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**STANDING COMMITTEE ON
LABOUR AND WELFARE
(1996-97)**

ELEVENTH LOK SABHA

MINISTRY OF LABOUR

**DEMANDS FOR GRANTS
(1996-97)**

306

FIRST REPORT



**LOK SABHA SECRETARIAT
NEW DELHI**

August, 1996/Bhadra. 1918 (Saka)

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(1996-97)

(ELEVENTH LOK SABHA)

MINISTRY OF LABOUR

DEMANDS FOR GRANTS (1996-97)

6 SEP 1996

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LOK SABHA SECRETARIAT
NEW DELHI

August, 1996/Bhadra, 1918 (Saka)

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CORRIGENDA

TO THE FIRST REPORT OF THE STANDING COMMITTEE ON LABOUR AND WELFARE
ON DEMANDS FOR GRANTS, MINISTRY OF LABOUR-1995-97.

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COMPOSITION OF THE STANDING COMMITTEE
ON LABOUR AND WELFARE

(1996-97)

Chairman

Shri Madhukar Sirpotdar

MEMBERS

Lok Sabha

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3. Shri Mangalram Premi
4. Shri B.L. Sharma Prem
5. Shri Hansraj Ahir
6. Shri Ashok Pradhan
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42. Miss Mayawati

SECRETARIAT

1. Dr. Ashok Pandey — *Additional Secretary*
2. Shri J.P. Ratnesh — *Joint Secretary*
3. Shri Babu Ram Kanathia — *Deputy Secretary*
4. Shri R.S. Mishra — *Under Secretary*

INTRODUCTION

I, the Chairman of the Standing Committee on Labour and Welfare (1996-97) having been authorised by the Committee to submit the Report on their behalf, present this First Report, on the Demands for Grants, 1996-97 on Ministry of Labour.

2. The Committee considered the Demands for Grants pertaining to the Ministry of Labour for the current year *i.e.* 1996-97 which were laid on the Table of the House on 2.8.1996. Thereafter the Committee took evidence of the representatives of the Ministry of Labour on 13.8.1996.

3. The Committee wish to express their thanks to the Officers of the Ministry of Labour for placing before them the detailed written notes on the subject and for furnishing the information the Committee desired in connection with the examination of the subject.

4. The Report was considered and adopted by the Committee at their sitting held on 23.8.1996.

NEW DELHI;
August 26, 1996
Bhadra 4, 1918 (Saka)

MADHUKAR SIRPOTDAR,
Chairman,
Standing Committee on Labour and Welfare.

CHAPTER I

INTRODUCTION

1.1 The Shram Mantralaya (Ministry of Labour) is responsible for laying down policy in respect of labour matters including industrial relations, co-operation between labour and management, settlement of labour disputes, regulation of wages and other conditions of work and safety, women labour and child labour, labour welfare, social security etc. besides development and administration of employment service and training of craftsmen on national basis.

1.2 The implementation of the policy in regard to the above matters is also the responsibility of the State Governments concurrently with the Central Government.

1.3 To achieve the objectives, funds are required by the Ministry for their following functional divisions :—

1. Welfare of SC/ST and other Backward Classes.
2. Labour Employment and Training.
3. Grants-in-aid to State Governments.
4. Grants-in-aid to Union Territory Governments.
5. Aid Material and equipment.
6. Capital outlay on other social services.
7. Loans for other social services.

1.4 The Demands for Grants asked by the Ministry are given under the Demand No.57.

1.5 It has been stated in the Preformance Budget that the Planning Commission made an allocation of Rs. 136.00 crores during theyear 1995-96 of which Rs. 21.96 crores were transferred to Ministry of Urban Development.

1.6 Budget Estimates of the Ministry for the year 1996-97 are placed at Rs. 634.21 crores (Plan 168.20 crores and Non-Plan Rs. 466.01 crores).The Planning Commission made an allocation of Rs. 191.00 crores for the year out of which Rs. 19.80 crores have been transferred to Ministry of Urban Development for incorporation in the Budget documents of that Ministry for Capital Works to be executed during 1996-97.

1.7 The Ministry has furnished the following statement showing Budget Estimates/Revised Estimates and Expenditure for the year 1995-96 and Percentage Expenditure are given below :—

(Rupees in Crores)

Non-Plan	1995-96				
	B.E	R.E	Exp.	% Exp. Over B.E.	% Exp. Over R.E.
1. Sectt. Social Srevices	5.40	5.75	5.84	108.14	101.56
2. Research & Statistics	2.10	2.30	2.20	104.76	95.65
3. Industrial Relations	7.15	8.00	7.73	108.11	96.62
4. Working Conditions & Safety	10.65	11.50	11.34	106.47	98.60
5. Laobur Welfare Schemes	37.40	48.00	37.04	99.03	77.16
6. Transfer to Reserve Fund	37.40	47.00	36.49	97.56	77.63
7. Socieal Security	326.00	390.76	323.48	99.22	82.78
8. Labour Education	6.96	8.63	8.63	123.99	100.00
9. International Cooperation	3.00	3.54	3.18	106.00	89.83
10. Other Items	0.70	0.80	0.88	125.71	110.00
11. Employment	6.10	6.70	6.21	101.80	92.68
12. Training	11.30	12.94	11.55	102.21	89.25
13. Welfare or SC/ST & OBC's	0.70	0.75	0.69	98.57	92.00
Total	454.86	546.67	455.26	100.08	83.27

(Rupees in Crores)

Plan		1995-96				
		B.E	R.E	Exp.	% Exp.	% Exp.
1	2	3	4	5	6	7
1.	Research & Statistics	6.46	2.50	3.01	46.59	120.40
2.	Industrial Relations	2.84	1.40	1.27	44.71	90.71

1	2	3	4	5	6	7
3.	Working Conditions & Safety	4.36	3.65	2.15	49.31	59.90
4.	Labour Education	3.23	2.65	1.71	52.94	64.52
5.	Rehabilitation of Bonded Labour	2.50	2.00	0.90	36.00	45.00
6.	Improvement of Working Conditions of Child/ Women Labour	34.90	34.55	34.50	98.85	99.85
7.	Other Items	0.35	0.26	0.07	20.00	26.92
8.	Employment	2.21	0.50	0.38	17.19	76.00
9.	Training	56.85	36.33	30.28	53.26	83.35
10.	Welfare of SC/ST & OBC's	0.34	0.20	0.12	35.29	60.00
Total		114.04	84.04	74.39	65.23	88.52

It may be seen from the statements furnished by the Ministry that the funds allocated to some schemes have not been fully utilised.

1.8 Giving reasons for non utilisation of funds, the Secretary, Ministry of Labour stated during evidence :—

“The reasons are : (1) delay in sanctioning of the schemes; (2) delay in sanctioning of posts. Posts remained vacant for one year and above thereby attracting ban orders; and (3) delay in release of funds and non-availability of funds corresponding to our actual needs.”

The Secretary further added :—

“We have to go through a number of agencies, like Ministry of Finance, Planning Commission etc. so, far approval of any scheme, we need consultation and concurrence of all these agencies and this takes a lot of time.”

Recommendation

1.9 The Committee note that although the Ministry of Labour has improved their expenditure in non-plan allocations, yet the plan expenditure is far from being satisfactory. The reasons put forth by the Ministry for non-utilisation of funds such as delay in sanction of schemes, delay in sanction of posts, posts remained vacant for more than a year, delay in release of funds are not at all satisfying to the

Committee. In their view, the Ministry lacks coordination and monitoring. The Committee, therefore, strongly recommend that the funds allocated for various plan schemes should be utilised during the same financial year. Also the Ministry should devise steps to minimise the time involved in the approval of the schemes by various agencies such as Ministry of Finance, Planning Commission etc. Steps taken in this regard may be communicated to the Committee.

1.10 The Committee take a serious note of the fact that the Ministry of Labour has furnished the same reply which they furnished a year and half back in regard to implementation of the recommendations of Bachhawat Wage Boards regarding Pay and Allowances for the working journalists and for the Non-Journalists Newspaper and News agency employees. This clearly indicates the poor coordination of the Ministry with the State Governments. The Committee, therefore, recommend that the matter should be taken up at the highest level so that the recommendations of the Bachhawat Wage Boards are implemented by all the Newspaper establishments without further loss of time.

1.11 The Committee are concerned to note that some of the major port authorities have not appointed requisite number of safety officers and in most of the canteens run by the Port Management, the nutritional value of the meals supplied to the workers has been foundless than the requirement. Viewing the situation seriously the Committee urge upon the Ministry of Labour to take up the issue with the Ministry of Transport at the earliest. Steps taken in this regard may be communicated to the Committee within six month's time.

CHAPTER II

REPORT

Major head-2230

Sub-Head-05

World Bank Assisted-Vocational Training Project

2.1 The Ministry of Labour has stated that Vocational Training Project with WorldBank assistance has been formulated after taking into consideration the gaps in the existing infrastructure of National Vocational Training System (NVTS) for alround improvement in quality and to meet the skilled manpower demands in the near future.

2.2 The object of the project is to assist the Central and the State Governments to modernise facilities/institutional aids, training methodologies, training materials workshops and class room buildings and to upgrade pedagogical and technical skills of trainers. It will also equip the vocational training system to cope with advanced technologies being introduced in the Indian Industry.

2.3 The Ministry has drawn up plans to complete most of the components of the project by the end of December, 1997. The left over activities will spill over to the Ninth plan. The Ministry has already taken up with the World Bank through the Department of Economic Affairs, the proposal for extension of the project beyond the schedule closing date of 31.12.96. This matter was also specifically discussed with the Director of the Country Department of the World Bank when he called on Labour Secretary on 25.7.96, where in an assurance was given that the World Bank would consider favourably this Ministry's request for extension of the project upto 31.12.97. Formal communication from the World Bank regarding the extension is awaited.

2.4 Asked whether the Ministry is satisfied with the progress achieved so far, the Ministry in a written note furnished to the Committee has stated that although the progress of implementation of the various schemes under Vocational Training Project has been fairly satisfactory in the State Sector, there have been slippages in implementing the Central Sector schemes especially in the case of (i) Hi-Tech Training, (ii) Setting up new RVTIs, (iii) Technical Assistance due to the following reasons :—

(i) Hi-Tech Training

As an initial step for implementation of this scheme the work

regarding outline and structure of courses, preparation of course modules and curriculum, preparation of equipment reference lists and preparation of layout plans of training rooms was taken up ILO/EQUIPRO under ILO/UNDP assistance. The final report was discussed with representatives of industry in an interactive workshop in April, 1992 and it was found that the proposals required further upgradation to be compatible with the needs of user industries in India. This work was then offered to GTZ, German agency for technical cooperation, for formulation of operational plans with external funding for one year by the German Government. The implementation of the scheme has now been undertaken with technical assistance in the form of advisory inputs from GTZ for which an agreement was signed between DGET and GTZ on 4.7.95. The implementation started effectively from November, 1995.

(ii) Setting up new RVTI

Despite the best efforts by DGET there have been inordinate delays in transfer/acquisition of suitable land from the concerned States where four Institutes are proposed to be set up. The land for construction of permanent premises for two institutes at Allahabad and Jaipur has since been handed over to DGET by the concerned State Governments. For one Institute at Vadodara, one ready built building was identified but was found to be unacceptable to the World Bank. It has now been decided to take up the construction work of only two RVTIs during the expected extension period of the Project.

(iii) Technical Assistance

This component of the Project which envisages staff training (local and international) for the project staff and engagement of experts (local and international) under various Central and State Sector schemes is behind schedule on account of the following :—

- (i) Late sanction of Project posts in the States.
- (ii) Partial operationalisation of some schemes.
- (iii) Non-recruitment of project staff in the state and Central Institutes.
- (iv) Late sanction of the MRC scheme.
- (v) Lack of response from States/UTs for sponsoring participants for training of trainers.
- (vi) States' difficulties in making initial payment of TA/DA to participants to be sponsored for training programmes.

- (vii) Late signing of the agreement with GTZ for implementation of the Hitech Training Scheme.

Asked to comments on the cost escalation of the Project due to delay in its completion, the representative of the Ministry of Labour has stated during evidence :—

“The original project cost was 441 crores, out of which we have spent Rs. 289 crores to Rs. 290 crores. Cost of certain components have escalated. Project was brought in 1989. From then to now, particularly the cost of civil work and equipments has escalated. Salaries of staff have also increased. We have gone to the Expenditure Committee of the Ministry of Finance with the proposal for increasing the cost of the project to Rs. 722 crore considering the escalation that have taken place during the period. Since the extension of the project was linked to this. Committee will meet again to consider it. I think by next month, we will be able to get their approval for increasing the cost of the project from Rs. 441 crore to Rs. 722 crore.”

2.5 The Ministry has furnished the following statement showing supply of equipment against order placed under NITV :—

Sl.No.	Package No./Name	Qty.	Supplier	No. of Machine supplied
1	2	3	4	5
1.	A-94 C ¹ Lathe 170*1000 mm	546	Leading Engr.	126
2.	B-94 C ¹ Lathe 200*1500 mm	588	HMT Ltd.	172
3.	C-94 Tool Room Lathe	133	CIF Gujarat	6
4.	F-94 Surface Grinder	114	Praga	
5.	G/94 Hyd. Cyld. Grinder	72	HMT Ltd.	72
6.	H/94 Tool & Cutr. Grinder	62	Praga	
7.	I/94 Ver. Milng. machine	72	HMT Ltd.	70
8.	J/94 Hor. Milng. machine	43	HMT Ltd.	43
9.	K/94 Uni. Milng. machine	92	HMT Ltd.	87
10.	L/94 Shaper 600 mm	6	RP Engr. Batala	6
11.	M/94 Shaper 450 mm	108	RK M/cLudhiana	8
12.	N/94 Slotter 250 mm	147	RK M/cLudhiana	
13.	P/94 High Speed Precision Lathe	2	HMT Ltd.	2

1	2	3	4	5
14.	Q/94 C/Lathe 7.5 KW	9	HMT Ltd.	9
15.	S/94 Uni. Tool & Cutr. Grinder	35	Geeta Engr. Guj.	35
16.	T/94 Shaper 315 mm	57	Fine Engr. Batala	24
		2,086		*660

* The balance equipments are expected to be supplied by December 1996.

2.6 Asked to state the action initiated against the defaulting suppliers, the Ministry has stated that action is taken against the supplier as per the conditions laid down in the contractual agreement under the Letter of Award. As per the contractual agreement, the supplier who fails to supply equipment within the stipulated delivery period is charged Liquidated Damages for deliveries made beyond the stipulated period @of 0.5% per week of delay for items supplied late, subject to a maximum of 10% of the Total Contract Price. The recoveries are made from the supplier's invoices while making payments. Out of 16 packages for which orders were placed by this Ministry under NIT-V, the original delivery period for 12 packages has since expired. Liquidated Damages as per stipulations mentioned above are being deducted accordingly, while making payments to these suppliers. However, close interaction is being maintained with the suppliers for expeditious delivery of equipment.

2.7 Adding further, the representative of the Ministry stated during evidence :—

"We have taken several remedial measures. For example, the claims filed with the World Bank of reimbursement was Rs. 50-60 crores in a year. In the last four and a half months, already Rs. 45 crore worth of claims have been filed. This is because of the special measures and special attention or focus that has been given by us. Supplies have started coming, installation of machinery is going up and civil works have picked up."

2.8 Asked whether a good number of staff posts are lying vacant under the scheme, the Ministry in a written reply furnished to the Committee has stated that out of a total of 433 posts sanctioned for the Project in the Central sector, 158 posts have been filled up. The gap between the number of sanctioned posts and the number of posts filled up has occurred primarily because infrastructure and equipment in the training institutions were not in place and hence training activities could not begin. The posts had been approved with the stipulation that recruitments shall be made only when infrastructure and equipment are in place. As the posts remained vacant for more than one year, they were deemed abolished" under Finance Ministry's orders. The vacant posts have recently been revived and recruitment action is being taken.

2.9 Adding further the representative of the Ministry stated during evidence :

“Very recently we could revive 264 posts. We have to fill these posts through UPSC. This exercise will be started in very right earnest.”

2.10 In reply to question whether the position regarding the civil works to be executed under the project is far from satisfactory, the Ministry has replied that all the 444 works required to be undertaken in 28 States/UTs have been approved by DGET. 311 works have so far been completed and 118 works are under construction. The remaining works are in advance preparatory stages before start of construction. Recent joint review undertaken by DGET and the World Bank has revealed that the pace and progress of execution of civil works has been tardy in the States of Bihar, Andhra Pradesh and Maharashtra. Labour Secretary reviewed the matter with Chief Secretary/Principal Secretaries of Bihar and Andhra Pradesh to sort out matter and expedite the civil works. DG/Joint Secretary also reviewed the matter with officials of the Maharashtra and Bihar for similar action.

Recommendation

2.11 The Committee note that the World Bank Assisted Vocational Training Project started in the year 1989-90 and Rs. 441 crores was a total budget allocation for the scheme. Out of which Rs. 289 crores has been spent so far and the scheme is likely to spill over to next plan period. This is clearly indicative of the fact that the progress of the scheme has been very slow. The Committee further note that the Ministry is negotiating with the World Bank to extend the time limit for completion of the Project upto March, 1997. The Ministry expects that by December, 1997, they will be in a position to achieve at least 97 to 98% of the target. The Committee, therefore, recommend that he Ministry of Labour should have a thorough monitoring over the entire scheme and should ensure that the project is completed by December, 1997 as has been stated by the mand there should not be any further slippages on any account. They are also of the view that some responsibility should be fixed on the concerned agencies accounting for further delay in the project as the cost of the Project has already been doubled due to slow progress of the project and poor monitoring of the Ministry. The Committee further desire that the progress report pertaining to stages achieved in the implementation of various schemes under the World Bank Project should invariably be furnished to the Committee within three months.

2.12 The Committee note that out of 16 packages for which orders were placed by the Ministry of Labour under NITV, original delivery period for 12 packages has already been expired and liquidated damages as per the conditions laid down in the contractual agreements are being deducted while making payment to these suppliers. The Committee view this situation with great concern. They, therefore, desire that the Ministry should make all out efforts for supply of equipments by December, 1996 positively as has been stated by them. As regards the defaulting suppliers the matter should be taken up at the highest level and steps should be taken to blacklist them. Steps taken in this regard may be communiated to the Committee within six month's time.

2.13 The Committee are constrained to note that the progress in regard to civil works to be executed under the project has been far from satisfactory. Out of 444 works required to be undertaken in 28 States/UTs, 118 works are still under construction and some works are in advance preparatory stages before start of construction. This is clearly indicative of the fact that monitoring of the Ministry in this regard has been very poor. The Committee, therefore strongly recommend that the matter should be taken up with the defaulting State Governments at the Minister's level and the Ministry should ensure that the civil works are completed at the earliest. Steps taken and progress achieved in this regard should be communicated to the Committee quarterly.

Major Head 2230

Sub Head-03-

Employment Exchanges Cell

2.14 The Minister of Labour in a written reply furnished to the Committee has stated that estimates of employment and unemployment are made on the basis of quinquennial surveys on employment and unemployment conducted by the National Sample Survey Organisaition(NSSO). The latest survey relates to the year 1993-94 and the estimates based on this yet to be finalised.

2.15 Asked to state the time by which the Ministry will be able to finalise and release the survey report—alongwith the reasons for further delay, the Ministry has stated that the key results of the detailed survey, carried out during July, 93 to June, 94 has just been released, a copy of which has been obtained from NSSO. The detailed results are expected to be released by NSSO by the end of December, 96.

2.16 Adding further the representative of the Ministry has stated during evidence :

“The NSSO submits the report to the Planning Commission, not to us. Even they have not got it. What I am stating is based on Planning Commission’s own position given in Parliament. They have not yet finalised the NSSO 50th running. Unless we get it we cannot have the correct figure”.

Joint Evaluation of the Activities of the Employment Exchanges

2.17 The Ministry has stated in a written note furnished to the Committee that the joint evaluation of the activities of Employment Exchange is generally conducted every year. The details of joint evaluation conducted during the last 3 years are as under :

Joint Evaluations Conducted During the Last Three Years (1993-94 to 1995-96)

2.18 The details of joint evaluation of employment Exchanges conducted during 1993-94, 1994-95 and 1995-96 are given below:—

Year	State	Month/Year of Evaluation	Date of Completion of report	Date of release of report
1993-94	Madhya Pradesh	Oct. '93	31.12.93	22.2.94
1994-95	Andaman & Nicobar Islands	Nov. '94	6.1.95	27.1.95
	Meghalaya	Nov.-Dec. '94	1.3.95	24.3.95
	Andhra Pradesh	Nov. '94	March '95	March '95
1995-96	Gujrat	Apr. '95	25.6.95	3.7.96
	Chandigarh	Aug. '95	Report being finalised	
	Karnataka	Sep. '95	Report being finalised	
	Pondicherry	Sep. '95	Report being finalised	
	Tamil Nadu	Oct. '95	Report being finalised	
	Himachal Pradesh	Oct.-Nov. '95	Report being finalised	
	Assam	Nov. '95	Report being finalised	
	Bihar	Nov. '95	23.1.96	23.1.96
	Uttar Pradesh	Nov. '95	Report being finalised	
	Kerala	Nov. '95	10.5.96	28.5.96
	Haryana	Nov. '95	Report being finalised	
	Andhra Pradesh	Nov. '95	11.3.96	13.3.96
	Delhi	Nov. '95	Report being finalised	
	Goa	Dec. '95	Report being finalised	
	West Bengal	Dec. '95	8.3.96	20.3.96
	Rajasthan	Jan. '96	Report being finalised	
	Lakshdweep	Jan. '96	26.7.96	13.8.96
Arunachal Pradesh	Jan. '96	Report being finalised		
Manipur	Feb. '96	4.4.96	4.4.96	
Punjab	Feb. '96	13.8.96	14.8.96	
Nagaland	Mar. '96	11.3.96	13.3.96	

2.19 Adding further the representative of the Ministry stated during evidence:

“It was last conducted in the year 1995-96. Prior to that it was conducted 2-3 years earlier. It could not be conducted every year because of shortage staff”.

Computerisation of Employment Exchanges

2.20 The Ministry has stated that there are 895 Employment Exchanges, out of which 117 Employment Exchanges were computerised.

2.21 Asked to state the time by which all the Employment Exchanges will be computerised to improve their functioning, the representative of the Ministry stated during evidence:

“This was a scheme initially with the Central Government in the 8th Plan. But according to the decision of the National Development Council, it was transferred to the States. Till then, we had computerised 117 Employment Exchanges. But after the transfer to the States, the progress has been very poor. That is why, we went back to the Planning Commission last year saying that we would make it a centrally sponsored scheme. The Planning Commission said that it was too late and they advised us to put up this proposal for the 9th Plan. We have included it in the 9th Plan proposal. We want to pursue it and get it approved”.

Functioning of Self Employment Cells

2.22 Asked to state whether the functioning to Self Employment Cells have deteriorated after the scheme was transferred to State/UTs *w.e.f.* 1.4.92, the Ministry in a written reply furnished to the Committee has stated that the number of Self Employment Promotion Cells has gone down for 28 to 23 after conversion of the scheme from plan to non-plan. The scheme is being monitored by the Ministry regularly and the steps taken to improve the functioning of these cells, such as regular training to Employment Officers, periodic issue of guidelines and information literature development of psychological tools and the techniques for assessing the entrepreneurial potential of job seekers etc.

2.23 The Ministry has furnished the following statement showing state-wise location of the self employment cells, size of live Register and the number of placements affected by the cells:

2.24 Statement Showing Live-Register and Placements of Self-employment Promotion Cells.

State/UT	Located at	At the end of Dec., 95	
		Live Register	Placements
Andhra Pradesh	1. Medak	1777	1103
	2. Srikakulam	997	801
Assam	3. Guwahati	16435	219
Bihar	4. Patna	873	2535
	5. Dumka	285	130
Gujrat	6. Surendra Nagar	6514 *	3267
	7. Godhra	2695*	2886
Goa	8. Panaji	1195	1431
Jammu & Kashmir	9. Pulwana	889	99
Karnataka	10. Tumkur	4357*	883
Kerala	11. Kollam	3097	1125
Madhya Pradesh	12. Raipur	8691	2214
	13. Ujjain	2797	1636
Manipur	14. Imphal	3391	310
Meghalaya	15. Jaint Hill	614	231
Mizoram	16. Aizwal	5544	1187
Nagaland	17. Kohima	2496	937
Orissa	18. Balasore	3698	3296
Pondicherry	19. Pondicherry	1415	368
Rajasthan	20. Bharatpur	9050	8999
	21. Alwar	1759	4556
Tamil Nadu	22. Coimbatore	51502 *	2844
	23. Vellore	5148*	2203
Tripura	24. West Tripura	31595	1187
Uttar Pradesh	25. Gorakhpur	23403	4961
	26. Mirzapur	14430	4261
	27. Meerut	10807	9362
West Bengal	28. Nadia	16452	3110
		231906	66141

*Closed by the State Govts.

2.25 Adding further the representative of the Ministry has stated during evidence:—

“This is similar to other scheme of computerisation of employment exchanges which was transferred from 1.4.92 based on the recommendation of N.D.C. This is a similar scheme. Our efforts to get it back as a Centrally-Sponsored scheme was replied by the Planning Commission that we may approach them in the 9th Plan and not in 8th Plan. After the operation of the scheme for 2-3 years in State sector it cannot be transferred back to Non-Plan. That was the reply received. We are proposing in the 9th Plan that we will include it as one of the components of Centrally-Sponsored schemes and strengthen it”.

2.26 Asked to state whether the scheme is being monitored by the Ministry regularly, the representative of the Ministry stated during evidence:—

“To say that we are monitoring it may not be correct. I will not say that we are satisfied. We are trying to do our best. We have a National Employment Service Working Group which is meeting next month. The purpose is also to go into the question of monitoring of State scheme. This is one of the agenda items which is to see why this scheme is not functioning effectively”.

Recommendation

2.27 The Committee regret to note that the estimates of employment and unemployment based on the survey conducted by the National Sample Survey Organisation during the year 1993-94 has yet to be finalised. The detailed results are expected to be released by the end of December, 1996. The Committee fail to understand the manner in which the Ministry plans to combat unemployment problem every year in the absence of an authentic data of unemployed persons. They, therefore, desire that the matter should be taken up with the Planning Commission and the Ministry should devise ways to have an authentic data of unemployed persons every year. Steps taken in this regard should be communicated to the Committee within six month's time.

2.28 The Committee note with concern that the yearly joint evaluation of the activities of employment exchange has not been carried out by the Ministry regularly due to shortage of staff. They, therefore, desire that the Ministry should take immediate steps to fill the vacant posts in the DGET and the work relating to the joint evaluation of employment exchanges should invariably be carried out every year in all the States.

2.29 The Committee find that out of 895 employment exchanges in the country only 117 are computerised. The Ministry of Labour has stated that after the transfer of the scheme to States w.e.f. 1.4.92, the progress in regard to computerisation has been very poor. The Committee further note that the Ministry has now proposed to make the scheme as a Centrally Sponsored Scheme in the 9th Plan proposals. In view of the Committee the operation and overall functioning of the employment exchanges should be improved with the help of computers and they, therefore, recommend that the Ministry should take up the issue with the Planning Commission for its inclusion in the 9th Plan as a Centrally Sponsored Scheme.

2.30 The Committee note with distress that though the Self Employment Promotion Cells have been reduced due to their closure by State Governments, the total on live register of the cells has increased from 2.25 lacks in December, 1994 to 16.47 lakhs in December, 1995. The Committee view this situation very seriously. They, therefore, strongly recommend that in order to improve the overall functioning of the scheme, the Ministry of Labour should take up the issue with the Planning Commission for its reversal as a Centrally Sponsored Scheme in the 9th Plan.

Sub Head 02.04

Child Labour Cell

2.31 Under the Planned scheme the Budget/Revised Estimates for the year 1995-96 was Rs. 3440.00 lakhs and expenditure incurred in 1995-96 was Rs. 3429.71 lakhs. The Budget Estimate for the year 1995-96 is Rs. 5600.00 lakhs.

2.32 The Ministry has informed the Committee that according to the 1981 census, the estimated figures of working children was 13.00 million. This figure rose to 17.02 million according to the estimates of the 43rd round of the National Sample Survey conducted in 1987-88. Bulk of child labour is engaged in rural areas and in agriculture labour, allied employment, cultivation, livestock, forestry and fisheries account for 84.98% of child labour. Manufacturing, servicing and repairs account for 8.64% of child labour.

2.33 The Ministry has further stated that the survey in areas of Child Labour concentration was to be completed by the end of May, 1996. However, the survey in all the 123 districts could not be completed as scheduled because of various reasons particularly the announcement of general elections. According to the information available in respect of 66 districts, survey has been completed in 21 districts, it is in progress in 16 districts and 9 districts are yet to start the survey work. Information from remaining districts is still awaited

2.34 Asked whether the Ministry has taken up the issue relating to completion of survey with the representative of State Governments in which the survey did not start, the Ministry has stated that based on the outcome of the review workshop for survey held in February-March, 1996 the Ministry of Labour has taken up the issue of survey, and other child labour project related matters with the districts project societies as well as the State Governments on 16.05.1996 and 14.08.1996. Labour Secretary, Government of India has himself addressed the Labour Secretaries, Collector & Project Director of Child Labour Project Societies requesting them to complete the survey and furnish the required information to the Ministry. The V.V. Giri National Labour Institute, NOIDA which is the main coordinating and supervising body of the survey work is also regularly in touch with the district authorities in this matter.

2.35 It is expected that survey work will be completed by the end of October, 1996.

2.36 Adding further the Secretary Ministry of Labour stated during evidence:—

“There is a time bound programme. Earlier this programme was to be completed by September, 1995. Then, the time was extended up to April or May, 1996 because of the announcement of elections. The entire district machinery was engaged in the elections. That is why this programme has suffered. I have personally addressed a 13 page letter to all the Collectors, Chief Secretaries and the Secretary level officers to vigorously complete this survey. We are also in constant touch with the V.V. Giri National Institute. We are hopeful that by the end of October, survey of all the districts will be completed.”

2.37 Regarding the number of families of Child Labour covered under the Income generating and poverty alleviation schemes, the Ministry has stated that most of the projects have been on the ground only for the last few months. Hence it will be difficult to give any definite information on the number of parents of working children covered under the income generating and poverty alleviation schemes. The requisite information will be collected from the Ministry of Rural Areas & Employment (Department of Poverty Alleviation & Rural Employment) and the District Project Societies and would be submitted to the Committee as soon as it is received from them.

2.38 Asked whether the child labour projects are being monitored by the Ministry regularly, the Ministry in a written reply furnished to the Committee has stated that at present, the child labour projects are being

monitored by the District Project Societies at the district level. The Ministry of Labour has been monitoring the progress in the implementation of these projects through field visits, periodic review meetings in association with the State Governments and by calling for progress reports from the district child labour projects. It is proposed to institutionalise the monitoring mechanism, by strengthening the State level machinery, for overseeing the functioning of child labour projects. The scheme is currently under finalisation.

2.39 Asked whether the child labour in hazardous occupations will, be completed by 2000 AD, the Secretary Ministry of Labour stated during evidence:—

“The point is that 85 per cent of the children are engaged in farm and household occupation and work with parents. There, it is really a very difficult task to accomplish it. Sending children to school is one thing and making the school function is quite another. Schools are not functioning in many place. You know, sir, that in Bihar, Uttar Pradesh, Madhya Pradesh, and Rajasthan, the drop-out rate is high. So, it has to be a multi-pronged approach. We have to carry the other Ministries and Departments with us. We cannot do it ourselves alone. In that sense, it is not really a programme for this Ministry alone”.

2.40 Adding further the representative of the Ministry stated during evidence:—

“Most of the special schools are being run by the NGOs. We have introduced a monitoring system in surveys, awareness generation and operation of National Child Labour Project. We have introduced a monitoring system for appointment of Project Director appointment of teachers, giving training to Teachers, designing syllabus etc. All this we have been collecting. So, we are in the process of developing the monitoring system”.

Amendment to Child Labour (Prohibition and Regulation) Act, 1986.

2.41 It has been stated by the Ministry that section 15 of the Child Labour (Prohibition & Regulation) Act, 1986 provides for penalty under the Act even when any person is found guilty of contravention of any of the provisions of section 67 of the Factories Act, 1948, Sec. 40 of the Mines Act, 1952, Sec. 109 of Merchant Shipping Act, 1958 and Sec. 21 of Motor Transport Workers' Act, 1961. The penalty under Child Labour (P&R) Act, is higher compared to the penalties under these acts. It is proposed to provide in Sec. 24 of Beedi & Cigar Workers (Conditions of Employment) Act, 1966 Sec. 4 of Bonded Labour System (Abolition) Act, 1976, Sec. 24 of Plantation Labour Act, 1951 and Sec. 10 and Provisions referred to in Sec. 23 of Contract Labour (Regulation & Abolition) Act,

1970 in so far these relate to children, higher punishment as prescribed under the Child Labour (P&R) Act, 1986.

2.42 The Ministry has further informed the Committee that Ministry of Law with whom the matter was taken up on 1.5.1995 have made few observations on the proposals for amendment to Child Labour (Prohibition & Regulation) Act, 1986. In the meantime, a series of recommendations have also been made, on the issue of amendment to Child Labour (Prohibition & Regulation) Act, 1986, in the workshop of District Collectors held on 13 & 14 September, 1995 at New Delhi. Apart from this, a number of suggestions have also been made by various organisations, State Governments and legal experts. These recommendations are being processed.

2.43 Adding further the Secretary, Ministry of Labour stated during evidence:—

“This is still under consideration. We have received some suggestions. We have not yet reached the final formulations currently, we are working on the Central Legislation for the agriculture workers. Soon after that we may take up the amendments to Child Labour (Prohibition & Regulation) Act”.

Recommendation

2.44 The Committee note with concern that the survey in all the 123 districts of Child Labour concentration could not be completed as scheduled and in 9 districts it has yet to start. The Ministry, has, however, stated that the survey will be completed by the end of October, 1996. The Committee are not happy with the situation. In their view, unless the Ministry has an authentic data of child labour, they are not in position to plan for their elimination effectively. The Committee, therefore, urge upon the Ministry to take up the issue with the State Governments and ensure that the survey is completed in all the 123 districts by October, 1996 as has been assured by them. Progress achieved in this regard may be communicated to the Committee.

2.45 The Committee further note that the Ministry do not have the figures relating to number of families of child labour covered under the income generating and poverty alleviation schemes even after a lapse of 1½ years of its start. This clearly shows that the Ministry lacks coordination and its monitoring is very poor. The Committee, therefore, recommend that the scheme should be monitored thoroughly and the State level machinery should be strengthened to judge the functioning of child labour projects. Informations, asked for by the Committee in regard to number of families of child labour covered in income generating and poverty alleviation scheme should be furnished to them within three months' time.

2.46 The Committee are also of the view that due care should be given to the running of special schools under the National Child Labour Project as most of them are being run by NGOs. There should be regular monitoring by the Ministry over the functioning of special schools. For this, the Government should formulate active Committees at the District level involving officials from District administration, elected representatives of the area, Trade Unions etc. Steps taken in this regard should be communicated to the Committee within three month's time

2.47 As regards amending the Child Labour (Prohibition and Regulation) Act, 1985, the Ministry of Labour has furnished the same reply which they had furnished to the Committee almost 1½ years back. In the Committee's view, the scope of the Act should be enlarged, to provide stringent punishment to the employers violating the law. While reiterating their earlier recommendation, the Committee urge upon the Ministry to take up the issue with the Ministry of Law without further loss of time. Progress achieved in this regard should be communicated to the Committee within a six months period.

Major Head 2230

Sub Head 06

Labour Tribunal Courts of Enquiry and Conciliations Boards.

2.48 The Ministry has furnished the following statement showing the number of industrial disputes and applications handled by CGIT-cum-Labour Courts during the year 1995 (As on 30.9.95).

2.49 The Number of Industrial Disputes and Applications Handled by the CGIT-cum-Labour Courts during the year 1995 (As on 30.9.1995)

Sl. No.	Name of CGIT	Number of Industrial disputes				Number of applications			
		B/F as on 1st Jan. 1995	Received during 1995	Disposed of during 1995	Pending as on 31.12.1995	B/F as on 1st Jan. 1995	Received during 1995	Disposed of during 1995	Pending as on 31.12.1995
1	2	3	4	5	6	7	8	9	10
1.	No. 1. Dhanbad	789	137	78	848	183	48	28	203
2.	No. 2. Dhanbad	539	164	69	634	36	13	3	46
3.	No. 1. Bombay	233	52	59	226	831	215	172	874
4.	No. 2. Bombay	257	38	120	175	695	607	773	529

1	2	3	4	5	6	7	8	9	10
5.	Asansol	79	99	0	178	22	3	0	25
6.	Chandigarh	777	92	78	791	1892	153	1423	622
7.	Calcutta	343	20	44	319	251	87	46	292
8.	Kanpur	927	154	211	870	1279	129	321	1087
9.	New Delhi	676	106	74	708	1422	110	386	1146
10.	Jabalpur	1375	210	299	1286	1469	160	442	1187
11.	Bangalore	374	0	0	374	24	0	0	24
Total		6369	1072	1032	6409	8104	1525	3594	6035

2.50 Detailing the reasons for delay in disposal of cases resulting in their long pendency in Labour Tribunals, the Secretary, Ministry of Labour stated during evidence:

"It is partly logistic and partly procedural. It is logistic in the sense that some of them have problems of getting full supporting staff which they need. But it is largely procedural because they are governed by the provisions of the Civil Procedure Code and on an average, a case takes about one-and-a-half years to two years. It is very difficult to dispose of the case and it varies from tribunal to tribunal. It depends on the cooperation of the parties and the extent of adjournments which they seek. And then, quite often while the proceeding is on, stay orders also are obtained.

2.51 The Secretary further added:

"We are trying to overcome these logistic constraints. But our major problem is that the courts themselves remain without any incumbent for quite some times. A classic example is Jaipur where it remained without any incumbent. All possible efforts have been made. On 13th January, 1992 orders for setting up of a CGIT-Cum-Labour Courts at Jaipur was issued. Thereafter, we requested the High Court of Rajasthan and all the neighbouring States like Punjab, Haryana and Uttar Pradesh to furnish a panel of judicial officers for appointing them as Presiding Officers. In this process, another two years have been lost. We have circulated the post in February 1996 again. This is basically problem of lack of response, lack of willingness and lack of coordination".

2.52 Asked to state the reasons for not getting the response from the High Courts for appointment of Presiding Officers of the Labour Courts, the Secretary stated during evidence:

"The scale of pay is not very attractive. We have placed it before the Pay Commission that is all I can say. It is beyond our control."

2.53. Summing up, the Secretary, stated during evidence:

“To reduce the pendency in the courts, we have to increase the number of courts. We had made very sincere efforts in that direction. One additional court was sanctioned and the remaining four courts were not sanctioned. Strictly according to the norms, we require about 48 courts and 48 POs of CGIT-cum-Labour Court and we have got only 12. So that it is really a major problem”.

2.54 Asked whether any proposal regarding setting up of new Labour Courts has been sent to Cabinet, the Secretary stated during evidence:

“Our Ministry has sent the proposal but out of 5 only one was agreed. We have not yet taken up this matter with the Cabinet. Normally, we go to the Cabinet with the concurrence with the Ministry of Finance. That concurrence is not forthcoming.”

2.55 Asked whether the issue has been taken up at the Labour Minister’s level, the Secretary stated during evidence:

“It has not been taken up at the Minister’s level. We will do it.”

Strikes/lockouts

2.56 Asked to state whether the Ministry has given a thought to bring out suitable legislation to cope up with tendency of strikes/lockouts in private establishments, the Ministry in a written reply furnished to the Committee has stated that based on the recommendations of the Ramanujam Committee and subsequent deliberations, certain draft amendment proposals to the I.D. Act, 1947 have been formulated. These proposals are being placed before the forthcoming meeting of the Standing Labour Committee scheduled for 13.9.96. The proposals, *inter alia* include raising the mandatory period of notice for strikes and lockouts to one month in respect of all service and exempting the essential services connected with safety, water supply, electricity and medical from both strikes and lockouts. It is also proposed that strike notices should be supported by a majority of workmen.

Recommendation

2.57 The Committee are concerned to note that the Ministry of Labour has not accorded priority for setting up of five more CGIT-cum-Labour Courts and filling up of vacancies of Presiding Officers. This Ministry’s reply in this regard that our Ministry has sent the proposal but out of five only one was agreed to, is not acceptable to the Committee keeping in view the filling up of pending cases in various courts. In their view the matter should have been taken up at the Minister’s level and vigorous efforts should have been made to get the

proposal approved. As regards, making terms and conditions for appointment of Presiding Officers in Labour Courts more attractive by placing them in suitable grades, the Ministry should take up the issue with the Ministry of Finance as well as with the Fifth Pay Commission immediately.

Major Head 2230

Sub-Head-0303

Director General Mines Safety

2.58 It has been stated by the Ministry that during the year 1995 out of 140 fatal accidents, 124 accidents occurred due to contravention of some safety provisions. Of these 124 fatal accidents 23 accidents were due to the fault of the deceased themselves and 15 cases exclusively due to the fault of management. In case of each fatal accident whether it is identified as accident prone or otherwise, responsibility is fixed after the statutory enquiry. Two such enquiries have been ordered and are in progress.

2.59 Asked to state the time by which the enquiries will be completed. The Ministry in a written reply furnished to the Committee, has stated that it is clarified that the Directorate General of Mines Safety is required under Sec. 23 of the Mines Act, 1952 to conduct statutory enquiry into the occurrence of an accident causing loss of life. Where the Govt. thinks to fit, it may appoint a Court of Enquiry under Sec. 24 of the Mines Act, 1952 to enquire into the causes and circumstances contributing to the accident.

2.60 A Court of Enquiry was ordered by this Ministry under Sec. 24 of the Mines Act, 1952 for the accident that took place on 25.1.94 at New Kenda Colliery of M/s Eastern Coalfields Limited. Another Court of Enquiry was ordered for the accident that took place on 26/27th of Sept., '95 at Gaslit and three more mines of M/s Bharat Coking Coal Limited. Both the enquiries are under process and they are likely to take some more time for their completion.

2.61 Asked to state the fate of 122 accidents which took place during the year 1995, the Ministry has stated that all fatal accidents are enquired into by the Directorate General of Mines Safety except those for which the Govt. appoints the Court of Enquiry. Enquiries into all fatal accidents which took place during the year 1995 have been completed and reports submitted by the field offices to the headquarters of the Directorate. Action by way of prosecution, warnings, etc. by the Directorate General of Mines Safety and by way of termination/suspension of service,

demotion, transfer, warning, withholding of increments etc. by the mine managements have been taken against the delinquents in all such cases.

2.62 The Ministry of Labour has also furnished the following statement of action taken by the Directorate General of Mines Safety against the mine managements held responsible for the accidents:

1. Prosecutions launched	2 cases
2. Prosecution under process	1 case
3. Warnings	1 case
4. Show-cause	3 cases
5. Corporate management asked to take suitable departmental action	7 cases.

Safety Conference and Safety Weeks

2.63 It has been stated by the Ministry in a written reply furnished to the Committee that only one conference for safety in mines has been held during the period 1993-96. The total number of safety weeks held during the year 1995 and 1996 (30th June, 1996) in coal and non-coal mines are 25.

2.64 Asked whether the Ministry has given a thought to hold safety conference every year the Ministry in a written reply has stated that the last *i.e.* Eighth Conference on Safety in Mines was held on 14th and 15th of May, 1993 at New Delhi. This Ministry has given a thought to holding the safety conference every year and it was realised that no fruitful purpose would be served by holding it every year since the recommendations made in this prestigious national level tripartite forum representing the mine managements, workers and their representatives and the Govt. have wide ramifications and it is not possible to implement, monitor and evaluate their impact in the wide spread mineral industry in such a short time. Depending upon the status of implementation of recommendations of the last conference and the necessity to deliberate upon the other burning issues, it may be advisable to hold this conference after every three to four years. This Ministry is engaged in evaluating the status of implementation of the recommendations of the Eighth Conference in order to hold the next conference in near future.

Staff Complements

2.65 It has been stated by the Ministry that the staff complement of the Department is grossly inadequate to discharge its duty efficiently and effectively, this has been brought out clearly in many committee recommendations and courts of enquiries recommendations.

2.66 Asked to state the steps taken by the Ministry to increase the staff strength, keeping in view the increase in mining activity, the Ministry in a written note furnished to the Committee has stated that it is a fact that the staff complement of the Department is grossly inadequate to discharge its duties efficiently and effectively in the light of recommendations made by the JG Kumarmangalam Committee. Under the instructions of the Ministry of Finance issued from time to time for reduction of expenditure and curtailment in the existing posts, this Ministry awaited suitable opportunity to take up the matter at the appropriate level since it involved sanctioning of a staggering number of 886 additional posts in Group 'A' category against the existing sanction strength of only 167 posts apart from the matching no. of additional posts for the supporting staff. However, this Ministry takes serious note of the observations made by the Committee and assures in right earnest to initiate the work in this direction very soon.

2.67 Adding, further the representative of the Ministry stated during evidence:

"The role and function of DGMS was assessed by the Kumarmangalam Committee under the Ministry's order issued in 1981. The report of the Committee was submitted in 1982. The Committee, had made 68 recommendations. The Committee *inter-alia* recommended that comprehensive inspection of mines should be done in order to enhance the status of disaster control in mines. If we strictly go by the recommendation, then we have worked out that something like 85,000 inspections are required to be done every year to cover all the mines in the country. We have some norms of inspections to be done by each inspecting officer. I would like to bring to your kind notice that an Assistant Inspector of Mines is required to spend 140 mandays every year in his field work; Deputy Director is required to spend 143 mandays every year and a Director, who is in supervisory cadre, is also required to spend 89 mandays every year. If we work out our requirement on this basis, then we would be requiring something like 1,053 inspecting officers to complete this work as suggested by the Kumarmangalam Committee. At the moment, we have a sanctioned strength of only 167 field officers".

2.68 Detailing further the steps taken by the Ministry in regard to enhancement of staff strength, the representative of the Ministry stated during evidence:

"We have made seven new proposals. Out of this we have already submitted 2 proposals to the Ministry for enhancements of strength.

We are working upon the rest. We should be able to bring to the Ministry our other requirements shortly."

Recommendation

2.69 The Committee note that the staff complement of the Directorate General 1, Mines Safety Department is grossly inadequate to discharge its duties efficiently and effectively in the light of recommendations made by the J.G. Kumaramangalam Committee. Out of 1,053 inspecting officers the Department has a sanctioned strength of only 167 as on date. The Committee view this situation very seriously. They therefore, strongly recommend that the Ministry of labour should take up the issue with the Ministry of Finance for early clearance of their proposal keeping in view the fact that the number of fatal accidents in the mines, are increasing. The Committee are also of the view that a comprehensive inspection of mines should be done in order to enhance the status of disaster control in mines as has, been recommended by the Kumaramangalam Committee.

2.70 The Committee note with distress that although the accident in BCCL Colliery at Gazlitand in District Dhanbad took place in September, 1995 yet no action has so far been taken against the management by the Ministry. The Committee view the situation seriously and recommend that the Ministry should take immediate steps to finalise the enquiry Report and initiate action against the persons found guilty for the mishap. Steps taken in the matter should be communicated to the Committee within three months' time.

2.71 The Committee are also of the view that Ministry should henceforth take speedy and timely action in all cases of accidents. Also, responsibility should be fixed on the person/persons found guilty for delaying the enquiry proceedings.

Social Security for Labour Deposit Linked Insurance Scheme

2.72 The Ministry of Labour has furnished the following data regarding coverage of institutions during the last three years:—

Year	No. of covered Establishments			Subscribers		
	Exempted	Unexempted	Total	Exempted	Unexempted	Total
1992-93	85	12046	12131	0.08	6.99	7.07
1993-94	68	13223	13291	0.02	6.77	6.79
1994-95	34	14123	14157	0.12	7.22	7.34

2.73 The survey has been conducted to ascertain the number of establishments which are in existence for the last three years and employing more than 20 persons but not covered under Employees' Provident Fund Scheme, the Ministry has stated that the survey and coverage of new establishments is a continuous process with the enforcement machinery. As an when a new establishment is detected, it is entered in the marginal or infant register maintained at various Regional Offices. If the establishment is employing 20 or more persons and has not completed infancy period of three years the establishment is noted in the Infant Register. In case the establishment has completed infancy period of three years but employs less than 20 employees, it is noted in the marginal register. However, this information is mentioned at field level offices. In order to augment the coverage of maximum number of establishments a special drive was conducted by all Regional Offices in the month of June, '95. It may also be added that there is a steady increase both in the number of establishments covered as well as subscribers.

2.74 Asked whether the Employees Provident Funds Organisation has sufficient staff (Region-wise) to launch special drive for the survey purposes, the Ministry in a written note furnished to the Committee has stated that there is an in built arrangement for conducting the survey and coverage of establishments under the provisions of Employees' Provident Funds and Miscellaneous Provisions Act by the enforcement machinery. In addition, specific drives for survey and coverage are taken periodically by deploying the available staff.

Employees' Pension Scheme 1995

2.75 Asked whether the organisation is equipped with staff to handle cases relating to new pension scheme, the Ministry in a written replay has stated that on introduction of the Employees' Pension Scheme, 1995 with effect from 16.11.1995, the work load parameters were studied by engaging the National Productivity Council (NPC) and based on NPC recommendations, work/staffing norms have been evolved. Accordingly necessary additional supplementation in staff complement is being provided :

(i)	Addl CPFC (Pension)	1
(ii)	Controller of Pension	16 (one each region)
(iii)	Head Clerk	59
(iv)	Clerical Staff	263

2.76 The above arrangement has been made in addition to the earlier staff working for the ceased Family Pension Scheme, 1971 in all 16 Regional Offices.

Grievance Redressal Machinery

2.77 The Ministry has stated that there is a system of machinery for redressal of grievances working in EPF Organisation at Head Office and Regional Office simultaneously. The system was initiated in 1979 when the present Secretary (labour) was Central Provident Fund Commissioner. After joining as Labour Secretary, he has issued a comprehensive circular to C.P.F.C/all R.P.F. Cs/all Sub-Regional offices to systematise and strengthen the system of ventilation and redressal of public grievances. He is himself closely monitoring and reviewing the position in course of his field reviews. Seven such reviews have been completed in five months. At head office one department under the supervision of Regional Provident Fund Commissioner (PGS) is working with 4 sections.

1. Public Grievance Cell Section
2. Complaint I Section
3. Complaint II Section
4. Complaint III Section

These sections are having adequate required staff.

2.78 On every working day, from 11 to 12.00 hours and 3.00 pm. to 4.00 pm. there is a system of hearing of grievances at the Head Office and regional Offices. As a special measure, every working Friday has been earmarked as "Public Grievances Day". During 10.00 to 13.00 hours the officer-in-charge, has to be made available for listening to the grievances.

2.79 At each Regional Office, there is a Cell at the Reception under the supervision of Public Relation Officer which receives and analyses the grievances received from subscribers members on daily basis. Attempt is being made to provide suitable feed back to the subscribers members on such visit with respect to the status of his problem and likely date by which the grievance will be settled.

2.80 The Ministry has furnished the following statement showing the region-wise number of grievances received and disposed of during the year 1995-96:—

Name of the Region	Opening Balance during 1995-96	Received during 1995-96	Disposal during 1995-96
1	2	3	4
ANDHRA PRADESH	63	11350	11410
BIHAR	43	324	362

1	2	3	4
DELHI	44	7177	7214
GUJRAT	67	3101	3160
HARYANA		1103	1103
KERALA	98	7479	7545
KARNATAKA	43	3586	2629
MADHYA PRADESH	810	13304	13994
MAHARASHTRA	195	8589	8599
NORTH EAST	318	1759	2058
ORISSA	02	1583	1585
PUNJAB	26	5475	5499
RAJASTHAN	251	10276	10455
TAMIL NADU	10	53926	53740
UTTAR PRADESH	14	556	556
WEST BENGAL	59	4715	4782
CENTRAL OFFICE	64	2815	2824
TOTAL	2113	137118	138586

2.81 Adding further, the representative of the Ministry stated during evidence:—

“Each regional office or sub-regional office where the number is large considers the cases thoroughly. We are trying to instal computerisation in big offices so that a person can register his complaint and get a number and also a satisfactory reply can be given later”.

2.82 Asked to state the steps taken to minimise the number of complaints being received by the organisation, the representative of the Ministry stated during evidence:—

“There have been complaints. There are some retired officials who act as consultants. They have some contacts. They are the vested interests. I submit that in a couple of months we would be introducing photo identity cards for the visitors and staff so that the entry of unauthorised people is restricted. These mediators cannot come in the office. Some accountability can be fixed. That is being done.”

Recovery of dues

2.83 The Ministry has stated in a Written Reply furnished to the Committee that the number of FIRs during the last three years in regard to non-payment of Employees' share of contribution deducted from the wages of employees but not remitted to the fund as under:—

1992-93	183
1993-94	269
1994-95	247
1995-96	238

2.84 The Ministry has further stated that the present system of return being obtained from Regional Provident Fund Commissioners does not provide for the amount to be recovered against FIRs. However, it is submitted that defaults, are pursued vigorously by launching prosecution under the EPF & MP Act, 1952, levy of damages etc, and the default is watched.

2.85 Summing up, the representative of the Ministry stated during evidence:—

“We do not have any control over the courts. Our experience has not been very good. The cases have been pending for a long time. We are pursuing through our counsels to get the decision quickly”.

2.86 The Committee are not at all happy with the progress made by the Employees' Provident Fund Organisation in regard to their coverage of establishments keeping in view the fact that out of 315 million workforce only 20 crores have so far been covered under the existing act. They, therefore, strongly recommend that the Ministry should devise ways to conduct a comprehensive survey to ascertain number of coverable establishments at the earliest rather than to rely on the enforcement officers working with the organisation. Also, the existing act should be amended to check unscrupulous employers indulged in unfair practices as was recommended by the Committee in their 11th Report on the Demands for Grants (1995-96). Steps taken and progress achieved in this regard should be communicated to the Committee within 6 month's time.

2.87 As regards recovery of outstanding dues the Committee are of the view that enforcement machinery should be strengthened and decentralised. Also, steps should be taken to get the legal cases disposed off quickly.

2.88 The Committee are also of the view that grievance redressal machinery should be strengthened and steps should be taken to minimise the number of complaints being received by the organisation from the subscribers. Also, necessary steps should be taken to minimise the personal contacts between the subscribers and employees of the organisation. Progress achieved in this regard should be Communicated to the Committee within six months' time.

Sub Head 03-07

Vocational Training Programme for Women (NVTI-New Delhi. RVII-Bombay & Bangalore)

2.89 It has been stated by the Ministry that the full amount allocated for the year 1995-96 could not be utilized as non of the training programme envisaged under the scheme could be organized basically because trainers posts could not be filled. Out of the 7 posts sanctioned under the scheme, only 2 posts could be filled at RVTI, Bangalore, where also the courses could not be organized due to poor response from the trainees.

2.90 Asked to state the reasons for not filling the sanctioned/ posts of RVTI, the Ministry in the written reply stated that out of 6 sanctioned posts of TOs, 2 posts are already filled. 2 posts of TOs were to be filled by promotion. Due to non-availability of eligible candidates, the post were notified to UPSC. The candidate nominated by UPSC against the one of the posts did not join. The next candidate on the select also did not join. The second post, which was to be filled by deputation, was referred to the DoPT for change of mode of recruitment, as no candidate was available on deputation and it was proposed to fill the post by direct recruitment. By the time permission form DoPT was received, the post had attracted the ban order of MOF and was deemed abolished.

2.91 The third post of TO has been advertised by UPSC. Interview for selection of candidates is expected to be held shortly. Action for filling the fourth post is under process.

2.92 One post of Vocational Instructor has already been filled.

2.93 Asked whether any specific proposal has been sent by the Labour Ministry to the Ministry of Finance to enhance the pay scale of trainers, the representative of the Ministry stated during evidence.

“As a general principle, we have approached the Pay Commission. It is because in the last two or three years whenever we went with some proposals to the Finance Ministry for increase in the salary, they have taken the decision that the Pay Commission has been constituted, you take up the proposal with them and they will take care of it. Individually, if we go to the Finance Ministry, it is not entertained”.

2.94 Asked whether the Ministry has analyzed the reasons for poor response from the trainees, the Ministry has stated that based on informal feedback from the Institutes, Women trainees are not inclined to take up courses on Business Services (entrepreneurship development). However, efforts are being made to motivate them and taken up the courses as soon as the trainees are in position.

2.95 The Committee note that the amount allocated for the year 1995-96 for Vocational Training Programme for Women could not be utilised as none of the training programmes envisaged under the scheme could be organised. The reasons given by the Ministry for non-conductance of the training programmes due to poor response from the trainees and non-filling up of trainers posts are not at all satisfactory. The Committee attach greater importance to the vocational training programmes as they are job-oriented. They therefore, strongly recommend that the Ministry should make all out efforts to fill up the vacancies of trainers' at the earliest. Also, efforts should be made to motivate women to take up the courses in right earnest. Steps taken and progress achieved in this regard may be communicated to the Committee within three months' time.

Labour Bureau

Sub Head—004

Labour Research and Statistics

2.96 The Ministry of Labour has informed the Committee that out of the total budget grant of Rs. 6.46 crores for the year 1995-96, an amount of Rs. 3.01 crores could only be utilised due to non-sanction of new schemes *viz.* Working Class Family Income and Expenditure Survey (1992-93), Repeat House Rent Survey under new WCFIES Scheme, 'LABOURNET' Scheme, Revision of Base of Wage Rate Index and Retail Price Index.

Sub Head—02.04 Working Class Family Income and Expenditure Survey 1992-93.

2.97 Giving reasons for non-implementation of the scheme relating to working class family income and expenditure survey (1992-93) the Ministry has stated that a plan scheme before being taken up for implementation requires approval of various agencies *viz.* Planning Commission and Plan Finance Division of Ministry of Finance. The proposal relating to expenditure also requires approval of the Expenditure

Finance Committee or the Standing Finance Committee depending on the amount of Expenditure involved. Proposal relating to launching of New Working Class Family Income and Expenditure Survey was sent to all concerned agencies inviting their comments. Thereafter a meeting of the Expenditure Finance Committee was convened. The Scheme was thereafter submitted to Plan Finance Division of Ministry of Finance as Expenditure on staff component was more than 10% of the total expenditure on the scheme. The scheme has since been approved and the matter relating to creation of posts required for implementation of the scheme is being taken up with the Department of Expenditure.

2.98 Asked to mention the specific dates when the scheme was cleared by Planning Commission, Plan Finance Division of Ministry of Finance. Expenditure Finance Committee and Department of Expenditure, the Ministry has stated that the Planning Commission cleared the scheme on 29.11.95. After the EFC cleared the scheme on 29.1.96, it was sent to the Integrated Finance Division on 1.3.96, who sent it to the plan Finance Division, Department of Expenditure, Ministry of Finance. They sent back the file on 24th July, 1996 seeking some more information. The clarification asked for by the Department of Expenditure are being sent through IFD and it will be monitored at the senior level for expeditious clearance.

2.99 Asked whether the Ministry feel that the survey which should have been launched during the year 1992-93 has been delayed considerably, the Ministry of Labour stated that the survey has been considerably delayed and every effort will now be made to implement the scheme at the earliest.

Sub Head 02.01

Rural Labour Enquiry

2.100 The Budget estimates (1005-96) of Rs. 95 lakhs for RLE were revised to Rs. 73.08 lakhs as the proposal for the creation of additional posts under the scheme was not cleared. The non-receipt of publication bill from Government of India Press also resulted in the savings. The Revised Estimate (1995-96) were, however, fully utilised.

2.101 The Budget proposal for 1996-97 under the scheme is Rs. 103.74 lakhs. The budget estimates were lowered to Rs. 52.45 lakhs on accounts of the cut in the overall allocation of the Ministry including the Labour Bureau.

2.102 Asked to state the dates on which Bureau Reports of Surveys based on 1987-88 were released, the Ministry in its written reply has

stated that the dates on which the surveys Reports were released are indicated below:

S.No.	Name	Date
1.	Indebtedness among Rural Labour Households.	March, 1992
2.	Consumption Expenditure of Rural Labour Households	January, 1993
3.	Employment and Unemployment of Rural Labour Households	August, 1994
4.	Wages & Earnings of Rural Labour & Households	December, 1994

2.103 The Ministry has further stated that in respect of 1993-94 enquiry data tables from the NSSO are expected shortly for further analysis giving reasons for a long time lag in the dissemination of results of surveys. The Ministry has stated that the Bureau has been continuously impressing upon the NSSO for the supply of the tables on RLE at the earliest. As the data for RLE is derived from the general quinquennial survey on "Employment & Unemployment" and "Consumer Expenditure" of the NSSO with much broader scene and coverage, our requirement has to be dovetailed with the broader survey. For 1993-94 survey we got in touch with the NSSO on the eve of the launching of the survey itself in June, 1993. The contact was established at different levels through correspondence as well as by personal visits and discussions. By these efforts the time lag between the survey period and release of the Report is expected to be reduced.

2.104 Asked to state the steps taken by the Ministry to minimise the gap in data requirements, the Ministry in their reply stated that the Ministry depends for its requirements of data for the Rural Labour Enquiry Reports, on NSSO's quinquennial surveys on "Employment & Unemployment" and "Consumer Expenditure". To expedite the information from NSSO 28 letters were addressed at different levels to the NSSO/Computer Centres of the Department of Statistics between May 1993 and July 1996. In addition, there were four personal visits/discussions with the officials of the NSSO. A part of the data is expected to be received by the end of September, 1996.

Recommendation

2.105 The Committee note that out of a total budget grant of 6.46 crores for the year 1995-96 an amount of Rs. 3.01 crores could only be utilised by the Labour Bureau for Labour research and statistics. The

reasons given by the Ministry for under utilisation of funds in this regard are non sanction of new schemes such as Working Class Family Income and Expenditure survey 1992-93, Repeat House Rent survey and Labournet scheme. In their view, the Ministry lacks proper coordination with the various agencies for timely sanctioning of schemes/surveys. The Committee has recommended earlier in their Fourth and Eleventh Report (Tenth Lok Sabha) that Ministry should have timely clearance of schemes/survey from various agencies like Planning Commission, Ministry of Finance etc. so that the funds earmarked for the scheme during the financial year are fully utilised. While reiterating their earlier recommendation, the Committee desire that the Ministry should have a thorough monitoring over the functioning of the Labour Bureau and ensure that the schemes earmarked for the year are timely launched and completed.

2.106 The Committee are concerned to note that the working class family income and expenditure survey 1992-93 which was scheduled to be launched after 1981-82 survey has not materialised so far. The Ministry has accepted that the survey which should have been launched during the year 1992-93 has been considerably delayed. The Committee further note that the clearance of the scheme is still awaited from Department of Expenditure, Ministry of Finance. While reiterating their earlier recommendation, the Committee are of the view that the Ministry of Labour should take up the matter with the Ministry of Finance for early clearance of the proposal. Progress achieved in this regard should be communicated to the Committee within three months time.

2.107 The Committee note that the survey reports "Employment and unemployment" and "Wages and earnings" of Agriculture and Rural Labour based on the year 1987-88 were released after a gap of six years in the year 1994 i.e. August, 1994 and December, 1994. The Committee are not happy with the situation. In their view the Ministry should strengthen their coordination with various agencies such as the National Sample Survey Organisation for speedy processing and analysis of data to reduce the time lag in release of Reports. As regards enquiry data pertaining to year 1993-94, the Committee desire that frequent consultation with the National Sample Survey Organisation should be carried out at the highest level so that the required data is made available at the earliest. The Committee are also of the view that the Ministry of Labour should have a through monitoring and ensure for timely release of survey reports.

NEW DELHI;
August 26, 1996
Bhadra 4, 1918 (Saka)

MADHUKAR SIRPOTDAR,
Chairman,
Standing Committee on Labour and Welfare.

ANNEXURE-I

MINUTES OF THE FOURTH SITTING OF THE STANDING
COMMITTEE ON LABOUR AND WELFARE HELD
ON 23 AUGUST, 1996

The Committee sat from 11.00 hrs. to 13.30 hrs. in Room No. 62,
Parliament House, New Delhi.

PRESENT

Shri Madhukar Sirpotdar — *Chairman*

MEMBERS

Lok Sabha

2. Shri Kameshwar Paswan
3. Smt. Kamal Rani
4. Shri Jai Singh Chauhan
5. Smt. Bhagwati Devi
6. Shri Ajoy Mukhopadhyay
7. Shri Rup Chand Murmu
8. Shri Ajoy Chakraborty
9. Shri Harbhajan Lakha
10. Shri Illiyas Azmi

Rajya Sabha

11. Shri Mohinder Singh Kalyan
12. Shri Sanatan Bisi
13. Shri Jagannath Singh
14. Shri Janardan Yadav
15. Shri Jibon Roy

SECRETARIAT

1. Shri J.P. Ratnesh — *Joint Secretary*
2. Shri Babu Ram Kanathia — *Deputy Secretary*
3. Shri R.S. Misra — *Under Secretary*

The Committee took a serious note of the poor performance of the Ministry in regard to completion of World Bank Assisted Vocational Training Projects. In order to have a factual assessment of the progress achieved by the Ministry the Committee decided that a Study Group should visit the various Centres in the country where the project is under construction or non functional.

The Committee were also dissatisfied with the functioning of Employees Provident Fund Organisation in so far as their coverage of establishments and recovery of dues are concerned. Also, in regard to functioning of DGMS the Committee were not happy due to insufficient number of inspections of Mines by the Directorate and increasing number of fatal accidents.

The Committee considered and adopted the draft First Report on the Demands for Grants of Ministry of Labour with following modifications :

Para 2.46, last line *after school add—*

“For this the Government should formulate active Committees at the district level involving officials from District Administration, elected representatives of the area, trade unions etc. Steps taken in this regard should be communicated to the Committee in three month’s time.”

Para 2.47, last line after of time. *add—*

“Progress achieved in this regard should be communicated to the Committee within six month’s period.”

after para 2.69 add—

“2.70 The Committee note with distress that although the accident in BCCL Colliery at Gazlitand in District Dhanbad took place in September, 1995, yet no action has so far been taken against the management by the Ministry. The Committee view the situation seriously and recommended that the Ministry should take immediate steps to finalise the enquiry Report and initiate action against the persons found guilty for the mishap. Steps taken in the matter should be communicated to the Committee within three month’s time.”

“2.71 The Committee are also of the view that Ministry should henceforth take speedy and timely action in all cases of accidents. Also, responsibility should be fixed on the person/persons found guilty for delaying the enquiry proceedings.”

Para 2.88 after last line *add* —

“Progress achieved in this regard should be communicated to the committee within six month’s time.”

Para 2.95, last line *for* “six months “*read*” three months”

Para 2.106 last line *for* “six months “*read*” three months”

The Committee authorized the Chairman to finalise the report and present the same to Parliament.

The Committee then adjourned.

STATEMENT OF RECOMMENDATIONS/CONCLUSIONS

Sl. No.	Para No.	Conclusions/Recommendations
1	2	3
1.	1.9	The Committee note that although the Ministry of Labour has improved their expenditure in non-plan allocations, yet the plan expenditure is far from being satisfactory. The reasons put forth by the Ministry for non-utilisation of funds such as delay in sanction of schemes, delay in sanction of posts, posts remained vacant for more than a year, delay in release of funds are not at all satisfying to the Committee. In their view, the Ministry lacks co-ordination and monitoring. The Committee, therefore, strongly recommend that the funds allocated for various plan schemes should be utilised during the same financial year. Also the Ministry should devise steps to minimise the time involved in the approval of the schemes by various agencies such as Ministry of Finance, Planning Commission etc. Steps taken in this regard may be communicated to the Committee.
2.	1.10	The Committee note that the Ministry of Labour has furnished the same reply which they furnished a year and half back in regard to implementation of the recommendations of Bachhawat Wage Board regarding Pay and Allowances for the working journalists and for the non-journalists Newspaper and News agency employees. This clearly indicates the poor coordination of the Ministry with the State Governments. The Committee, therefore, recommend that the matter should be taken up at the highest level so that the recommendations of the Bachhawat Wage Boards are implemented by all the Newspaper establishments without further loss of time.
3.	1.11	The Committee are concerned to note that some of the major port authorities have not appointed requisite number of safety officers and in most of the canteens run by the Port Managements, the

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nutritional value of the meals supplied to the workers has been found less than the requirement. Viewing the situation seriously the Committee urge upon the Ministry of Labour to take up the issue with the Ministry of Transport at the earliest. Steps taken in this regard may be communicated to the Committee within six month's time.

4. 2.11

The Committee note that the World Bank Assisted Vocational Training Project started in the year 1989-90 and Rs. 441 crores was a total budget allocation for the scheme. Out of which Rs. 289 crores has been spent so far and the scheme is likely to spill over to next plan period. This is clearly indicative of the fact that the progress of the scheme has been very slow. The Committee further note that the Ministry is negotiating with the World Bank to extend the time limit for completion of the project upto March, 1997. The Committee expect that by December, 1997, they will be in a position to achieve at least 97 to 98% of the target. The Committee, therefore, recommend that the Ministry of Labour should have a thorough monitoring over the entire scheme and should ensure that the project is completed by December, 1997 as assured by them and there should not be any further slippages on any account. They are also of the view that some responsibility should be fixed on the concerned agencies accounting for further delay in the project as the cost of the Project has already been doubled due to slow progress of the project and poor monitoring of the Ministry. The Committee further desire that the progress reports pertaining to stages achieved in the implementation of various schemes under the World Bank Project should invariably be furnished to the Committee within three months.

5. 2.12

The Committee note that out of 16 packages for which orders were placed by the Ministry of Labour under NITV, original delivery period for 12 packages has already been expired and liquidated damages as per the conditions laid down in the contractual agreements are being deducted while making

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		<p>payment to these suppliers. The Committee view this situation with great concern. They, therefore, desire that the Ministry should make all out efforts for supply of equipments by December, 1996 positively as has been stated by them. As regards the defaulting suppliers the matter should be taken up at the highest level and steps should be taken to black list them. Steps taken in this regard may be communicated to the Committee within six month's time.</p>
6.	2.13	<p>The Committee are constrained to note that the progress in regard to civil works to be executed under the project has been far from satisfactory. Out of 444 works required to be undertaken in 28 States/UTs, 118 works are still under construction and some works are in advance preparatory stages before start of construction. This is clearly indicative of the fact that monitoring of the Ministry in this regard has been very poor. The Committee, therefore, strongly recommend that the matter should be taken up with the defaulting State Governments at the Minister's level and the Ministry should ensure that the civil works are completed at the earliest. Steps taken and progress achieved in this regard should be communicated to the Committee every three quarterly.</p>
7.	2.27	<p>The Committee regret to note that the estimates employment and unemployment based on the survey conducted by The National Sample Survey Organisation during the year 1993-94 has yet to be finalised. The detailed results are expected to be released by the end of December, 1996. The Committee fail to understand the manner in which the Ministry plans to combat unemployment problem every year in the absence of an authentic data of unemployed persons. They, therefore, desire that the matter should be taken up with the Planning Commission and the Ministry should devise ways to have an authentic data of unemployed persons every year. Steps taken in this regard should be communicated to the Committee within six month's time.</p>

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8.	2.28	The Committee note with concern that the yearly joint evaluation of the activities of employment exchange has not been carried out by the Ministry regularly due to shortage of staff. They, therefore, desire that the Ministry should take immediate steps to fill the vacant posts in the DGET and the work relating to the joint evaluation of employment exchanges should invariably be carried out every year in all the States.
9.	2.29	The Committee find that out of 895 employment exchanges in the country only 117 only are computerised. The Ministry of Labour has stated that after the transfer of the scheme to States w.e.f. 1.4.92, the progress in regard to computerisation has been very poor. The Committee further note that the Ministry has now proposed to make the scheme as a Centrally Sponsored Scheme in the 9th Plan proposals. In view of the Committee the operation and overall functioning of the employment exchanges should be improved with the help of computers and they, therefore, recommend that the Ministry should take up the issue with the Planning Commission for its inclusion in the 9th Plan as a Centrally Sponsored Scheme.
10.	2.30	The Committee note with distress that though the Self Employment Promotion Cells have been reduced due to their closure by State Governments, the total on live register of the cells has increased from 2.25 lacks in December, 1994 to 16.47 lakhs in December, 1995. The Committee view this situation very seriously. They, therefore, strongly recommend that in order to improve the overall functioning of the scheme, the Ministry of Labour should take up the issue with the Planning Commission for its reversal as a Centrally Sponsored Scheme in the 9th plan.
11.	2.44	The Committee note with concern that the survey in all the 123 districts of Child Labour concentration could not be completed as scheduled and in 9 districts it has yet to start. The Ministry, has however, stated that the survey will be completed by the end of October, 1996. The Committee are not

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happy with the situation. In their view, unless the Ministry has an authentic data of child labour, they are not in a position to plan for their elimination effectively. The Committee, therefore, urge upon the Ministry to take up the issue with the State Governments and ensure that the survey is completed in all the 323 districts by October, 1996 has been assured by them. Progress achieved in this regard may be communicated to the Committee.

12. 2.45 The Committee further note that the Ministry do not have the figures relating to number of families of child labour covered under the income generating and poverty alleviation schemes even after a lapse of 1¹/₂ years of its start. This clearly show that the Ministry lacks coordination and its monitoring is very poor. The Committee, therefore, recommend that the scheme should be monitored thoroughly and the State level machinery should be strengthened to judge the functioning of child labour projects. Informations, asked for by the Committee in regard to number of families of child labour covered in income generating and poverty alleviation scheme should be furnished to them within three months' time.
13. 2.46 The Committee are also of the view that due care should be given to the running of special schools under the National Child Labour Project as most of them are being run by NGOs. There should be regular monitoring by the Ministry over the functioning of special schools. For this the Government should formulate active Committee at the District level involving officials from District administration, elected representatives of the area, Trade Unions etc. Steps taken in this regard should be Communicated to the Committee within three months time.
14. 2.47 As regards amending the Child Labour (Prohibition and Regulation) Act, 1985, the Ministry of Labour has furnished the same reply which they had furnished to the Committee almost 2¹/₂ years back. In the Committee's view, the scope of the Act should
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		be enlarged, to provide stringent punishment to the employers violating the law. While reiterating their earlier recommendation, the Committee urge upon the Ministry to take the issue with the Ministry of Law without further loss of time.
15.	2.57	The Committee are concerned to note that the Ministry of Labour has not accorded priority for setting up of five more CGIT-cum-Labour Courts and filling up of vacancies of Presiding Officers. The Ministry's reply in this regard that our Ministry has sent the proposal but out of five only one was agreed to, is not acceptable to the Committee keeping in view the filling up of pending cases in various courts. In their view the matter should have been taken up at the Minister's level and vigorous efforts should have been made to get the proposal approved. As regards, making terms and conditions for appointment of Presiding Officers in Labour Courts more attractive by placing them in suitable grades, the Ministry should take up the issue with the Ministry of Finance as well as with the 5th Pay Commission immediately.
16.	2.69	The Committee note that the staff complement of the Directorate General, Mines Safety Department is grossly inadequate to discharge its duties efficiently and effectively in the light of recommendations made by the J.G. Kumaramangalam Committee. Out of 1,053 inspecting officers the Department has a sanctioned strength of only 167 as on date. The Committee view this situation very seriously. They, therefore, strongly recommend that the Ministry of Labour should take up the issue with the Ministry of Finance for early clearance of their proposal keeping in view the fact that the number of fatal accidents in the mines, are increasing. The Committee are also of the view that a comprehensive inspection of mines should be done in order to enhance the status of disaster control in mines as has been recommended by the Kumaramangalam Committee.
17.	2.70	The Committee note with distress that although the accident in BCCL Colliery at Gazlitand in District Dhanbad took place in September, 1995 yet no action

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		has so far been taken against the management by the Ministry. The Committee's view the situation seriously and recommend that the Ministry should take immediate steps to finalise the enquiry Report and initiate action against the persons found guilty for the mishap. Steps taken in the matter should be communicated to the Committee within three months' time.
18.	2.71	The Committee are also of the view that Ministry should henceforth take speedy and timely action in all cases of accidents. Also, responsibility should be fixed on the person/persons found guilty for delaying the enquiry proceedings.
19.	2.87.	The Committee are not at all happy with the progress made by the Employees' Provident Fund Organisation in regard to their coverage of establishments keeping in view the fact that out of 315 million workforce only 20 crores have so far been covered under the existing Act. They, therefore, strongly recommend that the Ministry should devise ways to conduct a comprehensive survey to ascertain number of coveable establishments at the earliest rather than to rely on the enforcement officers working with the organisation. Also, the existing Act should be amended to check unscrupulous employers indulged in unfair practices as was recommended by the Committee in their 11th Report on the Demands for Grants (1995-96). Steps taken and progress achieved in this regard should be communicated to the Committee within 6 month's time.
20.	2.88	As regards recovery of outstanding dues the Committee are of the view that enforcement machinery should be strengthened and decentralised. Also, steps should be taken to get the legal cases disposed off quickly.
21.	2.89	The Committee are also of the view that grievance redressal machinery should be strengthened and steps should be taken to minimise the number of complaints being received by the organisation from the subscribers. Also, necessary steps should be taken

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to minimise the personal contacts between the subscribers and employees of the organisation. Progress achieved in this regard should be communicated to the Committee within six month's time.

22. 2.95

The Committee note that the amount allocated for the year 1995-96 for Vocational Training Programme for women could not be utilised as none of the training programme envisaged under the scheme could be organised. The reasons given by the Ministry for non-conductance of the training programmes due to poor response from the trainees and non-filling up of trainers posts are not at all satisfactory. The Committee attach greater importance to the vocational training programmes as they are job-oriented. They therefore, strongly recommend that the Ministry should make all out efforts to fill up the vacancies of trainers' at the earliest. Also, efforts should be made to motivate women to take up the course in right earnest. Steps taken and progress achieved in this regard may be communicated to the Committee within three months' time.

23. 2.105

The Committee note that out of total budget grant of 6.46 crores for the year 1995-96 an amount of Rs. 3.01 crores could only be utilised by the Labour Bureau for Labour research and statistics. The reasons given by the Ministry for under utilisation of funds in this regard are non sanction of new schemes such as Working Class Family Income and Expenditure survey 1992-93, Repeat House Rent survey and LABOURNET scheme. In their view, the Ministry lacks proper coordination with the various agencies for timely sanctioning of schemes/surveys. The Committee has recommended earlier in their Fourth and Eleventh Report (Tenth Lok Sabha) that Ministry should have timely clearance of schemes/surveys from various agencies like Planning Commission, Ministry of Finance etc. so that the funds earmarked for the scheme during the financial year are fully utilised. While reiterating their

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earlier recommendation, the Committee desire that the Ministry should have a thorough monitoring over the functioning of the Labour Bureau and ensure that the schemes earmarked for the year are timely launched and completed.

24. 2.106

The Committee are concerned to note that the working class family income and expenditure survey 1992-93 which was scheduled to be launched after 1981-82 survey has not materialised so far. The Ministry has accepted that the survey which should have been launched during the year 1992-93 has been considerably delayed. The Committee further note that the clearance of the scheme is still awaited from Department of Expenditure, Ministry of Finance. While reiterating their earlier recommendation, the Committee are of the view that the Ministry of Labour should take up the matter with the Ministry of Finance for early clearance of the proposal. Progress achieved in this regard should be communicated to the Committee within three month's time.

25. 2.107

The Committee note that the survey reports "Employment and unemployment" and "Wages and earnings" of Agriculture and Rural Labour based on the year 1987-88 were released after a gap of six years in the year 1994 i.e. August, 1994 and December, 1994. The Committee are not happy with the situation. In their view the Ministry should strengthen their coordination with various agencies such as the National Sample Survey Organisation for speedy processing and analysis of data to reduce the time lag in release of reports. As regards enquiry data pertaining to year 1993-94, the Committee desire that frequent consultation with The National Sample Survey Organisation should be carried out at the highest level so that the required data is made available at the earliest. The Committee are also of the view that two Ministry of Labour should have a thorough monitoring and ensure for timely release of survey reports.
