

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

UNSTARRED QUESTION NO:467
ANSWERED ON:23.11.2009
REVIEW OF INDUSTRIAL RELATIONSHIP
Swamygowda Shri N Cheluvarya Swamy

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government proposes to review the relationship between the management and workers of various industrial units of the country;
- (b) if so, the details thereof;
- (c) whether the grievances of the low paid employees, contract labourers and daily wage earners working in private industrial units would be looked into;
- (d) if so, whether the wage bargaining capacity of these employees would be emphasised; and
- (e) if not, the reasons therefor?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a) & (b): Madam, Industrial Disputes (Amendment) Bill, 2009 has been introduced in the Rajya Sabha on 26.2.2009. The Bill has been referred to the Standing Committee on Labour for examination and report. Two sitting of the Committee has been held so far on 22.10.2009 and 11.11.2009.

While there is no specific reference to a review of the relationship between management and workers, inter-alia, the Bill seeks-

(i) To introduce Grievance Redressal Machinery within the organisation having 20 or more workmen with one stage appeal at the level of the Head of the Industrial Establishment so that maximum disputes arising out of individual grievances are settled within the organisation itself and there is no necessity for adjudication; and

(ii) To enhance the wage ceiling of supervisors from Rs.1600/- to Rs.10,000/- per month to make the provision meaningful.

(c) to (e): For the Contract Workers working in private industrial units, the appropriate Governments look in to the grievances of the workers in pursuance of the Contract Labour (Regulation & Abolition) Act, 1970 and the Minimum Wages Act 1948. For rise in consumer price index and Dearness Allowance (DA) payable under Minimum Wages Act is revised every six months and inspections are conducted to ensure that increase in DA is paid to the workmen. Whenever violation and payment of less than minimum rates of wages are observed, prosecution/claim cases are launched against the defaulting employers. Pursuant to the recommendation of the Working Group constituted in the 42nd ILC, a Tripartite Group has been constituted vide Ministry of Labour & Employment to examine the provisions in the Contract Labour (Regulation & Abolition) Act, 1970 with a view to facilitate greater social protection to the contract workers and to suggest amendments to the Act, if any.