

**22**

**STANDING COMMITTEE ON LABOUR**

**(2016-17)**

**(SIXTEENTH LOK SABHA)**

**MINISTRY OF SKILL DEVELOPMENT &  
ENTREPRENEURSHIP**

**[Action taken by the Government on the  
Observations/Recommendations of the Committee  
contained in their Sixteenth Report (Sixteenth Lok  
Sabha) on Demands for Grants (2016-17)]**

**TWENTY-SECOND REPORT**



**LOK SABHA SECRETARIAT**

**NEW DELHI**

**March, 2017/Phalgun, 1938 (Saka)**



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**COMPOSITION OF THE STANDING COMMITTEE ON LABOUR  
(2016-17)**

**DR. KIRIT SOMAIYA-CHAIRPERSON**

**MEMBERS**

**Lok Sabha**

2. Shri Udayanraje Pratapsingh Bhonsle
3. Shri Rajesh Diwakar
4. Shri Ashok Kumar Dohrey
5. Shri Satish Chandra Dubey
6. Shri Devajibhai Fatepara
7. Shri Satish Kumar Gautam
8. Dr. Boora Narsaiah Goud
9. Shri Rama Chandra Hansdah
10. Shri C. N. Jayadevan
11. Shri Bahadur Singh Koli
12. Dr. Arun Kumar
13. Shri Kaushalendra Kumar
14. Shri Hari Manjhi
15. Shri R. Parthipan
16. Shri Hariom Singh Rathore
17. Shri Y.S. Avinash Reddy
18. Shri Naba Kumar Sarania (Hira)
19. Shri Kodikunnil Suresh
20. Shri Mulayam Singh Yadav
21. Shri Dayakar Pasunoori

**Rajya Sabha**

22. Shri Ram Narain Dudi
23. Shri N. Gokulakrishnan
24. Shri Nazir Ahmed Laway
25. Shri P.L. Punia
26. Shri Rajaram
27. Shri Amar Shankar Sable
28. Haji Abdul Salam
29. Ms. Dola Sen
30. Shri Tapan Kumar Sen
31. Shri Ravi Prakash Verma

**SECRETARIAT**

- |                           |   |                     |
|---------------------------|---|---------------------|
| 1. Ms. Rimjhim Prasad     | - | Joint Secretary     |
| 2. Smt. Anita B. Panda    | - | Director            |
| 3. Shri D.R. Mohanty      | - | Additional Director |
| 4. Smt. Archana Srivastva | - | Under Secretary     |

## **INTRODUCTION**

I, the Chairperson, Standing Committee on Labour (2016-17) having been authorized by the Committee do present on their behalf this Twenty-Second Report on 'Action taken by the Government on the Observations/Recommendations of the Committee contained in their Sixteenth Report (Sixteenth Lok Sabha) on Demands for Grants (2016-17) of the Ministry of Skill Development & Entrepreneurship.

2. The Sixteenth Report was presented to Lok Sabha and laid in Rajya Sabha on 26<sup>th</sup> April, 2016. The Ministry of Skill Development & Entrepreneurship furnished their replies indicating Action Taken on the Observations/ Recommendations contained in the Sixteenth Report on 6<sup>th</sup> December, 2016. The Committee considered and adopted the Draft Report at their sitting held on 22<sup>nd</sup> February, 2017.

3. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Sixteenth Report of the Standing Committee on Labour (Sixteenth Lok Sabha) is given at Appendix-II.

4. For ease of reference, Observations/ Recommendations of the Committee have been printed in thick type in the body of the Report.

**New Delhi;**

**2<sup>nd</sup> March, 2017**

**11<sup>th</sup> Phalguna, 1938 (Saka)**

**DR. KIRIT SOMAIYA**

**CHAIRPERSON,**

**STANDING COMMITTEE ON LABOUR**

## REPORT

### CHAPTER-I

This Report deals with action taken by the Government on the Observations/Recommendations of the Committee contained in their Sixteenth Report (Sixteenth Lok Sabha) on Demands for Grants (2016-17) of the Ministry of Skill Development and Entrepreneurship.

2 The Sixteenth Report was presented to Lok Sabha and also laid in Rajya Sabha on 26<sup>th</sup> April, 2016. It contained 24 Observations/ Recommendations. Replies of the Government in respect of all the Recommendations have been received and are categorized as under:-

- |       |  |  |
|-------|--|--|
| (i)   | Observations/Recommendations which have been accepted by the Government –<br><b>Rec. Para Nos. 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 14, 15, 17, 19, 23 and 24</b>                             | <b>Total:16</b><br><b>Percentage:66.67</b> |
| (ii)  | Observations/Recommendations which the Committee do not desire to pursue in view of the Government's reply –<br><b>Rec. Para Nos. 12 and 13</b>  | <b>Total:02</b><br><b>Percentage:08.33</b> |
| (iii) | Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration –<br><b>Rec. Para Nos. 7, 20 and 21</b> | <b>Total:03</b><br><b>Percentage:12.50</b> |
| (iv)  | Observations/Recommendations in respect of which replies of the Government are interim in nature-<br><b>Rec. Para Nos. 16, 18 and 22</b>   | <b>Total:03</b><br><b>Percentage:12.50</b> |

**3. The Committee desire that Action Taken Notes in respect of Observations/Recommendations contained in Chapter I and final action taken reply in respect of the Recommendations contained in Chapter V of this Report, for which interim reply has been given by the Government, may be furnished to them at the earliest.**

## **I. Placement to the Trained Candidates under PMKVY**

### **(Recommendation Para No. 7)**

4. In their Sixteenth Report, the Committee had observed that out of the total number of 14.27 lakh candidates who had completed their training, only 55,712 candidates i.e. around four percent had been given placement. Taking note of the fact that PMKVY Scheme Guidelines had mandated placements for the trained candidates w.e.f. December, 2015, the Committee had urged the Ministry to intensify their efforts and ensure a leverage in the percentage of placement vis-a-vis the trained youth all over the Country, with special focus on North-Eastern States and other remote areas.

5. In their Action Taken Note, the Ministry have submitted as under:

"The revised PMKVY 2.0 scheme has the targets to provide skill training and certification to one crore candidates with an estimated Budgetary allocation of Rs 12,000 crore.

There is a detailed provision for boosting placements of trained youths. The placement of the candidates is the primary responsibility of the Training Centres (TCs) instead of Training Partner. Sector Skill Councils (SSCs) will liaison between the TC and employers for ensuring the placement of candidates. For leveraging the percentage of placement, provisions for placement incentive have been introduced. The post placement support is provided in order to enable the newly skilled candidates settle into their new jobs, is to be provided to them directly. The relaxation in the provisions for availing the placement benefits is given for NE and J&K States."

**6. The Committee acknowledged the revised PMKVY 2.0 scheme. The Committee feel appropriate efforts are being taken by the Government to**

**attain healthy training and appropriate placement. The Committee desire to be apprised of the latest position with regard to the placement of trained persons at the action taken stage.**

## **II. Enhancing Skill Development Infrastructure (ESDI) in NE States and Sikkim**

### **(Recommendation Para No. 20)**

7. In their earlier Report, the Committee had noted that the Scheme 'Enhancing Skill Development Infrastructure' which was formulated in 2011 at a total cost of Rs. 57.39 crore had been extended upto 31st March, 2017 at a revised cost of Rs. 298.13 crore with the aim to establish 22 new ITIs in the seven North-Eastern States and Sikkim, besides upgradation of 20 ITIs and supplementing infrastructure development in 28 ITIs. Finding that out of the proposed 22 new ITIs, only in two cases construction of building had been completed whereas in the remaining cases, construction had either started or was yet to start, the Committee had exhorted the Ministry to further intensify the measures and resort to vigorous monitoring so as to ensure that there was minimal time overrun beyond March, 2017 in completion of the targeted projects intended towards skill development of the people of the North-Eastern Region and Sikkim.

8. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development and Entrepreneurship have stated as follows:

"Under the scheme "Enhancing Skill Development Infrastructure in NE States & Sikkim (ESDI)" as recommended by the committee visits to project sites have been done in the current financial year in Assam (10 ITIs), Manipur (8 ITIs) and Sikkim (3 ITIs). More such visits are planned in the future. An amount of Rs. 19.38 crore has been released so far to the States during the current financial year 2016-17."



**9. The Committee feel that along with the field visits, further efforts be made to implement 'Enhancing Skill Development Infrastructure' in North-Eastern States and Sikkim. A revised action plan may be framed. The Committee wish that the progress/development about the implementation of plan/project be reported to them.**

### **III. Skill Development in States/Districts Affected by Left Wing Extremism.**

#### **(Recommendation Para No. 21)**

10. In their earlier Report, the Committee had noted that out of the projected creation of 102 infrastructure under the 'Skill Development Scheme in 34 Districts Affected by Left Wing Extremism' which was approved in March 2011 for a period of five years at a cost of Rs. 241.65 crore, only 25 Projects had been completed, 34 Projects were under progress and 43 Projects were yet to take off. Similarly, out of the 2987 persons trained under the Scheme in the nine affected States, not a single person was trained in Maharashtra. Not satisfied with the outcome despite the Ministry's claim of regular interface with the State Governments concerned and in view of the proposed extension of the Scheme by another three years i.e. upto March 2017, the Committee had impressed upon the Ministry to look into the matter with a sense of urgency so as to actually deliver the intended benefits to the youth in the affected Districts/States.

11. In their Action Taken Note, the Ministry have deposed as under:

"The scheme "Skill Development in 34 Districts Affected by Left Wing Extremism" was operational till 31st March, 2016. SFC has approved continuation of the scheme with revised cost of Rs. 407 crore upto 31st March, 2019 with additional 13 districts identified by MHA. States are being followed up through meetings, video conference, visits to speed up the progress."

**12. While acknowledging the revised plan of Skill Development in the 34 districts affected by the Left Wing Extremism of Rs.407 crore, the Committee feel that the Ministry may chalk out a detailed action plan to implement this revised plan and apprise the Committee of the same.**

**CHAPTER-II**  
**OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY**  
**THE GOVERNMENT**

**(Recommendation No. 1)**

The Ministry of Skill Development and Entrepreneurship (MSDE) was created on 9th November, 2014. to address the need and urgency of an effective coordination of the efforts of all stakeholders in the field of skill development and entrepreneurship, as per the needs of the industry, removal of disconnect between demand and supply of skilled manpower, building new skills through vocational and technical training framework, and upgrading skills, The primary purpose is to help create an appropriate ecosystem that would facilitate imparting employable skills to India's growing workforce over the next few decades. The Ministry of Skill Development and Entrepreneurship (MSDE) was brought under the purview of Parliamentary Standing Committee on Labour w.e.f. 5th May, 2015. This is the first Demands for Grants of MSDE that has been examined in detail by this Committee and their considered views on the performance and requirements of the Ministry have been enumerated in the succeeding paragraphs.

**Reply of the Government**

The observation of the Committee has been noted.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 2)**

The Committee note that the Ministry have been allocated Rs. 1804.28 crore i.e. Rs. 1700 crore for Plan expenditure and Rs. 104.28 crore for Non-Plan expenditure during the year 2016-17. The Committee are deeply concerned to observe that against the Ministry's budgetary proposal of Rs. 8062.35 crore, i.e. Rs. 7887 crore towards Plan expenditure and Rs. 175.35 crore towards NonPlan expenditure during 2016-17, the Ministry of Finance , without assigning any reasons, have pruned down the MSDE's proposal and allocated Rs. 1804.28 crore only, as mentioned above. What is more worrisome is the huge reduction made in the Ministry's flagship and ambitious programmes like the Pradhan Mantri Kaushal Vikas Yojna (allocation of Rs. 1100 crore against the proposal of Rs. 4078 crore), Technical Assistance Scheme for NSDC (allocation of Rs. 250 crore against the demand of Rs. 1401 crore), Multi Skill Training Institutes (allocation of Rs. 50 crore against the proposal of Rs. 750 crore), Apprentice and Training Programmes (allocation of Rs. 286.17 crore against the proposal of Rs. 1450.65 crore) and Skill Development and Entrepreneurship (allocation of Rs. 50 crore

against the proposal of Rs. 240 crore). No wonder, the Ministry have expressed their apprehension in achieving the targets set under the abovementioned Schemes/Programmes during 2016-17. In view of the large and ambitious mandate conferred on the Ministry to provide skill training to fresh entrants to the workforce and upskilling or re-skilling of those already in the workforce through creation of various new institutional arrangements for skill development and entrepreneurship, the Committee are of the considered opinion that there is a justifiable case for significant increase in the Plan Outlay for the Ministry. The Committee, therefore, desire that the Secretary, MSDE, should earnestly take up the matter with his counterpart in the Ministry of Finance and also at other appropriate fora so that the MSDE's Plan Outlay is substantially increased at the RE stage in order to enable them to achieve the ambitious targets set for 2016-17 fiscal.

### **Reply of the Government**

In pursuance of the observations made by the Committee regarding enhancing the plan outlay for the Ministry, the matter has been taken up with the Ministry of Finance during pre-budget discussion which was held on 28.10.2016 for finalization of RE 2016-17 and BE 2017-18. Further, it may be stated here that the Cabinet has also approved on 13.07.2016 an outlay of Rs. 12,000 crore for a period of 4 years from 2016-17 to 2019-20 for Pradhan Mantri Kaushal Vikas Yojna (PMKVY) for skilling of 1 crore people. Further, the Cabinet also on 05.07.2016 has approved an outlay of Rs. 10,000 crore for National Apprenticeship Promotion Scheme (NAPS) having a target of 15 lakh apprentices to be trained by 2019-20.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 3)**

The Committee note that during 2014-15, the Ministry were allocated an amount of Rs. 564.85 crore towards Plan expenditure. But, there was no separate Demands for Grants for the Ministry as it was created after finalisation of the Budget for the financial year 2014-15. As a stop gap arrangement, the essential functional expenditure of the Ministry was met from the Demands of the Ministry of Youth Affairs and Sports and as such there was no Plan expenditure by MSDE. While appreciating the impediments on the part of the Ministry in utilizing the earmarked Plan Outlay during 2014-15, the Committee, however, are of the view that Plan allocations to a newly created Ministry and that too after finalisation of the Budget approvals make little sense as such allocations could have been gainfully utilised elsewhere.

### **Reply of the Government**

The observation of the Committee has been noted.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 4)**

The Committee note that during 2015-16, the Budget Estimate for both Plan and Non-Plan expenditure by the Ministry was Rs. 1983.82 crore, i.e. Rs. 1880.41 crore for Plan expenditure and Rs. 103.41 crore for Non-Plan expenditure which was reduced to Rs. 1345.98 crore, i.e. Rs. 1252 crore for Plan expenditure and Rs. 93.98 crore for Non-Plan expenditure at the RE stage. The Actual Expenditure by the Ministry as on February 2016 was Rs. 697.82 crore i.e. Rs. 614.97 crore towards Plan expenditure and Rs. 82.85 crore towards Non-Plan expenditure. The Secretary, MSDE, while deposing before the Committee, reasoned that since the process of transfer of responsibilities to MSDE was done in three phases which continued till May, 2015 and as the Budget proposals and allocations involved three Ministries/Departments during the year 2015-16, the utilisation of the RE allocations was around 50 percent till February, 2016. Updating the Committee during evidence, the Secretary, MSDE, submitted that against the RE of Rs. 1252 crore during 2015-16, the Ministry had already utilised Rs. 850 crore and a proposal to utilise Rs. 250 crore more has been sent to the Finance Ministry in view of their instructions not to exceed 15 percent expenditure during the month of March. While taking note of the initial constraints faced by the Ministry as well as the confidence exuded by the Secretary, MSDE, that they would be able to utilise hundred percent of the 2015-16 RE allocations, the Committee, are constrained to observe that mere 50 percent utilisation of the Budgetary allocations in the first eleven months of a financial year does not project a very good picture, irrespective of the efforts made to optimally utilise the remaining amount in the last one month. The Committee, therefore, impress upon the Ministry, that as they have now settled to a great extent, the imperative need of utilisation of Budgetary allocations evenly in the coming years has to be taken care of so that there is a strong ground not only for getting the proposed amount of allocations but also for not pleading with the Finance Ministry for exceeding the prescribed expenditure limit in the month of March.

**Reply of the Government**

The Ministry has noted the observation of the Committee and the actual expenditure for 2015-16 (BE & RE) for Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is as under:

(Rs. in crore)

Name of Scheme	BE 2015-16	RE 2015- 16	Actual Expenditure
Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	1000.00	900.00	900.00

The Ministry being new Ministry, without required resources in terms of space and manpower could not achieve 100% expenditure, However, Ministry would make all efforts to achieve its targets in subsequent years.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 5)**

The Committee note that the Ministry are taking a number of measures which inter-alia include regular follow ups, meetings, reviews, on-line monitoring of the Scheme/Programmes, etc. for optimal utilisation of funds during 2016-17. The Committee particularly appreciate the assurance of the Ministry that specific focus would be given for the North-Eastern Region as well as 34 Districts affected by Left Wing Extremism for various skill development programmes, including PMKVY, during 2016-17. The Committee are of the view that these are steps in the right direction and should be followed up in right earnest with special focus on priority areas and monitoring of the implementation of the Schemes/ Programmes right from the beginning so as to enable the Ministry to utilise the earmarked funds to the maximum extent during 2016-17 and get additional requirement at the RE stage.

**Reply of the Government**

The observation of the Committee has been noted for compliance.

Further, under the schemes (i) Enhancing Skill Development Infrastructure (ESDI) and (ii) Skill Development in 34 Districts Affected by Left Wing Extremism (LWE), the concerned States have been informed about the recommendations of the standing committee and asked to act accordingly.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 6)**

The Committee note that the Prime Minister Kaushal Vikas Yojna (PMKVY), approved on 20th March, 2015 with the objective to enable and mobilise a large number of Indian youth to take up outcome based skill training and become employable, has a target of imparting training to 14 lakh youth throughout the country, besides 10 lakh persons through Recognition of Prior Learning (RPL). The Committee find that as on 22nd March, 2016, 17.89 lakh youth have been enrolled in 29 States and 6 UTs out of whom 11.87 lakh youth have completed the training. Results have been uploaded in case of 7.67 lakh youth and 4.45 lakh youth have been certified and placement has been given to 55,712 youth. The Committee further note that a target to skill one crore youth under the Scheme has been fixed for three years,

i.e. 2016-17 to 2018-19. For the financial year 2016-17, the target has been tentatively set at 28 lakh. As regards measures taken to bridge the gap between enrolments and training completed, the Ministry are planning to incentivise candidates at various stages of training so that more and more candidates could meet the milestones and complete their training. The Committee feel that as the objective of the Scheme is to train as many youth as possible, there should be, as far as possible, no gap between the number of candidates enrolled and those who actually complete their training. The Committee, therefore, impress upon the Ministry to make region-specific assessment studies/surveys, besides incentivising candidates at various stages of training, so that requisite corrective measures are taken to motivate the maximum number of enrolled candidates to complete the training. The Committee further desire that once a batch completes training and candidates are assessed, there should not be any delay in uploading the results either by the Sector Skill Councils or the Assessment Agencies.

### **Reply of the Government**

Based on the learnings under PMKVY (2015-16), Ministry with the approval of Cabinet has revised its guidelines for the next four years (2016-20) under PMKVY 2.0. Under PMKVY 2.0, there is provision of mandatory recording of attendance of trainees and trainers through Biometric attendance system. NSDC is mandated to maintain/capture comprehensive data on training real time basis. Skill-Up portal and Mobile App for mobilization of youth and Smart Centre Portal for monitoring of training activities to be launched shortly.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 8)**

The Committee appreciate that the National Skill Development Council (NSDC) Training Partners are chosen after a thorough process of due diligence, proposal evaluation and approvals. The Committee, however, are concerned to observe that the Sector Skill Councils (SSCs) have their own norms for selecting Training Partners and Training Centre Approval. In view of possible mismatch in the quality of training imparted because of selecting the Training Partners through different methods, the Committee recommend that a uniform mechanism should be put in place to choose the Training Partners after exercising utmost care.

### **Reply of the Government**

Under New PMKVY 2.0, a uniform mechanism has been adopted in the selection of training centers instead of Training Partner. Under this, all TCs (Private Training Partners, corporate and Government Affiliated centers) would be accredited and affiliated as per SOP document- Centre Accreditation and Affiliation Guidelines.

The target allocation would be based on the Stars assigned to the TC by the Centre of Accreditation and Affiliation Committee.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 9)**

The Committee are pleased to note that the Ministry are making efforts to encourage the Training Partners through various incentives to open Training Centres in those States and UTs where the coverage is relatively low. The Committee also note that the PMKVY Scheme is being widely publicised through Print, Electronic and Social Media as well as through Public Relations Campaigns and Kaushal Melas in order to generate awareness amongst the youth regarding the advantages of undergoing skill development trainings. The Committee feel that these are steps in the right direction and the momentum ought to be maintained uninterrupted so as to encourage both the Training Partners and the trainers to participate in a big way in the training programmes for skill development under the PMKVY Scheme.

**Reply of the Government**

Under PMKVY 2.0, TCs would conduct various outreach campaigns across the districts in which they are located. The out-reach campaign may comprise a combination of door-to-door visits, mobile vans, and interaction with community-based groups and local leadership. All outreach efforts are to target school drop-outs and undergraduate college drop-outs. Mass enrolment of students shall not be allowed under the Scheme. Kaushal Melas should be conducted in coordination with State/Local representatives at least once every six months, in accordance with the Kaushal and Rozgar Mela Guidelines. TCs are required to ensure that their mobilisation efforts are visible on print, outdoor and digital media platforms, in accordance with the Branding and Communication Guidelines.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 10)**

The Committee note that while the fresh training component of the PMKVY Scheme has picked up, performance in the Recognition of Prior Learning (RPL) training programme has remained minimal and has not spread to all the States and UTs while a target of training 25 lakh persons over a period of three years has been fixed under RPL. In order to mobilise and enroll more candidates for the RPL training, the Ministry are reportedly taking a number of measures which *inter-alia* include direct transfer of pay out to the Training Partners, increase and uniform reward amount irrespective of the job role, reductions in assessment fees and reward money along with a mark-sheet



to the candidates who score above 25 percent, even if they do not pass/qualify for certification. As training under RPL is as beneficial as training courses conducted for the freshers, the Committee recommend that the measures initiated by the Ministry be intensified and additional innovative measures be explored to motivate and enroll more and more candidates for RPL training programmes so that the target to train 25 lakh persons in three years is achieved and the objective fulfilled.

### **Reply of the Government**

Under PMKVY 2.0, the different approaches are adopted for RPL across various sectors for organised workforce in Industry and unorganized workforce in the Market. RPL is carried out through PIA under different implementation modalities consisting of five steps namely; mobilization, counselling & pre-screening, orientation, final assessments and certification payout. PIA identifies industrial clusters, job roles and geography to conduct RPL. PIA also ties up with employers and mobilised potential candidates to RPL camp. PIA may engage mobilising agencies such as Associations, NGOs, Training Partner to assist in on ground mobilisation of potential candidates.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 11)**

The Committee further appreciate that the Ministry, with a view to gauging the quality of training being imparted by the Training Centres under PMKVY, have inspected 200 such Centres as a result of which two Centres have been blacklisted. The Ministry are reportedly making efforts to physically inspect each and every Training Centre. The Committee impress upon the Ministry to chalk out a phase-wise inspection programme of all the Training Centres at the earliest so as to ensure that they conform to the prescribed quality norms. The Committee further desire that the in-built safety mechanism under PMKVY for assessing quality of training by third party independent agency should be persisted with so that requisite corrective measures as and when required, are enforced for ensuring high quality training.

### **Reply of the Government**

Under PMKVY 2.0, the Scheme shall be monitored through a multi-layer checking. The Inspection Agency, along with the PMKVY Monitoring Team shall be responsible to continuously monitoring all the TCs based on the Compliance and Performance Standard Metrics.

While the monitoring of each TC shall be done by the Inspection Agency, the PMKVY Monitoring Team shall monitor the overall Scheme. PMKVY Monitoring Team shall also monitor the performance of the Inspection Agency by periodically checking a

sample base to ensure that the Inspection Agency is monitoring the TCs in the right and desired manner.

The PMC shall monitor the overall Scheme progress, and the performance of PMKVY Monitoring Team on a fortnightly basis. States shall also be empowered to monitor the Scheme.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 14)**

The Committee take note of the statement of the Secretary, MSDE, that between 2004 and 2011, industry growth at the highest was 9.5 percent but employment in industry grew only by 1.3 percent which shows that the industry is growing for labour displacing high technologies. In order to neutralise the decline in the employable feasibility of trained labours in the conventional sectors, the Ministry are focusing on unconventional areas like construction, e-commerce, beauty awareness, hospitality services, etc. The Committee concur with the intent and efforts of the Ministry and desire that an effective action plan be put in place to encourage and guide the trained persons to move to unconventional areas for getting self-employed rather than depending upon conventional industry jobs which tend to gradually dry up.

**Reply of the Government**

This Ministry is taking concrete steps aimed at engaging India's youth in creative pursuits by developing appropriate skills and promoting entrepreneurship. The primary objective of the National Policy for Skill Development and Entrepreneurship is to create a holistic entrepreneurial eco-system focussing on entrepreneurship education, skill development and changing the mind-set of the youth towards entrepreneurship. Keeping in view above, this Ministry is in the process to train students through 2200 colleges, 300 schools (10+2), 500 ITIs and 50 Entrepreneurship Development Centres (EDCs) which aims to deliver entrepreneurship education and training to over 7 lakh youths over the period of five years to enable them to become entrepreneurs and thus become self-employed.

Under PMKVY 2.0, the different approaches are adopted for RPL across various sectors for organised workforce in Industry and unorganized workforce in the Market. RPL is carried out through PIA under different implementation modalities consisting of five steps namely; mobilization, counselling & pre-screening, orientation, final assessments and certification payout. PIA identifies industrial clusters, job roles and geography to conduct RPL. PIA also ties up with employers and mobilised potential candidates to RPL camp. PIA may engage mobilising agencies such as Associations, NGOs, Training Partner to assist in on ground mobilisation of potential candidates.

**MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 15)**

The Committee are glad to note that the Ministry have already signed and also planning to sign MOUs with a number of countries like Germany, UK, China, UAE, Australia and Canada to adopt their curriculum and best practices for skill development, besides imparting training to the Indian Trainers by them. The Committee would like to encourage the Ministry to endeavour towards signing more such MOUs with other countries and adopt the best practices prevalent there so as to increase the overseas employment opportunities for the trained and skilled Indian entrepreneurs.

### **Reply of the Government**

Ministry of Skill Development and Entrepreneurship (MSDE) is actively engaged with world in skill development through collaborations with foreign governments and institutions. Numbers of countries have expressed interest in collaboration with MSDE. Countries like UK, Singapore considered as global leaders in the area of vocational education and skill development have offered to collaborate with MSDE to share best practices.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 17)**

The Committee note that 3.95 lakh seats have been located in 259 designated trades for Trade Apprentices in 28,500 establishments out of which 2.20 lakh seats are utilised. Though the earmarked seats for Trade Apprenticeship training courses are not being optimally utilised, the Committee appreciate that approximately 40,000 Apprentices have been added in the last one year only under NSDM, whereas during the last 50 years, on an average, 10,000 Apprentices were coming up annually. The Committee are also happy to note that in order to encourage the industry to evince interest in the Apprentices, the Government of India have embarked upon a liberal policy since November, 2014 whereby the industry has been given a number of incentives/autonomies, including the option to appoint Apprentices in any post. The Committee are of the considered view that encouraging the industry through incentives to induct Apprentices for on-the-job training is a step in the right direction which would hopefully result in an appreciable increase in the number of Trade Apprentices in the country. The Committee would simultaneously like to caution the Ministry and Directorate General of Training (DGT) to remain more vigilant and ensure provision of effective safeguards so as to check misuse of the Government's forward looking policy, leading to the exploitation of Trade Apprentices by the Industry.

### **Reply of the Government**

The observation of committee has been noted for compliance. The Regional Directorates of Apprenticeship Training (RDATs) are monitoring Apprenticeship Training Scheme under control of the MSDE. Field officers from (RDATs) located at Faridabad, Kanpur, Mumbai, Kolkata, Hyderabad and Chennai regularly visit establishments under their jurisdiction to ensure quality in training.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 19)**

The Committee appreciate to note that as per the Cabinet decisions of 1st July, 2015, there would be a 'Common Norm' w.e.f. 1st April, 2016 for imparting training courses conducted by various Ministries/Departments of the Government of India. Under such norm, there would be uniformity in the duration of training courses and stipend paid to the Trainees. While acknowledging the commendable efforts made by the Union Government for bringing in the much desired uniformity in the training patterns, the Committee impress upon the MSDE to continue their endeavour in coordinating and convincing the State Governments to follow suit.

### **Reply of the Government**

The observation of the Committee has been noted.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 23)**

Another new Scheme contemplated by the Ministry that merits attention is the establishment of 1500 Multi Skill Training Institutes (MSTIs) in the Central Sector through active participation of industries/private partners in unserved blocks/areas with emphasis on imparting technical skills to the youth from the under privileged, economically backward and disadvantaged categories in order to improve their prospects of gainful employment. But the Committee are deeply concerned to find that against a total requirement of Rs. 5,400 crore and immediate requirement of Rs. 750 crore during 2016-17 to implement the first phase, a sum of Rs. 50 crore only has been allocated to the Ministry. Expressing their serious displeasure over such a meagre allocation of fund towards the highly ambitious Scheme intended to benefit the under privileged and economically backward sections of the society, the Committee urge the Secretary, MSDE, to take up the matter with the Ministry of Finance so that MSDE are able to execute the establishment of the projected MSTIs.

### **Reply of the Government**

Meeting of the Expenditure Finance Committee for considering the above proposal for the scheme held on 19th April, 2016. Cabinet Note is under preparation. Once the scheme is approved, it will be implemented expeditiously. An EOI has been issued through NSDC for inviting applications for setting up of MSTIs in unserved blocks on 24/09/2016. Good response has been received against the EOI.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 24)**

The Committee are also concerned to note that apart from fund constraints, the MSDE are facing acute shortage of manpower particularly when viewed against the ambitious mandate conferred upon them. Against the sanctioned strength of 67 staff, only 34 personnel are in position whereas the Ministry's additional requirement is 102 more posts. Not only that, the Ministry are currently having their offices at several scattered locations. As a centralised office building and adequate and qualified manpower are an essential requirement of any Ministry/ Department to function efficiently, the Committee impress upon the Secretary, MSDE, to take up the matter at the appropriate fora so that the Ministry get the requisite staff and office space in order to deliver effectively.

### **Reply of the Government**

The Ministry of Finance has been requested time and again for sanction of adequate posts for the Ministry. The current sanction strength has gone upto 60 against a figure of 34 as noted by the Committee. Ministry of Finance, Cabinet Secretariat and DOPT are being requested regularly for posting of person against the sanctioned posts as well as creation of additional posts. It may be further added that the Ministry of Urban Development has allotted land measuring 1.354 acres near new Moti Bagh for construction of the permanent building for the Ministry i.e. Kaushal Bhawan.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

## **CHAPTER-III**

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

#### **(Recommendation No. 12)**

The Committee note that under the Skill Development Initiative Scheme (SDIS), which has been in vogue since May, 2007 to provide vocational training to people through a network of Vocational Training Providers located across the country, 13.67 lakh persons were trained or directly tested during the XI Plan. A target to train 25 lakh persons under the Scheme has been fixed for the XII Plan with some specific changes/improvements to facilitate smooth implementation of the Scheme. Till date, a total number of 25.25 lakh people have already been trained. What is a matter of concern to the Committee is the fact that during the XI Plan, providing employment to the trainees by VPTs under the Scheme was not mandatory and no mechanism is available with the Ministry for tracking employment given to the persons out of the 13.67 lakh persons trained/directly tested during the earlier Plan period. In view of the fact that providing training to lakhs of persons without keeping track of their employment/placement defeats the very purpose of the SDI Scheme, the Committee call upon the Ministry to develop a robust mechanism to maintain and update the data on the number of trained/directly tested persons getting placements. The Committee further desire that providing employment to the trained persons by the VTPs under the SDI Scheme be made mandatory, if it has not done so far, with requisite incentives and safeguards.

#### **Reply of the Government**

Skill Development Initiative Scheme (SDIS) has been closed.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

#### **(Recommendation No. 13)**

The Committee are deeply concerned to note that no action plan has been framed for future to train/directly test more people under the SDI Scheme as no funds have been provided during 2016- 17 fiscal for the purpose. The Committee are surprised that on one hand the Government are publicizing and popularising the skill development initiatives whereas on the other no fund has been allocated to impart skill training under the SDI Scheme. The Committee firmly suggest that the Secretary, MSDE should take up the matter at the appropriate level so that the Ministry's fund requirement is catered to and the Scheme gathers further momentum to provide vocationally trained skilled manpower for the industry.

## **Reply of the Government**

Skill Development Initiative Scheme (SDIS) has been closed.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

## **CHAPTER-IV**

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

#### **(Recommendation No. 7)**

Another disquieting aspect that has engaged the serious attention of the Committee is the placement given to the candidates all over the country, including in the North-Eastern States, Andaman Nicobar Islands and Daman & Diu vis-a-vis the number of candidates who have completed the training under PMKVY. To illustrate, out of the total number of 14.27 lakh candidates across the country who have completed their training, 55,712 candidates have been placed which is around four percent of the trained candidates. Similarly, in the North-Eastern States, Andaman and Nicobar Islands and Daman & Diu, out of the 44,798 trained candidates, placement has been given to 1367 candidates which is around three percent. In this context, the Committee find that the PMKVY Scheme guidelines did not initially mandate placement which was later on put into effect from December, 2015 after which the Training Partners did not have sufficient time to align themselves and create capacity for placing the youth being skilled under PMKVY. The Committee further note that the Training Partners and Sector Skill Councils are now constantly being encouraged, through monetary incentives, to promote placements to the trained candidates under PMKVY. As the entire process of enrolment, training and certification of the youth should logically conclude in their suitable placement, more so when the PMKVY guidelines have now categorically prescribed so, the Committee urge the Ministry to make more concerted efforts and ensure a leverage in the percentage of placement vis-a-vis the trained youth all over the country, with special focus on the North-Eastern Region and other remote areas.

#### **Reply of the Government**

The revised PMKVY 2.0 scheme has the targets to provide skill training and certification to one crore candidates with an estimated Budgetary allocation of Rs 12,000 crore.

There is a detailed provision for boosting placements of trained youths. The placement of the candidates is the primary responsibility of the Training Centres (TCs) instead of Training Partner. Sector Skill Councils (SSCs) will liaison between the TC and employers for ensuring the placement of candidates. For leveraging the percentage of placement, there is provisions for placement incentive have been introduced. The post placement support is provided in order to enable the newly skilled candidates settle into their new jobs, is to be provided to them directly. The



relaxation in the provisions for availing the placement benefits is given for NE and J&K States.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**(Recommendation No. 20)**

The Committee note that the Scheme 'Enhancing Skill Development Infrastructure' which was formulated in 2011 at a total cost of Rs. 57.39 crore has been extended upto 31st March, 2017 at a revised cost of Rs. 298.13 crore with the aim to establish 22 new ITIs in the seven North-Eastern States and Sikkim, besides upgradation of 20 ITIs and supplementing infrastructure development in 28 ITIs. But the Committee are deeply concerned to find that out of the proposed 22 new ITIs, only in two cases construction of building has been completed whereas in the remaining cases, construction has either started or is yet to start. Similarly, so far as upgradation and infrastructure development is concerned, work relating to five ITIs has been completed whereas in the remaining cases, either land acquisition is under process or buildings are under construction. The Ministry have reasoned that due to non-receipt of timely proposals from the State Governments, fund constraints, difficult terrains, etc., the progress of work is lagging behind. The Committee apprehend that at such a slow pace, the earmarked targets for establishment and upgradation of ITIs in the North-Eastern States and Sikkim are unlikely to be achieved by March, 2017, a fact which has also been corroborated by the Ministry. Now that the Ministry are taking some corrective measures like increase in the frequency of site visits, more meetings and follow up with the State Governments and ensuring requisite funds in proper object head, the Committee exhort the Ministry to further intensify the measures and resort to vigorous monitoring so as to ensure that there is minimal time overrun beyond March, 2017 in completion of the targeted projects intended towards skill development of the people of the North-Eastern Region and Sikkim.

**Reply of the Government**

Under the scheme "Enhancing Skill Development Infrastructure in NE States & Sikkim (ESDI)" as recommended by the committee visits to project sites have been done in the current financial year in Assam (10 ITIs), Manipur (8 ITIs) and Sikkim (3 ITIs). More such visits are planned in the future.

An amount of Rs. 19.38 crore has been released so far to the States during the current financial year 2016-17.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 21)**

The Committee note that the Scheme of 'Skill Development in 34 Districts Affected by Left Wing Extremism' was approved in March, 2011 for a period of five years at a cost of Rs. 241.65 crore to impart skill training courses to the youth of the affected areas as well as to create requisite infrastructure there. But the Committee are perturbed to note that out of the projected creation of 102 infrastructure in the affected Districts, only 25 projects have been completed, 34 projects are under progress whereas as many as 43 projects are yet to take off. Similarly, out of the 2987 persons trained in the nine States, not a single person has been trained in Maharashtra under Short Term and Long Term category. Moreover, no instructor training has been imparted in the States of Telangana, Uttar Pradesh, Bihar and Madhya Pradesh. Though the Ministry are repeatedly requesting the State Governments to enhance the pace of implementation of the programme, as reported, the Committee are not satisfied with the outcome. Now that the Scheme is proposed to be extended by another three years, i.e. upto March, 2019, the Committee impress upon the Ministry to look into the matter with a sense of urgency, find out ways to remove the impediments and regularly interface with the State Governments so that the intended benefits are actually delivered to the affected youth in the said Districts/States.

### **Reply of the Government**

The scheme "Skill Development in 34 Districts Affected by Left Wing Extremism" was operational till 31st March, 2016. SFC has approved continuation of the scheme with revised cost of Rs. 407 crore upto 31st March, 2019 with additional 13 districts identified by MHA. States are being followed up through meetings, video conference, visits to speed up the progress.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

## **CHAPTER-V**

### **OBSERVATION/RECOMMENDATION IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT ARE INTERIM IN NATURE**

#### **(Recommendation No. 16)**

The Committee note that training courses under the Craftsmen Training Scheme, which were launched way back in 1956 through 50 ITIs, are now being offered through a network of 2,293 Government ITIs and 10,182 Private ITIs located all over the country and affiliated to the National Council for Vocational Training (NCVT) with a total seating capacity of 18.65 lakh persons and with the objective to provide skilled workforce to the industry in 126 Trades. The Committee also note that the Prime Minister's Office (PMO) has given a mandate to the MSDE for opening 7,000 new ITIs across the country to enhance the seating capacity to 25 lakh persons. Accordingly, Tender notices have been issued and so far around 6,500 proposals have been received, but the Ministry are planning to extend the date so as to receive more applications for opening the targeted 7,000 new ITIs. Since Industrial Training Institutes play a vital role in the nations economy, especially in terms of providing skilled manpower to the industry, the Committee urge the Ministry to expedite the completion of the formalities within a definite time-line and embark upon concrete measures to establish the proposed 7,000 new ITIs within one year. The Committee would also like to encourage the Ministry to go ahead with their proposal of tying up with the HRD Ministry so that those Engineering Colleges/Institutes, where infrastructure exists but are not running due to one reason or the other, are converted into ITIs.

#### **Reply of the Government**

- Total 1924 cases were forwarded by QCI after accreditation. These were considered in various meetings of Sub-Committee of NCVT dealing with affiliations, held for the grant of affiliation with NCVT for August 2016 session. This figure includes new as well as existing ITIs.
- To enhance the seating capacity by 07 lakh without compromising with the quality of training, the following strategy has been adopted:
  - ❖ Efforts are being made to upgrade 1500 ITIs running under State Council for Vocational Training and bring them under the aegis of NCVT. A special window has been created at the application stage of QCI portal for this purpose.
  - ❖ AICTE has issued notification to run ITI courses in 500 Polytechnics in their spare capacity across the country for better utilization of infrastructure.

- ❖ For setting up of 1500 Multi Skill Training Institutes (MSTIs) in unserved blocks/areas, meeting of the Expenditure Finance Committee was held on 19th April, 2016. Cabinet Note is under preparation

Apart from increasing the number of ITI(s) & seating capacity; following qualitative aspects are also being taken into consideration for these Industrial Training Institutes.

- A committee has been constituted to standardize the norms for ITI Building/ Infrastructure to improve the quality of Institutes.
- Letter has been issued to make Aadhaar based biometric attendance mandatory in all training institutes for the session 2016-17. Guidelines have been approved for “ISO 29990 Certification”. Information is being sought regarding bank details from State Directors/ UT administrator for transferring funds.
- “Grading of ITIs”.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 18)**

The Committee note that the MSDE have been asked in November, 2015 to develop an action plan to reach a target of 10 63 lakh Apprentices from the existing 2.84 lakh Apprentices. In this context, the Committee are concerned to find that though the policy, regulation and rules for all categories of Apprentices fall under the domain of MSDE, in terms of actual implementation, MSDE's responsibility is limited to Trade Apprentices that account for 75 percent of all apprentices whereas the Department of Higher Education under the HRD Ministry is responsible for the other three categories of Apprentices, viz. Graduate, Technician and Technician (Vocational). The Committee are of the firm view that sometimes such duality of responsibilities might create an anomalous situation besides causing inconveniences for the industry to interact and coordinate with multiple Government agencies for different categories of Apprentices. The Committee, therefore, desire that the Secretary, MSDE should initiate urgent requisite action so that all types of Apprentices are brought under MSDE for ensuring a single implementation framework and the industry's seamless interface with a single Government agency to achieve the target of 10 lakh Apprentices.

### **Reply of the Government**

The matter was taken up with Ministry of HRD vide D.O. No. MSDE-48(1)/2015-AP dated 15th October, 2015. Final decision is awaited.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

### **(Recommendation No. 22)**

The Committee observe that the Ministry are embarking upon some new Schemes like setting up of 27 Advanced Training Institutes (ATIs) under PPP mode, eight Central Institutes exclusively for women, upgradation of 1396 Government ITIs through PPP mode and Vocational Training Improvement Projects (VTIPs) with World Bank assistance. The Committee find that the implementation of these new Schemes are in different stages of formulation/realisation. The Committee urge the Ministry to make concerted efforts to implement these new Schemes in a time bound manner so that the Government's intent of developing skill and entrepreneurship is translated into concrete outcomes.

### **Reply of the Government**

2 stage Bidding has started. RFQ issued for 12 ATIs, 19 organizations have responded to the RFQ. New Transaction Advisor (TA) is appointed. Evaluation of Bids have been done by TA. Only 4 bidders have qualified and the response has been very poor. The scheme is therefore under review.

**(MSDE's O.M. No. H-11013/01/2016-SDE-I (Parl.), dated 06.12.2016)**

**New Delhi;**

**2<sup>nd</sup> March, 2017**

**11<sup>th</sup> Phalguna, 1938 (Saka)**

**DR. KIRIT SOMAIYA**

**CHAIRPERSON,**

**STANDING COMMITTEE ON LABOUR**

**STANDING COMMITTEE ON LABOUR**

**(2016-17)**

**Minutes of the Twelfth Sitting of the Committee**

The Committee sat on Wednesday, the 22<sup>nd</sup> February, 2017 from 1030 hrs. to 1400 hrs. in Committee Room 'E', Parliament House Annexe, New Delhi.

**PRESENT**

**Dr. Kirit Somaiya - CHAIRPERSON**

**MEMBERS**

**LOK SABHA**

2. Shri Rajesh Kumar Diwakar
3. Shri Ashok Dohare
4. Shri Satish Chandra Dubey
5. Shri Satish Kumar Gautam
6. Dr. Boora Narsaiah Goud
7. Shri C.N. Jayadevan
8. Shri Bahadur Singh Koli
9. Dr. Arun Kumar
10. Shri Kaushalendra Kumar
11. Shri Hari Manjhi
12. Shri Hariom Singh Rathore
13. Shri Naba Kumar Sarania

**RAJYA SABHA**

14. Shri Ram Narayn Dudi
15. Shri Nazir Ahmed Laway
16. Shri Rajaram
17. Ms. Dola Sen
18. Shri Tapan Kumar Sen
19. Shri Ravi Prakash Verma
20. Shri N. Gokulakrishnan

**SECRETARIAT**

1. Ms. Rimjhim Prasad - Joint Secretary
2. Smt. Anita B. Panda - Director
3. Smt. Archana Srivastva - Under Secretary

**PART - I**

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee convened to (i) consider and adopt the draft Report on 'Action taken by the Government on the Observations/Recommendations of the Committee contained in their Sixteenth Report (Sixteenth Lok Sabha) on Demands for Grants (2016-17) of the Ministry of Skill Development & Entrepreneurship; (ii) ) XX XX XX; and (iii) XX XX XX. The Committee first took up the draft Action Taken Report on the Observations/Recommendations of the Committee contained in their Sixteenth Report (Sixteenth Lok Sabha) on Demands for Grants (2016-17) of the Ministry of Skill Development & Entrepreneurship for consideration and adoption. Giving an overview of the Recommendations made/reiterated in the Draft Action Taken Report, the Chairperson requested the Members to give their suggestions on them, if any.

3. The Committee adopted the same, without any addition/modification.

4. The Committee then authorized the Chairperson to present the Report to both the Houses.

5. XX XX XX XX

**PART-II**

XX XX XX XX XX

**PART-III**

XX XX XX XX XX

**The Committee then adjourned.**

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XX Does not pertain to this Report.

**APPENDIX-II**

**(Vide Para No. 3 of the Introduction)**

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

	<b>Total</b>	<b>Percentage</b>
I. Total number of Recommendations	24	
II. Observations/Recommendations which have been accepted by Government - (Recommendation Para. Nos. 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 14, 15, 17, 19, 23 and 24)	16	66.67%
III. Observations/Recommendations which the Committee do not desire to pursue in view of Government's replies - (Recommendation Para Nos. 12 and 13)	02	08.33%
IV. Observations/Recommendations in respect of which Government's replies have not been accepted by the Committee and which requires reiteration - (Recommendation Para. Nos. 7, 20 and 21)	03	12.50%
V. Observations/Recommendations in respect of which replies of Government are of interim in nature - (Recommendation Para Nos. 16, 18 and 22)	03	12.50%
		----- 100% -----