.67	-	-	382.20	-	-
November	325.75	175.85	@	396.47	-	-	384.55	-	-
December	331.43	187.58	@	395.40	-	-	384.59	-	-
January	334.49	187.58	@	396.99	-	-	386.19	-	-
February	334.49	187.58	@	397.62	-	-	386.81	-	-
March	338.88	185.46	@	399.50	-	-	387.87	-	-
April	341.63	185.46	@	399.81	-	-	386.55	-	-
May	337.71	177.29	-	400.74	-	-	387.52	-	-
June	337.71	177.29	-	401.98	-	-	388.93	-	-

Month	Construction Workers			LMV & Tractor Drivers		
	Men	Women	Children	Men	Women	Children
July	284.16	206.28	150.00	309.39	-	-
August	286.20	207.15	151.67	311.83	-	-
September	287.09	208.34	151.67	311.83	-	-
October	288.00	208.62	151.67	310.72	-	-
November	290.72	210.50	158.57	311.16	-	-
December	292.65	213.02	158.57	312.56	-	-
January	294.32	215.19	158.57	317.10	-	-
February	294.72	214.33	158.57	317.56	-	-
March	295.40	213.84	157.14	319.02	-	-
April	295.86	213.22	158.33	319.67	-	-
May	296.22	213.95	158.33	319.72	-	-
June	297.21	214.09	155.71	321.46	-	-

Month	Non-Agricultural Labourers			Sweeping/Cleaning Workers		
	Men	Women	Children	Men	Women	Children
July	248.27	183.06	105.00	202.29	192.62	@
August	249.57	182.45	103.08	205.96	198.06	@
September	250.65	181.93	103.08	205.91	198.99	@
October	249.26	179.95	103.08	206.30	199.45	@
November	250.19	180.55	105.38	207.90	200.04	@
December	251.63	182.50	105.38	209.01	199.63	@
January	253.79	185.76	117.50	210.15	204.14	@
February	253.52	188.15	108.46	211.18	205.29	@
March	254.53	187.82	109.23	211.85	205.48	@
April	254.75	186.69	105.83	212.08	206.10	@
May	254.79	187.33	116.67	212.98	210.04	@
June	255.70	186.96	117.50	212.69	209.72	@

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 (OWS). The seventh round of OWS is in progress from July, 2016. 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. India has set a target of Skilling 500 million people by 2022. Skill Development programmes have been implemented through a number of schemes such as Craftsmen Training Scheme (CTS), Apprenticeship Training Scheme (ATS), Modular Employable Skills (MES), Crafts Instructor Training Scheme (CITS), Advanced Vocational Training Scheme and Hi-tech Training Scheme, Supervisory Training, Women Training Institutes, Central Staff Training and Research Institute, Model Training Institutes and Model Industrial Training Institutes.

Prime Minister's Shram Award Scheme

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

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 2013-14

Sl. No.	NIC Code	Average Labour Cost {in Rs.} Per Manday Worked during 2013-14				Average Labour Cost Per Manday Worked 2012-13	Average Labour Cost Per Manday Worked 2013-14
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	016	402.13	8.06	12.92	10.9	381.81	434.01
2	089	327.93	14.71	18.42	14.23	312.66	375.29
3	101	600.9	23.82	29.11	27.61	550.71	681.45
4	102	407.25	17.59	21.59	31.04	449.54	477.47
5	103	514.57	37.15	34.98	32.43	526.20	619.13
6	104	428.69	15.28	24.58	20.33	481.66	488.88
7	105	775.6	23.73	71.96	27.2	710.59	898.49
8	106	364.24	10.5	13.63	12.34	359.10	400.71
9	107	445.77	28.36	40.77	24.93	512.26	539.83
10	108	592.22	29.99	44.73	31.77	606.36	698.71
11	110	657.1	22.98	42.98	46.37	642.62	769.44
12	120	175.1	8.35	18.01	5.63	189.47	207.09

13	131	396.33	17.51	31.16	20.84	417.75	465.84
14	139	430.33	15.92	28.23	17.69	442.05	492.17
15	141	419.56	17.42	32.55	18.41	444.07	487.93
16	142	539.03	27.08	28.56	34.37	398.87	629.03
17	143	369.95	24.68	20.23	12.54	373.38	427.39
18	151	379.85	21.68	25.67	19.29	407.08	446.48
19	152	409.67	23.66	33.65	24.79	401.88	491.77
20	161	294.66	8.5	11.59	6.58	319.42	321.33
21	162	409.01	15.21	26.72	13.39	475.90	464.34
22	170	540.02	20.77	45.02	47.51	609.85	653.31
23	181	703.79	24.29	51.15	33.3	822.11	812.52
24	182	825.1	30.48	109.72	39.49	897.65	1004.8
25	191	918.27	56.82	106.23	49.88	1073.33	1131.2
26	192	1781.82	80.17	255.5	239.9	2420.86	2357.39
27	201	996.18	37.71	90.62	105.69	1167.72	1230.2
28	202	601.1	32.27	47.61	50.51	714.10	731.49
29	203	836.26	42.19	88.07	146.54	972.41	1113.06
30	210	898.05	29.88	63.57	59.74	1011.81	1051.24
31	221	691.19	27.61	50.48	55.29	721.50	824.57
32	222	500.97	23.82	29.9	26.29	566.02	580.98
33	231	574.5	25.54	36.67	36.65	591.30	673.37
34	239	483.73	15.31	31.68	32.05	544.35	562.78
35	241	885.44	29.78	110.87	58.79	946.57	1084.88
36	242	988.67	34.98	141.52	80.24	1137.96	1245.41
37	243	577.04	25.81	41.51	34.45	635.62	678.81
38	251	742.94	33.89	56.95	32.37	820.61	866.15
39	252	752	33.29	50.05	40.53	737.74	875.87
40	259	551.74	27.12	37.26	36.6	569.85	652.72
41	261	918.87	32.82	74.81	58.43	987.92	1084.93
42	262	3446.68	251.01	200.94	117.89	1261.74	4016.52
43	263	1109.67	44.99	82.41	102.42	1417.18	1339.49
44	264	1585.88	63.56	78.66	196.69	1731.84	1924.79
45	265	1130.2	56.75	86.36	67.8	1276.01	1341.11
46	266	3478.06	29.67	240.17	169.67	2719.82	3917.58
47	267	682.3	48.44	57.14	56.64	723.67	844.53
48	268	583.72	18.35	22.92	14.68	305.13	639.67
49	271	1063.21	47.04	92.17	88.44	1228.86	1290.85
50	272	787.29	32.45	46.21	81.72	859.52	947.66
51	273	610.55	24.58	47.44	34.79	676.26	717.37
52	274	586.53	30.95	42.44	54.19	618.66	714.1
53	275	877.08	127.89	66.44	125.29	1029.70	1196.71
54	279	773.17	37.74	41.53	48.43	704.22	900.87
55	281	948.15	43.37	79.99	76.39	1087.97	1147.9

56	282	1007.42	45.9	84.86	86.32	1161.10	1224.49
57	291	1409.94	59.27	121.89	197.43	1914.29	1788.54
58	292	819.74	42.85	38.14	78.33	1020.27	979.07
59	293	734.54	28.96	49.49	79.33	806.45	892.33
60	301	998.64	23.05	78.44	56.99	843.76	1157.12
61	302	821.18	32.21	69.27	53.54	820.95	976.2
62	303	1393.54	78.8	86.55	92.83	1086.42	1651.72
63	304	366.77	10.66	30.43	15.42	418.49	423.28
64	309	735.35	25.84	53.58	57.55	796.43	872.31
65	310	713.75	16.91	44.2	30.73	728.73	805.58
66	321	690.2	28.44	27.75	27.09	661.22	773.48
67	322	435.65	14.53	25.48	13.95	424.09	489.6
68	323	439.14	34.06	43.99	21.68	449.49	538.87
69	324	454.88	19.14	31.43	29.64	588.44	535.08
70	325	642.95	29.87	47.98	38.33	791.64	759.14
71	329	487.71	28.64	32.65	23.72	499.82	572.73
72	331	1016.62	79.46	50.89	75.13	1353.80	1222.09
73	332	917.24	42.8	96.14	66.95	1038.27	1123.14
74	351	908.93	31.28	76.83	57.88	1026.17	1074.91
75	352	1573.26	42.75	137.55	108.56	1254.92	1862.12
76	353	2229.34	2.51	106.82	124.45	1944.73	2463.13
77	360	646.54	16.59	56.51	8.87	562.95	728.51
78	370	501.48	19.74	43.01	61.71	555.66	625.94
79	381	600.7	3.56	17.9	28.24	571.45	650.4
80	382	416	14.12	28.93	32.34	477.60	491.38
81	383	401.44	31.17	31.48	17.72	462.54	481.82
82	390	-	-	-	-	315.39	-
83	400	616.39	23.9	45.07	31.36	658.99	716.71
All India		639.47	27.34	51.52	45.27	703.23	763.60

Note: Details of Industries may be seen in Table 1.19.

Table 2.13
Average Labour Cost Per Manday Worked and its distribution in States during the year 2013-14

Sl. No.	State	Average Labour Cost {in Rs.} Per Manday Worked during 2013-14				Average Labour Cost Per Manday Worked 2013-14	Average Labour Cost Per Manday Worked 2012-13
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	428.9	14.13	33.28	21.32	497.64	461.93
2	Himachal Pradesh	746	20.66	63.09	53.47	883.21	744.09
3	Punjab	463.76	18.49	37.61	17.96	537.82	493.80
4	Chandigarh	846.75	16.99	105.11	31.79	1000.64	752.32
5	Uttaranchal	539.25	13.16	37.81	40.28	630.5	612.15
6	Haryana	773.06	22.7	55.22	46.19	897.18	823.84
7	Delhi	714.61	31.41	54.59	31.27	831.88	812.50
8	Rajasthan	593.27	17.52	43.07	28.53	682.39	629.91
9	Uttar Pradesh	619.24	19.1	42.66	35.35	716.35	637.93
10	Bihar	426.32	6.65	28.74	25.98	487.69	446.00
11	Sikkim	744.14	10.81	69.04	39.06	863.05	850.79
12	Nagaland	236.57	5.36	3.59	6.55	252.05	271.46
13	Manipur	212.56	1.82	1.33	3.92	219.63	196.95
14	Tripura	187.68	10.71	12.08	13.09	223.56	223.92
15	Meghalaya	535.67	10.39	22.81	95.23	664.1	510.33
16	Assam	420.4	22.42	44.69	49.01	536.52	528.35
17	West Bengal	514.11	18.82	61.87	24.59	619.38	571.81
18	Jharkhand	966.79	74.9	125.28	96.12	1263.09	1184.45
19	Orissa	688.49	10.96	88.94	51.3	839.69	705.75
20	Chhattisgarh	862.93	18.81	130.52	42.12	1054.38	915.41
21	Madhya Pradesh	628.57	25.28	49.77	47.83	751.45	701.54
22	Gujarat	623.76	27.08	39.1	40.54	730.48	662.14
23	Daman & Diu	531.62	28.61	29.02	39.22	628.47	598.24
24	D & Nagar Haveli	413.9	17.4	17.46	21.61	470.37	576.08
25	Maharashtra	875.21	41.68	65.19	62.07	1044.15	983.88
26	Andhra Pradesh	552.96	13.01	39.82	39.97	645.75	560.45
27	Karnataka	709.04	30.68	61.53	51.43	852.68	855.38
28	Goa	921.51	28.86	76.18	59.48	1086.03	1030.58
29	Kerala	497.57	34.21	59.24	35.07	626.09	554.73
30	Tamil Nadu	569.19	36.6	43.07	58.34	707.2	618.31
31	Pondicherry	515.52	34.08	72.2	78.22	700.02	759.34
32	A & N Islands	469.15	19.09	37.04	17.15	542.42	438.74
33	Telangana	480.38	14.3	33.8	28.83	557.32	547.16
	All India	639.47	27.34	51.52	45.27	763.60	703.23

CHAPTER 3

FAMILY INCOME AND EXPENDITURE SURVEYS AND CONSUMER PRICE INDEX NUMBERS

1. FAMILY INCOME AND EXPENDITURE SURVEYS

A (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 was 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 the 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 Survey 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 & 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 and also the

compilation of indices were 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.

A (ii) Urban/Rural Population

1. 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 Statistics Office (CSO) started compiling a new series of CPI for the entire urban population, viz. CPI (Urban), CPI for the entire rural population, viz. CPI (Rural) and CPI for the entire population (Urban+Rural) viz. CPI (Combined), which would reflect the changes in the price levels of various goods and services consumed by the urban, rural and entire population respectively. The first such indices on base 2010 were compiled and released w.e.f. from January, 2011.

2. The weighting diagrams (consumption pattern) of the CPI-U and CPI-R (2010=100) were derived on the basis of average monthly consumer expenditure of urban and rural households 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). For working out Housing index for CPI-U, rented dwellings from which house rent data are collected were also identified in all the selected towns. A total of 13,368 dwelling units of different types are in the sample for collection of rent data.

3. 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. Agricultural Labourers

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, a 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 is compiled, weights being the proportion of the families residing in rent free, rented and self-owned dwellings in a centre as selected in the base year survey. The rent index of free dwellings is kept fixed at 100. The rent index of owner-occupied dwelling is based on rent paid for similar or comparable rented dwellings in the same building or nearby locality even if it is occupied by a non-working class family. If it is not possible to collect data from comparable rented dwellings, the self-owned dwellings are substituted by the rented dwellings.

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

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

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

8. Annual average of Consumer Price Index Numbers for Industrial workers on base: 1982=100 for all the 70 centres for the year 1998 to 2005 and new series on base: 2001=100 for 78 centres for the year 2006 to 2016 is presented in Table 3.01(a) and Table 3.01(b) respectively.

9. All-India Consumer Price Index Numbers for General and Food Group on base: 1982=100 for the year 1997 to 2005 and on base: 2001=100 for the year 2006 to 2016 along-with month-wise figures for the period January, 2015 to December, 2016 is given in Table 3.02. A comparative chart on General and Food Groups' indices for the period 2006 to 2016 is also presented in Figure 1.

10. Y-o-Y inflation based on CPI-IW for the period January, 2015 to December, 2016 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.

Sr. No.	Centre	Weight	1998	1999	2000	2001	2002	2003	2004	2005
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	2016
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Andhra Pradesh													
1	Guntur	0.81	120	126	139	161	181	194	208	233	251	259	270
2	Hyderabad	1.51	116	123	135	152	165	174	190	207	217	228	240
3	Visakhapatnam	1.98	119	126	135	153	173	192	213	236	249	263	275
4	Warangal	0.98	123	133	149	172	199	204	222	247	259	272	287
5	Godavari khani	1.17	125	135	150	169	193	200	216	242	262	274	287
6	Vijayawada	1.18	119	126	137	161	180	188	207	236	240	251	267
Assam													
7	D-D Tinsukia	0.44	116	125	133	147	160	170	182	196	213	235	246
8	Guwahati	0.50	115	120	128	143	156	168	184	198	214	226	242
9	Labac-Silchar	0.33	121	130	143	155	178	186	197	216	243	247	257
10	Mariani-Jorhat	0.46	116	127	133	147	158	171	185	195	217	230	241
11	Rangapara-Tezpur	0.46	114	126	131	144	154	163	171	186	213	228	238
Bihar													
12	Munger Jamalpur	1.06	126	134	145	162	182	199	215	238	253	274	297
Chhattisgarh													
13	Bhilai	0.97	121	132	145	162	180	206	241	265	277	291	306
Gujarat													
14	Ahmedabad	1.37	120	129	138	151	171	186	206	233	238	249	261
15	Bhavnagar	1.66	119	129	135	147	174	189	206	221	225	239	257
16	Rajkot	1.81	118	126	132	146	174	193	216	231	237	248	269
17	Surat	1.18	118	127	134	146	162	174	192	218	224	238	248
18	Vadodra	2.00	120	127	133	147	167	180	198	219	230	244	261
Goa													
19	Goa	0.36	121	130	144	164	188	203	222	248	258	276	289
Haryana													
20	Faridabad	1.34	122	130	145	160	182	194	207	218	226	240	253
21	Yamunanagar	1.67	127	133	145	162	183	197	215	230	241	248	265
Himachal Pradesh													
22	Himachal Pradesh	0.57	120	126	135	147	161	172	188	208	222	232	242
Jammu & Kashmir													
23	Srinagar	0.45	118	125	134	145	159	172	190	203	219	235	247
Jharkhand													
24	Giridih	0.55	134	146	156	177	204	232	250	282	293	289	276
25	Bokaro	0.91	121	130	142	158	168	192	210	229	251	268	295
26	Jamshedpur	1.02	126	132	142	157	182	213	232	251	265	288	314
27	Jharia	0.84	126	136	146	161	180	198	222	262	279	290	304
28	Kodarma	0.43	132	140	149	169	190	215	236	263	285	297	319
29	Ranchi-Hatia	0.71	125	133	148	170	199	220	235	267	286	297	305
Karnataka													
30	Bangalore	1.95	125	136	150	167	181	194	211	238	253	268	278
31	Belgaum	0.96	125	133	144	162	179	200	217	242	254	266	279
32	Hubli-Dharwar	1.18	123	132	147	164	182	200	219	248	266	281	293
33	Mercara	0.63	114	121	135	154	172	188	208	240	255	269	282
34	Mysore	0.92	123	130	142	160	174	187	205	242	258	267	280
Kerala													
35	Ernakulam	3.08	125	131	142	153	167	185	199	225	248	260	268
36	Mundakayam	1.83	124	130	145	159	174	191	213	251	264	274	280
37	Quilon	1.75	126	129	143	154	173	195	206	236	260	277	297
Madhya Pradesh													
38	Bhopal	1.35	127	135	145	161	185	205	221	238	251	260	271
39	Indore	1.05	122	131	140	152	168	181	200	222	232	243	252
40	Jabalpur	1.55	128	135	148	159	184	198	212	231	240	256	274
41	Chhindwara	1.21	127	137	150	162	177	195	216	242	247	262	281

Table 3.01(b) Concl.

Sr.No.	Centre	Weight	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Maharashtra													
42	Mumbai	9.57	126	134	144	159	174	192	212	237	257	276	287
43	Nagpur	1.06	130	140	151	174	203	220	240	265	277	294	306
44	Nasik	1.50	124	130	139	157	181	204	223	242	255	271	285
45	Pune	1.81	127	136	146	162	181	200	217	237	254	266	277
46	Solapur	0.95	123	139	149	160	179	199	216	239	261	281	293
Orissa													
47	Rourkela	0.71	124	137	149	166	186	204	222	245	260	270	289
48	Angul Talchar	0.88	120	128	143	160	181	200	221	241	256	265	284
Punjab													
49	Amritsar	1.07	130	139	149	163	190	208	227	240	255	263	271
50	Ludhiana	0.57	129	134	146	160	175	188	205	222	235	251	273
51	Jalandhar	0.96	126	131	141	155	174	190	205	224	239	250	270
Rajasthan													
52	Ajmer	1.56	122	129	138	152	175	191	215	233	240	248	256
53	Jaipur	1.09	127	134	145	159	179	192	214	230	238	245	257
54	Bhilwara	0.73	125	133	144	158	176	192	215	236	245	259	269
Tamil Nadu													
55	Chennai	2.31	118	124	135	149	161	171	196	218	230	248	255
56	Coimbatore	1.26	119	127	137	151	166	176	193	217	231	243	250
57	Coonoor	1.18	115	122	134	148	168	182	204	224	241	261	272
58	Madurai	1.17	116	121	134	147	162	174	196	218	239	259	265
59	Salem	1.12	114	122	134	151	163	172	192	216	233	254	268
60	Tiruchirappally	1.37	119	126	141	156	174	184	208	232	253	261	266
Tripura													
61	Tripura	0.26	115	123	131	144	156	167	177	194	210	227	244
Uttar Pradesh													
62	Agra	1.91	128	136	146	168	193	208	220	240	255	269	291
63	Ghaziabad	1.82	125	132	142	159	182	198	209	232	240	256	270
64	Kanpur	2.09	125	132	141	158	183	200	214	237	255	268	285
65	Varanasi	2.64	122	131	142	160	183	194	208	231	247	265	278
66	Lucknow	2.75	121	129	144	163	185	195	203	224	242	261	274
West Bengal													
67	Asansol	1.08	124	138	151	171	195	211	231	256	277	290	303
68	Darjeeling	0.53	120	130	142	153	170	184	196	215	232	239	253
69	Durgapur	1.14	121	130	140	155	178	193	215	263	282	287	298
70	Haldia	1.74	116	124	131	144	161	185	211	230	241	275	302
71	Howrah	0.79	121	130	139	154	171	183	199	215	228	240	258
72	Jalpaiguri	0.48	117	125	136	150	167	179	192	221	241	252	266
73	Kolkata	1.51	121	132	142	156	172	185	199	222	239	251	261
74	Raniganj	0.99	124	132	140	156	169	180	195	214	228	238	253
75	Siliguri	0.48	124	135	144	156	173	187	197	218	233	241	252
Chandigarh													
76	Chandigarh	0.16	125	131	140	155	175	197	213	232	245	254	269
Delhi													
77	Delhi	1.99	122	128	137	147	163	176	191	209	223	234	246
Puducherry													
78	Puducherry	0.59	123	130	146	163	173	184	209	237	256	271	286
All-India		100.00	123	131	142	157	176	192	209	232	247	261	274

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	
2016	274		304	
<hr/>				
	General		Food	
	2015	2016	2015	2016
January	254	269	276	297
February	253	267	275	292
March	254	268	276	293
April	256	271	278	299
May	258	275	283	307
June	261	277	288	312
July	263	280	289	316
August	264	278	292	310
September	266	277	296	308
October	269	278	301	310
November	270	277	302	307
December	269	275	299	301

Note: 1. CPI (IW) on base: 2001=100 has been effective from January, 2006 index.

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

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

Month	Inflation	
	2015	2016
January	7.17	5.91
February	6.30	5.53
March	6.28	5.51
April	5.79	5.86
May	5.74	6.59
June	6.10	6.13
July	4.37	6.46
August	4.35	5.30
September	5.14	4.14
October	6.32	3.35
November	6.72	2.59
December	6.32	2.23

Figure-1 All-India General and Food Group Index for the Year 2006 to 2016 (Annual Avg.)

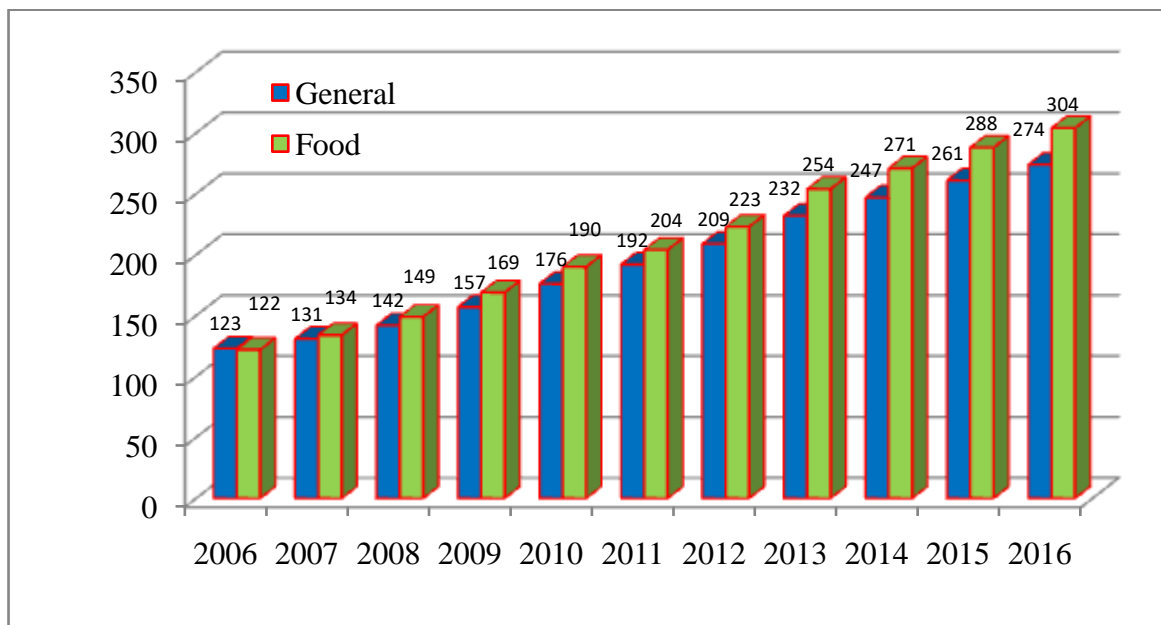
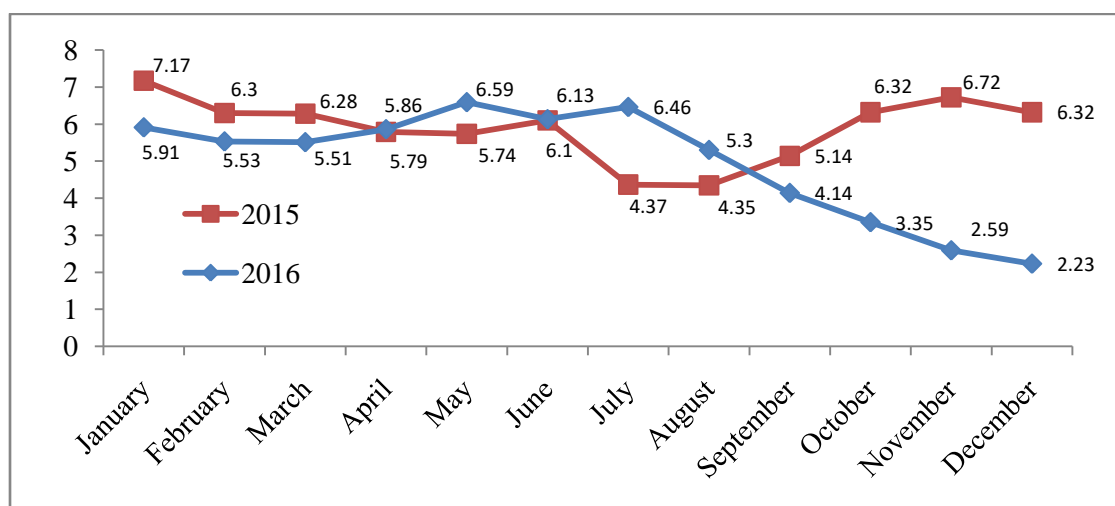


Figure- 2 Y-o-Y Inflation based on CPI (IW) for the year 2015 & 2016



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 the index of 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 which measure the temporal change in prices of fixed basket of goods and services consumed by the target group, i.e. agricultural/rural labourers is utilised for fixation and revision of minimum wages of labourers engaged in agricultural occupations under the Minimum Wages Act, 1948 for revision of MGNREGA minimum wage rates and also for calculating cooking cost in mid-day meal basket. 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). The 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 2014-15, 2015-16 (Agricultural Year) and 2015 & 2016 (Calendar Year). For Agricultural Labourers maximum increase of 7.99% in annual average General Index was registered by Tamilnadu State, while the maximum increase of 9.08% in annual average Food Group Index was registered by Karnataka State during the Agricultural Year (2015-2016). Increase in the All-India Average for General and Food Group indices stood at 4.60% and 4.51% respectively. Similarly, for Rural Labourers, maximum increase of 7.93% and 9.87% in the annual average General and Food Group Indices respectively was registered by Karnataka State, during the Agricultural Year (2015-2016). Increase in All-India Average for General and Food Group indices stood at 4.81% and 4.72% respectively.

A comparative picture of percentage change during Calendar Year 2016 as compared to 2015 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) 2014-2015 & 2015-2016 and Calendar
Year (January to December) 2015 & 2016**

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/ decrease (2015-2016 over 2014-2015)	Calendar Year		Percentage increase/ decrease (2016 over 2015)
			2014-2015	2015-16		2015	2016	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	873	930	6.13	900	949	5.16
2	Assam	1.69	789	803	1.74	796	802	0.75
3	Bihar	11.38	718	726	1.10	719	728	1.24
4	Gujarat	5.20	822	876	6.16	845	900	6.11
5	Haryana	1.81	898	931	3.54	912	958	4.80
6	Himachal Pradesh	0.10	660	690	4.35	675	706	4.39
7	Jammu & Kashmir	0.26	765	791	3.29	774	806	3.97
8	Karnataka	6.67	877	949	7.59	911	983	7.32
9	Kerala	5.02	840	877	4.22	854	902	5.32
10	Madhya Pradesh	6.86	737	771	4.41	751	788	4.70
11	Maharashtra	9.96	861	912	5.59	885	940	5.85
12	Manipur	0.10	787	811	2.96	799	821	2.68
13	Meghalaya	0.13	794	831	4.45	806	847	4.84
14	Orissa	5.07	764	741	-3.10	747	749	0.27
15	Punjab	3.02	865	894	3.24	878	920	4.57
16	Rajasthan	2.14	870	915	4.92	891	944	5.61
17	Tamil Nadu	8.47	829	901	7.99	861	925	6.92
18	Tripura	0.15	730	764	4.45	743	777	4.38
19	Uttar Pradesh	9.61	766	817	6.24	786	827	4.96
20	West Bengal	9.39	755	760	0.66	756	768	1.56
	All-India	100.00	808	847	4.60	825	864	4.51

Table 3.04 (b)

Consumer Price Index Numbers for Agricultural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2014-2015 & 2015-2016 and Calendar
Year (January to December) 2015 & 2016

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/ decrease (2015-2016 over 2014-2015)	Calendar Year		Percentage increase/ decrease (2016 over 2015)
			2014-2015	2015-16		2015	2016	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.97	876	938	6.61	904	958	5.64
2	Assam	1.79	778	784	0.77	780	777	-0.39
3	Bihar	12.52	668	668	0.00	664	664	0.00
4	Gujarat	5.13	829	888	6.64	853	910	6.26
5	Haryana	1.69	934	961	2.81	944	990	4.65
6	Himachal Pradesh	0.09	683	717	4.74	700	737	5.02
7	Jammu & Kashmir	0.27	779	795	2.01	779	808	3.59
8	Karnataka	6.32	871	958	9.08	910	995	8.54
9	Kerala	4.85	831	854	2.69	834	885	5.76
10	Madhya Pradesh	7.19	693	727	4.68	704	745	5.50
11	Maharashtra	9.34	886	950	6.74	915	984	7.01
12	Manipur	0.10	693	706	1.84	695	721	3.61
13	Meghalaya	0.14	777	804	3.36	781	818	4.52
14	Orissa	5.70	715	668	-7.04	684	670	-2.09
15	Punjab	2.68	900	930	3.23	912	966	5.59
16	Rajasthan	1.94	832	887	6.20	855	925	7.57
17	Tamil Nadu	8.43	751	825	8.97	785	845	7.10
18	Tripura	0.15	738	773	4.53	749	791	5.31
19	Uttar Pradesh	9.19	784	846	7.33	806	855	5.73
20	West Bengal	10.51	693	683	-1.46	682	689	1.02
	All-India	100.00	783	820	4.51	797	837	4.78

Table 3.04 (C)

**Consumer Price Index Numbers for Rural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2014-2015 & 2015-2016 and Calendar
Year (January to December) 2015 & 2016**

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/ decrease (2015-2016 over 2014-2015)	Calendar Year		Percentage increase/ decrease (2016 over 2015)
			2014-2015	2015-16		2015	2016	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.21	870	927	6.15	897	946	5.18
2	Assam	1.96	796	813	2.09	804	813	1.11
3	Bihar	9.81	724	732	1.09	725	732	0.96
4	Gujarat	5.04	821	877	6.39	845	900	6.11
5	Haryana	2.07	893	930	3.98	910	955	4.71
6	Himachal Pradesh	0.19	696	728	4.40	711	747	4.82
7	Jammu & Kashmir	0.52	760	788	3.55	770	804	4.23
8	Karnataka	6.27	871	946	7.93	905	981	7.75
9	Kerala	6.33	848	896	5.36	868	918	5.45
10	Madhya Pradesh	6.38	759	794	4.41	774	811	4.56
11	Maharashtra	9.96	857	906	5.41	880	934	5.78
12	Manipur	0.08	790	814	2.95	802	824	2.67
13	Meghalaya	0.12	792	832	4.81	808	849	4.83
14	Orissa	4.47	764	742	-2.96	748	750	0.27
15	Punjab	3.28	860	894	3.80	876	918	4.58
16	Rajasthan	2.78	854	898	4.90	875	929	5.81
17	Tamil Nadu	9.35	824	893	7.73	856	916	6.55
18	Tripura	0.27	723	760	4.87	736	776	5.15
19	Uttar Pradesh	9.74	764	812	5.91	782	823	4.98
20	West Bengal	9.17	765	774	1.16	767	782	1.92
	All-India	100.00	811	852	4.81	829	869	4.60

Table 3.04 (d)

**Consumer Price Index Numbers for Rural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2014-2015 & 2015-2016 and Calendar
Year (January to December) 2015 & 2016**

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/ decrease (2015-2016 over 2014-2015)	Calendar Year		Percentage increase/ decrease (2016 over 2015)
			2014-2015	2015-16		2015	2016	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.41	875	939	6.82	903	958	5.74
2	Assam	2.13	790	801	1.37	794	796	0.25
3	Bihar	10.89	667	666	-0.15	663	659	-0.61
4	Gujarat	5.00	831	893	6.94	857	916	6.44
5	Haryana	1.88	940	968	2.89	951	998	4.71
6	Himachal Pradesh	0.19	710	747	4.95	726	771	5.84
7	Jammu & Kashmir	0.54	767	792	3.16	772	807	4.34
8	Karnataka	6.12	858	952	9.87	899	988	9.01
9	Kerala	6.37	839	877	4.33	850	902	5.76
10	Madhya Pradesh	6.42	695	730	4.79	706	748	5.61
11	Maharashtra	9.31	878	940	6.60	905	973	6.99
12	Manipur	0.08	693	706	1.84	695	721	3.61
13	Meghalaya	0.13	774	800	3.25	778	814	4.42
14	Orissa	5.18	716	669	-7.03	685	671	-2.09
15	Punjab	2.77	900	931	3.33	912	967	5.69
16	Rajasthan	2.51	818	876	6.62	841	920	8.59
17	Tamil Nadu	8.97	762	837	8.96	796	855	6.90
18	Tripura	0.30	727	765	4.97	739	785	5.86
19	Uttar Pradesh	9.37	786	847	7.20	809	856	5.49
20	West Bengal	10.43	695	688	-1.02	685	694	1.30
	All-India	100.00	787	826	4.72	802	843	4.86

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, explains the relationship between employees and management, has now 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 2005 to 2014 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 2005 to 2014

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
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
2014	12486*	4359 (34.9)	5373 (68.1)	2512 (31.9)	7885	1809

- Note: 1. Figures below the values in col.3 denotes percentages of Unions Submitting Returns to Total No of Registered Unions.
 2. The figures are exclusive of Federations in all the statements.
 3. The data is based on the returns received.
 4. * : Data pertains to responding State/ UTs only.
 5. 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 2014.

Table 4.02
State-wise Distribution of Registered Trade Unions during 2014

State/Union Territory	Workers' Unions		Employers' Unions		All Unions		Total
	State	Central	State	Central	State	Central	
	1	2	3	4	5	6		7	8
State							
Assam	584	-	-	-	584	-	584
Chhattisgarh	455	95	-	-	455	95	550
Goa	231	42	-	-	231	42	273
Haryana	1260	368	-	-	1260	368	1628
Himachal Pradesh	147	-	-	-	147	-	147
Karnataka	1471	219	-	-	1471	219	1690
Kerala	1062	53	-	-	1062	53	1115
Meghalaya	92	-	-	-	92	-	92
Rajasthan	196	14	-	-	196	14	210
Tripura	591	-	-	-	591	-	591
Uttar Pradesh	2861	689	-	-	2861	689	3550
UTs							
A & N	129	-	-	-	129	-	129
Chandigarh	398	41	-	-	398	41	439
Puducherry	1488	-	-	-	1488	-	1488
Total	10965	1521	-	-	10965	1521	12486

Note: The data is based on the returns received.

- = 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 2014 are presented in Table 4.03. However, no significant data was provided for Employers Union for the years 2009 to 2014.

Table 4.03**Income and Expenditure of Registered Workers' and Employers' Trade Unions Submitting Returns for the Years 2001 to 2014**

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	-	-	-
2014	4359	6389.16	6593.03	-	-	-

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 year 2014 according to NIC 2008.

Table 4.04(a)
Number and Membership of Workers' Unions classified according to Industries
during 2014

Industry code (NIC 2008)	Industry	2014		
		No. of Unions submitting returns	Membership	Average membership per union submitting returns
1	2	3	4	5
A	Agriculture, forestry and fishing	205	2073767	10116
01	Crop and animal production, hunting and related service activities	162	2033771	12555
011	Growing of non-perennial crops	45	784651	17437
012	Growing of perennial crops	73	919091	12591
014	Animal production	13	20497	1577
016	Support activities to agriculture and post-harvest crop activities	31	309532	9985
02	Forestry and logging	12	6175	515
021	Silviculture and other forestry activities	11	1124	103
022	Logging	1	5051	5051
03	Fishing and aquaculture	31	33821	1091
031	Fishing	30	31551	1052
032	Aquaculture	1	2270	2270
B	Mining and quarrying	74	83430	1128
05	Mining of coal and lignite	10	5453	546
051	Mining of hard coal	10	5453	546
052	Mining of lignite			
06	Extraction of crude petroleum and natural gas	28	29008	1036
061	Extraction of crude petroleum	28	29008	1036
07	Mining of metal ores	9	4123	459
071	Mining of iron ores	3	3586	1196
072	Mining of non-ferrous metal ores	6	537	90
08	Other mining and quarrying	27	44846	1661
081	Quarrying of stone, sand and clay	25	44699	1788
089	Mining and quarrying n.e.c.	2	147	74
C	Manufacturing	1646	1296429	788
10	Manufacture of food products	200	274456	1373
101	Processing and preserving of meat	14	125155	8940
102	Processing and preserving of fish, crustaceans and mollusks	2	4575	2288
103	Processing and preserving of fruit and vegetables	4	4311	1078
104	Manufacture of vegetable and animal oils and fats	8	489	62
105	Manufacture of dairy products	36	13198	367
106	Manufacture of grain mill products, starches and starch products	9	8795	978
107	Manufacture of other food products	126	117883	936
108	Manufacture of prepared animal feeds	1	50	50
11	Manufacture of beverages	104	27943	269
110	Manufacture of beverages	104	27943	269
12	Manufacture of tobacco products	71	97238	1370
120	Manufacture of tobacco products	71	97238	1370
13	Manufacture of textiles	188	146911	782
131	Spinning, weaving and finishing of textiles	165	126983	770
139	Manufacture of other textiles	23	19928	867
14	Manufacture of wearing apparel	45	47933	1066

Table 4.04(a) Contd.

1	2	3	4	5
141	Manufacture of wearing apparel, except fur apparel	45	47933	1066
15	Manufacture of leather and related products	70	77239	1104
151	Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur	45	70755	1573
152	Manufacture of footwear	25	6484	260
16	Manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	44	19907	453
161	Sawmilling and planing of wood	24	14204	592
162	Manufacture of products of wood, cork, straw and plaiting materials	20	5703	286
17	Manufacture of paper and paper products	38	10703	282
170	Manufacture of paper and paper products	38	10703	282
18	Printing and reproduction of recorded media	39	9613	247
181	Printing and service activities related to printing	39	9613	247
19	Manufacture of coke and refined petroleum products	55	29074	529
192	Manufacture of refined petroleum products	55	29074	529
20	Manufacture of chemicals and chemical products	134	31099	233
201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms	40	8597	215
202	Manufacture of other chemical products	94	22502	240
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	33	9404	285
210	Manufacture of pharmaceuticals, medicinal chemical and botanical products	33	9404	285
22	Manufacture of rubber and plastics products	58	76172	1314
221	Manufacture of rubber products	51	24434	480
222	Manufacture of plastics products	7	51738	7392
23	Manufacture of other non-metallic mineral products	82	128619	1569
231	Manufacture of glass and glass products	20	3372	169
239	Manufacture of non-metallic mineral products n.e.c.	62	125247	2021
24	Manufacture of basic metals	57	27717	487
241	Manufacture of basic iron and steel	39	23044	591
242	Manufacture of basic precious and other non-ferrous metals	14	3168	227
243	Casting of metals	4	1505	377
25	Manufacture of fabricated metal products, except machinery and equipment	95	79867	841
251	Manufacture of structural metal products, tanks, reservoirs and steam generators	66	50166	761
252	Manufacture of weapons and ammunition	3	137	46
259	Manufacture of other fabricated metal products; metalworking service activities	26	29564	1138
26	Manufacture of computer, electronic and optical products	57	39018	685
261	Manufacture of electronic components	8	1412	177
262	Manufacture of computers and peripheral equipment	6	702	117
263	Manufacture of communication equipment	7	5496	786
264	Manufacture of consumer electronics	6	20897	3483
265	Manufacture of measuring, testing, navigating and control equipment; watches and clocks	5	1518	304
266	Manufacture of irradiation, electromedical and electrotherapeutic equipment	3	1568	523

Table 4.04(a) Contd.

1	2	3	4	5
268	Manufacture of magnetic and optical media	22	7425	338
27	Manufacture of electrical equipment	95	72901	768
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	44	54389	1237
272	Manufacture of batteries and accumulators	7	5817	831
273	Manufacture of wiring and wiring devices	15	4961	331
274	Manufacture of electric lighting equipment	10	2218	222
275	Manufacture of domestic appliances	12	5262	439
279	Manufacture of other electrical equipment	7	254	37
28	Manufacture of machinery and equipment n.e.c.	84	38779	462
281	Manufacture of general purpose machinery	22	4789	218
282	Manufacture of special-purpose machinery	62	33990	549
29	Manufacture of motor vehicles, trailers and semi-trailers	40	17805	446
291	Manufacture of motor vehicles	18	6807	379
292	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers	22	10998	500
30	Manufacture of other transport equipment	26	6749	260
301	Building of ships and boats	7	3119	446
302	Manufacture of railway locomotives and rolling stock	1	62	62
303	Manufacture of air and spacecraft and related machinery	6	561	94
309	Manufacture of transport equipment n.e.c.	12	3007	251
31	Manufacture of furniture	4	3230	808
310	Manufacture of furniture	4	3230	808
32	Other manufacturing	9	18880	2098
321	Manufacture of jewellery, bijouterie and related articles	7	18256	2608
323	Manufacture of sports goods	1	99	99
329	Other manufacturing n.e.c.	1	525	525
33	Repair and installation of machinery and equipment	18	5172	288
331	Repair of fabricated metal products, machinery and equipment	4	2509	628
332	Installation of industrial machinery and equipment	14	2663	191
D	Electricity, gas, steam and air conditioning supply	74	86169	1165
35	Electricity, gas, steam and air conditioning supply	74	86169	1165
351	Electric power generation, transmission and distribution	72	85981	1195
352	Manufacture of gas; distribution of gaseous fuels through mains	2	188	94
E	Water supply; sewerage, waste management and remediation Activities	86	29945	349
36	Water collection, treatment and supply	53	14436	273
360	Water collection, treatment and supply	53	14436	273
37	Sewerage	18	5156	287
370	Sewerage	18	5156	287
38	Waste collection, treatment and disposal activities; materials recovery	15	10353	691
381	Waste collection	15	10353	691
F	Construction	269	1166757	4338
41	Electricity, gas, steam and air conditioning supply	222	1109644	4999
410	Construction of buildings	222	1109644	4999
42	Water collection, treatment and supply	22	40904	1860

Table 4.04(a) Contd.

1	2	3	4	5
421	Construction of roads and railways	9	5406	601
422	Construction of utility projects	11	34355	3124
429	Construction of other civil engineering projects	2	1143	572
43	Sewerage	25	16209	649
431	Demolition and site preparation	1	58	58
432	Electrical, plumbing and other construction installation activities	17	13308	783
433	Building completion and finishing	7	2843	407
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	186	218123	1173
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	55	102593	1866
451	Sale of motor vehicles	6	17094	2849
452	Maintenance and repair of motor vehicles	40	63525	1589
453	Sale of motor vehicle parts and accessories	2	308	154
454	Sale, maintenance and repair of motorcycles and related parts and accessories	7	21666	3096
46	Wholesale trade, except of motor vehicles and motorcycles	14	5397	386
461	Wholesale on a fee or contract basis	6	1383	231
462	Wholesale of agricultural raw materials and live animals	1	110	110
463	Wholesale of food, beverages and tobacco	4	1103	276
464	Wholesale of household goods	1	13	13
465	Wholesale of machinery, equipment and supplies	1	410	410
469	Non-specialized wholesale trade	1	2378	2378
47	Retail trade, except of motor vehicles and motorcycles	117	110133	942
471	Retail sale in non-specialized stores	72	48143	669
472	Retail sale of food, beverages and tobacco in specialized stores	16	34974	2186
473	Retail sale of automotive fuel in specialized stores	1	753	753
474	Retail sale of information and communications equipment in specialized stores	1	6209	6209
476	Retail sale of cultural and recreation goods in specialized stores	1	518	518
477	Retail sale of other goods in specialized stores	12	16342	1362
478	Retail sale via stalls and markets	1	141	141
479	Retail trade not in stores, stalls or markets	13	3053	235
H	Transportation and storage	568	955387	1683
49	Land transport and transport via pipelines	468	893289	1909
491	Transport via railways	13	258465	19882
492	Other land transport	455	634824	1396
493	Transport via pipeline	-		
50	Water transport	27	16641	617
501	Sea and coastal water transport	15	5883	393
502	Inland water transport	12	10758	897
51	Air transport	20	11555	578
511	Passenger air transport	20	11555	578
52	Warehousing and support activities for transportation	49	32955	673
521	Warehousing and storage	7	1636	234
522	Support activities for transportation	42	31319	746
53	Postal and courier activities	4	947	237
531	Postal activities	2	773	387
532	Courier activities	2	174	87

Table 4.04(a) Contd.

	1	2	3	4	5
I		Accommodation and Food service activities	82	55800	681
55		Accommodation	63	50957	809
	551	Short term accommodation activities	53	48758	920
	552	Camping grounds, recreational vehicle parks and trailer parks	1	110	110
	559	Other accommodation	9	2089	233
56		Food and beverage service activities	19	4843	255
	561	Restaurants and mobile food service activities	7	1635	234
	562	Event catering and other food service activities	11	3148	287
	563	Beverage serving activities	1	60	60
J		Information and communication	94	81482	867
58		Publishing activities	24	5683	237
	581	Publishing of books, periodicals and other publishing activities	23	5534	241
	582	Software Publishing	1	149	149
59		Motion picture, video and television programme production, sound recording and music publishing activities	28	5468	196
	591	Motion picture, video and television programme activities	22	4335	198
	592	Sound recording and music publishing activities	6	1133	189
60		Broadcasting and programming activities	19	51845	2729
	601	Radio broadcasting	6	50463	8411
	602	Television programming and broadcasting activities	13	1382	107
61		Telecommunications	5	4549	910
	611	Wired telecommunications activities	4	4301	1076
	612	Wired telecommunications activities	1	248	248
62		Computer programming, consultancy and related activities	3	6602	2201
	620	Computer programming, consultancy and related activities	3	6602	2201
63		Information service activities	15	7335	489
	631	Data processing, hosting and related activities; web portals	8	1140	143
	639	Other information service activities	7	6195	885
K		Financial and insurance activities	217	169202	780
64		Financial service activities, except insurance and pension funding	145	133380	920
	641	Monetary intermediation	134	128952	963
	649	Other financial service activities, except insurance and pension funding activities	11	4428	403
65		Insurance, reinsurance and pension funding, except compulsory social security	59	30689	521
	651	Insurance	48	29160	608
	653	Pension funding	11	1529	139
66		Other financial activities	13	5133	395
	661	Activities auxiliary to financial service activities, except insurance and pension funding	6	2056	343
	662	Activities auxiliary to insurance and pension funding	6	1869	312
	663	Fund management activities	1	1208	1208
M		Professional, scientific and technical activities	39	105727	2711
69		Legal and accounting activities	3	1278	426
	692	Accounting, bookkeeping and auditing activities; tax consultancy	3	1278	426

Table 4.04(a) Contd.

	1	2	3	4	5
	70	Activities of head offices	6	5511	919
	701	Activities of head offices	3	738	246
	702	Management consultancy activities	3	4773	1591
	72	Scientific research and development	3	891	297
	721	Research and experimental development on natural sciences and engineering	3	891	297
	73	Advertising and market research	1	285	285
	732	Market research and public opinion polling	1	285	285
	74	Advertising and market research	20	97355	4868
	741	Specialized design activities	1	206	206
	749	Other professional, scientific and technical activities n.e.c.	19	97149	5114
	75	Veterinary activities	6	407	68
	750	Veterinary activities	6	407	68
N		Administrative and support service activities	47	49571	1055
	77	Rental and leasing activities	1	248	248
	772	Renting and leasing of personal and household goods	1	248	248
	79	Travel agency, tour operator and other reservation service activities	8	3124	391
	791	Travel agency and tour operator activities	8	3124	391
	80	Security and investigation activities	17	15360	904
	801	Private security activities	14	14438	1032
	802	Security systems service activities	2	864	432
	803	Investigation activities	1	58	58
	81	Services to buildings and landscape activities	18	30216	1679
	811	Combined facilities support activities	10	28036	2804
	812	Cleaning activities	7	1742	249
	813	Landscape care and maintenance service activities	1	438	438
	82	Office administrative, office support and other business support activities	3	623	208
	821	Office administrative and support activities	2	560	280
	829	Business support service activities n.e.c.	1	63	63
O		Public administration and defence; compulsory social security	161	102015	634
	84	Public administration and defence; compulsory social security	161	102015	634
	841	Administration of the State and the economic and social policy of the community	46	72813	1583
	842	Provision of services to the community as a whole	115	29202	254
P		Education	61	22625	371
	85	Education	61	22625	371
	851	Primary education	16	17384	1087
	852	Secondary education	23	2154	94
	853	Higher education	7	824	118
	854	Other education	8	1296	162
	855	Educational support services	7	967	139
Q		Human health and social work activities	87	144393	1660
	86	Human health activities	57	37782	663
	861	Hospital activities	27	9767	362
	862	Medical and dental practice activities	8	1470	184
	869	Other human health activities	22	26545	1207
	87	Residential care activities	4	5222	1306
	871	Nursing care facilities	2	5049	2525
	873	Residential care activities for the elderly and disabled	2	173	87
	88	Social work activities without accommodation	26	101389	3900

Table 4.04(a) Concl.

1	2	3	4	5
881	Social work activities without accommodation for the elderly and disabled	3	20121	6707
889	Other social work activities without accommodation n.e.c.	23	81268	3534
R	Arts, entertainment and recreation	38	33900	893
90	Creative, arts and entertainment activities	14	5580	399
900	Creative, arts and entertainment activities	14	5580	399
91	Libraries, archives, museums and other cultural activities	7	747	107
910	Libraries, archives, museums and other cultural activities	7	747	107
92	Gambling and betting activities	15	27246	1817
920	Gambling and betting activities	15	27246	1817
93	Sports activities and amusement and recreation activities	2	327	164
931	Sports activities	2	327	164
S	Other service activities	192	397179	2069
94	Activities of membership organizations	172	345942	2012
941	Activities of business, employers and professional membership organizations	11	1384	126
942	Activities of trade unions	158	341355	2161
949	Activities of other membership organizations	3	3203	1068
95	Repair of computers and personal and household goods	5	5153	1031
951	Repair of computers and communication equipment	1	4427	4427
952	Repair of personal and household goods	4	726	182
96	Other personal service activities	15	46084	3073
960	Other personal service activities	15	46084	3073
T	Activities of households as employers; undifferentiated goods- and services producing activities of households for own use	186	25096	135
97	Activities of households as employers of domestic personnel	183	24567	135
970	Activities of households as employers of domestic personnel	183	24567	135
98	Undifferentiated goods- and services-producing activities of private households for own use	3	529	177
981	Undifferentiated goods-producing activities of private households for own use	3	529	177
U	Activities of extraterritorial organizations and bodies	47	788532	16778
99	Activities of extraterritorial organizations and bodies	47	788532	16778
990	Activities of extraterritorial organizations and bodies	47	788532	16778
Total		4359	788529	1810

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 2014. No significant data was reported for the year under consideration.

Table 4.04(b)
Industry-wise (NIC – 2008) Number and Membership
of Employers Unions during 2014

Ind. Code (2008)	Industry	2013		
		No. of Unions Submitting Returns	Membership	Average Membership per Union Submitting Returns
1	2	3	4	5
-	-	-	-	-

- = 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 2014.

Table 4.05
Number of Registered Federations submitting returns and Income and Expenditure of
Federations submitting returns for the Years 2002 to 2014

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	-	-	-
2014	-	-	-

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., 2011 to 2015(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 2011 to 2015 (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
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	29	258	287	1011111	147659	1158770	1796445	9298925	11095370	4038
2015(P)	35	93	128	642733	101055	743788	905100	2158030	3063130	5811

(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 2015, 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 2015.

Table 4.07
Number of Disputes by Strikes and Lockouts during 2011 – 2015

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
2011	179	644626	4696807	191	90137	9761231
2012	133	1221056	2843076	185	86398	10093719
2013	103	1774306	4044975	155	63854	8600396
2014	119	1062426	2998117	168	96344	8097253
2015(P)	106	737947	2359879	22	5841	703251

(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 2013, 2014 and 2015 are presented in Table Nos. 4.08, 4.09 and 4.10., respectively.

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).

During 2014, the maximum 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.

Similarly, during 2015, the highest number of strikes (21) was recorded in the State of Tamil Nadu whereas the number of workers involved (186533) was the highest in the State of Maharashtra and man-days lost (684440) due to strikes was highest in the state of Andhra Pradesh. On the other hand, during this period, Andhra Pradesh has the highest number of lockouts (6) followed by Kerala (5) and (4) each in Assam and Tamil Nadu. The maximum time-loss due to lockouts was however witnessed by the State of Andhra Pradesh (283800 man-days) followed by Kerala (211507 man-days) and Bihar (70824 man-days).

Table 4.08
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 4.09
Industrial Disputes during 2014 (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).

Table 4.10
Industrial Disputes during 2015(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	3	4090	684440	6	2465	283800
Arunachal Pradesh	..	..	..	..	..	..
Assam	12	62448	72965	4	1212	19051
Bihar	-	-	-	1	227	70824
Chhattisgarh	3	52257	66012	-	-	-
Goa	-	-	-	-	-	-
Gujarat	14	13615	45842	-	-	-
Haryana	3	551	25941	1	255	68120
Himachal Pradesh	6	3971	152040	-	-	-
Jammu & Kashmir	-	-	-	-	-	-
Jharkhand	-	-	-	-	-	-
Karnataka	3	16006	18522	-	-	-
Kerala	9	159059	404595	5	949	211507
Madhya Pradesh	8	99565	172478	-	-	-
Maharashtra	2	186533	206273	-	-	-
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	3	2845	11820	-	-	-
Punjab	-	-	-	-	-	-
Rajasthan	11	36425	52193	1	270	25872
Sikkim	#	#	#	#	#	#
Tamil Nadu	21	6856	79189	4	463	24077
Telangana	2	514	106160	-	-	-
Tripura	-	-	-	-	-	-
Uttar Pradesh	5	30975	173875	-	-	-
Uttarakhand	*	21000	21000	-	-	-
West Bengal	1	41237	66534	-	-	-
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar Haveli	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	-	-	-	-	-	-
Total	106	737947	2359879	22	5841	703251

(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 2015, 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).

(d) Industrial Disputes by Industrial Classifications

The statistics of Industrial Disputes (Strikes & Lockouts) by Major Industrial Classification for the years 2013, 2014 and 2015(P) (As per N I C, 2008) are presented in Table 4.11.

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.

Similarly, during the year 2015, ‘Manufacturing Division’ accounted for the highest time-loss (2,018,781 man-days or 65.91 per cent of the total time-loss) followed by ‘Mining and Quarrying’ (345838 man-days or 11.29 per cent of the total time-loss) and ‘Financial & insurance activities’ (294903 man-days or 9.63 per cent of the total time loss). These three divisions together accounted for 106 disputes or 82.81 per cent of the total number of disputes involving 578,394 workers (77.76 per cent) and a time loss of 2,659,522 man-days (86.82 per cent).

**Table 4.11
Industrial Disputes during 2013 to 2015 (By Industry Division)**

Industry Code As per NIC 2008	Industry Division	2013			2014			2015(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	23	14847	909470	13	6878	395851	8	8153	111191
B	Mining & Quarrying	2	121692	249946	6	6778	55760	7	230061	345838
C	Manufacturing	169	110308	7059255	201	116700	7857875	85	65750	2018781
D	Electricity, Gas, steam & air conditioning supply	4	90089	183971	1	123	17385	2	1905	107776
E	Water supply, sewerage, waste management & remediation activities	-	-	-	-	-	-	-	-	-
F	Construction	2	3186	12363	2	129	5857	1	639	3155

Table 4.11 Concl.

1	2	3	4	5	6	7	8	9	10	11
G	Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles.	8	10245	981301	7	6458	577749	2	67	8846
H	Transportation & storage	7	57602	142281	13	167448	489054	4	74718	76948
I	Accommodation & food service activities	6	402	71780	5	232	70760	-	-	-
J	Information & communication	12	11972	90239	14	6343	68003	3	37831	53119
K	Financial & insurance activities	5	1393588	2434144	7	845899	1185969	14	282583	294903
L	Real estate activities	-	-	-	-	-	-	-	-	-
M	Professional, scientific & technical activities	2	65	19825	2	65	19825	*	580	580
N	Administrative & support service activities	2	224	68320	2	224	68320	-	-	-
O	Public administration & defence, compulsory social security	*	22237	42391	-	-	-	2	41501	41993
P	Education	-	-	-	2	260	1040	-	-	-
Q	Human health & social work activities	2	293	6151	-	-	-	-	-	-
R	Arts, entertainment & recreation	3	431	75987	2	281	34567	-	-	-
S	Other service activities	11	979	297947	10	952	247355	-	-	-
T	Activities of households as employers	-	-	-	-	-	-	-	-	-
U	Activities of extraterritorial organizations & bodies	-	-	-	-	-	-	-	-	-
TOTAL		258	1838160	12645371	287	1158770	11095370	128	743788	3063130

(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 2013, 2014 and 2015, two, three and two 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 2013, 2014 and 2015. 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 2013 to 2015

Cause Group	2013						2014						2015(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	2	14.3	56	23.0	58	22.5	13	44.8	65	25.2	78	27.2	3	8.6	35	37.6	38	29.7
Personnel	3	21.4	18	7.4	21	8.1	1	3.4	16	6.2	17	5.9	1	2.9	9	9.7	10	7.8
Retrenchment	-	-	2	0.8	2	0.8	-	-	1	0.4	1	0.3	-	-	1	1.1	1	0.8
Lay-off	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1.1	1	0.8
Indiscipline	-	-	99	40.6	99	38.4	3	10.3	112	43.4	115	40.1	1	2.9	9	9.7	10	7.8
Violence	-	-	3	1.2	3	1.2	1	3.4	3	1.2	4	1.4	-	-	1	1.1	1	0.8
Leave & Hours of Work / Shift Working	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1.1	1	0.8
Bonus	-	-	9	3.7	9	3.5	-	-	7	2.7	7	2.4	3	8.6	7	7.5	10	7.8
Inter / Intra Union Rivalry	-	-	2	0.8	2	0.8	-	-	1	0.4	1	0.3	-	-	2	2.1	2	1.6
Gherao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1.1	1	0.8
Non-implementation of Agreements, Awards, etc.	1	7.1	4	1.6	5	1.9	-	-	1	0.4	1	0.3	-	-	-	-	-	-
Charter of Demands	7	50.0	32	13.1	39	15.1	9	31.0	29	11.2	38	13.2	19	54.3	12	12.9	31	24.2
Work Load	-	-	1	0.4	1	0.4	-	-	1	0.4	1	0.3	-	-	-	-	-	-
Surplus Labour/ Shortage of Work	-	-	-	-	-	-	-	-	1	0.4	1	0.3	-	-	-	-	-	-
Betterment of Amenities	-	-	-	-	-	-	-	-	-	-	-	-	1	2.9	1	1.1	2	1.3
Suspension / Change of Manufacturing Process	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Standing Orders/ Rules/ Service Conditions / Safety Measures	-	-	-	-	-	-	-	-	3	1.2	3	1.0	-	-	-	-	-	-
Change in Govt. Economic Policy	-	-	-	-	-	-	2	6.9	-	-	2	0.7	4	11.4	-	-	4	3.1
Others	1	7.1	17	7.0	18	7.0	-	-	18	7.0	18	6.3	3	8.6	13	13.9	16	12.5
Not Known	-	-	1	0.4	1	0.4	-	-	-	-	-	-	-	-	-	-	-	-
Total	14	100.0	244	100.0	258	100.0	29	100.0	258	100.0	287	100.0	35	100.0	93	100.0	128	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 2013 to 2015 have been given in Table 4.13 which showed a fluctuating trend. Total number of disputes which was 9 in 2013 increased to 25 in 2014 and also increased to 26 in 2015(P) respectively. On the other hand both the number of workers involved and the number of mandays lost have decreased over year to year. This decrease was however witnessed by the industry groups 'Banks' and 'Insurance'.

Table 4.13**Industrial Disputes in the Central Sphere Undertakings during 2013 to 2015**

Industry	2013			2014			2015(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	1	5322	13624	-	-	-	*	13130	13130
Air Transport	*	260	520	-	-	-	*	2818	2818
Coal Mines	1	111935	224050	3	3384	12084	3	212775	312965
Non-coal Mines	*	3122	4377	2	3194	15476	3	8142	20319
Oil Fields	*	5199	10287	3	735	1459	1	9144	12554
Banks	4	1274847	2191742	7	845899	1185969	10	242185	249705
Insurance	*	118621	237242	-	-	-	3	40098	40098
Railways (except Workshops)	*	9531	19062	-	-	-	*	9298	9298
Posts & Telegraphs	*	52878	105756	4	10270	14427	4	87152	104670
Defence Undertakings	*	46267	90451	-	-	-	*	53552	53552
Cantonment Boards	-	-	-	-	-	-	-	-	-
C.P.W.D.	-	-	-	-	-	-	-	-	-
Other Central Undertakings	3	21257	79904	6	17371	28788	2	10567	13083
Total	9	1649239	2977015	25	880853	1258203	26	688861	832192

(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 2013, 2014 and 2015, two, three and two 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 Dattopant Thengadi National Board for Workers Education and Development erstwhile Central Board for Workers Education (CBWE) 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 7 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 various agencies. The International Labour Organization (ILO) 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 was further elucidated in the I.L.O. Recommendation (No. 102) (1952) concerning welfare facilities for workers. The term 'Welfare' in that 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 and dynamic concept 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 extended by different agencies either through legislation or directly. Some of the important activities 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, however, there are some loans and subsidies 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/ UNION TERRITORIES GOVERNMENTS

This section deals with various activities/initiatives taken by the State / UT Governments in labour welfare.

* 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

Under, 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, the total no. of Building Construction Beneficiaries registered under the Building and Other Construction Worker Welfare (BOCW) Board are 13,942. The BOCW Welfare Board extend 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 beneficiaries registered between January, 2016 to December 2016 were 1077. The total amount disbursed to the registered beneficiaries is Rs. 4,69,17,925/- and the amount disbursed between January, 2016 to December, 2016 was Rs. 1,48,42,600/-.

Similarly, under 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. 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. 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, 2015-16 and the identity cards have ceremonially been distributed. The collection of Cess under this Act has been Rs.85,55,44,417/- during the year, 2015-16.

Bihar

Under Bihar Shatabdi Unorganized Sector Workers and Artisans Social Security Scheme 2011, an amount of Rs.9,85,92,500/- has been disbursed during 2016-17 for providing financial assistance in case of accidental death, permanent disability, partial disability, normal death, hospitalization and incurable diseases.

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 provides 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 through Gujarat Rural workers welfare board and rural labour commissioner 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, Cycle scheme for salt workers, financial assistance to unorganized Rural workers for treatment of Chronic and Serious diseases and funeral assistance to the rural workers, etc.

Some of the provisions relating to the Labour Welfare as mentioned in the Factories Act, 1948 and Gujarat Factories Rules 1963 are: washing facilities, facilities for storing and drying clothing, facilities for sitting, first aid appliances, canteens, shelters, rest rooms and lunch rooms, crèches and welfare officers. Officers of the Directorate of Industrial Safety & Health, Gujarat have inspected these facilities under the Factories Act, 1948 during the inspection of factories. Total 6429 inspections have been carried out under the Factories Act.

Government of Gujarat has constituted a non statutory board namely 'Gujarat Unorganised Labour (Except Agriculture Labour) Welfare Board', for the urban unorganized sector workers. The 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. 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 drinking water, housing, medical, crèches, recreational facilities and issue of whether protectives are provided to the workers as per the provisions of the Plantation Labour Act and Rules.

Non Statutory; Financial assistance for the education of children of closed plantation worker's by means of supplying of study materials such as text books, note books, school bags, umbrellas, instrument boxes etc. at free of costs and refund of entire tuition and hostel fee paid by the parents/guardians of the students studying 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 Sectors are also operational in the State of Kerala.

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.

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.

3. WELFARE WORK BY THE VARIOUS STAKEHOLDERS OF 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 44.4% staff has been provided with railway quarters as on 31.03.2016. 1,644 staff quarters were electrified during 2015-16. Co-operative societies of various types are functioning on Indian Railways. These Cooperative Societies are registered under the Multi-State Cooperative Societies Act, 2002 and are under overall Supervision of the Central Registrar of Cooperative Societies, Department of Agriculture & Coop., Krishi Bhawan, New Delhi. There are 42 Thrift and Credit Societies, 150 Railway men's Consumer Cooperative Societies, 24 Labour Cooperative Societies and 6 Railway men's Housing Societies functioning on Indian Railways during 2015-16. 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: The Trust is granting children's education allowance of Rs.15,000/- per annum per child up to a maximum of two children of each employee in the category of class III & IV studying

from L.K.G. to Hr. Secondary Courses and polytechnic courses. 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 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, Contribution on Chennai Port Trust employees house building advance special family benefit fund, 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.

Kandla Port Trust

The Port provides the following welfare measures for the employees and their families.

- Multi-purpose Auditorium with facilities for indoor games and cultural programmes.
- Two canteens (Labour amenity Centre) inside the Port and one in Administrative Office and one in Port Hospital, Gopalpuri.
- Sports complex at Gopalpuri
- Recreation Clubs for Officers and Staff in all the colonies.
- Canteen subsidy for all Class III & IV employees.
- Buses for transportation of KPT Employees/CISF personnel and their school going children.
- Introduced Merit Scholarship and Special Cash Award Schemes for the children of Port employees from Std. Xth onwards from the Academic Year 2016-17.
- Children Education Allowance to all Class – III & IV employees up to Std. 12th.
- Medical treatment to pensioners at par with regular employees.
- Rest Rooms for Women employees.
- Facilities of Gym have also been provided by the KPT for its all employees and their family members.
- Adopted the scheme for grant of financial assistance from KPE Welfare Fund towards funeral expenses amounting to Rs. 15000/- to the legal heir of deceased employees, died while in service.
- Ex-gratia payment of Rs. 5000/- to KPT employee., suffering from diseases like TB, Cancer, Brain Tumour etc who have exhausted his leave.
- A noble scheme for grant of special advance (recoverable) to the tune of Rs.2,00,000/- (Two Lakhs only) for marriage of children of port employees restricted up to two child.
- Yoga Classes are organised free of cost everyday in the premises of Officers Club, Gopalpuri.
- Memento worth Rs.4000/- to the retired employees, to commemorate their long services to the Port.

- Summer Vacation Coaching Camps were organised by KPT for the children of Port Employees.
- Prizes to the employees and their family members for achievements in sports/cultural activities who achieved 1st, 2nd and 3rd position at District / State / National /Major Ports Level.

Kolkata Port Trust

Kolkata Port Trust (KoPT), consisting of Kolkata Dock System (KDS) and Haldia Dock Complex (HDC) provides following welfare facilities to their employees;

- a) Canteen facilities – KoPT operates a number of canteens which provide wholesome food at highly subsidized rate to its employees.
- b) Medical facilities, ambulances and first aid boxes – KoPT maintains two well-equipped hospitals, one at Kolkata and another at Haldia Township. Apart from hospitals, a number of dispensaries have also been set up by KoPT for providing free medical services for its employees and dependent family members. There are ambulances under both Dock Systems. In addition, first aid boxes are also maintained in all the offices and operational working sites.
- c) Latrines, urinals, washrooms and rest shelters near workplace.
- d) Drinking water facilities near workplace.
- e) Subsidized quarter accommodation.
- f) Interest subsidy on house building loan.
- g) Advance for purchase of motor car/two-wheeler.
- h) Welfare Fund for meeting certain specified expenses viz., payment of one time grant to the distressed family members of a deceased employees etc.
- i) Welfare facilities for SC/ST/OBC communities – Accommodation has been allotted by Port to the SC/ST and the Backward Classes Welfare Association for the Welfare of such communities. Similar facilities have been provided to Pensioners' Association and the Unions also.
- j) Recreational facilities through Employees Clubs and Institutes.
- k) Awarding of medals and grant of scholarship to meritorious wards of KoPT employees.
- l) Subsidized transportation facilities for to and from journey from residence to work place to employees of HDC.
- m) Subsidized education for the wards of employees of HDC.
- n) With the patronage of KoPT, Officers Wives Association undertakes various welfare measures for the society as a whole. Apart from running two Schools at Kolkata Dock System they run an Old Age Home and conduct various cultural and social activities.

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. 233 lakhs has been sanctioned as financial assistance to the Educational Agency by the V.O. Chidambaranar Port Trust during the year 2016-17 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.57 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.75.84 lakhs has been sanctioned for the year 2016-17 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.

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

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

The jurisdiction of each Welfare Commissioner is as under:-

Welfare Commissioners and Their Jurisdiction

Sl.No.	Name of Region	States Covered
1	Welfare Commissioner, Allahabad	Uttar Pradesh
2	Welfare Commissioner, Ahmadabad	Gujarat, Diu
3	Welfare Commissioner, Ajmer	Rajasthan
4	Welfare Commissioner, Bangalore	Karnataka
5	Welfare Commissioner, Bhubaneswar	Orissa
6	Welfare Commissioner, Hyderabad	Andhra Pradesh, Telangana
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	Uttrakhand, 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

Labour Welfare Funds are financed out of the proceeds of the cess levied under the respective Cess/Fund Acts. Beedi Workers Welfare Cess Act, 1976 provides for levy of cess by way of excise duty on manufactured beedis. This is being enhanced from Rs. 5/- to Rs. 8/- per thousand manufactured beedis. However, from the year 2016-17 onwards, the provision for collection of cess under the Iron Ore, Manganese Ore and Chrome Ore (IOMC) Labour Welfare Cess Act 1976, Limestone and Dolomite Mine (LSDM) Labour Welfare Fund Act 1972, Mica Mines Labour Welfare Fund Act, 1946, Cine Workers Labour Welfare Cess Act, 1981 has been done away with.

CHAPTER 6

INDUSTRIAL HOUSING

“House for all” is one of the priority area in national agenda for governance which stress on the needs of vulnerable and distress group. Housing is always 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 schemes, 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 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 2015-16, HUDCO sanctioned a total of 202 schemes for loans of Rs.30774 crore as against Rs.21096 crore sanctioned during the previous year. The projects sanctioned are for water supply, industrial infrastructure, power, transport, sewerage, drainage, commercial, housing, etc. HUDCO has sanctioned 4.58 lakh dwelling units.

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 2016 are given below:

Sr. No.	State	Number of houses constructed/allotted during the year 2016 and the name of the Scheme	Since the inception of the Scheme (at the end of the year 2016)
1	2	3	4
1.	Assam	5565	232090
2.	Bihar	Nil	Nil
3.	Chandigarh	- (Industrial Workers Housing Scheme)	620
4.	Kerala	- (Kerala Plantation Worker's Housing Scheme) (2014)	21096
5.	Telangana	- (Revised Integrated Housing Program; RIHP) (2015)	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) Mining Sector

(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

The Mica Mines Labour Welfare Organisation, Kalichedu (A.P.) had allotted 533 houses to its workers under various Housing Schemes from 2008.

(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 44.4% staff has been provided with railway quarters, as on 31.03.2016. 1644 staff quarters were electrified during 2015-16. 6 Railwaymen's Housing Societies were functional in IR during 2015-16.

(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) **Kolkata Port Trust** – For Class III and IV employees there are 779 quarters at Kolkata Dock System and more than 1700 quarters at Haldia Dock Complex.

(iv) **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.

(iv) **Mumbai Port Trust** - Residential accommodation is provided by the Port through 7720 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 aimed 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 IAY, since inception, 360 lakh houses have been constructed, incurring a total expenditure of Rs.1,06,798.93 crore. After more than 30 years of its implementation, although IAY addressed the rural housing shortage, in view of the limited scope of coverage under the programme there were still considerable gaps in rural housing. Government is committed to provide “Housing for All” by 2022. To fulfill the Government’s commitment and address the gaps in rural housing, IAY has been re-structured as Pradhan Mantri Awaas Yojana – Gramin (PMAY-G) w.e.f. 1st April, 2016 by the Government.

PMAY-G aims to provide a pucca house with basic amenities to all houseless households and households living in kutcha and dilapidated house by 2022. The target number of houses to be constructed by the year 2021-22, to achieve the objective of “Housing for All”, is 2.95 crore.

CHAPTER 7

HEALTH AND SAFETY

Health and safety concern of the employees is a important factor in an 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 organisations of the Ministry of Labour & Employment which 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 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 (ESIS)*

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.21,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 843 centres situated in 33 States/ Union Territories. As on 31.03.2016, 2.13 crore insured persons and about 8.28 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 7.83 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 31.12.2016, the total investment of fund was Rs.49357.63 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

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 8 hospitals and 236 dispensaries all over the country.
- b) For cine workers, there are two dispensaries for medical treatment.
- c) For Iron Ore, Manganese Ore & Chrome Ore Mines workers and their families, there are 3 hospitals and 20 dispensaries.
- d) For mica workers there are 1 hospital and 292 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.

(c) Health & Safety facilities provided by various States/Union Territories:-

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. Director (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 2015-16 Rs.140 crores for RSBY, Rs.153.96 crores for CHIS and CHISPLUS was allotted to CHIAK.

(d) 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 employees, retired employees & their family members also as per pass rules. With a sanctioned strength of 2,597 Medical Officers it is the largest industrial health services in the world. It is running 24x7 round the year, 127 hospitals & 583 health units spread throughout the length & breadth of the country. Indian Railway Medical Service also employs 41,386 paramedical staff for about 14,000 indoor beds it has in its hospitals.

(e) 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.

(f) 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.

(g) 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
Kolkata Port Trust	-	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 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.

Kolkata Port Trust

KoPT maintains two well-equipped hospitals, one at Kolkata and another at Haldia Township. Apart from hospitals, a number of dispensaries have also been set up by KoPT for providing free medical services for its employees and dependent family members. There are ambulances under both Dock Systems. In addition, first aid boxes are also maintained in all the offices and operational working sites.

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, Poempuhar 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 2016-17, nearly 0.83 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. 355 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 2013 & 2014, there were 494 & 515 fatal and 1951 & 3984 non-fatal injuries compared to 682 & 5087 respectively in the year 2012.

(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 2015, there were 68, 40 and 4 fatal accidents involving 69, 41 and 5 fatalities in coal, metal and oil mines, respectively. The numbers of fatal accidents during the previous year 2014 were 70, 35 and 5 for coal, metal and oil mines respectively.

(C) Railways

There were 106 (excluding Konkan Railway) consequential train accidents in 2015-16 as compared to 131 in 2014-15. Train accidents per million train kilometres, an important index of

safety, is 0.11 in 2014-15 and 0.10 in 2015-16. During 2015-16, there were 40 passengers killed and 126 injured in train accidents as against 118 passengers killed and 324 injured in 2014-15. Also, 2 railway employees killed and 23 injured during 2015-16 in train accidents as against 6 and 10 railway employees killed and injured respectively in 2014-15.

(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 2015-16, 84 internal safety audits and 32 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 2015-16, 95,015 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, New Delhi

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.)
- Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), 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 & Employment is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services. The responsibilities of DGE include;

- (i) Employment Directorate
- (ii) Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments
- (iii) Coordinates the work of Employment Service in States/UTs
- (iv) Conducts training programmes and develops staff training material for the Employment Service personnel
- (v) Carries out periodic programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented
- (vi) Provides a central agency for adjusting surpluses and shortages in certain specified areas where recruitment requires wider circulation
- (vii) Collects and disseminates Employment Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges
- (viii) Co-ordinates Vocational Guidance and Career Counseling Services rendered through Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx) to the unemployed youth for choosing and planning their career suited to their abilities and skills
- (ix) Evaluates residual capabilities of physically challenged persons and to provide them adjustment training in order to facilitate their economic rehabilitation
- (x) Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country
- (xi) Provides Vocational Guidance and Training in confidence building to SC/ST job seekers

- (xii) Formulation of National Employment Policy.

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. The offices of CIRM are spread over different parts of the country with zonal, regional and area level formations.

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

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

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

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

- (i) The Payment of Wages Act, 1936 & Rules made thereunder for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties.
- (ii) The Minimum Wages Act, 1948 and Rules.
- (iii) The Contract Labour (Regulation & Abolition) Act, 1970 and Rules.
- (iv) The Equal Remuneration Act, 1976 & Rules.
- (v) The Inter-State Migrant Workmen (RE&CS) Act, 1979 and Rules.
- (vi) The Child Labour (Prohibition & Regulation) Act, 1986 and Rules.
- (vii) The Payment of Gratuity Act, 1972 and Rules.
- (viii) The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act, 1988.
- (ix) The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 and Rules.
- (x) Chapter XIV of Indian Railway Act; Hours of Employment Regulations for Railways Employees.
- (xi) The Industrial Employment (Standing Orders) Act, 1946 & Rules.
- (xii) The Maternity Benefit Act, 1961 (Mines and Circuses 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.

Organisational Setup

The two main wings of the Labour Bureau are at Chandigarh and at Shimla. It has five Regional Offices, one each at Ahmedabad, Kanpur, Kolkata, Chennai and Guwahati 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.

1. Construction and maintenance of 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.

2. 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.

3. Collection of Data

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

4. 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.

5. 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.

6. 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, Bhubaneshwar, 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.

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

The Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), with its headquarters at Nagpur is a registered society dealing with schemes for training of workers on trade unionism and in bringing about consciousness among workers about their rights, duties and responsibilities. The Board also undertakes programme for rural workers education and functional adult education

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 refers to the laws which have been enacted to deal with labour in respect of employment and non-employment, wages, working conditions, industrial relations, social security and welfare of persons employed in industries. In a planned economy, 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, therefore, the need for State intervention becomes essential to protect workers against oppression, enforce social insurance and labour welfare schemes as individual worker is economically weak and has little bargaining power. With a view to proper enforcement of labour laws, 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 deals with 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 2013 & 2014 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 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

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 2014**

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	A . & N. Islands	52	17	32.69
2	Andhra Pradesh	26936	7411	27.51
3	Assam	5537	1610	29.08
4	Bihar	10055	1059	10.53
5	Chandigarh	425	19	4.47
6	Chhattisgarh	3699	1227	33.17
7	D. & N. Haveli and Daman & Diu	6059	-	..
8	Goa	734	116	15.80
9	Haryana	11332	..	..
10	Himachal Pradesh	4850	1201	24.76
11	Jharkhand	6857	3208	46.78
12	Maharashtra	38984	..	..
13	Meghalaya	160	23	14.37
14	Nagaland	698	454	65.04
15	Puducherry	2950	1167	39.56
16	Rajasthan	13268	1117	8.42
17	Telangana	18915	3274	17.31
18	Tripura	1581	1040	65.78
Total		153092	22943	14.99

Source: Annual Returns received from different State/UT Govts. 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

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 2013 & 2014 are given in Table 9.02 (A) and 9.02 (B) respectively.

Table 9.02(A)
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

Table 9.02(B)
Convictions obtained during the year 2014 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	A . & N. Islands	-	-	-	-	-	-
2	Andhra Pradesh	19	50	111	24	128	332
3	Assam	-	-	-	-	-	-
4	Bihar	-	-	-	-	-	-
5	Chandigarh	-	-	-	-	-	-
6	Chhattisgarh	3	84	113	31	98	329
7	D. & N. Haveli and Daman & Diu	-	-	-	-	-	-
8	Goa	-	-	1	-	8	9
9	Haryana	-	-	-	-	-	-
10	Himachal Pradesh	-	-	-	-	195	195
11	Jharkhand	-	-	-	-	-	-
12	Maharashtra	-	-	-	-	-	-
13	Meghalaya	-	-	-	-	-	-
14	Nagaland	-	-	-	-	-	-
15	Puducherry	-	-	3	-	1	4
16	Rajasthan	-	-	-	-	-	-
17	Telangana	75	40	153	50	116	434
18	Tripura	-	-	-	-	1	1
	Total	97	174	381	105	547	1304

Source: Annual Returns received from different State/UT Govts. 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 2000 to 2015.

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
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	3486	3297	243	7026	911	462	52	1425	8451
2011	3216	3688	321	7225	956	452	68	1476	8701
2012	3811	3635	292	7738	933	537	40	1510	9248
2013	4039	3783	326	8148	866	438	31	1335	9483
2014	4664	4694	588	9946	1035	540	111	1686	11632
2015	6047	5889	786	12722	1280	653	36	1969	14691

Source: Annual Report of the Ministry of Labour & Employment, 2016-17

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 2014

State / Union Territory		Assam	Himachal Pradesh	Karnataka	Kerala	Tamil Nadu	Tripura	Uttarakhand	West Bengal	A & N Islands	Total
Tea	Male	250528	65	332	9892	13111	3514	732	47417	-	325591
	Female	282259	75	529	14483	26703	4116	1095	63764	-	393024
	Total	532787	140	861	24375	39814	7630	1827	111181	-	718615(95.08)
Coffee	Male	-	-	2822	225	2394	-	-	-	-	5441
	Female	-	-	4235	333	3151	-	-	-	-	7719
	Total	-	-	7057	558	5545	-	-	-	-	13160(1.74)
Rubber	Male	-	-	542	5597	2175	1226	-	-	269	9809
	Female	-	-	860	3541	694	980	-	-	89	6164
	Total	-	-	1402	9138	2869	2206	-	-	358	15973(2.11)
Cardamom	Male	-	-	-	196	18	-	-	-	-	214
	Female	-	-	-	309	13	-	-	-	-	322
	Total	-	-	-	505	31	-	-	-	-	536(0.07)
Cinchona	Male	-	-	-	-	-	-	-	779	-	779
	Female	-	-	-	-	-	-	-	559	-	559
	Total	-	-	-	-	-	-	-	1338	-	1338(0.18)
Cocoa	-	-	-	-	-	-	-	-	-	-	- (0.00)
Oil Palm	Male	-	-	-	317	-	-	-	-	467	784
	Female	-	-	-	264	-	-	-	-	75	339
	Total	-	-	-	581	-	-	-	-	542	1123(0.15)
Others (mixed)	Male	-	-	-	1310	422	-	-	-	-	1732
	Female	-	-	-	2688	674	-	-	-	-	3362
	Total	-	-	-	3998	1096	-	-	-	-	5094(0.67)
Grand Total	Male	250528	65	3696	17537	18120	4740	732	48196	736	344350
	Female	282259	75	5624	21618	31235	5096	1095	64323	164	411489
	Total	532787	140	9320	39155	49355	9836	1827	112519	900	755839

- = 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 2014 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	642	33	-	4000
2. Himachal Pradesh	6	1	-	-
3. Karnataka	194	-	-	-
4. Kerala	546	11	6	26400
5. Tamil Nadu	679	415	223	321600
6. Tripura	188	5	-	-
7. Uttarakhand	-	-	-	-
8. West Bengal	69	297	10	88000
9. A & N Islands	3	-	-	-
Total	2327	762	239	440000

- = 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 2014.

Table 9.06
Number of Registered Motor Transport Undertakings Submitting Returns and Employment therein during 2014

State/Union Territory	No. of Motor Transport Undertakings submitting returns	Average Daily No. of Workers Employed
1. Andhra Pradesh	596	2,927
2. Assam	15,287	47,596
3. Bihar	149	3,666
4. Goa	6	33
5. Gujarat	27	658
6. Haryana	34	3,554
7. Himachal Pradesh	39	2,873
8. Jammu & Kashmir	1,265	6,879
9. Karnataka	115	95,358
10. Kerala	-	-
11. Meghalaya	1,121	1,682
12. Odisha	35	735
13. Punjab	27	2,482
14. Rajasthan	13	1,209
15. Tamilnadu	2,490	1,30,188
16. Telangana	1	34
17. Tripura	1,294	5,275
18. Uttar Pradesh	167	668
19. Uttarakhand	78	2,362
20. West Bengal	2,500	8,345
21. A & N Island	1	1,243
22. Chandigarh	5	312
Total	25,250	3,18,079

Note: Others States / Union Territories did not submit the returns for 2014.

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 2014 is presented in Table 9.07.

Table 9.07

Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of fine realized during 2014 under the Motor Transport Workers act, 1961

State/Union Territory	No. of Inspections made	Prosecutions						
		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	Total amount realized towards fines (Rs.)
1	2	3	4	5	6	7	8	9
1. Andhra Pradesh	1,549	688	68	73	-	-	683	24,100
2. Assam	19,420	-	-	-	-	-	-	-
3. Bihar	705	419	-	-	-	-	419	-
4. Goa	-	-	-	-	-	-	-	-
5. Gujarat	5	273	11	3	-	1	280	8,000
6. Haryana	185	-	-	-	-	-	-	-
7. Himachal Pradesh	78	24	6	-	-	-	30	-
8. Jammu & Kashmir	1,734	85	11	6	3	-	87	2,550
9. Karnataka	104	1	2	1	-	-	2	1,000
10. Kerala	3,872	298	257	179	28	-	348	2,18,190
11. Meghalaya	110	-	-	-	-	-	-	-
12. Odisha	303	309	-	-	-	-	309	-
13. Punjab	164	1	-	-	-	-	1	-
14. Rajasthan	60	5	-	-	-	-	5	-
15. Tamilnadu	2,839	619	-	10	10	-	599	1,100
16. Telangana	537	-	-	-	-	-	-	-
17. Tripura	2,070	-	-	-	-	-	-	-
18. Uttar Pradesh	65	179	9	37	-	-	151	14,000
19. Uttarakhand	-	95	-	4	-	-	91	800
20. West Bengal	2,716	525	173	5	-	-	693	2,100
21. A & N Island	-	-	-	-	-	-	-	-
22. Chandigarh	-	-	-	-	-	-	-	-
Total	36,516	3,521	537	318	41	1	3,698	2,71,840

- = Nil

5. SHOPS AND COMMERCIAL ESTABLISHMENTS

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

Object and Scope

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

Administration

There is no uniform pattern of departments/organizations in different States in 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 2014 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 2014**

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	33373	2577	2271	265450
2. Assam	36444	838	312	85075
3. Bihar	6515	45	2	-
4. Goa	1439	51	32	87925
5. Gujarat	58345	5506	4300	1684505
6. Haryana	13468	736	1537	4497062
7. Himachal Pradesh	8290	2381	1219	1646725
8. Jharkhand	1872	21	24	1500
9. Karnataka	48379	3904	3407	7248900
10. Kerala	77780	2398	1664	2034947
11. Maharashtra	554446	19141	19762	13386512
12. Manipur	486	-	-	-
13. Meghalaya	2821	-	-	-
14. Mizoram	-	-	-	-
15. Odisha	3707	158	-	-
16. Punjab	1419	135	148	25200
17. Rajasthan	6196	30	1075	102880
18. Tamil Nadu	297556	1048	645	236350
19. Tripura	13479	122	26	49500
20. Uttar Pradesh	19724	5186	3467	186000
21. Uttarakhand	5152	1287	477	82200
22. West Bengal	1233	287	84	22500
23. A & N Islands	258	1	-	-
24. Chandigarh	57960	27561	26783	4087848
25. Delhi (NCT)	-	-	-	-
26. Puducherry	15171	1	1	600
Total	1265513	73414	67236	35731679

The remaining States/Union Territories did not furnish the Annual Returns for the year, 2014.

- = 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 2015-16 are as under:

Industry	Number of inspections done	Irregularities rectified	Prosecutions launched	Convictions obtained	Claims filed
1	2	3	4	5	6
Mines	1353	13734	216	258	69
Railways	153	1939	0	3	34
Air Transport	122	621	10	20	0

Source: Annual Report of Ministry of Labour & Employment for the year 2016-17

(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 Indian Labour Year Book 2016.

Table 9.09
Minimum Wage Rates for Unskilled Workers in all States as on 01.10.2016

Sl. No.	Central/States/Union Territories	Range of Minimum Wages per day (Rs.)	
		Minimum	Maximum
1	2	3	4
I	Central Sphere	214.00	374.00
II	State Sphere		
1	Andhra Pradesh	145.88	-
2	Arunachal Pradesh	150.00	170.00
3	Assam	240.00	-
4	Bihar	181.00	197.00
5	Chhattisgarh	163.00	252.00
6	Goa	215.00	307.00
7	Gujarat	150.00	276.00
8	Haryana	292.31	292.31
9	Himachal Pradesh	180.00	185.55
10	Jammu and Kashmir *	150.00	150.00
11	Jharkhand	121.61	237.44
12	Karnataka	182.39	289.74
13	Kerala	275.46	548.70
14	Madhya Pradesh	193.00	263.00
15	Maharashtra	180.00	315.49
16	Meghalaya	170.00	170.00
17	Manipur	122.10	122.10
18	Mizoram	270.00	270.00
19	Nagaland	115.00	115.00
20	Odisha	200.00	200.00
21	Punjab	267.13	277.13
22	Rajasthan	197.00	197.00
23	Sikkim	220.00	220.00
24	Tamil Nadu	146.00	455.60
25	Tripura	142.46	346.15
26	Uttarakhand	200.00	272.12
27	Uttar Pradesh	161.00	211.67
28	West Bengal	211.00	278.00
29	A. & N. Islands	282.00	312.00
30	Chandigarh	316.15	316.15
31	Dadra & Nagar Haveli	268.20	268.20
32	Daman & Diu	268.20	268.20
33	Delhi	331.00	368.00
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.

Rates for unskilled workers for Assam & West Bengal exclude Tea garden workers.

Source:- Annual Report 2016-17 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 Employee'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 2009-2014 are given in Table 9.10.

Table 9.10

Compensated Accidents and the Amount of Compensation paid by Establishments Submitting Returns during 2009 to 2014 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
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
2014	4156885	2542 (33.50)	1801 (23.74)	3244 (42.76)	7587 (100.00)	10647.05	3619.49	1132.38	15398.92

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. The cases of occupational diseases are not covered in table 9.10

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.21,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 843 centres situated in 33 States/Union Territories. As on 31.03.2016, 2.13 crore insured persons and about 8.28 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 7.83 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, Ministry of Labour & Employment. There are 24 Regional Boards and 241 Local Committees. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee. The Hqrs. of the ESI Corporation is located at Delhi. The Corporation has 63 field offices- 24 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.3000/- per Insured Person Family Unit per annum. 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 are not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31.12.2016, the total investment of fund was Rs.49,357.63 crore. Out of this, an amount of Rs.12,449.90 crore was invested in the Special Deposit Account with Central Government and the balance amount of Rs.36407.73 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 190 industries/classes of establishments employing 20 or more

workers. As on 31.03.2016, there were 9,26,297 establishments and factories covered under the Act with a membership of 1714.14 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 2015-16, a sum of Rs. 1,231.92 crore comprising of employers' contribution was deposited. During the year 2015-16, 32,956 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 2014 under the Maternity Benefit Act. Maternity benefits paid in different States under the Employees' State Insurance Act, 1948 during the year 2013-14 are given in Table 9.12.

Table-9.11

Maternity benefits paid in Factories, Plantations and Other establishments during the year 2014

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	11708	4479	38.26	54849	303 (0.55)	303	303	14	12902588
2 Bihar	7	7	100.00	21	1 (4.76)	1	-	-	188629
3 Chhattisgarh	3496	175	5.01	1218	9 (0.74)	9	9	-	652990
4 Goa	125	124	99.20	1663	50 (3.01)	50	3	23	3841834
5 Gujarat	7822	2541	32.49	36126	96 (0.27)	114	71	86	3164551
6 Haryana	1329	1304	98.12	36883	959 (2.60)	959	959	58	15805026
7 Himachal Pradesh	1459	583	39.96	8224	36 (0.44)	36	36	46	1403464
8 J. & Kashmir	193	133	68.91	1601	21 (1.31)	24	5	-	25000
9 Jharkhand	344	16	4.65	7154	1 (0.01)	-	-	-	-
10 Karnataka	1820	668	36.70	27266	873 (3.20)	554	554	455	93374051
11 Kerala	2839	1528	53.82	214394	27 (0.01)	26	11	5	1512132
12 Maharashtra	3988	1286	32.25	13215	1240 (9.38)	1217	1121	209	118846855
13 Meghalaya	80	1	1.25	2	-	-	-	-	-
14 Mizoram	*	*	*	*	* *	*	*	*	*
15 Nagaland	7	7	100.00	15	-	-	-	-	-
16 Odisha	667	6	0.90	416	25 (6.01)	25	-	-	6914529
17 Punjab	590	44	7.46	342	-	-	-	-	-
18 Rajasthan	4468	201	4.50	6682	-	-	-	-	-
19 Sikkim *	*	*	*	*	* *	*	*	*	*
20 Tamil Nadu	19	14	73.68	993	36 (3.63)	36	36	34	3481670
21 Telangana	4704	1118	23.77	18979	267 (1.41)	267	259	11	32024440
22 Tripura	315	129	40.95	2875	-	-	-	-	-
23 Uttar Pradesh	528	110	20.83	1895	16 (0.84)	143	13	130	4970341
24 West Bengal	60	43	71.67	1168	13 (1.11)	7	2	-	385095
25 A & N Islands	8	8	100.00	155	32 (20.65)	32	32	138	1968000
26 Chandigarh #	1	1	100.00	30	-	-	-	-	-
27 Daman & Diu \$	-	-	-	-	-	-	-	-	-
28 NCT Delhi	8978	1647	18.34	4362	52 (1.19)	49	46	9	651203
29 Lakshadweep \$	-	-	-	-	-	-	-	-	-
30 Puducherry	554	165	29.78	4474	53 (1.18)	53	-	-	1915612
All India/ Total	56109	16338	29.12	445002	4110 (0.92)	3905	3460	1218	304028010
II MINES (Rajasthan)	89	-	-	-	-	-	-	-	-
III PLANTATIONS									
1 Assam	790	618	78.23	61917	27087 (43.75)	26042	285	935	52590790
2 Himachal Pradesh	17	-	-	-	-	-	-	-	-
3 Karnataka	1285	116	9.03	4874	59 (1.21)	59	59	59	20860943
4 Kerala	663	138	20.81	12132	115 (0.95)	115	115	-	1628966
5 Meghalaya	30	-	-	-	-	-	-	-	-
6 Odisha	2	-	-	-	-	-	-	-	-
7 Tamil Nadu	597	500	83.75	30831	203 (0.66)	203	203	-	2749798
8 Telangana	1	-	-	-	-	-	-	-	-
9 Tripura	109	66	60.55	5730	320 (5.58)	320	52	-	568880
10 A & N Islands	4	4	-	163	22 (13.50)	22	22	163	1898000
All India/ Total	3498	1442	41.22	115647	27806 (24.04)	26761	736	1157	80297377
IV OTHER ESTAB.									
1 Andhra Pradesh	9394	8	0.09	1235	28 (2.27)	28	28	-	2019088
2 Goa	47	47	100.00	213	1 (0.47)	1	-	-	151724
3 Jammu & Kashmir	294	102	34.69	393	5 (1.27)	-	-	-	-
4 Karnataka	9489	664	7.00	59314	1385 (2.34)	327	327	305	54597629
5 Maharashtra	953	655	68.73	15656	838 (5.35)	1123	609	2520	158002744
6 Meghalaya	222	-	-	-	-	-	-	-	-
7 Nagaland	-	-	-	-	-	-	-	-	-
8 Rajasthan	14401	167	1.16	16779	-	-	-	-	-
9 Tamil Nadu	9119	7754	85.03	135852	515 (0.38)	290	272	3	4762083
10 Telangana	45607	377	0.83	8987	337 (3.75)	337	-	-	1692192
11 A & N Islands	9	6	66.67	64	10 (15.63)	10	10	64	782000
All India/ Total	89535	9780	10.92	238493	3119 (1.31)	2116	1246	2892	222007460

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 2013-14

Sl. No.	State/Union Territory	No. of insured women as on 31.3.2014	Number of maternity benefit case (confinement) during the year 2013-14	Amount paid during the year 2013-14
1	2	3	4	5
1	Andhra Pradesh	278589	2435 (7.55)	71825672
2	Assam, Meghalaya, Tripura, Nagaland & Sikkim	15929	184 (0.57)	2406846
3	Bihar	8283	61 (0.19)	2501960
4	Chhattisgarh	17786	63 (0.20)	1822457
5	NCT Delhi	82769	609 (1.89)	17454822
6	Goa	23256	357 (1.11)	10980988
7	Gujarat	54868	552 (1.71)	12906174
8	Haryana	102014	1250 (3.87)	33162062
9	Himachal Pradesh	19220	240 (0.74)	3249561
10	Jammu & Kashmir	7054	92 (0.29)	1477459
11	Jharkhand	21039	122 (0.38)	2671933
12	Karnataka	573792	5528 (17.13)	133641372
13	Kerala	323356	7808 (24.20)	144866895
14	Madhya Pradesh	43621	591 (1.83)	6425716
15	Maharashtra	218897	4016 (12.45)	92316242
16	Odisha	24622	232 (0.72)	3954283
17	Punjab	94838	780 (2.42)	16647988
18	Rajasthan	53238	382 (1.18)	7707086
19	Tamil Nadu	732461	5035 (15.61)	132284501
20	Uttar Pradesh	87351	552 (1.71)	12289869
21	Uttarakhand	30347	208 (0.64)	3078190
22	West Bengal	73826	567 (1.76)	10851258
23	Chandigarh	8443	137 (0.42)	3758621
24	Pudducherry	26746	463 (1.44)	7996926
All India/Total		2922345	32264 (100.00)	736278881

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.

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.

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 2014 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 2014 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	1708	235362	697	134236	12 (0.37)	49 (3.48)	38 (2.85)	23	735 (2.75)	143265 (3.15)
2 Assam	1695	559274	1378	550491	323 (9.95)	36 (2.56)	50 (3.75)	309	1370 (5.12)	554232 (12.17)
3 Bihar	186	12416	-	-	-	-	-	-	-	-
4 Chhattisgarh	Not Enforced		-	-	-	-	-	-	-	-
5 Goa	1978	109827	224	22617	64 (1.97)	5 (0.36)	5 (0.37)	64	229 (0.86)	23652 (0.52)
6 Gujarat	39	1039360	39	4876	98 (3.02)	15 (1.07)	6 (0.45)	107	39 (0.15)	49984 (1.10)
7 Haryana	5911	731647	1663	260012	41 (1.26)	94 (6.68)	98 (7.35)	37	1757 (6.56)	273409 (6.00)
8 Himachal Pradesh	2368	278110	277	34653	179 (5.51)	30 (2.13)	-	209	277 (1.03)	34653 (0.76)
9 Jharkhand	1196	91129	106	11829	-	2 (0.14)	2 (0.15)	-	108 (0.40)	11829 (0.26)
10 Karnataka	1322	541916	822	195411	269 (8.28)	148 (10.51)	121 (9.07)	296	943 (3.52)	213780 (4.69)
11 Kerala	2065	274147	788	88409	45 (1.39)	19 (1.35)	16 (1.20)	48	804 (3.00)	89610 (1.97)
12 Madhya Pradesh	Not Enforced		-	-	-	-	-	-	-	-
13 Maharashtra	4372	781501	383	70907	66 (2.03)	25 (1.78)	9 (0.67)	82	392 (1.46)	78722 (1.73)
14 Meghalaya	7	760	7	760	-	-	-	-	7 (0.03)	760 (0.02)
15 Odisha	575	113424	265	64480	97 (2.99)	22 (1.56)	17 (1.27)	102	282 (1.05)	70811 (1.55)
16 Punjab	10600	563870	1608	273676	907 (27.93)	58 (4.12)	50 (3.75)	915	1658 (6.19)	280591 (6.16)
17 Rajasthan	4212	570684	1024	228253	67 (2.06)	26 (1.85)	37 (2.77)	56	1061 (3.96)	235391 (5.17)
18 Tamil Nadu	23319	1325143	8215	918549	98 (3.02)	500 (35.51)	554 (41.53)	44	8769 (32.76)	971397 (21.33)
19 Tripura	344	20125	91	19149	156 (4.80)	-	-	156	91 (0.34)	19149 (0.42)
20 Uttar Pradesh	9450	702876	5034	479785	158 (4.87)	294 (20.88)	259 (19.42)	193	5293 (19.78)	493022 (10.83)
21 Uttarakhand	1082	97484	765	78143	216 (6.65)	63 (4.47)	54 (4.05)	225	819 (3.06)	80248 (1.76)
22 West Bengal	2214	1128703	1846	881668	348 (10.72)	15 (1.07)	3 (0.22)	360	1849 (6.91)	882303 (19.37)
23 A & N Islands	15	3777	15	3750	-	-	-	-	15 (0.06)	3777 (0.08)
24 Chandigarh	230	14536	63	8172	3 (0.09)	-	3 (0.22)	-	66 (0.25)	8315 (0.18)
25 Delhi	42	4025	42	4025	40 (1.23)	4 (0.28)	-	44	42 (0.16)	4025 (0.09)
26 Puducherry	813	80696	148	30011	60 (1.85)	3 (0.21)	12 (0.90)	51	160 (0.60)	31254 (0.69)
Total State Sphere Undertakings	75743	9280792	25500	4363862	3247 (100.00)	1408 (100.00)	1334 (100.00)	3321	26766 (100.00)	4554179 (100.00)
Total Central Sphere Undertakings	..	..	..	..	..	..	..	..	..	..
Grand Total	75743	9280792	25500 (33.67)	4363862 (47.02)	3247	1408	1334	3321	26766 (35.34)	4554179 (49.07)

- = Nil

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

NOTE: 1. Figures in brackets are percentages to total.

2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.

3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

(c) The Industrial Disputes Act, 1947£

Object and Scope-The Industrial Disputes Act was passed in March, 1947 repealing the Trade Disputes Act, 1929. The Act extends to the whole of India. The Act of 1947 was a comprehensive measure adopted by the Central Government with a view to improving industrial relations. The Act introduced the principle of compulsory arbitration and prohibited strikes without notice in public utility services. It also provided, for the first time two new institutions, viz. (i) Works Committees consisting of representatives of employers and employees in undertakings employing 100 or more workers, and (ii) Industrial Tribunal for the adjudication of industrial disputes. The main provisions of the Act relate to (i) works committees, (ii) conciliation and adjudication machinery, (iii) strikes and lockouts and (iv) lay-off, retrenchment and closure.

The Act has been amended to amplify the term ‘appropriate government’ defined under Section 2(a) of the Act, enhance the wage ceiling from Rs.1,600/- to Rs.10,000/- per month to cover workmen working in supervising capacity, provide direct access for the workman to the Labour Court or Tribunal in case of disputes arising out of Section 2A of the Act, expand the scope of qualifications of Presiding Officers of Labour Courts or Tribunals, establish Grievance Redressal Machinery and empowering the Labour Court or Tribunal to execute the awards etc. The amendment has been notified on 19.08.2010 and made effective from 15.09.2010.

11. MISCELLANEOUS

(a) The Children’s (Pledging of Labour) Act, 1933

The Act was passed in February 1933 to eradicate the evils arising from the pledging of the labour of young children by their parents to employers in lieu of loans or advances. The Act applies to the whole of India. It declares void an agreement written or oral, to pledge the labour of a child below 15 years by the child’s parent or guardian in return for any payment or benefit. However, an agreement made without detriment to a child and not made in consideration of any benefit other than reasonable wages to be paid for the child’s services and terminable at not more than a week’s notice is not to be deemed to be an illegal agreement. A person who knowingly enters into an agreement with a parent or guardian of a child whereby such parent or guardian pledges the labour of the child, or an employer who knowingly employs such a child, is liable to be fined.

(b) The Child Labour (Prohibition and Regulation) Act, 1986

Child Labour (Prohibition & Regulation) Act, 1986, was enacted to prohibit employment of children below the age of 14 years in notified hazardous occupations (18) and processes (65) like carpet weaving; building and construction work; brick kilns; production of hosiery goods etc. and to regulate the working conditions of children in other occupations / processes. A corollary to this would be that if a child is in the work place, he would miss school. In order to align with the objective of mandatorily providing education up to the age of 14 years under RTE Act, Government has amended the Child Labour (Prohibition & Regulation) Act, 1986 with enactment of Child Labour (Prohibition & Regulation) Amendment Act, 2016 which provides for the complete ban on the employment or work of children below 14 years in all occupations and processes. The Amendment Act also prohibits the employment or work of adolescents, in the age of 14-18 years, in the scheduled hazardous occupations and processes. The Amendment Act came into force w.e.f. 01.09.2016.

The Act provides for constitution of a Technical Advisory Committee (TAC), which is a body of experts, to advise the Central Government to add or omit the occupations and processes in the Schedule of the Act. The Committee consists of a Chairman and such other members, not

£ For data on Strikes and Lockouts kindly see Chapter 4 (2).

exceeding 10, as may be appointed by the Central Government. The Government has constituted TAC on 01.09.2016 for review of the present Schedule of the Act. Section 2 (i) of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, defines the jurisdiction of both Central and State Governments in implementing the Act. The Central Government is the “appropriate Government” in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the “appropriate Government”.

(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 advice 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 industries and establishments covered under the Act.

(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 stands abolished throughout the country with the enactment of Bonded Labour System (Abolition) Act, 1976 and made the practice of bondage cognizable offence punishable by law. Though the responsibility of implementing the Act lies with the State Government, with a view to supplementing the efforts of the State Governments a Centrally Sponsored Plan Scheme for rehabilitation of bonded labour was launched by the Ministry of Labour and Employment in May, 1978. The Scheme was drastically modified in May 2000. Under the modified scheme since May, 2000, rehabilitation assistance @ 20,000 per bonded labour was provided which was equally borne by the Central and State Governments. In the case of the North Eastern States, 100% central assistance was provided, if they expressed their inability to provide their share. The Scheme also provided financial assistance to the State Governments @ Rs. 2.00 lakh per sensitive district to conduct survey for identification of bonded labour once in three years, Rs. 10.00 lakhs every year to undertake awareness generation activities relating to bonded labour system and Rs. 5.00 lakh per year for evaluatory studies. A sum of Rs.8404.22 Lakh has been released under the scheme to the State Governments upto 30.09.2016 for rehabilitation of 2,82,429 bonded labourers.

The Government has revamped the Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labourers with effect from 17th May, 2016. The revamped scheme is known as the 'Central Sector Scheme for Rehabilitation of Bonded Labourers, 2016'. The revised scheme is a Central Sector Scheme. The State Government is not required to pay any matching contribution for the purpose of cash rehabilitation assistance. Financial assistance has been increased from Rs. 20,000/- to one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or woman or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.

(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.

(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)

All India/State/ Union Territories	Population	Working Force (Main Workers)	Agricultural Workers (Cultivators & Agricultural Labourers)	Agricultural Labourers					
				Males	Females	Total	As % age to main workers	As % age to Agricultural Workers	
1	2	3	4	5	6	7	8	9	10
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 have also been 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 have been compiled and released by the Bureau.

The concepts and definitions over successive enquiries have been refined to generate better estimates. These changes affected the comparability of data to some extent for different enquiries. During the First Agricultural Labour Enquiry, the Agricultural Labour Household was defined on the basis of employment criteria, whereas with effect from the second Agricultural Labour Enquiry, the basis was changed to income. While only households engaged in crop production were covered for the first enquiry, all households engaged in activities like dairy farming, horticulture, raising of livestock etc. were also included in second Agricultural Labour Enquiry. The concepts and definitions adopted for first and second Rural Labour Enquiries were identical but some additional information regarding educational standards, trade unionism and awareness of the Minimum Wages Act was also collected during second Rural Labour Enquiry. Data on employment and unemployment were collected adopting the usual activity status, current weekly status and current day activity status as recommended by the Committee of Experts on Unemployment Estimates (1970). During the 32nd, 38th, 43rd, 50th, 55th, 61st and 66th rounds of N.S.S., some additional information on subsidiary occupations etc. of the members of the households was also collected.

Wages & Earnings of Rural Labour Households: Many socio-economic factors affect the wage structure in rural India. Despite the beneficial provision of the Minimum Wages Act, 1948 for agricultural labourers, the wages are not consistent. Seasonal phenomenon in agriculture also plays a pivotal role in the wage structure. During the peak agricultural season, the increased demand for labour pushes up the wages whereas during the agricultural lean season there is hardly any work for a large number of workers and the application of even the statutory minimum wages becomes difficult. The details on earnings for the reference week were collected during the Rural Labour Enquiry for each of the activities engaging the household members on wage paid labour. The number of days to which the earnings related were recorded in terms of defined intensities. The time-intensity of an activity was measured in half-day unit. The details of the average daily earnings in respect of agricultural and non-agricultural operations are presented in table 10.03.

Table 10.03
Average Daily Earnings in Agricultural and Non-Agricultural Operations in
Agricultural/Rural Labour Households

Operations	All-India (in Rs.)					
	Agricultural Labour Households			Rural Labour Households		
	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
Employment of usually occupied workers (in estimated 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			
	1993-94	1999-2000	2004-05	2009-10	1993-94	1999-2000	2004-05	2009-10
	2	3	4	5	6	7	8	9
Men								
(a) Wage Employment	240	226	192	245	235	222	215	226
(b) Self Employment	57	56	42	65	55	52	51	63
(c) Employment on Salary Basis	6	14	62	7	15	24	25	30
Total	303	296	296	317	305	298	291	319
Women								
(a) Wage Employment	212	199	141	211	203	192	177	193
(b) Self Employment	48	49	88	70	55	55	64	80
(c) Employment on Salary Basis	4	5	29	6	7	9	9	12
Total	264	253	258	287	265	256	250	285
Children								
(a) Wage Employment	184	198	136	231	178	185	164	180
(b) Self Employment	109	80	121	49	120	93	104	102
(c) Employment on Salary Basis	7	7	46	32	8	12	18	37
Total	300	285	303	312	306	290	286	319

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			
	1993-94	1999-2000	2004-05	2009-10	1993-94	1999-2000	2004-05	2009-10
	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 its 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) Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (NRLM) (iii) Deen Dayal Upadhyaya Grameen Koushalya Yojana (DDU-GKY) (iv) Pradhan Mantri Gram Sadak Yojana (PMGSY) (v) National Social Assistance Programme (NSAP) (vi) Pradhan Matri Awas Yojana – Gramin (PMAY-G) (vii) Saansad Adarsh Gram Yojana (SAGY) and (viii) Shyama Prasad Mukherji Rurban Mission (SPMRM) etc. 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 all 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.

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), National Family Benefit Scheme (NFBS) and Annapurna.

CHAPTER 11

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION

INTRODUCTION:

The International Labour Organisation (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 during 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 187 member states. 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 (ILC)

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. 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. At present the ILO has 187 member states.

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 ILC have been enriched by the vast experience of its delegates and advisers, the experience gained in this International forum by the members of the Indian delegations over a period of time has helped in giving the much needed international perspective to our national laws and practices. We have so far ratified 45 Conventions and one Protocol of the ILO.

105th Session of the International Labour Conference & 327th Session of the Governing Body, ILO:

105th Session of the International Labour Conference (ILC) along with 327th Session of Governing Body of ILO was held from 30th May to 11th June, 2016 in Geneva. A high level Indian Tripartite Delegation headed by Shri Bandaru Dattatreya, Hon'ble Minister of State for Labour and Employment (Independent Charge) attended the ILC. 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 327th 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.

Intervention in the Plenary Session:

Hon'ble MoS (IC), L&E addressed the Plenary of ILC on 7th June, 2016. Speaking in Hindi, he emphasized on India's commitment to inclusive growth through employment generation and social security. He discussed the new initiatives like NCS and the Revised bonded Labour Rehabilitation Schemes too. Secretary, L&E, in his address to Plenary on 7th June, 2016 reiterated governments to provide Job Security, Wage Security and Social Security. He discussed the relevance of UN 2030 Development Agenda particularly in context of poverty eradication and employment generation. He reaffirmed India's commitment to ILO principles of social justice and labour welfare.

Interventions in the Conference Committees:

The Committee discussing the issue of Decent Work in Global supply Chains debated on the need for a new ILO instrument besides raising the issues of cross border social dialogues, ILO's role in international industrial relations, and inclusion of Labour Standards in trade agreements. India made a strong argument against inclusion of labour standards in Trade agreements as this may create non-tariff barriers against developing countries. We also argued against a new ILO standard without reviewing the effectiveness of the present ILO instruments including the MNE declaration. Supply Chains are a critical cross cutting issue and needs a larger debate before any views are firmed.

In the Committee discussing the Standard setting Agenda of Revision of Recommendation 71 about Transition from War to Peace the primary discussion was about the definitions of major terms including crisis, conflict, disasters and scope of the revised instrument as well as the consistency between the proposed ILO instrument and other relevant UN frameworks. The Revision of the original 1944 instrument intends to extend it to crisis due to international and non international armed conflicts and disasters including natural disasters. While there was broad consensus of the proposed instrument to be tailored to and consistent with national circumstances and priorities, and to take into account national capacities and priorities, and to take into account national circumstances and available resources, there were many sections which seem to be prescriptive in a nature and the importance of national laws and mechanisms was not adequately reflected in the text. Indian response which was prepared in close coordination with MEA. PMI Geneva maintained that every country has to develop its own set of rules and regulations, institutional and administrative framework to deal with disaster and crisis situations. The proposed recommendation should further guide and facilitate the countries in making their economies and societies peaceful and resilient and not impose any unrealistic obligations. The Indian intervention also stressed upon the need for consistency between ILO instrument and relevant UN Conventions.

The Third Conference Committee discussed the agenda of “Impact Evaluation of the ILO Declaration for Social Justice for Fair Globalization” which was adopted in 2008. India welcoming the proposed evaluation, stressed upon the need to not introduce any new substance in the Declaration itself. Review mechanisms like Peer Review did not get much support. There was a consensus on recognizing the national contexts in deciding the future plan of action. It was also agreed that Review exercise should not create additional reporting obligations for the member countries.

327th Session of the Governing Body of ILO

327th Session of the Governing Body of the International Labour Organisation was held on 11th June, 2016 in Geneva. The Indian delegation participated in the Governing Body Session.

Side-line Meetings during 105th Session of ILC

BRICS Ministerial Meeting

India as chair of BRICS forum for 2016 organised the Luncheon meeting of BRICS Labour and Employment Ministers and Heads of the Delegations on the margins of ILC. BRICS meeting at length discussed issues of common interest to the group that can be further prompted through this forum such as employment generation, SMEs, transition to formality, and sharing of good practices. India also shared the proposed calendar of the events on the employment track. Possible modes of enhancing cooperation between BRICS countries such as internet group, Video Conferencing etc were also discussed. Members also discussed the agenda of the 105th ILC particularly the concerns on the development in the committee of global supply chains. It was proposed that the issue should be included for the ministerial communiqué to be released later this year. A joint Statement was also adopted at the meeting.

ASPAG Ministerial Meeting

India as the coordinator of Asia-Pacific Group of ILO, convened the Ministerial Meeting of ASPAG countries on 8th June, 2016. The meeting was attended by Ministers of Labour and Employment and Heads of the Delegations from ASPAG countries. The theme of the deliberation was “Employment Generation for Inclusive Growth”. Director General, ILO, Mr Guy Ryder and ILO Regional Director for Asia Pacific also attended the meeting. In this Intervention as the host and chair of the meeting, Hon’ble MOS (IC), L&E highlighted India’s initiatives for employment generation and focus on the inclusiveness. The Secretary, L&E and Ambassador and PR of India in Geneva also addressed the meeting.

Bilateral Meeting

Indian Delegation led by Minister also participated in three bilateral meeting with Iran, Japan and Sri Lanka. Following issues were discussed:

Iran:

- Promoting investment in each others economy,
- Skill Development
- Partnering in Public employment Services

Japan:

- Technical assistance by Japan
- Labour Migration participating in IT and ITES sectors
- Strengthening NCS

Sri Lanka:

- MoU with VVG NLI
- Finalising SSA&AA

G-20 Ministerial Dinner

DG, ILO hosted the conventional G20 Labour Ministers' Dinner on 8th June, 2016. Hon'ble MoS (IC), L&E attended the dinner. In this intervention, Minister supported the Chinese presidency for their focus on Entrepreneurship and innovation. He briefly discussed India's initiatives for encouraging entrepreneurship and SMEs.

NAM Ministerial Meeting

The NAM ministerial meeting on 7th June 2016 was presided by Iran who is the current chair of NAM. Hon'ble Minister and Secretary, L&E participated in the Meeting.

Meeting of Secretary (L&E):

In addition to the meeting above, Secretary, L&E had meeting with DG, ILO and DDG (Policy) ILO on strengthening cooperation between India and ILO and importance of issues concerning to Developing World for the future of work.

Miscellaneous:

Minister Labour & Employment informally hosted both the Indian Workers' Group and Employers' Group and understood their concerns and issues about the agenda being discussed at International Labour Conference.

328th Session of the Governing body, ILO

328th Session of the Governing Body (GB) of the International Labour Organisation was held from 27th October to 10th November, 2016 in Geneva. The Indian delegation led by Secretary (L&E), Smt. M. Sathiyavathy participated in the Governing Body meetings along with permanent mission of India in Geneva. Shri Manish Kumar Gupta, Joint Secretary and Smt. Anuja Bapat, Director, Ministry of Labour & Employment were the other members of the delegation.

MULTILATERAL COOPERATION

G-20 Labour and Employment Ministerial Meeting under Chinese Presidency held at Beijing, China (11th-13th July, 2016)

Shri Bandaru Dattatreya, Hon'ble Minister of Labour and Employment and Shri Shankar Aggarwal, Secretary (L&E), participated in the G20 Labour and Employment Ministerial Meeting held at Beijing, China during 11th-13th July, 2016. Labour and Employment Ministers from G20 nations made interventions on issues relating to (i) policy commitments on promoting employment and entrepreneurship (ii) skills needs of labour and vocational training and (iii) income growth,

social protection system and working conditions. However, Govt. of India's Intervention in meeting is as under:

Session 1-Generate Adequate Job Opportunities

India's Intervention: Employment Generation is the only sustainable policy response to poverty alleviation which is also the first goal of the 2030 Agenda. Employment generation preferably in formal sector with well-paid jobs and adequate social security ensures inclusiveness and lesser inequality in the labour market and leads to sustainable development goal of Decent Work and Economic growth. Entrepreneurship has been recognized by India as the apt platform to boost innovation based and technology led businesses. A number of forward looking strategic amendments to the existing policy ecology have been introduced to support Start-ups and MSMEs to make India a nation of job creators instead of job seekers. Very recently Government of India has come up with 'Model Shop and Establishment Act' which will allow all shops and establishments including small retailers, hotels, malls, cinema and IT/ITES establishments to remain open round the clock. Micro and Small Enterprises have been given special attention as they provide employment to the vulnerable groups like uneducated, unskilled, school/ college dropouts etc. Pradhan Mantri Rozgar Protsahan Yojana launched by our government is one such step in a bid to create more formal sector jobs. To bring job seekers, employers and training providers on a common platform with efficient use of information technology, National Career Service (NCS) Portal has been launched. We are in the process of making labour laws simple, rational and transparent to encourage more formal sector jobs without harming labour rights.

Session 2- Enhance Employability

India's Intervention: India needs to equip its workforce with employable skills and knowledge so that they can contribute substantively to the economic growth of the country. Skill India Mission has been launched with a vision of skilling the youth population in a big way. National Skill Development Mission aims to skill 50 million persons by 2022. Skill Development Initiative Scheme, based on Modular Employable Skill (MES) framework and National Skill Qualification Framework (NSQF) have been in operation to provide vocational training to workers in unorganized sector. Apprenticeship Protsahan Yojana is operational to encourage MSMEs to ensure that youth get enough opportunities for vocational training and can be brought into the mainstream of development. We support labour mobility so that skilled workforce across the globe gets the best available opportunities. A new initiative called Pravasi Kaushal Vikas Yojana has been launched by the government of India, aimed at training and certification of Indian workforce in select sectors and job roles, in line with international standards to facilitate overseas employment opportunities. G20 forum has been promoting labour mobility and we encourage enhancing cooperation between countries through interventions aimed to facilitate and promote fair migration. Public Employment Service in India has been transformed through National Career Service (NCS) platform to bring together job seekers and job providers on a technology driven platform. We look at the association of WAPES to this forum and seek further interaction and active cooperation between the National Public Employment Services to bridge the information asymmetry in the labour markets.

Session 3- Promote Decent Work

India's Intervention: We are moving from scheme-based approach to rights-based entitlements in the area of social security. Pradhan Mantri Jan Dhan Yojana (PMJDY) and Pradhan Mantri Suraksha Yojana (PMSY) are two such initiatives that aim to provide universal social cover. PMJDY, is the biggest step to ensure financial inclusion and Direct Benefit Transfer of government subsidies and other entitlements through opening of Bank accounts. Pradhan Mantri Suraksha Yojana is providing insurance coverage for life, old age pension and accidents including permanent disablement to all. The portability of social security benefits has been extended to 6.57 million people through Universal account Number. We are progressively bringing the new categories of workers from informal sector into the fold of institutional framework available to formal sector workers. Landmark legislation in this direction is Unorganised Workers Social Security Act 2008 which provides benefits in health, maternity, death, disability and old age. We are enhancing the scope of legislation for minimum wages to make it universally applicable. We are committed to

better and safer work environment. Both factories Act and newly proposed Small Factories Act include more effective provisions for worker safety. We are trying to ensure better compliance and more targeted and focussed enforcement regime. G20 can be forum to promote greater cooperation and strengthening social security agreements between member countries which can further help the cause of fair migration and labour mobility with decent work that G20 has been promoting all along.

The meeting ended with the adoption of Beijing Declaration by Labour and Employment Ministers of G20 nations.

BRICS Labour and Employment Ministerial meeting in New Delhi held on 27-28 September, 2016:-

As a part of India's BRICS Chairmanship, the BRICS Labour and Employment Ministerial meeting took place on 27-28 September, 2016 in New Delhi. A Ministerial Declaration was adopted at the end of two day deliberations which were attended by BRICS Ministerial Delegations and the International Organisations such as ILO and ISSA besides others. The Declaration covered issues, including employment generation, skilling of workforce, social security, transition to formality, networking of BRICS lead labour and research institutes and sharing best practices in implementing policies and programmes to encourage innovation and entrepreneurship for employment generation.

Shri Bandaru Dattatreya, the Union Minister of State(IC) Labour and Employment said that India is encouraged by the presence of International Organisations in this meeting of BRICS Labour Ministers. India is also extremely happy that as a presidency initiative and in the best tradition of tripartism and social dialogue, India could associate BRICS national social partners to this forum. In a very constructive special session issues of employment generation, sustainable development, social security and decent work which are relevant for India were raised. The Social partners, both from Employers' side as well as the workers' side actively participated and made constructive interventions. The Lead Organisations from the Employers' and employees' side, i.e. Council of Indian Employers and Bhartiya Majdoor Sangh coordinated with their counterparts from BRICS Nations, had discussions on 26th November to formulate their views.

Other important points made by the Minister include-

- BRICS comprising of Brazil, Russia, India, China and South Africa are five major emerging economies comprising 43% of the world population, 37% of the world GDP and 17% of the world trade. BRICS began their association primarily with discussions on economic issues of mutual interest. Overtime, the areas of cooperation have widened to include topical global issues.
- The First BRICS Labour & Employment Ministers' meeting held in Ufa, Russia recognized that Employment Pillar is essential and thus laid the foundation of BRICS Employment Working Group (BEWG).
- For India, BRICS is about practical cooperation. Indian Presidency is working with a five pronged approach for cooperation. It's about institutionalising cooperation; implementing and integrating our previous decisions and commitments while innovating new areas of cooperation and finally ensuring the continuity of these initiatives.
- The BRICS Ministerial Declaration is action oriented statement. Strong interventions and actions have been proposed in the areas concerning employment generation, social security and formalization of labour markets leading to inclusive and sustainable development.
- Member countries agreed to pursue bi-lateral social security agreements amongst the BRICS member states. They also acknowledged the need to develop a network of lead labour research and training institutions in BRICS member states for undertaking joint research and training activities, capacity building of various stakeholders and exchange of information in areas of expertise.
- Thought provoking Interventions were made by the BRICS Labour and Employment Ministers where they talked about the best practices in their countries, reforms undertaken to promote employment generation and the challenges faced. International organisations, ILO

and ISSA appreciated the policy initiatives of BRICS member states and also suggested ways to overcome the hurdles faced by the BRICS countries. The discussion took place in an atmosphere of openness and countries showed a keenness to discuss their concerns and challenges. India's initiatives and transformative decisions particularly the recent amendment to child labour act for putting complete ban on employment of children below 14 years of age, the enhanced paid maternity leave of 26 weeks, revision of minimum wages, and broad initiatives at employment generation were acknowledged by BRICS nations as well as ILO.

- The forum acknowledged the centrality of employment generation to the overall policy objective of sustainable development. A broad consensus was reached on “encouraging social security agreements” and “networking of labour institutions of BRICS member states” and these have been included in the BRICS Labour and Ministerial Declaration.

High-level International Meetings

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

- Smt. Anita Tripathi, Deputy Secretary attended the 1st meeting of the G 20 Employment Working Group meeting in Guangzhou, China during 2-4 February, 2016.
- Shri Shankar Aggarwal, Secretary(L&E), Shri Manish Kumar Gupta, Joint Secretary and Smt. Anuja Bapat, Director attended the 326th Meeting of the Governing Body of ILO held during 10-24 March, 2016 in Geneva.
- Shri Devender Singh, Economic Advisor attended Government of Russia's All Russian Health and Safety Week on 18-22 April, 2016 in Sochi, Russia.
- Shri Manish Kumar Gupta, JS and Smt. Anita Tripathi, DS, MOL&E attended the 2nd meeting of G 20 Employment Working Group on 27-29 April, 2016 in Shanghai, China
- Shri Bandaru Dattatreya, Hon'ble MoS (IC) for L&E, Shri Shankar Aggarwal, Secretary (L&E) and Shri C. Sudharsan Reddy, PS to MoS visited Beijing, China during 11-13 July, 2016. They attended the 4th meeting of the G 20 Employment Working Group meeting and G 20 Labour and Employment Ministers Meeting held there.
- Shri Daljeet Singh, DDG and Shri Shyam Singh, DDG, Labour Bureau had attended ILO Programme on “Academy on Formalisation of Informal Economy” on 20-22 September, 2016 in Washington DC, USA.
- Shri Onkar Sharma, RLC(C) had attended the 2nd meeting of the tripartite working Group on the Standards Review Mechanism (SRM) on 10-14 October, 2016 in Geneva, Switzerland
- Shri Manish Kumar Gupta, Joint Secretary had attended the 79th Board meeting of ITC Turin during 27-28 October, 2016.
- Smt. M. Sathiyavathy, Secretary (L&E), Shri Manish Kumar Gupta, Joint Secretary and Smt. Anuja Bapat, Director attended the 328th Session of the Governing Body of ILO held during 27.10.2016 to 10.11.2016.
- Shri Subhash Kumar, Under Secretary attended the Negotiation on India- Sri Lanka Social Security Agreement on 17-18 November, 2016.
- Shri Rajeev Arora, JS attended the ITC/ ILO Training Programme on 29.11.2016 to 09.12.2016 in Turin, Italy. He had also visited ILO, Geneva during 6-7 December, 2016 to have discussions on the recent amendments carried on the Child Labour (Prohibition and Regulation) amendment Act, 2016 and the ratification to ILO Convention 138 and 182 in the sidelines of his training programme at ITC, Turin.
- Shri Manish Kumar Gupta, Joint Secretary, Shri Rajit Punhani, Joint Secretary and the Indian tripartite delegation attended the 16th Asia Pacific Regional Meeting of ILO on 6-9 December, 2016 in Bali, Indonesia.
- Smt. Anuja Bapat and Shri S.K. Sasikumar, Senior Fellow, VVG NLI attended the 1st meeting of the G 20 employment working Group under the German Presidency during 19-21 December, 2016 in Berlin, Germany.

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

- Mr. Guy Rider, Director General ILO visited India during 5-9 July, 2016. He had a meeting with Hon'ble Minister of State (Independent Charge) for Labour & Employment on 7th July 2016 for bilateral discussions.
- Mr. Hu Keming, Vice Minister of Legislative Affairs Office of the State Council of the People's Republic of China had a meeting with Secretary (L&E) on 20th June 2016.
- Mr. Vic Van Vuuren, Director, ILO-DW had a meeting with Secretary (L&E) on 27th October, 2016.
- Mr. Ahmed Shah Saleh, Deputy Minister of Labour, Government of Afghanistan had a meeting with Hon'ble Minister of State (Independent Charge) for Labour & Employment.

TECHNICAL COOPERATION 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 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 2016, Indian's share of contribution is SF 2,521,482.00 which is 0.666% of the total ILO Budget and worked out to Rs.16,64,19,000.00 in Indian Currency (approx).

CONCLUSION

India has always a positive approach towards International Labour Standards. The basis 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 of the ILO 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.

** Automatic denunciation on 09 April 2016 by Convention C185.

Automatic denunciation on 08 October, 2016, by Convention MLC, 2006.

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	2015	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)	2015	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)	2015	Annual	Present a summary of principal labour statistics in the country.
5	Statistics of Factories	2014	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	2014	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 £	2015	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 £	2015	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£	2015	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 £	2015	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£	2015	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£	2015	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	2014	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	2015-2016 (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)	2015-16	Annual	Contains detailed information on Consumer Price Index Numbers for Agricultural/Rural Labourers.
18	Consumer Price Index Numbers for Industrial Workers (1982=100)	2016	Annual	Contains group-wise and sub-group wise indices for 78 centres with linking factors.
19	Trade Unions in India	2014	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	Tenth Digest of Indian Labour Research (2008-2011)	2008-2011	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	2016	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 1

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. Unorganized Workers Social Security Act, 2008
29. Working Journalists (Fixation of Rates of Wages) Act, 1958

(c) Labour laws enacted by Central Government and enforced by the State Governments

30. The Employers' Liability Act, 1938 (Repealed)
31. The Factories Act, 1948
32. The Motor Transport Workers Act, 1961
33. The Personal Injuries (Compensation Insurance) Act, 1963 (Repealed)
34. The Personal Injuries (Emergency Provisions) Act, 1962 (Repealed)
35. The Plantation Labour Act, 1951
36. The Sales Promotion Employees (Conditions of Service) Act, 1976
37. The Trade Unions Act, 1926
38. The Weekly Holidays Act, 1942 (Under Repeal)
39. The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
40. The Workmen's Compensation Act, 1923 (now renamed as the Employee's Compensation Act, 1923)
41. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959
42. The Children (Pledging of Labour) Act 1938 (Repealed)
43. The Bonded Labour System (Abolition) Act, 1976
44. 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. Motor Transport Workers Act, 1961
13. Beedi & Cigar Workers (Conditions of Employment) Act, 1966
14. Contract Labour (Regulation & Abolition) Act, 1970
15. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
16. Dock Workers (Safety, Health & Welfare) Act, 1986
17. Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
18. Building and Other Construction Workers Welfare Cess Act, 1996
19. Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
20. The Weekly Holidays Act, 1942 (Under Repeal)
21. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
22. The Sales Promotion Employees (Conditions of Service) Act, 1976
23. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959

IV. Laws related to Equality and Empowerment of Women such as:

24. Maternity Benefit Act, 1961
25. Equal Remuneration Act, 1976

V. Laws related to Deprived and Disadvantaged Sections of the Society such as:

26. Bonded Labour System (Abolition) Act, 1976
27. Child Labour (Prohibition & Regulation) Act, 1986
28. Children (Pledging of Labour) Act, 1933 (Repealed)

VI. Laws related to Social Security such as:

29. Workmen's Compensation Act, 1923 (now renamed as the Employee's Compensation Act, 1923)
30. Employees' State Insurance Act, 1948
31. Employees' Provident Fund & Miscellaneous Provisions Act, 1952
32. Payment of Gratuity Act, 1972
33. Employers' Liability Act, 1938 (Repealed)
34. Beedi Workers Welfare Cess Act, 1976
35. Beedi Workers Welfare Fund Act, 1976
36. Cine workers Welfare Cess Act, 1981
37. Cine Workers Welfare Fund Act, 1981
38. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Cess Act, 1976
39. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976
40. Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
41. Mica Mines Labour Welfare Fund Act, 1946
42. Personal Injuries (Compensation Insurance) Act, 1963 (Repealed)
43. Personal Injuries (Emergency Provisions) Act, 1962 (Repealed)
44. Unorganised Workers' Social Security Act, 2008

APPENDIX 2

LIST OF CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE 1919-2016

CONVENTIONS

1. Hours of Work (Industry) Convention, 1919
2. Unemployment Convention, 1919
3. Maternity Protection Convention, 1919
4. Night Work (Women) Convention, 1919
5. Minimum Age (Industry) Convention, 1919
6. Night Work of Young Persons (Industry) Convention, 1919
7. Minimum Age (Sea) Convention, 1920
8. Unemployment Indemnity (Shipwreck) Convention, 1920
9. Placing of Seamen Convention, 1920
10. Minimum Age (Agriculture) Convention, 1921
11. Right of Association (Agriculture) Convention, 1921
12. Workmen's Compensation (Agriculture) Convention, 1921
13. White Lead (Painting) Convention, 1921
14. Weekly Rest (Industry) Convention, 1921
15. Minimum Age (Trimmers and Stokers) Convention, 1921
16. Medical Examination of Young Persons (Sea) Convention, 1921
17. Workmen's Compensation (Accidents) Convention, 1925
18. Workmen's Compensation (Occupational Diseases) Convention, 1925
19. Equality of Treatment (Accident Compensation) Convention, 1925
20. Night Work (Bakeries) Convention, 1925
21. Inspection of Emigrants Convention, 1926
22. Seamen's Articles of Agreement Convention, 1926
23. Repatriation of Seamen Convention, 1926
24. Sickness Insurance (Industry) Convention, 1927
25. Sickness Insurance (Agriculture) Convention, 1927
26. Minimum Wage-Fixing Machinery Convention, 1928
27. Marking of Weight (Packages Transported by Vessels) Convention, 1929
28. Protection against Accidents (Dockers) Convention, 1929
29. Forced Labour Convention, 1930
30. Hours of Work (Commerce and Offices) Convention, 1930
31. Hours of Work (Coal Mines) Convention, 1931
32. Protection against Accidents (Dockers) Convention (Revised), 1932
33. Minimum Age (Non-Industrial Employment) Convention, 1932
34. Fee-Charging Employment Agencies Convention, 1933
35. Old-Age Insurance (Industry, etc.) Convention, 1933
36. Old-Age Insurance (Agriculture) Convention, 1933
37. Invalidity Insurance (Industry, etc.) Convention, 1933
38. Invalidity Insurance (Agriculture) Convention, 1933
39. Survivors' Insurance (Industry, etc.) Convention, 1933
40. Survivors' Insurance (Agriculture) Convention, 1933
41. Night Work (Women) Convention (Revised), 1934
42. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
43. Sheet-Glass Works Convention, 1934
44. Unemployment Provision Convention, 1934
45. Underground Work (Women) Convention, 1935
46. Hours of Work (Coal Mines) Convention (Revised), 1935

47. Forty-Hour Week Convention, 1935
48. Maintenance of Migrants' Pension Rights Convention, 1935
49. Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935
50. Recruiting of Indigenous Workers Convention, 1936
51. Reduction of Hours of Work (Public Works) Convention, 1936
52. Holidays with Pay Convention, 1936
53. Officers' Competency Certificates Convention, 1936
54. Holidays with Pay (Sea) Convention, 1936
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936
56. Sickness Insurance (Sea) Convention, 1936
57. Hours of Work and Manning (Sea) Convention, 1936
58. Minimum Age (Sea) Convention (Revised), 1936
59. Minimum Age (Industry) Convention (Revised), 1937
60. Minimum Age (Non-Industrial Employment) Convention (Revised), 1937
61. Reduction of Hours of Work (Textiles) Convention, 1937
62. Safety Provisions (Building) Convention, 1937
63. Convention concerning Statistics of Wages and Hours of Work, 1938
64. Contracts of Employment (Indigenous Workers) Convention, 1939
65. Penal Sanctions (Indigenous Workers) Convention, 1939
66. Migration for Employment Convention, 1939
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939
68. Food and Catering (Ships' Crews) Convention, 1946
69. Certification of Ships' Cooks Convention, 1946
70. Social Security (Seafarers) Convention, 1946
71. Seafarers' Pensions Convention, 1946
72. Paid Vacations (Seafarers) Convention, 1946
73. Medical Examination (Seafarers) Convention, 1946
74. Certification of Able Seamen Convention, 1946
75. Accommodation of Crews Convention, 1946
76. Wages, Hours of Work and Manning (Sea) Convention, 1946
77. Medical Examination of Young Persons (Industry) Convention, 1946
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
80. Final Articles Revision Convention, 1946
81. Labour Inspection Convention, 1947
82. Social Policy (Non-Metropolitan Territories) Convention, 1947
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947
84. Right of Association (Non-Metropolitan Territories) Convention, 1947
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947
86. Contracts of Employment (Indigenous Workers) Convention, 1947
87. Freedom of Association and Protection of the Right to Organise Convention, 1948
88. Employment Service Convention, 1948
89. Night Work (Women) Convention (Revised), 1948
90. Night Work of Young Persons (Industry) Convention (Revised), 1948
91. Paid Vacations (Seafarers) Convention (Revised), 1949
92. Accommodation of Crews Convention (Revised), 1949
93. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949
94. Labour Clauses (Public Contracts) Convention, 1949
95. Protection of Wages Convention, 1949
96. Fee-Charging Employment Agencies Convention (Revised), 1949
97. Migration for Employment Convention (Revised), 1949
98. Right to Organise and Collective Bargaining Convention, 1949
99. Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
100. Equal Remuneration Convention, 1951

101. Holidays with Pay (Agriculture) Convention, 1952
102. Social Security (Minimum Standards) Convention, 1952
103. Maternity Protection Convention (Revised), 1952
104. Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955
105. Abolition of Forced Labour Convention, 1957
106. Weekly Rest (Commerce and Offices) Convention, 1957
107. Indigenous and Tribal Populations Convention, 1957
108. Seafarers' Identity Documents Convention, 1958
109. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958
110. Plantations Convention, 1958
111. Discrimination (Employment and Occupation) Convention, 1958
112. Minimum Age (Fishermen) Convention, 1959
113. Medical Examination (Fishermen) Convention, 1959
114. Fishermen's Articles of Agreement Convention, 1959
115. Radiation Protection Convention, 1960
116. Final Articles Revision Convention, 1961
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APPENDIX 3

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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
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Thozhil Rangam	Bi-Monthly	-do-	Malayalam	Commissioner of Labour, Govt. of Kerala
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Apna Port	Quarterly	Mumbai	Hindi/Marathi	Mumbai Port Trust
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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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