

**RECORD NOTE OF DISCUSSION IN THE CONFERENCE OF STATE
LABOUR MINISTERS' HELD ON 22.01.2010 AT NEW DELHI**

1. The Conference of State Labour Ministers was held on 22nd January, 2010 at New Delhi under the Chairmanship of Shri Mallikarjun Kharge, Union Minister of Labour and Employment. A list of participants is enclosed as **Annexure**.
2. In his opening remarks, **Shri Harish Rawat, the Hon'ble Union Minister of State for Labour & Employment** highlighted the massive programmes being undertaken by Government of India for modernization and up-gradation of ITIs which aim at improving productivity, strengthening competitiveness and attracting investment. Lifelong skill training, re-skilling for increasing employability and introducing flexible delivery mechanism are the focus areas of programmes. The Government has developed partnership with the industry for establishment of ITIs and Skill Development Centers and launched a mission mode project under National E-Governance Plan for modernization of Employment Exchanges.
3. The Minister further mentioned that the Parliament has recently approved certain improvements in Workmen's Compensation Act, 1923 and Payment of Gratuity Act, 1972 to cover teachers in the Act. He also mentioned that the Government was further intending to bring some effective changes in E.S.I. Act, and the Plantation Labour Act, 1951.
4. He further elaborated on the advancement in the area of social security for workers in the unorganized sector and informed that Building and Other Construction Workers were proposed to be included in the Rashtriya Swasthya Bima Yojana. He said that Govt. intended to implement the Employees State Insurance Act, 1948 in new geographical areas in a phased manner.
5. **Shri Mallikarjun Kharge, Union Minister of Labour & Employment**, delivering the presidential address, reiterated that the Government of India has been laying great emphasis on inclusive development. He said that India's economy has been robust and growth has picked up. Macro indicators of the economy pointed that the growth rate would further pick up. At this crucial stage of our country's development, it is our duty to ensure that the fruits of development reach all the sections of society. He further said that equally important was to make sure that all segments of the population become productive and contribute to the country's economic growth. Social security is important to safeguard the interest of the workers at the time of health emergencies, job loss, etc. 94% of Indian workforce is in the unorganized sector and this should be our main focus of attention. Ensuring the outreach of our programmes to every nook and corner of the country needs a lot of innovation and ground work. This meeting will primarily be focused on achieving this broader objective.

6. The Hon'ble Minister said that the Government of India has laid down a comprehensive action plan for skill development by revamping ITIs of the country. Our Government has enacted Unorganised Workers' Social Security Act, 2008 and has launched Rashtriya Swasthya Bima Yojana providing for smart card based cashless health insurance cover to BPL family of five in the unorganized sector. 93 lakh smart cards have been issued under the Scheme. The Scheme has been extended for construction workers also.

7. It is increasingly becoming evident that in the changing global economic scenario contract labour has come to stay. It becomes our responsibility to see that the interests of the contract workers are protected and their exploitation is prevented. He pointed out that if contract workers are provided similar wages and other facilities that are available to regular employees much of their problems can be tackled. He also pointed out the existing Section 21 of the Act and Rule 25 (v) (a) & (b) framed thereunder are relevant in this matter. We have constituted a Task Force to examine the provisions in the Contract Labour (Regulation and Abolition) Act, 1970 and Contract Labour (Regulation and Abolition) Central Rules, 1971.

8. The problem of child labour still remain a major challenge in our country. He urged the State Governments to apply their resources in identification of working children, withdrawal of children working in hazardous industries and ensuring employment of one adult person of the family of child labour. He further requested the State Governments to work closely with the Central Government for effective implementation of NCLP (National Child Labour Project) scheme. Child workers have to be mainstreamed by enrolling them in a special school under NCLP. Innovative steps have to be taken at the ground level like converging various social sector schemes to eradicate the menace of child labour. He mentioned that internationally India is looked as a model of development and a country where innovative social security schemes are implemented on a massive scale.

9. **Working Session on "Skill Development & Employment"**

The themes of discussion for this Session were:

- (a) Modernization/ Upgradation of existing ITIs;
- (b) Restructuring & Modernization of Employment Exchange;
- (c) Establishment of ITIs and SDCs, in PPP Mode.

9.1. **Shri Sharda Prasad, Director General, Employment and Training, Ministry of Labour & Employment**, introducing the agenda item on "Skill Development" highlighted that every year 12.8 million persons are added to the labour force. However, current capacity of Skill Development programme is about 3.1 million including all agencies involved in vocational training activities. As per the last NSSO Survey, only 2% of the Indian labour force has received vocational training through formal sources and 8% through informal sources whereas the percentage in industrialized countries is much

higher, varying between 60% and 96%. About 20 million children enroll in the first standard every year, however, by the time they reach 10th standard, 63% of them drop out from their schools and by the time they reach 12th standard, 90% children drop out due to various reasons. All these children who could not carry on with their education look out for some useful & employable vocational training programmes.

In this background, he elaborated on various steps that are being taken to upgrade skill development infrastructure in the country.

9.2 The project strategy of the skill development has been initiated by the Prime Minister himself. It is the responsibility of the State Governments and various Central Ministries to achieve the target of skilling 500 million persons by 2022 as set by the Prime Minister. Many State Governments have set up State Skill Development Commissions under the chairmanship of their Chief Ministers but some are still in the process of setting these up. They are requested to expedite the creation of these Commissions. Large number of skill development programmes have been initiated through ITIs so as to meet the growing needs of the industries. Training of trainers is one area of concern. Use of information technology in skill development has to be encouraged so that we can reach large number of people. The Government has taken up modernization of various ITIs, which was started in 2005-06. 100 ITIs have been modernized into centres of Excellence through domestic funding. Out of a total sum of Rs.120 crore, about Rs.109.37 crore have already been released and balance of about Rs.10.63 crore is still to be given to the State Governments. Many of the state governments have done very good work. However, some of the States have not been able to utilize the funds. They are requested to utilize funds already released and send proposals by end of February or beginning of March, 2010 so that these 100 ITIs are fully modernized. The Scheme comes to an end in March, 2010 and therefore, if balance funds are not claimed, they will lapse. About 5000 vocational training providers have been registered under MES in the country. In this backdrop, the labour market requirement is to be assessed and workers are to be trained accordingly. There is delay in civil construction and machinery procurement under the World Bank Scheme. Closing his initial remarks, he outlined three basic objectives viz., training large number of boys and girls to ensure their employability in the industry and provide them opportunities for decent livelihood and at the same time, meet skilled workforce requirement of the industry, and fill up large number of vacancies of Principals and instructors in the ITIs as there can be no quality training without quality trainers.

9.3. **Shri Awdesh Narayan Singh, Hon'ble Labour Minister, Bihar** highlighted that they have upgraded the ITIs into Centre of Excellence with Domestic Funding Scheme. With the assistance of World Bank the Vocational Training Centres are being improved. He further elaborated that in Bihar, Government ITIs are being improved under the Scheme of upgradation of 1396 ITIs. The State has taken initiative for skill development of the youth. He said that action is being taken under the scheme of establishment of 1500 new ITIs and 5000 Skill Development Centres.

9.4. **Shri B.N. Bacchegowda, Minister for Labour, Government of Karnataka** said that Employment Exchanges have been developed into Human Resource Development Centres. 79,000 persons were provided jobs last year and one lakh are being provided further training. Proposals were sent in for establishing 188 Skill Development Centres under PPP Scheme. He stated that they have more backward talukas and do not have any ITIs in 50 talukas. Under PPP programme, 50% of the money could be from industry and the Central Government could put another 50%. Then more ITIs can be opened in the backward areas. Private agencies are not expressing their interest to come forward. Special recruitment has been undertaken to fill up all the posts of principals and instructors. Tools and equipments are going to be procured by the end of March 2010.

9.5. **Shri Padi Richo, Minister, Labour & Employment, Government of Arunachal Pradesh** said that the initiatives have been taken in the following areas:-

- 1) Five more ITIs have been proposed by the State Government for establishment. The proposal has already been sent to the Ministry/DGET.
- 2) Establishment of 100 Skill Development Centres.
- 3) Establishment of one Trainers Training Institute.
- 4) Modernization of Employment Exchange
- 5) Development of Infrastructure at the block level.

9.6. **Mr. Kishan Kapoor, Hon'ble Minister of Labour & Employment, Himachal Pradesh** mentioned that under technical training 40,000 people will be certified by 2013.

He further said that initiative has been taken to modernize the employment exchanges and efforts are on to computerize them with online facilities so that people can get registered online. For this, a lot of resources for development of hardware, software and building are required. He requested for special assistance from the Central Government for this purpose.

He said that Himachal Pradesh comes under special Category State like North Eastern States. Therefore, he requested the centre should give 90% of the expenses under this project and 10% will be met by the State Government.

9.7. **Shri Chandrasekhar Sahu, the Hon'ble Minister of Labour, Chhattisgarh** made the following points with regard to 'Skill Development': -

- (a) Proposals have been sent to establish 1500 ITIs under Public Private Partnership Mode.

- (b) List of proposed locations have been sent to DGET, New Delhi.
- (c) List of Naxal prone & unserviced blocks; have been sent to DGET for establishment of ITIs.
- (d) Land is being identified to establish the proposed ITIs.

9.8. **Shri Prakash Pant, Hon'ble Minister of Labour, Uttarakhand** mentioned that there were 106 Government ITIs, out of which 20 were running under PPP mode. The State needs to open more ITIs for providing training to youth.

9.9. **Shri Jagannath Singh, Hon'ble Minister of Labour, Madhya Pradesh** mentioned that Proposals for 16 ITIs have been sent to the Central Government. He suggested that fee should not be charged from the Scheduled Castes and Scheduled Tribes.

9.10. **Mr. Prithibi Majhi, Minister of Water Resources, Labour & Employment, Tea, Tribes Welfare, Government of Assam**, mentioned that the State has 20 ITIs, out of which 18 have been modernized and others are to be modernized. The State Government is getting good response from the industries in respect of PPPs. The State needs to establish one advanced Studies Institute. Apart from this, the State has proposed to set up 50 skill development centres.

9.11. **Shri Lalrinliana Sailo, Minister, Health & Family Welfare, Labour & Employment, Trade & Commerce, Government of Mizoram** said that all the ITIs in Mizoram should be included in the list of modernization/upgradation of existing ITIs, along with the restructuring & modernization of employment exchange in Mizoram. He also said that more ITIs should be established in the Mizoram State.

9.12. **Shri Anadi Kumar Sahu, Hon'ble Minister-in-Charge, Labour Department, Government of West Bengal** said that the Government of West Bengal has taken several major initiatives to strengthen technical education in the State.

It is setting up nine new ITIs and three new Polytechnic Institutes, entirely funded with State Government resources. It has taken up a major programme on Vocational Education Training (VET). Over 1800 VET centres are currently being funded. More such centres are planned in the coming year.

Upgradation of Government ITIs through PPP: State Government was to send 8 proposals during this year. One proposal has already been sent. Four proposals would be sent in about three weeks. Remaining three proposals would be sent in about six weeks. The exact response of the private sector would be known only after formal bids are invited.

However, it is felt that in many backward places, private sector may not come forward. In such places, ITIs and SDCs may have to be set up with Government funding. Financial assistance for both recurring and non-recurring costs would be needed in such cases from Government of India.

9.13. **Shri Saurabh Garg, Secretary, Industries, Government of Orissa** noted that the target for upgradation of ITIs in PPP mode is 4 (four) for Orissa. Out of this, one has already been sanctioned, while one proposal is pending with Government of India and the rest two proposals would be submitted in next 15 days.

Mr. Garg said that procedures of setting up of ITIs in under-developed blocks under PPP should be modified wherein the State would contribute in the form of running cost. It would be difficult to get Private Partners in these under-developed blocks in Orissa since most of these blocks in Orissa (132) are predominantly inhabited by tribals and are suffering from the Naxal menace.

9.14. **Shri Bhanwar Lal, Principal Secretary, Labour & Employment Andhra Pradesh** noted that all the posts of principals have been filled up and so far 436 posts of instructors have been filled up. 1010 posts of instructors have been sanctioned.

9.15. **Mr. P.K. Gurudasan, Hon'ble Minister of Labour, Kerala** underlined the steps taken under following Schemes to enhance living standard of the labourers:-

- 1) Upgradation of ITIs with World Bank assistance
- 2) Upgradation of 1396 ITIs through Public Private Partnership
- 3) Establishment of 1500 ITIs and 5000 SDCs in PPP Mode

With regard to Restructuring and Modernization of Employment Exchanges as part of the Government of India initiative, he said that the Scheme for the upgradation of 100 ITIs into Centre of Excellence with domestic funding, the state has upgraded 5 ITIs. In this connection a Central Share of Rs.600 lakhs is due for the State. Out of the above amount, Rs.509.75 lakhs has already been received on the basis of submission of Utilization Certificates. Copy of supply orders with utilization Certificates for Rs.58,20,379/- have been submitted to the Director General on 27/6/2009 for the release of 20% of the cost as final installment. The release order is yet to be received. For procuring the remaining items of tools and equipments for a total cost of Rs.1,11,00,500/- tenders were invited and opened on 8/1/2010 and the procurement is in progress. An additional amount of Rs.31.05 lakhs is required over the project cost to complete the procurement.

9.16. **Shri R.S. Chib, VSM, Hon'ble Minister of Medical Education, Technical Education and Youth Services and Sports, Jammu & Kashmir**, noted that the State of Jammu and Kashmir has a very small rather negligible industrial infrastructure which could ensure employability of the trainees. The State is looking forward to the Government of India for its effective help to

accommodate the unemployed youth in industrial and other key sectors in rest of the country. He expressed his sincere thanks to the Hon'ble Prime Minister who, during his recent visit to Jammu and Kashmir, has agreed to provide all logistic support in imparting Skill training to 8000 youth outside J&K State in those trades/courses for which there is greater demand both at the national and international domain.

The State has prepared a comprehensive plan for opening of about 53 ITIs and 142 Skill Development Centers with the help of Government of India. The proposal is under active consideration of the Government and is being shortly forwarded to GOI for approval. These institutes would cover every nook and corner of the state and bridge the skill gaps in different parts of the state on one hand and also minimize the rural urban divide.

With regard to Skill Development, he said that the State has set up State Skill Development Mission, headed by Hon'ble Chief Minister. Skill Development Committee headed by the Chief Secretary has also been constituted. A comprehensive plan for 'Skill Development' is being formulated and all the skill development related activities of various Departments imparting trainings shall be coordinated by engaging specialized consultancy agencies to achieve the target of 50 lakhs by 2022. Skill mapping of the state at micro level and macro level shall also be done on priority to assess the actual requirement of skilled work force in the local and state level market. The draft Skill Development Policy for the State is under preparation and action plan for implementation of this scheme shall be finalized and submitted very soon.

9.17. **Shri G. Malar Kannan, Labour Commissioner, Puducherry** on behalf of the Labour Minister said that under Women Entrepreneurship Scheme, five types of Training were imparted to the women folk of Karaikal District during June, 2009 in the following fields. The number of beneficiaries was 150:

- 1) Simple Chemicals preparation
- 2) Domestic Appliances Service
- 3) Sewing Machine Mechanism
- 4) Disposable Paper cup preparation
- 5) Artificial Jewel making

9.18. **Dr. Varesh Sinha, Principal Secretary, Labour & Employment Department, Government of Gujarat**, mentioned that the State has formed knowledge society which is playing a significant role. He also requested that the Government of India should give more funds to all ITIs for TCPC as well as for 68 new ITIs.

9.19. **Shri Mangat Ram Singhal, Honourable Minister of Labour, Government of NCT of Delhi**, said that Delhi has in the recent past taken a giant leap in restructuring and modernization of Employment Exchanges. The registration in the Employment Exchanges is now done on line. No prospective employee is required to visit the local office of Employment

Exchange for the purpose of registration. He can do so from the nearest internet facility available to him. Similarly the employer is also able to access the data of potential employee from the Employment Exchange. The process is faster and transparent.

9.20. **Mr. R.B. Subba, Minister for Labour, Government of Sikkim**, sought assistance for establishing four new ITIs. He informed that the state has submitted utilization certificate for PM package.

Skill development work is given priority by the Honorable Chief Minister; the State is in the process of setting up new ITIs. However, the State needed financial assistance and cooperation from the Union Government.

9.21. **Dr. T. Prabhakar Rao, Principal Secretary, Labour and Employment Government of Tamil Nadu** made following suggestions on skill development:-

- World Bank's procurement norms needed to be made flexible and that finding contractors was becoming difficult;
- He also suggested that a 1000 crore Rupees corpus fund should be set up by National Skill Development Board. Guidelines should be issued for the procedure and system of utilization of the fund by the State Governments; and CII and FICCI need to be involved actively with State Government to identify their requirements.

9.22. **Shri D.K. Chakraborty, Commissioner and Secretary, Government of Tripura** said that various efforts have been made to strengthen the skill development programmes in Tripura.

9.23. **Shri Sharda Prasad, Director General Employment & Training, Ministry of Labour & Employment**, summed up by mentioning that most of the states have done very well under the skill development agenda. He said there are millions of youth who are looking for employment and industry is reeling under skilled manpower shortage. He also said that we need to meet the requirement of the industry. GDP has grown and fresh manpower requirement would also grow. He also assured that the Government does not have any problem in providing funds for skill development activities in States.

The action points emerged from the discussion are summarized below:-

- (i) **Under the Scheme of upgradation of 100 ITIs into Centres of Excellence through domestic funding, the States of Uttarakhand, Punjab, Rajasthan and Puducherry have large unspent balances which need to be claimed before March, 2010 as the Scheme closes on 31st March, 2010.**

- (ii) There are large number of vacancies of Principals and instructors in the ITIs which need to be filled up for imparting quality training.**
- (iii) The Instructors must be deputed for training to various designated institutions so that they are able to impart quality training.**
- (iv) Under the World Bank assisted Vocational Training Improvement Project, funds should be utilized on priority and claim reimbursement from Central Govt. before March, 2010.**
- (v) Some States had very low utilization of funds such as Uttarakhand (2%), Rajasthan (0%), J&K (5%), Punjab (10%), Jharkhand (10%), Andhra Pradesh (21%) and Kerala (22%). They need to make concerted efforts to utilize the funds and carry out modernization process speedily.**
- (vi) Under the Scheme of Upgradation of 1396 Govt. ITIs through Public Private Partnership, pace of utilization is slow and the State Governments need to review the performance with the industry partners and Principals and get the resources utilized for modernization of infrastructure in order to impart quality training. Some of the States have not been able to send adequate number of proposals in the current financial year such as Andhra Pradesh, Bihar, Haryana, J&K, Madhya Pradesh, Manipur, Meghalaya, Mizoram, Punjab, Tamil Nadu, Tripura, Uttarakhand and West Bengal. They need to send their proposals urgently for their ITIs to be covered under the Scheme in the current year.**
- (vii) Under the PM's Package for North East and J&K, two ITIs in Sikkim and one in Assam need to be completed this year as the Scheme closes on 31st March, 2010. Similarly, under the J&K component, the balance funds of Rs.12.76 crore need to be utilized before 31st March, 2010, failing which the State will lose these resources.**
- (viii) State Governments were also requested to make adequate budget provisions in their State budgets for both Central as well as State's share for the financial year 2010-11 so that releases are made by the State governments to the field organizations as soon as the Central resources are released.**

10. Working Session on:

- (a) Issues concerning Unorganised Workers' Social Security Act, 2008.**
- (b) Issues concerning construction workers.**
- (c) Issues relating to Contract Labour Act.**

10.1. Shri Anil Swarup, Director General Labour Welfare, Ministry of Labour and Employment, said that Haryana, Jharkhand and Kerala have done good work in RSBY. He said that the matter relating to 'Building and Other Construction Workers Act' is of serious concern and rued that money was not being utilized. He also proposed to amend the Contract Labour (Regulation & Abolition) Act, 1970 and introduced the following provisions as part of the Act:-

- (i) In case where the contract labour perform the same or similar kind of work as the workmen directly appointed by the Principal Employer, the wage rates, holidays, hours of work, social security and other conditions of service of contract labour shall be the same as is available to the workmen on the rolls of Principal Employer. In case same or similar kind of work is not being performed by the workmen directly employed by the Principal Employer, the Appropriate Government will notify the wage rates, holidays, hours of work, social security and other conditions of service.
- ii) Whenever a contract is given to a contractor, the contract agreement between the Principal Employer and the Contractor should clearly indicate the wages contribution towards social security schemes and other benefits that are to be paid by the contractor to the contracted workman.

10.2. Shri Awdesh Narayan Singh, Hon'ble Labour Minister, Bihar said that they are implementing the Unorganised Workers Social Security Act, 2008, in the State. He said that their Government has taken a lot of initiatives for the welfare of unorganized labour and contract labour.

10.3. Shri B.N.Bacchegowda, Minister for Labour, Government of Karnataka made the following points:-

- a. The Government of Karnataka has constituted Welfare Board and has framed rules.
- b. Schemes have been formulated for hotel workers, dhobis, tailors, hamalees (head loaders), auto and taxi drivers.
- c. As per the Section 3(1) of the Act, the Central Government has to formulate & notify the scheme.

- d. Schemes need necessary allocation of fund from the Central Government.

10.4. **Shri Chandrasekhar Sahu, the Hon'ble Minister of Labour, Chhattisgarh** mentioned that several important steps have been taken with regard to providing Social Security to Unorganised Workers and Building and other Construction Workers and Contract Labourers.

10.5. **Shri Prakash Pant, Hon'ble Minister of Labour, Uttarakhand** said that with regard to Unorganised Workers' Social Security Act, 2008, effort is on to implement the Act. With regard to Construction Workers and Contract Labourers, various steps are being undertaken for improvement of the condition of the workers. He suggested that Construction Workers should also be issued Smart Card under RSBY and health facilities should be extended to them also.

10.6. **Shri Jagannath Singh, Hon'ble Minister of Labour, Madhya Pradesh** mentioned that Madhya Pradesh is the only State in the Country which has developed a Labour Policy in consultation with all the Central Trade Unions of the country. It is also one of the States which has been implementing Building and Other Construction Workers' Act very efficiently. The Minister also mentioned that Madhya Pradesh Government is one of the State Governments of the country which has already placed Social Security Fund for Unorganized Workers for both urban and rural areas.

10.7. **Shri Jaideep Govind, Principal Secretary, Higher and Technical Education, Government of Madhya Pradesh** said that the State Government has constituted Construction Workers Welfare Board and more than 11 lakh Construction Workers have been registered with the board. He said that they have so far collected about Rs.331.00 crore as 1% cess and disbursed about Rs.26.00 crore to more than one lakh construction workers under various schemes formulated by the board. It would be enhanced in coming years with the increase in pace of collection of Cess as well as disbursement of benefits.

Even before the Central Legislation, "Unorganised Workers' Social Security Act, 2008" came into existence, the State had promulgated a similar Act in the year 2003 and two Boards for Unorganized Workers had been constituted for urban and rural workers. However, these Boards are not yet operational because of want of resources. The State is in the process of taking decision whether the Act should be implemented. Action would be taken in this regard and effort should be made to create Social Security Board.

10.8. **Shri Prithibi Majhi, Minister, Government of Assam** informed that the State is in the process of amending the Construction Workers Welfare Board so that the workers could receive benefit after one year of registration.

10.9. **Shri Anadi Kumar Sahu, Hon'ble Minister-in-charge, Government of West Bengal** informed that Welfare Board on unorganized

sector workers has been constituted. 26 lakh unorganized sector workers have been enrolled. The State has been implementing RSBY in four districts. The Minister informed that some amendments are being suggested in the Contract Workers Act. The same wages and benefits should be there for same and similar nature of work and Plantation workers are to be brought under ESIC.

10.10. **Shri Saurabh Garg, Secretary, Industries, Government of Orissa** mentioned that RSBY is being implemented in two districts and one lakh smart cards have already been issued. He said that the Government was finding it difficult to appoint inspectors under Construction Workers Act and is also facing problems in collection of Cess from the Central organizations. He suggested that Central authorities should collect Cess from them. It should be amended with suitable modifications and provisions should be made to collect contribution from the employers.

10.11. **Shri P.K.Gurudasan, Hon'ble Minister of Labour, Government of Kerala** informed that workers in sectors like Coir, Cashew, Fisheries, Construction, Agriculture, Private Motor, Toddy tapping, Khadi, Handloom, Tailoring etc. numbering about 50 lakhs have been brought under the 21 Welfare Fund Boards and more than 25 Welfare Fund Schemes through which a series of benefits including pension have been provided. Out of them 14 Welfare Fund Boards and 19 Welfare Fund Schemes are being directly administered by the labour Department. Thus the majority of the workers in the unorganized sector in the state have already been brought under one or other Welfare Schemes.

10.12. **Shri G.Malar Kannan, Labour Commissioner, Puducherry on behalf of the Labour Minister** said that the organized sector provides employment to 6% of employed labour force and the rest of 94% are employed in unorganized sector. In this context, the present enactment will bring about well-being of the workers and their families of each unorganized micro unit. He further stated that the State Government was not defined in the Act and therefore the Central Government has to delegate the powers to the Union Territory Administration so as to make Rules, etc. Hence, the delegation of powers for implementing the Act and for framing of rules is awaited from the Government of India. Further, for implementing various Welfare Schemes under the 'Unorganized Workers Social Security Act', necessary funds may be provided by the Government of India in this regard. Keeping in mind the welfare of the unorganized workers, administration has already constituted the 'Puducherry Unorganized Labourers Welfare Society' and the 'Puducherry Building and Other Construction Workers' Welfare Board' on 17.1.2001 and 23.12.2002 covering 25 and 37 categories of workers respectively. These institutions are extending various welfare benefits such as maternity benefit, funeral assistance, marriage assistance, medical assistance, scholarship etc. to the Unorganized Workers and their families.

10.13. **Shri R.M.Jadav, Director, Directorate of Employment & Training, Govt. of Gujarat** mentioned that in one year, a total 23,942 beneficiaries took the benefits of the RSBY with a claim amount of Rs.10,76,36,987/-. The

claim ratio on the net premium was 67.9%. In second phase five districts, during 10 months of the scheme, a total 48,186 beneficiaries have taken the benefits with a total claim amount of Rs.16,25,50,050/-. During the extension policy period in the first phase five districts, a total 1,311 beneficiaries have already taken the benefits with a claim amount of Rs.72,48,200/-. During the year 2010-11, all the 26 districts of Gujarat with a population of 29, 80,331 BPL families will be covered under the RSBY scheme.

10.14. **Shri Prakash Pant, Minister for Labour, Government of Uttarakhand** informed that the State is in the process of implementing RSBY Scheme. Periodic renewal of the scheme has been done and advertisement has been released to generate awareness about the scheme. Central share of premium has been received.

10.15. **Shri Padi Richo, Hon'ble Parliament Secretary (L&E), Government of Arunachal Pradesh** requested that registration fee for workers under Building and other Construction Workers (RECS) Act, 1996 should be reduced from Rs.20/- to Rs.10/-. Regarding RSBY, he said that health and other benefits under RSBY must be significantly enhanced so that poor workers are benefited.

He also said that the administrative expenses stipulated under the Building & Other Construction Workers (RECS) Act, 1996 might be enhanced from 5% to 10% for smooth running of the State Labour Board.

10.16. **Ms. M.N. Nampui, MCS, Meghalaya Labour Commissioner** said that observations of the State Government of Meghalaya on the Unorganized Workers' Social Security Act has been forwarded to the Government of India. With regard to R.S.B.Y, she informed that the scheme is being implemented in the state through the health department. On issues concerning construction workers she said that the Act is under the active consideration of the state government.

10.17. **Shri Mangat Ram Singhal, Honourable Minister of Labour, Government of NCT of Delhi**, said that Government is enforcing Building and Other Construction Workers Welfare (Regulation and Employment of Conditions and Services) Act, 1996 in a proactive manner.

He further stated that Section 23 of the Payment of Bonus Act, 1965 lays down that the balance sheet and profit and loss accounts of Corporation and Companies duly audited by the CAG or by Auditors shall be presumed to be accurate. A similar provision could be incorporated in the Cess Act for assessment in respect of these organizations. There is definitely a case for introducing summary assessment system specifically for those organizations whose accounts are audited by the CAG.

10.18. **Dr.T.Prabhakar Rao, Principal Secretary, Labour & Employment, Govt. of Tamil Nadu** suggested that additional financial assistance is required to implement schemes for unorganized workers under the Building and Other Construction Workers (Regulation of Employment and Conditions

Service) Act, 1996. He also suggested that Tamil Nadu Welfare Schemes for various unorganized workers should be dovetailed with Central Government's Schemes.

On Rashtriya Swasthya Bima Yojana he said that Government of Tamil Nadu has launched Kalignar Health Insurance Scheme for all unorganized workers and Govt. of Tamil Nadu has created a fund for RSBY for unorganized workers. He said that 30 Welfare Boards covering 40 lakh workers have been set up and computerized data has also been created. He requested that some budget should be given for functioning of welfare boards.

10.19. Shri Mahender Pratap Singh, Minister for Power & Industrial Labour, Government of Haryana, noted that RSBY is based on BPL listed households while there are only six lakh households in BPL category in Haryana State. BPL criteria should be exempted so that more families should be covered. He also suggested that massive awareness should be created about the scheme and OPD expenses should be included in RSBY.

With regard to Pension Scheme for Construction Workers, he suggested that age limit should be brought down.

Regarding the Contract Labour Act, he said that it would not be possible to regularize contract labour because employer would not like it. Therefore, amendment should be made in the Act to improve the living and working conditions of contract workers. He further suggested that other provisions should also be extended to the construction labour.

With regard to Unorganized Workers' Social Security Act, he said that it is proposed to be implemented in the State. He suggested that some other facilities such as hospital reimbursement should be given to the construction workers. Advisory Committee and Welfare Board have been constituted for construction workers in Haryana.

10.20. Shri D.K.Chakraborty, Commissioner & Secretary, Government of Tripura informed that 31,193 numbers of beneficiaries have already been enrolled under RSBY and smart cards have been issued in the State.

With regard to Unorganized Workers' Social Security Act, he informed that efforts have been made to frame rules.

With regard to Contract Labour, he said that State Government has made the provisions for implementation. Moreover, the State has abolished the contract labour system in the Brick Manufacturing Units, Beedi Manufacturing Units and Tea Plantations. He also suggested that contractualization of work in core activities in industries may be banned by suitable amendment in Contract Labour (R&E) Act, 1970.

10.21. Ms. M.N. Nampui, MCS, Meghalaya Labour Commissioner, raised a few points about the implementation of RSBY, implementation of Construction Workers (Regulation of Employment and Conditions of Service)

Act. She informed that observations of Unorganized Workers' Social Security Act have been forwarded to the Government. Rashtriya Swasthaya Bima Yojana is being planned to be implemented through the Health Department in the State. Quarterly returns under Building and other Construction Workers Act, 1996 would be submitted in time and Welfare Board & registration of workers under the Act is under consideration of Government.

10.22. Shri Umakant Razak, Hon'ble Minister of Labour and Employment, Government of Jharkhand mentioned that the State has constituted the Welfare Board for Construction Workers and are covered under Jan Shri Bima Yojana. He said that the State has agreed to the proposed amendments in the Contract Labour Act. The contract agreement between principal employer and contractor to give minimum wages and Social Security to the workers has been an important issue. He also mentioned that the State has been holding health camps regularly and educational institutions have been included under the scheme. Hospital development committees have been set up to enhance the performance.

10.23. The delegate from Manipur mentioned that RSBY was being implemented in one district only and the Government has appointed insurance company to give same benefits to nine districts. Labour welfare programmes of the government of India are being implemented.

10.24. While summing up the deliberations, Shri Anil Swarup, Director General, Labour Welfare brought out the following conclusions:-

- (i) There was a consensus among the representatives of the State Governments for making the necessary amendments in the Contract Labour (Regulation & Abolition) Act, 1970 as proposed at para 10.1.**
- (ii) The Ministry of Labour & Employment is working on the comprehensive amendment in the Building and other Construction Workers' Act 1996 and Building and Other Construction Workers' Welfare Cess Act, 1996. State Governments may furnish inputs on amendments in the Act within a fortnight for further examination.**

11. Working Session on:

- (a) Implementation of ESIC Schemes in the States**
- (b) Child Labour: Implementation in the States**

The above noted two issues were taken up together during this Session. **Dr.C.S.Kedar, Director General, Employees State Insurance Corporation (ESIC)** introduced the issues relating to implementation of ESIC Schemes in the States. **Shri S.K.Dev Verman, Joint Secretary, Labour & Employment**

introduced the issues relating to implementation of schemes and programmes relating to Child Labour in the States. The House was open for discussion.

11.1. **Shri Awdesh Narayan Singh, Hon'ble Labour Minister, Bihar** suggested for sanctioning of more number of schools as there are a large number of children who have been identified working in hazardous occupation/processes.

11.2. **Shri B.N.Bacchegowda, Minister for Labour, Government of Karnataka** stated that the day schools for Child Labour should be converted into residential schools. Survey has not been done either by the Centre or the State Government. Karnataka has huge figures of dropouts and non-school going children.

With regard to ESIC Scheme, he stated that the only problem is the pay disparity between pay scales of State Government Doctors and ESIC Doctors.

11.3. **Mr. Kishan Kapoor, Hon'ble Minister of Labour & Employment, Himachal Pradesh** mentioned that the Government is taking up several steps to improve the functioning of EPFO. He also requested to computerize the EPF and ESI accounts so that the workers can check their accounts like GPF.

He also suggested taking up survey of child labour in the State and establishment of rehabilitation Centres.

11.4. **Shri Chandrasekhar Sahu, Minister of Labour, Chhattisgarh** informed that the Government has been trying to procure land for opening Medical College at Raipur.

With regard to child labour, he said that during 2008-09, 2980 children have been mainstreamed.

11.5. **Shri Prakash Pant, Hon'ble Minister of Labour, Uttarakhand** informed that with regard to ESIC and Child Labour different steps are being undertaken for improvement of the condition of the workers and the Child Labour.

11.6. **Shri Lalrinliana Sailo, Minister, Government of Mizoram** emphasized that ESIC scheme should be urgently implemented.

He also mentioned that Child Labour is not a serious problem at present in the State of Mizoram, but it could escalate into a major problem, if due attention is not given immediately.

11.7. **Shri Anadi Kumar Sahu, Minister, Government of West Bengal** stated that the Plantation workers are to be brought under ESIC.

Child labour is a severe problem in the State. However, residential schools have been started in five districts, and it is proposed to cover all the districts.

The State Government needs financial assistance. NCLP school teachers and staff remuneration is very low which should be enhanced.

11.8. **Shri Saurabh Garg, Secretary, Industries, Government of Orissa** informed that with regard to ESIC, a number of industries are ready to participate in the PPP Mode. The establishment expenditure in hospitals and dispensaries has gone very high. The supply of drugs is not in time and is also insufficient.

Regarding Child Labour, he requested for survey on child labour, because data was not available on child labour.

11.9. **Shri Bhanwar Lal, Principal Secretary, Labour & Employment, Andhra Pradesh** mentioned that the State of Andhra Pradesh was the second State in employing largest number of children in 2001. This has come down due to convergence from 13 lakh to 2.6 lakhs. Residential bridge courses are being run aimed at rehabilitation of the child labour. He proposed enhancement of honorarium paid to staff of NCLP Society/School.

11.10. **Shri R.S.Chib, VSM, Hon'ble Minister of Medical Education, Technical Education and Youth Services and Sports, Government of J & K** stated that the State requires more NCLP schools and ESIC hospitals. There are two districts where schools have good enrolment. Children working as domestic servants are also a big problem in the State.

11.11. **Shri R.M.Jadav, IAS, Director, Directorate of Employment & Training, Government of Gujarat** made the following points with regard to ESI Scheme:-

- The Ceiling Limit fixed-up by ESI Corporation to run E.S.I. Scheme is not realistic
- The Scheme at Delhi run by ESI Corporation – the expenditure to run medical scheme is almost 50% more than what is fixed.
- The amount earmarked for administrative head is non realistic;
- The unspent amount of other head is not transferable to administrative head;
- So legitimately, the share of State Government remains with Corporation (unspent amount of other head);
- State Govt. has requested number of times to raise ceiling limit or to give unspent amount of other heads to State Govt. but all in vain.

11.12. **Shri Prakash Pant, Minister for Labour, Government of Uttarakhand** informed that several activities have been initiated for ESIC, for example, the scheme would start in the district Udham Singh Nagar soon and

six new districts such as Chanoli, Uttarkashi, Pithorgarh, Almora, Champawat, Baleshwar have taken up for setting up the scheme. He also said that health camps are being conducted to facilitate utilization of the funds.

11.13. **Shri Padi Richo, Hon'ble Parliament Secretary (L&E) Government of Arunachal Pradesh** suggested that Secretary (L&E), Government of India might write to all Ministries to incorporate provision for inclusion of 1% Cess in the estimate prepared by implementing agencies of Central & State Government with regard to ESIC.

11.14. **Shri Mangat Ram Singhal, Minister of Labour, Government of NCT of Delhi** informed that the issue of Child Labour working in homes is a very big issue as the inspectors are not empowered to enter homes.

11.15. **Ms. Kavita Gupta, Secretary Labour, Government of Maharashtra** raised various issues relating to domestic workers and child labour. She said that 827 maids have been identified and registered; and 2716 child labour had been released since March 2009. She informed that 1020 employers had been prosecuted for violating Child Labour Act;

She suggested that the age of child labour should be raised from 14 years to 18 years; and remuneration of NCLP teachers should be increased.

She further suggested that legislation should be amended to include children engaged in entertainment industry and domestic spheres.

11.16. **Dr.T.Prabhakar Rao, Principal Secretary, Government of Tamil Nadu** made the following observations:-

- A number of units are applying for exemptions under ESIC and some guidelines have been issued in this regard;
- Amount due to State Government is pending for payment with ESIC.

11.17. **Shri Mahender Pratap Singh, Minister, Government of Haryana** stated that the Super specialty ESI hospital is required in the industrially developed areas such as Gurgaon.

Child Labour problem is non-existent in Haryana. He said that the State is implementing the provisions to attend the issues by the Government from time to time in small dhabas and homes. He further said that another problem is economic status. The State has tried to attract the attention of children towards education and had been providing stipend, uniform to the economically backward children. He suggested that public awareness about the child labour laws is to be taken up on a large scale. Diet money of Rs.5/- under the Mid-day-meal scheme is not sufficient. It is suggested to be increased to Rs.10/-.

11.18. **Shri D.K.Chakraborty, Commissioner and Secretary, Government of Tripura** said that industrialization is taking up in West Tripura and there may be the problem of child labour there. He proposed for conducting a survey of child labour.

With regard to ESIC, the State Government has set up an ESI Dispensary at Agartala, the State Capital. He informed that by November 31, 2009, there are 1620 persons with 3902 family members insured. He raised the issue of grant of exemptions to factories and establishments by the State Government, shortage of medical staff and equipments, non- availability of drugs, duality of control, etc.

11.19. **Er. T.Saku Aier, Parliamentary Secretary, Nagaland** said that ESIC hospital would be taken over by the Government for which fund is required for setting up of infrastructure.

He also mentioned that Nagaland so far has only NCLP School and to open more, funds would be needed. We have received only 50% funds. One district is selected. There were difficulties in getting the funds.

11.20. **Dr.C.S. Kedar, Director General, Employees State Insurance Corporation (ESIC), Ministry of Labour & Employment, Government of India** expressed his pleasure for the valuable suggestions made by the dignitaries. He felt the need of new ESIC hospitals in new industrial areas and also in the areas where there is potential for industrial development. He suggested that if the infrastructure was found not good in any place, proposals should be sent for the renewal or improvement of the infrastructure. He further said that hilly areas are still not accessible and facilities are still not available in these areas. Planning should be done for such areas and proposals should be sent to set up new ESIC hospital units. He said that State Governments have been informed to follow the parameters of the corporation for doctors and para medical staff. The State Government should do this in accordance with the decision of the Corporation, and State Governments would receive the share of its actual expenditure.

11.21. With regard to ESIC, the action points emerged from the discussions are summarized below:-

- **The State Governments agreed to allocate land for ESI institutions in upcoming new industrial Centres.**
- **Government of NCT of Delhi agreed to extend the scheme to educational and private medical institutions.**
- **The State Governments agreed to extend cooperation in implementation of IT Roll out Plan of ESIC.**
- **It was decided that if the State Governments are not able to make arrangements for medical care in new areas, the**

Corporation may arrange the same directly through tie-up arrangements.

- The State Governments agreed to extend cooperation in improving/upgrading buildings of dispensaries and hospitals provided funds are made available by the Corporation.
- The State Governments agreed to re-organize/rationalize existing infrastructure as per requirements.

11.22. **Shri S.K. Dev Verman, Joint Secretary, Ministry of Labour & Employment, Government of India** while summing up, said that many of the States are requesting to open residential schools. He also said, with regard to the number of child labour, the figures given by Census and NSSO are the main sources. In response to the request for opening new schools, he suggested that proposals in this regard should be sent to the Ministry of Labour and Employment. He informed that there is a proposal to increase the honorarium of the NCLP teachers and staff. With regard to the mid-day-meal, the Department of Education has already instructed the State Governments to do the needful.

11.23. With regard to Child Labour, the action points emerged from the discussions are summarized below:-

- State Governments will conduct child labour survey expeditiously for the districts where grants are released for the purpose.
- The honorarium paid to the NCLP staff and schools should be increased in order to attract more committed functionaries.
- State Government will help in convergence of schemes.
- Mid-day meal should be provided to the children of the NCLP Schools.

11.24. In his concluding remarks, **Shri. Mallikarjun Kharge, the Hon'ble Union Minister for Labour and Employment**, mentioned that discussion in the conference revolved around 7-8 strategies which were crucial and important for welfare of the labourers in the country. All of us were able to know the status of each programme and could identify what is needed to be done in different States. He hoped that by March end of this year the result would be good so that our performance would be 100%. He also noted that some States were lagging behind in expenditure and in some States, cess collected by the States for the welfare of construction workers, has not been spent. Hence some of the States have to do a lot to achieve the objectives. He exhorted that we must try to help the poor people with whatever money was there. He suggested that to improve vocational training more staff should

be engaged. Because without proper staff, children would not get adequate education. He emphasized that our certificate has value in the international market also. If you have good skilled labour, they will get more jobs outside the country. You have to give more attention to staff recruitment. Ultimately our cause will suffer and no noble agency will come forward to help us. If your performance is good, then based on that performance, we will be judged. We will help you, if there are any problems. We together can do better for the welfare of the labourers and also for the interest of the country.

11.25. **Shri P.C. Chaturvedi, Secretary (Labour & Employment)** expressed his gratitude to Shri Mallikarjun Kharge Ji, the Hon'ble Union Labour Minister. He said that the Hon'ble Minister's vision and concern for working class has always been a leading light and source of inspiration to all of us in the Ministry. He also expressed his sincere thanks to Shri Harish Rawatji, Hon'ble Minister of State for Labour & Employment, for his thoughts on issues relating to welfare of workers. He further expressed his gratitude and thanks to Hon'ble Labour Ministers from State Governments and all the Delegates who have made this event a huge success by meaningful discussion on the issues before this august house. He added that their presence in the august house was a testimony to their sincerity and commitment to the cause of our huge work force. He further said that the Ministry of Labour & Employment, Government of India, attached utmost importance to collective wisdom and we derive our strength from valuable suggestions emanating from the process of consultations on vital issues of enhancing employability of our workers and providing them a safe and healthy work environment.

**STATE LABOUR MINISTERS' CONFERENCE
22ND JANUARY, 2010**

LIST OF PARTICIPANTS

S.No.	Name & Designation	Ministry/Department/Organisation
1	Smt. S.K.P.Sodhi, Secretary (Labour& Employmnt)	Andaman & Nicobar Islands
2	Shri Bhanwar Lal, Principal Secretary (Labour)	Government of Andhra Pradesh
3	Shri D. Sreenivasulu, Commissioner of Labour	Government of Andhra Pradesh
4	Shri Padi Richo, Hon'ble Parliamentary Secretary (Labour)	Government of Arunachal Pradesh
5	Shri D.S.Pandit, Secretary (Labour)	Government of Arunachal Pradesh
6	Dr.S.P.Bharadwaj, Deputy Labour Commissioner	Government of Arunachal Pradesh
7	Shri Prithibi Majhi, Minister of Labour & Employment	Government of Assam
8	Shri K.K.Mittal, Principal Secretary (Labour)	Government of Assam
9	Shri Awadesh Narayan Singh, Labour Minister	Government of Bihar
10	Shri Vyas Ji, Principal Secretary (Labour)	Government of Bihar
11	Shri U.K.Roy, Labour Commissioner	Government of Bihar
12	Shri Arun Prasad, Director (Emp. & Training)	Government of Bihar
13	Shri Devendra Kumar Singh, PS to Labour Minister	Government of Bihar
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15	Mrs. Mohinder Kaur, Asst. Labour Commissioner	UT of Chandigarh
16	Shri Swarn Singh, Labour Inspector	UT of Chandigarh
17	Shri Chandra Shekar Sahoo, Labour Minister	Government of Chhatisgarh
18	Shri Narain Singh, Secretary, Tech. Education	Government of Chhatisgarh
19	Shri Ajay Pandey, Special Secretary, DHFW	Government of Chhatisgarh
20	Dr. Vishwa Bhandu Bhasin, ESIC	Government of Chhatisgarh
21	Shri D.P.Merskole, Industrial Health & Safety	Government of Chhatisgarh
22	Dr.K.Madan Gopal, RSBY	Government of Chhatisgarh
23	Shri S.L.Jungde, Asst. Labour Commissioner	Government of Chhatisgarh
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25	Ms. Ranjana Katakwar, Director, Emp. & Training	Government of Chhatisgarh
26	Shri Mangat Ram Singhal, Labour Minister	Government of NCT of Delhi
27	Shri Anand Prakash, Pr. Secretary (TTE)	Government of NCT of Delhi
28	Shri A.K.Singh, Labour Commissioner	Governemnt of NCT of Delhi
29	Shri Piyush Sharma, Joint Secretary	Government of NCT of Delhi
30	Shir Lok Pal, AIT (Plg)	Government of NCT of Delhi
31	Shri V.B.N.Raika, Commissioner of Labour	Government of Goa
32	Dr.Varesh Sinha, Pr. Secretary (Labour & Emp.)	Government of Gujarat
33	Shri R.M.Jadav, Director, Emp. & Training	Government of Gujarat
34	Shri B.M.Parekh, Jt. Director, Emp. & Training	Government of Gujarat
35	Shri Mahender Pratap Singh, Labour Minister	Government of Haryana
36	Smt. Sunira Rajan, FC & Pr. Secretary	Government of Haryana

37	Smt. Satwani Ahalawat, Labour Commissioner	Government of Haryana
38	Shri Anupam Malik, Jt. Labour Commissioner	Government of Haryana
39	Shri Sandeep Garg, Director, IT & VED	Government of Haryana
40	Shri M.P.Siwach, Jt. Director, Employment Dte.	Government of Haryana
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42	Dr.Rajeev Bindal, Health Minister	Government of Himachal Pradesh
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44	Shri Ranvir Singh Sepaiya, Dy. Labour Commissioner	Government of Himachal Pradesh
45	Shri R.P.Sharma, CEO, HPSBY Society	Government of Himachal Pradesh
46	Dr.Omesh Bharti, OSD, Dte. Of Health Services	Government of Himachal Pradesh
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49	Shri R.S.Chib, Minister of Tech. Edn. & Youth Services	Government of J & K
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56	Shri Ramesh B. Zalki, Labour Secretary	Government of Karnataka
57	Shri M.S.Ravishankar, Labour Commissioner	Government of Karnataka
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59	Shri P.K.Gurudasan, Minister of Labour & Excise	Government of Kerala
60	Shri C.K.Viswanathan, Secretary (Labour)	Government of Kerala
61	Shri C.Reghu, Labour Commissioner	Government of Kerala
62	Shri B.Prakash, Addl. Secretary (Labour & Rehabilitation)	Government of Kerala
63	Smt. Sumana N.Menon, Director (Training & Employment)	Government of Kerala
64	Shri Anand Kumar, Resident Commissioner	Government of Kerala
65	Shri N.Vasum, PS to Minister (Labour & Excise)	Government of Kerala
66	Shri Jagannadh Singh, Labour Minister	Government of Madhya Pradesh
67	Shri Mahendra Hardia, Minister for Tech & Hr. Education	Government of Madhya Pradesh
68	Shri Seva Ram, Principal Secretary (Labour)	Government of Madhya Pradesh
69	Shri Jaideep Govind, Pr. Secretary, Tech. & Hr. Edn.	Government of Madhya Pradesh
70	Shri Prabhat Dubey, Secretary	Government of Madhya Pradesh
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75	Dr.Sanjiv Naik, Nodal Officer for Implementation of ESIC	Government of Madhya Pradesh
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81	Shri Anup K.Thakur, Principal Secretary (Labour)	Government of Meghalaya
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89	Shri Saurabh Garg, Commissioner-cum-Secretary	Government of Orissa
90	Shri Vir Vikram Yadav, Director of Employment	Government of Orissa
91	Smt. Namita Mishra, Joint Labour Commissioner	Government of Orissa
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93	Shri G.Malar Kannan, Labour Commissioner	Government of Puducherry
94	Shri N.K.Wadhawan, Labour Commissioner	Government of Punjab
95	Shri Harish Nayar, Addl. Labour Commissioner	Government of Punjab
96	Shri Raji P. Srivastava, MD, PHSC	Government of Punjab
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100	Shri Vishnu Kumar Sharma, Joint Commissioner (Lega)	Government of Rajasthan
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108	Shri D.P.Singh, Upper Labour Commissioner	Government of Uttar Pradesh
109	Shri Rajeev Kumar Yadav, Regl. Emp. Officer, Agra	Government of Uttar Pradesh
110	Shri Prakash Pant, Labour Minister	Government of Uttrakhand
111	Shri U.D.Chaube, Labour Commissioner	Government of Uttrakhand
112	Shri Anil Petwal, Asst. Labour Commissioner	Government of Uttrakhand
113	Dr.Saroj Naithani, Asst. Director NRHM	Government of Uttrakhand
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119	Shri S.K.Srivastava, Additional Secretary	Ministry of Labour & Employment

120	Shri S.K.Dev Verma, Joint Secretary	Ministry of Labour & Employment
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122	Shri S.R.Joshi, Dy.Director General	Ministry of Labour & Employment
123	Shri Animesh Bharti Director	Ministry of Labour & Employment
124	Shri Devender Singh, Director	Ministry of Labour & Employment
125	Shri S.K.Verma, Director	Ministry of Labour & Employment
126	Shri Ranbir Singh, Director	Ministry of Labour & Employment
127	Shri Goutam Roy, Director	Ministry of Labour & Employment
128	Shri Vikas, Director	Ministry of Labour & Employment
129	Shri R.L.Tapryal, Deputy Secretary	Ministry of Labour & Employment
130	Shri Raja Lal, Deputy Secretary	Ministry of Labour & Employment
131	Shri Harish Kumar Jethi, Deputy Secretary	Ministry of Labour & Employment
132	Shri B.N.Shetty, OSD to LEM	Ministry of Labour & Employment
133	Shri Brij Mohan Sharma, Addl. PS to LEM	Ministry of Labour & Employment
134	Shri Mohannad Shahid, PS to MOS (L&E)	Ministry of Labour & Employment
135	Shri R.P.Batra, Under Secretry, O/o.MOS (L&E)	Ministry of Labour & Employment
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137	Shri Kishori Lal, Deputy Director	Ministry of Labour & Employment
138	Shri V.Ashok, Deputy Director	Ministry of Labour & Employment
139	Shri Jagdish Kumar, Under Secretary	Ministry of Labour & Employment
140	Shri Ishwar Singh, Under Secretary	Ministry of Labour & Employment
141	Shri S.D.Xavier, Under Secretary	Ministry of Labour & Employment
142	Shri S.K.Kapur, Under Secretary	Ministry of Labour & Employment
143	Shri Dinesh Singh, Under Secretary	Ministry of Labour & Employment
144	Shri Subhash Chand, Under Secretary	Ministry of Labour & Employment
145	Shri Sharda Prasad, JS/DGE&T	Ministry of Labour & Employment
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147	Shri R.K.Chug, Dy.Director General (T)	Ministry of Labour & Employment
148	Shri A.S.Kesai, Dy.Director General (AT)	Ministry of Labour & Employment
149	Shri Vijay Kumar Singh, Director	Ministry of Labour & Employment
150	Shri R.L.Singh, Director (T)	Ministry of Labour & Employment
151	Shri A.K.Ganguli, Director (P)	Ministry of Labour & Employment
152	Shri K.S.Meena, Director (Employment Exchanges)	Ministry of Labour & Employment
153	Shri Tarsem Lal, Deputy Secretary	Ministry of Labour & Employment
154	Shri C.P.Sharma, JDT	Ministry of Labour & Employment
155	Shri M.M.Gera, JDT	Ministry of Labour & Employment
156	Shri Hukum Singh, JDT	Ministry of Labour & Employment
157	Shri R.N.Bandopadhyay, JT	Ministry of Labour & Employment
158	Shri R.P.Dhingra, JDT	Ministry of Labour & Employment
159	Shri J.P.Meena, JDT	Ministry of Labour & Employment
160	Shri H.K.Somvatsar, JDT	Ministry of Labour & Employment
161	Shri Nair M.Pankajakshan, JDT	Ministry of Labour & Employment
162	Shri Rumal Singh, JDX	Ministry of Labour & Employment
163	Shri A.S.Khan, JDX	Ministry of Labour & Employment

164	Shri R.D.Meena, JDX	Ministry of Labour & Employment
165	Shri R.S.Dangi, DDX	Ministry of Labour & Employment
166	Shri M.R.Sindhvai, DDX	Ministry of Labour & Employment
167	Ms. Chitra Agarwal, SSO, Grade-I	Ministry of Labour & Employment
168	Dr.Aquib Javed, SSO, Gr.-I	Ministry of Labour & Employment
169	Shri Om Pal Singh, Senior Programmer	Ministry of Labour & Employment
170	Shri M.K.Parial, DDT	Ministry of Labour & Employment
171	Shri Anil Grover, DDT	Ministry of Labour & Employment
172	Shri S.C.Sharma, DDT	Ministry of Labour & Employment
173	Shri M.C.Kardam, DDT	Ministry of Labour & Employment
174	Shri S.P.Srivastava, DDT	Ministry of Labour & Employment
175	Shri A.K.Verma, DEDT	Ministry of Labour & Employment
176	Shri S.N.S.Rahi, DDT	Ministry of Labour & Employment
177	Ms. Anita Srivastava, DT	Ministry of Labour & Employment
178	Shri Sushil Kumar, DDT	Ministry of Labour & Employment
179	Shri Pradeep Panwar, Associate VC	Ministry of Labour & Employment
180	Shri Silendra Kashap, Senior Associate	Ministry of Labour & Employment
181	Shri A.Mishra, Consultant	Ministry of Labour & Employment
182	Shri Anil Swarup, JS/DG, Labour Welfare	Ministry of Labour & Employment
183	Shri Suraj Bhan, Economic Adviser	Ministry of Labour & Employment
184	Shri B.A.Khan, Director	Ministry of Labour & Employment
185	Shri B.K.Sanwariya, Welfare Commissioner (HQ)	Ministry of Labour & Employment
186	Shri D.C.Bijalwan, Under Secretary	Ministry of Labour & Employment
187	Smt. Urmila Goswami, Under Secretary	Ministry of Labour & Employment
188	Shri B.S.Bhanu, Director (Training)	Ministry of Labour & Employment
189	Shri A.A.Gilani, Dy. CLC ©	Ministry of Labour & Employment
190	Smt. Naina Bakshi, RLC	Ministry of Labour & Employment
191	Shri P.S.Babu, Addl. CPFC	Ministry of Labour & Employment
192	Shri Rajesh Bansal, Addl. CPFC	Ministry of Labour & Employment
193	Dr.C.S.Kedar, DG, ESIC	Ministry of Labour & Employment
194	Shri V.P.Yajurvedi, Director, VVG NLI	Ministry of Labour & Employment
195	Dr.Mahaveer Jain, Senior Fellow, VVG NLI	Ministry of Labour & Employment
196	Dr.M.M.Rehman, Senior Fellow, VVG NLI	Ministry of Labour & Employment
197	Dr.S.K.Sasikumar, Senior Fellow, VVG NLI	Ministry of Labour & Employment
198	Dr.Helen R. Sekar, Fellow, VVG NLI	Ministry of Labour & Employment
199	Shri Anoop Kumar Satpathy, Associate Fellow, VVG NLI	Ministry of Labour & Employment
200	Ms.Shashi Tomer, Research Associate	Ministry of Labour & Employment
201	Dr.A.K.Chakrabarti, Deputy Director General, DGFASLI	Ministry of Labour & Employment
202	Shri Ashok Singh, Chairman, CBWE	Ministry of Labour & Employment
203	Shri R.S.Mathur, Regional Director, CBWE	Ministry of Labour & Employment
204	Shri D.R.Prashar, Zonal Director I/C, CBWE	Ministry of Labour & Employment
205	Shri T.Burman, Asst. Director, CBWE	Ministry of Labour & Employment
206	Prof.Dr.Sadhan Kumar Ghosh, Director, CBWE	Ministry of Labour & Employment

207	Shri S.K.Roy, Regional Director, CBWE	Ministry of Labour & Employment
208	Shri A.Kumar, Member, CBWE	Ministry of Labour & Employment
209	Shri Harbinder Singh, Dy.DG, Labour Bureau	Ministry of Labour & Employment
210	Shri V.B.Arora, Senior Media & Communication Officer, PIB	Ministry of Labour & Employment