

TWENTY-FOURTH REPORT
STANDING COMMITTEE ON
LABOUR AND WELFARE
(2002)

(THIRTEENTH LOK SABHA)

MINISTRY OF LABOUR

[Action taken by the Government on the Recommendations/Observations contained in the Twenty-first Report of the Standing Committee on Labour and Welfare on Ministry of Labour—Demands for Grants—2002-2003]

Presented to Lok Sabha on 12.12.2002

Laid in Rajya Sabha on 12.12.2002



LOK SABHA SECRETARIAT
NEW DELHI

December, 2002/Agrahayana, 1924 (Saka)

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COMPOSITION OF THE STANDING COMMITTEE ON
LABOUR AND WELFARE (2002)

Dr. Sushil Kumar Indora — *Chairman*

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29. Shri Rajesh Verma

DR. SUSHIL KUMAR INDORA,
Chairman,
Standing Committee on
Labour and Welfare.

(iv)

Rajya Sabha

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31. Shri Jhumuklal Bhendia
32. Shri Debabrata Biswas
33. Ms. Pramila Bohidar
34. Shri Indramoni Bora
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2. Shri Ram Autar Ram — *Joint Secretary*
3. Shri J.P. Sharma — *Deputy Secretary*
4. Shri Bhupesh Kumar — *Under Secretary*
5. Shri S.K. Saxena — *Committee Officer*

CHAPTER I

INTRODUCTION

I, the Chairman of the Standing Committee on Labour and Welfare having been authorised by the Committee to submit the Report on their behalf, present this Twenty-Fourth Report on the action taken by the Government on the recommendations contained in the Twenty-First Report of the Standing Committee on Labour and Welfare (Thirteenth Lok Sabha) on the Ministry of Labour—Demands for Grants—2002-2003.

2. The Twenty-First Report was presented to Lok Sabha on 23 April, 2002 and was laid in Rajya Sabha on 24 April, 2002. The Ministry of Labour furnished their replies indicating action taken on the recommendations contained in that Report on 16 August, 2002. The Report was considered and adopted by the Standing Committee on Labour and Welfare at their sitting held on 11 December, 2002.

3. The Report has been divided into the following chapters:—

- I. Report.
- II. Recommendations/Observations which have been accepted by Government.
- III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's reply.
- IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.
- V. Recommendations/Observations in respect of which replies of the Government are interim in nature.

4. An analysis of the Action Taken by the Government on the recommendations contained in the Twenty-First Report of the Standing Committee on Labour and Welfare (Thirteenth Lok Sabha) is given in Appendix.

NEW DELHI;
December 11, 2002
Agrahayana 20, 1924 (Saka)

DR. SUSHIL KUMAR INDORA,
Chairman,
Standing Committee on
Labour and Welfare.

CHAPTER I

REPORT

1.1 This Report of the Committee deals with the action taken by the Government on the recommendations contained in the Twenty-First Report (Thirteenth Lok Sabha) of the Committee on Labour and Welfare on the Ministry of Labour-Demands for Grants-2002-2003.

1.2 The Twenty-First Report was presented to Lok Sabha on 23 April, 2002 and was laid in Rajya Sabha on 24 April, 2002. It contained 20 recommendations. Replies of Government in respect of all recommendations have been examined and are categorised as under:—

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

Paragraph Sl. Nos. 3, 7, 10, 15 and 18.

(Total 5 - Chapter II)

- (ii) Recommendations/Observations which the Committee do not desire to pursue in view of the replies of the Government:

Paragraph Sl. Nos. 1, 6, 9, 12, 13, 14 and 16.

(Total 7 - Chapter III)

- (iii) Recommendations/Observations, replies to which have not been accepted by the Committee and which require reiteration:

Paragraph Sl. Nos. 4, 8 and 20.

(Total 3 - Chapter IV)

- (iv) Recommendations/Observations in respect of which replies are of interim in nature:

Paragraph Sl. Nos. 2, 5, 11, 17 and 19.

(Total 5 - Chapter V)

1.3 The Committee trust that utmost importance would be given to the implementation of the recommendations accepted by the Government. The Committee further desire that action taken notes on the recommendations contained in Chapter-I and final action taken notes in respect of the recommendations contained in Chapter-V of this Report may be furnished to it urgently, and in any case not later than six months of the presentation of the Report.

1.4 The Committee will now deal with the action taken replies of the Government which need reiteration or merit comments.

Recommendation (Sl. No. 4, Para 1.15)

Clearance of outstanding dues of PSUs employees

1.5 The Committee had expressed serious concern over prolonged statutory dues of industrially sick public sector employees amounting to Rs. 1747 crore as on 30.9.2001 on account of wages, provident fund dues, ESI dues, gratuity and pension etc. and urged the Ministry of Labour to persuade the Ministry of Finance to clear the outstanding dues in a phased and time bound manner to mitigate the hardships of those employees.

1.6 In their reply, the Ministry have stated that a meeting of the Group of Ministers (GOM) was held on 20.12.2001 in which it was decided that it would provide financial assistance on the basis of the plan for closure/revival of the company put forth by the concerned Administrative Ministry/Department indicating specific amount required for clearing statutory dues of public sector employees. Ministry of Labour have further stated that the Department of Public Enterprises, which is servicing the GOM on liquidation of outstanding statutory dues of public sector employees and is also incharge of all the public sector undertakings has been requested to take up this issue with the Administrative Ministries.

1.7 From the reply of the Ministry the Committee find that the clearance of statutory dues of the employees of sick public sector undertakings have been unusually delayed by the Government on account of procedural wranglings. The Committee have been apprised that the Government have decided in December, 2001 that the statutory dues of the PSUs employees will be cleared by the Ministry of Finance on the basis of scheme/plan submitted by the individual Ministry/Department. The Committee deprecate the delay on the part of the individual Ministry/Department in submitting the plan for settlement of statutory dues of sick PSUs under their control. While reiterating their earlier recommendation, the Committee desire that the Ministry of Labour being the nodal Ministry should coordinate and persuade the individual Ministry/Department for early settlement of statutory dues of the employees of sick PSUs. The progress made in this regard may be reported to the Committee.

Recommendation (Sl. No. 8, Para 2.13)**Amendment of EPF & MP Act, 1952 for wider coverage**

1.8 The Committee had recommended to amend the provisions of the EPF & MP, Act, 1952 relating to reducing the number of employees from 20 to 10 in an establishment and removing the restriction of scheduled industries so that a large number of employees could be brought under the purview of the Act.

1.9 Ministry of Labour, in their reply have stated that the said proposals were considered by the Central Board of Trustees in its meeting held on 09.07.2002. The employer trustees have vehemently opposed the proposal for reducing the number. The Board has agreed to the proposed amendments in principle and has left the matter with the Government for final decision.

1.10 The Committee observe that more than 7 years have elapsed when the Committee had recommended to reduce the number of employees from 20 to 10 and to remove the scheduled industries restriction from the Employees Provident Funds and Miscellaneous Provisions Act, 1952 but the proposals although agreed to by the Board of Trustees in principle are still pending with the Government for final decision. This indicates that the Government are not serious about the recommendations of the Committee. In the opinion of the Committee, the unscrupulous employers employing less than 20 persons can easily escape from the purview of the Act and resort to unfair labour practice. The Committee, Therefore, reiterate their earlier recommendation and urge the Ministry to take urgent steps and ensure that the provisions relating to quantum of employment and scheduled industries restriction in the EPF & MP Act, 1952 are amended without further delay.

Recommendation (Sl. No. 20, Para 2.86)**Setting up of Vocational Rehabilitation Centres for the Handicapped**

1.11 The Committee had observed that in view of the millions of handicapped in the Country the 17 Vocational Rehabilitation Centres set up in sixteen States to serve them were quite inadequate. The Committee had strongly recommended that the proposals of setting up of 7 new VRCs, 5 Skill Training Workshops and 12 Rehabilitation Extension Centres with a staff contingent of 469, which were approved by the Planning Commission but were pending as the issue of creation of posts was under the consideration of the Finance Ministry, should be implemented without further delay.

1.12 The Ministry of Labour in their reply have stated that the Ministry of Finance has advised the Department to defer the proposal of creation of posts and therefor setting up the new Vocational Rehabilitation Centres for the Handicapped, Skill Training Workshops and Rural Rehabilitation Extension Centres could not be taken up. The matter was taken up at the Labour Minister's level with the Hon'ble Minister for Finance. The Ministry of Finance has now decided to defer the creation of posts till a study is conducted by the Staff Inspection Unit of the Ministry of Finance on the staffing pattern of the VRCs.

1.13 The Committee take a serious note of the fact that the Ministry of Finance has advised to defer the proposal of creation of posts necessary for commissioning 7 new VRCs, 5 Skill Training Workshops and 12 Rehabilitation Extension Centres approved by the Planning Commission. The handicapped are disadvantaged and helpless section of our society and deserve focussed attention of the Government as well as of the society. The Committee do not approve the proposal of the Government that VRCs, Skill Training Workshops and Rehabilitation Extension Centres can not be made functional till a study on the staffing pattern is conducted by the Ministry of Finance. The Committee, therefore, recommend that keeping in view the cause of handicapped, the institutes/centers, etc. should be made functional with minimum staff with immediate effect subject to the adjustment of the proposed study on the staffing.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 3, Para 1.14)

2.1 The Committee expressed their serious concern over the plight of the unorganised labour in the country who constitute by far the largest segment of workers and whose number according to National Sample Survey Organisation (1999-2000) was 369 million but there is no agency available who can take care of safety and health of workers in the unorganised sectors. The Committee are of the opinion that insofar as the occupational safety and health of workers is concerned, the Ministry of Labour is the nodal Ministry. Therefore, the Committee recommends that the Ministry should take initiative to bring a comprehensive legislation for regulating occupational safety and health of workers engaged in the unorganised sectors.

Reply of the Government

2.2 The occupational safety and health of workers in the unorganised sector is one of the main concerns of the Ministry of Labour. The Building and Other Construction Workers (RECS) Act, 1996 contains detailed provisions regarding health and safety of the construction workers. The safety and health aspects in agriculture are broadly taken care of by two major legislations i.e. (i) Dangerous Machines (Regulation) Act, 1983 and (ii) The Insecticide Act, 1968. Under these Acts, the competent authorities have been designated to enforce these Acts by conducting inspections, issuing licenses, registration of machines, etc. The provisions in the Act includes conformity of machines to the national standards, non-employment of children, insurance coverage of the worker, supply of operators manual with each dangerous machine, etc. The Government had also supported adoption of ILO Convention 184 concerning Health & Safety in Agriculture. It is the endeavour of the Government to take measures for occupational safety and health of the workers in the unorganised sector.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 7, Para 2.12)

2.3 The Committee regret to note that the provident fund arrears are continuously increasing year after year. During the year 2000-01 an amount of Rs. 1981.08 crore was outstanding against the defaulting establishments. The Committee further note that a large number of cases are pending under Section 7A, 7Q, 8B, 14 and 14B of the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 and also under Section 406/409 of the Indian Penal Code for a long time. The Committee, therefore, recommend that the Ministry, should speed up recovery of outstanding dues by taking appropriate legal action against the defaulting establishments and also take urgent steps for early disposal of pending cases under various Sections of EPF & MP Act, 1952.

Reply of the Government

2.4 The increase in arrears has been due to the detection of default on a month to month basis using a new software as part of the new compliance 2001 programme put in place to set right the deficiencies in the present enforcement system. The recovery during the years 1999-2000 and 2000-2001 has been more than the recovery made during the earlier 9 years. This has been possible due to the pro-active role being played by the EPFO in ensuring better compliance.

2.5 All necessary legal actions are being taken against the defaulters, such as prosecutions under Section 14, complaints under Section 406/409 IPC and other recovery action as laid down under the Act. This along with the new Compliance 2001 Programme initiated has resulted in increased recovery. It is expected that with the stabilization of the new programme the arrears would go up in short term and the trend would come down in future.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.

Dated 16.8.2002]

Recommendation (Sl. No. 10, Para 2.28)

2.6 The Committee regret to note that some of the States have not so far notified the model rules as well as major accident hazards control rules framed by DGFASLI under the Factories Act, 1947 which is indicative of the poor monitoring done by the Ministry. The Committee are of the firm view that there would be no compromise insofar as safety and health of the workers is concerned and, therefore, desire that the Ministry should persuade the remaining State Governments to frame relevant safety rules under the Factories Act without any further delay.

Reply of the Government

2.7 The remaining State Governments which have not notified the model Rules and major accident hazards control rules were requested to notify the same during the 44th Conference of Chief Inspectors of Factories on 11-14 Feb., 2002. The Labour Secretaries of these States have also been requested to notify these model Rules at the earliest.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 15, Para 2.55)

2.8 The Committee are deeply concerned at the present level of utilisation of seats located for Trade Apprentices in establishments both in the Central and State Sectors. In the Central and State Sectors, the percentage utilisation of seats comes to 74% and 71% respectively, which is far too less than the number of seats located for Trade Apprentices in various establishments. The position in respect of seats located and seats utilised in Graduate, Technician and Technician (Vocational Apprentices) is even worse i.e. only 42%. The Committee are distressed to note that the percentage of seats located and utilised in respect of physically handicapped both the Central and State Sectors is very-very low, i.e. 0.03 percent. The Committee are not happy with the situation and, therefore, urge the Ministry to take up the matter with both the Central and State establishments so that the gap between the seats utilised and seats located is bridged in all the Trades. The Committee also strongly recommend that the 3% seats reserved for physically handicapped should be fully utilised in all the trades. They are also of view that the Ministry should undertake a survey of establishments where utilisation of seats is minimal.

Reply of the Government

2.9 The observations/recommendations of Standing Committee on Labour and Welfare (13th Lok Sabha) have been brought to the notice of all concerned authorities responsible for implementing the Apprenticeship Training Scheme i.e. all the State Apprenticeship Advisors (who are responsible for State Public Undertakings and private establishments), all Regional Directorates of Apprenticeship Training under DGE&T and all Boards of Apprenticeship Training under Ministry of HRD for strict compliance.

2.10 To bridge the gap between the seats utilised and seats located in all the trades, they have been specifically requested to:

1. take up the matter with all the establishments under their jurisdiction and ensure that seats located are fully utilised.
2. ensure that 3% seats reserved for physically handicapped persons are fully utilised.
3. re-survey the establishments where utilisation of seats is minimal.

2.11 Following efforts have also been made to fill the gap between seats utilized and seats located:

- (i) Central and State Apprenticeship Advisers have been serving notices to the employers/taking legal recourse from time to time to engage full quota of apprenticeship seats. In addition to this, they also make personal visits to the establishments to persuade the employers.
- (ii) Chief Executive Officers of 400 Central Sector Establishments have been approached advising them to engage full quota of apprenticeship seats failing which penal provision under 30 (1) (c) of the Apprentices Act, 1961 could be invoked. In response most of the establishments have informed that they are taking necessary action to engage full quota of apprenticeship seats. A few establishments have requested that a survey be conducted to reassess quota of apprenticeship seats.
- (iii) State Governments have been asked to fully utilize the identified seats and to extend the coverage to all establishments, which should be covered under the Act. In response some State Apprenticeship Advisers have initiated action to issue notices under section 30 (1) (c) of the Act. Some States have undertaken surveys to reassess quota of apprenticeship seats.

2.12 Regarding utilization of 3% seats reserved for Physically Handicapped, following efforts have been made:

- (i) All Central and State Apprenticeship Advisers have been informed about the relaxation of physical standards for 23 trades. They have been requested to create awareness in this regard amongst the employers engaging the apprentices.

- (ii) As 23 trades were identified that too for the category of deaf and dumb persons, it was proposed to identify more trades for this category and also for visually impaired and orthopedically handicapped. This issue was deliberated by the Central Apprenticeship Council in its 28th meeting held in July 1999, which recommended constitution of an Expert Group. Accordingly, an Expert Group was constituted to consider various aspects related to vocational training for the persons with disability. This Committee has identified 21 additional trades for engaging apprentices in the category of deaf and dumb, 63 trades for visually impaired and 40 trades for orthopedically impaired.

2.13 It is expected that when this recommendation is implemented there will be improvement in utilisation of seats reserved for physically handicapped persons.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 18, Para 2.79)

2.14 The Committee are surprised to note that though the DGET provides training facilities to women in the country to increase their employability and their participation in economy through NVTI/RVTIs, the percentage of expenditure in some of the Institutes is in the range of 35 to 65 percent. The reason put forth by the Ministry i.e., delay in supply of equipment, non-filling of vacant posts are not acceptable to the Committee. The Committee are of the opinion that the monitoring of the Ministry over these projects has not been very effective. The Committee, therefore, urge upon the Ministry to fill the vacant posts and supply the equipment well in time so that the funds allocated for the purpose could be fully utilized and the objectives of the vocational training institutes could be achieved. The Committee further recommends that the Ministry should take immediate steps to replace the obsolete and unserviceable equipment in order to increase the proficiency of the trainees in the specialized areas.

Reply of the Government

2.15 The expenditure of NVTI/RVTIs reported earlier was up to February, 2002. At that time, activities relating to procurement of equipment and other miscellaneous items were in hand. The expenditure up to March, 2002 improved significantly and ranged from 65-109%. A statement showing the expenditure reported by the Institutes for the period April 20Q1-February 2002 and that for the period April 2001-March 2002 is annexed. However, vigorous efforts would be made to utilize the funds fully earmarked for replacement of old and obsolete equipment.

2.16 Regarding filling up of vacant posts, necessary action is being taken as under:-

- (i) A panel of 8 selected officers has been received from UPSC and the formalities are being completed to appoint these incumbents. The UPSC is taking action for filling up of 32 posts of Training Officers, out of which 18 posts have been advertised and 6 posts are to be advertised by the UPSC shortly. Besides this, applications for 10 posts of Training Officers which are to be filled up on deputation have been received and these are being processed.
- (ii) For filling up of 15 vacant posts of Vocational Instructors, these posts were advertised through DAVP but suitable candidates possessing requisite qualifications were not available. A requisition for advertisement is being sent again.
- (iii) For filling up of 20 posts of Group Instructors (re-designated as Training Officers), action would be initiated shortly as their Recruitment Rules are being vetted by Ministry of Law.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.

Dated 16.8.2002]

STATEMENT

STATEMENT SHOWING THE AMOUNT OF FUNDS ALLOCATED TO NVTI/RVTIs FOR THE FINANCIAL YEAR 2001-02 WITH THE ACTUAL EXPENDITURE INCURRED UPTO FEBRUARY, 2002 AND ALSO MARCH 2002; AND THE PERCENTAGE OF EXPENDITURE INCURRED

(Rs. in Lakhs)

S.No.	Institute	2001-2002 B.E.	2001-02 Expend. upto Feb.	% of Expend.	2001-02 Expend. upto March	% of Expend.
1.	NVTI Noida	135.32	95.33	70.45	118.81	87.80
2.	RVTI Mumbai	60.81	35.70	58.71	39.86	65.55
3.	RVTI Bangalore	80.29	65.34	81.38	78.36	97.60
4.	RVTI Trivandrum	49.55	31.68	63.94	42.56	85.89
5.	RVTI Hissar	28.90	20.85	72.15	25.36	87.75
6.	RVTI Kolkata	33.85	16.40	48.45	22.68	67.00
7.	RVTI Tura	44.00	15.40	35.00	28.03	63.70
8.	RVTI Allahabad	30.80	22.27	72.31	24.36	79.09
9.	RVTI Indore	28.65	26.40	92.15	28.12	98.15
10.	RVTI Vadodara	16.45	12.86	78.18	17.21	104.62
11.	RVTI Jaipur	33.10	25.86	78.13	36.16	109.24

2.16 Regarding filling up of vacant posts, necessary action is being taken as under-

(B) A panel of 8 selected officers has been received from UPSC. Formalities are being completed to appoint these officers.

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE TAKING INTO CONSIDERATION THE REPLIES OF THE GOVERNMENT

Recommendation (Sl. No. 1, Para 1.12)

3.01 The Committee note that the Ministry of Labour have improved their expenditure in Plan and Non-Plan allocations during the year 2001-02 but the expenditure on some of the schemes such as the Schemes on Strengthening at Labour Relation Monitoring Unit at the Centre, Education and Training to promote workers participation in management, DGFASLI, DGMS, Women Cell, Employment, Vocational Training Programme, Grants-in-Aid, Welfare of SC/ST and Other Backward Classes, lump sum provision for Schemes on North-Eastern States, and New Schemes is not upto the mark upto 28th February, 2002. The reasons put forth by the Ministry for under-utilisation of funds such as non-filling of posts in some of the schemes and delay in supplying of the high-tech equipments to some of the Advanced Training Institutes are not at all convincing to the Committee. The Committee are, therefore, of the opinion that the monitoring and coordination of the Ministry with the States and the implementing agencies is not very effective. The Committee, therefore, recommend that the Ministry of Labour should intensify their monitoring over the Schemes and ensure that all the vacant posts under various organisations are filled up without further delay. The Committee desire that the Ministry should draw up a concrete strategy to release funds to the implementing agencies in the beginning of the financial year so as to avoid rushing of payment of huge bills towards the fag end of the financial year.

Reply of the Government

3.02 In order to have an effective monitoring of the pace and progress of the various Plan Schemes monthly and quarterly targets of expenditure have been fixed. The progress so made towards implementation of the Plan Schemes and the impediments that are coming in the way of implementation of the schemes are discussed at regular intervals at the review meetings taken by the Sr. Officers. The organisation has already devised an effective monitoring mechanism to ensure that funds allocated for the individual Plan Schemes are fully utilised. Recruitment Rules for Training Officers have been revised and got approved by Department of Personnel & Training and UPSC. After due vetting by the Law Ministry, the revised rules would be notified and action taken to fill up vacant posts.

3.03 DGFASLI have been able to fully utilize their fund allocation during the financial year 2001-02. However, DGMS could utilize their allocation to the extent of 88% on account of the fact that purchases made against Rate Contracts have materialised but payments have not been made due to non-receipt/non-finalisation of bills. Utilisation to the extent indicated above have been possible due to continuous monitoring of the plan schemes and quarterly performance review taken by the Ministry of Labour.

3.04 Filling up of the vacant posts is a continuous process. All the vacant Group 'A' posts have been filled up or the proposals are pending with the Union Public Service Commission.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 6, Para 2.11)

3.05 The Committee are constrained to note that out of the 397 million workforce in the country, only about 26.3 million have so far been covered under the Employees' Provident Fund Scheme both in exempted and unexempted sectors. The Committee are not happy with this state of affairs. In the opinion of the Committee a large number of labourers are still left to be protected under social security cover. The Committee, therefore, strongly recommend that the Ministry should intensify its coverage and make the concerned Regional Provident Fund Commissioner responsible for providing social security cover to every single eligible person in his area.

Reply of the Government

3.06 The number of workers in the unorganised sector being huge and widely dispersed, the extension of social security cover to such workers is a gigantic task. The uncovered workers also include agricultural labour and other categories like migrant labour which are not coverable under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 which applies only to 180 classes of industries/establishments, which employ 20 or more persons. Hence it is difficult at this juncture, to cover the entire workforce. Several alternative models would need to be worked out for extending social security benefits to the entire work force. The recommendations of the Committee have been noted. Pending these alternate efforts and also amendments to the provisions of the Act, instructions have been issued by the EPFO to its field offices to bring out an improvement in membership in coverable areas.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 9, Para 2.27)

3.07 The Committee note that Directorate General of Factory Advice Service & Labour Institutes (DGFASLI) is entrusted with an important task of improving safety, health and welfare of workers in the Factories, ports/docks, but it has not been very effective in preventing fatal and non-fatal accidents in ports/docks. The Committee further note that some of the physical targets could not be achieved particularly in 3 schemes of Dock Safety, Chemical Safety and Occupational Health because the necessary posts could not be created during the Plan period. 83 posts are still lying vacant in the organization. The Committee are not at all happy with the situation keeping in view the fact that number of fatal accidents in ports are increasing. The Committee are of the view that the Organisation should carry out more inspections in factories and docks to identify the causes leading to accidents and suggest remedial measures to minimise the accidents. The Committee, therefore, urge the Ministry to strengthen the organization by providing sufficient manpower to enable them to intensify their activities and programmes on working conditions, health status of workers and other matters relating to industrial safety in the factories and ports.

Reply of the Government

3.08 The task of improving safety, health and welfare of workers in factories is entrusted with the respective State Govts./UTs. through their Inspectorate of Factories. DGFASLI provide the technical advice to the State Governments on all such matters.

3.09 However, the task of improving Safety, health and welfare for dock workers in the major ports/docks is assigned to DGFASLI. There has been increase in number of fatal accidents in ports and docks during 2001-2002. An analysis by the DGFASLI of the accidents has revealed that most of these accidents, were due to negligence when goods are transported. The DGFASLI recommended remedial measures like technical advices to improve the working conditions and technical competence of workers, by issuing warnings and launching prosecutions etc. DGFASLI have also taken up the matter with Chairmen of major port trusts and Shipping Corporations for taking necessary remedial measures to avoid accidents due to transportation. DGFASLI has also undertaken a National Study and Safety Audits. Based on the finding, port authorities have started training of the workers, initiated awareness campaign and prepared do's and don't for the Port/Dock workers.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.

Dated 16.8.2002]

Recommendation (Sl. No. 12, Para 2.30)

3.10 The Committee are constrained to note that the Regional Labour Institute at Faridabad is still in the initial stage of being set up. Although the Ministry took possession of land from the Haryana Urban Development Authorities for construction of building for RLI at Faridabad two year back, but they have not been able to construct its own building so far. The Committee, therefore, desire that the Ministry should make all out efforts to construct its building within two years so as to make the institute fully functional.

Reply of the Government

3.11 The delay on this account is due to the time taken by the CPWD in preparing drawings of buildings and estimates for the construction of the building. Presently efforts are on to hold the EFC meeting for the establishment of RLI at Faridabad with a view to construct the building within two years.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 13, Para 2.46)

3.12 The Committee are constrained to note that though the safety, health and working conditions of workers employed in mines are in the domain of DGMS, who besides inspection of mines is charged with the undertaking of investigations into all fatal accidents in coal and non-coal mines, the number of fatal accidents in mines are on the high side. The stereotype reasons put forth by the Ministry such as fall of roof, fall of sides and non-availability of safety measures, etc. are not convincing to the Committee. The Committee feel that the safety norms are not properly being enforced in the mines and periodic inspections are not being carried out by DGMS due to shortage of staff. The Committee, therefore, strongly recommend that the DGMS Organisation should be strengthened by providing adequate staff to enable them to carry out inspections of mines at regular intervals.

Reply of the Government

3.13 Proposal to strengthen the DGMS enforcement agency under the Non-Plan scheme as well as their Cadre Review proposal are under active consideration of the Ministry.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 14, Para 2.47)

3.14 The Committee also note that there are a large number of small mines which remain uninspected due to inadequate number of inspecting officers with the DGMS. The Committee, therefore, desire that the Ministry should bring an amendment in the Mines Act to delegate the power to the State Governments to inspect the small mines in their States. The Committee further desire that the Government should also consider the feasibility of introducing external third party safety audit system for assessing the status of safety in the mines, particularly in view of the Government policy of down-sizing the optimum utilization of existing manpower in the DGMS Organisation.

Reply of the Government

3.15 The proposal to delegate inspection of small mines to the State Governments and to introduce external third party safety audit system by amending the Mines Act, 1952 is under active consideration of the Government.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 16, Para 2.56)

3.16 The Committee note with concern that the Apprentices Act, 1961 provides for engaging apprentices in Industries/establishments but some of the employers easily contravene the provisions of the Act. In the opinion of the Committee, the enforcement machinery is required to be properly geared up and the employers should be persuaded to fulfill the obligation to engage full quota of apprenticeship in their establishments. The Committee, therefor, urge the Ministry to use both the methods of persuasion and legal action against the employers both in public and private sectors so that seats located for trade apprentices are fully utilised.

Reply of the Government

3.17 The observations/recommendations of Standing Committee on Labour and Welfare (13th Lok Sabha) have been brought to the notice of all concerned authorities responsible for implementing the Apprenticeship Training Scheme i.e. all the State Apprenticeship Advisors, all Regional Directorates of Apprenticeship Training under

DGE&T and all Boards of Apprenticeship Training under Ministry of HRD for strict compliance. They have been specifically requested to gear up the enforcement machinery in their state/region to ensure that the employers do not contravene the provisions of the Apprentices Act, 1961 and that the employers should be persuaded to fulfill the obligation to engage full quota of apprentices in their establishments. They have also been advised to use both the methods of persuasion and legal action against the defaulting employers both in public and private sectors.

3.18 To create necessary awareness regarding penal provision of the Apprentices Act, 1961, an Advertisement has been published in leading newspapers on 25.3.2002 inviting the attention of the establishments covered under the Act, regarding their obligation to engage full quota of apprentices and the penal provision under section 30 (1) (c) of the Act. Copies of said advertisement have been sent to all the establishments through Central and State Apprenticeship Advisers.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 14, Para 2.47)

CHAPTER IV

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

Recommendation (Sl. No. 4, Para 1.15)

4.1 The Committee express serious concern over the miserable plight of the public sector employees whose statutory dues amounting to Rs. 1747 crore as on 30.9.2001 representing the wages, provident fund dues, ESI dues, gratuity, pension and bonus have not been paid for months together as a result of industrial sickness in the undertakings which employ them. The Committee have been apprised that the matter of payment of statutory dues is under the active consideration of the group of Ministers for the last two years but the undue delay in payment of outstanding dues, in the opinion of the Committee, is adding to the woes of the employees of the sick PSUs. The Committee, therefore, urge the Ministry of persuade the Ministry of Finance to clear the outstanding dues in a phased and time bound manner to mitigate the hardship of the sick PSUs employees.

Reply of the Government

4.2 In view of the observation made by the Standing Committee on Labour and Welfare, the matter relating to clearance of outstanding statutory dues of the employees of the sick public sector undertakings in a phased and a time bound manner was taken up with the Ministry of Finance. The ministry of Finance has informed that at the meeting of the GOM held on 20th December, 2001, it was decided that it would provide financial assistance on the basis of the plan for closure/revival of the company putforth by the concerned Administrative Ministry/Department indicating specific amount required for clearing statutory dues of public sector employees. Hence it was for the individual Ministries to come up with the specific proposals. Department of Public Enterprises, which is servicing the GOM on liquidation of outstanding statutory dues of public sector employees and is also incharge of all the public sector undertakings has been requested to take up this issue with the Administrative Ministries.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Comments of the Committee

(Please See Para 1.7 of Chapter-I of the Report)

Recommendation (Sl. No. 8, Para 2.13)

4.3 The Committee regret to note that the amendments in the EPF & MP Act, 1952 suggested by the Committee in para 2.36 of their Eleventh Report (10th Lok Sabha) regarding reducing the number of employees from 20 to 10 in an establishment and scheduled industries restrictions are still stated to be under consideration by the Central Board of Trustees (EPF). In the opinion of the Committee, the Ministry do not appear to be serious about taking a final decision in the matter. The Committee, therefore, urge the Ministry to take immediate action to amend the Act so that a large number of employees could be brought under the purview of the Act.

Reply of the Government

4.4 A proposal for carrying out amendments to Employees' Provident Fund & MP Act, 1952 were considered by the Central Board of Trustees in its Meeting held on 09.07.2002. The employer trustees have vehemently opposed the proposal reducing the number from 20 to 10. The Board has agreed to the proposed amendments in principle and has left the matter with the Government for final decision on the matter to the Government. The proposed amendments will be considered by the Government keeping in view the concerns expressed by the Committee.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord
Dated 16.8.2002]

Comments of the Committee

(Please See Para 1.10 of Chapter-I of the Report)

Recommendation (Sl. No. 20, Para 2.86)

4.5 The Committee are constrained to note that there are millions of handicapped in the Country and only 17 Vocational Rehabilitation Centres have been set up for them in sixteen States. The Committee feel that keeping in view the millions of handicapped in the country the number of rehabilitation centres is too small to cater to their needs. The Committee have been informed that the Planning Commission had approved setting up of 7 new VRCs, 5 Skill Training Workshops and 12 Rehabilitation Extension Centres with a staff contingent of 469 during the Ninth Plan but the creation of posts is under the consideration of the Ministry of Finance. The Committee are not happy with the situation wherein the creation of posts is taking an unduly long time, particularly on matter concerning the handicapped. The Committee, therefore, strongly recommend that the proposals approved by the Planning Commission during the 9th Five Year Plan should be implemented without further delay.

Reply of the Government

4.6 The Ministry of Finance has advised the Department to defer the proposal of creation of posts and therefor setting up the new Vocational Rehabilitation Centres for the Handicapped, Skill Training Workshops and Rural Rehabilitation Extension Centres could not be taken up. The matter was taken up at the Labour Minister's level with the Hon'ble Minister for Finance. The Ministry of Finance has now decided to defer the creation of posts till a study is conducted by the Staff Inspection Unit of the Ministry of Finance on the staffing pattern of the VRCs. The matter is being pursued vigorously with the Staff Inspection Unit to expedite the study.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord
Dated 16.8.2002]

Comments of the Committee

(Please See Para 1.13 of Chapter-I of the Report)

Ministry and Department, Industrial Establishments and State
Departments of Employment, the labour law, payment and workers
to various Institutes for under training programmes.

CHAPTER V
RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH
FINAL REPLIES HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 2, Para 1.13)

5.1 The Committee are surprised to note that there are several schemes run by the Ministry for the welfare of workers, particularly bonded labour, child labour, women labour, welfare of SC/ST & other workers and training but there is no fund earmarked for creating general awareness among the people about any of these schemes. The Committee, therefore, desires that the Ministry should approach the Planning Commission to provide budgetary allocation for meeting the expenses for creating general awareness about the benefits of the Schemes.

Reply of the Government

5.2 In fact, there are several plan schemes run by various Divisions of this Ministry in which there is a provision of funds for creating general awareness among the people about these schemes. The details of the schemes are given as under:

(i) Employment :

At present there are 17 Vocational Rehabilitation Centers (VRC) in the country, which are playing a significant role in providing comprehensive rehabilitation services to the handicapped. Each VRC makes adequate publicity through the local media such as newspapers, radio and pamphlets in collaboration with State/Central Government agencies, N.G.Os and other Voluntary Organisations. Each VRC is provided adequate budgetary allocation for advertisement and publicity.

(ii) Training :

Vocational Training Programmes are conducted in the various Central Institutes. These Institutes publish and forward their Profiles and the Schedules of their programmes every year in the form of a Brochure-cum-Training Calendar, to all the Government of India

Ministries and Departments, Industrial Establishments and State Departments of Employment who depute their personnel and workers to these Institutes for undergoing training programmes. Advertisements/Admission Notices are also given in various newspapers and 'Employment News' through the Directorate of Advertisement & Visual Publicity (DAVP) under Ministry of Information & Broadcasting for various training programmes conducted in the Institutes under DGE&T. However, the budget provided for DGE&T is limited and is just sufficient for advertisements, admission notices, recruitment of staff and tendering of equipment etc. In order to prepare publicity material like films for General Awareness of DGET's programme. DGET would require additional budget which will be requested in supplementary grants.

(iii) Rehabilitation of Bonded Labour :

Under the modified Centrally Sponsored Scheme for Rehabilitation of Bonded Labourers, effective from May, 2000, there is a provision for release of central assistance of Rs. 10 lakh to every State for awareness generation activities in order to bring conceptual clarity to the definition of bonded labour, bonded debt and the bonded labour system prevalent in different forms in the country. Awareness Generation Programme could be launched by the existing machinery dedicated to Public Relations by supplementing and designing script for plays, Nukkad Nataks, street theatres, skits and simulation exercises to drive home the concept and idea that existence of bonded labour system is a negation of humanity and an outrage against a decent and civilized human existence.

(iv) Child and Women Labour :

Under the Scheme of National Child Labour Projects (NCLPs), 20% of the Project cost has already been earmarked for awareness generation programmes. An amount of Rs. 1.00 lakh per district has also been requested in the 10th Plan proposals for meeting the expenditure on awareness generation programmes. Under the Grants-in-aid Scheme for women labour, the Ministry is supporting projects/proposals relating to awareness generation. An enhanced outlay of Rs. 45 lakh has been made under the scheme during 2002-03 as against a provision of Rs. 11.50 lakh in 2001-02.

(v) Occupational Safety and Health :

The task of improving safety, health and welfare of workers in factories is entrusted with the respective State Governments/UTs through their Inspectorate of Factories. DGFASLI provides the technical advice to the State Governments on all such matters. The task of improving safety, health and welfare for dockworkers in the major ports/docks is assigned to DGFASLI. There has been increase in number of fatal accidents in ports and docks during 2001-2002. An analysis by the DGFASLI of the accidents has revealed that most of these accidents were due to negligence when goods are transported. The DGFASLI recommended remedial measures like technical advices to improve the working conditions and technical competence of workers by issuing warnings and launching prosecutions etc. DGFASLI have also taken up the matter with the Chairmen of major Port Trusts and Shipping Corporations for taking necessary remedial measures to avoid accidents due to transportation. DGFASLI has also undertaken a National Study and Safety Audits. Based on the finding, port authorities has started training of the workers, initiated awareness campaign and prepared do's and don'ts for the Port/Dock workers.

(vi) Awareness Generation on Labour Welfare Development :

In addition, there is a Plan Scheme entitled, "Awareness Generation on Labour Welfare and Development". The main objective of the scheme is to create awareness amongst the working class most of whom are engaged in the unorganized sector, about the protections and benefits available to them under various labour laws and welfare schemes being administered by this Ministry and also to generate awareness in the society against social evils like practice of child labour, bonded labour, exploitation of women labour etc. This will lead to a healthy work environment and the working class can effectively participate in the socio-economic development of the country. An outlay of Rs. 1.50 crore has been earmarked for the scheme during Annual Plan 2002-03. The matter is being taken up with the Planning Commission for obtaining their approval.

[Ministry of Labour*O.M. No. H-11013/5/2002-Coord.

Dated 16.8.2002]

Recommendation (Sl. No. 5, Para 1.16)

5.3 The Committee noted that there are about 8.5 million building and other construction workers in the country and two comprehensive legislation viz. (a) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; and (b) The Building and Other Construction Workers' Welfare Cess Act, 1996 have been brought on the Statute Book w.e.f. 20.8.1996 but only a very few States such as Kerala, Tamil Nadu, Pondicherry, Delhi and Assam have either notified the rules or constituted the Welfare Boards for the welfare of construction workers. The Committee view this situation very seriously and urge the Ministry to pursue the matter vigorously with all the remaining States for implementing the provisions of the Act both in letter and spirit so as to ameliorate the living condition of workers engaged in the construction activity.

Reply of the Government

5.4 According to the survey conducted by the National Sample Survey Organisation (NSSO) in 1999-2000, there are about 1.7 crore workers engaged in the construction activities. The Government has enacted the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; and the Building and Other Construction Workers' Welfare Cess Act, 1996 to protect the interests of these workers.

5.5 Under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, there is concept of appropriate Government. The Government has framed Rules, notified the authorities for implementation of the Act in the establishments in Central sphere. A Central Advisory Committee has also been constituted under the Act and meetings of the CAC are being held regularly. The State Governments are also required to frame Rules, constitute State Advisory Committees and notify authorities for implementation of the Act in the State sphere. The State Governments are also required to set up Construction Workers Welfare Boards/Funds. The matter of implementation of the Building & Other Construction Workers (RECS) Act, 1996 is being pursued vigorously. The Government of Kerala has framed rules and constituted Welfare Board. The Government of Tamil Nadu has constituted a Welfare Board under the State Act. The Governments of Delhi and Pondicherry have framed State Rules and Welfare Boards are being constituted shortly. The progress in regard to adopting and implementation of the above Acts was also reviewed in the 2nd meeting of the Central Advisory Committee under the Building & Other Construction workers (RECS) Act, 1996 held on 1st April, 2002. The matter is being vigorously pursued at the level of the Labour Minister for early adoption and implementation of the Acts by the States/UTs.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 11, Para 2.29)

5.6 The Committee note that there are numerous legislations, e.g. Dock Workers (Safety, Health & Welfare) Act, 1986; Factories Act, 1948; Mines act, 1952; Major Ports Act; Plantations Labour Act, 1951, etc. dealing with the Occupational Safety and Health (OSH) in a fragmented manner resulting in duplication in some areas. The Committee desire that the Government should enact an umbrella legislation on occupational safety and health to secure the safety and health of workers against the risk.

Reply of the Government

5.7 The working group set up by the Planning Commission for the 10th Five Year Plan on Occupational Safety and Health has also proposed a general legislation (umbrella) on Occupational Safety and Health. A committee has also been set up under the Chairmanship of DGFASLI to frame general legislation on Occupational Safety and Health.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.
Dated 16.8.2002]

Recommendation (Sl. No. 17, Para 2.65)

5.8 The Committee note that the funds utilised in some of ATIs are very low as compared to the previous years particularly in ATIs at Howrah, Kanpur, Hyderabad, Mumbai and Ludhiana. The Committee have been apprised that the Apex Hi-tech Institute at Bangalore, the proposal for setting up of which was considered by the Expenditure Finance Committee, is still functioning in a limited way with temporary accommodation provided by FTI, Bangalore. The Committee are not happy with the situation. In the opinion of the Committee, the Apex hi-tech Institute at Bangalore could have been set up much earlier. The Committee, therefore, desire that the Ministry should make all efforts to set up the Institute at Bangalore and make it fully functional.

Reply of the Government

5.9 In order to ensure that in future funds provided to ATIs are fully utilized, periodic review meetings of Plan Expenditure, at the level of Joint Secretary/Secretary are being held. A major reason why funds earmarked for salaries, wages, etc., could not be fully utilized, is because of large number of vacant posts. Recruitment Rules for the Training Officers have now been agreed by DoPT/UPSC and would soon be notified. After this, action would be taken to fill up the vacant posts as per procedure prescribed.

5.10 As regards setting up of Apex Hi-Tech Institute at Bangalore with complete infrastructure and buildings of its own the Expenditure Finance Committee (EFC) in its meeting held on 05.03.1998 accorded 'In-principle' approval to the setting up of the Institute with complete infrastructure and buildings subject to external assistance being tied up by the Ministry. Efforts were made to tie up external assistance from German Government through Department of Economic Affairs but the proposal could not materialize. Since external assistance is not forthcoming a new plan scheme has been proposed with an outlay of Rs. 24.50 crores during the 10th Plan period for 'Construction of Building and Equipment for Apex Hi-Tech Institute'. After the approval of the scheme from the Planning Commission, EFC/SFC Memorandum will be prepared and the scheme will be placed before the EFC/SFC for approval. Efforts will be made by the Ministry to set up the institute and make it fully functional immediately after the necessary approvals are accorded.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.

Dated 16.8.2002]

Recommendation (Sl. No. 19, Para 2.80)

5.11 The Committee regret to note that out of the 10 RVTIs, 7 are still operating in temporary accommodation given by the respective State Governments in their ITI buildings and the construction work at various places such as RVTIs at Jaipur, Allahabad, and Kaimur (Bihar) has been badly delayed. The reason given by the Ministry that the State Governments have not allotted the land for construction of building are not acceptable to the Committee. The Committee, therefore, recommends that the Ministry should make all out efforts with the concerned State Governments for allotment of land at the earliest so that these RVTIs are established and become fully operational without any further delays.

Reply of the Government

5.12 The building for RVTIs at Jaipur and Tura have been constructed and would be taken over from CPWD shortly. Also, the buildings for RVTI Allahabd and Kolkata are expected to be completed by December, 2002.

5.13 For construction work of the buildings of RVTI, Vadodara and Panipat (in lieu of Hissar), the CPWD has been requested to prepare drawings and for this a close interaction with CPWD would be maintained. Similar action would be taken for RVTI, Indore. The lease deed for the land is expected to be signed shortly. Setting up of an RVTI at Kaimur (Bihar), is a new scheme for the 10th Plan and 10th Plan Schemes have yet to be approved by the Standing Committee.

[Ministry of Labour O.M. No. H-11013/5/2002-Coord.

Dated 16.8.2002]

NEW DELHI;
December 11, 2002
Agrahayana 20, 1924 (Saka)

DR. SUSHIL KUMAR INDORA,
Chairman,
Standing Committee on
Labour and Welfare.

ANNEXURE

MINUTES OF THE FOURTEENTH SITTING OF THE
STANDING COMMITTEE ON LABOUR AND WELFARE
HELD ON 11 DECEMBER, 2002

The Committee met from 15.00 to 16.00 hours in Committee Room 'E' Parliament House Annexe, New Delhi.

PRESENT

Dr. Sushil Kumar Indora — *Chairman*

MEMBERS

Lok Sabha

2. Smt. Sandhya Bauri
3. Shri Bhim Prasad Dahal
4. Shri Hassan Khan
5. Shri Virendra Kumar
6. Shri Parsuram Majhi
7. Shri Ramjee Manjhi
8. Shri Brij Bhushan Singh
9. Dr. Vukkala Rajeswaramma
10. Shri Khelsai Singh

Rajya Sabha

11. Shri B.P. Apte
12. Shri Jhumuklal Bhendia
13. Ms. Pramila Bohidar
14. Shri Indramoni Bora
15. Shri Sukhdev Singh Libra
16. Shri Jibon Roy

SECRETARIAT

1. Shri Ram Autar Ram — *Joint Secretary*
2. Shri J.P. Sharma — *Deputy Secretary*
3. Shri Bhupesh Kumar — *Under Secretary*

2. At the outset, the Chairman welcomed the Members and apprised them that there were four Draft Reports before the Committee for consideration and adoption of three Action Taken Reports relating to Demands for Grants—2002-03 of the Ministries of (i) Labour, (ii) Social Justice and Empowerment; and (iii) Tribal Affairs and one report on "The Scheduled Castes and Scheduled Tribes Orders (Second Amendment) Bill, 2002. He further stated that the Bill was introduced in Lok Sabha on 2 August, 2002 and was referred to the Committee for examination and report on 17.9.2002.

3. The Committee first took up the draft Twenty-fourth Report on Action Taken by the Government on the Recommendations/Observations contained in the Twenty-first Report on Demands for Grants—2002-2003 pertaining to the Ministry of Labour and adopted the same without any amendment.

4.	***	***	***
5.	***	***	***
6.	***	***	***

7. The Committee authorized the Chairman to finalise and present these reports on their behalf to the Parliament.

The Committee then adjourned.

APPENDIX

ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE TWENTY-FIRST REPORT OF THE STANDING COMMITTEE ON LABOUR AND WELFARE (THIRTEENTH LOK SABHA)

I. Total number of Recommendations	20
II. Recommendations/Observations which have been accepted by the Government: Sl. Nos. 3, 7, 10, 15 and 18.	
Total	5
Percentage	25%
III. Recommendations/Observations which the Committee do not desire to pursue taking into consideration the replies of the Government: Sl. Nos. 1, 6, 9, 12, 13, 14 and 16.	
Total	7
Percentage	35%
IV. Recommendations/Observations, in respect of which Government's replies have not been accepted by the Committee: Sl. Nos. 4, 8 and 20.	
Total	3
Percentage	15%
V. Recommendations/Observations in respect of which final replies of Government are still awaited: Sl. Nos. 2, 5, 11, 17 and 19.	
Total	5
Percentage	25%