

**Summary Record of Discussion of the 42<sup>nd</sup> Session of the Standing Labour Committee held on December 13, 2007 at New Delhi**

1. The 42nd session of the Standing Labour Committee was held on December 13, 2007 at Symposia Hall, Indian Council of Agricultural Research, New Delhi under the Chairmanship of Shri Oscar Fernandes, Minister of State (IC) for Labour and Employment. The national level tripartite meeting was attended by senior level functionaries of Central Trade Union Organisations, Employers' Organisations, State Governments and of Central Ministries and Departments. A list of participants is enclosed as **Annexure-I**.
  
2. In his welcome address, Shri S. Krishnan, Additional Secretary, Ministry of Labour and Employment said that the waves of liberalisation, privatisation and globalisation have substantially altered the structures of business processes and nature of employment and economic process over the years. These changes, he noted, have far reaching implications for social, economic and human development of the country. He said that the process of social dialogue is pivotal in addressing effectively the challenges of this change. He reiterated that the Ministry of Labour and Employment has always been committed to promoting social dialogue to protect and safeguard the interest of workers in general and of those who constitute the poor and the deprived sections of the society in particular.
  
3. In his inaugural address, Shri Oscar Fernandes, the Minister of State (IC) for Labour & Employment highlighted the importance of tripartite consultations in shaping and influencing the labour policy in the country, during the past six decades. He noted that industrial relations are nothing more or nothing less than human relations, and hence, there is a great need for bipartite and tripartite dialogue to ensure inclusive growth and to attain a human face to development. He added that the present government is firmly committed to spreading the spirit of social dialogue, as it is only through collective wisdom that the interests of labour and capital can be protected.
  
4. The Minister also highlighted the importance of creating quality employment and equipping the labour force with sufficient/appropriate skills to suit the changing requirements of the industry. He said that the government has initiated a number of steps to improve the skill endowment of the labour force. These include: the upgradation of Industrial Training Institutes (ITIs) into Centres of Excellence (CoEs) so that they can provide multi-skill courses catering to the needs of the industry as well as create a multi-skilled workforce of international standards and the Skill Development Initiative (SDI) under which one million persons will be trained or their existing skills tested and certified under the Modular Employable Skills (MES).

5. The Minister also pointed out that, at this juncture, the guiding principle of government is to ensure that, while sustaining higher rates of economic growth, the improved performance of economy must contribute to employment generation, poverty reduction and human development. He said that the government is committed to provide appropriate social security measures for the deprived and marginalized segments of the workforce and society. The government has recently introduced a Bill in the Parliament aiming to provide social security benefits to more than 300 million workers in the unorganized sector. The government has also introduced programmes such as Aam Aadmi Bima Yojana, National Old Age Pension Schemes, and National Health Insurance Scheme aimed at abating the insecurities encountered by the most distressed sections of the society.

6. Shri S.K. Srivastava, Joint Secretary, Ministry of Labour and Employment introduced briefly the agenda items for the meeting viz., Action Taken Report on the Conclusions of the 41<sup>st</sup> Session of the Indian Labour Conference held on 27-28, April, 2007 and the themes short listed for the consideration and finalization of the items of agenda to be included in the agenda for the next session of Indian Labour Conference. The items short listed for consideration are:-

- (1) Issues concerned with contractualisation of labour;
- (2) Role of social partners in appropriate skill development for employability;
- (3) Corporate Social Responsibility; and
- (4) Migrant labour (domestic and abroad) – problems and remedies.

7. He informed the House that these themes have been identified on the basis of the suggestions furnished by the social partners. He then invited each of the tripartite constituents viz., Workers' Organisations, Employers' Organisations and the State Governments to elect their respective Vice-Chairman for the meeting. Accordingly, the following delegates were nominated, after getting the consent and consensus of the delegates from respective groups:-

1. Shri Girish Awasthi, Bhartiya Mazdoor Sangh: Vice Chairman (Workers Group).
2. Shri K.G.Balakrishnan, Council of Indian Employers: Vice Chairman (Employers Group).
3. Shri Mangat Ram Sharma, Labour Minister, Government of Jammu & Kashmir: Vice Chairman (State Governments).

The elected Vice-Chairmen were invited to the dais and were welcomed by the Minister. This was followed by comments and suggestions of the Delegates on the Action Taken Report of the 41<sup>st</sup> Session of the Indian Labour Conference (ILC) and the finalisation of the Agenda for the 42<sup>nd</sup> Session of the Indian Labour Conference.

8. Shri Uday Patwardhan of Bhartiya Mazdoor Sangh complimented the Government for taking prompt follow up action on the recommendations of the 41<sup>st</sup> ILC on the Payment of Bonus Act, 1965. He appreciated the relevant amendments in the Act, viz., raising the eligibility limit for payment as well as the ceiling for calculation purpose. He opined that the Action Taken Report was too general and hence not reflecting the specific actions on the different recommendations of the previous ILC. He also highlighted that inspite of the repeated requests from the trade unions, the issues of extending the reach of Employees Provident Fund and Employees State Insurance benefits to marginalized segments of the workforce, such as anganwadi workers still remains largely unaddressed. He also added that the performance of labour law implementation at the state level is largely inadequate and thus, there is a need of including various remedial measures and interventions carried out at the state level, in the action taken report. In the backdrop of increasing contractualisation and accelerated internal and international migration, he highlighted the desirability of focusing on the problems encountered by the contract and migrant workers in the forthcoming ILC.

9. Shri K.G. Balakrishnan, Council of Indian Employers, during his intervention, emphasised the need for India to further harness the opportunities provided by globalisation towards achieving higher rates of economic progress, so as to transform the country as one of the global majors. However, it was pointed out that, the rapid economic growth in the recent past is not adequately accompanied by concomitant growth in employment. The centrality of promoting investment was highlighted as a means to achieve desirable levels of employment growth. He pointed out that there is a requirement of altering the labour policies and related legal framework, so as to bring in adequate levels of flexibility in the labour market. The importance of addressing the skill upgradation aspects and social security concerns of the workers was also underlined. He congratulated the Ministry of Labour and Employment on its contribution towards formulating a Bill on social security for unorganised sector workers.

10. Shri G. Vinod, Minister for Labour & Employment, Government of Andhra Pradesh emphasised the need to tap the potential of the youth in the process of economic development, especially through effective interventions in the area of skill development and training. He also briefly touched upon the initiatives of Government of Andhra Pradesh in this matter. The need for concerted and coordinated actions from all the tripartite constituents to create employment

opportunities and to generate appropriate skills to suit the changing requirements was also emphasised in his remarks.

11. Shri Rajendra Prasad Singh, Indian National Trade Union Congress appreciated the Union Labour Ministry's initiative to bring in larger number of workers under the purview of the Bonus Act and informed that Shri Ashok Singh of the same organisation would make the detailed responses. Shri Ashok Singh underlined the need for further strengthening the implementation machinery of social security schemes. He drew the attention of the House to the fact that even those who are eligible under the existing measures are largely deprived of the benefits (especially those envisaged in the EPF Act). The importance of evolving a policy on expanding social security coverage for the benefit of contract labour was also underlined. He also emphasised the need for developing a National Skill Development Mission to realise higher employability of the workforce and highlighted the central role of the trade unions in this regard. The issues related to migrant labour was also explained at length, pointing out the desirability of extended discussions on the matter in the forthcoming ILC.

12. Shri D.L. Sharma, Confederation of Indian Industry invited the attention of the delegates to the critical importance of evolving appropriate skill development strategies, so as to cope up with the challenges and opportunities provided by globalisation. He stressed upon the need to generate requisite skills for the manufacturing sector and solicited Governmental interventions to initiate skill development programmes even at the school level by introducing short-term skill generation courses. This, according to him, would not only make the education more pragmatic but also reduce the drop out rates. He reiterated the commitment of the industry to provide all necessary support in the endeavour of skill development.

13. Shri A.C. Choudhary, Labour Minister, Government of Haryana expressed his concern regarding the unimpressive proportion of skilled workers in the younger age groups and invited joint action from all the relevant stakeholders to improve the skill base of the workforce. He further emphasised the need for simplification and consolidation of labour laws as a prerequisite for the effective implementation of labour laws. He opined that there is a need to regularize the contract labour, if the duration of engagement of such labour is relatively long.

14. Shri Tapan Sen, Centre of Indian Trade Unions expressed a view that the wage limit in relation to bonus requires to be abolished so that the benefits are extended to all employees. He added that there is a pertinent need to extend the coverage of benefits of EPF and ESIC so as to address the social security needs of all the workers in the unorganised sector, who encounter the most unfavourable sets of insecurities. He also informed that the violations in the matter of contract labour are often underreported, as the information is gathered primarily through the data provided by the employers, who often are parties to such violations.

15. Shri M.K. Garg, Associated Chambers of Commerce and Industry expressed a view that it is quite unfair to expect the loss making enterprises also to make bonus payments, as it would further debilitate the firms' performance. He felt that there is a need to reconsider the provisions of the Contract Labour (Regulation and Abolition) Act, 1970, which is primarily aimed at prohibiting contract labour, as most of them are not in tune with the present day requirements and realities. He expressed his opinion for giving more emphasis on improving social security and other working conditions of such workers than focusing on prohibiting their engagement.

16. Shri Mangat Ram Singhal, Labour Minister, Government of NCT of Delhi pointed out that although globalisation and liberalisation has brought in new opportunities to realise higher levels of economic progress, the advent of market forces and resultant transformations should not be construed as factors for denying workers the rights to reasonable livelihood and basic living standards. He highlighted the need for strengthening social security measures, in an era when contractualisation is on the rise. Thus, it would be ideal to have a detailed discussion on the matter in the forthcoming session of the ILC.

17. Shri Gurudas Dasgupta, All India Trade Union Congress vehemently opposed the ongoing trend of engaging more and more workers on contract basis, as it formed the basis for the ruthless strategy of profit maximization. He added that the situation becomes more complex and serious, as these workers are more vulnerable and less organised compared to any other segments of the workforce. Thus, he invited the attention, to the need for devising effective measures to put an end to the exploitation meted out against the contract labour. He also highlighted the extremely precarious situations in which most of the migrant labour are working and expressed concern over the grossly inadequate measures to address their problems.

18. Shri R.K. Bharadwaj, Laghu Udyog Bharti opined that the basic orientation of labour policy in India should be made flexible so as to accommodate the investment needs of the industry and the manufacturing sector. As a part of this exercise, the labour laws governing the industry need to be simplified and consolidated. He also highlighted that there is an urgent need to relax those rigidities in the regulatory framework that goes against the small and micro enterprises, which contribute the most in the employment front. As regards contract labour, he was also of the opinion that rather than concentrating on the abolition or prohibition of such arrangements, more attention could be diverted towards improving the working conditions and social security of workers in this category.

19. Shri Baba Siddiqui, Minister of State for Labour, Government of Maharashtra said that stringent but pragmatic measures are to be devised and implemented to protect the rights and to improve the working conditions of labour in general and those at the margins in particular. These exercises, he noted, would also involve consolidation of labour laws in order to make them more appropriate for effective implementation. He further added that strengthening the infrastructure for the implementation machinery is also equally important.

20. Shri Thampan Thomas, Hind Mazdoor Sabha lauded the initiatives of the Union Labour Ministry as regards the steps taken in the case of Payment of Bonus Act, 1965 and in the matter of designing more effective social security measures for the unorganised sector. He opined that there is a desirability to take a resolution to send a delegation to the Prime Minister, which would plead for the strengthening of the labour ministry with adequate manpower to implement its various mandates more effectively. He also invited the attention of the meeting to the inadequate implementation structures relating to labour laws and welfare measures at the state levels. As issues being confronted by labour are vast and diverse, it would be desirable to earmark more time for deliberating on the themes. Thus, extension of the duration of the ILC meeting to three days would ensure more detailed discussions on each of the suggested topics, which are all quite relevant in the present juncture.

21. Shri B.K. Chatterjee, Council of Indian Employers invited the attention of the audience to the old method of submitting returns and emphasised that, in view of the tremendous transformations in the economy and business, there is a need for rationalizing the return submission system. He also opined that forging appropriate public private partnerships are pivotal for up-scaling the human capital resources and skill base of the workers. Considering the unavailability of transformations in an era of outsourcing and contractualisation of work, he expressed a concern that there is a need for thinking about appropriate regulatory framework for outsourcing.

22. Shri Babulal Verma, Minister of State for Labour & Employment, Government of Rajasthan also appreciated the commendable steps taken by the Union Labour Minister related to Payment of Bonus Act, 1965. In view of the increasing quantum of migration (especially inter-state migration), adequate safeguards need to be designed to address the issues of migrant workers. The importance of attaining greater synergy and consensus among social partners to address the crucial issues such as skill development, social security provision was also highlighted in the remarks. The enhanced scope for corporate social responsibility to address the above concerns was also pointed out.

23. Shri Krishna Chakarborti, United Trade Union Centre (Lenin Sarani) expressed a view that the process of globalisation is anti-people in general and anti-working class in particular. The approach of globalisation towards jobs is

essentially based on contractualisation and outsourcing, which implies enhanced exploitation of workers. As the insecurities encountered by the workers are growing in this era of integration of global markets, there is an urgent need to fight the forces of globalisation in a more effective manner. The enhanced scope for Corporate Social Security in this phase of transformation, was also highlighted. He also agreed to the suggestion of some of the earlier speakers as regards allocating more time for deliberation on the suggested topics in the ILC by increasing its duration to 3 days.

24. Shri P.K. Gurudasan, Labour Minister, Government of Kerala, opined that contractualisation of work need not be promoted, as it essentially leads to intensive exploitation of the workers. He suggested that there is a desirability to extend coverage of Contract Labour Act to all the establishments. He also expressed concern over the shortage of skilled workers, which need to be addressed with adequate remedial measures on an urgent basis. The recent initiatives by the Government of Kerala on related areas were also briefly explained in the remarks. The significance of addressing the migrant workers' issues was also highlighted and the desirability of ratifying the relevant ILO Conventions was also emphasised. He also agreed to the suggestion of earlier speakers regarding the extension of duration of ILC to three days.

25. Shri Ashok Ghosh, United Trade Union Congress said that as labour is closely embedded in the larger socio-political context, the approach towards the subject should be more social and comprehensive. To him, there is requirement of evolving a national wage policy in India, which would make the implementation systems more accountable. The emerging issues such as introduction of special economic zones and its implications on labour also need to be deliberated in the ILC, along with the other crucial themes such as national wage policy, employment generation strategies, contractualisation and the issues of migrant labour

26. Shri Michael Dias, Council of Indian Employers opined that there is a need to modernize the infrastructure of the implementation machinery related to labour laws, in order to bring about greater transparency and efficiency. In the context of the changed requirements of the industry, he said that, there is a need for simplification and rationalisation of labour laws. Referring to the findings of recent research studies of the V.V.Giri National Labour Institute, he also highlighted the issues of migrant labour (domestic and abroad). Further, he also agreed to the suggestion of expanding the duration of ILC to three days, to ensure detailed deliberations on each of the identified themes.

27. Shri Mrinal Banerjee, Labour Minister, Government of West Bengal congratulated the Union Labour Minister regarding the amendments made in the Payment of Bonus Act, 1965. He also highlighted the desirability of constituting a fund using the contributions from employers and contractors, so that the contract workers could also be provided with the benefit of gratuity. The desirability of

intervention of larger industries to impart training to poorer workers was also emphasized in his remarks.

28. Shri Paritosh K. Mukhopadhyay, National Front of Indian Trade Unions also expressed concerns over the growing insecurities in an era of globalizing economies and emphasised the need for having detailed deliberations on each of the selected themes, in the ensuing ILC meeting. He urged upon the Government to take appropriate policies to address the needs of informal sector workers, who constitute the majority of the workforce in the country.

29. Shri Babulal Todi, All India Manufacturers' Organization invited the attention of the Committee to the utility of introducing smart cards which would enable the unorganised sector workers to avail certain benefits. He also emphasised the need for having more detailed deliberations on issues such as migrant labour, skill development and employability; and contractualisation of labour.

30. Shri Mangat Ram Sharma, Labour Minister, Government of Jammu & Kashmir congratulated Shri Oscar Fernandes, Minister of State (IC) for Labour & Employment, not only for initiating pro-active and innovative measures for safeguarding the interests of the unorganised workers, but also giving a stronger impetus for tripartite processes. He opined that in the present period, issues such as contractualisation and skill development warrant greater attention, owing to the ongoing transformations in the world of work. He also underlined that a cordial relation between labour and management is required to appropriately address these concerns and to enhance the employability and earnings of the workforce.

31. In his concluding remarks, Shri S. Krishnan, Additional Secretary, Ministry of Labour and Employment expressed his sincere gratitude to the Union Minister of Labour and Employment and the entire Ministry, to all the tripartite social partners, for making the meeting of the Standing Labour Committee a success. He opined that, the enthusiasm and spirit shown by all the stakeholders to this apex tripartite consultation confirm their concern and commitment to the issues of labour. He underlined and reiterated the commitment of the Ministry of Labour and Employment to follow up and fulfill the concerns raised in this august forum of tripartite consultation. It was pointed out that the deliberations held in the SLC meeting, once again, forcefully highlighted the prominence of tripartism and social dialogue, as the most important mode to arrive at consensus on labour and social matters.

32. The Additional Secretary announced the identified topics which have been approved unequivocally by all the social partners to be included as Agenda Items for the 42<sup>nd</sup> Session of Indian Labour Conference, as given below:-

- (i) (a) All issues connected with contractualisation of labour.
- (b) Issues related to Migrant workers.
- (ii) Role of Social Partners in appropriate Skill Development for employability.

He observed that all the identified themes are extremely relevant at this particular juncture of India's development trajectory and hoped that the deliberations of the forthcoming ILC would be of immense value in effective policy formulation.

33. The meeting ended with a vote of thanks to the Chair.

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**42nd Session of Standing Labour Committee  
13th December, 2007 - New Delhi**

**LIST OF PARTICIPANTS**

- |   |  |                                  |
|---|--|----------------------------------|
| 1 | Shri Oscar Fernandes,<br>Union Minister of State (IC) for Labour &<br>Employment | Chairman                         |
| 2 | Shri Girish Awasthi,<br>President, Bharatiya Mazdoor Sangh                       | Vice Chairman (Workers Group)    |
| 3 | Shri K.G.Balakrishnan<br>Council of Indian Employers                             | Vice Chairman (Employers Group)  |
| 4 | Shri Mangat Ram Sharma,<br>Labour Minister, Government of J & K                  | Vice Chairman (State Government) |

<b>S.No</b>	<b>Name/Designation</b>	<b>Office/State/Organisation</b>
1	Shri Girish Awasthi, All India President	Bharatiya Mazdoor Sangh
2	Shri Uday Patwardhan, All India General Secretary	Bharatiya Mazdoor Sangh
3	Shri Ramdas Pandey, Resident Secretary	Bharatiya Mazdoor Sangh
4	Shri A. Jayprakash, General Secretary	Bharatiya Mazdoor Sangh
5	Shri Tushar M. Vyas	Bharatiya Mazdoor Sangh
6	Shri Srinarayan Tiwari	Bharatiya Mazdoor Sangh
7	Shri Sadhu Singh	Bharatiya Mazdoor Sangh
8	Ms. Prabhaben Chavda	Bharatiya Mazdoor Sangh
9	Shri Rajendra Prasad Singh, General Secretary	Indian National Trade Union Congress
10	Shri Ashok Singh, Vice President	Indian National Trade Union Congress
11	Shri R.D. Tripathy, President, M.P.Branch	Indian National Trade Union Congress
12	Shri S.K.Yadav, Chairman, INTUC Workers Council	Indian National Trade Union Congress
13	Shri O.P.Sharma, W.C. Member	Indian National Trade Union Congress
14	Shri Tapan Sen, Secretary	Centre of Indian Trade Unions
15	Shri Md. Amin, General Secretary	Centre of Indian Trade Unions
16	Shri Sudhir Kumar, President	Centre of Indian Trade Unions
17	Shri Pramod Pradhan, President, CITU, M.P.	Centre of Indian Trade Unions
18	Shri Thampan Thomas, President	Hind Mazdoor Sabha
19	Shri Umraomal Purohit, General Secretary	Hind Mazdoor Sabha
20	Shri A.D.Nagpal, Secretary	Hind Mazdoor Sabha
21	Shri R.A. Mittal, Secretary	Hind Mazdoor Sabha
22	Shri Gurudas Das Gupta, General Secretary	All India Trade Union Congress
23	Shri S.N.Thakur, Secretary	All India Trade Union Congress
24	Shri Krishna Chandra Chakraborty, President	United Trade Union Congress (Lenin Sarani)
25	Shri Sankar Saha, General Secretary	United Trade Union Congress (Lenin Sarani)
26	Shri Ashok Ghosh, Secretary	United Trade Union Congress
27	Shri Abani Roy, General Secretary	United Trade Union Congress
28	Shri Paritosh K. Mukhopadhyay, Working President	National Front of Indian Trade Unions
29	Shri K.G.Balakrishnan	Council of Indian Employers
30	Shri Somesh Dasgupta	Council of Indian Employers

31	Shri P.K.Sharma	Council of Indian Employers
32	Shri Michael Dias	Council of Indian Employers
33	Shri S.A.Khan	Council of Indian Employers
34	Shri S.K.Chaturvedi	Council of Indian Employers
35	Shri R.K.Chilana	Council of Indian Employers
36	Shri P.K.Chatterjee	Council of Indian Employers
37	Shri T.M.Jawaharlal	Council of Indian Employers
38	Shri B.P.Pant, Secretary	Council of Indian Employers
39	Shri V.Vizia Saradhi	Council of Indian Employers
40	Shri R.K.Ruatagi	Council of Indian Employers
41	Shri R.Mohan Das	Council of Indian Employers
42	Shri G.P.Srivastava	Council of Indian Employers
43	Shri R.P.Ojha	Council of Indian Employers
44	Shri Amit Kr. Sen, President	All India Manufactuers' Organisation
45	Shri Babulal B. Todi	All India Manufactuers' Organisation
46	Shri G.Ramanand, National Secretary	All India Manufactuers' Organisation
47	Shri Jitendra Gupta	Laghu Udyog Bharti
48	Shri Nand Kumar Singh	Laghu Udyog Bharti
49	Shri Rama Kant Bharadwaj	Laghu Udyog Bharti
50	Shri Shriram Aggarwal	Laghu Udyog Bharti
51	Shri D.L.Sharma, Convener	Confederation of Indian Industry
52	Shri Mohit Gandhi, Director	Confederation of Indian Industry
53	Shri T.M.Jawaharlal	FICCI
54	Shri Ashok Sharma	FICCI
55	Shri M.K.Garg, Chief Adviser (HR)	ASSOCHAM
56	Shri Manohar Lal, Skill Dev. & Employment	ASSOCHAM
57	Shri Joseph Raj, Stat. Assistant	Andaman & Nicobar Islands
58	Shri G. Vinod, Minister for Labour & Employment	Government of Andhra Pradesh
59	Shri Satish Chandra, Commissioner of Labour	Government of Andhra Pradesh
60	Dr.(Mrs.) G.V.V.S.K.Bhushanam, Director Insurance Medical Services	Government of Andhra Pradesh
61	Shri Prithibi Majhi, Minister, Planning & Development, Labour & Employment and Tea Tribes Welfare	Government of Assam
62	Shri K.K.Mittal, Commissioner & Secretary	Government of Assam
63	Shri Vyas Ji, Principal Secretary	Government of Bihar
64	Shri Bimla Nand Jha, Labour Commissioner	Government of Bihar
65	Shri Ramdeo Prasad, Chairman	Child Labour Commission, Government of Bihar
66	Shri B.L.Agrawal, Secretary-cum-Labour Commissioner	Government of Chhatisgarh
67	Shri Avinash Gunjal, Dy. Labour Commissioner	Government of Chhatisgarh
68	Shri Mangat Ram Singhal, Labour Minister	Government of NCT of Delhi
69	Shri K.S.Wahi, Secretary (Labour)	Government of NCT of Delhi
70	Shri J.C.Negi, Joint Secretary (Labour)	Government of NCT of Delhi
71	Shri Madhukar, Joint Secretary (Labour)	Government of NCT of Delhi
72	Shri Rajender Dhar, Dy. Labour Commissioner	Government of NCT of Delhi
73	Shri V.S.Arya, Dy. Labour Commissioner	Government of NCT of Delhi
74	Shri K.R.Verma, Dy. Labour Commissioner	Government of NCT of Delhi
75	Shri Diwan Chand, Secretary (Labour)	Government of Goa
76	Shri C.D.Velip, Dy. Labour Commissioner	Government of Goa of Goa
77	Shri Gurcharan Singh, Principal Secretary	Government of Gujarat
78	Shri M.I.Patadia, Joint Secretary	Government of Gujarat
79	Shri K.N.Bhatt, Labour Commissioner	Government of Gujarat

80	Shri C.V.Som, Director, Emp. & Training	Government of Gujarat
81	Shri B.M.Parekh, Joint Director	Government of Gujarat
82	Shri D.C.Baxi, Asst. Commissioner, Labour	Government of Gujarat
83	Shri A.C.Choudhary, Minister of Labour	Government of Haryana
84	Shri N.C.Wadhwa, Labour Commissioner & Special Secretary	Government of Haryana
85	Shri Anupam Malik, Joint Labour Commissioner	Government of Haryana
86	Shri B.R.Verma, Labour Commissioner,	Government of Himachal Pradesh
87	Shri C.P.Bakshi, Dy. Director, Dte. Of Tech. Edn.	Government of Himachal Pradesh
88	Shri Mangat Ram Sharma, Minister of Labour	Government of J & K
89	Shri B.L.Niemsh, Principal Secretary	Government of J & K
90	Shri P.S. Betab, Labour Commissioner	Government of J & K
91	Shri Anjani Kumar, Officer On Special Duty	Government of Jharkhand
92	Shri B.L.Sridhar, Principal Secretary	Government of Karnataka
93	Shri P.K.H..Tharakan, Advisor to Governor	Government of Karnataka
94	Shri K.S.Manjunath, Labour Commissioner	Government of Karnataka
95	Shri H.S.Uthappa, Joint Labour Commissioner	Government of Karnataka
96	Shri T.Prabhakar, Dy. Director, Dte. Of Emp. & Training	Government of Karnataka
97	Shri P.K.Gurudasan, Minister for Labour & Excise	Government of Kerala
98	Shri C.K.Viswanathan, Secretary (Labour)	Government of Kerala
99	Shri K.S.Premachandra Kurup, Labour Commissioner	Government of Kerala
100	Shri N.Vasu, PS to Minister of Labour	Government of Kerala
101	Shri Jagdish Devda, Labour Minister	Government of Madhya Pradesh
102	Shri Rakesh Bansal, Addl. Chief Secretary	Government of Madhya Pradesh
103	Shri Baba Siddiqui, Minister of State for Labour	Government of Maharashtra
104	Shri B.K.Patil, Adviser & Jt. Labour Commissioner	Government of Maharashtra
105	Shri N.R.Jadhav, Labour Officer	Government of Maharashtra
106	Shri G. Tombi Sharma, Dy. Labour Commissioner	Government of Manipur
107	Shri R.D.Marak, Secretary (Labour)	Government of Meghalaya
108	Shri Zile Singh, Adviser Planning & Finance	Government of Mizoram
109	Shri D.K.Bhalla, Resident Commissioner	Government of Nagaland
110	Shri Phalguni Singh, Addl. Secretary	Government of Orissa
111	Shri Jugal Kishore Rath, Dy. Labour Commissioner	Government of Orissa
112	Shri S.D.Sundareshan, Joint Secretary-cum-Labour Commissioner	Government of Puducherry
113	Shri Ramesh Behl, Additional Labour Commissioner	Government of Punjab
114	Shri Charanjit Singh, Asst. Labour Commissioner	Government of Punjab
115	Shri Babu Lal Verma, Minister of State for Labour & Employment	Government of Rajasthan
116	Shri Lalit K. Panwar, Principal Secretary (Labour & Employment)	Government of Rajasthan
117	Shri S.M.Meena, Labour Commissioner	Government of Rajasthan
118	Shri Bajrang Lal, Addl. Labour Commissioner	Government of Rajasthan
119	Shri Vishnu Kumar Sharma, Asst. Labour Commissioner	Government of Rajasthan
120	Shri R.K.Purkayastha, Secretary (Labour)	Government of Sikkim
121	Shri Ramesh Kumar Khanna, Secretary (Labour & Employment)	Government of Tamil Nadu
122	Shri Kapil Dev, Principal Secretary (Labour)	Government of Uttar Pradesh
123	Shri Gajender Pal, Labour Commissioner	Government of Uttar Pradesh
124	Smt. Anjali Prasad, Secretary (Labour)	Government of Uttrakhand
125	Shri Mrinal Banerjee, Labour Minister	Government of West Bengal

126	Shri A.K. Sahoo, Minister of State for Labour	Government of West Bengal
127	Dr. Subesh Kumar Das, Principal Secretary	Government of West Bengal
128	Smt. Padmaja Mehta, Adviser	Department of Agriculture & Cooperation
129	Shri A.A.Bamne, Addl. Eco. Adviser	Dte. Of Economics and Statistics, Min. of Agriculture
130	Shri Sher Singh, Asst. Eco. Adviser	Department of Agriculture & Cooperation
131	Shri R.C.Jha, Deputy Secretary	Department of Chemicals & Petrochemicals
132	Shri Sharad Ghodke, Director	Ministry of Coal
133	Dr. R.K.Mitra, Director	Department of Commerce
134	Shri J.S.Kochher, Addl. Eco. Adviser	Department of Economic Affairs
135	Shri K.P.Mishra, Director	Inter-State Council Secretariat, Min. of Home Affairs
136	Dr. K.Ponnukannu, Economic Advfiser	Department of Industrial Policy & Promotion
137	Ms. Preeti Madan, Economic Adviser	Department of Industrial Policy & Promotion
138	Shri Suresh Chandra, Legal Adviser	Department of Legal Affairs\
139	Shri N. Nayak, Addl. Industrial Adviser	Ministry of Micro, Small and Medium Enterprises
140	Shri Satish Chander, Addl. Industrial Adviser	Ministry of Micro, Small and Medium Enterprises
141	Shri D. Bandyopadhyay, Director (C&CD)	Ministry of Micro, Small and Medium Enterprises
142	Shri A.K.Mehta, Director	Ministry of Mines
143	Shri Joy Verghese, Director (P&A)	National Aluminium Co. Ltd.
144	Shri B.N.Swain, Executive Director	National Aluminium Co. Ltd.
145	Shri J.Panda, Protector General of Emigrants	Ministry of Overseas Indian Affairs
146	Shri Deepak Rattanpal, Under Secretary	Ministry of Petroleum & Natural Gas
147	Smt. Sunita Sanghi, Director (LEM)	Planning Commission
148	Shri Subhash Chander, Director	Ministry of Communications & I.T.
149	Shri A.K.Rampal, Additional Secretary	Ministry of Power
150	Shri Sunil Verma, Member (E&C)	Central Electricity Authority
151	Shri A.D.Ramachandran, Director (E)	Ministry of Railways
152	Shri Rajiv Rai, Director	Department of Revenue
153	Shri Arun Kumar Sharma, Chief Engineer	Ministry of Shipping, Road Transport & Highways
154	Ms. Indrani Kaushal, Deputy Secretary	Ministry of Steel
155	Shri P.K.Saha, Dy. DG (Staff Relations)	Department of Telecommunications
156	Shri Jamini Kumar Sharma, Joint Secretary	Ministry of Textiles
157	Shri V.B.Arora, Information Officer	Press Information Bureau, New Delhi.
158	Shri D.P.Singh, Under Secretary	National Commission for Enterprises in the Unorganised Sector
159	Shri S. Krishnan, Additional Secretary (L&E)	Ministry of Labour & Employment
160	Shri S.K.Srivastava, Joint Secretary	Ministry of Labour & Employment
161	Ms. Gurjot Kaur, Joint Secretary	Ministry of Labour & Employment
162	Dr.Harcharan Singh, DDG	Ministry of Labour & Employment
163	Dr.Ashok Sahu, Economic Adviser	Ministry of Labour & Employment
164	Shri Shahid Meezan, Director	Ministry of Labour & Employment
165	Dr. A.V.Singh, Director	Ministry of Labour & Employment
166	Smt. Harjot Kaur, Director	Ministry of Labour & Employment
167	Shri Devender Singh, Director	Ministry of Labour & Employment
168	Shri S.K.Verma, Director	Ministry of Labour & Employment

169	Shri B.A. Khan, Director	Ministry of Labour & Employment
170	Smt. Vandana Sharma, Deputy Secretary	Ministry of Labour & Employment
171	Shri R.L.Tapryal, Deputy Secretary	Ministry of Labour & Employment
172	Shri Raja Lal, Deputy Secretary	Ministry of Labour & Employment
173	Shri S.P.Gupta, Deputy Secretary	Ministry of Labour & Employment
174	Dr.Shakuntla, Controller of Accounts	Ministry of Labour & Employment
175	Shri B.N.Shetty, OSD to MOS(L&E)	Ministry of Labour & Employment
176	Shri Brij Mohan Sharma, Under Secretary	Ministry of Labour & Employment
177	Shri H.K.Mathur, Under Secretary	Ministry of Labour & Employment
178	Ms. Indrani Gupta, Under Secretary	Ministry of Labour & Employment
179	Shri N.C.Bhatia, Under Secretary	Ministry of Labour & Employment
180	Shri S.D.Xavier, Under Secretary	Ministry of Labour & Employment
181	Smt. Bhavna Singh, Under Secretary	Ministry of Labour & Employment
182	Shri B.P. Singh, APS to MOS (L&E)	Ministry of Labour & Employment
183	Shri A.K.Tiwari, Section Officer	Ministry of Labour & Employment
184	Shri Pankaj Kumar, Assistant	Ministry of Labour & Employment
185	Shri Debal Patra, Section Officer	Ministry of Labour & Employment
186	Shri Jagdish Kumar, Under Secretary	Ministry of Labour & Employment
187	Shri Pradip Kumar Sharma, Section Officer	Ministry of Labour & Employment
188	Shri H.K.Gandhi, Section Officer	Ministry of Labour & Employment
189	Shri Sharda Prasad, JS/DGE&T	Ministry of Labour & Employment
190	Shri Sunil Mathur, Director, DGE&T	Ministry of Labour & Employment
191	Shri Tarsem Lal, DS, O/o.DGE&T	Ministry of Labour & Employment
192	Smt. Amarjeet, DDG (E)	Ministry of Labour & Employment
193	Shri H.A. Keshava Murthy, DDG (T)	Ministry of Labour & Employment
194	Shri Des Raj, DDG (AT)	Ministry of Labour & Employment
195	Shri R.L.Singh, Director (T)	Ministry of Labour & Employment
196	Shri A.K.Ganguli, Director (P)	Ministry of Labour & Employment
197	Shri D.P.Sabharwal, Director (AT)	Ministry of Labour & Employment
198	Ms. Anita Srivastava, DD (T)	Ministry of Labour & Employment
199	Shri Anil Swarup, DGLW	Ministry of Labour & Employment
200	Shri Suraj Bhan, Director, O/o.DGLW	Ministry of Labour & Employment
201	Shri B.K.Sanwariya, Welfare Commissioner (HQ)	Ministry of Labour & Employment
202	Shri H.G.Kukreja, DS, O/o.DGLW	Ministry of Labour & Employment
203	Shri Ishwar Singh, US	Ministry of Labour & Employment
204	Shri S.K.Mukhopadhyay, CLC (c)	Ministry of Labour & Employment
205	Smt. Mary C. Jaiker, Dy. CLC (c)	Ministry of Labour & Employment
206	Shri N.K.Prasad, Dy. CLC (c)	Ministry of Labour & Employment
207	Shri P.P.Sarkar, Dy. CLC (c)	Ministry of Labour & Employment
208	Shri A.Viswanathan, CPFC	Ministry of Labour & Employment
209	Shri Prabhat C. Chaturvedi, DG, ESIC	Ministry of Labour & Employment
210	Shri A.J.Pawar, Insurance Commissioner, ESIC	Ministry of Labour & Employment
211	Ms. K. Kalra, Medical Commissioner, ESIC	Ministry of Labour & Employment
212	Shri K.Mishra, Director (Revenue), ESIC	Ministry of Labour & Employment
213	Shri R.C.Sharma, Jt. Director (P&D), ESIC	Ministry of Labour & Employment
214	Shri Kanwar Manjit Singh, Director, VVGnLI	Ministry of Labour & Employment
215	Dr. S.K.Sasikumar, Fellow, VVGnLI	Ministry of Labour & Employment
216	Dr. Ruma Ghosh, Associate Fellow, VVGnLI	Ministry of Labour & Employment
217	Dr. Babu P. Remesh, Associate Fellow, VVGnLI	Ministry of Labour & Employment
218	Dr. Sasi Bala, Associate Fellow, VVGnLI	Ministry of Labour & Employment
219	Shri S.G.Darvhekar, Dy. DG, DGFASLI	Ministry of Labour & Employment
220	Shri V. Parameswaran, Director, CBWE	Ministry of Labour & Employment
221	Shri V.R.Hanwate, Zonal Director, CBWE	Ministry of Labour & Employment
222	Shri A.S.Ahluwalia, DG, Labour Bureau	Ministry of Labour & Employment

223	Shri M.M.Sharma, Director General, Mines Safety	Ministry of Labour & Employment
224	Shri R.M.Bhattacharjee, Dy. Director, DGMS	Ministry of Labour & Employment
225	Shri Niranjana Sharma, Dy. Director, DGMS	Ministry of Labour & Employment