

14

**STANDING COMMITTEE ON LABOUR
(2009-2010)**

FIFTEENTH LOK SABHA

MINISTRY OF LABOUR AND EMPLOYMENT

**[Action taken by the Government on the
Recommendations/Observations contained in the Tenth Report of the
Standing Committee on Labour on the `Demands for Grants of the
Ministry of Labour and Employment for the year 2010-11]**

FOURTEENTH REPORT



LOK SABHA SECRETARIAT

NEW DELHI

August, 2010/ Shravana, 1932 (Saka)

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**[Action taken by the Government on the
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Ministry of Labour and Employment for the year 2010-11]**

Presented to Lok Sabha on 20th August, 2010

Laid in Rajya Sabha on 20th August, 2010



LOK SABHA SECRETARIAT

NEW DELHI

August, 2010/ Shravana, 1932 (Saka)

**COMPOSITION OF THE STANDING COMMITTEE ON LABOUR
(2009-10)**

SHRI HEMANAND BISWAL-CHAIRMAN

MEMBERS

LOK SABHA

2. Shri M. Anandan
3. Shri P. Balram
4. Shri Shafiqur Rahman Barq
5. Shri Sudarshan Bhagat
6. Shri Hassan Khan
7. Shri Kaushalendra Kumar
8. Shri P. Lingam
9. Shri Hari Manjhi
10. Shri P.R. Natarajan
11. Smt. Mausam Noor
12. Shri S. Pakkappa
13. Shri Ramkishun
14. Shri Mahendra Kumar Roy
15. Shri Chandu Lal Sahu
16. Shri Murari Lal Singh
- ***17. Shri Raj Babbar
- *****18. Dr. Kakoli Ghosh Dastidar
- *****19. Shri Paban Singh Ghatowar
- *****20. Dr. P. L. Punia
21. Vacant

RAJYA SABHA

22. Shri G. Sanjeeva Reddy
23. Shri Rudra Narayan Pany
- **24. Shri Pyarelal Khandelwal
25. Shri Rajaram
26. Smt. Renubala Pradhan
27. Shri G.N. Ratanpuri
- *28. Shri Mohammad Adeeb
- ****29. Shri Praveen Rashtrapal
- *****30. Vacant
31. Vacant

* Changed the nomination from Committee on Labour to Committee on Commerce w.e.f. 17th September, 2009.

** Expired on 6th October, 2009.

*** Nominated w.e.f. 3rd December, 2009.

**** Nominated w.e.f. 31st December, 2009.

***** Nominated w.e.f. 11th January, 2010.

***** Nominated w.e.f. 26th February, 2010.

***** Nominated w.e.f. 4th August, 2010.

SECRETARIAT

- | | | |
|----------------------------|---|----------------------------|
| 1. Shri Devender Singh | - | Joint Secretary |
| 2. Shri B.S. Dahiya | - | Director |
| 3. Shri Ashok Sajwan | - | Additional Director |
| 4. Smt. Archana Srivastava | - | Senior Executive Assistant |

INTRODUCTION

I, the Chairman of the Standing Committee on Labour having been authorised by the Committee to submit the Report on their behalf, present this Fourteenth Report on the action taken by the Government on the recommendations contained in the Tenth Report of the Standing Committee on Labour (Fifteenth Lok Sabha) on the **'Demands for Grants of the Ministry of Labour and Employment for the year 2010-11'**.

2. The Tenth Report was presented to Lok Sabha and also laid in Rajya Sabha on 22.4.2010. The Ministry of Labour and Employment furnished their replies indicating action taken on the recommendations contained in that Report on 14th July, 2010. The Report was considered and adopted by the Standing Committee on Labour at their sitting held on 12.8.2010.

3. An analysis of the action taken by Government on the recommendations contained in the Tenth Report of the Standing Committee on Labour (Fifteenth Lok Sabha) is given in Appendix-II.

4. For the facility of reference and convenience recommendations/observations of the Committee have been printed in thick type in the body of the Report.

New Delhi;

4th August, 2010

Shravana 14 , 1932 (Saka)

HEMANAND BISWAL

CHAIRMAN,

STANDING COMMITTEE ON LABOUR.

CHAPTER I

REPORT

This Report deals with the action taken by the Government on the recommendations/observations contained in the Tenth Report (Fifteenth Lok Sabha) on 'Demands for Grants' of the Ministry of Labour and Employment for the year 2010-11 which was presented to Lok Sabha and also laid in Rajya Sabha on 22.04.2010. The Report contained 23 recommendations/observations.

2. The Ministry of Labour and Employment were requested to furnish action taken replies to the recommendations contained in the Tenth Report within three months from the presentation of the Report *i.e.* by 21.07.2010. The action taken replies from the Ministry in respect of all the recommendations were received on 14.07.2010. These have been categorized as under:-

- (i) Recommendations/Observations which have been accepted by the Government - Rec. Sl. Nos. 1,2,3,5,6, 8,9,10,11,12,13,14,15,16,18,19,21,22 and 23. (Para Nos. 3.11, 3.12, 3.30, 3.32, 3.33, 3.35, 3.36, 3.47, 3.48,3.49, 3.50, 3.51, 3.52, 3.66, 3.68, 3.69, 3.78, 3.79 and 3.80)

[Total =19]

- (ii) Recommendations/Observations which the Committee do not desire to pursue in view of the Government's reply – NIL

[Total = 0]

- (iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration - Rec. Sl. No.4 and 7 (Para No.3.31 and 3.34).

[Total = 2]

- (iv) Recommendation/Observation in respect of which replies of the Government are interim in nature - Rec. Sl.No.17 and 20 (Para No.3.67 and 3.70)

[Total=2]

3. The Committee desire that action taken replies in respect of recommendations/observations contained in

Chapter I and V may be furnished to them at the earliest but in any case, not later than three months of the presentation of this Report.

4. The Committee will now deal with the action taken by the Government on some of their recommendations which merit comments in the succeeding paragraphs.

A. Need for even pace of expenditure

(Recommendation No.2, para 3.12)

5. The Committee noted that there was an uneven trend in expenditure in the four quarters of the year. The Committee desired that diligent and rational planning should be made to ensure that expenditure in all four quarters be spread evenly so far as possible to avoid any slapdash spending towards the fag end of the financial year.

6. In the action taken reply the Ministry have stated as follows :-

“Efforts have already been initiated to ensure that so far as possible the expenditure in all four quarters is incurred evenly.”

7. The Committee while taking note of the reply of the Government desire that they may be informed of the steps initiated to ensure that the expenditure is incurred evenly so far as possible over the four quarters of a financial year.

B. Employees Provident Fund Organisation (EPFO)

(i) Unrecovered Amount

(Recommendation S.No.4, para 3.31)

8. The Committee had noted that as on 31st March, 2009 there was a huge un-recovered amount from un-exempted sector/exempted sector besides the huge amount locked under litigation. The Committee had desired that a Committee of not more than five independent members be formed specifically for taking stringent measures to recover this amount within a specific time-frame. The Committee also wanted to be apprised of the reasons for this unrecovered amount, region-wise.

9. In the action taken reply the Ministry have stated as follows :-

“Authority to recover EPF dues is vested with Recovery Officer and as per Section 2 (kb) of the Employees’ Provident Funds & Miscellaneous Provisions Act, 1952. ‘Recovery Officer’ means any officer of the Central Government, State Government or the Board of Trustees constituted under Section 5A of the Act, who may be authorised by the Central Government, by notification in Official Gazette, to exercise the power of the Recovery Officer under this

Act. As on date, Central Government has notified Assistant Provident Fund Commissioner/Regional Provident Fund Commissioner working in a State/Union Territory as Recovery Officer of the respective State/Union Territory. However, the Assistant Provident Fund Commissioner/Regional Provident Fund Commissioner working at Head Office is having the jurisdiction over whole of India except the State of Jammu & Kashmir.

It is quite evident that to exercise the power of Recover Officer, one must fall under the category as stated in Section 2 (kb) of the Act and he/she must be notified by the Central Government in Official Gazette.

Further, to reduce the cases of disputes under the courts/litigation there is need for in-house Appellate Mechanism in respect of all quasi-judicial proceedings including recovery actions etc. as prevailing in Income Tax Department. Government has recently constituted a Sub-Committee of the Central Board of Trustees (CBT) to suggest changes in the Act in this regard alongwith other comprehensive amendments required to bring the provisions of the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 in tune with the changed circumstances. The reasons of non-recovery of dues from defaulting establishments in respect of all Regions are more or less the same. The reasons can be enumerated as under:

- (i) Disputes in Courts.
- (ii) Factories having gone into liquidation.
- (iii) Factories declared sick by the Board of Industrial and Financial Reconstruction (BIFR) or factories in respect

of which a rehabilitation scheme had been sanctioned by or is under formulation/consideration of BIFR.

- (iv) Installment facility sanctioned by High Court/EPFO.
- (v) Whereabouts of defaulting employers are not traceable.”

10. The Committee in their recommendation had specifically desired that a Committee be constituted for taking stringent measures to recover the huge EPF dues with in a specified time-frame. The Ministry in their reply while overlooking the pith and substance of the recommendation have merely explained the role and functions of the Recovery Officer under the Act. The mounting arrears of unrecovered EPF dues constitute a cause for serious anxiety. It is therefore, incumbent upon the Govt. to make speedy and effective measures to ensure timely recovery of all outstanding as well as concurrent EPF dues. The Committee therefore, reiterate their earlier recommendation and desire that a Committee be formed without further delay.

(ii) Inoperative Accounts

(Recommendation S.No.5 para 3.32)

11. The Committee noted that as on 31st March, 2009, there was a large number of accounts lying inoperative and total deposits in those

accounts were to the tune of Rs.5892.53 crore. According to the Ministry wide publicity was given through newspapers, Employees' Associations, Employers' Associations, Seminars etc. to trace the beneficiaries. The Committee found these steps too little and too late. The Committee, therefore, desired that all out efforts be made, including thoroughly scrutinizing the admission forms of the account holders to ascertain their permanent addresses or the addresses of their employers so that their hard earned money could be returned to them. The Committee also desired to know the details of the claims settled so far and the claims which were outstanding as on 31 March, 2010.

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12. In the action taken reply the Ministry have stated as follows :-

“In this connection, it is stated that apart from the efforts/steps taken which have been noted by the Standing Committee, the Employees' Provident Fund Organization vide their Head Office's letter number BKG / Inoperative A/c/2007/Vol.I/2958 dated 13.05.2010 have asked all Regional Offices (ROs) and ACCs (Zones) to launch a special drive for settlement of claims out of in-operative accounts. Further, a report has also been called for in the matter for periodically monitoring the progress achieved.

The details of claims pending as on 31st March, 2010 are given in statement and these include pendency of claims in respect of inoperative accounts also.”

PENDENCY OF ALL CLAIMS AS ON 31.03.2010

Regions	Workload	Claims Pending	% of Claims Pending at the end of the year	Break Up of Pendency			
				Less than one month	Between 1-3 Months	Between 3-6 months	Over 6 months
Andhra Pradesh	785306	53888	6.86%	37494	16382	11	1
Bihar	38385	65	0.17%	60	5	0	0
Chhattisgarh	58300	66	0.11%	54	12	0	0
Delhi*	914128	69163	7.57%	17905	4226	1201	1027
Goa	55666	413	0.74%	373	40	0	0
Gujarat	625753	42477	6.79%	20670	21330	426	51
Haryana	691382	97815	14.15%	49593	30090	13954	4178
Himachal Pradesh	69628	0	0.00%	0	0	0	0
Jharkhand	85333	3758	4.40%	3312	446	0	0
Karnataka	1499603	55021	3.67%	21154	20751	7576	5540
Kerala	267144	3397	1.27%	3397	0	0	0
Madhya Pradesh	219073	3603	1.64%	3085	518	0	0
Maharashtra	2248999	231718	10.30%	46563	169035	8502	7618
NER	49623	322	0.65%	205	117	0	0
Orissa	116228	7342	6.32%	3252	2534	780	776
Punjab	373231	4607	1.23%	4607	0	0	0
Rajasthan	243841	10877	4.46%	10823	54	0	0
Tamil Nadu*	1458226	104270	7.15%	10808	552	0	0

Uttar Pradesh	427065	3577	0.84%	2025	1532	20	0
Uttarakhand*	88304	9392	10.64%	0	0	Nil	Nil
West Bengal	506805	21663	4.27%	6325	11646	1296	2396
All INDIA	10822023	723434	6.68%	241705	279270	33766	21587

* Break-up of pendency is not given in Delhi (North), Uttarakhand and Chennai. Reason given by them is the implementation of New Project.

13. The Committee in their recommendation had desired to know the details of the claims settled and the claims outstanding as on 31 March, 2010 and the steps taken by the Government to trace the beneficiaries of inoperative accounts. The Committee, while taking note of the reply of the Ministry, find that percentage of inoperative accounts/pendency of claims is maximum in the States of Andhra Pradesh, Gujarat, Haryana, Karnataka, Maharashtra and west Bengal. The Committee take serious view of the situation in these States. The Committee desire that ROs and ACCs of these States be issued stern directives to accelerate their efforts so as to settle the pending claims in a time bound manner. The Committee may be kept informed of the position in these States periodically.

(iii) Review of Employees Pension Scheme, 1995

(Recommendation S.No.6 para 3.33)

14. The Committee had noted that the Expert Committee constituted in June, 2009 by the Government for reviewing the Employees' Pension Scheme 1995 started functioning just before the expiry of its term of six months. While deploring the sluggish manner in which such an important assignment had been taken up, the Committee had desired to know the time limit fixed for the Expert Committee for completion of its assignment and submission of report.

15. In the action taken reply the Ministry have stated as follows :-

“The Expert Committee constituted for review of the Employees' Pension Scheme, 1995 is likely to finalize its report latest by September, 2010. The delay has been on account of consultation with Actuaries of the various options/recommendations under consideration of the Committee to ensure viability and sustainability of the Employees Pension Scheme.”

16. The Committee, while noting the reasons for delay in submission of the Report of the Expert Committee hope that the Government would impress upon the Expert Committee to submit their report by September, 2010 without further delay. The

Committee would like to be apprised of the action taken on each recommendation of the Committee in due course.

(iv) Settlement of claims of pending cases

(Recommendation S.No.7 para 3.34)

17. The Committee had noted that as on 31st March, 2009, there were huge number of cases pending for settlement of claims for a period straddling from one month to over six months. The Committee did not find the reasons advanced by the Ministry that there was increase in receipt of claims as tenable since there were over 60,000 cases which were pending for over 6 months and even could be for a longer period. Since there had been a well laid down procedure for settlement of pending claims (i.e. within a week), such a huge pendency was wholly unwarranted. The Committee had, therefore, desired that all the pending cases be settled within two months so as to extend relief to the deserving subscribers to the Fund. They had also desired to see the pendency position of claims zone-wise and year-wise as on May, 2010 and also the vacancy position of the staff zone-wise.

18. In the action taken reply, the Ministry have stated as follows :-

“The number of cases pending with EPFO as on 31.03.2009 was 6,51,151. The breakup of pending claims state-wise is at Statement I. The statement showing the pendency position as on 31.03.2010 is given in reply to Para 3.32 above.

As regards vacancy position of the staff zone-wise as on May, 2010 is at Statement II.

The figures as on 31.03.2010 may please be treated as provisional as the Annual Report for the year 2009-10 is being compiled and will be adopted by the CBT later this year.

Statement -I

PENDENCY OF ALL CLAIMS AS ON 31.03.2009

Regions	Workload	Claims Pending	% of Claims Pending at the end of the year	Break Up of Pendency			
				Less than one month	Between 1-3 months	Between 3-6 months	Over 6 months
Andhra Pradesh	732803	28389	3.87%	14077	11682	2630	0
Bihar	43431	547	1.26%	540	7	0	0
Chhattisgarh	52827	159	0.30%	37	122	0	0
Delhi	692195	72868	10.53%	6829	14567	28309	23163
Goa	52941	1109	2.09%	1089	20	0	0
Gujarat	603590	11427	1.89%	10373	556	244	254
Haryana	605677	53487	8.83%	16389	27390	8382	1326
Himachal Pradesh	71493	5332	7.46%	3641	1691	0	0
Jharkhand	85509	2468	2.89%	2463	5	0	0
Karnataka	1392062	151906	10.91%	55549	65767	21541	9049

Kerala	277223	2206	0.80%	2206	0	0	0
Madhya Pradesh	229426	382	0.17%	369	13	0	0
Maharashtra	1926358	201376	10.45%	62608	86881	26753	25134
North East Region	46365	1647	3.55%	1304	343	0	0
Orissa	115492	3553	3.08%	2024	790	318	421
Punjab	380835	10734	2.82%	10531	203	0	0
Rajasthan	223379	0	0.00%	0	0	0	0
Tamil Nadu	1550086	68278	4.40%	52161	14086	1666	365
Uttar Pradesh	402870	3608	0.90%	3603	5	0	0
Uttarakhand	66578	3291	4.94%	3291	0	0	Nil
West Bengal	407220	28384	6.97%	14193	7652	4850	1689
Total	9958360	651151	6.54%	263277	231780	94693	61401

Statement-II

Zones	Vacancy
Delhi & Uttrakhand	277
Haryana & Rajasthan	320
Punjab & Himachal Pradesh	290
Gujarat & Madhya Pradesh	610
Maharashtra & Goa	982

Karnataka & Chhattisgarh	449
Tamil Nadu & Kerala	835
Andhra Pradesh & Orissa	395
Uttar Pradesh & Bihar	242
West Bengal & Jharkhand & North Eastern Region	463
Head Office	114
TOTAL	4977

19. The Committee in their recommendation had desired that all the pending cases be settled within two months so as to extend relief to the deserving subscribers to the Fund. The Government have furnished statements showing the pendency of cases and the vacancy position only and have preferred to be silent on the issue of settlement of the pending cases. The Committee strongly deplore such lackadaisical attitude of the Government and desire that all the pending cases be settled expeditiously without any further loss of time.

(v) Need to fill up the vacancies

(Recommendation S.No.9 para 3.36)

20. The Committee had found that there were number of vacancies in EPFO as on 31st March, 2009 out of which larger number were in Group 'C'. Besides, posts were created in various grades, on the

recommendation of the Central Board of Trustees, EPF for re-structuring of EPFO. The Committee had observed that the newly created posts, which were all promotional posts, had been filled up whereas for posts which require direct recruitment, no concrete steps had been taken.

As regards the number of accounts handled by a clerk, the Committee were informed that as against the prescribed norm of 2200 accounts, each clerk is handling approximately 4700 accounts. Apparently the work of two officers has been thrust upon one officer which besides detrimental to his physical and mental health is bound to breed corruption, malpractices and bring down the efficiency of the organization. The Committee had therefore, desired that all the existing vacancies in EPFO be filled up without further delay.

21. In the action taken reply the Ministry have stated as follows :-

“All the offices which are functioning in our own buildings and in some of the rented buildings are provided with modular furniture to have more comfort to staff members. Besides, the Annual Accounts, crediting of interest etc. are being carried out through computer. The existing work norms of 2200 accounts was evolved when all the process of compilation of accounts, settlement of claims etc. were being carried out manually. Hence, saying that work of two officers has been thrust upon one officer may not be appropriate under the changed circumstances and work culture. The revision of work norms can be considered only after the computerization of all the functional areas is completed. However, the sanction of additional staff with reference to the latest workload and the filling up of all existing vacancies would certainly make the working environment more comfortable.

In order to fill up the Direct Recruitment vacancies, following steps have been taken to fill up these vacancies existing in various cadres:-

- An All India Examination has already been conducted to fill up 2683 vacancies in DR quota in the cadre of Social Security Assistant. Final result in this regard has been declared. Issuance of appointment letters to successful candidates is in progress.
- An All India Examination has been conducted for filling up 11 posts of Junior Engineer. Results have been declared.
- The process of filling up 139 posts of Assistant Provident Fund Commissioner in DR quota through UPSC is at advanced stage. UPSC had sought certain clarification on this issue which are being submitted to it.
- For filling up of 405 posts of Enforcement Officer / Accounts Officer in DR quota proposal is under process for sending to UPSC for taking further necessary action.

Thus, it is submitted that process of filling up of DR quota vacancies in various cadres have already been completed or is at advanced stage. Efforts are being made to complete the process at the earliest.”

22. The Committee while taking into account the reply of the Government, cannot overlook the fact that presently a dealing clerk

is handling 4700 accounts whereas the prescribed norms are 2200 accounts. The Committee do agree that the computerization would certainly ease the workload but keeping in view that the computerization of EPFO has already taken considerable time and is still in progress, the clerical staff cannot be put under psychological and physical pressure. Besides, such unwarranted burden on the clerical staff instead of expediting the work disposal will adversely affect the quality of work as well. The Committee while re-iterating their earlier recommendation desire that the computerization programme of the EPFO must be completed without further delay and the process of filling up of corresponding vacancies may also be taken up simultaneously.

CHAPTER-II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

(Recommendation para No. 3.11)

The Committee note that an amount of Rs.165001.00(CW 1925) Lakhs was allocated to the Ministry for implementing plan schemes in 2009-10 which was later revised downwards, at the RE stage, to Rs.151001.00 (+CW1925) lakh. The Committee find that even after reducing the allocation at RE stage, the expenditure reported upto 31st January, 2010 was only to the tune of Rs.98240.31 lakh. The Committee would like to be apprised of the actual expenditure incurred upto 31st march, 2010 and the reasons for shortfall. The Committee strongly recommends that adequate measures be taken including completion of all procedural formalities before hand to ensure that allocated funds, both plan and non plan, duly spent in the manner prescribed by the Government.

REPLY OF GOVERNMENT

The actual plan expenditure incurred upto 31.03.2010 is Rs.152374.91 lakh and there is no shortfall in expenditure against RE. Efforts have already been initiated to ensure that allocated plan funds should be sent in the manner prescribed by the Government.

(Recommendation para No. 3.12)

The Committee note that while during the first two quarters expenditure was minimal, during the third and fourth quarters there was rush of expenditure. Such an uneven trend in expenditure, besides being violative of the financial instructions of the Government, dilutes scrutiny of proposals and compromises with the set standards in implementation of the Schemes. The Committee, therefore, desire that diligent and rational planning should be made to ensure that expenditure in all four quarters is spread evenly so far as possible to avoid any slapdash spending towards the fag end of the financial year.

REPLY OF GOVERNMENT

Efforts have already been initiated to ensure that so far as possible the expenditure in all four quarters is incurred evenly.

(Recommendation para No. 3.30)

The Committee note that the Central Board of Trustees approved appointment of four fund managers to augment the returns on the investments made by these funds Managers. The Committee hope that the CBT have a foolproof system of

monitoring and supervision over these fund managers for evaluating their performance. However, the Committee are not convinced with the reply of the Government that in case of any slippage by these fund managers no firm action is taken against them as appointment of a fund manager is a cumbersome process. The Committee, strongly feel that there is a need to establish accountability so that subscribers' money is not misused or invested imprudently by the fund Managers.

REPLY OF GOVERNMENT

Employees Provident Fund Organization (EPFO) has devised a system for monitoring and supervision of the performance of the Fund Managers. The performance of the Portfolio Manager is being closely monitored through daily monitoring by Investment Monitoring Cell of EPFO followed by monthly, quarterly and Annual Performance Review Meetings held with individual Portfolio Managers. A dynamic & robust benchmark has also been developed in consultation with CRISIL for acting as a reference point, with which the performance of the Portfolio Managers is referenced. This dynamic benchmark on daily basis captures the market minimal yields which our Portfolio Managers are expected to capture under the given set of Investment pattern & Investment guideline of the Central Board of Trustee.

Further the overall performance of the Portfolio Managers is evaluated not only on yield parameter but also taken on account

of qualitative aspect of the Investment decisions of the Portfolio Manager by including Asset Quality & Maturity Profile also as additional parameter, in overall composite evaluation of their performance.

It is not stated that no firm action is / can be taken against the Fund Managers in case of any slippages, because of their appointment being a cumbersome process. The whole idea of having multiple entities for the management of the EPF Funds is to optimize the returns and efficiency in fund management by introducing healthy competition.

It is further submitted that in clause 2 (f) of the Portfolio Management agreement it is provided that “ The performance of the Portfolio Manager shall be reviewed on a regular basis and the CBT, EPF reserves the right to terminate the appointment of the Portfolio Manager at any point of time if its performance is not up to the mark”. Thus appropriate actions shall be taken in case of any Fund Manager failing to achieve the minimum levels of performance on different parameters across various time periods.

(Recommendation para No. 3.32)

The Committee note that as on 31st March, 2009, a total of 166096 accounts were lying inoperative and total deposits in

these accounts were to the tune of Rs.5892.53 crore. According to the Ministry wide publicity was given through newspapers, Employees' Associations, Employers' Associations, Seminars etc. to trace the beneficiaries and the claims thus received are being settled. The Committee find these steps of the Ministry too little and too late. The Committee, therefore, desire that all out efforts be made, including thoroughly scrutinizing the admission forms of the account holders to ascertain their permanent addresses or the addresses of their employers so that their hard earned money could be returned to them. The Committee would like to know the details of the claims settled so far and the claims which are outstanding as on 31 March, 2010.

REPLY OF GOVERNMENT

In this connection, it is stated that apart from the efforts/steps taken which have been noted by the Standing Committee, the Employees' Provident Fund Organization vide their Head Office's letter number BKG / Inoperative A/c/2007/Vol.I/2958 dated 13.05.2010 have asked all Regional Offices (ROs) and ACCs (Zones) to launch a special drive for settlement of claims out of in-operative accounts. Further, a report has also been called for in the matter for periodically monitoring the progress achieved.

The details of claims pending as on 31st March, 2010 are given in Statement 3.32 and these include pendency of claims in respect of Inoperative Accounts also.

Statement 3.32

PENDENCY OF ALL CLAIMS AS ON 31.03.2010

Regions	Workload	Claims Pending	% of Claims Pending at the end of the year	Break Up of Pendency			
				Less than one month	Between 1-3 Months	Between 3-6 months	Over 6 months
Andhra Pradesh	785306	53888	6.86%	37494	16382	11	1
Bihar	38385	65	0.17%	60	5	0	0
Chhattisgarh	58300	66	0.11%	54	12	0	0
Delhi*	914128	69163	7.57%	17905	4226	1201	1027
Goa	55666	413	0.74%	373	40	0	0
Gujarat	625753	42477	6.79%	20670	21330	426	51
Haryana	691382	97815	14.15%	49593	30090	13954	4178
Himachal Pradesh	69628	0	0.00%	0	0	0	0
Jharkhand	85333	3758	4.40%	3312	446	0	0
Karnataka	1499603	55021	3.67%	21154	20751	7576	5540
Kerala	267144	3397	1.27%	3397	0	0	0
Madhya Pradesh	219073	3603	1.64%	3085	518	0	0
Maharashtra	2248999	231718	10.30%	46563	169035	8502	7618
NER	49623	322	0.65%	205	117	0	0

Orissa	116228	7342	6.32%	3252	2534	780	776
Punjab	373231	4607	1.23%	4607	0	0	0
Rajasthan	243841	10877	4.46%	10823	54	0	0
Tamil Nadu*	1458226	10427 0	7.15%	10808	552	0	0
Uttar Pradesh	427065	3577	0.84%	2025	1532	20	0
Uttarakhand*	88304	9392	10.64 %	0	0	Nil	Nil
West Bengal	506805	21663	4.27%	6325	11646	1296	2396
All INDIA	1082202 3	72343 4	6.68%	241705	279270	3376 6	21587

* Break-up of pendency is not given in Delhi (North), Uttarakhand and Chennai. Reason given by them is the implementation of New Project.

(Recommendation para No. 3.33)

The Committee note that the Central Government constituted an Expert Committee in June, 2009 to review the Employees' Pension Scheme 1995 and to submit its report within six months. The Committee deplore that the Expert Committee only started functioning just before the expiry of its term of six months. The sluggish manner in which such an important assignment has been taken up reflects utter lack of seriousness on the part of all concerned. The Committee desire to know the

time limit fixed for the Expert Committee for completion of its assignment and submission of report.

REPLY OF GOVERNMENT

The Expert Committee constituted for review of the Employees' Pension Scheme, 1995 is likely to finalize its report latest by September, 2010. The delay has been on account of consultation with Actuaries of the various options/recommendations under consideration of the Committee to ensure viability and sustainability of the Employees Pension Scheme.

(Recommendation para No. 3.35)

The Committee find that EPFO is undergoing the process of computerization. M/s Siemens Information Systems Ltd (SISL) was engaged in the year 2002 as a consultant for computerization of EPFO. The agency worked on the project for five to six years. According to the Government, the project failed on many counts on its initial testing. The agreement was, however, terminated in 2008. The Committee note that an amount of Rs. 2,90,53,840/- was paid as a consultancy fee to SISL. SISL delivered only eight modules out of eleven modules initially which had 2900 observations, out of which 71 observations were considered serious and, therefore, SISL was

asked to look into these observations on priority basis so that it could be implemented in the six chosen pilot offices. The Committee are astonished to note that the matter was taken seriously only when the SISL sought additional costs for changes and also additional compensation for delays in the project which was contrary to the provisions of the agreement. It is a matter of grave concern that huge amount of public money as well as time has been wasted on a failed project. The Committee are shocked over the cavalier manner in which such an important project was handled. They desire that this project which is now being implemented through NIC should undergo proper appraisal and regular monitoring so that any shortcomings found could be course corrected.

REPLY OF GOVERNMENT

The computerization of EPFO, which has been implemented with the technical assistance of NIC is being closely monitored on a regular basis at the departmental level as well as by an Apex Committee constituted for this purpose under the Co-Chairpersonship of Secretary (Labour and Employment) Government of India and Director General, NIC.

The project has been implemented in 28 offices of EPFO as on 30.04.2010 and implementation in the remaining offices is being done during the current year.

(Recommendation para No. 3.36)

The Committee find that there were 6301 vacancies in aggregate in EPFO as on 31st March, 2009 out of which 5058 were in Group 'C' only. Besides, 2415 posts were created in various grades, on the recommendation of the Central Board of Trustees, EPF for re-structuring of EPFO. The Committee are happy to note that posts created in the cadre of Additional CPFC, RPFC-I, RPFC-II and APFC have since been filled up and the vacancies in the cadre of EO/AO have also been filled up on ad-hoc basis. The Government has also conducted an All India recruitment test to fill up the vacancies in the cadre of SSA. The Committee observes that the newly created posts, which were all promotional posts, have been filled up whereas for posts which require direct recruitment, no concrete steps have so far been taken.

As regards the number of accounts handled by a clerk, the Committee were informed that as against the prescribed norm of 2200 accounts, each clerk is handling approximately 4700 accounts. Apparently the work of two officers has been thrust upon one officer which besides detrimental to his physical and mental health is bound to breed corruption, malpractices and bring down the efficiency of the organization. The Committee therefore, desire that all the existing vacancies in EPFO be filled up without further delay.

REPLY OF GOVERNMENT

All the offices which are functioning in our own buildings and in some of the rented buildings are provided with modular furniture to have more comfort to staff members. Besides, the Annual Accounts, crediting of interest etc. are being carried out through computer. The existing work norms of 2200 accounts was evolved when all the process of compilation of accounts, settlement of claims etc. were being carried out manually. Hence, saying that work of two officers has been thrust upon one officer may not be appropriate under the changed circumstances and work culture. The revision of work norms can be considered only after the computerization of all the functional areas is completed. However, the sanction of additional staff with reference to the latest workload and the filling up of all existing vacancies would certainly make the working environment more comfortable.

In order to fill up the Direct Recruitment vacancies, following steps have been taken to fill up these vacancies existing in various cadres:-

- An All India Examination has already been conducted to fill up 2683 vacancies in DR quota in the cadre of Social Security Assistant. Final result in this regard has been declared. Issuance of appointment letters to successful candidates is in progress.
- An All India Examination has been conducted for filling up 11 posts of Junior Engineer. Results have been declared.

- The process of filling up 139 posts of Assistant Provident Fund Commissioner in DR quota through UPSC is at advanced stage. UPSC had sought certain clarification on this issue which are being submitted to it.
- For filling up of 405 posts of Enforcement Officer / Accounts Officer in DR quota proposal is under process for sending to UPSC for taking further necessary action.

Thus, it is submitted that process of filling up of DR quota vacancies in various cadres have already been completed or is at advanced stage. Efforts are being made to complete the process at the earliest.

(Recommendation para No. 3.47)

The Committee note that as on 31st March, 2009 there were 14124 vacancies in ESI hospitals and dispensaries against the sanctioned strength of 49318 in medical staff, para-medical staff and others which is nearly 30% of the total sanctioned strength. As per the information furnished by the Government, 753 Medical Officers, 158 Specialists, 12 Dental Surgeons and 11 Ayurvedic Specialists have been issued offers of appointment in the last one year. Further, the Committee was also informed that the recruitment process has been decentralized and the powers now have been given to the Medical Superintendents for filling up of the vacancies. The efforts made by the Corporation for filling up the vacancies are, surely, applaudable. The Committee desire that supervisory checks must be carried out at regular intervals to secure and ascertain the quality of recruitment to fill the vacancies. The Committee also be provided with the latest status of the vacancy position.

REPLY OF GOVERNMENT

As suggested by the Committee, supervisory checks will be carried out to ascertain the quality of recruitment to fill the vacancies. The Selection Committee for recruitment of medical staff is headed by retired Secretary level Officer, who is appointed by the Government. Updated vacancy position is being collected and will be provided to the Committee subsequently.

(Recommendation para No. 3.48)

The Committee note with grave concern that no study has been conducted by the Management Service Unit of ESIC to assess the workload vis-à-vis staff strength in the Corporation. The plea that a comprehensive IT Roll-Out is contemplated in the near future by the Government is not acceptable to the Committee. The Committee, therefore, recommends that a work measurement study be conducted urgently on all India basis to assess the workload vis-à-vis staff strength.

REPLY OF GOVERNMENT

As desired by the Parliamentary Standing Committee on Labour, the process of conducting work study has been initiated by the MSU Branch of the Employees' State Insurance Corporation. In the first stage, relevant data for various

parameters is being called for from all Regional Offices / Sub-Regional Offices of the ESIC. The data would, subsequently, be analyzed and verified as per prescribed norms and work measurement study would be finalized thereafter.

(Recommendation para No. 3.49)

The Committee are happy to note that the process of IP mapping has already been started by the Government to ensure that there is at least one hospital for 25,000 persons and one dispensary for 5000 persons to cater to their healthcare needs throughout the country. The Committee, however, recommend that work relating to IP mapping should be completed within a stipulated time so that the entitled workers may get ESI coverage.

REPLY OF GOVERNMENT

The mapping of IPs in various States is in progress and the details of the number of tie up hospitals which have been empanelled for providing secondary care services to the beneficiaries is placed as Statement 3.49.

Further, criteria for making the secondary care arrangement has been revised as under:-

Sl. No.	Distance from existing ESI / ESIC Hospital	Number of IPs
1.	More than 125 kms.	10000 or more
2.	75 to 125 kms.	15000 or more
3.	25 to 75 kms.	25000 or more

Accordingly, action is being taken for mapping the IPs.

Statement 3.49

Number of areas and number of hospitals empanelled for provision of secondary care services state wise

Sl. No.	Name of the State	Number of Areas identified	Number of hospitals empanelled
01	Andhra Pradesh	3	4
02	Assam	Not required	
03	Bihar	1	12
04	Chandigarh UT	Not required	
05	Chhattisgarh	3	19
06	Delhi	Not required	
07	Goa	2	1
08	Gujarat	1	2
09	Haryana	3	4
10	Himachal Pradesh	1	1
11	Jammu & Kashmir	Not required	
12	Jharkand	Not required	
13	Karnataka	3	3
14	Kerala	Not required	

15	Madhya Pradesh	2	2
16	Maharashtra	5	5
17	Orissa	1	1
18	Pondicherry	Not required	
19	Punjab	Not required	
20	Rajasthan	3	5
21	Tamil Nadu	Not required	
22	Uttar Pradesh	Not required	
23	Uttarakhand	5	9
24	West Bengal	Not required	--
25	Meghalaya	--	--
26	Tripura	--	--

(Recommendation para No. 3.50)

The Committee were informed that as per policy every State Government has to re-organise the medical set up. Citing the example of Kanpur and Bombay which were once great industrial centres and industries there have been either closed down or moved away due to which facilities provided to the workers in ESI hospital are thus lying un-utilised and therefore the ESIC has asked the State Governments to close some of them. The Committee are unable to reconcile the mutually contradictory decisions of the Union Government asking the State Governments to close the ESI hospitals / dispensaries on the one hand and to extend medical coverage to RSBY beneficiaries on

the other. Since these hospitals already have good infrastructure and qualified staff, the Committee recommend that these facilities be utilised in providing health cover to the beneficiaries of RSBY as well as to others who desire to avail the facility on payment basis.

REPLY OF GOVERNMENT

As recommended by the Committee, the spare capacity in ESI Hospitals will be utilized to provide health cover to beneficiaries of RSBY and other beneficiaries who desire to avail the facility on payment basis.

(Recommendation para No. 3.51)

The Committee note that during 2010-11, ESIC proposes to set up four hospitals, two in Haryana and one each on Himachal Pradesh and Rajasthan and one Super Specialty Hospital in Hyderabad. Since the ESIC is already facing acute shortage of medical and para-medical staff, the Committee desire that necessary posts for medical, para-medical and other staff should simultaneously be advertised and process of recruitment initiated so that after setting up of these hospitals, the infrastructure so developed does not remain un-utilised for want of staff as has been seen in other ESI hospitals. The Committee would also like the particulars of ESI hospitals and their staff strength including sanctioned vis-à-vis actual position, hospital-wise.

REPLY OF GOVERNMENT

Out of four hospitals proposed to be set up ESI Hospital, Gurgaon has been commissioned on 20.05.2010. For other hospitals i.e. ESIC Hospital, Manesar (Haryana), ESIC Hospital, Bhiwadi (Rajasthan) and ESIC Hospital, Baddi (Himachal Pradesh), and super specialty hospital, Hyderabad, the advertisement for recruitment of medical and para medical staff has been issued.

The details of staff sanctioned in respect of these hospitals are placed as Statement 3.51.

Statement 3.51.

SANCTIONED STRENGTH FOR ESI HOSPITALS

1 BHIWADI (RAJASTHAN)

SL. No.	Post	Post released on the norms of 50 beds
<u>Administration</u>		
1.	Medical Superintendent	1
2.	Asst. Medical Superintendent	--
3.	Dy. Director(Admn.) / (M)	1
4.	Dy. Director(F)	1
5.	Officer Superintendent	1*
6.	Head Clerk/Assistant	4(1 for Care Taker)**
7.	PA to MS	--
8.	Stenographer	1
9.	MSW (Medical Social Worker)	

SL. No.	Post	Post released on the norms of 50 beds
10.	UDC	3***(1 for Cashier)
11.	LDC cum Typist	7
12.	Jr. MRT	--
13.	Peon	3

Specialist

SL. No.	Post	Post released on the norms of 50 beds Total 13 (Thirteen)
1.	Anaesthesia	1
2.	Dental	1
3.	Dermatologist	1
4.	Medicine	1
5.	Obst. & Gynae.	1
6.	Ophthalmology	1
7.	Orthopaedics	1
8.	Oto-Rhino- Laryngology	1
9.	Paediatric	1
10.	Pathology	1
11.	Pulmonary Medicine(Chest)	1
12.	Radiology	1
13.	Surgery	1

GDMO

SL. No	Post	Post released on the norms of 50 beds
1.	Anaesthesia	5
2.	Medicine	2
3.	Obst. & Gynae	5

SL. No	Post	Post released on the norms of 50 beds
4.	Orthopaedics	2
5.	Paediatrics	3
6.	Surgery	2
7.	Casualty	5
8.	Eye	--
9.	ENT	--
10.	Pooled For Other Departments	2
Total		26

Para Medical / Nursing Staff

1.	Nursing Staff	i) Staff Nurse- 32 ii) Nursing Sister- 16 iii) ANS- 04 iv) DNS- ____-- <u>Total</u> 52 (Fifty Two) <u>(on the basis of staff sanctioned for Adityapur hospital, vide order no. A-11/11/7/09 Med-VI Adityapur dated 20/1/09)</u>
2.	Dietician	--
3.	Lab. Tech	2
4.	Lab. Asstt.	3
5.	Radiographer	2
6.	Jr. Radiographer	3
7.	Pharmacist	4 (+3 if drugs are distributed from hospital) ****
8.	Dresser	2
9.	O.T Tech. / Plaster Tech	2
10.	O.T Asst. / Plaster Asst.	5

11.	Dental Tech.	1
12.	Physiotherapist	1
13.	Occupational Therapist	--
14.	ECG Technician	2
15.	CSSD Technician	1
16.	CSSD Assistant	1
17.	Laundry Supervisor	(on contract)
18.	Laundry Asst. / Operator	-do-
19.	Boiler attendant	-do-

Other Staff

SL. No.	Post	Post released on the norms of 50 beds
1.	Head Cook	1
2.	Cook	2
3.	Cook Mate & Masalchi / Bearer	4
4.	Other Class-IV	19
5.	Security Staff	Maximum 21 (on contract)
6.	Sweepers / Cleaning Staff	
7.	Barber	Out sourced PT/FT on need basis
8.	Tailor	-do-
9.	Plumber	Out sourced PT/FT on need basis
10.	Carpenter	-do-
11.	Electrician	-do-
12.	Gardener	-do-

2 ESI SUPER SPECIALTY HOSPITAL, SANATH NAGAR, HYDERABAD

Category of post		No. of post sanctioned	Remarks
A Administrative staff			
1.	Medical Superintendent	1	
2.	Assistant Medical Superintendent	1	
3.	Dy. Director (Admn)	1	
4.	Dy. Director (Fin)	1	
5.	Office Superintendent	1	
6.	Assistant	4(+1 for Care Taker)	
7.	P.A	1	
8.	Steno	1	
9.	Medical Social worker	1	
10.	UDC	4	
11.	UDC(Cashier)	1	
12.	LDC (Including typist & registration)	8	
13.	Jr. MRT	2	Initial recruitment being done by H.Q
14.	Peon	4	
B- Nursing Staff			
1	Staff Nurse	54	Initial recruitment being done by H.Q
2	Nursing Sister	26	-do-
3	ANS	6	Initial recruitment being done by H.Q
4	DNS	1	

(C) Super Specialist / Specialist / IMO Gr-II/S.R/J.R required for Super Specialty Regional Hospital, Sanat Nagar, Hyderabad.

SL. No.	Name of the field	Sr. Specialist (15600+ Gr-pay 7600)	Specialist (15600+ Gr-pay 6600)	Sr. Resident (15600+ Gr-pay 6600)	Jr. Resident (15600+ Gr-pay 5400)	IMO Gr-II (15600+ Gr-pay 5400)
1	Cardiology	1	1	1	2	
2	CTVS	1	-	1	1	
3	Gastro Enterology	1	1	1	2	
4	Surgical	1	-	1	2	
5	Neuro sciences (Neurology)	1	-	1	2	
6	Neuro surgery	1	-	1	2	
7	Physiatrist	1	-	1	-	
8	Uro-Science Nephrology)	1	-	1(Dialysis)	2	
9	Urology	1		1	2	
10	Anesthesia	1	2	4	2	
11	Pathologist	1	1	2	1	
12	Radiologist	1	1	2	2	
	Total	12	6	17	20	

(D) Para-Medical Staff Group- C & D

	Technician/Supervisor (9300+ Gr-pay 4200)	Technician (5200+ Gr-pay 2800)	Attendant* (4440+ Gr-pay 1300)	Safai Karamchari (on contract) (4440+ Gr-pay 1300)	Remarks
General Wards(No. 4)	-	-	8	8	Initial recruitment (other than safai

					karmchari) being done by H.Q level
Surgery OT's (2 nos)	2	2	4	4	-do-
ICU/ICCU	1	2	3	3	-do-
Dialysis	1	2	3	3	Initial recruitment (other than safai karmchari) being done by H.Q level
Radiology	-	-	-	-	--
General Imaging	-	-	1	1	-do-
Radiographer/ Ultrasonologist	2	-	-	-	
CT/MRI	1	-	-	-	
	-	2	-	-	
Laboratories	1	2	2	2	-do-
Services Staff	4	16	7	9	Recruitment of attendant being done by H.Q
Waste Management staff	-	2	2	-	
Pharmacist	-	5	-	-	Initial recruitment being done by H.Q level

3 ESI HOSPITAL, MANESAR (HARYANA)

SL. No.	Post	No. of Posts
<u>Administration</u>		

SL. No.	Post	No. of Posts
1.	Medical Superintendent	1
2.	Asst. Medical Superintendent	1
3.	Dy. Director(Admn.)	1
4.	Dy. Director(F)	1
5.	Officer Superintendent	1
6.	Head Clerk/Assistant	3+1(for Care Taker)
7.	PA to MS	1
8.	Stenographer	1
9.	MSW (Medical Social Worker)	1
10.	UDC	4 (1 for Cashier)
11.	LDC cum Typist	8 (including 3 for registration work and 5 in office)
12.	Jr. MRT	2
13.	Peon	4

Specialist

SL. No.	Post	No. of Posts Total 19 (Nineteen)
1.	Anaesthesia	2
2.	Dental	1
3.	Dermatologist	1
4.	Medicine	2
5.	Obst. & Gynae.	2
6.	Ophthalmology	1
7.	Orthopaedics	1
8.	Oto-Rhino-Laryngology	1

SL. No.	Post	No. of Posts Total 19 (Nineteen)
9.	Paediatric	2
10.	Pathology	1
11.	Pulmonary Medicine	1
12.	Radiology	2
13.	Surgery	2

GDMO

SL. No.	Post	No. of Posts
1.	Anaesthesia	6
2.	Medicine	3
3.	Obst. & Gynae	5
4.	Orthopaedics	2
5.	Paediatrics	3 (3 more for Nursery)
6.	Surgery	3
7.	Casualty	5
8.	Eye	2
9.	ENT	2
10.	Pooled For Other Departments	4
		Total 35 (3 more for nursery)

Para Medical / Nursing Staff

SL. No.	Post	No. of Posts
1.	Nursing Staff	i) Staff Nurse - 59 ii) Nursing Sister - 29 iii) ANS - 06 iv) DNS - 01 Total 95 (Ninety Five)
2.	Dietician	1
3.	Lab. Tech	3+1 for STD clinic= 4
4.	Lab. Asstt.	5
5.	Radiographer	3
6.	Jr. Radiographer	5
7.	Pharmacist	4 (+4 if drugs are distributed from hospital)
8.	Dresser	2
9.	O.T Tech. / Plaster Tech	5 (This includes staff for Plaster Room & Manifold Room)
10.	O.T Asst. / Plaster Asst.	10 (This includes staff for Plaster Room & Manifold Room)
11.	Dental Tech.	1
12.	Physiotherapist	1
13.	Occupational Therapist	1
14.	ECT Technician	4
15.	CSSD Technician	2
16.	CSSD Assistant	2
17.	Laundry Supervisor	1
18.	Laundry Asst. / Operator	2 (Laundry services to be out sourced) 1

SL. No.	Post	No. of Posts
19.	Boiler attendant	

Other Staff

SL. No.	Post	No. of Posts
1.	Head Cook	1 or on contract basis
2.	Cook	4 -do-
3.	Cook Mate & Masalchi / Bearer	10 -do-
4.	Other Class-IV	40
5.	Security Staff	40 (Security services to be out sourced or on contract basis)
6.	Sweepers / Cleaning Staff	
7.	Barber	Out sourced PT/FT on need basis
8.	Tailor	-do-
9.	Plumber	Out sourced PT/FT on need basis
10.	Carpenter	-do-
11.	Electrician	-do-
12.	Gardener	

4 ESI HOSPITAL, BADDI (HIMACHAL PRADESH)

SL. No.	Post	No. of Posts
<u>Administration</u>		
1.	Medical Superintendent	1
2.	Asst. Medical Superintendent	1
3.	Dy. Director (Admn.)	1
4.	Dy. Director(F)	1

SL. No.	Post	No. of Posts
5.	Officer Superintendent	1
6.	Head Clerk/Assistant	3
7.	PA to MS	1
8.	Stenographer	1
9.	MSW (Medical Social Worker)	1
10.	UDC	5 (1 for Cashier & 1 for Care Taker)
11.	LDC cum Typist	8 (including 3 for registration work and 5 in office)
12.	Jr. MRT	2
13.	Peon	4

(B) - Super Specialty Department:-

SL. No.	Post	No. of Posts	
14.	i Cardiology	<u>(Additional Staff out-side of the ESI Norms)</u>	
		Specialist	1
		Medical Officer / S.R	3
		Technician	2
			<u>Nursing staff (As per Norms)</u>
	ii Gastronology	Specialist	1
		Medical Officer / S.R	1
		Technician	1
	iii Nephorology	Specialist	1
		Medical Officer / S.R	3
		Technician	2

	iv ICU	S.R	3
		Nursing Staff (As per Norms)	

(C) - Specialist

SL. No.	Post	No. of Posts
		Total 19 (Nineteen)
1.	Anaesthesia	2
2.	Dental	1
3.	Dermatologist	1
4.	Medicine	2
5.	Obst. & Gynae.	2
6.	Ophthalmology	1
7.	Orthopaedics	1
8.	Oto-Rhino-Laryngology	1
9.	Paediatric	2
10.	Pathology	1
11.	Pulmonary Medicine	1
12.	Radiology	2
13.	Surgery	2

(D)- GDMO

SL. No.	Post	No. of Posts
1.	Anaesthesia	6
2.	Medicine	3
3.	Obst. & Gynae	5
4.	Orthopaedics	2

SL. No.	Post	No. of Posts
5.	Paediatrics	3 (3 more for Nursery)
6.	Surgery	3
7.	Casualty	5
8.	Eye	2
9.	ENT	2
10.	Pooled For Other Departments	4
		Total 35 (3 more for nursery)

(E) - Para Medical / Nursing Staff

SL. No.	Post	No. of Posts
1.	Nursing Staff	i) Staff Nurse- 59 ii) Nursing Sister- 29 iii) ANS- 06 iv) DNS- 01 Total 95 (Ninety Five) <u>Inclusive of 12 ICU / ICCU units</u>
2.	Dietician	1
3.	Lab. Tech	3+1 for STD clinic= 4
4.	Lab. Asstt.	5
5.	Radiographer	3
6.	Jr. Radiographer	5
7.	Pharmacist	4 (+4 if drugs are distributed from hospital)
8.	Dresser	2
9.	O.T Tech. / Plaster Tech	5 (This includes staff for Plaster Room & Manifold Room)
10.	O.T Asst. / Plaster Asst.	10 (This includes staff for Plaster Room & Manifold Room)

SL. No.	Post	No. of Posts
11.	Dental Tech.	1
12.	Physiotherapist	1
13.	Occupational Therapist	1
14.	ECT Technician	4
15.	CSSD Technician	2
16.	CSSD Assistant	2
17.	Laundry Supervisor	1 2 (Laundry services to be out sourced)
18.	Laundry Asst. / Operator	1
19.	Boiler attendant	

(F) - Other Staff

SL. No.	Post	No. of Posts
1.	Head Cook	1
2.	Cook	4
3.	Cook Mate & Masalchi / Bearer	10
4.	Other Class-IV	40
5.	Security Staff	} 40 (Security services to be out sourced)
6.	Sweepers / Cleaning Staff	
7.	Barber	Out sourced PT/FT on need basis
8.	Tailor	-do-
9.	Plumber	Out sourced PT/FT on need basis
10.	Carpenter	-do-
11.	Electrician	-do-

12.	Gardener	
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5 SANCTION STRENGTH OF ESI HOSPITAL , GURGAON

Sl. No.	Post	No. of Posts
1.	<u>ADMINISTRATION</u> Medical Superintendent	1
2.	Asstt. Medical Superintendent	1
3.	Dy. Director (Administration)	1
4.	Dy. Director (F)	1
5.	Office Superintendent	1
6.	Head Clerk/Asstt.	3
7.	PA to MS	1
8.	Stenographer	1
9.	MSW (Medical Social Worker)	1
10.	UDC	5 (One to act as care taker and 1 Cashier)
11.	LDC cum Typist	8 (including 3 for registration work and 5 in office)
12.	Jt. MRT	2
13.	Peon	4
14.	<u>Super specialty Department</u> i. Cardiology ii. Gastronology	(Additional staff out of the ESI Norms) 1 Specialist 3 Medical Officer/S.R. 2 Technician Nursing Staff (as per Norms) 1 Specialist 1 Medical Officer/S.R. 1 Technician Nursing Staff (as per Norms)

	iii. Nephrology	1 Specialist 3 Medical Officer/S.R. 2 Technician Nursing Staff (as per Norms)
	iv. ICU	3 S.R. Nursing Staff (as per Norms)
14(A)	<u>Specialist</u>	Total 19 (Nineteen)
(i)	Anesthesia	2
(ii)	Dental	1
(iii)	Dermatologist	1
(iv)	Medicines	2
(v)	Obst. & Gynae	2
(vi)	Ophthalmology	1
(vii)	Orthopedics	1
(viii)	Oto-rhino-laryngology	1
(ix)	Paediatrics	2
(x)	Pathology	1
(xi)	Pulmonary Medicine	1
(xii)	Radiology	2
(xiii)	Surgery	2
15	GDMO	Total 35 (3 more for Nursery)
(i)	Anesthesia	6
(ii)	Medicines	3
(iii)	Obst. & Gynae	5
(iv)	Orthopedics	2
(v)	Pediatrics	3 (3 more for Nursery)
(vi)	Surgery	3
(vii)	Casualty	5
(viii)	Eye	2

(ix)	ENT	2	
(x)	Pooled for other departments	4	
	Para Medical/Nursing Staff		
16	Nursing Staff	i) Staff Nurse - 59 ii) Nursing Sister - 29 iii) ANS - 06 iv) DNS - 01 Total 95	
17.	Dietician	1	
18.	Lab. Tech.	3+ 1 for STD clinics =4	
19.	Lab Asstt.	5	
20.	Radiographer	3	
21.	Jt. Radiographer	5	
22.	Pharmacist	4(+ 4 if drugs are distributed from hospital)	
23.	Dresser	2	
24.	O.T. Tech/Plaster Tech.	5 (This includes staff for Plaster Room & Manifold Room)	
25.	O.T. Asstt/Plaster Asstt.	10 (This includes staff for Plaster Room & Manifold Room)	
26.	Dental technician	1	
27.	Physiotherapist	1	
28.	Occupational Therapist	1	
29.	ECG Technician	4	
30.	CSSD Technician	2	
31.	CSSD Assistant	2	
32.	Laundry Supervisor	1	(Laundry services to be outsourced)
33.	Laundry Asstt./Operator	2	
34.	Boiler Attendant	1	
	OTHER STAFF		

35.	Head Cook	1
36.	Cook	4
37.	Cook mate & Masalchi/bearer	10
38.	Other Class IV	40
39.	Security Staff	40 (Security services to be out sourced)
40.	Sweeper/Cleaning Staff	
41.	Barbar	Out sourced PT/FT on need basis
42.	Tailor	
43.	Plumber	
44.	Carpenter	
45.	Electrician	
46.	Gardner	

(Recommendation para No. 3.52)

The Committee note that as on 1st February, 2010, there was an outstanding recoverable dues of contribution to ESIC to the tune of Rs.26490.67 lakh. Further, an amount of Rs.72850.12 lakh is irrecoverable as it is locked under litigation, liquidation and BIFR cases, thus totaling to Rs.99340.79 lakh. An amount of Rs. 9015.36 lakhs only has so far been recovered as on January, 2010 which is only a fraction of the huge recoverable amount. Keeping in view that such a huge amount is lying unrecovered resulting in loss to the organization, the Committee feel that the monitoring mechanism for the defaulting organizations/establishments needs re-examination. The Committee, therefore, recommends that the re-examination of the

present monitoring mechanism should be done urgently to ward off such serious occurrences.

REPLY OF GOVERNMENT

The Following monitoring actions have been taken by the Employees' State Insurance Corporation :-

- Monthly performance report of each region is closely monitored in Hqrs. Office of the Corporation and necessary instructions issued wherever necessary.
- Zonal meetings of Regional Directors and Recovery Officer are held at regular intervals where recovery matters are discussed threadbare and region-wise performance evaluated.
- Recovery Officers have been advised to lay special emphasis on recovery of old arrears.
- Special drive launched during the period from November to March in order to ensure recovery of maximum dues of the Corporation.
- The Regional Directors/Joint Directors (I/Cs) have been advised to provide additional manpower to Recovery Officers.

The Recovery Machinery of the Corporation has been set up and in existence as per provision contained in the second and third schedule to the Income Tax Act 1961 (43 of 1961) and the Income Tax (Certificate Proceedings) Rule 1962 as in force from time to time and the provisions of the Employees' State Insurance Act, 1948 . And the same has been passed and approved by the Parliament.

(Recommendation para No. 3.66)

The Committee note that the figure of 20,32,103 of the contract labour is based on the survey conducted by the NSSO in

2005-06, i.e. more than four years back and there is no indication of any such fresh survey to be conducted in near future. The Committee feel that it is very essential for the Government to know the approximate number of contract labourers in the country at regular intervals so that the welfare schemes meant for them are tailored and implemented properly and effectively. The Committee, therefore, desires that NSSO may be requested to conduct the survey during 2010-11 positively.

REPLY OF GOVERNMENT

The observations of the Committee have been noted and the matter has been taken up with the NSSO for conducting the survey.

(Recommendation para No. 3.68)

The Committee find that there is a disparity in wages of permanent unskilled labour and a contract labour. The Committee recommend that the State Governments as well as Central Public Sector Undertakings be reminded of their constitutional obligation, being part of the State, to ensure implementation of equal pay for equal work and also equal remuneration to men and women as envisaged in the Equal Remuneration Act, 1976.

REPLY OF GOVERNMENT

The State Governments / Union Territories and PSUs have been requested to consider the matter.

(Recommendation para No. 3.69)

The Committee note that there is a steep rise in the licenses issued in the Central sphere under the Contract Labour (Regulation and Abolition) Act, 1970. Regarding the mechanism available to ensure that the contractors whose licenses have been revoked/cancelled do not enter again in any manner, the Committee are informed that 'the Inspecting Officer keeps in mind while issuing fresh licenses whether the contractor's license has been revoked earlier or not'. The Committee are astonished to note that the entire process is working on the memory of the Inspecting Officer as there is no foolproof institutional mechanism to detect these contractors. The Committee therefore, strongly recommends that proper documents should be maintained or computerization introduced to ensure that the contractors once debarred do not enter again in the stream in any manner by flouting the norms / rules.

REPLY OF GOVERNMENT

The Chief Labour Commissioner (Central) has been requested to comply with the observations of the Committee.

(Recommendation para No. 3.78)

The Committee note that under the Centrally Sponsored Scheme, a total of 2,88,123 bonded labour were identified and released upto 30th September, 2009. Out of these 2,68,161 have been rehabilitated. The Committee are perturbed to note that 19,962 bonded labourers are not available for rehabilitation either due to their death or having left the place without leaving their addresses. The Committee, therefore, desire that immediate steps be taken to trace these labourers to save them from further exploitation. The Committee also recommend that the action be expedited to rehabilitate the remaining labourers once they are traced.

REPLY OF GOVERNMENT

Under the Bonded Labour System (Abolition) Act, 1976 identification, release and rehabilitation of freed bonded labour are the direct responsibilities of the concerned state government/union territory. A Centrally Sponsored Plan Scheme for rehabilitation of the released bonded labourers was started in May 1978. This scheme was modified in May, 2000. Under the modified scheme the rehabilitation grants to the extent of Rs. 0,000/- per bonded Labourer is provided. The expenditure is shared by the Central and the State Government concerned on 50:50 basis. In the case of North Eastern States and Sikkim, the expenditure is fully borne by the Central Government.

Since the inception of the above Act 2,88,462 bonded labourers were identified and released upto 31.03.2010. Out of

these 2,68,500 have been rehabilitated. 19,962 bonded labourers are not available for rehabilitation as they have either died or left the place without leaving their addresses. The concerned State Governments have been requested to take immediate steps to trace these labourers to save them from further exploitation. Identification, release and rehabilitation of bonded labourers is continuous and on going process and the State Government are mandated to carry out this process. As and when the proposal is received from State Government for rehabilitation of bonded labourers, the Central Government releases assistance for rehabilitation such labourers. Due to the concerted efforts made by the government for eradication of bonded labour system, the incidence of bonded labour are decreasing gradually.

(Recommendation para No. 3.79)

The Committee note that under the Centrally Sponsored Scheme for rehabilitation of bonded labour, the Central Government provides Rs. two lakh to the concerned State Government to conduct surveys. The Committee find that during the last three years the respective State Governments were given funds for conducting the surveys. However, going through the proposals received for grants under the Plan Scheme for rehabilitation of bonded labour, none of these States namely, Tamil Nadu, Uttar Pradesh, Nagaland, Manipur, Haryana, Madhya Pradesh and Sikkim have sent any proposals. The Committee rather find it difficult to believe that out of so many

surveys conducted for identification and release of bonded labour, these States could not find a single bonded labour for rehabilitation. This information needs to be given due publicity so that the civil society or NGOs may report back to the Union Government any case of bonded labour in these States.

REPLY OF GOVERNMENT

An amount of Rs.2.00 lakh per district is provided to the State Government concerned for conducting survey for identification of bonded labour in each sensitive district. The objective of the survey is to identify the incidence of bonded labour and to find out the causes of bondage in the area, forms of bondage, names and addresses of the bonded labourers and the names of the employers for whom the bonded labourers work. The State Governments take appropriate action for release and rehabilitation of the identified bonded labourers on the basis of outcome of the survey.

The number of bonded labourers identified/ released and rehabilitated during the last 3 years is 716 in the year 2007-08, 543 in the year 2008-09 and 364 in the year 2009-10. Some of the identification has been through surveys conducted by the State Governments.

(Recommendation para No. 3.80)

The Committee note that the report of International Labour Organisation was released in May, 2009 under the heading “The Cost of Coercion” which mentions about the existence of forced labour in many developing as well as developed countries. As regards law enforcement, labour administrations worldwide have taken up the challenge of fighting forced labour, identifying their own role in prevention and prosecution, and working together with other law enforcement agencies to tackle these abuses.

The report says that Indian Government has indicated that it does accord priority to the identification, release and rehabilitation of bonded labour. According to official statistics, as of mid-2008, 5893 prosecutions and 1,289 convictions had been reported by the States under the Bonded Labour System (Abolition) Act, 1976.

Since 1997, the Supreme Court has vested the responsibility for monitoring and implementation of the Act with the National Human Rights Commission. From the abstract of the report, the Committee find that in Uttar Pradesh, during the period 1996-2006, a total of 2,778 bonded labourers were identified and released and their rehabilitation was being actively pursued. Two hundred and thirty-one prosecutions had been launched up to mid-June 2005, but only six cases had been decided to that date which ended in acquittal. Keeping in view the number of cases tried and the number of acquittals, the Committee feel that there

are some loopholes in the enforcement of laws on bonded labour. The Committee are, therefore, of the considered view that the bonded labour laws require a comprehensive and early review.

REPLY OF GOVERNMENT

The Government recognizes the importance of identification and rehabilitation of bonded labour. The Government has constituted a Special group under the chairmanship of Secretary, Labour & Employment to monitor the implementation of bonded labour system. So far 20 meetings of the Special Group have been held.

The International labour office and the Ministry of Labour & Employment have prepared a joint programme on Reducing Vulnerability to Bondage in India through promotion of Decent work in the States. The programme approach focuses on building a model of convergence of government schemes for the benefit of vulnerable workers and their families in the targeted source and destination districts. The programme emphasizes on a convergence based approach for extension of social protection to migrant workers irrespective of their place of stay.

The Government has also constituted a Task Force to consider various issues relating to bonded labour including the legislation. The Task Force consisted of representative of NHRC and ILO. The Task Force has endorsed convergence approach toward reduction of vulnerability to bondage.

CHAPTER-III

**RECOMMENDATIONS/OBSERVATIONS WHICH THE
COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE
GOVERNMENT'S REPLY**

NIL

CHAPTER-IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

(Recommendation para No. 3.31)

The Committee note that as on 31st March, 2009 there was an un-recovered amount of Rs.2206.99 crore from the un-exempted sector and Rs.786.13 crore from the exempted sector. Further, an amount of Rs.1727.50 crore from un-exempted sector and Rs.624.51 crore from exempted sector is locked under litigation. Keeping in view that such a huge amount is lying unrecovered, the Committee desire that a Committee of not more than five independent members be formed specifically for taking stringent measures to recover this amount within a specific time frame. The Committee would also like to be apprised of the reason for this unrecovered amount, region-wise.

REPLY OF GOVERNMENT

Authority to recover EPF dues is vested with Recovery Officer and as per Section 2 (kb) of the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 'Recovery Officer' means any officer of the Central Government, State Government or the Board of Trustees constituted under Section 5A of the Act, who may be authorised by the Central Government, by notification in Official Gazette, to exercise the power of the

Recovery Officer under this Act. As on date, Central Government has notified Assistant Provident Fund Commissioner/Regional Provident Fund Commissioner working in a State/Union Territory as Recovery Officer of the respective State/Union Territory. However, the Assistant Provident Fund Commissioner/Regional Provident Fund Commissioner working at Head Office is having the jurisdiction over whole of India except the State of Jammu & Kashmir.

It is quite evident that to exercise the power of Recover Officer, one must fall under the category as stated in Section 2 (kb) of the Act and he/she must be notified by the Central Government in Official Gazette.

Further, to reduce the cases of disputes under the courts/litigation there is need for in-house Appellate Mechanism in respect of all quasi-judicial proceedings including recovery actions etc. as prevailing in Income Tax Department. Government has recently constituted a Sub-Committee of the Central Board of Trustees (CBT) to suggest changes in the Act in this regard alongwith other comprehensive amendments required to bring the provisions of the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 in tune with the changed circumstances. The reasons of non-recovery of dues from defaulting establishments in respect of all Regions are more or less the same. The reasons can be enumerated as under:

- (i) Disputes in Courts.
- (ii) Factories having gone into liquidation.
- (iii) Factories declared sick by the Board of Industrial and Financial Reconstruction (BIFR) or factories in respect of which a rehabilitation scheme had been sanctioned by or is under formulation/consideration of BIFR.
- (iv) Installment facility sanctioned by High Court/EPFO.
- (v) Whereabouts of defaulting employers are not traceable.

(Recommendation para No. 3.34)

The Committee note that as on 31st March, 2009, there were 11,75,160 cases pending for settlement of claims for a period straddling from one month to over six months. The reasons for the pendency are stated to be increase in receipt of claims over the previous years without corresponding increase in the manpower. The Committee do not find the reasons advanced by the Ministry as tenable since there are over 60,000 cases which are pending for over 6 months and even could be for a longer period. Since there is a well laid down procedure for settlement of these claims (i.e. within a week), such a huge pendency is wholly unwarranted had the Ministry worked diligently and adhered the prescribed time schedule for disposal of claims. The Committee, therefore, desire that all the pending cases be settled within two months so as to extend relief to the deserving

Andhra Pradesh	732803	28389	3.87%	14077	11682	2630	0
Bihar	43431	547	1.26%	540	7	0	0
Chhattisgarh	52827	159	0.30%	37	122	0	0
Delhi	692195	72868	10.53%	6829	14567	28309	23163
Goa	52941	1109	2.09%	1089	20	0	0
Gujarat	603590	11427	1.89%	10373	556	244	254
Haryana	605677	53487	8.83%	16389	27390	8382	1326
Himachal Pradesh	71493	5332	7.46%	3641	1691	0	0
Jharkhand	85509	2468	2.89%	2463	5	0	0
Karnataka	1392062	151906	10.91%	55549	65767	21541	9049
Kerala	277223	2206	0.80%	2206	0	0	0
Madhya Pradesh	229426	382	0.17%	369	13	0	0
Maharashtra	1926358	201376	10.45%	62608	86881	26753	25134
North East Region	46365	1647	3.55%	1304	343	0	0
Orissa	115492	3553	3.08%	2024	790	318	421

Punjab	380835	10734	2.82%	1053 1	203	0	0
Rajasthan	223379	0	0.00%	0	0	0	0
Tamil Nadu	155008 6	68278	4.40%	5216 1	14086	1666	365
Uttar Pradesh	402870	3608	0.90%	3603	5	0	0
Uttarakhand	66578	3291	4.94%	3291	0	0	Nil
West Bengal	407220	28384	6.97%	1419 3	7652	4850	1689
Total	995836 0	65115 1	6.54%	2632 77	231780	94693	61401

Statement-II

Zones	Vacancy
Delhi & Uttrakhand	277
Haryana & Rajasthan	320
Punjab & Himachal Pradesh	290
Gujarat & Madhya Pradesh	610
Maharashtra & Goa	982
Karnataka & Chhattisgarh	449
Tamil Nadu & Kerala	835
Andhra Pradesh & Orissa	395
Uttar Pradesh & Bihar	242

West Bengal & Jharkhand & North Eastern Region	463
Head Office	114
TOTAL	4977

CHAPTER-V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT ARE INTERIM IN NATURE

(Recommendation para No.3.67)

The Committee note that as per the Contract Labour (Regulation and Abolition) Central Rules, 1971, a contract labour who performs same or similar kind of work as regular workman will be entitled to the same wages and service conditions as a regular workman. To manipulate the law to deprive the labourers of certain guarantees, they are engaged on ad-hoc, daily wages and contractual basis. Further, there have been complaints of gender disparity in the payment of wages. The Committee, therefore, recommend that stringent and exemplary action be taken against the establishments engaging contract labourers against the permanent posts and also indulging in gender disparity in payment of wages so that other organizations are deterred from resorting to such irregular practices. The Committee also desire that for the establishments where the contractual employment is permissible, the principal employer should add a clause at the time of the issue of contract that the contractor would provide the same social security to the labourers engaged by him as is available to regular employees.

REPLY OF GOVERNMENT

A proposal in this regard is under consideration and comments of Ministries / Departments have been called for . The Committee will be apprised of the Action Taken.

(Recommendation para No.3.70)

The Committee note that a Tripartite Group was constituted by the Government to examine the issues relating to contract labour. The Group has submitted its report which is being examined by the Ministry. The Committee desire that the entire Contract Labour (Regulation and Abolition) Act, 1970 be reviewed and the Bill for amending the Act be brought before Parliament at the earliest. The Committee would like to be informed of the recommendations of the said group and the action taken therein.

REPLY OF GOVERNMENT

A proposal in this regard is under consideration and comments of Ministries / Departments have been called for . The Committee will be apprised of the Action Taken.

New Delhi;
4th August, 2010
Shravana 14, 1932 (Saka)

HEMANAND BISWAL
CHAIRMAN,
STANDING COMMITTEE ON LABOUR.

**MINUTES OF THE SITTING OF THE STANDING COMMITTEE
ON LABOUR HELD ON 9TH APRIL, 2010.**

The Committee met from 1130 hrs. to 1230 hrs in Committee Room `D', Parliament House Annexe, New Delhi to consider and adopt the draft Report on action taken by the Government on the recommendations/observations contained in the Third Report (15th Lok Sabha) on `Demands for Grants' of the Ministry of Labour and Employment for the year 2009-10.

PRESENT

Shri Hemanand Biswal – CHAIRMAN

MEMBERS

LOK SABHA

2. Shri P. Balram
3. Shri Shafiqur Rahman Barq
4. Shri Sudarshan Bhagat
5. Shri Hassan Khan
6. Shri Kaushalendra Kumar
7. Shri Hari Manjhi
8. Shri P.R. Natarajan
9. Shri Ramkishun
10. Dr. Kakoli Ghosh Dastidar

RAJYA SABHA

11. Smt. Renubala Pradhan
12. Shri G.N. Ratanpuri
13. Shri Praveen Rashtrapal

SECRETARIAT

1. Shri Devender Singh - Joint Secretary
2. Shri B.S. Dahiya - Director
3. Shri Ashok Sajwan - Additional Director

2. Before the start of the meeting, the Committee observed two minutes silence as a mark of respect to the CRPF jawans who laid their lives fighting the Maoists at Dantewada, Chhattisgarh. The Chairman, then, welcomed Shri Praveen Rashtrapal, a new member to the Committee and hoped that he would enrich the deliberations of the Committee. The Chairman, thereafter, apprised the members about the draft Report on action taken by the Government on the recommendations/observations contained in the Third Report (15th Lok Sabha) on `Demands for Grants' of the Ministry of Labour for the year 2009-10.

3. The Committee took up the draft Report for consideration. The Committee adopted the same without any modification.

4. **XX XX XX XX**

5. **XX XX XX XX**

The Committee then adjourned.

APPENDIX-II

(Vide Para No. 3 of the Introduction)

ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON RECOMMENDATIONS CONTAINED IN THE TENTH REPORT OF THE STANDING COMMITTEE ON LABOUR (FIFTEENTH LOK SABHA)

	Percentage	Total	
I. Total number of Recommendations		23	
II. Recommendations/Observations which have been accepted by Government (Sl. Nos. 1,2,3,5, 6, 8,9, 10, 11, 12, 13, 14 15, 16, 18 19, 21, 22 & 23) (Para Nos. 3.11,3.12,3.30,3.32,3.33,3.35,3.36,3.47, 3.48, 3.49, 3.50, 3.51, 3.52, 3.66, 3.68, 3.69, 3.78, 3.79 & 3.80)		19	82.6%
III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies-		NIL	0
IV. Recommendations/Observations in respect of which Government's replies have not been accepted by the Committee and which requires reiteration – (Sl.No.4 & 7) (Para No.3.31 & 3.34)		02	8.7%
V. Recommendations/Observations in respect of which final replies of Government are of interim in nature (Sl. No. 17 & 20) (Para Nos. 3.67 & 3.70)		02	8.7%

			100%
