

27

STANDING COMMITTEE ON LABOUR

(2016-17)

(SIXTEENTH LOK SABHA)

**MINISTRY OF COMMUNICATION AND INFORMATION
TECHNOLOGY (DEPARTMENT OF
TELECOMMUNICATIONS)**

**[Action Taken by the Government on the Observations/
Recommendations of the Committee contained in their
Nineteenth Report (Sixteenth Lok Sabha) on 'Deployment of
Contract / Casual / Sanitation Workers for Perennial Nature
of Jobs in MTNL']**

TWENTY SEVENTH REPORT



LOK SABHA SECRETARIAT

NEW DELHI

July, 2017/Shravana, 1939 (Saka)

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Contract / Casual / Sanitation Workers for Perennial Nature
of Jobs in MTNL']**

Presented to Lok Sabha on 26th July, 2017

Laid in Rajya Sabha on 26th July, 2017



LOK SABHA SECRETARIAT

NEW DELHI

July, 2017/ Shravana, 1939 (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 Kumar Diwakar
4. Shri Ashok Kumar Dohrey
5. Shri Satish Chandra Dubey
6. Shri Devajibhai Govindbhai 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 Dayakar Pasunoori
17. Shri Hariom Singh Rathore
18. Shri Y.S. Avinash Reddy
19. Shri Naba Kumar Sarania (Hira)
20. Shri Kodikunnil Suresh
21. Shri Mulayam Singh Yadav

Rajya Sabha

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

*vacancy occurred *vice* Haji Abdul Salam passed away on 28.2.2017.

SECRETARIAT

1. Ms. Rhimjhim Prasad - Joint Secretary
2. 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 Seventh Report on 'Action taken by the Government on the Observations/Recommendations of the Committee contained in their Nineteenth Report (Sixteenth Lok Sabha) on Deployment of contract/ casual/ sanitation workers for perennial nature of jobs in MTNL' pertaining to the Ministry of Communication and Information Technology (Department of Telecommunications).

2. The Nineteenth Report was presented to Lok Sabha and laid in Rajya Sabha on 11th August, 2016. The Ministry of Communication and Information Technology (Department of Telecommunications) furnished their replies indicating Action Taken on the Observations/ Recommendations contained in the Nineteenth Report on 15.6.2017. The Committee considered and adopted the Draft Report at their sitting held on 30th June, 2017.

3. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Nineteenth 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;
19th July, 2017
28th Ashadha, 1939 (Saka)**

**DR. KIRIT SOMAIYA
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR**

CHAPTER-I

REPORT

This Report deals with action taken by the Government on the Observations/Recommendations of the Committee contained in their Nineteenth Report (Sixteenth Lok Sabha) on 'Deployment of Contract/Casual/Sanitation Workers for perennial nature of Jobs in MTNL' .

2 The Nineteenth Report was presented to Lok Sabha and also laid in Rajya Sabha on 11th August, 2016. It contained 11 Observations/Recommendations. Replies of the Government in respect of all these Recommendations have been received and are categorized as under:-

- | | | |
|-------|--|---|
| (i) | Observations/Recommendations which have been accepted by the Government –
Rec. Para Nos. 1, 2, 3, 4, 6, 7, 8, 9, 10, 11 | Total:10
Percentage:90.91 |
| (ii) | Observations/Recommendations which the Committee do not desire to pursue in view of the Government's reply –
NIL | Total:00
Percentage00 |
| (iii) | Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration –
NIL | Total:00
Percentage:00.00 |
| (iv) | Observations/Recommendations in respect of which replies of the Government are interim in nature-
Rec. Para No.5 | Total: 01
Percentage:09.09 |

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 Recommendation 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. Utilisation of surplus staff

(Recommendation Para No. 3)

4. In their Nineteenth Report, the Committee had noted that there was surplus staff which was mainly in Group C & D categories. While showing their concern about the surplus staff on the one hand and on the other outsourcing some of their activities, the Committee had suggested for imparting training and upgrading the new skills to such surplus staff for their gainful utilization on those services which are not outsourced. The Committee had also recommended for productively utilizing the surplus staff in non-core activities so as to reduce dependence on outsourcing.

5. In their Action Taken Note furnished to the Committee, the MTNL have stated as follows:

"Following number of non-executive employees of MTNL have been trained in MTNL Delhi & Mumbai unit-

Delhi Unit

- a) Total Number of trainees trained during 2015-16 = 3474
- b) Total Number of trainees trained during 2016-17 (till Oct 16) = 1491

Mumbai Unit

- a) Total Number of trainees trained during 2015-16 = 1080
- b) Total Number of trainees trained during 2016-17 = 168."

6. The Committee desire to be furnished the details of re-deployment of trained employees and how far this had helped in reduction in dependence upon outsourcing.

II. Uniform Minimum Wages

(Recommendation Para No. 6)

7. In their earlier Report, the Committee had viewed that since the MTNL operates in two cities only viz. Delhi and Mumbai, there should not be any impediment in making wage payment uniform in both the Cities after considering the higher wage prescribed by the Central Government, the Delhi

Government and the Maharashtra Government. They had therefore, recommended for sorting out the matter of making the minimum wages uniform at both the cities so that the contract labour deployed by MTNL get the benefit of higher and equal wages.

8. In their Action Taken Note furnished to the Committee, the MTNL have stated as follows:

" Matter has been taken up with DoT for further directions in view of the financial hardship faced by the company. (copy enclosed)."

9. The Committee note that the MTNL have written a letter to the Under Secretary (SNG), DoT on 16th November, 2016 informing the Committee's recommendation and have also sought directions from them in this regard. The Committee desire to be furnished the directions/action taken by the DoT thereon.

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

(Recommendation No. 1)

The Committee observe that in view of the requirements felt by the Mahanagar Telephone Nigam Limited (MTNL) to better deliver some of its non-core activities through outsourced specialised agencies, the Company had obtained registration certificates from the Ministry of Labour and Employment and were permitted to deploy contract labour under the provisions of the Contract Labour (Regulation and Abolition) Act, 1970 for discharging its non-core activities like Security, Customer Care and House-keeping services. In the process of examination of such deployment of contract labour by MTNL to perform some non-core activities, the Committee have come across some issues of concern and have accordingly given their considered opinion/suggestions in the succeeding paragraphs.

Reply of the Government

Mahanagar Telephone Nigam Limited (MTNL) in order to better deliver some of its non-core activities through outsourced specialized agencies, has obtained registration certificates from the Ministry of Labour and Employment and have been permitted to deploy contract labour under the provisions of the Contract Labour (Regulation and Abolition) Act, 1970 for discharging its non-core activities like Security, Customer Care and House-Keeping services.

All the relevant rules & regulations relating to Contract Labour Act are being ensured by the MTNL.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 2)

The Committee note that, as a policy, MTNL does not engage workers directly on contract basis, and the Committee further appreciate the fact that MTNL is not making contractual appointments against permanent posts. The Committee believe that MTNL would continue to uphold the sanctity of the Labour Act and adhere to the enshrined provisions therein regarding deployment of contract labour in the Company.

Reply of the Government

Most of the contracts awarded by MTNL are work contracts and MTNL does not engage workers directly on contract basis. MTNL is not making contractual appointments against permanent posts. MTNL would continue to uphold the sanctity of the Labour Act and adhere to the enshrined provisions therein regarding deployment of contract labour in the Company as observed by the Committee.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 3)

The Committee note that in the year 1998, when staff was transferred from DoT and absorbed in MTNL, there were 61456 employees; their number has come down to 32905 as on 30.06.2015 on account of natural attrition. The Committee also note that the surplus staff is mainly in Group C & D categories and is much more in excess vis-a-vis requirement. The Committee are concerned to observe that on one hand there is surplus staff, especially in Group 'C' & 'D' categories, whereas on the other, MTNL is resorting to deployment of contract labour through outsourced agencies for its non-core activities. The Committee are of the considered opinion that the available surplus staff can be gainfully utilised on those services which are now being outsourced, by way of imparting training and upgrading the new skills of such surplus staff. This will not only help in addressing the issue of reducing excess staff strength and consequential financial burden on the Company but will also facilitate adequate utilization of more experienced and proficient working strength as compared to the outsourced personnel. The Committee therefore, recommend that concerted efforts should be made to productively utilise the surplus staff in non-core activities so as to reduce dependence on outsourcing.

Reply of the Government

Following number of non-executive employees of MTNL have been trained in MTNL Delhi & Mumbai unit-

Delhi Unit

- c) Total Number of trainees trained during 2015-16 = 3474
- d) Total Number of trainees trained during 2016-17 (till Oct 16) = 1491

Mumbai Unit

c) Total Number of trainees trained during 2015-16 = 1080

d) Total Number of trainees trained during 2016-17 = 168

Details are enclosed as Annexure- I

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 4)

According to DoT/MTNL, records of contractors are maintained by the Company's respective Area GM's Offices and the register of contract workers is maintained by the respective contractors. Such registers are reportedly checked by MTNL nodal officers. Much to the dismay of the Committee, a scrutiny of a copy of the register, as provided by MTNL, revealed that signatures of the nodal officer on the register have been without any date and stamp. What is more worrisome is the revelation of the inspection conducted by the CLC Office that "*Register of contractors has not been maintained at all*". The Committee, while taking a serious view of the matter, would like to caution MTNL to exercise utmost care and ensure submission of authentic facts to them in future. The Committee further stress that henceforth all the records/ registers as stipulated in Labour Laws be maintained by MTNL as well as the contractors concerned and whatever shortcomings/deficiencies that are observed be rectified forthwith in accordance with the provisions of the Contract Labour Act, 1970.

Reply of the Government

In MTNL, records of contractors are maintained by the Company's respective Area GM's offices and the register of contract workers is maintained by the respective contractors. Such registers are regularly checked by MTNL nodal officers. the details of the nodal officers working in different units of MTNL Delhi & Mumbai unit is attached as **Annexure- II**.

The nodal officers are regularly inspecting the registers and signing them with date and stamp. All the records/registers as stipulated in Labour Laws are being maintained by MTNL as well as contractors concerned and whatever shortcomings/deficiencies are observed are rectified by the concerned area GMs in MTNL Delhi & Mumbai in accordance with the provisions of the Contract Labour Act, 1970.

W.r.t. the inspection conducted by CLC Office, it is submitted that after the said inspection, the irregularities are being set right.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 6)

The Committee note that the minimum wages paid to the contract workers in Delhi are higher than that being paid in Mumbai as the Company is following minimum wages as prescribed by the respective State Governments. In this context, the Committee find that the minimum wages of Delhi Government are higher by more than Rs. 200/- as compared to the minimum wages prescribed by the Maharashtra Government. The Ministry have reasoned that the minimum wage, notified by both the Central and State Governments, is paid to the contract workers after taking into account the higher wage prescribed. While appreciating the contentions of DoT/MTNL, the Committee are, however, of the view that since MTNL operates in two cities only, there should not be any impediment in making wage payment uniform in both the Cities after considering the highest wage prescribed by the Central Government, the Delhi Government and the Maharashtra Government. As assured in evidence by the representatives of DoT/MTNL, the Committee recommend that the matter of making the minimum wages uniform at both the places be sorted out at an early date so that contract labour deployed by MTNL get the benefit of higher and equal wages.

Reply of the Government

Matter has been taken up with DoT for further directions in view of the financial hardship faced by the company.(copy enclosed)

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 7)

DoT/MTNL have claimed that payment to a contractor is released only after obtaining copies of challan furnished and verifying that the contractor has actually deposited the EPF and ESI contribution of the contract workers. However, the Committee are concerned to note from the report submitted by the EPFO that EPF is not being deposited by one of the security agencies which is providing security guards to MTNL. The Company has reportedly been under the impression that security agencies are exempted from coverage of EPF. However, according to the EPFO, such exemption was withdrawn long back and all the security agencies are now covered under the EPFO. While expressing their reservation over such misconception of MTNL, the Committee recommend that MTNL should now ensure that all the security personnel hired by it from security agencies be covered under the EPFO with effect from the date of withdrawal of the exemption and the contribution of employee-

employer be deposited with the offices of EPF, in consultation with EPFO. The Committee also recommend that before finalising any contractual engagements, including that of security personnel, the EPF and ESI codes of the contractors should invariably be checked and verified from EPF and ESI. Simultaneously, the list of personnel engaged through respective contractors may also be sent to EPF and ESI invariably for cross-checking and authenticating the number and identity of the beneficiaries.

Reply of the Government

In MTNL, Payment to a contractor is released only after obtaining copies of challan furnished and verifying that the contractor has actually deposited the EPF and ESI contribution of the contract workers. The nodal officers in MTNL Delhi & Mumbai are ensuring that all the security personnel hired by it from security agencies are covered under the EPFO and the contribution of employee-employer is deposited with the offices of EPF, in consultation with EPFO.

Units are ensuring that before finalizing any contractual engagements, including that of security personnel, the EPF and ESI codes of the contractors are invariably checked and verified from EPF and ESI. Simultaneously, the list of personnel engaged through respective contractors are also being sent to EPF and ESI invariably for cross-checking and authenticating the number of identity of the beneficiaries.

Further, MTNL is complying for EPF & ESI codes of the contractor before finalizing contractual engagement i.r.o. security personnel. The details are enclosed as Annexure- III.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 8)

The Committee further desire that immediate steps be taken to instruct the nodal officer responsible/deputed for checking and ensuring the compliance of Labour Laws with a view to providing Smart Cards and Unique Identification Number linked to Aadhaar to all the contract workers deployed by MTNL so that random verifications of the provision of social security and other facilities intended for the contract workers are facilitated.

Reply of the Government

MTNL has ensured that the nodal officers in MTNL Delhi & Mumbai check and ensure the compliance of Labour Laws with a view for providing Smart Cards and Unique Identification Number linked to Aadhar to all the contract workers deployed by MTNL so that random verifications of the provisions of social security and other facilities intended for the contract workers are facilitated.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 9)

The Committee note that in order to become eligible for gratuity, a minimum of five years of service is to be rendered by a worker/employee; but it is not necessary that he/she should have worked under a single contractor/employer as clarified by the Regional Labour Commissioner in evidence. The Committee also noted that when tenders are floated for shorter durations, viz. two years after the completion of work, if the contractor changes, the next contractor either deploys his own people or refuses to acknowledge the services rendered by the workers deployed by the previous contractor. In such a scenario, the sufferers are the hapless contract workers. The Committee, therefore, are of the considered opinion that it is imperative on the part of MTNL to evolve an effective mechanism to deduct the gratuity amount from the previous contractor's final bill in case he does not protect the interest of the workers and put it in a dedicated fund or hand it over to the next contractor to be used as gratuity cover for the contract workers.

Reply of the Government

MTNL is giving contracts for availing services & no individual manpower is engaged except for security services which is through DGR in MTNL Delhi. However, these are short term contracts and any directions to contractors from MTNL to retain workers of the earlier contracts may not be practically feasible. Moreover, there is no mechanism for MTNL to check the past service records of all the labour(s) engaged by the present & past contractor (s) to perform the service.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 10)

The Committee are deeply concerned to observe that MTNL has not issued any directions to contractors to retain workers of the earlier contractors for works which are in continuation, in violation of the provisions contained in the Industrial Disputes Act, 1947. However, as the representatives of DoT/MTNL have assured the Committee to look into the matter, the Committee desire that urgent requisite measures be taken to issue instructions to the contractors to deploy those contract workers who offer themselves to be re-engaged even when the contract changes so that the problem of providing gratuity cover to contract workers is eliminated once and for all.

Reply of the Government

In continuation of reply as per para 9 above, the directions of the Committee is noted.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

(Recommendation No. 11)

The Committee were informed that disputes between contractor and contract labourers are attended and resolved by the nodal officer and subsequently by senior Managers/DGM level officers of MTNL as per contract terms and conditions. The DoT/MTNL have submitted that so far no disputed case has come to the notice of MTNL for intervention. However, the Committee note from the replies provided to them that there are five pending court cases pertaining to the contract workers of MTNL. The Committee take a serious view of misrepresentation of facts and call upon DoT/MTNL to resort to proactive measures and set up a robust grievance redressal machinery so as to avoid litigations and provide succour to the aggrieved employees/workers.

Reply of the Government

The nodal officers have been instructed to take a proactive role and set up a proper grievance redressal mechanism so as to avoid litigations and provide relief to the aggrieved employees/workers

Further, the units have also been directed to update the status of grievances/disputes on monthly basis and report the same to Corporate Office on

monthly basis so that there is no communication gap in this regard in future. Copy of Letter issued to the units is enclosed as Annexure-IV.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

CHAPTER-III

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

NIL

CHAPTER-IV

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

NIL

CHAPTER-V

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

(Recommendation No. 5)

As per DoT/MTNL's submission, the Company ensures payment of wages by the 7th of each month and there is only one case of non-payment/delayed payment of wages reported against one contractor in the last three years. However, according to the inspection report of the CLC office, there were three cases of contravention of labour laws: one is for overtime wages from 1st August to 31st December, 2012 (still pending); another case is of not giving salary as per the Minimum Wages Act (24 workers) for which RLC imposed penalty of Rs. 17.9 lakh; and the third case is of non-disbursement of salary for the month of September-October, 2014 to 71 workers. It implies that MTNL, as a Principal Employer, is not keeping track of the infirmities reported by the CLC office, thus defaulting on the roles and responsibilities expected from the Principal Employer. The Committee express their displeasure at these lapses that have occurred on the part of MTNL and recommend that DoT should impress upon MTNL to shoulder the responsibility required under the law from a Principal Employer so as to timely mitigate the workers' grievances reported against the delinquent contractors in a time-bound manner.

Reply of the Government

The nodal officers in MTNL are ensuring timely payment of wages to the contract labour and resolving grievances, if any.

Status of all the pending cases at WS Unit Delhi:

1. Status of overtime wages from 1st August 2012 to Dec.2012- This case is under proceeding in RLC. The RLC has ordered to submit the record of attendance register for the workers during the period of Aug 2012 to Dec 2012.

Next date of hearing is 18/04/2017.

2. Status of Rs. 17.9 lac penalty case- This case is under proceeding in high court, The opposite party has submitted the reply, accordingly argument is continue. next date of hearing is 23/05/2017.

3. Status of 13 left out workmen payment- Left out workers are also being paid.

No pending cases reported from MTNL Mumbai Unit.

(No. MTNL/CO/IRW/27(122)/2015/KW/II dated 24.04.2017)

**New Delhi;
19th July, 2017
28th Ashadha, 1939 (Saka)**

**DR. KIRIT SOMAIYA
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR**

STANDING COMMITTEE ON LABOUR

(2016-17)

Minutes of the Twenty-Second Sitting of the Committee

The Committee sat on Friday, the 30th June, 2017 from 1400 hrs. to 1535 hrs. in Committee Room 'C', Parliament House Annexe, New Delhi.

PRESENT

Dr. Kirit Somaiya - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Ashok Kumar Dohrey
3. Shri Satish Chandra Dubey
4. Shri Satish Kumar Gautam
5. Shri C.N. Jayadevan
6. Shri Bahadur Singh Koli
7. Dr. Arun Kumar
8. Shri Kaushalendra Kumar
9. Shri Hari Manjhi
10. Shri R. Parthipan
11. Shri Hariom Singh Rathore
12. Shri Naba Kumar Sarania
13. Shri Dayakar Pasunoori

RAJYA SABHA

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

SECRETARIAT

1. Ms. Rimjhim Prasad - Joint Secretary
2. Shri K.C. Pandey - Deputy Secretary
3. Smt Archana Srivastva - Under Secretary

PART - I

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee, convened for consideration and adoption of a Draft Action Taken Report. 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, then, took up the Draft Action Taken Report on the Observations/Recommendations of the Committee contained in their Nineteenth Report (Sixteenth Lok Sabha) on 'Deployment of Contract/Casual/Sanitation Workers for perennial nature of jobs in MTNL' of the Ministry of Communications and Information Technology (Department of Telecommunications) for consideration and adopted the same with minor additions/modifications.

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

PART-II

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The witnesses then withdrew.

[A copy of the verbatim proceedings was kept on record]

The Committee then adjourned.

XX Does not pertain to this Report.

(Vide Para No. 3 of the Introduction)**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON RECOMMENDATIONS CONTAINED IN THE NINETEENTH REPORT OF THE STANDING COMMITTEE ON LABOUR (SIXTEENTH LOK SABHA)**

	Total	Percentage
I. Total number of Recommendations	11	
II. Observations/Recommendations which have been accepted by Government (Recommendation Para. Nos. 1, 2, 3, 4, 6, 7, 8, 9, 10 and 11)	10	90.91%
III. Observations/Recommendations which the Committee do not desire to pursue in view of Government's replies - Nil	00	00%
IV. Observations/Recommendations in respect of which Government's replies have not been accepted by the Committee and which requires reiteration - Nil	00	00%
V. Observations/Recommendations in respect of which replies of Government are of interim in nature- Recommendation Para No. 5	01	9.09%
		----- 100% -----