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**STANDING COMMITTEE ON LABOUR
(2013-2014)**

FIFTEENTH LOK SABHA

MINISTRY OF LABOUR AND EMPLOYMENT

**[Action taken by the Government on the
Recommendations/Observations contained in the Thirty-Fifth Report
of the Standing Committee on Labour on the Demands for Grants of the
Ministry of Labour and Employment for the year 2013-14]**

FORTY- FIRST REPORT



LOK SABHA SECRETARIAT

February, 2014/Magha, 1935 (Saka)

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of the Standing Committee on Labour on the Demands for Grants of the
Ministry of Labour and Employment for the year 2013-14]**

Presented to Lok Sabha on 7th February, 2014

Presented to Rajya Sabha on 7th February, 2014



LOK SABHA SECRETARIAT

NEW DELHI

February, 2014/Magha, 1935 (Saka)

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COMPOSITION OF THE STANDING COMMITTEE ON LABOUR

(2013-14)

SHRI DARA SINGH CHAUHAN - CHAIRMAN

MEMBERS
LOK SABHA

2. Shri Ashok Argal
3. Shri Ismail Hussain
4. Dr. Manda Jagannath
5. Dr. Virendra Kumar
6. Shri Nara Hari Mahato
7. Shri Hari Manjhi
8. Shri Bal Kumar Patel
9. Shri Mahendra Kumar Roy
- 10 Smt. J. Shantha
- .
- 11 Shri Rajiv Ranjan Singh [Lalan]
- .
- 12 Shri Ratan Singh
- .
- 13 Shri Dinu Solanki
- .
- 14 Shri Makansingh Solanki
- .
- 15 Shri K. Sugumar
- .
- 16 Shri Bibhu Prasad Tarai
- .
- 17 Shri Suresh Kashinath Taware
- .
- 18 Shri Om Prakash Yadav
- .
- *19. Shri Madhu Goud Yaskhi
- 20 Vacant
- .
- 21 Vacant
- .

Rajya Sabha

- 22 Smt. T. Ratna Bai
- .
- 23 Shri D. Bandyopadhyay
- .
- 24 Shri Thaawar Chand Gehlot
- .
- 25 Shri P. Kannan
- .
- 26 Shri Mohd. Ali Khan
- .
- 27 Shri Ranbir Singh Parjapati
- .
- 28 Smt. Renubala Pradhan
- .

29 Shri Rajaram

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30 Shri G.N. Ratanpuri

.
31 Shri Jai Prakash Narayan Singh

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* Nominated w.e.f 17th December, 2013

SECRETARIAT

- | | | | |
|----|------------------------|---|-----------------|
| 1. | Shri A.K. Singh | - | Joint Secretary |
| 2. | Shri P.V.L.N Murthy | - | Director |
| 3. | Smt. Archana Srivastva | - | Under Secretary |

INTRODUCTION

I, the Chairman of the Standing Committee on Labour having been authorized by the Committee to submit the Report on their behalf, do present this Forty-first Report on the action taken by the Government on the recommendations contained in the Thirty-Fifth Report of the Standing Committee on Labour (Fifteenth Lok Sabha) on Demands for Grants of the Ministry of Labour and Employment for the year 2013-14.

2. The Thirty-Fifth Report was presented to Lok Sabha and also laid in Rajya Sabha on 29th April, 2013. The Ministry of Labour and Employment furnished their replies indicating action taken on the recommendations contained in that Report on 23rd August, 2013. The Standing Committee on Labour at their sitting held on 19th December, 2013 considered and adopted the draft report and authorized the Chairman to finalise the same and present it to the Parliament.

3. An analysis of the action taken by Government on the recommendations contained in the Thirty-Fifth 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;
December, 2013

DARA SINGH CHAUHAN,
CHAIRMAN,

CHAPTER-I**REPORT**

This Report deals with the action taken by the Government on the recommendations/observations contained in the Thirty-Fifth Report (Fifteenth Lok Sabha) on Demands for Grants of the Ministry of Labour and Employment for the year 2013-14.

1.2 The Thirty-Fifth Report was presented to Lok Sabha and also laid on the Table in Rajya Sabha on 29th April, 2013. It contained 19 recommendations/ observations. Replies of Government in respect of all the recommendations have been received and are categorized as under:-

- (i) Recommendations/Observations which have been accepted by the Government –

**Para Nos. Nos.4.3, 4.4, 4.5,4.6,4.8,4.9,
4.10,4.11,4.12,4.13,4.14,4.15,4.18 and 4.19**

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

-NIL-

- (iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration –
Para Nos. 4.1, 4.2 and 4.7

- (iv) Recommendations/Observations in respect of which replies of the Government are interim in nature-
Para Nos. 4.16 and 4.17

1.3 The Committee desire that action taken notes in respect of recommendations contained in Chapter I and final action taken notes in respect of recommendations contained in Chapter-V for which only interim replies have been given by the Government may be furnished to them at the earliest and in any case not later than 3 months of the presentation of this Report.

A. Issuance of a Status Paper

(Recommendation No.4.1)

1.4 The Committee while deploring the irresponsible attitude of the Ministry reiterated their earlier recommendation for issuance of Status Paper depicting the details of the Schemes framed by the Union Government, contribution of the State Government alongwith the completion status of the Schemes, the number of beneficiaries, total expenditure incurred, State-wise and the reasons for non completion etc. within a month of presentation of the Report and also desired to be intimated the reasons for delay.

1.5 In their action taken reply, the Ministry of Labour and Employment stated that ... the status paper on the various Schemes being administered by Ministry of Labour & Employment is at Annexure-I.

1.6 The Committee find that their recommendation has still not been adhered to despite their reiteration. The Committee desired that the Status Paper be issued giving wide publicity to the details of the Schemes framed by the Union Government, contribution of the State Government along with the completion status of the Schemes, the number of beneficiaries, total expenditure incurred, State-wise and the reasons for non completion etc. However, the Ministry have chosen to

remain silent on the issue. Moreover, even while furnishing the reply to them specific information with any reasons for delay is not forthcoming. The Committee while strongly deploring the callous attitude of the Government towards their recommendations, desire that the 'Status Paper' be issued without further delay indicating all details as spelt out by them.

B. Utilisation of funds

(Recommendation No.4.2)

1.7 The Committee desired that the fund allocation for important schemes be given due weightage and the Ministry might also seek approval / clearance from the Ministry of Finance for diversion of funds from other heads where the funds were being surrendered due to one reason or the other. That would enable the Ministry to at least start the most important schemes viz. Kaushal Vikas Yojana, Skill Development and Rashtriya Swasthya Bima Yojana.

1.8 In their action taken reply, the Ministry of Labour and Employment stated that ... the budgeting is done on realistic basis only. However, the involvement of other Ministries/Department such as Ministry of Urban Affairs (CPWD) in respect of Civil Works and that of the UPSC and SSC in respect of appointment / recruitments leads to delay in the process resulting in under utilization of the allocated budget. Efforts are being taken to synchronize the process through Inter-Ministerial / Departmental follow up. Further, the Centrally Sponsored Schemes of Ministry of Labour & Employment which comprise a significant part of the outlay are dependent on the State Governments for execution. Due to various reasons, even after thorough follow-up, proposals and utilization certificates are very often not received in time, resulting in underutilization of funds. Follow up actions is taken through letters from Hon'ble Minister of Labour & Employment to the Chief Ministers / Administrators of 33 participating States / UTs. High

level meetings with State Labour Ministers, Principal Secretaries of State Government are also held at regular intervals. From time to time, review meetings are being held including visits to various states. Review meetings are held on regular basis for centrally funded institutes (CFIs).

1.9 The Committee find that the reply of the Government is silent on the main thrust of the recommendation viz. seeking approval / clearance from the Ministry of Finance for diversion of funds from other heads where the funds are being surrendered due to one reason or the other, and the efforts made to get approval of Ministry of Finance for the same. It is disconcerting to note that rather an attempt is being made to link the issue to lack of effective coordination between different Central Ministries/State Governments etc. They therefore, desire that the Ministry to take up the issue with the Ministry of Finance and take required measures to ensure coordination between the Central and State Governments without further delay.

C. Review and reorganization of Schemes

(Recommendation No.4.3)

1.10 The Committee while expressing their displeasure at the state of affairs emanating from lack of coordination between the Ministry, Ministry of Finance and the Planning Commission, desired the Ministry to take up the matter once again with concerned Ministries to ensure expeditious implementation of schemes. They also desired the Ministry to review the plethora of Schemes being operated by them, as to analyze the efficacy thereof with a view to reorganize and consolidate them to cover manageable broad areas.

1.11 In their action taken reply, the Ministry of Labour and Employment stated that ... the Employment Exchange Mission Mode Project was presented twice before EFC on 07.07.2010 and 10.01.2012 respectively and the observations raised by the EFCs members were appropriately addressed. Keeping in view the inputs received from EFC and other stakeholders, the Project was revised resulting in reduction of cost from Rs.2167.29 crore to Rs.1725.00 crore. After the revision, the project was again placed before pre EFC meeting under the Chairmanship of Finance Secretary (Expenditure) on 08.11.2012 wherein certain issues were raised. These issues are under examination and have been taken up with the State Governments / UT Administrations as well as Department of Legal Affairs, Ministry of Law & Justice. Responses to the observations raised in pre EFC meeting are still awaited and EFC memo will be revised accordingly. In an endeavor to reorganize the existing schemes, the Ministry of Labour & Employment has initiated the third party evaluation with a view to ascertain the need of continuing the existing central sector schemes in the XII Plan.

1.12 While appreciating the efforts of the Ministry, the Committee desire that the evaluation of the existing schemes initiated through third party for their review and reorganization be expedited in a time bound manner so that only viable schemes could be implemented smoothly.

D. Filling up of vacancies

(Recommendation No.4.4)

1.13 The Committee while reiterating their earlier recommendation for filling up of vacancies through Employment Exchanges as a stop-gap arrangement till the UPSC/SSC forwards the panel for regular appointment also desired that the process of filling up of vacancies might be strictly monitored and in case of delay / irregularity the responsibility must be

fixed. As regards the demand for additional staff for which the Minister for Labour and Employment had written to the Finance Minister for relaxed norms, the Committee suggested that the matter might be pursued with the Ministry of Finance vigorously.

1.14 In their action taken reply, the Ministry of Labour and Employment stated that ... it is stated that the requisition for filling up of various Group A and Group B Gazetted posts under the Ministry of Labour & Employment have been sent to Cadre controlling Authorities viz. UPSC / DOP&T. These vacancies cannot be filled as a stop gap arrangement through Employment Exchange as the incumbents to the posts carry statutory, administrative functions and quasi judicial under various labour laws. Like wise the existing vacancies of Direct Recruitment quota cannot be filled up through Employment Exchanges as a stop gap arrangement as the candidates may claim regular appointment. As per Government of India instructions, subordinate posts are filled up from outsourcing through registered contractors.

1.15 The Committee were well aware of the statutory, quasi judicial and administrative functions of Group A and Group B posts and therefore, recommended that the matter of relaxation of norms for additional staff taken up by the Minister of Labour and Employment with the Ministry of Finance be pursued vigorously. It is, however, perplexing to find that the action taken reply does not find any mention of the progress achieved in the matter or the response of the Ministry of Finance to the request made by the Minister of Labour and Employment. They, therefore, caution the Ministry to furnish full and complete replies to their recommendations in future. They also desire to be apprised of the progress made in this regard.

E. Penalty provision in Minimum Wages Act, 1948**(Recommendation No.4.7)**

1.16 The Committee found that neither the existing penalty nor the proposed penalty was an effective deterrent in the case of violation of any of the provisions of the Minimum Wages Act, 1948. They therefore, recommended that while considering the amendments to the Act, the punishment so prescribed need to be in conformity with the current price index or linked with the size of the establishment / profit margin of the violator to be a deterrent in the real sense of the term.

1.17 In their action taken reply, the Ministry of Labour and Employment stated that ... the amendment proposal to the Minimum Wages Act, 1948 was drafted way back in the year 2005. The proposal was placed before Central Advisory Board under the Minimum Wages Act, 1948 which is the apex body for deciding policy matters relating to the Minimum Wages Act, 1948. The Board considered the proposal and recommended to increase the fine from Rs.500/- to Rs.5,000/- for first contravention and an amount between Rs.5,000/- to Rs.10,000/- in subsequent contraventions. The Board also recommended enhancing the imprisonment clause from six months to one year for the subsequent contraventions. Although the enhanced fine is also not adequate, it was considered to be an effective deterrent against violation of provisions under the Minimum Wages Act, 1948 when seen in conjunction with the provision for imprisonment. Moreover, since the apex body Central Advisory Board has already recommended the revision, it is, therefore, not considered desirable to revise it which would have delayed the amendment process further. However, the proposal to link enhanced fine with the price index and size of establishment or profit margin of the violators have been noted for consideration at an appropriate time.

1.18 The Committee do not subscribe to the explanation advanced by the Ministry for reviewing and enhancing the punishment in case of violation of any of the provisions of the Minimum Wages Act, 1948. They also take exception to the fact that the Government do not feel the need to revisit the amendment proposal to the Minimum Wages Act, 1948 was drafted way back in the year 2005 on the specious plea that the Central Advisory Board had recommended for a revision in the penalty provision. The Committee are of the strong view that even after 8 years of drafting of the said proposal the amendments are yet to be enacted by Parliament. They, therefore, are of the considered opinion that the revision as proposed by the Committee of linking it with the price index and size of establishment or profit margin of the violators could still be actively considered. The Committee opine that it is high time the penalty provisions not only in the Minimum Wages Act but also other Acts administered by the Ministry need careful and thoughtful consideration for revision to serve as an effective deterrent in cases of violations. They therefore, reiterate their earlier recommendation for linking it with the price index and size of establishment or profit margin of the violators in case of violation of any of the provisions of the Acts.

F. Reporting of Child Labour and Bonded Labour

(Recommendation No.4.12)

1.19 The Committee desired that the incidents of Child Labour and Bonded Labour must be reported to the concerned authorities which came to notice of CBWE during the course of their providing of training, etc. which would

help the Government in eliminating such stigma from the society. They also desired to be apprised of incidents so reported to the concerned authorities during the last five years.

1.20 In their action taken reply, the Ministry of Labour and Employment stated that ... the CBWE organizes two day special seminars for Child Labour and Parents of Child Labour with a view to generate desired awareness among them to know their rights and entitlements under various Labour Laws and Welfare Schemes launched by the Central / State Government for their amelioration. During the period 2008 to 2013, 561 special seminars for Child Labour and 592 special seminars for Parents of Child Labour were organized by CBWE.

1.21 The Committee find that the reply of the Government is silent on the reporting by CBWE of the incidents of engagement of Child Labour/Bonded Labour by the industries/individuals. They therefore, desire that any case of Child Labour/Bonded Labour which is in the knowledge of CBWE during the course of providing training, must be reported to the appropriate authority for required action.

G. Setting up of ESIC Hospital in Ferozabad and Odisha

(Recommendation No.4.16)

1.22 The Committee recommended for starting the process of setting up of an ESI Hospital at Firozabad and also desired to be apprised of the latest status of a proposal of setting up of ESI Medical College and hospital at Rourkela, Odisha and the time by which a final decision is likely to be taken.

1.23 In their action taken reply, the Ministry of Labour and Employment stated that ... a fresh survey was conducted in the Firozabad and Shikhoabad area and the total number of Insured Persons in the above areas is 26220. The matter is being placed at the next meeting of Employees'

State Insurance Corporation for consideration. As regards status of proposal of setting up of ESI Medical College and Hospital at Rourkela, Odisha, it is submitted that a Sub-Committee was constituted by the Government to decide the location of Medical College and Hospital in Odisha. The Report of the Sub-Committee is under consideration of the Government.

1.24 The Committee find the reply of the Ministry matching with the reply given to them during their study visit to Kochi during June, 2013. They opine that it had already taken considerable time, the meeting of ESIC be therefore, convened at the earliest so that the process of setting up of ESI Hospital at Firozabad is expedited. They also desire that the Report of the Sub-Committee constituted for deciding the location of Medical College and Hospital in Odisha be finalized and the Committee be kept informed.

H. Representation of SC/ST/OBC while engaging Contract Workers

(Recommendation No.4.17)

1.25 The Committee found that while engaging contract workers, the Government's policy on prescribed representation to SC/ST/OBC was not applied. Since a huge workforce is being engaged through outsourcing, the lack of stipulated representation to deprived sections of the society amounts to denial of their legitimate rights. The Committee, therefore, recommended that Government may explore the feasibility of issuing instructions/guidelines to all concerned for giving due regard to representation of these categories while outsourcing/engaging Contract Labour.

1.26 In their action taken reply, the Ministry of Labour and Employment stated that ... the matter has been referred to Ministry of Law & Justice for advice.

1.27 The Committee found that while engaging contract workers, the Government's policy on prescribed representation to SC/ST/OBC was not applied. Since a huge workforce is being engaged through outsourcing, the lack of stipulated representation to deprived sections of the society amounts to denial of their legitimate rights. They opine that mere referring the matter to Ministry of Law & Justice for advice would not serve any purpose unless it is pursued vigorously with the Ministry for early action. They therefore, desire that the matter may be expedited at the level of Secretaries of both the Ministries.

I. Minimum Wage/Fair Wage

(Recommendation No.4.18)

1.28 The Committee desired that parameters must be so fixed that the Act should define the criteria for fixation of minimum wages. They, therefore, desired that the proposed amendments may be expedited. They also opined that a concept of "Fair Wages" simultaneously be evolved and it might be ensured that these fair wages are paid by all the profit earning PSUs/ organizations/ Autonomous Bodies to contract / casual / outsourced workers employed by them.

1.29 In their action taken reply, the Ministry of Labour and Employment stated that ... since, there is no definition of minimum wages at present under the Minimum Wages Act, 1948, as a workable alternative, minimum wages are fixed keeping in mind the norms defined by the 15th Indian Labour Conference in 1957. Also, Supreme Court judgement on Raptakos & Co. V/s its workers is taken into account for fixing the minimum wages. So far as Fair Wage is concerned, a Committee was set up in 1948 which indicated a broad concept of "Fair Wage" in the manner as described in the Annexure: -

1.30 From the reply of the Government, the Committee find that the concept of 'Fair Wage' was evolved way back in 1948 by the Committee on Fair Wages. However, the Committee note that the concept of 'Fair wage' was not put in its proper perspective till date by the Government. The Committee, therefore, desire that some mechanism must be drawn either within the Department or through other means to ensure payment of Fair Wages by the profit earning PSUs/Departments to the Contract Workers. They desire to be apprised of the action taken in the matter.

J. The Mines (Amendment) Bill, 2011

(Recommendation No.4.19)

1.31 The Committee found that presently the Indian Laws are applicable upto 12 nautical miles. Hence, the interests of the contract workers engaged by some oil exploring companies having their setups beyond this limit are not protected. However, as per the proposed amendment to the Mines Act, 1952 its applicability is being extended from existing 12 nautical miles to 200 nautical miles (Exclusive Economic Zone). The Committee opined that since the workers are out of the purview of the present laws, the amendment to the Mines Act, 1952 becomes imperative to safeguard them. They therefore, desired that the amendments to the Act may be expedited.

1.32 In their action taken reply, the Ministry of Labour and Employment stated that ... the Mines (Amendment) Bill, 2011 was tabled in the Rajya Sabha on 23rd March 2011. It was referred to the Parliamentary Standing Committee on Labour. The Lok Sabha Secretariat forwarded the 22nd Report relating to the Mines Amendment Bill, 2011 to the Ministry. The said Report was presented to the Lok Sabha and laid in Rajya Sabha on 20th December, 2011. The said report has been examined in the Ministry. The Ministry proposed to introduce Official amendments to the said Bill for which the

Cabinet Note was prepared and submitted to Cabinet Secretariat on 22.08.2012 for placing it before the Cabinet. During the discussion in the Cabinet Meeting held on 06.09.2012, Ministry of Mines raised objection to the issue of inclusion of definition of Foreign Company in the Amendment Bill, 2011, since there is no provision of granting leases to the Foreign Companies under the MMDR Act. As per the decision of the Cabinet dated 06.09.2012, the Ministry of Labour and Employment was directed to discuss the issue with the Ministry of Mines and thereafter, a supplementary note be brought for the consideration of the Cabinet. The concerns of the Ministry of Mines was sorted out and the Cabinet Note submitted to the Cabinet Secretariat on 16.04.2013 for placing it before the Cabinet. The Cabinet considered the proposal in its meeting held on 09.05.2013 and decided that matter relating to definition of owner, continuation of liability and other related provisions be appropriately reformulated by the Minister of Labour and Employment in consultation with the Minister of Communications and Information Technology, the Minister of Coal and the Minister of Mine and the proposal may, thereafter be brought for consideration of the Cabinet. Further action is being taken accordingly.

1.33 While reiterating their earlier recommendation the Committee desire that amendment to the Mines Act may be expedited to safeguard the interest of a large number of contract workers engaged by the oil companies having their setups beyond EEZ limits.

CHAPTER-II**RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED
BY THE GOVERNMENT****(Recommendation at Para No. 4.3)**

The Committee are, however, constrained to note that delayed approval of the Schemes by the Planning Commission in general and one of the Schemes namely Mission Mode Project for Upgradation and Modernisation of Employment Exchanges in particular, announced by the Finance Minister in his Budget Speech for the year 2009, is still awaiting the requisite approval, thereby negating the very purpose for which the schemes were intended. The Committee express their displeasure at the state of affairs emanating from lack of coordination between the Ministry, Ministry of Finance and the Planning Commission and desire the Ministry to take up the matter once again with concerned Ministries to break the vicious circle and ensure expeditious implementation of these schemes. The Committee also desire the Ministry to review the plethora of Schemes being operated by them, as to analyze the efficacy thereof with a view to reorganize and consolidate them to cover manageable broad areas.

Reply of the Government

The Employment Exchange Mission Mode Project was presented twice before EFC on 07.07.2010 and 10.01.2012 respectively and the observations raised by the EFCs members were appropriately addressed. Keeping in view the inputs received from EFC and other stakeholders, the Project was revised resulting in reduction of cost from Rs.2167.29 crore to Rs.1725.00 crore. After the revision, the project was again placed before pre EFC meeting under the Chairmanship of Finance Secretary (Expenditure) on 08.11.2012 wherein certain issues were raised. These issues are under examination and have been taken up with the State Governments / UT Administrations as well as Department of Legal Affairs, Ministry of Law & Justice. Responses to the observations raised in pre EFC meeting are still awaited and EFC memo will be revised accordingly.

In an endeavor to reorganize the existing schemes, the Ministry of Labour & Employment has initiated the third party evaluation with a view to ascertain the need of continuing the existing central sector schemes in the XII Plan.

Comments of the Committee

For comments of the Committee please refer to Para No.1.12 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.4)

The Committee further note that shortage of staff is also impacting the implementation of the important schemes. The Committee here would like to remind the Ministry that on an earlier occasion also, they had recommended that the existing vacancies of Direct Recruitment (DR) quota be filled up through Employment Exchanges as a stop-gap arrangement till the UPSC/SSC forwards the panel for regular appointment which would help ease the pressure on the Ministry. They, however, feel that this recommendation was not given a serious thought by the Government. The Committee, therefore, reiterates their earlier recommendation and suggests that the existing vacancies be filled up within three months, through Employment Exchanges as a stop-gap arrangement till the UPSC/SSC forwards the panel for regular appointment. They also desire that this process of filling up of vacancies may be strictly monitored and in case of delay / irregularity the responsibility must be fixed. As regards the demand for additional staff for which the Minister for Labour and Employment had written to the Finance Minister for relaxed norms, the Committee suggests that the matter may be pursued with the Ministry of Finance vigorously.

Reply of the Government

It is stated that the requisition for filling up of various Group A and Group B Gazetted posts under the Ministry of Labour & Employment have been sent to Cadre controlling Authorities viz. UPSC / DOP&T. These vacancies cannot be filled as a stop gap arrangement through Employment Exchange as the incumbents to the posts carry statutory, administrative functions and quasi judicial under various labour laws.

Like wise the existing vacancies of Direct Recruitment quota cannot be filled up through Employment Exchanges as a stop gap arrangement as the

candidates may claim regular appointment. As per Government of India instructions, subordinate posts are filled up from outsourcing through registered contractors.

Comments of the Committee

For comments of the Committee please refer to Para No.1.15 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.5)

The Committee find that the data collected/provided by the Labour Bureau through different surveys about number of beneficiaries of various schemes is at variance with the data collected by private agencies / NGOs. The Committee feel that the statistics collected by the Labour Bureau should provide a clear picture about the number of beneficiaries for each of the Schemes implemented by the Ministry. They, therefore, desire that the methodology adopted by the Labour Bureau should be reviewed and further improved to make their results more closer to ground realities.

Reply of the Government

Labour Bureau is responsible for the collection, collation and dissemination of statistics and related information on prices, wages, earnings, productivity, absenteeism, labour turn over, industrial relations, working and living conditions of different segments of workers. It also undertakes studies on evaluation of working of various labour enactments, Labour Bureau does not conduct any survey with the specific objective of collecting / providing data about number of beneficiaries of a particular scheme being implemented by the Ministry or Central / State Governments or evaluating the impact of the scheme on its target group.

Further, as regards the suggestions of the Parliamentary Standing Committee regarding review and improvement in methodology adopted by the Labour Bureau, it is informed that Labour Bureau continuously endeavors to do so. For this purpose, appropriate mechanisms have been put in place to ensure that methodology adopted in the surveys of Labour Bureau is reviewed and appropriately improved. To illustrate, in connection with the Annual Employment –Unemployment Survey, an Expert Group is constituted by Ministry of Labour & Employment to finalize the schedules,

instructions, sampling design and other technical details of the surveys. Similarly, approval of Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC of SPCL) of Ministry of Statistics and Programme Implementation is sought on vital parameters pertaining to selection of States, sample villages and training to field staff etc. in respect of base updation of Consumer Price Index Number for Industrial Workers and Consumer Price Index Numbers for Agricultural Labourers and Rural Labourers.

Improvement in methodology of surveys conducted by Labour Bureau is an on-going and continuous process. However, the suggestion of Parliamentary Standing Committee on Labour regarding the need for review and further improvement in the methodology adopted by Labour Bureau is welcome and will be kept in view while undertaking any review of the parameters.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.6)

During the examination of Demands for Grants 2012-13, the Committee were informed that the Government proposed to amend various Acts like the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959, the Factories Act, 1948, the Minimum Wages Act, 1948, the Contract Labour (Regulation and Abolition) Act, 1970, the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 etc. However, the Committee find that Ministry have not been able to bring any of the amending Bills before the Parliament so far. The Committee desire the Ministry to expedite the examination of all these Acts and bring amending Bills before the Parliament at the earliest. The Committee notes that the Ministry is administering 44 Acts for the welfare of labour covering both organized and un-organised sector. Some of these Acts touch upon only few aspects of the welfare activities. The Committee desires the Ministry to review the Acts, particularly those which have remained quiescent or have become outdated so as to bring about a comprehensive legislation covering the welfare of labourers in its entirety.

Reply of the Government

Labour Laws have been enacted / amended from time to time to protect the interests of workers engaged both in organized and unorganized sectors. The Ministry reviews labour laws and carries out amendments in

order to bring them in tune with the emerging needs of the economy after consulting the stakeholders and taking into account the overall interests of the workers.

Recently, amendments have been carried out under the Payment of Wages Act, 1936, the Payment of Bonus Act, 1965, the Apprentices Act, 1961, the Payment of Gratuity Act, 1972, the Employees' State Insurance Act, 1948, the Industrial Disputes Act, 1947, the Plantations Labour Act, 1951, the Maternity Benefit Act, 1961 and the Workmen's Compensation Act, 1923 (now called Employees' Compensation Act, 1923).

Further, the Government has introduced Bills in Parliament for amendment in the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988, the Mines Act, 1952, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the Child Labour (Prohibition and Regulation) Act, 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the Building and Other Construction Workers Cess Act, 1996 and the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 in the Parliament.

In addition, the Government has approved the proposal for introducing a Bill in Parliament for the amendment of the Minimum Wages Act, 1948.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.8)

The Committee notes that the Ministry are facing problems in implementation of the Schemes which are executed by the State Governments. Some of the State Governments do not even respond to communications / Report to Ministry or attend meetings etc. The Committee desire that cases of such State Governments which are neither performing nor utilizing central funds properly, must be reported to the Ministry of Finance/Planning Commission so that annual grant of such States be commensurate with their performance in respective schemes.

Reply of the Government

As suggested by the Committee, the status will be forwarded to the Ministry of Finance and Planning Commission so that annual grant of such States be commensurate with their performance in respective schemes.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.9)

The Committee note that Modular Employable Skills (MES) Scheme, earlier implemented by the Ministry, is now proposed to be implemented by the State Governments for which funds are to be provided by the Ministry. Given the past performance of some State Governments, it is doubtful, if the States would be able to do justice in implementation of this scheme. The Committee, therefore, desire that an effective monitoring mechanism must be put in place to ensure the implementation of the scheme to achieve its intended objectives. The Committee are deeply concerned about the irregularities reported in the implementation of the scheme, particularly in Uttar Pradesh, and would like the matter to be enquired into and report in respect thereof be submitted to them.

Reply of the Government

The Skill Development Initiative (SDI) is being implemented through State Governments/ Union Territories Administrations since September, 2010. As per procedure prescribed, Directorate General of Employment & Training (DGE&T), New Delhi releases funds to the States / UTs after receipt of their Action Plans. Before the start of financial year, States / UTs are requested to send Action Plans relating to number of persons to be trained in financial year. States / UTs are advised to prepare Action Plan based on skill mapping for which they are advised to develop a suitable mechanism at state level so as to ascertain manpower requirement as the scheme is designed mainly toward employability. States/UTs are also informed that the persons trained under the scheme get employment and the expenditure incurred on the training does not go waste. Since funds available under the scheme are less than requests made by the States/UTs, the funds are distributed among States/UTs based on demographic parameters in order to avoid the sense of discrimination. 4.22 lakh persons have been trained / tested during the 2012-13 and 5200 Vocational Training Providers have been registered across the country.

The web-portal for SDI scheme has been operationalised since 01.01.2012 and all the activities of the SDI schemes are executed through Web-portal. The performance of States/UTs and other Stakeholders is monitored through web-portal. Efforts are being made to improve the monitoring of the implementation of the scheme in order to meet the intended objectives.

Some irregularities had come to the notice of the DGE&T, New Delhi in May, 2010 in the implementation of the scheme and immediately corrective measures have been taken. One of the measures taken was settling the issue of pending bills of Vocational Training Providers (VTPs) and Assessing Bodies (ABs) for the training conducted during 2009-10 under the scheme.

Accordingly, committees were formed consisting of Officers of DGE&T and State Government dealing with SDI scheme and representatives of Assessing Bodies who would visit premises of VTPs for verification and authenticate bills. Committees visited various VTPs of Uttar Pradesh during February, 2012 to September, 2012 and they have submitted reports to Directorate of Employment & Training, Government of Uttar Pradesh. Based on reports submitted by the Government, Committees visited 427 VTPs out of which 104 VTPs refused to get their premises inspected. Committees had recommended to release payment to 157 VTPs. The Government of Uttar Pradesh has already started releasing the payment to those VTPs who have been recommended for payment.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.10)

The Committee note that an evaluation study of the performance of Central Board of Workers Education (CBWE) was carried out by the V.V. Giri National Labour Institute, NOIDA in December, 2012 and the report is under examination by the Ministry. The Committee find that a number of recommendations made by them would necessitate mindful consideration. The Committee strongly feel that recommendations made by the Institute for evaluation of the training programmes must be implemented in letter and spirit within a specified time and a study be also conducted to assess the impact of such training programmes on the workers' performance/productivity.

Reply of the Government

V. V. Giri National Labour Institute, Noida conducted the Evaluation Study of Performance Report of CBWE on December, 2012. The action taken report in respect of the recommendation of the Evaluation Report is as under:-

Sl. No.	Subject	Action Taken/ Comments
A.	Infrastructure	Regional Directors are instructed to contact the respective State Governments wherever possible for getting office accommodation. The Regional Directors are also advised to seek accommodation in the central pool of office accommodation.
B.	Human Resources	The proposal of the Board for revival of 160 posts is under consideration in the Ministry of Labour & Employment. After approval of the IFD Division, Ministry of Labour & Employment, the proposal will be sent to Department of Expenditure, the competent authority for creation and revival of the posts.
		Once the Research and Development Wing is established, all the officers can be trained in research related to labour issues. However, the Education Officers are being trained by VVG NLI, ISTM, IIWE and other institutes from time to time.
C.	Promotion Policy	The matter will be considered in due course.
D.	Training and Education	The 163 rd meeting of the Governing Body of the CBWE approved the revised expenditure pattern. The was examined in the Ministry and some clarification was sought, which is awaited from the Board.
E.	Restructuring Training Process	CBWE conducts the grass-root level Training programmes with the help of rural volunteers. The Board is in the process of selecting of new rural volunteers and to train them for conducting more programmes.

F.	Research and Impact Assessment	A proposal for the establishment of a Research Wing at Head Office and Zonal Directorates was approved in the 155 th Governing Body Meeting. The matter is under process.
G.	Publications	The post of Editor, who responsible for publications of Board's literature, is under deemed abolition. The same is under consideration in the Ministry for revival. However, CBWE is considering the decentralization of publications. A sub-committee shall be constituted to evolve modalities of State level/Regional level publication.
H.	Restructuring of Zonal / Regional Directorates	A proposal for restructuring of Zonal / Regional Directorates in North-Eastern States i.e. in Nagaland, Arunachal Pradesh, Mizoram and Tripura will be placed before the Governing Board in due course.
I.	Revision of Administrative Manual	The revision of Administrative Manual is under progress in the Board.
J.	Recruitment Rules	It was decided in the 156 th Meeting of Governing Body held on 12 th July, 2010 that there is no need of amendment of the Recruitment Rules, at present, the pay-scale of Education Officers cadre is sub-judiced before Hon'ble High Court, Calcutta.
K.	Representatives of Education officers in Governing Body.	This proposal was placed before the 164 th meeting of the Governing Body of the Board held on 24.07.2013. The proposal was considered by the committee but not approved the proposal.
L	Recruitment of Education officers.	The proposal of the Board for revival of 160 posts including the posts of Education Officer, is under consideration in the Ministry of Labour & Employment. After approval of the IFD Division, Ministry of Labour & Employment, the proposal will be sent to Department of Expenditure, the competent authority for creation and revival of the posts.
M	Network Development	CBWE has started collaborating with VVG NLI. The Board has plan to establish a separate Research Wing

		at IIWE, Kurla, Mumbai.
N	Setting up of CBWE Laboratory.	All the Education officers of the Board may be trained in action research training. After the training, Action research may be conducted in every region.
O	Consultancy	The CBWE only conducts the training programmes for organized, unorganized and rural sector workers and does not provide the Consultancy Services. However, the funds are generated by conducting the SGF programmes to some extent.
P	Governing Body.	A proposal was placed before the 164 th Governing Body Meeting held on 24 th July, 2013 and approved that the Director General, VVG NLI will be nominated as member of Governing Body of Board.
Q	Indian Institute of Workers Education.	A proposal for up-gradation of manpower, up-gradation of Library, Setting up of New Editorial Section and Infrastructural development are already prepared for placing before the ensuing Managing Committee Meeting for IIWE. The proposal for teaching staff will also be put before the Managing Committee Meeting for IIWE. IIWE's existing Hostel is already renovated. A proposal for separate building for hostel is under process.
R	Evaluation	Research agencies are being contacted to conduct an independent Evaluation and Impact study of the Training programmes of the CBWE.

(Recommendation at Para No. 4.11)

The Committee find that the Central Board of Workers Education (CBWE) has a network of 50 Regional, 9 Sub-Regional Directorates and 6 Zonal Directorates. Going through the data provided by the Ministry, they observe that there are 183 vacancies against sanctioned staff strength of 686. Keeping in view the significance of the CBWE, it becomes imperative to provide at least the sanctioned staff if not the additional staff. The Committee, therefore, desire that all the vacancies in CBWE be filled up urgently, by resorting to the method indicated by them elsewhere in this Report. The Committee also recommends that the Centre of CBWE in

Srinagar which was closed 22 years back due to extraordinary circumstances be re-opened immediately and simultaneously a feasibility report may also be obtained for establishment of a CBWE Centre in Leh. They desire to be apprised of the action taken in this matter at an early date.

Reply of the Government

The proposal of the Board for revival of 160 posts is under consideration in the Ministry of Labour & Employment. After approval of the IFD Division, Ministry of Labour & Employment, the proposal will be sent to Department of Expenditure, the competent authority for creation and revival of the posts.

164th meeting of the Governing Body of the Board was held on 24.07.2013 in New Delhi, wherein it has been decided the following:-

- to convert the Sub-Regional Directorate, Srinagar into Regional Directorate;
- to convert Regional Directorate, Jammu into Sub-Regional Directorate; and
- to open a new Sub-Regional Directorate in Leh.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.12)

The Committee note that the CBWE has a reach to all categories of workers. The Committee opines that during the course of providing training, CBWE might have come across some incidents of engagement of Child Labour and Bonded Labour by industries / individuals. The Committee desire that such incidents must be reported to the concerned authorities which would help the Government in eliminating such stigma from the society. They would like to be apprised of incidents so reported to the concerned authorities during the last five years.

Reply of the Government

The CBWE organizes two day special seminars for Child Labour and Parents of Child Labour with a view to generate desired awareness among them to know their rights and entitlements under various Labour Laws and Welfare Schemes launched by the Central / State Government for their amelioration.

During the period 2008 to 2013, 561 special seminars for Child Labour and 592 special seminars for Parents of Child Labour were organized by CBWE.

Comments of the Committee

For comments of the Committee please refer to Para No.1.21 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.13)

The Committee note that the Rashtriya Swasthya Bima Yojana (RSBY) was launched in the year 2008 to provide health insurance to the lowest strata of the society viz. the BPL families. Since its inception, it has become one of the largest health insurance scheme in the world in terms of numbers. The Committee find that approximately 120 million people have already been enrolled in the Scheme but the Ministry have been able to provide cards to 34 million people only. They are of the firm opinion that issuance of cards to the beneficiaries is the precursor to implement the scheme, which is getting delayed. They, therefore, desire that the process of issuance of cards needs to be accelerated so as to enable the beneficiaries to avail the benefits of the scheme without undue delay. The Committee also desire the Ministry to explore the possibility of including more and more categories of workers in the ambit of the Scheme.

Reply of the Government

Under Rashtriya Swasthya Bima Yojana (RSBY), a single Smart Card is provided for entire family and therefore the numbers indicated above about 34 million smart cards is actually covering 34 million families and thus approximately 120 million persons (upto five members in a family). The Smart Cards are distributed in RSBY on the spot at enrolment station itself and there is no delay or backlog in delivery of smart cards. The Rashtriya Swasthya Bima Yojana (RSBY) was initially launched to cover only the BPL unorganised workers. Thereafter it has been extended to some other

occupational groups such as building and other construction workers; beedi workers; domestic workers; street vendors; Railway porters and MGNREGA beneficiaries, who have worked for more than 15 days in the preceding financial year. In the current year's Budget, Finance Minister has already announced about the Government's intention to extend the coverage of RSBY to Sanitation Workers, Mine Workers, Rickshaw pullers, Rag pickers and Auto/Taxi drivers. The details are being worked out and the scheme shall reach out to these sections of the society soon.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.14)

The Committee, in their earlier report on Demands for Grants, desired that the shortcomings / lacunae / deficiency / weakness pointed out in the evaluation studies of RSBY be taken up seriously and course corrected. The Committee, reiterate their recommendation and desire that fresh evaluation studies be conducted for examination of shortcomings / lacunae / deficiency / weakness, of the Scheme.

Reply of the Government

Rashtriya Swasthya Bima Yojana (RSBY) has been consistently evaluated and the initial evaluations have revealed that out of pocket expenditure for RSBY beneficiaries has come down as compared to those that are not enrolled under RSBY. More evaluations are being proposed in the current year for process evaluation as well as impact evaluation of the scheme and the outcome of these evaluations will surely help the Ministry in devising better strategy for the effective implementation of the scheme.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.15)

The Committee note that an ESI Hospital was set up in Nagda Junction of Madhya Pradesh which remained functional for about two-three years and, thereafter, was closed. The Committee find that closing this hospital has not only hampered the medical facilities to the local IPs but also the assets so created are idling. They, therefore, desire that the ESI hospital at Nagda be re-started without further delay.

Reply of the Government

The ESI Hospital in Nagda is not shut down. It is being run by the State Government of Madhya Pradesh. The bed occupancy of the Hospital is very low. The number of Insured Persons (IPs) in the Nagda Region is around 8987 only and there is shortage of specialists and assistant surgeons. Madhya Pradesh Government has informed that they are taking steps for smooth functioning of ESI Hospital at Nagda, Madhya Pradesh.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.18)

The Committee were informed that the Government have proposed amendments to the Minimum Wages Act, 1948 which, *inter-alia*, include making National Floor Level Minimum Wage (NFLMW) statutory and applicable to all employments across the states. The amendment proposal to the Minimum Wages Act, 1948 has been approved by the Cabinet and the Draft Bill on the proposed amendments is being prepared in consultation with the Ministry of Law & Justice. The Committee find that at present 'The Minimum Wages Act, 1948' neither defines 'minimum wages' nor lays down any norm/criteria for fixing the minimum wages. In the absence of any standard methodology, the norms recommended by the Indian Labour Conference, held in 1957 are taken into account. The Committee desire that parameters must be so fixed that the Act should define the criteria for fixation of minimum wages. They, therefore, desire that the proposed amendments may be expedited.

The Committee opines that a concept of "Fair Wages" simultaneously be evolved and it may be ensured that these fair wages are paid by all the profit earning PSUs/ organizations/ Autonomous Bodies to contract / casual / outsourced workers employed by them.

Reply of the Government

Since, there is no definition of minimum wages at present under the Minimum Wages Act, 1948, as a workable alternative, minimum wages are fixed keeping in mind the norms defined by the 15th Indian Labour Conference in 1957. Also, Supreme Court judgement on Reptakos & Co. V/s its workers is taken into account for fixing the minimum wages. So far as Fair Wage is concerned, a Committee was set up in 1948 which indicated a broad concept of "Fair Wage" in the following manner: -

Fair Wage would be a wage whose lower limit is the minimum wage and upper limit would vary on the basis of paying capacity of the particular

industry. Although, this concept of Fair Wage is not being monitored, enforcement of minimum wages is being carried out by the Central Industrial Relations Machinery (CIRM) and different state enforcement machineries regularly.

Norms for fixation of Minimum Wages

The Minimum Wages Act has neither defined minimum wages nor has it laid down any norms/criteria for fixing the minimum wages. Many a times, the 'minimum wages' get confused with 'fair wages' and the 'living wages'. The Committee on Fair Wages (1948) had given the concepts of living wages, minimum wages and fair wages as under :-

(i) Living wage: Living wage should enable the wage earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but also a measure of frugal comfort including education of children, protection against ill health, requirements of social needs and a measure of insurance against the more important contingencies like old age.

(ii) Minimum Wage: Minimum wage must provide not merely for the bare sustenance of life but for preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities.

(iii) Fair wage: The Committee did not define fair wage but it indicated where it would lie in the context of the living and minimum wage. While the lower limit of the fair wage must obviously be the minimum wage, the upper limit is equality set by what may broadly be called the capacity of the industry to pay.

In the absence of any standard methodology, the norms recommended by the Indian Labour Conference, held in 1957 are taken into account while fixing the minimum wages. These are as follows: -

- 3 consumption units for one earner.
- Minimum food requirements of 2700 calories per average Indian adult.
- Clothing requirements of 72 yards per annum per family.
- Rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme.
- Fuel, Lighting and other miscellaneous items of expenditure to constitute 20% of the total minimum wage.

There was a judicial pronouncement also in the year 1992 when the Supreme Court delivered a historic Judgement in the case of Reptakos & Co. Vs. its workers that the children's education, medical requirement, minimum recreation including festivals / ceremonies, provision for old age, marriage etc. should further constitute 25% of the minimum wage and used as a guide in fixation of minimum wages. The State Governments are requested from time to time to keep the above said norms and judicial pronouncement in view while fixing/revising the minimum wages.

A Working Group was set up under the Minimum Wages Act, 1948 by the Central Advisory Board. The Group after having visited sites of backward areas in States of Chhattisgarh and Odisha and indepth analysis of the ground realities and detailed discussion recommended the following norms for fixation of minimum wages: -

- (i) The norm of 3 consumption units i.e. 2 adults plus 2 children for one earner.
- (ii) Minimum food requirement of 2700 calories per average Indian adult. This incidentally synchronizes almost with 2668 calories of basket of food items worked out as per capita food consumption in rural area reported by NSSO (55th Round) Consumer Expenditure Survey in 1999-2000, which may be accordingly calibrated with reference to NSSO quinquennial Surveys.
- (iii) The clothing requirement in terms of per capita expenditure as estimated by NSSO Consumer Expenditure Survey.
- (iv) The expenditure on fuel, lighting and miscellaneous as per ILC norms and expenditure on children's education, medical requirement etc. as per Supreme Court Judgement should also be determined by the results of Consumer Expenditure Survey conducted by NSSO.
- (v) The minimum wages so determined using the guidelines as enumerated in a) to d) above would be applicable to the unskilled labour each for rural area and the urban area and in respect of each scheduled employment.
- (vi) The minimum wages for semi-skilled, skilled and highly skilled workers need not be fixed separately as these would automatically get settled at relatively higher levels.

Comments of the Committee

For comments of the Committee please refer to Para No.1.30 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.19)

The Committee in their Twenty-Second Report on 'The Mines (Amendment) Bill, 2011' had approved the proposal of the Ministry to amend Section 1 of the Principal Act to include the territorial waters, continental shelf, Exclusive Economic Zone and other Maritime Zones Act, 1976. The Committee find that presently the Indian Laws are applicable upto 12 nautical miles. Hence, the interests of the contract workers engaged by the some oil exploring companies having their setups beyond this limit are not protected. When the Committee raised their concern, the Ministry informed that the Mines Act, 1952 is being amended to extend its applicability from existing 12 nautical miles to 200 nautical miles (Exclusive Economic Zone) thereby covering the health, safety and welfare aspects of all workers including contract labour. The Committee opines that since the workers are out of the purview of the present laws, the amendment to the Mines Act, 1952 becomes imperative to safeguard them. They therefore, desire that the amendments to the Act may be expedited.

Reply of the Government

The Mines (Amendment) Bill, 2011 was tabled in the Rajya Sabha on 23rd March 2011. It was referred to the Parliamentary Standing Committee on Labour. The Lok Sabha Secretariat forwarded the 22nd Report relating to the Mines Amendment Bill, 2011 to the Ministry. The said Report was presented to the Lok Sabha and laid in Rajya Sabha on 20th December, 2011. The said report has been examined in the Ministry.

The Ministry proposed to introduce Official amendments to the said Bill for which the Cabinet Note was prepared and submitted to Cabinet Secretariat on 22.08.2012 for placing it before the Cabinet. During the discussion in the Cabinet Meeting held on 06.09.2012, Ministry of Mines raised objection to the issue of inclusion of definition of Foreign Company in the Amendment Bill, 2011, since there is no provision of granting leases to the Foreign Companies under the MMDR Act.

As per the decision of the Cabinet dated 06.09.2012, the Ministry of Labour and Employment was directed to discuss the issue with the Ministry of Mines and thereafter, a supplementary note be brought for the consideration of the Cabinet. The concerns of the Ministry of Mines was sorted out and the Cabinet Note submitted to the Cabinet Secretariat on 16.04.2013 for placing it before the Cabinet. The Cabinet considered the proposal in its meeting held on 09.05.2013 and decided that matter relating

to definition of owner, continuation of liability and other related provisions be appropriately reformulated by the Minister of Labour and Employment in consultation with the Minister of Communications and Information Technology, the Minister of Coal and the Minister of Mine and the proposal may, thereafter be brought for consideration of the Cabinet.

Further action is being taken accordingly.

Comments of the Committee

For comments of the Committee please refer to Para No.1.33 of Chapter I of this Report.

**(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord.
dated 23.08.2013)**

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 at Para No. 4.1)

The Committee in their 19th Report on Demands for Grants (2011-12) of the Ministry had recommended for issuance of a Status Paper depicting the details of the Schemes framed by the Union Government, contribution of the State Governments along with the completion status of the Schemes, the number of beneficiaries, total expenditure incurred, State-wise and the reasons for non completion etc., especially in the case of Schemes in PPP mode. However, the action taken replies of the Ministry stated "*the observations of the Committee have been noted for compliance*". The compliance report in the matter is still awaited from the Ministry. The Committee deplore such irresponsible attitude of the Ministry, and therefore, reiterate that the Status Paper be issued within a month of presentation of this Report and the reasons for delay may also be intimated to them.

Reply of the Government

The status paper on the various Schemes being administered by Ministry of Labour & Employment is at Statement-4.1.

Comments of the Committee

For comments of the Committee please refer to Para No.1.6 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.2)

The Committee note that the Budget Estimate for the year 2012-13 for plan schemes was Rs.2403.88 crore which was revised downward at the RE stage to Rs.2000.00 crore. However, the Ministry could utilize only Rs.1463.87 crore upto 04.03.2013 which is around 60% of the Budget Estimates and 73% of the Revised Estimates. The Committee have been repeatedly impressing upon the Ministry to follow a realistic budgeting process and reiterate that Ministry should take corrective measures to ensure utilization of allocated funds so that the important schemes of the Ministry do not suffer.

The Committee further notes that in respect of the important schemes of the Ministry viz. Skill Development Programme, Rashtriya Swasthya Bima Yojana and Child Labour Project, the allocated amount was far less than the amount sought for by the Ministry. The Secretary informed that against a demand of Rs.34,914 crore for the 12th Five Year Plan the Planning Commission has given a only Rs.13,223 crore and asked the Ministry to distribute the same among various schemes. The Ministry also informed that due to such resource crunch even the major schemes of the Ministry could not take off and more so as a result the Planning Commission is even not approving the new schemes due to insufficient allocation. The Committee fail to understand that when the Ministry have the authority, flexibility and discretion to distribute the funds amongst different schemes out of the lumpsum allocation, then they ought to know which scheme is to be given how much weightage. The Committee, therefore, desire that the fund allocation for important schemes be given due weightage and the Ministry may also seek approval / clearance from the Ministry of Finance for diversion of funds from other heads where the funds are being surrendered due to one reason or the other. This, in their considered opinion, would enable the Ministry to at least start the most important schemes viz. Kaushal Vikas Yojana, Skill Development and Rashtriya Swasthya Bima Yojana.

Reply of the Government

The budgeting is done on realistic basis only. However, the involvement of other Ministries/Department such as Ministry of Urban Affairs (CPWD) in respect of Civil Works and that of the UPSC and SSC in

respect of appointment / recruitments leads to delay in the process resulting in under utilization of the allocated budget. Efforts are being taken to synchronize the process through Inter-Ministerial / Departmental follow up.

Further, the Centrally Sponsored Schemes of Ministry of Labour & Employment which comprise a significant part of the outlay are dependent on the State Governments for execution. Due to various reasons, even after thorough follow-up, proposals and utilization certificates are very often not received in time, resulting in underutilization of funds. Follow up actions is taken through letters from Hon'ble Minister of Labour & Employment to the Chief Ministers / Administrators of 33 participating States / UTs.

High level meetings with State Labour Ministers, Principal Secretaries of State Government are also held at regular intervals. From time to time, review meetings are being held including visits to various states. Review meetings are held on regular basis for centrally funded institutes (CFIs).

Comments of the Committee

For comments of the Committee please refer to Para No.1.12 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

(Recommendation at Para No. 4.7)

The Committee also find that neither the existing penalty of Rs.500/- or imprisonment for six months or both nor the proposed penalty of Rs.5,000/- or imprisonment upto six months or both is an effective deterrent in the case of violation of any of the provisions of the Minimum Wages Act, 1948. The Committee, therefore, recommends that while considering the amendments to the Act, the punishment so prescribed need to be in conformity with the current price index or linked with the size of the establishment / profit margin of the violator to be a deterrent in the real sense of the term.

Reply of the Government

The amendment proposal to the Minimum Wages Act, 1948 was drafted way back in the year 2005. The proposal was placed before Central Advisory Board under the Minimum Wages Act, 1948 which is the apex body for deciding policy matters relating to the Minimum Wages Act, 1948. The Board considered the proposal and recommended to increase the fine from Rs.500/- to Rs.5,000/- for first contravention and an amount between Rs.5,000/- to Rs.10,000/- in subsequent contraventions. The Board also recommended enhancing the imprisonment clause from six months to one year for the subsequent contraventions.

Although the enhanced fine is also not adequate, it was considered to be an effective deterrent against violation of provisions under the Minimum Wages Act, 1948 when seen in conjunction with the provision for imprisonment. Moreover, since the apex body Central Advisory Board has already recommended the revision, it is, therefore, not considered desirable to revise it which would have delayed the amendment process further.

However, the proposal to link enhanced fine with the price index and size of establishment or profit margin of the violators have been noted for consideration at an appropriate time.

Comments of the Committee

For comments of the Committee please refer to Para No.1.18 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

CHAPTER-V**RECOMMENDATION/OBSERVATION IN RESPECT OF WHICH REPLIES
OF THE GOVERNMENT ARE INTERIM IN NATURE****(Recommendation at Para No. 4.16)**

The Committee were further informed that on the recommendation of the Committee, ESIC had undertaken special drives for fresh IP mapping more than once during the last six months for opening of ESI Hospital at Firozabad, Uttar Pradesh. As per the latest figures, the last drive was undertaken in August, 2012 with total of 24352 IPs in and around Firozabad. As per the guidelines of ESIC, a minimum of 25000 IPs are required to open a ESI Hospital. In the given circumstances, the Committee are sure that the number of IPs by this time would have crossed 25,000 mark and now does meet the criteria for opening an ESI Hospital in Firozabad. They, therefore, recommend that the Ministry should start the process of setting up of an ESI Hospital at Firozabad without any further delay. The Committee also desire to be apprised of the latest status of a proposal of setting up of ESI Medical College and hospital at Rourkela, Odisha and the time by which a final decision is likely to be taken.

Reply of the Government

A fresh survey was conducted in the Firozabad and Shikhohabad area and the total number of Insured Persons in the above areas is 26220. The matter is being placed at the next meeting of Employees' State Insurance Corporation for consideration.

As regards status of proposal of setting up of ESI Medical College and Hospital at Rourkela, Odisha, it is submitted that a Sub-Committee was constituted by the Government to decide the location of Medical College and Hospital in Odisha. The Report of the Sub-Committee is under consideration of the Government.

Comments of the Committee

For comments of the Committee please refer to Para No.1.24 of Chapter I of this Report.

**(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord.
dated 23.08.2013)**

(Recommendation at Para No. 4.17)

The Committee were informed that at present the number of contract workers in the PSUs is approximately 18,44,224 engaged through licensed contractors, excluding the workers of contractors employing less than 20 workers. The Committee find that while engaging contract workers, the Government's policy on prescribed representation to SC/ST/OBC is not applicable. The Committee are concerned that since a huge workforce is now being engaged through outsourcing, the lack of stipulated representation to deprived sections of the society amounts to denial of their legitimate rights. The Committee, therefore, recommend that Government may explore the feasibility of issuing instructions/ guidelines to all concerned for giving due regard to representation of these categories while outsourcing/engaging Contract Labour.

Reply of the Government

The matter has been referred to Ministry of Law & Justice for advice.

Comments of the Committee

For comments of the Committee please refer to Para No.1.27 of Chapter I of this Report.

(Ministry of Labour and Employment O.M. H-11013/3/2013-Coord. dated 23.08.2013)

**New Delhi;
December, 2013**

Agrahayana ,1935 (Saka)

**DARA SINGH CHAUHAN,
CHAIRMAN,
STANDING COMMITTEE ON LABOUR**

Minutes of the Sitting of the Committee

The Committee sat on 19th December, 2013 from 1500 hrs. to 1700 hrs. in Main Committee Room, Parliament House Annexe, New Delhi.

PRESENT

Shri Dara Singh Chauhan - Chairman

MEMBERS**LOK SABHA**

2. Dr. Manda Jagannath
3. Shri Mahendra Kumar Roy
4. Shri Ratan Singh
5. Shri Om Prakash Yadav
6. Shri Madhu Goud Yaskhi

Rajya Sabha

7. Smt. T. Ratna Bai
8. Shri Thaawar Chand Gehlot
9. Shri Ranbir Singh Parjapati
10. Smt. Renubala Pradhan
11. Shri Rajaram
12. Shri G.N. Ratanpuri

SECRETARIAT

- | | | |
|--------------------------|---|------------------|
| 1. Shri A.K Singh | - | Joint Secretary |
| 2. Smt. Bharti S. Tuteja | - | Deputy Secretary |

2.	XX	XX	XX
3.	XX	XX	XX
4.	XX	XX	XX
5.	XX	XX	XX
6.	XX	XX	XX
7.	XX	XX	XX
8.	XX	XX	XX
9.	XX	XX	XX

10. The Chairman then apprised the Members about the Draft Reports to be considered and adopted on Action taken by the Government on the Recommendations/Observations contained in the Thirty-Fifth Report of the Standing Committee on Labour on the Demands for Grants of the Ministry of Labour and Employment for the year 2013-14' and 'The Employment Exchanges (Compulsory Notification of Vacancies) Amendment Bill, 2013' .

11. The Committee considered and adopted the Draft Reports without any modification.

12. The Committee then authorized the Chairman to finalise the Reports after factual verification from the concerned Ministry and present the Reports first to Hon'ble Speaker, Lok Sabha and thereafter to the Houses.

The Committee then adjourned.

(Vide Para No. 3 of the Introduction)

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

		Total Percentage	
I.	Total number of Recommendations	19	
II.	Recommendations/Observations which have been accepted by Government (Rec. Para. Nos.4.3,4.4,4.5,4.6, 4.8,4.9,4.10, 4.11,4.12,4.13,4.14,4.15,4.18 and 4.19	14	74%
III.	Recommendations/Observations which the Committee do not desire to pursue in view of Government's reply	NIL	NIL
IV.	Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee (Rec. Para. Nos. 4.1,4.2 and 4.7)	03	16%
V.	Recommendations/Observations in respect of which final replies of Government are of interim in nature (Rec. Para Nos. 4.16 and 4.17)	02	10%
			----- 100% -----

ANNEXURE-II

Fair Wage would be a wage whose lower limit is the minimum wage and upper limit would vary on the basis of paying capacity of the particular industry. Although, this concept of Fair Wage is not being monitored, enforcement of minimum wages is being carried out by the Central Industrial Relations Machinery (CIRM) and different state enforcement machineries regularly.

Norms for fixation of Minimum Wages

The Minimum Wages Act has neither defined minimum wages nor has it laid down any norms/criteria for fixing the minimum wages. Many a times, the 'minimum wages' get confused with 'fair wages' and the 'living wages'. The Committee on Fair Wages (1948) had given the concepts of living wages, minimum wages and fair wages as under :-

- (i) Living wage: Living wage should enable the wage earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but also a measure of frugal comfort including education of children, protection against ill health, requirements of social needs and a measure of insurance against the more important contingencies like old age.
- (ii) Minimum Wage: Minimum wage must provide not merely for the bare sustenance of life but for preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities.
- (iii) Fair wage: The Committee did not define fair wage but it indicated where it would lie in the context of the living and minimum wage. While the lower limit of the fair wage must obviously be the minimum wage, the upper limit is equality set by what may broadly be called the capacity of the industry to pay.

In the absence of any standard methodology, the norms recommended by the Indian Labour Conference, held in 1957 are taken into account while fixing the minimum wages. These are as follows: -

- 3 consumption units for one earner.
- Minimum food requirements of 2700 calories per average Indian adult.
- Clothing requirements of 72 yards per annum per family.
- Rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme.
- Fuel, Lighting and other miscellaneous items of expenditure to constitute 20% of the total minimum wage.

There was a judicial pronouncement also in the year 1992 when the Supreme Court delivered a historic Judgement in the case of Raptakos & Co. Vs. its workers that the children's education, medical requirement, minimum recreation including festivals / ceremonies, provision for old age, marriage etc. should further constitute 25% of the minimum wage and used as a guide in fixation of minimum wages. The State Governments are requested from time to time to keep the above said norms and judicial pronouncement in view while fixing/revising the minimum wages.

A Working Group was set up under the Minimum Wages Act, 1948 by the Central Advisory Board. The Group after having visited sites of backward areas in States of Chhattisgarh and Odisha and in-depth analysis of the ground realities and detailed discussion recommended the following norms for fixation of minimum wages: -

- (i) The norm of 3 consumption units i.e. 2 adults plus 2 children for one earner.
- (ii) Minimum food requirement of 2700 calories per average Indian adult. This incidentally synchronizes almost with 2668 calories of basket of food items worked out as per capita food consumption in rural area reported by NSSO (55th Round) Consumer Expenditure Survey in 1999-2000, which may be accordingly calibrated with reference to NSSO quinquennial Surveys.

- (iii) The clothing requirement in terms of per capita expenditure as estimated by NSSO Consumer Expenditure Survey.
- (iv) The expenditure on fuel, lighting and miscellaneous as per ILC norms and expenditure on children's education, medical requirement etc. as per Supreme Court Judgement should also be determined by the results of Consumer Expenditure Survey conducted by NSSO.
- (v) The minimum wages so determined using the guidelines as enumerated in a) to d) above would be applicable to the unskilled labour each for rural area and the urban area and in respect of each scheduled employment.

The minimum wages for semi-skilled, skilled and highly skilled workers need not be fixed separately as these would automatically get settled at relatively higher levels.

Statement 4.1**Present status of the schemes of Ministry of Labour & Employment****1. Mine Accidents Analysis and Modernization of Information Database (MAMID) (Plan Scheme)**

This is an ongoing Scheme, which was evaluated by an expert committee. The committee has recommended for continuation of the scheme in the 12th Five Year Plan. The Competent Authority i.e. AS&FA and Secretary (L&E) has approved the continuation of scheme in the 12th Five Year Plan. Approved outlay of 12th Plan (2012-17) is Rupees 14.42 crore.

2. Strengthening of Infrastructure Facilities and Core Functions of DGMS (SOCFOD) (Plan Scheme)

This is an ongoing Scheme, which was evaluated by an expert Committee. The committee has recommended for continuation of the scheme in the 12th Five Year Plan. The Competent Authority i.e. AS&FA and Secretary (L&E) has approved the continuation of scheme in the 12th Five Year Plan. Approved outlay of 12th Plan (2012-17) is Rupees 75 crore.

3. e-Governance in Directorate General of Mines Safety (e-DGMS) (New Scheme)

A decision has been taken in the Ministry not to launch the Scheme as a separate independent Scheme. It has been decided with the approval of the Competent Authority i.e. AS&FA and Secretary (L&E) to incorporate the activities of the proposed Scheme into the above mentioned existing two Plan Schemes of DGMS viz. "MAMID" and "SOCFOD". Accordingly, the scheme has been merged into both the existing plan schemes.

The file is presently with IFD to finalize the modalities of merger of activities / funds proposed for this Scheme in the 12th Plan are as under:-

Rs.15.00 crore into MAMID Rs.10.00 crore into SOCFOD

4. Strengthening of DGFASLI Organisation and OSH in Factories, Ports and Docks (Plan Scheme)

This is an ongoing Scheme, which was evaluated by an Independent Agency Viz. the Indian Institute of Technology, Roorkee. They have

recommended for continuation of the Scheme in the 12th Five Year Plan also. The Competent Authority i.e. AS&FA and Secretary (L&E) has approved the continuation of scheme in 12th Five Year Plan. Approved outlay of 12th Plan (2012-17) is Rupees 60.70 crore.

5. “Development of Regional Labour Institute, Faridabad as Advanced Centre for Safety Systems in MSME and Chemical process” (New Scheme)

The plan Scheme – Establishment of RLI Faridabad was continuing from 9th, 10th & 11th Five years plans. Now the scheme has been modified as “Development of Regional Labour Institutes, Faridabad as Advanced Centre for Safety Systems in MSME and Chemical process” with a view to include new components in the scheme. The proposal has been approved by IFD which has advised to go for SFC to be chaired by Secretary (L&E).

Planning Commission has been requested for In-Principle approval as well as comments on SFC proposal before meeting of the SFC is convened. The Planning Commission made certain observations which have been duly replied. The matter is presently pending with the Planning Commission. However, since a representative from the Planning Commission would also be invited to the SFC meeting, they can make their observations/comments at the meeting itself.

Approved outlay of 12th Plan (2012-17) is Rupees 14.50 crore.

6. Establishment of Regional Labour Institute, Shillong (New Scheme)

IFD has advised that the SFC meeting would be held only after the land survey and acquisition of land from the concerned State Government is completed and the cost estimates of building plans are firmed up.

Ministry has taken up the matter with the State Government of Meghalaya for acquisition of land.

Meanwhile, In-Principle approval of the Planning Commission has been sought. The Planning Commission made certain observations which have been duly replied. The matter is presently pending with the Planning Commission.

The SFC under the chairmanship of Secretary (L&E) would be convened only after acquisition of land and the cost of the building plan are firmed up and ‘in principle’ approval of Planning Commission is received. Approved outlay of 12th Plan (2012-17) is Rupees 8.10 crore.

7. Identification, Elimination and Control of Silicosis and Asbestosis in India (New Scheme)

IFD earlier advised not to proceed with the proposal as an independent Scheme. The matter was again examined and IFD/ AS&FA has recommended to run the proposed new Scheme as a component of existing Scheme of DGFASLI. viz. 'Strengthening of DGFASLI Organisation and OSH in Factories, Ports and Docks'.

Approved outlay of 12th Plan (2012-17) is Rupees 3.99 crore.

8. National Policy on Child Labour

A National Policy on Child Labour (NCLP) was announced in August, 1987 to address the complex issue of Child Labour in a comprehensive and focused manner. The three major elements of the policies are as under:

- Legal Action Plan;
- Focus on general development programmes for the benefit of the families of the Child Labour; and
- Project-based action in areas of high concentration of Child Labour.

As part of the project based Plan of Action, Government had initiated the National Child Labour Project (NCLP) Scheme in 1988 to rehabilitate working children in 12 child labour endemic districts of the country.

EXPANSION OF NCLPs

Year	Number of NCLPs Sanctioned	Total
1988	12	12
IX Plan	88	100
X Plan	150	250
XI Plan	21 (INDUS)	271

Objective of the Scheme:

- This is the major Central Sector Scheme with 100% central grant from planned budget of the Ministry of Labour & Employment to the NCLP Project Society headed by District Magistrate, who in turn allocates the funds to the child labour special schools run by the Project Societies / NGOs / VOs for the rehabilitation of child labour.
- The Scheme seeks to adopt a sequential approach with focus on rehabilitation of children working in hazardous occupations & processes in the first instance.

- Under the Scheme, survey of child labour engaged in hazardous occupations & processes has been conducted.
- The identified children are to be withdrawn from these occupations & processes and then put into special schools in order to enable them to be mainstreamed into formal schooling system.
- Project Societies at the district level are fully funded for opening up of special schools/Rehabilitation Centres for the rehabilitation of child labour.
- The special schools/Rehabilitation Centres provide:
 - ✓ Non-formal/bridge education
 - ✓ Skilled/vocational training
 - ✓ Mid Day Meal
 - ✓ Stipend @ Rs.150/- per child per month.
 - ✓ Health care facilities through a doctor appointed for a group of 20 schools.

The Target group: The project societies are required to conduct survey to identify children working in hazardous occupations and processes. These children will then form the target group for the project society. Of the children identified those in the age group 5-8 years will have to be mainstreamed directly to formal educational system through the SSA. Working children in the age group of 9-14 years will have to be rehabilitated through NCLP schools established by the Project Society.

Project Implementation: The entire project is required to be implemented through a registered society under the Chairmanship of administrative head of the district, namely, District Magistrate/ Collector / Deputy Commissioner of the District. Members of the society may be drawn from concerned Government Departments, representatives of Panchayati Raj Institutions, NGOs, Trade Unions, etc.

Funding pattern: The projects have been taken up in the Central Sector, the entire funding is done by the Central Government (Ministry of Labour & Employment). Funds are released to the concerned Project Societies depending upon the progress of project activities.

Present Status of NCLP Scheme: As on date, the Scheme is in operation in 266 districts in the country and running about 7000 special schools under NCLP scheme.

Beneficiaries under NCLP Scheme

At present approximately three lakh children are enrolled in the NCLP Schools. As on date about 9.7 lakh children have been mainstreamed into the formal education system since inception of the NCLP Scheme. During the last three years approx. 3.2 lakh children have been mainstreamed through NCLP Scheme. Further, with the persistent effort of the Ministry and other welfare schemes of the Government, the number of working children has been reduced from 90.75 lakh (as per 2004-05 NSSO survey) to 49.85 lakh (as per 2009-10 NSSO Survey) which is a reduction of about 45% in the number of working children.

The State-wise details of Grants released under NCLP during last five years is as under: -

(Rupees in Lakhs)

Sl. No.	Name of State	2008-09	2009-10	2010-11	2011-12	2012-13
1.	Andhra Pradesh	1056.31	399.52	705.69	1013.61	821.57
2.	Assam	352.19	616.68	378.55	891.57	728.77
3.	Bihar	2130.96	1661.44	727.43	1338.49	1131.42
4.	Chhattisgarh	603.80	293.99	364.82	620.44	824.04
5.	Gujarat	250.17	169.64	165.01	67.12	92.98
6.	Haryana	156.39	63.28	186.77	99.10	261.37
7.	Jammu & Kashmir	11.41	0	25.66	50.60	33.00
8.	Jharkhand	354.29	155.95	47.78	391.63	388.35
9.	Karnataka	404.94	447.03	64.47	220.74	371.63
10.	Madhya Pradesh	838.68	560.92	608.25	1332.28	911.07
11.	Maharashtra	514.12	419.39	433.32	973.17	780.38
12.	Nagaland	28.34	21.43	40.87	36.55	96.38
13.	Orissa	1109.14	862.56	1167.78	1374.26	1536.74
14.	Punjab	329.88	127.22	130.59	208.82	242.05
15.	Rajasthan	1510.60	371.58	395.64	436.53	323.69
16.	Tamil Nadu	348.71	449.53	504.28	854.26	733.10
17.	Uttar Pradesh	2307.92	1627.43	1772.83	1585.40	1225.51
18.	Uttarakhand	0	0	0	26.40	0
19.	West Bengal	1866.97	1015.35	1537.63	2204.98	1707.71

9. 'Rashtriya Swasthya Bima Yojana'

The '**Rashtriya Swasthya Bima Yojana**', providing for smart card based cashless health insurance, including maternity benefit, cover of Rs.30,000/- per annum on family floater basis to BPL families (a unit of five) in the unorganised sector, was formally launched on 1st October, 2007. The scheme became operational w.e.f. 01.04.2008. Government of India contributes 75% of the annual premium. State Governments contribute

25%. In case of North-East region and Jammu & Kashmir, the premium is shared in the ratio of 90:10. The beneficiary family pays Rs.30 per annum per family as registration/renewal fee. Administrative cost is borne by the State Governments. Transportation cost of Rs.100/- per visit is given to the beneficiaries.

During the course of implementation, apart from BPL families, RSBY coverage has been extended to following additional categories:-

- (i). Building & Other Construction Workers
- (ii). Railway porters
- (iii). Street Vendors
- (iv). MGNREGA workers who have worked for more than fifteen days during preceding financial year,
- (v). Beedi workers
- (vi). Domestic workers.

Recently Government has extended (approved on 4.6.2013 by the Cabinet) the coverage of RSBY to:

- Sanitation Workers,
- Mine Workers,
- Rickshaw pullers,
- Rag pickers and
- Auto/Taxi drivers.

The scheme is being implemented in 28 States and Union Territories covering **459** districts. As on 17.06.2013, **more than 3.52 crore smart cards** have been issued. More than 54.56 persons have visited the hospital as on 17.06.2013 and more than Rs.2485.83 crore have been paid by the insurance companies as claim amount upto 17.06.2013.

As on 17.06.2013, **28 States/ Union Territories**, namely, Andhra Pradesh, Assam, Arunachal Pradesh, Bihar, Chhattisgarh, Delhi, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Maharashtra, Manipur, Madhya Pradesh, Meghalaya, Mizoram, Nagaland, Orissa, Punjab, Rajasthan, Tripura, Uttar Pradesh, Uttarakhand, West Bengal, Puducherry and Chandigarh Administration are implementing the scheme. The State of Rajasthan is implementing RSBY only to MGNREGA workers, street vendors and beedi workers (*not for BPL category*). Andhra Pradesh has started rolling out of smart cards for extending RSBY to Building and other Construction Workers in one district. **Sikkim is also in the process** of implementation of the scheme. Tamil Nadu and Goa had participated in the scheme earlier but now have launched their own health insurance schemes.

During the year 2013-2014, Budget allocation of Rs.1265 Crore has been made for RSBY. Year-wise and State wise central share of premium released under RSBY is as under:-.

Release of Premium under Rashtriya Swasthya Bima Yojana (Rupees in crore)

Sl. No.	Name of the State	Amount of Central Share Released					Total
		2008-09	2009-10	2010-11	2011-12	2012-13	
01.	Gujarat	22.56	8.77	34.31	112.02	53.49	231.15
02.	Punjab	1.60	5.94	5.88	4.87	8.88	27.17
03.	Tamil Nadu	1.61	2.69	0.00	0.00	0.00	4.30
04.	Himachal Pradesh	1.75	1.64	6.81	5.58	10.53	26.31
05.	Haryana	13.43	27.10	18.10	27.30	18.23	104.16
06.	Bihar	4.75	31.98	55.86	150.19	245.18	487.96
07.	Kerala	13.71	18.34	52.69	65.93	73.69	224.36
08.	West Bengal	2.52	20.08	50.63	164.28	210.27	447.78
09.	Maharashtra	0.89	37.19	33.93	59.65	35.02	166.72
10.	Uttarakhand	0.00	2.43	3.67	6.92	9.05	22.07
11.	Uttar Pradesh	29.73	69.10	162.34	191.70	64.44	517.31
12.	Jharkhand	5.24	8.91	11.49	23.66	56.68	105.98
13.	Chandigarh	0.00	0.00	0.20	0.00	0.00	0.40
14.	Delhi	2.15	1.47	7.46	3.90	3.86	18.84
15.	Chhattisgarh	0.00	16.06	22.52	69.28	36.16	144.02
16.	Assam	0.00	0.76	7.43	12.82	6.78	27.79
17.	Nagaland	0.00	2.40	2.30	3.86	6.33	14.89
18.	Tripura	0.00	6.68	6.80	6.36	18.42	38.26
19.	Meghalaya	0.00	0.77	1.24	4.43	2.27	8.71
20.	Goa	0.00	0.00	0.15	0.00	0.00	0.15
21.	Karnataka	0.00	0.00	4.92	0.96	45.14	51.02
22.	Odisha	0.00	0.00	20.44	3.64	76.53	100.61
23.	Mizoram	0.00	0.00	0.00	3.52	5.39	8.91
24.	Jammu & Kashmir	0.00	0.00	0.00	0.00	1.16	1.16
25.	Manipur	0.00	0.00	0.00	2.06	3.37	5.43
26.	Puducherry	0.00	0.00	0.00	0.00	0.29	0.29
27.	Madhya Pradesh	0.00	0.00	0.00	0.00	0.05	0.05
28.	Arunachal Pradesh	0.00	0.00	0.00	0.00	2.43	2.43
	Total	99.94	262.51	509.17	922.97	993.64	2788.23

10. Strengthening of Adjudication Machinery and Holding of Lok Adalats

The Plan Scheme “Strengthening of Adjudication Machinery and Holding of Lok Adalats” is a Central Sector Scheme. Under this Plan Scheme 12 Central Government Industrial Tribunal-cum-Labour Courts (CGITs) have been set up under the provisions of Industrial Disputes Act, 1947 at various locations all over India. Of these, one CGIT at Guwahati is situated in North-Eastern Region.

The Scheme is an ongoing scheme and is being continued through various five year Plans of Central Government. The objective of the Scheme is adjudication of the Industrial Disputes arising in the central sphere which is a continuous process, therefore, status on completion or non-completion of scheme is not relevant to this scheme.

11.

- (a) Machinery for better conciliation and up-gradation of office infrastructure at CLC(C) and RLCs (C)**
- (b) Improvement & Strengthening of Training Wing of Central Labour Service**

These schemes are related to opening of offices in remote areas for better conciliation service, better supervision and enforcement of Labour and to provide in house training on regular basis to the officers of CLS and LEOs with a view to enhance their skills and knowledge in various areas of their functioning and effective discharge of their duties.

Objective:

- To augment machinery for investigation, mediation and Conciliation Service in industrial disputes to meet the increasing intake.
- Strengthening the enforcement machinery which was considered quite inadequate considering the number of establishments falling in the central sphere.
- To have better and close supervision over the enforcement work.

- The objective of the scheme is to update infrastructure facilities to provide computers, fax and photo copiers to the offices set up in the remote areas so that they could render conciliation service and enforcement of Labour Laws effectively.
- To provide in house training on regular basis to the officers of CLS and LEOs

Under this scheme, it was proposed to construct office accommodation, residential complexes for the field offices. It was also proposed to provide combined office complex for CLC(C) office and RLC(C), New Delhi. Further it is proposed to provide Computers, Xerox machines and other office equipments to field offices. The computers and other office equipments are being provided to field offices in a phased manner depending upon the allocation of funds.

The officers are posted in the following three streams:

- Central Industrial Relations Machinery
- DGLW's organization
- Welfare Officers under Factories Act in Industrial establishments under the control of Central Government.

The officers of Central Labour Service are required to perform diverse functions as per the responsibilities entrusted to each stream. Since the officers of CLS are posted from one stream to another, a need is felt to provide effective training which would also include practical on the job training in order to equip them with skills, knowledge and aptitude to enable them to perform their functions efficiently and effectively in each of the stream.

The name of the Scheme after merger is “**Machinery for better conciliation prevention mediation, effective enforcement of labour laws, construction of combined office complex for the office of CLCs and RLC(C) New Delhi and providing training of CLS officers**”.

Expenditure (Rupees in Lakhs)

Component	2012-13	2013-14	2014-15	2015-16	2016-17
Salary	600.00	650.00	700.00	700.00	700.00
Non-Salary	258.00	335.00	436.00	436.00	436.00
Civil Work	200.00	200.00	1366.66	1366.66	1366.66

Expenditure (Rupees in Lakhs)

Component	2012-13	2013-14	2014-15	2015-16	2016-17
Training of CLS Officers	0.60	0.77	0.77	0.77	0.77

12. Labour and Employment Statistical System

The details of the '**Labour & Employment Statistical System**' (LESS) being implemented by the Labour Bureau along with the current status of its various components are given in the 'Brief Note on Plan Scheme of Labour Bureau' below. Further, as the Scheme is wholly financed by the Central Government, there is no financial contribution on the part of the State Governments in this Scheme. As regards the number of beneficiaries, it is stated that apart from playing a important role in determination of dearness allowance of Government employees and minimum wages of workers, the data generated by various surveys of the Labour Bureau have been found to be immensely useful by policy makers, planners as well as researchers. Lastly, the total Actual Expenditure incurred on implementation of the LESS Scheme in 2012-13 was 15.00 crore.

The Scheme is a Central Sector Scheme having the following components: -

1. Consumer Price Index numbers for Industrial Workers on base year 2001=100 (CPI-IW).
2. Rural Labour Enquiry (RLE) (including construction of Consumer Price Index numbers for Agricultural and Rural Labourers).
3. Annual Survey of Industries (sample sector)
4. Occupational Wage Survey (OWS).
5. Socio-economic Surveys of different Segments of Labour (SESDSL).
 - (i) Working and Living conditions of Labour belonging to SC / ST communities.
 - (ii) Socio-economic conditions of Women workers in industry.
 - (iii) Working and living conditions of workers in unorganized sector of industries / employment.
 - (iv) All-India survey on evaluation of Minimum Wages Act, 1948.

Other Important Surveys:

- (i) Quarterly Survey on employment in India.
- (ii) All-India Survey on Employment-Unemployment.

6. Modernization of Machine Tabulation Unit (MTU).

The objectives and current status of the various components of Labour & Employment Statistical System as on 17.07.2013 are as follows: -

1. CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS (CPI-IW).

OBJECTIVES

The various objectives of compilation of CPI-IW are:

- Its utilization in the determination of dearness allowance being paid to millions of Central/State Government employees as also to the workers in the industrial sectors of the economy.
- Its utilization in fixation and revision of minimum wages in scheduled employments.
- For measuring inflation.
- Other policy formulations.

The Current CPI (IW) series is being compiled on the base 2001=100. This base was introduced w.e.f January, 2006. Indices for a month are released on the last working day of the succeeding month. The Coverage of CPI (IW) extends to 78 centers all over the country. A total of 289 markets are covered for the collection of retail price data. The number of items in the index basket is 370.

CURRENT STATUS

Till date, Labour Bureau has compiled and released the Consumer Price Index Numbers for Industrial Workers on base: 2001=100 up to the month of May, 2013.

2. RURAL LABOUR ENQUIRY (INCLUDING CONSTRUCTION OF CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL AND RURAL LABOURERS, CPI - AL/RL).

OBJECTIVES: The main objectives of Rural Labour Enquiry are:

- To provide up to date serial data on important socio-economic characteristics of Rural Labour in general and Agricultural Labour in particular in the form of five quinquennial reports.
- To provide data on consumption expenditure for the purpose of derivation of weighting diagram for updating the series of CPI Numbers separately for Agricultural and Rural Labourers.

- To serve as a guiding factor in the fixation and revision of minimum wages in the scheduled employments in rural areas under the Minimum Wages Act, 1948.
- To collect, compile and publish wage rate data in respect of 18 agricultural and non-agricultural occupations which is of immense use in drawing up appropriate policies and programmes, conducting cost studies and estimating the National / State income.

Under Rural Labour Enquiry, NSSO collects the data, quinquennially based on which Labour Bureau brings out five analytical reports on different aspects of Rural and Agricultural Labour Households. Besides, NSSO also collects data on prices and wage rates on regular monthly basis from 600 sample villages. Labour Bureau utilizes the Price data for compilation of CPI Numbers for Agricultural and Rural Labourers with base 1986-87=100. The Daily wage rates are published in Indian Labour Journal on regular monthly basis w.e.f. April, 1998.

CURRENT STATUS

- Labour Bureau has compiled & released CPI Numbers for Agricultural & Rural Labourers (Base 1986-87=100) upto the month of May, 2013.
- Wage rate statistics have been compiled upto the month of April, 2013 and published in the Indian Labour Journal, a monthly publication of Labour Bureau.
- The Latest round of RLE for which data has been made available to Labour Bureau is 2004-05. Based on this, the Bureau has released the following reports.
 - RLE (2004-2005) report on “Employment & Unemployment of Rural Labour Households”.
 - RLE (2004-2005) report on “Wages & Earnings of Rural Labour Households”.
 - RLE (2004-05) report on “Indebtedness among Rural Labour Households”.
 - RLE (2004-05) report on “General Characteristics of Rural Labour Households” has been finalized and in the process of printing.
 - RLE (2004-2005) report on “Consumption Expenditure of Rural Labour Households” has been finalized.

3. COLLECTION OF LABOUR STATISTICS UNDER THE ANNUAL SURVEY OF INDUSTRIES (EXTENSION TO SAMPLE SECTOR).

OBJECTIVES: The main objectives of ASI (Sample Sector) are:

- To build series of data base on Employment, Absenteeism, Labour Turnover, Earnings and Labour Cost in Manufacturing Sector not covered under the Census Sector.
- To disseminate information and analyze various components of Labour Cost such as Wage/Salary, Bonus, Social Security and Staff Welfare Cost in this sector.
- To provide comprehensive, factual and systematic data on different aspects of labour for future planning and policy formulation.

For Annual survey of Industries (ASI), Data is being collected by NSSO and Labour Bureau compiles and disseminates data collected under the Labour Part i.e. Block E of Part I and Part-II of ASI schedule, which includes data on Absenteeism, Labour Turnover, Labour Employment, and Man days scheduled to work, Man days worked and various components of Labour Cost. Statistics collected under the scheme is supplied to India office of ILO and also presented in Indian Labour Year Book being brought out by the Labour Bureau every year.

CURRENT STATUS:- Report of Statistics on Employment & Labour Cost (Volume I) and 'Absenteeism, Labour Turnover, Employment & Labour Cost' (Volume II) for the year 2009-10 have been released.

4. OCCUPATIONAL WAGE SURVEY

OBJECTIVES: Under Occupational Wage Survey (OWS), Occupational wage data are collected in respect of workers in selected Plantations, Mines and Manufacturing Industries at periodic intervals, so as to facilitate generation of an up to-date data base. The main objectives of OWS are:

- To obtain occupation-wise data on employment, wage rates and dearness allowance for building up base year weights for updating the base of Wage Rate Index Numbers.
- To obtain data on different components of pay roll earnings for different occupations for scientific studies of inter-industry and intra-industry differentials in earnings in Plantation, Mining & Manufacturing Industries.

CURRENT STATUS The sixth round of OWS covering 56 industries is in progress. Under this round the following reports relating to 37 industries have been released:

- The report on four service sector industries
- The report on three plantations (tea, coffee and rubber).
- The report on tea processing industry.
- The report on four mining (Coal Mines, Iron Ore Mines, Manganese Mines and Oil Mines) Industries.

- The report in respect of five Textiles (Cotton, Woolen, Silk, Synthetic and Jute Industries).
- The report on Textile Garment Industry.
- The report in respect of Ten Engineering Industries.
- The report in respect of Nine Engineering Industries.

5. SOCIO-ECONOMIC SURVEYS OF DIFFERENT SEGMENTS OF LABOUR (SESDSL)

OBJECTIVES The SESDSL aims at:

- Conducting surveys on an All -India basis so as to generate and disseminate data for formulation of meaningful policies aimed at ameliorating the working and living conditions of SC/ST workers, workers in the unorganised sector and women workers.
- Evaluating the implementation of Minimum Wages Act, 1948 in different employments, both in organised and unorganized sector.
- Studying the industry wise trends in wages, employment, skill requirements, social security, etc. of the target groups following the liberalisation/globalization of Indian economy.

The Bureau strives to ensure that the collected information is comprehensive, useable and relevant for policy making.

CURRENT STATUS

Socio-Economic Conditions of Women Workers: So far, 21 surveys have been conducted under the segment and all the reports thereon released. The last survey was conducted in the plantation industry.

Working and Living Conditions of Workers in Unorganised Sector of Industries/Employments: So far, 31 surveys have been conducted and all the reports have been released. The latest survey was carried out in the Leather Industry and report thereon was released.

Working and Living Conditions of Labour belonging to SC/ST Communities: So far, Labour Bureau has conducted 9 Scheduled Castes workers and 9 Scheduled Tribes workers surveys. The last ST survey was conducted in Scheduled Tribes belt of Kalahandi, Bolangir & Korapat (KBK) districts of Orissa in the month of Sept., 2009. The report on the same has been released.

Studies on Evaluation of Implementation the Minimum Wages Act, 1948: So far, 27 such studies have been conducted and all the reports released. The last two studies were conducted in “Stone Breaking and Stone Crushing” employment in Gujarat and Karnataka, reports on which were released.

Other Important Surveys

(a) Quick Employment Surveys on Impact of Global Economic Slowdown on Employment in India

On the basis of a specific direction received from the M/O Labour & Employment, Labour Bureau has been conducting “Quarterly Quick Employment Surveys” on a continuous basis to assess the impact of economic slowdown on employment in India in the selected sectors. The first survey was conducted in the month of January, 2009 for the quarter Oct.-Dec., 2008. So far seventeen such surveys have been conducted and reports thereon submitted to the Ministry. The seventeenth quarterly quick employment survey for the period of Jan- Mar, 2013 was conducted in the month of April, 2013. At overall level of the sectors combined, employment increased by 1.07 lakh during the period of January-March, 2013.

(b) Employment and Unemployment surveys

Main source of data on employment-unemployment in the country so far have been the surveys conducted by NSSO on a quinquennial basis. However with a view to have such data at regular annual interval, the Ministry of Labour & Employment directed Labour Bureau to undertake nation-wide survey every year. In compliance of this directive, Labour Bureau has been conducting annual Employment-Unemployment Survey (EUS) with the prime objective of providing data on employment and unemployment at regular annual interval.

The first EUS for the year 2009-10 was conducted during the year 2010 across 28 States/UTs by covering 300 districts. About 46,000 household schedules were canvassed. The report on the first EUS was released in September 2010.

The second Annual Employment-Unemployment Survey for the year 2010-11 has been conducted in all the States/UTs by covering all the districts of the country. A total sample of about 1,28,298 households is covered during the second survey. Processing of data was completed and the report was released in July, 2012.

The Third Annual Employment-Unemployment Survey 2012-13 with a moving reference period has been launched from October, 2012 and is in progress. This survey is also being conducted in all the States/UTs by covering all the districts. A sample size of about 1,30,000 household schedules are proposed to be covered in the third round. The report is likely to be released shortly.

6. MODERNISATION OF MACHINE TABULATION UNIT (1978)

The main objectives of the component are:

- Computerisation of all the schemes of the Bureau in a phased manner.
- Implementation of National E-Governance Plan (NEGP) of the Govt. of India.
- Regular updation and Maintenance of Labour Bureau's website.

CURRENT STATUS: Website of Labour Bureau both in English and Hindi, is being updated regularly.

7. IMPROVEMENT OF LABOUR & EMPLOYMENT STATISTICAL SYSTEM

(A) Base Updation of CPI-IW Index

The objective of updation of base year of the CPI (IW) is to accurately reflect changes in the consumption pattern of industrial workers over time. The CPI (IW), on scientific lines, was first introduced with base 1960=100 which was updated on 1982=100. Last revision updated the base to 2001=100. The need for frequent revision of the base on account of fast changing consumption pattern of the target group has been reiterated at various platforms such as International Labour Organisation, National Statistical Commission, National Commission on Labour and also Technical Advisory Committee on Statistics of Prices and Cost of Living. To ensure the capturing of latest consumption pattern of the target group, it is proposed to further update the base of current series on base 2001=100 to a recent period.

CURRENT STATUS

The proposal has been approved by SFC and IFD of the Ministry. Preliminary work has been initiated by the Labour Bureau and data on employment by industry codes is being collected. Besides this, the process to fill up the posts on contract basis recruitment staff sanctioned under the scheme is in advanced stage. First standing Tripartite Committee Meeting under the scheme was held on 02.07.2013 at Ministry level and the scheme for base updation of CPI-IW Index series launched.

(B) Base Updation of CPI (AL/RL)

The objectives of updation of base year of the CPI (AL/RL) are:

- To reflect changes in consumption pattern of agricultural and rural labourers over time. The CPI (AL/RL) with scientific base was first introduced with base 1960-61=100 which was updated to 1986-87=100.

- The index serves as a guiding factor in the fixation and revision of minimum wages in scheduled employments in rural areas under the Minimum Wages Act, 1948.

The need for frequent revision of the base on account of fast changing consumption pattern of rural and agricultural labour has been reiterated at various platforms such as International Labour Organisation, National Statistical Commission, National Labour Commission and also Technical Advisory Committee on Statistics of Prices and Cost of Living. To ensure the gap between the two series is not too large, it is proposed to further update the base to the new preferred base 2009-2010=100.

CURRENT STATUS

In the review meeting on Labour Bureau activities held on 23.04.2013, the Secretary (L&E) suggested that Base updation of AL / RL - 2004-05=100 and Wage Rate Index 2006-10 may be taken up and included in the EFC Memorandum of Labour Bureau activities.

(C) Base updation of Wage Rate Indices (WRI).

Presently Labour Bureau is compiling WRI in respect of industries with 1963-65=100 as the base. The base updation of WRI assumes importance in light of the following developments that have taken place over the years.

- Many new important industries have emerged, which need to be covered under Wage Rate Index.
- The occupational pattern has undergone significant changes in post liberalisation era resulting in emergence of many new occupations and disappearance of many old ones at the same time.
- Most of the existing sample units have lost their representation due to closure of industrial units, improvement in technology, fall in employment and emergence of new units in different industries. Therefore, to increase the coverage of industries and occupations and also to make Wage Rate Index truly representative of industrial structure of the economy, it is necessary to revise and update its base.

CURRENT STATUS

The activities under this component could not be taken up during the Eleventh Plan essentially due to substantial additional work relating to Quarterly Employment surveys and Annual Employment-Unemployment survey entrusted to the Bureau. In the review meeting on Labour Bureau activities held on 23.04.2013, the Secretary (L&E) suggested that Base updation of AL / RL -2004-05=100 and Wage Rate Index 2006-10 may be taken up and included in the EFC Memorandum of Labour Bureau activities.

(D) Improvement of Labour Statistics – Training-cum-Liaison Scheme

OBJECTIVES

- To ensure timeliness, accuracy, relevancy, reliability and quality of data.
- To achieve uniformity of concepts and definitions so as to remove all ambiguities to ensure clarity of the terms and concepts in historical data.
- Switch over to automation by adopting data collection, processing, presentation and dissemination of data/information by internet, e-mailing, fax and computers, to train the personnel of the State and Central agencies involved in collections and compilation of Labour Statistics etc.

CURRENT STATUS

The activities under this component could not been taken up so far and are proposed to be pursued during the 12th plan.

(E) Human Resource Development

OBJECTIVES

- To update / upgrade the knowledge and skill of the officers and officials of Labour Bureau; to identify the gaps in availability and requirements of skills-managerial as well as technical.
- To fill-up the same by arranging workshops/seminars/training programs; to improve the techniques and methods of data collection with regard to price and Labour Statistics by providing training to Price Collectors/Price Supervisors and other State Government officials engaged in collection of price and other Labour Statistics.
- To update/upgrade the knowledge and skill of the officers in the field.

CURRENT STATUS:- The activities under this component could not been taken up so far and are proposed to be pursued during the 12th plan.

(F) Creation of Management Information System including Upgradation of In-House Printing Facility

Modernisation of Machine Tabulation Unit (MMTU) has been an ongoing plan scheme effective since 1965. It is a well established plan activity catering to the needs of Bureau's tabulation work. In the recent study, SIU has recommended MMTU as a separate plan activity. SIU has

found full justification for MMTU activity and thus has recommended it as a separate activity. The main job under MTU is the tabulation of data of existing activities of the Bureau and supply the tabulated data to the users. Computerization of Bureau's activities comes under the purview of MMTU scheme.

OBJECTIVES

- Set up an internet which would be connecting all the PCs using high speed LAN.
- To put the data on MIS after dissemination with the help of various divisions of Bureau compiling the data under plan and non-plan scheme of the Bureau.
- To make the Bureau's website more interactive so that users could get more useful information.
- To provide a link to Ministry of Labour & Employment at New Delhi of MIS for easy access to Bureaus' data. All attached and subordinate offices of the Ministry will also be linked to MIS system.

CURRENT STATUS The activities under this component could not been taken up so far and are proposed to be pursued during the 12th plan.

(G) Creation of Infrastructural Facilities – Office Building

Labour Bureau has all India network with its headquarters at Chandigarh and a major Wing at Shimla besides regional offices at Chennai, Kanpur, Kolkata and Ahmedabad with a sub-regional office at Mumbai. The Chandigarh office came into being in the year 1971 by shifting a part of the office from Shimla. Due to shortage of space, the Chandigarh office is located at two places at Chandigarh in a rented accommodation in Sector-17, and in Kendriya Sadan, Sector-9. The working of Labour Bureau is such that it has to do continuous interaction with various state departments, organizations such as NSSO, CSO, various govt. departments, state governments etc. It also organizes training programs for different target groups viz. international trainees under ISEC, ISS/IES probationers, central training programs for state govt. officials, price collectors and price supervisors etc. The area available for library, store, printing unit, record room etc. is quite inadequate. The present Committee Room, used for organizing meetings/workshops and regular trainings, has limited capacity. A guest house facility is a necessity for dignitaries from various international organizations like ILO, US Bureau of Labour Statistics, IMF, senior officers of Labour Ministry and other govt. departments visiting Labour Bureau from time to time. It is also proposed to acquire own buildings at other regional offices viz. Kanpur, Ahmedabad and sub-regional office at Mumbai in due course.

CURRENT STATUS

Under the component – 'Creation of Infrastructure facilities – Office Building', construction of Office Building in Sector 38 (West), Chandigarh, construction of boundary wall has been completed. Revised building plan, as per the new guidelines, which was submitted by the CPWD has been approved by the Chandigarh Administration. The CPWD has also submitted to Labour Bureau, the revised cost estimates of the Office Building. SFC Note on the activity was submitted to the Ministry to expedite construction of office building as Hon'ble Home Minister in a meeting of Inter-State Council, had asked Labour Bureau to hand over the vacant possession of the J&K Govt. Building occupied by it within 18 months. Secretary (L&E) had convened a meeting of concerned officers on 3rd January 2013 to sort out the issues related to the construction of office building of Labour Bureau. It was decided that as a special case, the approval of finance Ministry may be sought. Accordingly, Ministry had sent the request for sanction to Finance Ministry and in reply Finance Ministry expressed its inability to treat it as a special case as it is a part of Umbrella Scheme titled "Labour & Employment Statistical System (LESS)", which will only be considered in the EFC meeting. Accordingly Secretary (L&E) has requested Chief Secretary, Government of J&K, to extend the tenure of rent of J&K Building till the construction of the new Labour Bureau office, even with a revised rent as may be assessed by the CPWD.

13. DEVELOPMENT OF INFORMATION TECHNOLOGY

This is an ongoing scheme formulated on the directives of Planning Commission for making a provision of 2-3% of the plan funds for programmes/schemes relating to Information Technology. This scheme intends to initiate a drive towards improving computerization in various programmes of the Ministry and to improve their efficacy. The progress of scheme is being regularly monitored by Senior Officers. There is an IT Manager to assist, manage, plan, execute, and review the Scheme. The IT Manager also ensures that uniformity of standards and development tools are used in the development of application modules in the Ministry.

14. Grants-in-Aid to research and academic institutions, voluntarily organizations and non-governmental organizations for undertaking research in approved labour related matters

Under this scheme, grant is provided to deserving research and academic institutions, voluntarily organizations, NGOS on the merits of the proposals examined and recommended by the respective subject matter divisions in the Ministry. This scheme was started in 1995-96.

Since its inception, sixty four research studies in the areas of labour welfare, social security, industrial relations, enforcement of minimum

wages, employment services and training have been completed. Presently, twelve research studies are in pipeline.

Under this scheme, two types of proposals, internal and external are considered for funding to the organizations. Internal proposals are such proposals which are taken up on the demand of the subject matter divisions in the Ministry. External proposals are those proposals which are submitted suo-motto by the institutions/organizations.

The scheme was last modified in September 2008 raising the ceiling on cost per study to Rs.6.00 lakh. Some features of guidelines have also been changed so as to attract proposals from reputed institutions. Consequently, the Ministry is receiving a number of good proposals on various labour related issues. During 2012-13, expenditure of Rs.7.61 lakh was incurred. An amount of Rs.20.00 lakh has been allocated during annual plan 2013-14.

15. CENTRALLY SPONSORED SCHEME FOR REHABILITATION OF BONDED LABOUR

In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour launched a Centrally Sponsored Scheme on 50: 50 basis since May, 1978 for rehabilitation of bonded labourers. The rehabilitation assistance @ Rs.20,000/- per bonded labourer is provided to State Governments and in the case of North Eastern States, 100% Central assistance, if they express their inability to provide their share.

The Scheme is being implemented by the State Governments who are mainly responsible for identification, release and rehabilitation of bonded labour. The Ministry of Labour and Employment is providing grants for the purpose and monitoring the Scheme through collection of quarterly returns and holding meetings as well as writing to the State Governments from time to time for implementation of the scheme /Act.

Besides, under the orders of the Hon'ble Supreme Court, the National Human Rights Commission is also monitoring the Bonded Labour System Act and has been organizing Workshops at various places throughout the country. A Special Group under the Chairmanship of Secretary (Labour & Employment) has been constituted as per the directions of the Prime Minister's office to monitor the implementation of the Bonded Labour System (Abolition) Act, 1976. The Group is holding region-wise meetings and up till now 20 such meetings have been held in different regions.

The Bonded Labour System (Abolition) Act, 1976 do not differentiate between adult bondage and child bondage and on caste or sex. As such no separate data is being maintained for male/female bonded labour. As more than 85% of the bonded labour is from SC/ST category, no separate allocation of budget etc. is kept separately for these categories. So far as

North East States are concerned, 10% of the total Plan Budget for the Scheme is earmarked for these States.

As the Central grants are released only on receipt of complete proposals from the State Governments i.e. receipt of Utilization certificates for the grants released earlier, no targets can be fixed. The bonded labour whenever identified, are released and rehabilitated by the respective State Government. The Central Government is providing grants on 50: 50 basis for rehabilitation of bonded labour. The State Governments are also provided assistance for conducting survey of bonded labour, awareness generation activities and evaluatory studies.

16. Central Board for Workers Education

(a) Central Board for Workers Education

(b) MGNREGA

Central Board for Workers Education (CBWE) sponsored by the Ministry of Labour, Government of India, is a tripartite society established in 1958 with headquarters at Nagpur, to implement Workers Education Scheme at national, regional and unit/village levels.

Board's training programmes cover workers from organized, unorganized, rural and informal sectors. Special programmes (MGNREGA) and skill Development initiatives as well as Supervisory and managerial cadres are also covered through joint educational programmes. While most of the programmes for workers in the organized sector and all the programmes in the rural/unorganized sectors are conducted free of charge with the cooperation of managements, trade unions and other agencies, few programmes at selected units in the organized sector are fund generating for which a nominal amount is charged from the managements. In accordance with the declared objectives of the Board, effort is made to create awareness among the working class about their rights and obligations for effective participation in the socio-economic development of the country. National level training programmes for members of Central Trade Union Organisations and Federations are conducted by the Indian Institute of Workers Education (IIWE), Mumbai established by the CBWE in 1970. Pre-employment training and orientation for Board's Officers are also imparted by the IIWE, Mumbai.

The Board has a network of 50 Regional and 9 Sub-Regional Directorates spread throughout the country to implement the scheme at regional and unit /village levels. Out of 50 Regional Directorates, 8 are residential. The Six Zonal Directorates at Delhi, Kolkata, Mumbai, Chennai, Guwahati and Bhopal monitor the activities of the Regional and Sub-Regional Directorates within the Zones.

OBJECTIVES

- To strengthen among all sections of the working class, including rural workers, a sense of patriotism, national integrity, unity, amity, communal harmony, secularism and pride in being an Indian;
- To equip all sections of workers, including rural workers and women workers, for their intelligent participation in social and economic development of the nation in accordance with its declared objectives;
- To develop amongst the workers a greater understanding of the problems of their social and economic environment, their responsibilities towards family members, and their rights and obligations as citizens, as workers in industry and as members and officials of trade union;
- To develop capacity of workers in all aspects to meet the challenges of the country from time to time.
- To develop strong, united and more responsible trade unions and to strengthen democratic processes and traditions in the trade union movement through more enlightened members and better trained officials;
- To empower the workers as employees of the organization and to develop sense of belongingness as effective instruments of amicable industrial relations and maintaining industrial peace.
- To meet the needs of workers to have access to ways of acquiring and continuous up gradation of knowledge and skills that they require to find and hold a job.

DGE&T (Training)**17. Upgradation of 1396 Government ITIs through PPP**

Under the scheme “Upgradation of 1396 Government ITIs through PPP” a total of 1227 Government ITIs were covered during the XI Plan period and Rs.3067.50 Crore has been released. The time line envisaged for up-gradation of ITIs is 5 years from release of loan. The up-gradation process is at various stages of execution as per the year of release of interest free loan and as per the Institute Development Plan. Thirty States have been covered in the scheme except Sikkim, Manipur, Andaman & Nicobar, Daman & Diu and Lakshadweep. The status of fund utilization by the various States on the basis of year of release of fund is at **Annexure-1**.

A mid-term evaluation study of the scheme “Upgradation of 1396 Government ITIs through PPP” was conducted by V.V.Giri National Institute and the gist of the report is enclosed as **Annexure-2**.

18. Skill Development of Youth in 34 districts affected by Left Wing Extremism**Cost of Scheme: Rs.241.65 crore.**

Duration: From 29th March 2010 to 31st March 2014

Covered Area: 34 Districts in 9 States.

Objective:

- Establishing one ITI & two Skill Development Centers (SDCs) in each district.
- To run demand driven vocational training courses in long term, short term and Instructor training courses.

Components:

- (i) Skill training programmes for
 - 1000 youth in Long Term Training @ 30 per district
 - 4000 youth in Short Term Training @ 120 per district
 - Train 340 youth in Instructor Training @ 10 per district
- (ii) Additional infrastructure will be created for:-
 - 34 Industrial Training Institutes (ITIs) @ one ITI per district
 - 68 Skill Development Centres (SDCs) @ two SDCs per district

Contribution of the State Governments alongwith the completion status: Funding pattern under the scheme is given below:

Component	State Government (In %)	Central Government (In %)
Skill training programmes	0	100
Creating additional infrastructure for 34 new ITIs & 68 new SDCs	25	75
Central level monitoring cell	0	100

Skill training programme and construction of ITIs and SDCs has started. They are expected to be operational during 2014-15.

Number of beneficiaries: State-wise detail of persons completed / undergoing training in various skill training programme and number of ITIs and SDCs are under construction.

Sl. No	Name of States and number of Districts (in bracket)	Name of District	Proposed		Persons undergoing Skill Training			
			SDC	ITI	Long Term	Short Term	Instructor	Total
1	Andhra Pradesh (1)	Khamam	2	1	0	0	0	0
2	Bihar (6)	Jamui, Gaya, Aurangabad, Rohtas, Arwal Jehanabad,	0	3	0	0	0	0
3	Chhattisgarh (7)	Dantewada, Bastar, Kanker, Surguja, Rajnandgaon, Bijapur, Narayanpur	14	7	115	0	0	115
4	Jharkhand (10)	Chatra, West Singhbhum, Palamau, Garhwa, East Singhbhum, Bokaro, Lohardaga, Gumla, Latehar, Hazaribagh	18	9	170	436	60	666

Sl. No	Name of States and number of Districts (in bracket)	Name of District	Proposed		Persons undergoing Skill Training			
			SDC	ITI	Long Term	Short Term	Instructor	Total
5	Madhya Pradesh (1)	Balaghat	2	1	30	120	10	160
6	Maharashtra (2)	Gadchiroli K, Gondia	4	2	60	240	20	320
7	Orissa (6)	Gajapati, Malkangiri, Rayagada, Deogarh, Sambalpur	10	5	150	330	18	498
8	Uttar Pradesh (1)	Sonebhadra	2	1	30	120	10	160
9	West Bengal (1)	PaschimMidnapur (Lalgarh Area)	2	1	30	120	10	160
	Total		54	30	585	1366	128	2079

The estimated yield of on ITI will be 200 trainee per annum and that of one SDC will be 200 trainee per annum.

Expenditure :State-wise details of fund released so far:

Sl	States	Fund released so far (Rupees in Lakh)								
		2011-12			2012-13			Total		
		Skill Training	ITIs & SDCs	Total	Skill Training	ITIs & SDCs	Total	Skill Training	ITIs & SDCs	Total
1	Andhra Pradesh	0.00	0.00	0.00	0.00	55.84	355.84	0.00	355.84	355.84
2	Bihar	0.00	376.77	376.77	0.00	19.15	319.15	0.00	695.92	695.92
3	Chhattisgarh	0.00	1881.12	1881.12	24.11	81.73	305.84	24.11	2162.85	2186.96
4	Jharkhand	81.83	1587.17	1669.00	108.44	42.81	351.25	190.27	1829.98	2020.25
5	Madhya Pradesh	29.32	257.75	287.07	9.73	5.32	55.05	39.05	303.07	342.12
6	Maharashtra	58.64	511.80	570.44	19.5	0.63	110.13	78.14	602.43	680.57
7	Orissa	100.16	1372.45	1472.61	48.74	87.93	236.67	148.90	1560.38	1709.28
8	Uttar Pradesh	29.32	269.64	298.96	9.74	9.83	49.57	39.06	309.47	348.53
9	West Bengal	29.32	256.90	286.22	9.74	5.71	55.45	39.06	302.61	341.67
	Total	328.59	6513.60	6842.19	230.00	608.95	1838.95	558.59	8122.55	8681.14

Only the States of Madhya Pradesh and West Bengal have reported expenditure for construction of ITIs and SDCs. The States of Orissa, Jharkhand, Chhattisgarh have reported expenditure in Skill Training.

Reasons for delay in implementation

- The long term trainees are supported for 2 years
- Proposal from Bihar (6 districts) and Andhra Pradesh (1 district) are yet to be received.
- Orissa (5 districts), Jharkhand (10 districts) & Chhattisgarh (7 districts) States are yet to submit the proposal of all candidates.
- Establishment of ITIs and SDCs are taking more than expected time due to –
 - (i) Delay in release of 1st installment (in March 2012).
 - (ii) Insurgency in the project area.
 - (iii) Lower accessibility to the project area due to remote location.

19. Enhancing Skill Development Infrastructure in NE States and Sikkim The scheme has provision for Central assistance to States in following three components:-

- Upgradation of 20 ITIs by introducing three new trades per ITI;
- Supplementing infrastructure deficiencies in 28 ITIs by constructing new hostel, boundary wall and supplementing old and obsolete tools and equipments; and
- Funding Monitoring Cells at Central & State Level.

Contribution of the State Governments along with the completion status:

The scheme is 100% centrally funded. Construction work in all the States are yet to be completed.

Number of beneficiaries: Sixty new trades will be established in 20 ITIs and annual yield of each trade is 16.

Expenditure: A total of Rs.3582.26 lakh has been released to eight States is as under :-

Sl.No	State	Number of covered ITIs		Fund released (Rupees in Lakh)			
		Upgradation	Deficient Infrastructure	2010-11	2011-12	2012-13	Total
1	Arunachal Pradesh	3	3	479.60	0.00	137.97	617.57
2	Nagaland	2	5	559.53	0.00	317.17	876.70
3	Sikkim	0	3	241.68	0.00	96.32	338.00
4	Manipur	3	8	0.00	0.00	495.00	495.00
5	Mizoram	1	3	0.00	0.00	368.23	368.23
6	Meghalaya	4	4	0.00	256.36	0.00	256.36
7	Assam	6	1	0.00	227.84	222.91	450.75
8	Tripura	1	1	0.00	58.03	121.62	179.65
	Total	20	28	1280.81	542.23	1759.22	3582.26

The States of Arunachal Pradesh, Nagaland, Sikkim, Tripura, Assam have reported expenditure.

Reasons for delay in implementation

- Hilly and difficult area to reach due to poor connectivity.
- Complete halt of construction work for 5 months in an year during rainy season in hilly north eastern region.
- Devastating earthquake in Sikkim.

20. Skill Development Initiative (SDI) scheme

In May, 2007, the DGE&T undertook development of a new strategic framework under SDI Scheme namely Modular Employable Skill (MES) for the early school leavers and existing workers especially in the unorganized sector. The MES NCVT certificate is recognized nationally and internationally for gainful employment. Under the scheme, training cost and assessment fee is reimbursed to the successful candidates. The on-line implementation of the SDI Scheme through the Web-portal has been launched since 01st January, 2012. Achievement as on 15.05.2013 (since inception):

- 1433 course modules covering 73 sectors have been developed and approved by NCVT.
- 46 organisations have been empanelled as assessing bodies for conducting assessment.

- 18.7 lakh persons have been trained / tested.
- 2.07 lakh persons undergoing training.

For FY 2012-13 (as on 31.03.2013):

- 4.24 lakh persons have been trained / tested.
- On line web portal launched for implementation & monitoring.
- 3929 Vocational Training Providers (VTPs) have been registered on Web Portal.
- 46 organisations have been empanelled as Assessing Bodies.
- Expenditure to the tune of Rs.308 crore has been incurred.

Status of implementation of Skill Development Initiative (SDI) Scheme for the Financial Year

Sl. No	Item (in number)	2007-08		2008-09		2009-10		2010-11		2011-12	
		T**	A**	T	A	T	A	T	A	T	A
1	MES Course modules developed & approved by NCVT	200	271	120	148	200	690	100	146	40	137
2	Vocational Training Providers (VTPs) registered	1000	1247	2000	2187	2000	2398	1000	675	300	618
3	Trainees trained/ tested	10,000	22,528	50,000	1,15,306	1,20,000	5,75,489	3,00,000	4,41,214	3,00,000	2,13,961
4	Expenditure (Rupees in crore)	16.00	15.85 (against 15.90)	39.00	44.49 (against 46.00)	101.27	100.68	154.70	143.52	FE-121	104.06

* 3929 VTPs have been registered on web-portal for 2012-13.

** T - Target A - Achievements

21. Training of 8000 youth of the state of J&K (SDYJK)

- The scheme was initiated to develop 16000 youth of J&K with an outlay of Rs.20.16 crore under Modular Employable Skills for their gainful employment.
- Out of 16, 000 youth, 4000 (i.e. 25%) were to be trained inside the state whereas 12000 youths (i.e. 75%) were to be trained outside the state with a target to train 8000 (6000 outside + 2000 inside) youths each year during the FY 2010-11 and FY 2011-12.
- Due to non achievement of training target, the scheme was extended upto 31st March, 2013.
- Some of the Vocational Training Providers outside J&K, where the training has been conducted are as following:
 - G&G Vocational Training Provider, Panchkula, Haryana
 - L&T Construction Skill Training Institute, Mumbai
 - L&T Construction Skill Training Institute, Chennai
 - Advanced Training Institute, Hyderabad
 - Advance Training Institute for Electronics and Process Instrumentation, Hyderabad
 - Cavelier India, Bangalore

Details of Fund released and Utilization certificate received: (Rs. in Lakh):

Year	2010-11	2011-12	2012-13	Total
Fund released	1020.01	Nil	244	1264.01
Utilization Certificate received	749.71	Nil	Nil	749.71
Utilisation certificate to be received from the state	270.3	Nil	244	514.30

Persons trained:

Year	2010-11		2011-12		2012-13		Total	
	Target	Acheive ment	Target	Acheive ment	Target	Acheive ment	Targe t	Achiev e ment
Within J&K	2000	1650	2000	2350	Nil	Nil	4000	4000
Outside J&K	6000	1500	6000	4083	6417	Nil	12000	5583
Total	8000	3150	8000	6433	6417	Nil	16000	9583

Placement offered to 1456 candidates, offer accepted by 139 persons.

22. Vocational Training Improvement Project (VTIP) with World Bank Assistance

The Project Development Objective is to improve the employment outcomes of the graduates from the vocational training system, by making the design and delivery of training more demand responsive. The salient features of the scheme includes introduction of multi-skill courses catering to the need of a particular cluster of industry around an ITI to produce multi-skilled workforce of world standard. The multi-skill courses are popularly known as CoE courses.

Total project cost is Rs.1581 crore out of which Rs.1231 crore is funded by the World Bank and the remaining Rs.350 crore is the State share. The Scheme, *inter-alia*, envisages upgradation of 400 ITIs. 33 State Governments/UTs are participating under the project. The cost sharing basis between center and State is 75:25 (90:10 for North Eastern States). The scheme objective also includes enhancement of knowledge and skills of ITI instructors and trainers by strengthening facilities in 14 central institutes. The closing date of the project has been extended by 23 months i.e. till Nov. 2014.

Under the project, Rs.1318 cr. has been released to the States and centrally funded institutes against which Rs.1225 crore has been utilised till March 2013. A statement indicating FY-wise release to States / UTs is attached as **Annexue-3**.

Key institutional reforms introduced under the project are constitution of Institution Management Committee (IMC) at ITI level with chairperson from the industry and delegation of enhanced academic, financial and administrative power to Principal ITI and IMC. Physical component consisted of setting up of new classrooms, workshops and modernization of tools, equipment and machinery, training of trainees and ensuring congenial environment. Most of the States have been able to complete physical infrastructure. In last four years, nearly 95,000 trainees have enrolled in CoE programs. Nearly 12,500 instructors have been trained by central institutes during the project period.

Progress made under Project: As per the study conducted in the ITIs to assess the key performance indicators of the project, following is observed:

- 60 % of project ITIs' pass-outs find employment within one year of finishing training, as compared to baseline of 32% conducted in Year 2006-07.
- Rs.3550/- real monthly earnings of employed pass-outs from project ITIs measured one year after completing training, as compared to the baseline of Rs.2421/- per month conducted in Year 2006-07.

23. Upgradation of 100 ITIs with Domestic Resources

- The objective of the scheme is to upgrade the existing 100 ITIs into "Centers of Excellence (CoE)" for producing multi skilled workforce of world standard. The implementation of the scheme took-off from FY 2005-06. These ITIs are provided funds to develop infrastructural facilities for introduction of multi-skill courses catering to the need of a particular cluster of industry around an ITI to produce multi-skilled workforce.
- 100 ITIs are distributed in 22 States / UTs (other than J&K, Sikkim and NE States) in proportion to the number of Government ITIs. The total cost of the Scheme is Rs.160 crore, out of which the central share is Rs.120 crore, on a ratio of 75:25 cost sharing basis between Central and the State Government, as advised by Ministry of Finance.
- Total amount of about Rs.115 crore was released till March 2010. The scheme has since been closed in March 2010.
- A statement indicating FY-wise release to States is attached as **Annexure-4.**

Annexure-1**Status of fund released and expenditure incurred till date****Scheme: Upgradation of 1396 Government ITIs through PPP****Consolidated statement of all years of release i.e. from 2007-08 to 2011-12**

Sl. No	Name of State/ UTs	No. of ITIs covered	Fund released Rs. in Lakh	Breakup of fund released		Fund Utilized Rs. in Lakh	%age of utilization against fund released	Performance Category*
				Seed Money Rs in Lakh	Funds for upgradation Rs. in Lakh			
1	Mizoram	2	500	250	250	430.41	86.08%	A
2	Meghalaya	1	250	125	125	210.19	84.08%	A
3	Chandigarh	1	250	90	160	177.72	71.09%	B
4	Kerala	26	6500	1406	5094	4041.51	62.18%	B
5	Andhra Pradesh	61	15250	525	14725	8320.57	54.56%	C
6	Arunachal Pradesh	4	1000	300	700	521.55	52.16%	C
7	Bihar	13	3250	1137	2113	1367.17	42.07%	C
8	Delhi	9	2250	800	1450	1345.23	59.79%	C
9	Gujarat	91	22750	9108	13642	13560.42	59.61%	C
10	Haryana	52	13000	2846	10154	5354.20	41.19%	C
11	Himachal Pradesh	33	8250	1533	6717	4018.86	48.71%	C

12	Jammu & Kashmir	34	8500	2123	6377	4830.88	56.83%	C
13	Odisha	14	3500	1570	1930	1948.83	55.68%	C
14	Rajasthan	10 5	26250	7130	19120	10986.8 6	41.85%	C
15	Tamil Nadu	32	8000	1488	6512	4452.79	55.66%	C
16	Tripura	7	1750	315	1435	896.64	51.24%	C
17	Uttar Pradesh	11 5	28750	8305	20445	14856.3 3	51.67%	C
18	West Bengal	28	7000	1002	5998	3182.13	45.46%	C
19	Nagaland	7	1750	620	1130	930.81	53.19%	C
20	Chhattisgarh	42	10500	2182	8318	4315.59	41.10%	C
21	Maharashtra	25 0	62500	13970	48531	25530.7 3	40.85%	C
22	Punjab	76	19000	3806	15195	7649.46	40.26%	C
23	Assam	17	4250	585	3665	1413.86	33.27%	D
24	Jharkhand	8	2000	475	1525	792.29	39.61%	D
25	Karnataka	76	19000	1436	17564	4044.45	21.29%	D
26	Madhya Pradesh	74	18500	4200	14300	5036.99	27.23%	D
27	Uttarakhand	43	10750	2069	8681	3040.38	28.28%	D
28	Goa	1	250	45	205	97.44	38.98%	D
29	Puducherry	4	1000	200	800	204.07	20.41%	D
30	Dadra and Nagar Haveli	1	250	25	225	25.00	10.00%	E
Total		1227	306750	69665	237085	133583	43.55%	C

***Performance Category:** 'A': More than 80%, 'B': More than 60% and less than 80%, 'C': More than 40% and less than 60%, 'D': More than 20% and less than 40% and 'E': Less than 20%

Scheme “Upgradation of 1396 Government ITIs through PPP”

A Mid-term evaluation of the scheme “Upgradation of 1396 Government ITIs through PPP” was carried out by V.V.Giri National Labour Institute, Noida. V.V.Giri National Labour Institute carried out the evaluation in 120 Government ITIs out of the 600 Government ITIs that were covered under the scheme during 2007-08 and 2009-10. The report published during 2012 has brought out various salient features as stated below:

- Distribution of ITIs across operational scale of Industry partners i.e. small, medium and large and the type of support received from the Industry partners
- The crucial roles played by the various Industry Partners, the composition of the IMC, operation of the IMCs, average number of IMC meetings planned and actually held, periodicity planned for IMC meetings, average number of members attending the IMC meetings, important decisions taken in these IMC meetings.
- Income components and average Income generation by IMCs, percentage distribution in terms of revenue generation, details of ITIs according to revenue generation, category of expenditure approved by IMCs, utilization of loan amount
- Changes in physical infrastructure post implementation, changes in teaching staff i.e. permanent and temporary, status of enrolment, filling of permanent faculty, student-teacher ratio
- Analysis of key performance indicators, functioning of placement cell, availability of computer facility, language class facilities, availability of internet facility, female students and students from disadvantage background, training to ITIs staff and improvement in learners / teaching resources, involvement of State Government, linkages of ITIs with labour market and self employment.

The report on the whole had concluded that a greater Institutional and quantitative expansion is underway in the project ITIs. Evaluation report in printed book form is enclosed.

The recommendations of the Mid-Term Evaluation were already circulated to all the States /UTs. In this regard, a letter dated 03.08.2012 from the Director General was circulated to all the Principal Secretaries requesting the State Governments to take immediate action on the recommendations highlighted in the Mid-term evaluation report.

State-wise Releases / Utilisation under the World Bank assisted Vocational Training Improvement Project (VTIP)

S. No.	States / UTs	Total no of ITIs covered under VTIP	<i>Total allocation including State share</i> *	*Total fund released						*Total funds released during Project period (FY 07-08 to FY 12-13)	Expenditure till March 2013
				FY 2007-08	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	FY 2012-13		
1	Andhra Pradesh	25	8727.93	2929.33	2096.36	736.98	1171.56	53.89	168.21	7156.33	5998.59
2	Andaman & Nicobar	1	237.68	0.00	0.00	48.40	49.33	66.28	71.42	235.43	223.05
3	Arunachal Pradesh	1	219.09	55.56	54.44	58.76	13.46	3.17	32.04	212.08	164.64
4	Assam	7	2529.13	618.89	38.89	847.78	310.69	13.31	459.48	2212.45	1820.02
5	Bihar	8	2743.33	965.33	430.09	0.00	221.49	421.10	0.00	2038.02	1113.12
6	Chhatisgarh	18	5283.10	690.67	786.67	1746.40	765.36	175.22	730.15	4894.46	3447.08
7	Daman & Diu	1	203.92	0.00	0.00	0.00	53.33	67.19	71.68	192.20	142.40
8	Delhi	3	955.13	337.33	253.71	30.00	50.96	20.52	0.00	692.52	532.03
9	Goa	7	2477.32	409.33	796.00	132.00	679.26	66.53	234.67	2317.79	2483.93
10	Gujarat	29	11515.43	3278.67	3674.39	990.95	1278.82	1246.27	325.00	10794.08	10043.25
11	Haryana	16	5206.58	1521.33	508.00	846.67	866.29	709.11	744.16	5195.56	5308.34
12	Himachal Pradesh	11	3410.10	1604.00	466.67	572.00	384.99	30.50	300.00	3358.15	3358.08
13	Jammu & Kashmir	10	2266.97	513.33	352.00	0.00	504.00	44.07	337.33	1750.74	1340.85
14	Jharkhand	3	1093.88	178.67	340.11	70.67	348.14	79.31	64.79	1081.67	988.90
15	Karnataka	30	11457.18	1970.67	3649.33	2084.79	1560.42	636.83	597.42	10499.46	9958.37
16	Kerala	7	2718.18	470.67	468.00	468.45	379.37	484.25	323.38	2594.13	2603.36
17	Lakshadweep	1	76.68	0.00	0.00	25.60	6.40	2.41	0.00	34.41	20.13
18	Madhya Pradesh	28	7925.92	1182.67	2884.33	1166.20	1108.22	723.57	400.00	7464.99	7456.71
19	Maharashtra	87	29602.24	3424.00	6264.73	8502.75	6282.86	2958.94	1025.92	28459.19	28712.07
20	Manipur	2	411.59	110.00	118.89	35.68	46.58	3.98	22.66	334.01	316.63
21	Meghalaya	1	309.09	0.00	0.00	36.67	183.90	3.17	0.00	223.74	36.42
22	Mizoram	1	262.68	131.11	10.00	24.44	30.60	0.98	0.00	197.13	154.13

23	Nagaland	1	269.33	0.00	53.33	85.56	108.66	11.19	9.24	266.44	254.36
24	Orissa	9	3514.34	909.07	37.33	951.43	486.18	434.34	353.39	3171.74	2522.98
25	Pondicherry	1	224.83	81.33	12.00	71.20	7.16	17.36	9.20	198.25	205.35
26	Punjab	27	9690.67	2428.00	1688.00	1438.67	2082.17	40.23	677.33	8354.40	7404.83
27	Rajasthan	10	2691.74	1464.00	68.00	0.00	267.77	288.04	533.49	2621.31	2111.42
28	Sikkim	1	231.42	153.33	10.00	45.78	12.87	7.32	0.00	229.31	260.59
29	Tamil Nadu	17	5635.06	506.67	221.33	872.57	2090.31	276.17	897.88	4864.93	4081.68
30	Tripura	1	372.83	38.89	144.71	126.08	38.68	8.87	1.55	358.52	359.49
31	Uttar Pradesh	16	5532.50	2153.33	1422.67	898.40	414.79	136.79	0.00	5025.99	4757.64
32	Uttarakhand	10	2541.71	510.67	68.00	0.00	1100.76	293.57	183.45	2156.45	2176.77
33	West Bengal	10	3141.12	597.33	218.80	834.03	637.58	238.85	342.03	2868.61	2441.29
	CFIs									9714.13	9714.13
	Total	400	133505.93	29234.18	27136.79	23748.88	23542.96	9563.31	8915.87	131795.85	122512.64

* includes central and State funding in the ratio of 75:25 (90:10 for NE States)

Releases - Upgradation of 100 ITIs with domestic funding

Annex.-4

S. No.	STATE/ U.T.	No. of ITIs allotted	EFC central allocation	Total releases					Total funds released till March 2010
				FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10	
1	Andhra Pradesh	5	600	65.06	36.75	308.88	124.95	63.26	598.9
2	Bihar	2	240	5.08	24.45	80.16	79.67	29.99	219.35
3	Chandigarh	1	120	0	39.05	25.45	0	12.165	76.665
4	Chattisgarh	4	480	42.78	184.59	246.38	6.25	0	480
5	Delhi	1	120	13.12	34.4	25.6	39.89	0	113.01
6	Goa	2	240	5.57	27.2	129.1	77.69	0	239.56
7	Gujarat	8	960	92.36	387.68	333.58	99.21	47.13	959.96
8	Haryana	5	600	47.55	158.36	218.41	168.64	0	592.96
9	Himachal Pradesh	3	360	39	49.8	157.85	90.54	0	337.19
10	Jharkhand	1	120	7.49	27.21	7.49	65.88	10.98	119.05
11	Karnataka	6	720	51.95	216.4	113.81	337.83	0	719.99
12	Kerala	5	600	56.55	106.65	162.82	65.32	182.226	573.566
13	Madhya Pradesh	8	960	92.3	473.71	272.46	120.6	0	959.07
14	Maharashtra	12	1440	152.75	580.27	361.11	345.94	0	1440
15	Orissa	2	240	11.26	88.65	18.68	96.7875	24.6225	240
16	Punjab	8	960	72.87	110.73	181.33	174.54	419.9075	959.3775
17	Pondicherry	1	120	0	14.1	3.41	16.03	40	73.54
18	Rajasthan	5	600	36.98	168.48	69.07	24.05	99.55	398.13

(Rs. In lakhs)

19	Tamil Nadu	5	600	52.49	106.25	344.965	7.28	87.22	598.205
20	Uttaranchal	3	360	23.19	30.58	30	68.86	34.43	187.06
21	Uttar Pradesh	10	1200	121.9	283.13	328.17	441.155	25.64	1199.995
22	West Bengal	3	360	11.51	70.28	135.66	104.8075	34.66	356.9175
	CEPT				16.93			0	16.93
	Total	100	12000	1001.76	3243.61	3554.385	2555.92	1111.781	11467.386

FE	R.E	BE	MH
1131	680	1530	3601
40	40	50	3602
20	20	20	2230
1191	740	1600	

DGE&T – Employment:**Vocational Rehabilitation Centre for Handicapped**

So far as Scheme relating to Vocational Rehabilitation Centre for Handicapped is concerned, necessary input on the scheme is given below:

“In order to realize the mandate for economic rehabilitation of Persons with Disabilities (PWDs), 20 Vocational Rehabilitation Centres for Handicapped (VRCs) have been set up across the country with a view to cater to the economic rehabilitation assistance to different categories of handicapped persons. The main objectives of these Centres are to evaluate the residual capacities of PWDs, impart vocational training and extend them vocational rehabilitation assistance”.

Physical targets vis-à-vis achievements of VRCs, for the year 2012-13 is given as under

Physical Targets & Achievements

Year	Intake		Evaluation		Rehabilitation	
	Target	Achievement	Target	Achievement	Target	Achievement
2012-13	32000	33363	31000	33200	12000	12621

Financial Targets & Achievements**(Rupees in Lakh)**

Period	Nature of Scheme	BE	RE	Expenditure
2012-13	Plan	479.00	479.00	380.74
	Civil Work	100.00	100.00	100.00
	Total	579.00	579.00	480.79

Coaching-cum-Guidance Centres for SCs/STs

Directorate General of Employment & Training is implementing the scheme for “Welfare of SC/ST job seekers through Coaching, Guidance and Vocational Training and introduction of new courses in existing CGCs & Establishment of new CGCs in States not covered so far” Under the scheme, Coaching-cum-Guidance Centres (CGCs) for SC/STs has been set up by Govt. of India, Ministry of Labour & Employment, DGE&T to enhance the employability of SC/ST job seekers through coaching/training. So far twenty four Coaching-cum-Guidance Centres for SCs/STs have been set up, one each at Delhi, Jabalpur, Kanpur, Chennai, Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore, Imphal, Hisar, Nagpur, Bhubaneswar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun and Puducherry .

These centres provide Vocational Guidance /Career Counseling services to the educated SC/ST job seekers in order to enhance their employability. Further, two Special Schemes through outsourcing have been added to reorient the functioning of these centres, the details are as under:-

Special Coaching Scheme through Outsourcing

A Special Coaching Scheme to prepare SC/ST candidates for competitive examinations/selection tests for Group 'C' posts is also being operated by DGE&T in 21 CGCs viz., Delhi , Kanpur, Kolkata, Bangalore, Hyderabad, Ranchi, Surat, Guwahati, Imphal, Hisar, Jabalpur, Chennai, Thiruvananthapuram, Bhubaneswar, Mandi, Jaipur, Nagpur, Jammu, Jalandhar Kohima & Naharlagun. The Scheme is in progress w.e.f 01.07.2012 with a seating capacity of 1200 candidates.

Computer Learning Courses through Outsourcing

Keeping in view the usage of computer in every sphere of knowledge, computer training has been introduced. It is being implemented at Delhi, Jabalpur, Chennai, Hyderabad, Kolkata, Jaipur, Surat, Bangalore Nagpur, Hisar, Bhubaneshwar, Guwahati, Kanpur, Naharlagun, Thiruvananthapuram, Mandi, Ranchi, Jammu, Jalandhar, Kohima and Imphal. During 2009-10, the Scheme has been reoriented by enhancing the course to 'O' Level through DOEACC and making it one year course. The Scheme is in progress w.e.f. 01.07.2012 with a seating capacity of 2000 candidates at 21 CGCs for SC/STs @ around 100 candidates at each Centre. The one year 'O' level computer hardware maintenance training through DOEACC has also been introduced and is in progress w.e.f. 1.8.2012 with a seating capacity of 1300 candidates at 14 CGCs for SC/STs.

The financial and Physical achievements for the last two years are given below:-

FINANCIAL PROGRESS PLAN (Rupees in Lakh)

Name of the plan scheme	2011-12			2012-13		
	BE	Exp	%	BE	EXP	%
Welfare of SC/ST job seekers through Coaching, Vocational Guidance & Training	600.00	482.59	80.43	700.00	640.15	91.45

NON-PLAN (Rupees in Lakh)

Name of the plan	2011-12			2012-13		
	BE	Exp	%	BE	Exp	%
Welfare of SC/ST job seeker through Coaching, Vocational Guidance & Training	450.00	427.65	95.03	455.00	471.36	103.60

**ACTIVITY WISE ACHIEVEMENT OF COACHING-CUM-GUIDANCE
CENTRES FOR SCHEDULED CASTES & SCHEDULED TRIBES**

Sl.No.	ACTIVITIES (Number of candidates provided service)	2011-12	2012-13
1	Registration Guidance	53810	40704
2	Individual Guidance	16330	20257
3	Individual information	24987	33045
4	Pre Submission Interview Guidance	4807	7058
5	Confidence Building Programme	18814	21094
6	Pre Recruitment Training Programme	3964	4913
7	Shorthand and Typing	11206	11511
8	Special Coaching Scheme	1200	1200
9	Computer Training	2000	2000