

## Chapter-3

### INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATIONS MACHINERY (CIRM)

#### BRIEF REPORT ON ACTIVITIES OF CLC's (C) ORGANISATION

3.1 The Chief Labour Commissioner's (Central) [CLC(C)] Organisation, also known as Central Industrial Relations Machinery (CIRM), is an attached office of the Ministry of Labour and Employment. The CIRM is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining Industrial Relations, enforcement of Labour Laws and verification of Trade Union Membership in central sphere. CIRM has

complement of 18 officers at the Head Quarters and 250 Officers in the field. The offices of these Officers are spread over different parts of the country with zonal, regional and unit level formations.

#### FUNCTIONS OF THE ORGANISATION:

3.2 The functions of CIRM broadly are given as under:

FUNCTIONS OF CIRM
<ul style="list-style-type: none"><li>• Prevention and settlement of Industrial Disputes, in central sphere;</li><li>• Enforcement of Labour Laws and Rules made thereunder in central sphere;</li><li>• Implementation of awards.</li><li>• Quasi-Judicial functions.</li><li>• Verification of the membership of the Trade Unions.</li><li>• Welfare.</li><li>• Other Miscellaneous functions.</li></ul>

#### PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

3.3 The CIRM ensures harmonious industrial relations in the central sphere establishments through: -

- Monitoring of industrial relations in Central Sphere.
- Intervention, mediation and conciliation in industrial disputes in order to bring about settlement of disputes.
- Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts.
- Implementation of settlements and awards.

- Enforcement of other provisions in Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay off, (4) Retrenchment, (5) Unfair Labour Practices, etc.

3.4 During the year 2005-2006 the CIRM intervened in 493 threatened strikes and its conciliatory efforts succeeded in averting 486 strikes, which represent a **success rate of 99.4%**. The machinery handled the Industrial Disputes during the year 2005-2006 as given as under: -

Details of the Industrial Disputes handled by CIRM						
No. of Disputes received by CIRM	No. of Disputes which were considered unfit for intervention by CIRM	No. of Disputes which were settled without holding formal conciliation proceedings	No. of Disputes which formal C.P. were held	No. of Disputes in which conciliation proceeding led to the settlement of Disputes	No. of Disputes in which conciliation proceedings ended in failure	No. of Disputes Pending with the CIRM on the close of the year
8377	-	1749	3243	1037	2206	3385

#### ENFORCEMENT OF LABOUR LAWS:

3.5 Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central Government is the appropriate Government. The machinery enforces following Labour Laws and Rules framed there under: -

- (i) The Payment of Wages Act, 1936 & Rules made there under for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties.
- (ii) The Minimum Wages Act, 1948 and Rules.
- (iii) The Contract Labour (Regulation & Abolition) Act, 1970 and Rules.
- (iv) The Equal Remuneration Act, 1976 & Rules.
- (v) The Inter-State Migrant Workmen (RE&CS) Act, 1979 and Rules.
- (vi) The Child Labour (Prohibition & Regulation) Act, 1986 and Rules.
- (vii) The Payment of Gratuity Act, 1972 and Rules.
- (viii) The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act, 1988.
- (ix) The Building and Other Constructions workers (Regulation of Employment & Conditions of Service) Act, 1996 and Rules.

(x) Chapter VI-A of Indian Railway Act; Hours of Employment Regulations for Railways Employees.

(xi) The Industrial Employment (Standing Orders) Act, 1946 & Rules.

(xii) The Maternity Benefit Act, 1961 (Mines and Circus Rules, 1963) & Rules.

(xiii) The Payment of Bonus Act, 1965.

3.6 There are approximately 1.5 lakh establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different Labour enactments through routine inspections, special drives for inspections under the crash inspection programmes and taskforce inspections to secure benefits of the beneficial legislations to workers. Special emphasis is given to enforcement of beneficial enactments such as the Contract Labour (Regulation & Abolition) Act, 1970, the Minimum Wages Act, 1948 and the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the unorganised sector. Prosecutions are launched against persistent defaulters and in respect of major violations.

Details for the year 2005-2006 are given as under –

<b>STATEMENT SHOWING NUMBER OF INSPECTIONS ETC. UNDER VARIOUS LABOUR LAWS</b>				
<b>No. of Inspections</b>	<b>No. of Irregularities</b>		<b>No. of Prosecutions launched</b>	<b>No. of Convictions</b>
	<b>Detected</b>	<b>Rectified</b>		
30834	699355	332749	10681	10152

””

#### **IMPLEMENTATION OF AWARDS:**

3.7 The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the year 2005-2006 , 2408 awards (including those brought forward) were received. Out of these, 530 were implemented, implementation of 676 Awards was in progress, implementation of 921 Awards was stayed by High Courts & implementation of 281 Awards was pending due to other reasons. Difficulties in implementing the awards are experienced as employers bring stay orders from High Courts on implementation. Besides, sanction for prosecution of employers by the employing Ministries as required under section 197 of Cr PC seldom comes.

#### **QUASI-JUDICIAL WORK:**

3.8 The CIRM officers from the level of ALC (C) up to the level of CLC(C) also perform certain Quasi Judicial Functions as shown below:

**CLC(C)** -Director General (Inspection) under the Building and Other Construction Workers (Regulation of Employment &

Conditions of Service) Act, 1996, Appellate Authority under Industrial Employment (Standing Orders) Act, 1946.

**Dy. CLC(C)** Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946. Authority under Rule 25(2)(v)(a) and (b) of the Contract Labour (Regulation and Abolition), Rules 1971

**RLC (C)**- Authority under the Minimum Wages Act, 1948. Appellate Authority under the Contract Labour (Regulation and Abolition), Rules 1971. the Payment of Gratuity Act, 1972 and Equal Remuneration Act, 1976 . Certifying officer under Industrial Employment (Standing Orders) Act, 1946 , Supervisor of Railway Labour under HOER

**ALC(C)**- Controlling Authority under Payment of Gratuity Act, 1972 ; Authority under Equal Remuneration Act, 1976 ; Registering and Licensing Officer under Contract Labour (Regulation and Abolition) Act, 1970 .

3.9 The cases decided by these officers under some of the above enactments / rules are given in the table below: -

<b>Nature of Quasi Judicial Work</b>	<b>Cases/ Applications / Claims B/F from previous year</b>	<b>Cases/ Applications / Claims received during the year</b>	<b>Total</b>	<b>Cases/ Applications / Claims disposed off</b>	<b>Amount Awarded (in Rupees)</b>
Gratuity Applications under the Payment of Gratuity Act, 1972 (2005-2006)	3289	4754	8043	5975	65922818
Gratuity Appeals by RLCs under the Payment of Gratuity Act, 1972 (2005-2006)	391	593	984	612	-----
Claim applications by RLCs(C) under the Minimum Wages Act, 1948 (2005-2006)	4597	2208	6805	4643	20137800
Applications for certification/modification of Standing Orders by RLCs(C) (2005-2006)	28	30	58	46	-----
Cases under BOCW Act (2005-2006)	--	1182	1182	872	169000
(2006-2007) (P)	--	25	1651	2228	871000

**P= All figures are provisional.**

#### **VERIFICATION OF MEMBERSHIP OF CENTRAL TRADE UNION ORGANISATIONS:**

3.10 The General Verification of membership of trade unions affiliated to Central Trade Union Organisations (CTUOs) is an important exercise which is undertaken by the CLC(C) organization. The purpose of general verification is to give representation to CTUOs in the International and National conferences, Committee, Councils, Wage Boards, etc.

3.11 The last general verification of membership of Trade Unions affiliated to 12 Central Trade Union Organizations (CTUOs) was conducted with the date of

reckoning as 31.12.1989. The result of general verification was declared by Ministry of Labour in December, 1996.

3.12 The fresh General Verification with date of reckoning 31.12.2002 is being conducted in compliance of order dated 25.7.2003 of Hon'ble High Court of Delhi. 13 Central Trade Union Organisations have filed their membership claim of about 42 million workers through 18168 affiliated unions. First phase of General Verification i.e. checking of union's particulars from the records of various Registrars of Trade Unions is completed and the second phase of general verification i.e. checking of records of individual unions and personal interrogation of workers, is nearing

completion. Final reports of general verification have been received from all regions, which are under scrutiny/checking and compilation. (State wise as well as Industry wise).

### **Code of Discipline**

3.13 Verification of memberships of trade unions operating in establishments in central sphere is conducted by Chief Labour Commissioner (Central)'s office under Code of Discipline for recognition purpose, as and when directed by the Ministry of Labour and Employment. Verification of membership of Unions operating in 8 establishments (Marine Produces Export Development Authority Cochin, Security Printing Press, Hyderabad, Shipping Industry Mumbai, Hindustan Aeronautics Ltd. Hyderabad, through Secret Ballot was conducted and final verification reports were sent to Ministry of Labour and Employment during the period 01.04.2006 till date.

### **Statutory verification of membership of unions operating in Nationalized Banks:**

3.14 Verification of membership of trade unions operating in 27 nationalized banks, State Bank of India and their subsidiary banks is conducted under four statutory rules / schemes viz. State Bank of India (Appointment of Employee Director Rules, 1974) The Subsidiary Banks (Appointment of Employee Director Rules, 1974). The Nationalized Banks (management and Misc. Provisions) Scheme 1970, The Nationalized Banks (Management and Misc. Provisions) Scheme 1980.

3.15 The verification is conducted by the CLC (C) office on the request of Ministry of Finance, Department of Banking, for appointing Workmen Director in the Boards of Directors of Bank. The final report of verification of membership of unions operating in 8 banks (S.B.S, Syndicate Bank, Bank of India, Dena Bank, State Bank of Patiala, Bank of Baroda, Andhra Bank, Indian Overseas Bank) were

completed and results communicated to during the period 01.04.2006 till date. Verification of membership of unions operating in 12 Banks are in progress.

### **The Right to Information Act ,2005**

3.16 About 56 petitions including those forwarded by Ministry of Labour & Employment to CLC(C) organization were disposed off as per the provisions of the Right to Information Act,2005

### **MISCELLANEOUS FUNCTIONS**

3.17 The CIRM performs the following miscellaneous functions also: -

1. Conducting periodic meetings of Minimum Wages Advisory Board and notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number.
2. Defending the Ministry of Labour and Employment in Writ Petitions filed against the Ministry in different High Courts.
3. Investigations of Complaints as per direction of the Ministry of Labour and Employment.
4. Assisting Central Advisory Contract Labour Board as conveners of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Questions on statutes enforced by CLC(C) organization.
7. Advising Ministry of Labour and Employment in conflict situations like strikes of All India Nature and other Labour matters.
8. Attending to Parliamentary Committees and other important

delegations as per advice of the Ministry.

9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of the Ministry.
10. Assisting the Ministry of Labour and Employment in training of Central Labour Service Officers.

## **WELFARE**

3.18 The Assistant Labour Welfare Commissioners (ALWCs) and Deputy Labour Welfare Commissioners (DLWCs) are posted in Defence and other establishments, such as, CPWD, Security Presses, Mints, Ordnance Factories, Telecom Factories, and Hospitals etc., which are under the control of Central Government. The LWCs are posted at the Head Quarters of these establishments. Together these officers ensure harmonious Industrial Relations in their respective establishments. They also look after the welfare and redressal of grievances of the workers, administration of Welfare Schemes and advise the managements on various Labour Matters including constitution of bilateral committees, such as, Shop Councils, Works Committees etc.

## **MAJOR INDUSTRIAL RELATION EVENTS DURING THE YEAR (2006-2007) IN WHICH CIRM PLAYED IMPORTANT ROLE**

### **Hindustan Copper Limited**

3.19 The Management of Hindustan Copper Limited on 05.04.2006 sought intervention of CLC(C) to settle the unresolved demands in joint charter dated 13.07.2005 submitted by the 5 recognized trade unions (members of NJCC). It was informed that the Management of HCL had series of discussions at bipartite level with these unions but failed to resolve all the demands. The last long term settlement effecting wage revision expired on

31.10.1997 and no further wage revision could take place due to financial constraints experienced by M/s. Hindustan Copper Ltd. The CLC(C) held conciliation proceedings on 19.04.2006 and after protracted discussions and persuasion brought about a memorandum of settlement on 19.04.2006. This settlement will benefit over 5000 employees of M/s. Hindustan copper Ltd. The minimum benefit by this settlement at the lowest scale of pay will be between Rs. 1400 to 1500 per month. The settlement is fair, just and reasonable.

### **State Bank of India**

3.20 The State Bank of India Employees Union, Ahmedabad Circle, Ahmedabad issued strike notice dated 17.07.006 upon the management of State Bank of India, Ahmedabad proposing to observe one day strike on 16.08.2006 by the workmen staff in the category of clerical and subordinate staff over their 4 point charter of demands. The demands included unlawful and high handed manner of dealing with disciplinary cases by the management and awarding disproportionate punishment, transfer of armed guards, non-availability of medicines in the dispensaries and non-payment of overtime.

3.21 The RLC(C), Ahmedabad seized the matter in conciliation and held conciliation proceedings on 02.08.2006 and 10.08.2006 and persuaded the union to defer the proposed strike till 29.08,2006. Further conciliation proceedings were held on 21.08.2006, 22.08.2006 and 28.08.2006. During conciliation proceedings held on 28.08.2006 RLC(C), Ahmedabad brought about a memorandum for a settlement, and the proposed strike was averted. **The financial loss would have been nearly Rs.500 crore because of delay in transaction in the state of Gujarat had the strike not averted.**

**Proposed All India Strike on 09.03.2006 by United Forum of Bank Unions**

3.22 . The State Sector Bank Employees Associations served a strike notice upon management of Associate Banks of SBI Corporate office Bombay for observing one day nation wide strike in all Associates Sector Bank on 28.03.2006 over their 21 point charter of demands. The Dy. CLC(C) Mumbai intervened and persuaded unions not to resort to the proposed strike and thus averted the strike.

### **Air Transport**

3.23 The General Secretary, Air Corporation Employees Union issued a bulletin dated 21.04.2006 detailing their in the agitation programme including All India indefinite strike by the employees of Indian Airlines w.e.f. 08.05.2006 to press their demand for revision of wages and settlement of other demands. The CLC(C) intervened and Conciliation Proceedings were held on 02.05.2006. The representatives of the management of Indian Airlines as well as the union attended the conciliation proceedings. On the basis of assurance given by the management to set up a committee to deal with the career progression and wage revision, the union suspended the industrial action/agitation and withdrew their strike notice.

### **OIL SECTOR**

3.24 Oil Sector Officers Association (OSOA) gave notices of agitation programme w.e.f. 25.07.2006 and indefinite strike from 05.09.2006 on the management of ONGC, OIL, HPCL, BPCL and GAIL etc to press their 5 point charter of Demands which inter-alia included; Implementation of 5 years periodicity of pay revision w.e.f. 01.01.2006; removal of stagnation and assured increment to all Officers and making pay scale open ended; 100% Denaturalization w.e.f. 11.01.1996 instead of 1997, 50% merger of DA with Basic Pay in line with Central Govt. employees, and delinking of Oil Sector PSUs pay scales from DPE etc. The CLC(C) held

conciliation proceedings on 04.09.2006 and Hon'ble Minister of Petroleum and Natural Gas fixed a meeting with representatives of OSOA on 04.09.2006. The conciliation proceedings were held on 6.09.2006 and concluded in the absence of OSOA representatives as the proposed strike w.e.f. 05.09.2006 was deferred by the union.

### **VISION STATEMENT OF CLC(C) ORGANISATION**

- To simplify labour laws capable of protecting the interests of social partners and economy.
- To secure social security measures for workmen in unorganised sectors through umbrella legislation.
- To further improve conciliation services, administration and enforcement of labour laws to meet the expectations of social partner and future changes in economy and global scenario through a system of meaningful dialogue and regular interactions with them.
- To secure national minimum wages for workers in all employments.
- To equip the CLC's(C) organisation with trained and motivated officials with proper orientation through continuous training and development programmes.
- To maintain a data bank at national level relating to industrial relations, administration and enforcement of labour laws with facilities of continuous updating through computer network across the country.

### **Trade Unions Act, 2006**

3.25 The Trade Unions Act, 1926 provides provisions for registration of trade unions of employers and workers and in certain respects, it defines the law relating to registered trade unions. It confers legal and corporate status on registered trade unions. The Act is administered by the concerned State Governments.

3.26 The Trade Unions Act, 1926 has been amended and enforced w.e.f. 09.01.2002. The objective of these amendments, in brief, is to ensure orderly growth of trade unions and reduce multiplicity of trade unions and promote internal democracy.

### **Amendment proposals to the Industrial Disputes Act, 1947**

3.27 The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial disputes. The main objectives of the Act are: promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes, between employers and employees, employers and workmen or workmen and workmen, prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

3.28 Keeping in view the Common Minimum Programme, the amendment proposals in the Industrial Disputes Act, 1947 will be finalized after detailed consultation with social partners.

### **Plantations Labour Act, 1951**

3.29 The Plantation Labour Act, 1951, is a Central Act enacted by the Union Government in 1951. The Act is in operation since 1954. The Act is enforced by the respective State Governments, who designate Chief Inspector under the Act. The Chief Inspectors under the Act, on the basis of rules framed by the respective State Governments, ensure implementation of welfare measures relating to medical facilities, educational facility, housing facilities, drinking water facility, sanitation and conservancy etc. However, since 1951, the socio-economic conditions, the infrastructure facilities and the welfare activities of the State Governments have

evolved significantly. Accordingly, the proposals for amendment in the Plantation Labour Act, 1951 is under examination in the Ministry of Labour and Employment .

### **Monitoring of Industrial Relations**

3.30 The Labour Relations Monitoring Unit, set up in 1981, monitors the extent of industrial harmony based on the information that it collects on the number and spatial dispersion of strikes/lockouts, number of workers involved and man days lost, number of units reporting retrenchment and the extent of lay offs.

3.31 The total number of strikes and lockouts declined by 4% in 2005 as compared to 2004. The workers affected due to these disturbances, however, increased by 10.8% as compared to 2004.

3.32 The spatial/industry wise dispersion of the number of strikes and lockouts and the workers affected as a result of this is not uniform. Among States, West Bengal witnesses maximum of the strikes & lockouts followed by Tamilnadu, Gujarat and Rajasthan. West Bengal witnessed 204 instances of strike & lockouts during 2005. Tamilnadu, Gujarat, Rajasthan, Karnataka and Kerala witnessed 46, 34, 25, 24 and 20 strikes & lockouts respectively.

3.33 Mandays lost is a direct measure of the impact of industrial unrest on the workmen. At the aggregate level, mandays lost due to strikes and lockouts have decreased marginally in 2005 as compared to 2004. The total Mandays lost due to strikes & lockouts in 2005 was Rs 23.27 millions as compared to Rs 23.87 millions in 2004.

3.34 Most of the industrial unrest, as indicated by strikes and lockouts has been primarily related to indiscipline & violence, non-payment of wages & allowances, bonus, personal matters, leave, retrenchment etc. During 2005, Indiscipline

was the major causal factor behind 37% of strikes & lockouts, while wage related issues were main cause for 22% of these unrests Closure

### **Closure**

3.35 The number of units effecting closure in both central and state spheres, has been 73 in 2005, which is significantly lower from 194 witnessed during 2004. Financial stringency led to closure in 29 cases, while lack of demand was the main reason for 6 closures during the period. Breakdown of machinery and lack of raw material explained closure in 2 cases each. Out of these 73 closures, 71 happened in the private sector, while 2 happened in cooperative sector.

### **Lay-Off**

3.36 Lay-off can be defined as the failure, refusal or inability of an employer on account of shortage of power, raw materials, accumulation of stocks or breakdown of machinery, to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. It is usually an indication of the supply side bottlenecks faced by the industrial unit leading to low capacity utilization. The number of units effecting lay-off declined sharply from 172 in 2004 to 80 in 2005. Out of 80 lay off cases, 75 were in states sphere and 5 in central sphere. The number of workers affected due to lay-off also declined significantly from 28982 in 2004 to 8030 in 2005

### **Retrenchment**

3.37 The number of units reporting retrenchment decreased from 38 in 2004 to 26 in 2005. The number of workers retrenched, declined from 2944 in 2004 to 1943 in 2005. Out of 26 cases of retrenchment registered in 2005, 17 took place in state sphere while 9 were in central sphere.

3.38 As per the provisions contained in Chapter V-B of the Industrial Disputes

Act,1947, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government in the prescribed application form before effecting closure, retrenchment or lay-off. In this Ministry applications are received from CPSUs and other establishments falling in the Central sphere. These applications are examined and a hearing is held in order to provide an opportunity to both the management and the workers to make submissions on issues pertaining to the proposed action of the management. Based on the oral and written submissions made by the parties, and considering the reasonableness/ genuineness of the management's application, a decision as to granting or not granting permission for closure, retrenchment or lay-off is taken. Wherever permission is granted, it is ensured that workers' interests are protected as far as possible.

### **INDUSTRIAL TRIPARTITE COMMITTEES**

3.39 Industrial Tripartite Committees (ITCs) have been constituted with the view to promote the spirit of tripartism. These tripartite bodies provide a forum whereby the social partners through dialogue can appreciate the problems of industries and workers affected by Economic Reforms. These Committees are non-statutory Standing Committees meetings of which are convened as and when required. Government's proactive role has successfully harmonized the interest of the employers and the workers resulting in a change of attitude from confrontation to that of co-operation.

3.40 There are eight Industrial Tripartite Committees (ITCs) one each on Cotton Textiles, Jute, Road transport, Electricity Generation & Distribution, Engineering, Sugar, and Chemicals and Plantation industry. Meeting of Industrial Tripartite Committees on Plantation, Cotton Textiles and Road transport were held on 26.08.2005, 30.6.2006 and 7.7.2006 respectively.

### **ADJUDICATION**

3.41 For adjudication of industrial disputes, in respect of which the Central Government is the appropriate Government, there were 17 Central Government Industrial Tribunals (CGITs)-cum-Labour Courts. Five new CGIT-cum-Labour Courts have been set up at Guwahati, Ahmedabad, Ernakulam (Cochin), Delhi and Chandigarh during the year 2003-2004 and 2004-2005 thus taking the total number of CGITs to 22. In addition, the Industrial Tribunals-cum-Labour Court set up by the State governments and Union Territories Administrations are also utilized by the Central Government for adjudication of industrial disputes, where no Central Government Industrial Tribunal-cum-Labour Court in existence.

3.42 In order to reduce the pendency of cases, Lok Adalats are being organized by

the CGIT-cum-Labour Courts. So far, 319 cases have been settled through Lok Adalats.

### **BOARD OF ARBITRATION (JOINT CONSULTATIVE MACHINERY)**

3.43 The Government of India had introduced in 1966 a Scheme for Joint Consultative Machinery and Compulsory Arbitration for resolving differences between the Government as an employer and the general body of its employees.

3.44 The Scheme provides for compulsory arbitration on Pay and Allowances, weekly hours of work and leave of a class or grade of employees.

3.45 Under the Scheme the Board of Arbitration (JCM) was set up in July, 1968. The Board consists of a Chairman and two other members. The Chairman is a whole time person. The Ministry of Labour appoints the other two members at the time of referring the dispute to the Board out of a panel of members both from the Staff Side as well as from the Official Side maintained by it.

3.46 So far, the Board has given 257 Awards out of 259 references referred to them.

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