

WELFARE COMMISSIONERES AND THEIR JURISDICTION		
S.NO.	Name of the Region	States Covered
01	Lucknow	Uttar Pradesh
02	Ahmedabad	Gujarat, Diu
03	Ajmer	Rajasthan
04	Bangalore	Karnataka
05	Bhubaneswar	Orissa
06	Hyderabad	Andhra Pradesh, Telangana
07	Jabalpur	Madhya Pradesh
08	Nagpur	Maharashtra , Goa, Dadar Nagar Haveli & Daman
09	Ranchi	Jharkhand
10	Patna	Bihar
11	Raipur	Chhattisgarh
12	Dehradun	Uttarakhand, Himachal Pradesh
13	Kolkata	West Bengal, Andaman & Nicobar, Sikkim
14	Guwahati	Assam, Meghalaya, Nagaland, Tripura, Arunachal Pradesh, Manipur, Mizoram
15	Tirunelveli	Tamil Nadu, Puducherry
16	Chandigarh	Punjab, Delhi, Chandigarh, Haryana,
17	Thiruvananthapuram	Kerala, Lakshadweep
18	Srinagar	UT of Jammu and Kashmir & UT of Laddakh

Skill Development Programme

7.9 Ministry of Labour & Employment in collaboration with NSDC and MoSDE have been providing Skill Development training to the Beedi Workers and their dependants to engage them in alternative jobs in all 17 Labour Welfare Regions. Total of 7262 beneficiaries have availed the Skill Development Training till December 2021 out of which 2746 beneficiaries have been provided placement in alternate jobs. Further, a joint committee of the officials of MoLE, MSDE and NSDC has also formulated the 'Healthy Option' special project for promotion of alternative occupations through skill development of Beedi Workers and their dependents under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (2016-2020). 'Healthy Option' special project has been forwarded to all the Welfare Commissioners to provide inputs for incorporation in the project.

Salient features of programme:

7.10 The salient features of the programme include the following:

- Payment of Stipend to the registered Beedi worker to compensate him for loss of wages suffered while the worker attended the training.
- Travel expenses of the trainee, whether the worker or his dependent to cover the cost of travel from his place of residence to the **Vocational Training Providers (VTP)** and back.
- Support for Lodging & boarding expenses in case the worker or his dependent is required to stay away from his residence for attending the training.
- Training to beedi rollers and their

dependents to be provided in VTPs approved under the Skill Development Programme being implemented by the Central/ State Govt.

- Certification under the Skill Development Programme being implemented by the Central/ State Govt. having national validity for the skill certified thereunder.
- Placement and tracking of trainees to ensure that they sustain in the alternative employment after the training. Payment of final installment of stipend made conditional upon successful placement and tracking.
- All payments to be made direct to the trainees through online transactions i.e. Direct Benefit Transfer (DBT) to ensure financial inclusion of the beedi rollers.

7.11 Various Courses in which Skill Development Training has been imparted

1. Account Using Tally
2. CNC Operator
3. Hotel Management (Front Office Associate)
4. Sewing Machine Operator
5. Food & Beverages Service
6. A/C & Fridge Mechanic
7. Customer Care Executive
8. Solar PV Installation
9. Tailoring
10. Solar Panel Installation
11. Asstt. Electrician
12. Asstt. Beauty Therapist
13. Basic Computer Course
14. General Duty Asstt.
15. Field Technician
16. Automobile Repairing

17. Plumbing
18. Beautician
19. Mushroom Cultivation
20. Banking & Accountancy
21. Medical & Nursing Course
22. Hand Embroidery
23. Jam & Jelly Making
24. Computer Hardware
25. Pickle Making
26. Stitching & Fashion Designing
27. Soft Toys Making
28. Agarbatti Making
29. Bag Making
30. LED Technician
31. CCTV Technician

Revised Integrated Housing Scheme, 2016

7.12 A revamped housing scheme (RIHS, 2016) has been introduced from December, 2016 with a subsidy of Rs.1, 50,000 per beneficiary household. RIHS, 2016 is applicable to the workers engaged in Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Ore Mines, Dolomite Ore Mines (LSDM) /Mica Mines and Cine Industries registered with the Labour Welfare Organization (LWO).

7.13 In the scheme, a subsidy of Rs.1,50,000/- is released in three instalments on 25:60:15 ratio (First as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed in all respect).

Under this scheme subsidy is released through DBT.

Details during 2022-23 under the Revised Integrated Housing Scheme (RIHS) are as under:

01.04.2022 to 31.12.2022		1.1.2023 to 31.3.2023 (Estimates)	
Expenditure	Beneficiary	Expenditure	Beneficiary
8.85(Crore)	3593	135.46 Crore	32009

7.14 Convergence of Housing Scheme

In meeting of Expenditure Finance Committee (EFC) under the Ministry of Finance for appraisal and continuation of the Labour Welfare Scheme held on 11.05.2018 under the Chairmanship of Secretary (Expenditure), it was decided that the Ministry of Labour & Employment will explore the possibilities to converge the RIHS with the Pradhan Mantri Awaas Yojna (PMAY) of the Ministry of Urban Development poverty (URBAN) and Pradhan Mantri Awaas Yojna (Rural) of the Ministry of Rural Development. It was suggested to frame a timeline and to draw a transition plan, when all new sanctions under RIHS will be stopped and housing subsidy will be drawn from PMAY and a transition plan may be drawn up when all new sanction under RIHS will be stopped and housing subsidy will be drawn from PMAY. Accordingly all Welfare Commissioner were directed not to release subsidy towards 1st instalment under RIHS

and send pending applications to the concerned Blocks /ULBs for sanction under PMAY. The Sunset for Housing Scheme is 31.03.2023

Scholarship

7.15 Financial Assistance is given to the wards of Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines and Cine Workers, varying from Rs. 250/- to Rs. 15,000/- per student per year. SFC has approved the revision of rate of scholarship and now w.e.f AY 2022-23, the revised rate are ranging from Rs. 1000/- to Rs.25000/- per student per annum. The benefits under the scheme are being transferred through DBT system and the applications under this scheme are invited and processed through the National Scholarship Portal (NSP). Every year more than one Lakh applications are received in the NSP portal for the above mentioned scholarship.

Revised rate of scholarship from the year 2022-23

Scholarship			
	Old Benefits (Amount in Rs. Per annum)		Scholarship rate w.e.f. 2022-23 (Amount in Rs. Per annum per student)
Class	Girls	Boys	Both girls and boys
I to IV (for purchase of dress/books etc.)	250	250	1000
V to VIII	940	500	1500
IX	1140	700	2000
X	1840	1400	
Class XI & XII	2440	2000	3000
ITI	10,000	10,000	6000
Polytechnic	N.A.	N.A.	6000
Degree Course (Including B.Sc.-Agri)	3000	3000	6000
Professional Courses(BE/MBBS/MBA)	15000	15000	25000

*Students promoted to the next class is eligible to apply for the scholarship.

01.04.2022-31.12.2022		1.1.2023-31.3.2023(Estimates)	
Expenditure	Beneficiary	Expenditure	Beneficiary
9.01 (Crore)	58,329	23.15 (Crore)	1,00,832

Chapter-8

UNORGANIZED WORKERS

8.1 The term unorganised worker has been defined under the Code on Social Security, 2020, means a home-based worker, self-employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by the Industrial Disputes Act, 1947 or Chapters III to VII of the Code i.e. Employees Provident Fund, Employees' State Insurance Corporation, Gratuity, Maternity Benefit, Employee's Compensation.

8.2 As per the Periodic Labour Force Survey (PLFS) carried out by the National Sample Survey Organisation of the Ministry of Statistics & Programme Implementation, in the year 2017-18, the total employment in both organized and unorganised sector in the country was around 47 crores. Out of this, around 9 crores are engaged in the organized sector and the balance of 38 crores are in the unorganized sector. The workers in the unorganized sector constitute more than 81 per cent of the total employment in the country. A large number of unorganized workers are home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work. workers who are working or engaged as street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washermen, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, handloom workers, leather workers, audio-visual workers and similar other occupations.

8.3 The unorganised workers suffer from cycles of excessive seasonality of employment, lack of a formal employer-employee relationship, absence of adequate social security protection and other welfare schemes such as sickness and unemployment allowances.

COMPREHENSIVE LEGISLATION FOR WORKERS IN THE UNORGANIZED SECTOR

8.4 The Unorganised Workers' Social Security Act 2008 has been subsumed in the Code on Social Security, 2020. The Code is yet to be come into force. For the first time, provisions have been made to register all the unorganized workers on a National Portal. Accordingly, the e-shram portal was launched on 26.8.2021 for creation of a comprehensive National Database of Unorganized Workers, which is seeded with Aadhaar. It has details of name, occupation, address, educational qualification, skill types and family details etc. for optimum realization of their employability and extend the benefits of the social security schemes to them. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on 31.12.2022, more than 28.5crores workers have been registered on eSHRAM portal. It is expected that in coming months more workers of unorganised sectors will be registered under this portal. The key objective of the Portal is as under: -

1. Creation of a centralized database of all unorganized workers (UWs) including Construction Workers, Migrant Workers, Gig and Platform workers, Street Vendors, Domestic Workers, Agriculture Workers, etc., to be seeded with Aadhaar.
2. To improve the implementation efficiency of the social security services for the unorganized workers.
3. Integration of Social Security Schemes meant for UWs being administered by MoLE and subsequently those run by other ministries as well.
4. Sharing of information in respect of registered unorganised workers with various

stakeholders such as Ministries/ Departments/ Boards/ Agencies/ Organisations of the Central & State Governments through APIs for delivery of various social security and welfare schemes being administered by them.

5. Portability of the social security and welfare benefits to the migrant and construction workers.
6. Providing a comprehensive database to Central and State Governments for tackling any National Crises like COVID-19 in future.

8.5 Further, India is leading the world in providing the social security schemes on the subject of life and disability cover; health and maternity benefits; old age protection and any other benefit as may be determined by the Central Government to the Gig Workers and Platform workers. These floating workers shall also be registered on the same national portal, with the Aadhaar and aggregators of such workers shall also play very important role in the welfare of the Gig and Platform workers.

8.6 Learning with the experiences on migrant workers during the Covid pandemic, the State Government and the State Building Workers Welfare Board have been made responsible to register the Building and Other Construction Worker, working within their geographical areas and to provide them benefits of the social security schemes in the states. To facilitate the registration, renewal and updation of the building and other construction workers, provision for the Nodal Officer is being made in the Rule on code of Social Security 2020 to make them accountable for registration, renewal and updation of particulars. Further, enabling provision for the portability of the benefits for the building and other construction workers, process of their registration, de-registration and manner of obtaining the benefits in the State, where they are working as building and other construction workers, are being made in the rules.

8.7 The Salient features of the Code on Social Security, 2020 pertaining to the Unorganised Sector Workers are as under:

- In the Social Security Code, under Section

109, provisions have been made for the Central Government, to formulate the schemes for the benefit of unorganised workers, on the life and disability cover; health and maternity benefits; old age protection and any other benefit as may be determined by the Central Government and similar provisions have been also made for the State Government to formulate schemes, on provident fund; employment injury benefit; housing; educational schemes for children; skill upgradation of workers; funeral assistance; and old age homes.

- In the Social Security Code under Section 109 (3), and (4), every scheme formulated under this provision shall be required to be notified by the Central Government. The notification shall cover the scope of the scheme, eligibility condition, authority to implement the scheme, beneficiary of the scheme, resources of the scheme, implementing agency, grievance redressal mechanism, etc.
- Similar provisions have also been made for the gig workers and platform workers under section 114 of the Code.

8.8 Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM):

Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), a pension scheme for unorganised workers has been introduced by the Government of India to provide old age protection to the Unorganised Workers. The enrolment under the scheme started since 15th February, 2019 and was formally launched by the Hon'ble Prime Minister on the 5th March, 2019. As on 31.12.2022, over 49.19 Lakhs beneficiaries have been registered under the scheme.

8.9 The unorganised workers who are mostly engaged as home based workers, street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers, handloom

workers, leather workers, audio-visual workers and similar other occupations, may join the scheme. It is a voluntary and contributory pension scheme. It is available to all unorganised workers in the age group of 18 years to 40 years with monthly income not exceeding to Rs 15,000. Further he should not be a member of New Pension Scheme (NPS), Employees' State Insurance Corporation (ESIC) scheme or Employees' Provident Fund Organisation (EPFO) and he should not be an income tax payee. The monthly contributions of the beneficiaries range from Rs.55 to Rs.200 per month depending upon their entry age. The equal matching contribution is also being paid by the Central Government. Under the scheme, contribution amount for the first month is being paid in cash and subsequent month's contribution is auto debited through linked bank account.

8.10 Enrolment to Pradhan Mantri Shram Yogi Maandhan is done through the Common Service Centres (CSC), with its network of 4 lakh Centres across the country. In addition eligible persons can also self-enroll through visiting the portal www.maandhan.in. Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

8.11 The features of the scheme is as given below :

1. Minimum Monthly Assured Pension of Rs 3000/- shall be provided after attaining the age of 60 years.
2. During the receipt of pension, if the subscriber dies, the spouse of the beneficiary shall be entitled to receive 50% of the pension as family pension.
3. If a beneficiary has given regular contribution and died due to any cause (before age of 60 years), his/her spouse will be entitled to join and continue the scheme subsequently by payment of regular contribution or exit the scheme as per provisions of exit and withdrawal of the money with interest as applicable in the scheme.

8.12 National Pension Scheme for Traders, Shopkeeper and Self Employed Persons:

National Pension Scheme for Traders,

Shopkeeper and Self-Employed Persons (Erstwhile name was Pradhan Mantri Karam Yogi) was launched on 12.09.2019 by the Hon'ble Prime Minister. The eligibility and other features of the scheme are similar to PM-SYM Scheme. It is also a voluntary and contributory pension scheme. In this scheme the annual turnover should not exceed Rs. 1.5 Crore and the subscribers should not be member of EPFO/ESIC/NPS/PM-SYM and he should not be an income tax payee. As on 13.09.2022 more than 51 thousand beneficiaries have been registered under the prescribed scheme.

The Scheme is being implemented through LIC of India and Common Services Centres –SPV. Enrolment of the beneficiaries is done through the Common Service Centres (CSC), with its network of 4 lakh Centres across the country and also self-enroll through visiting the portal www.maandhan.in. Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

8.13 The progress of these Schemes are being reviewed regularly in the Ministry for taking initiatives under Mission Mode and it is expected that in coming months the more workers of unorganised sector will be covered under both the schemes. The Exit module, Donate-a-Pension module etc are under active consideration of this Ministry and these modules are likely to be operationalized shortly. Further the possibility of integration of eSHRAM portal with www.maandhan.in is also being explored so that the eligible unorganised workers coming for eSHRAM registration could also be enrolled under PM-SYM Pension Scheme simultaneously.

THE BUILDING AND OTHER CONSTRUCTION WORKERS

8.14 The construction workers constitute one of the largest categories of workers in the unorganized sector. Based on the Sample Survey conducted by NSSO, MoSPI in 2011-12, about 5.02 crore workers are employed in construction activities. In order to safeguard the interest of the workers of this sector, Government has enacted the following legislations for the construction workers:-

The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996.

The Building and Other Construction Workers' Welfare Cess, Act, 1996;

8.15 Further, the Building and Other Construction Workers' Welfare Cess Rules, 1998 and the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Central Rules, 1998 have been notified on 26.03.1998 and 19.11.1998 respectively.

8.16 These legislations regulate the employment and conditions of service, safety and health measures for the construction workers through State Welfare Boards constituted at the State level. All State Governments and Union Territories have constituted State Welfare Boards. The Government of Tamil Nadu has been implementing its own Act. Welfare measures are financed by levy of cess on cost of construction work incurred by an employer (the Government has notified the cess @ 1%).

8.17 The funds so collected are used for providing social security and welfare benefits to the registered workers and their families. An amount of approx. Rs. 78521.24 Crore (cumulative) has been collected as Cess by the State Governments and Union Territories till date and an amount of approx. Rs. 35399.40 Crore (cumulative) has been spent on the Welfare Scheme for Building and Other Construction workers by the State Governments and the Union Territories.

8.18 The Central Government has been issuing directions from time to time, under Section 60 of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996, to all the State Governments and UT Administrations for proper implementation of the Act. To monitor the implementation of these directions, specifically with reference to utilization of Cess fund for Welfare Schemes enumerated under Section 22 of the Act, by the State Building and Other Construction Workers' Welfare Boards, a Committee under the Chairmanship of Secretary (Labour and Employment) has been constituted. The Monitoring Committee holds its meeting from

time to time with the Principal Secretaries/ Secretaries of Labour departments of the State/ Uts.

8.19 Implementation of the Building and Other Construction Workers (RECS) Act, 1996 and the Building and Other Construction Workers' Welfare Cess Act, 1996 was under close scrutiny of the Hon'ble Court in Writ Petition (Civil) No. 318 of 2006 between M/s National Campaign Committee for Central Legislation on Construction Labour V/s Union of India and others. Pursuant to the judgment dated 19.03.2018 and Order dated 04.10.2018 of the Hon'ble Supreme Court in the matter, Model Scheme for Building and Other Construction Workers and Action Plan (for strengthening Implementation Machinery) were framed and circulated to all States/UTs for implementation. The model scheme is also available on the website of Ministry. Further, as per the directions of the Hon'ble Supreme Court a framework for social audit of implementation of BOCW Act was developed in consultation with the State Governments and other stake holders and has been circulated to all States/UTs for carrying out social audit as directed by the Hon'ble Supreme Court.

8.20 The Mission Mode Project (MMP) was prepared and forwarded to all the States / UTs Governments with the advice to implement the MMP immediately to register all the left out BOC workers who have not been registered with the State Building and Other Construction Workers Welfare Boards which will ensure that all the registered BOC workers get all the benefits of welfare schemes of the State Welfare Boards and social security schemes of the Central/State Governments like Health Insurance Scheme through PM-JAY (Ayushman Bharat), Life and Disability Cover through PM-Jivan Jyoti Beema Yojana, PM-Suraksha Beema Yojana and Life-long Pension after 60 years through PM-Shram Yogi Mandhan Yojana and subsistence allowance during unemployment, illness, epidemics, natural calamities by using cess fund for the welfare of BOC workers.

8.21 The matter of convergence of BOCW and Ayushman Bharat PM-JAY is under process to bring all BOC Workers under the fold of Ayushman Bharat PM-JAY and therefore Ministry of Labour &

Employment, National Health Authority (NHA), State BOCW Welfare Boards and State Health Agencies (SHAs) have been pro-actively engaging in various deliberations to augment the implementation of the said convergence at the State level. In the Phase-I, States/ UTs of Bihar, Uttar Pradesh and Chandigarh have started implementing the scheme relating to extending the benefits of Ayushman Bharat – PradhanMantri Jan ArogyaYojana (AB PM-JAY) to Building and Other Construction Workers (BOCW) and their families registered with State BOCW Welfare Boards. Further, all other States/ UTs are advised to take it up in Phase-II.

8.22 An Order under Section 60 of BOCW Act, 1996 has been issued to the Chief Secretary/Administrators of all States/UTs; All Principal Secretary/Secretary/Commissioner of Labour; and, All Secretary, BOCW State Welfare Boards regarding use of Direct Benefit Transfer (DBT) for cash assistance and restriction on distribution of benefits in-kind to the registered BOCW workers by the State Building and Other Construction Workers' Welfare Board. The said Order, inter-alia, directs the States/UTs that any monetary assistance under the welfare schemes are to be provided through Direct Benefit Transfer (DBT) only in the beneficiary's bank account; and, No benefit is to be provided in-kind except in extraordinary circumstances such as natural calamities, epidemics, fire, accidents caused due to occupational hazard or similar other crisis, and with prior approval of the State Government and intimation to DG Labour Welfare, Govt. of India.

8.23 The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers' Welfare Cess, Act, 1996 have been repealed and consequently subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code, 2020) and the Code on Social Security, 2020 (SS Code, 2020) respectively, which have been notified on 29.09.2020.

8.24 All the concerned of States/UTs were apprised about the Notification of Section 142 of Code on Social Security, 2020 vide Order u/s 60 of BOCW(RE&CS) Act, 1996 that the provisions of

Section 142 of the Code ensure the benefit of welfare schemes is given to the genuine beneficiary by establishing his identity through Bio-metric authentication of Aadhaar. The State/UT BOCW Welfare Boards were, therefore, directed to take cognizance of the Section 142 of the Code while providing benefits of social security and welfare schemes to the BOC workers.

Migrant Workers & Inter-State Migrant Workers

8.25 In order to safeguard the interest of the Migrant workers, the Central Government has enacted the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979 to protect the interest of the migrant workers who migrate within India for Jobs/better employment opportunities. The Act provides for registration of certain establishments employing Inter State Migrant Workers, licensing of contractors etc. Workers employed with such establishment are to be provided payment of minimum wages, journey allowance, displacement allowance, residential accommodation, medical facilities and protective clothing etc.

8.26 The Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 has now been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 and the Code has been notified on 29.09.2020 . The above mentioned code commonly known as OSH Code, provides for decent working conditions, minimum wages, grievances redressal mechanism, protection from abuse and exploitation, enhancement of skills and social security to all category of organised and unorganised workers including migrant workers. The Code is applicable to every establishment in which 10 or more inter-state migrant workers are employed or were employed on any day of the preceding twelve months.

8.27 However, the OSH Code will come into force on such date as notified by the Government. With the enforcement of the OSH Code Inter-State Migrant Workmen(Regulation of Employment and Conditions Services) Act, 1979 shall stand repealed. Provision relating to ISMW Workers have been included in section 59-65 of Chapter XI (Part-II).

8.28 In the OSH Code, 2020 inter-state migrant worker has been defined as a person who is employed in an establishment who:- (i) has been recruited directly by the employer or indirectly through contractor in one State for employment in such establishment situated in another State or (ii) has come on his own from one State and obtained employment in an establishment of another State or has subsequently changed the establishment within the destination State Under an agreement or other arrangement for such employment and draws wages not exceeding the amount of Rs.18000/- per month.

8.29 An inter-state migrant worker is entitled to all the social security and welfare measures like EPFO, ESIC, insurance, pension and other benefits which is available to the similarly placed workers in any establishment in the State.

8.30 In the OSH Code, 2020 (Section 59 to 65) the following provisions have been made:-

- (a) Contractor/ Employer of an establishment employing inter-state migrant worker has to ensure suitable conditions of work having regard to the fact that the migrant worker is required to work in a state other than his own State.
- (b) In case of fatal accident or serious bodily injury, employer/ contractor has to report to the specified authorities of both the States and

also to the next of kin of the worker.

- (c) Migrant worker is eligible to avail all the benefits which is available to a regular worker of that establishment including benefits of ESIC, EPFO and other benefits.
- (d) He is eligible for journey allowance once in a year.
- (e) He is eligible for benefits of Public Distribution System (PDS) in his native State or the destination State where he is employed, under the initiative named One Nation One Ration Card.
- (f) He is eligible for the defined benefits from the cess fund if he is working as the Building & Other Construction (BOC) worker.
- (g) There is a provision of a toll free helpline number.
- (h) There is also a provision for study of inter-state migrant worker.
- (i) No suit or other proceeding in Court for recovery of debt of the past liability will lie against the migrant worker after completion of his employment.

8.31 The main responsibility for enforcement of the provision of the Act lies with the Central and the State Governments / Union Territories in the establishment falling in the Central and State Sphere respectively.

Chapter-9

BONDED LABOUR

9.1 The Bonded Labour System stands abolished throughout the country with effect from 25.10.1975 with the enactment of Bonded Labour System (Abolition) Act, 1976. It freed unilaterally all the bonded labourers from bondage with simultaneous liquidation of their debts. It made the practice of bondage a cognizable offence punishable by law.

9.2 The Act is being implemented by the State Governments concerned. Salient features of the Act are given below:

- On commencement of this Act, the bonded labour system stood abolished and every bonded labourer stood freed and discharged free from any obligation to render bonded labour.
- Any custom, agreement or other instrument by virtue of which a person was required to render any service as bonded labour was rendered void.
- Liability to repay bonded debt was deemed to have been extinguished.
- Property of the bonded labourer was freed from mortgage etc.
- Freed bonded labourer was not to be evicted from homesteads or other residential premises which he was occupying as part of consideration for the bonded labour.
- District Magistrates have been entrusted with certain duties and responsibilities for implementing the provisions of this Act.
- Vigilance committees are required to be constituted at district and sub-divisional levels.
- Offences for contravention of provisions of

the Act are punishable with imprisonment for a term, which may extend to three years and also with fines, which may extend to two thousand rupees.

- Powers of Judicial Magistrates are required to be conferred on Executive Magistrates for trial of offences under this Act. Offences under this Act could be tried summarily.

Central Sector Scheme for Rehabilitation of Bonded Labourer, 2021

9.3 In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour launched a Centrally Sponsored Scheme for rehabilitation of bonded labourers in May, 1978. Originally the Scheme provided for rehabilitation assistance up-to ceiling of Rs. 4000/- per freed bonded labour, which was shared by the Central Government and State Governments on (50:50) basis; in the case of North Eastern States, 100% central assistance if they expressed their inability to provide their share.

9.4 Subsequently the scheme was modified from time to time. In 2016, the scheme was revamped and known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016. Further, the scheme was modified in January 2022 and came into effect from 27.01.2022. The salient features of the Scheme are as under:

- Financial assistance for rehabilitation of a rescued bonded labourer is Rs. one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization

such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.

- The State Governments are not required to pay any matching contribution for the purpose of cash rehabilitation assistance.
- The Scheme provides for financial assistance of Rs. 4.50 lakh per district for conducting survey of bonded labourers once in every three years per sensitive district, Rs. 1.50 Lakh for Evaluatory studies (maximum of five Evaluatory Studies per year) and Rs. 10 Lakhs per annum for awareness generation per state.
- The release of rehabilitation assistance is linked with conviction of the accused. However, immediate cash assistance up-to Rs.30,000/- may be provided to the rescued bonded labour by the District Administration irrespective of the status of conviction proceedings. Further, in cases where the trial has not been concluded, but the District Administration has arrived at a prima facie finding and proof of bondage,

then the proposal for cash assistance shall not be stopped for want of details of conviction. However, final disbursement of cash assistance and non-cash assistance shall be made upon proof of bondage and other legal consequences as per judicial process.

- The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs.10 lakh at the disposal of the District Magistrate for extending immediate help to the released bonded labourers.
- The above benefits are in addition to other land and housing elements provided by the States.

A total no. of 3,15,302 bonded labourers have been released till date and Rs. 10367.10 Lakhs has been released/ reimbursed to the State/UT Governments under Scheme for rehabilitation of bonded labourers till 31.12.2022. Further, Rs. 1127.94 lakh has also been provided to State /UT Govt towards conducting Survey, Awareness Generation and Evaluatory Studies till 31.12.2022.

Chapter-10

CONTRACT LABOUR

10.1 Contract labour generally refers to workers engaged by a contractor for user enterprises. It is a significant and growing form of employment. These workers are millions in number and are engaged primarily in agricultural operations, plantation, construction industry, ports and docks, oil fields, factories, railways, shipping, airlines, road transport etc.

10.2 The Contract Labour (Regulation and Abolition) Act, 1970 was enacted to protect and safeguard the interests of these workers. It applies to every establishment /contractor in which 20 or more workmen are employed. It also applies to establishments of the Government and local authorities.

10.3 The Central Government has jurisdiction over establishments like railways, banks, mines etc. and the State Governments have jurisdiction over the units located in that State.

10.4 The Central Government and State Governments, in their capacity as “appropriate” Governments, are required to set up Central and State Advisory Contract Labour Boards to advise respective Governments on matters arising out of the administration of the Act as are referred to them. The Boards are authorized to constitute Committees as deemed appropriate.

10.5 The Central Advisory Contract Labour Board (CACLB) is a Statutory Body, tripartite in constitution and quasi-judicial in nature. The non-official members hold office for a term of three years. The last Central Advisory Contract Labour Board has been re-constituted on 29th May 2019 and tenure of the Board has expired on 28th May 2022. Constitution of New Central Advisory Contract Labour Board is under process. Till 28th May, 2022, 101 meetings of the Central Advisory Contract Labour Board have been held.

10.6 So far, 95 notification has been issued u/s 10 of the Act abolishing employment of contract labour in specified establishments in consultation with the Central advisory Contract labour Board.

10.7 Every establishment and contractor, to whom the Act applies, has to register itself/obtain a license for execution of the contract work. The interests of contract workers are protected in terms of wages, hours of work, welfare, health and social security. The amenities to be provided to contract labour include canteen, rest rooms, first aid facilities and other basic necessities at the work place like drinking water etc. The responsibility to ensure payment of wages and other benefits is primarily that of the contractor, and, in case of default, that of the principal employer. So far, 33 notifications have been issued u/s 31 of the Act granting exemption to establishment from the purview of the Act.

10.8 In the Central sphere, the Central Industrial Relations Machinery (CIRM) headed by Chief Labour Commissioner (Central) and his officers have been entrusted with the responsibility of enforcing the provisions of the Act and the rules made there under.

10.9 The Contract Labour (Regulation and Abolition) Act, 1970 has been subsumed in the OSH Code, 2020 and the Code has been notified on 29.09.2020 (Section 45 to Section 58) however, it will come into force from the date of notification by the Central Government. In the OSH Code the threshold of the number of contract labours in any establishment has been enhanced from 20 to 50 workers for the purpose of applicability of the Code in respect of contract labour. In the OSH Code core activity of an establishment has been defined as any activity for which the establishment is set up and includes any activity which is essential or necessary to such activity. The following activity shall not be considered as essential or necessary activity, if the establishment is not set up for such activity, namely:-

- (i) sanitation works, including sweeping, cleaning, dusting and collection and disposal of all kinds of waste;
- (ii) watch and ward services including security services;
- (iii) canteen and catering services;
- (iv) loading and unloading operations;
- (v) running of hospitals, educational and training Institutions, guest houses, clubs and the like where they are in the nature of support services of an establishment;
- (vi) courier services which are in nature of support services of an establishment;
- (vii) civil and other constructional works, including maintenance;
- (viii) gardening and maintenance of lawns and other like activities;
- (ix) housekeeping and laundry services, and other like activities, where these are in nature of support services of an establishment;
- (x) transport services including, ambulance services;
- (xi) any activity of intermittent nature even if that constitutes a core activity of an establishment.

10.10 To promote ease of doing business and remove multiplicity & duplicity in various forms/reports/returns, the Ministry of Labour & Employment notified the “Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2017” in the official gazette of India on 28th March, 2017. In effect, the number of forms and reports prescribed under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970), the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) and the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) have been reduced from 36 to 12.

10.11 In order to further simplify and reduce the number of forms prescribed under the above

mentioned three Acts, the Ministry has also notified the Rationalisation of Forms and Reports under Certain Labour Laws (Amendment) Rules, 2017 vide G.S.R 1593(E) dated 29th December, 2017 reducing a total of 8 other Forms regarding registration of establishment and filing of unified annual return to 2. Now, the number of forms and reports/returns prescribed under the above three Acts have been reduced from 44 to 14.

10.12 Taking forward the Government's “Digital India” initiative and to ensure that various Government Services are made available to the citizens electronically, Ministry of Labour & Employment has further made available the following facilities:-

- i. Filing of unified annual return mandatory online on the Shram Suvidha Portal under the above three Acts vide notification(s) G.S.R. 1593 (E) to G.S.R. 1596 (E) notified in the Gazette of India on 29th December, 2017.
- ii. Publication of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central (Amendment) Rules, 2018 in the Gazette of India vide notification number G.S.R. 828(E) dated 4th September, 2018 so as to make filing of application(s) for registration of establishments and granting of certificate of registration under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) mandatorily online on the Shram Suvidha Portal.
- iii. Filing of applications and granting of certificate of registration/license under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) have been made mandatorily online on the Shram Suvidha Portal vide Gazette of India notification(s) G.S.R. 1125(E) and G.S.R. 1126(E) dated 15th November, 2018.

Chapter-11

WOMEN AND WORK

PROFILE OF WOMEN WORKERS

11.1 Women form an integral part of the Indian workforce. The total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively (source: census, 2011). Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining female workers, 8.5 million are in household Industry and 43.7 million are classified as other workers. As per Census 2011, the work participation rate for women is 25.51 per cent as compared to 25.63 per cent in 2001.

Periodic Labour Force Survey (PLFS)

11.2 As per the results of Periodic Labour Force Survey (PLFS) conducted by National Statistics Office, Ministry of Statistics and Programme Implementation during 2020-21, the Worker population Ratio (WPR) (in percent) for women in the age group 15 years & above according to usual status (principal status + subsidiary status) was 31.4% at all India level and it was 35.8% rural areas as compared to 21.2% in urban areas. The overall Labour Force Participation Rate (LFPR) for the women in the age group 15 & above according to usual status (principal status + subsidiary status) basis was 32.5% at all India level, and it was 36.5% in rural areas as compared to 23.2% in urban areas. The overall unemployment rate of women in the age group 15 years and above according to usual status (principal status + subsidiary status) was 3.5% at all India level, and it was 2.1% in rural areas as compared to 8.6% in urban areas.

EQUAL REMUNERATION ACT, 1976

11.3 The ILO Convention No.100 of 1951 relating to equal remuneration for men and women was ratified by the Government of India in the year

1958. To give effect to the Constitutional provisions and also to ensure the enforcement of ILO Convention No.100, the Equal Remuneration Act was enacted on 1976.

11.4 The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment. The Act is implemented at two levels viz. Central level and State level. At the Central sphere, the enforcement of the act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM).

11.5 In cases where the State Government is “appropriate authorities”, the enforcement of the provisions of Equal Remuneration Act is done by the officials of State Labour Departments. The State Governments/Union Territories are being advised from time to time to ensure more rigorous enforcement of the Act so as to improve the condition of women workers. However, this Act has now been subsumed in the Code on Wages, 2019, which has been notified on 08.08.2019. The Code on Wages, 2019 will come into force on such date as notified by the Government.

MATERNITY BENEFIT ACT, 1961

11.6 The Government is sensitive to the need for family and social policies aimed at reconciling work and family obligations. The Government has amended the Maternity Benefit Act 1961 in the year 2017 vide enactment of Maternity Benefit (Amendment) Act 2017 which inter-alia provides for increased paid maternity leave from 12 weeks

to 26 weeks and provisions for facility of crèche in the establishments having 50 or more employees. Detailed provisions of the amended Maternity Benefit Act have been given in the box attached to this chapter.

11.7 The Act also provides where the nature of work assigned to a woman is such, nature that she may work from home, the employer may allow her to do so after availing of the maternity benefit for such period and on such conditions as the employer and the woman may mutually agree.

CHILD CARE CENTRES

11.8 Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers. These include Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966, the Mines Act, 1952, the Plantation Act, 1951 and the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

COMPLAINT COMMITTEE

11.9 A complaint Committee to deal with the complaints of sexual harassment of women employees at workplace of Ministry of Labour & Employment and its attached offices has been constituted.

Training of Women Workers

11.10 In tune with the Government of India's stress on empowering the women workers, special efforts were made by Dattopant Thengadi National Board for Workers Education & Development (erstwhile Central Board of Workers Education) to have more participation of Women Workers in Board's various training programmes. During the year 2021-22 (upto December, 2022) 1,91,628 women participated in Board's various training Programmes. Of these 1,91,628 total women workers, 52,057 were from SC category and 26,370 were from ST Category.

11.11 The Dattopant Thengadi National Board for Workers Education & Development (formerly CBWE) also conducts 2-days special training

programmes for women workers in which only women participants of various categories in unorganized sector are enrolled. Till 31.12.2022, 282 such special programmes for women workers participated. The women are made aware about their rights and duties, and provisions under various Labour Legislations in respect of women and child, and various other welfare provisions of the Central and State Government related to women for upliftment of women and children i.e. on health, hygiene and total care etc.

11.12 The V.V. Giri National Labour Institute (VVGNNLI), which is the training, research and policy institute of the Ministry of Labour & Employment, conducts various customized training programmes on labour and employment issues for women workers on regular basis. Training for gender parity and women's empowerment is a vital component of VVGNNLI's Commitment to promote gender equality for creating gender inclusive societies. Considering training as a transformative process aiming to provide knowledge, skills, attitudinal and behavioural change, the Institute conducts training programmes on various dimensions of gender. Thirteen training programmes conducted exclusively on various issues related to gender, gender budgeting & mainstreaming and women empowerment in which 341 women participated are as follows:

1. Gender and Labour Issues – July 04-08, 2022
2. Online Facilitating Gender Sensitive Environment : A Behavioural Approach – July 11-15, 2022
3. Online Gender Responsive Budgeting – August 01-05, 2022
4. Training Programme on Gender, Poverty and Employment – August 08-12, 2022
5. Emerging Perspectives on Gender, Labour Codes and International Labour Standards – August 30- September 02, 2022
6. Gender, Decent Work and Social Protection – September 19-23, 2022

7. Research Methods on Gender, Poverty and Informal Economy – Oct. 17-21, 2022
8. Research Methods on Gender Issues in Labour – November 14-25, 2022
9. Gender Issues in Labour : A Behavioral Approach – Nov. 28 – Dec. 02, 2022
10. Gender Equality and Climate Change s (BMS) – December 12-16, 2022
11. Online Training of Trainers Programme on Gender and Social Security – December 19-23, 2022
12. Training of Trainers Programme on Gender and Social Security – December 19-23, 2022
13. Emerging Perspectives on Gender, Labour Codes and International Labour Standards (SLI, Odisha) – December 27-29, 2022

11.13 The proposed training programmes to be organized from January, 2023 to March, 2023

1. International Labour Standards and Promotion of Gender Equality at the Workplace - January 16-February 03, 2023
2. Gender, Work and Social Protection - January 16-20, 2023
3. Gender Unpaid Work and Care in India: Changes and Policy - February 17, 2023

4. Mainstreaming Gender Issues in the Employment - March 20-24, 2023
5. Gender and Labour Issues (GIDR, Gujarat) - March 20-22, 2023

ASSISTANCE TO WOMEN JOB SEEKERS

NCS Features for Women

11.14 In order to promote women empowerment, National Career Service (NCS) has various features for helping women connect with the right opportunities. A specific title “Jobs for Women” has been featured on NCS Portal Home page to help them easily search and apply to relevant jobs. Women candidates are encouraged to participate in the Job Fairs and Recruitment drives conducted by Model Career Centres. Also, a functionality has been provided on NCS wherein household users can reach out to Local Service Providers like plumbers, electricians, cooks, beauticians etc. in their locality.

11.15 The Employment Exchanges take special care to cater to the job needs of women registered with them. During the year 2020, total 45.8 thousand women, and during 2021 total 81.1 thousand women were placed through various employments.

11.16 The placement made by the employment exchanges is given at **Chapter-24 (table 24.2)** which is shown below:

Table 24.2
(In Thousands)

Year	Registration	Placement	Live Register Of Women	Total Live Register	% Of Live Register Of Women To Total Live Register
2011	2122.6	85.7	13694.8	40171.6	34.1
2012	3511.0	67.8	15645.8	44790.1	34.9
2013	2233.2	58.7	16549.1	46802.5	35.4
2014	2189.4	60.8	17078.3	48261.1	35.4
2015	2532.7	59.9	15540.0	43502.7	35.7

2016	2256.8	59.7	15731.4	43376.1	36.3
2017	635.5	49.8	15649.5	42809.1	36.6
2018	1437.0	58.2	15611.0	42122.3	37.1
2019	1375.2	55.2	15709.8	42405.1	37.0
2020	748.8	45.8	15873.2	42829.2	37.1
2021	1327.5	81.1	15829.7	44071.7	35.9

Table 11.1

EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS

Name of the Enactment	Protective Provisions
1. The Beedi & Cigar Workers(Conditions of Employment) Act,1966	14. Creches:- In every industrial premise wherein more than thirty female employees are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female employees. (2) Such rooms shall (a) provide adequate accommodation; (b) be adequately lighted and ventilated; (c) be maintained in a clean and sanitary condition; (d) be under the charge of women trained in the care of children and infants. (3) the State Government may make rules- (a) prescribing the location and the standard in respect of construction, accommodation, furniture and other equipment of rooms to be provided under this section. (b) requiring provision in any industrial premises to which this section applies, of additional facilities for the care of children belonging to female employees, including suitable provisions of facilities for washing and changing their clothes; (c) requiring the provision in any industrial premises for free milk or refreshment or both for such children; (d) Requiring that facilities shall be given in any industrial premises for the mothers of such children to feed them at necessary intervals.

2. The Plantation Labour Act, 1951	• Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or where the number of children of women workers (including women workers employed by any contractor) is twenty or more. • Definition of family has been made gender neutral so as to remove distinction between the family of male and female workers for availing dependent benefits. Family also includes dependent widow sister of a female worker as well as male worker. • To cover all aspects of safety and occupational health of workers, specifically women and adolescents working in plantations, a new chapter pertaining to the use of handling, storing or transporting chemicals, insecticides and toxic substances used in the plantations has been added.
3. The Contract Labour (Regulation & Abolition) Act, 1970	• Provision of separate rest rooms or alternative accommodations for women employees in every place wherein contract labour is required to halt at night. • Provision of separate reserved portion of dining hall and service counter. • Provision of separate washing places and latrines for women to secure privacy. • Provision of crèches where twenty or more women are ordinarily employed as contract labour.
4. The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979	Section 44 Creche 1. In every establishment where 20 or more workmen are ordinarily employed as migrant workmen and in which employment of migrant workmen is likely to continue for three months or more, the contractor shall provide and maintain two rooms of reasonable dimensions for the use of their children under the age of six years, within fifteen days of the coming into force of the rules, in case of existing establishment, and within fifteen days of the commencement of the employment of not less

	than twenty women as migrant workmen in new establishment. 2. One of such rooms shall be used as playroom for the children and the other as bedroom for tile children. 3. If the contractor fails to provide the crèche within the time laid down, the same shall be provided by the Principal Employer within fifteen days of the expiry of the time allowed to the Contractor. 4. The contractor or the principal employer as the case may be, shall supply adequate number of toys and games in the play rooms and sufficient number of cots and beddings in the steeping, room. 5. The crèche shall be so constructed as to afford adequate protection against heat, damp, wind, rain and shall have smooth, hard and impervious floor surface. 6. The crèche shall be at a convenient distance from the establishment and shall have 7. Effective and suitable provisions shall be made in every room of the crèche for securing and maintaining adequate ventilation by circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting
5. The Factories Act, 1948	• Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed. • Employment of women in factory is prohibited except between the hours of 6.00 a.m. to 7.00 p.m. However, in exceptional circumstances, the State Government may, by notification, vary the limits, but no such variation shall authorize the employment of any woman between the hours of 10.00 p.m. and 5.00 a.m. • Employment of women is also prohibited/restricted in certain factories involving dangerous operations. • No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion. • No women shall be employed in any part of a factory for pressing cotton in which a cotton

	opener is at work.
6. The Mines Act, 1952	• Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of Section 46 (1) of the Mines Act, 1952, in any mine between the hours of 7.00 pm and 6.00 am in the mine above ground including opencast workings and in any mine below ground between the hours of 6.00am and 7.00pm in technical, supervisory and managerial work where continuous presence may not be required, has been relaxed subject to the provision of adequate facilities and safeguards regarding their safety, security and health. • Regarding providing adequate facilities, DGMS have advised mine management to frame Standard Operating Procedure (SOP) for deployment of women during night hours. • DGMS issued Guidelines for framing Standard Operating Procedure (SOP) for adoption by the mine owner / mine management during employment of women in their respective mines vide DGMS(Legis)/Circular No.02 dated 24.05.2019.
7. The Maternity Benefit Act, 1961	Following benefits are available under the Maternity Benefit Act 1961:- • 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For more than two children and for adopting/commissioning mothers, 12 weeks of paid maternity leave. • One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation). • Two nursing breaks of 15 minutes until the child attains the age of 15 months. • Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge. • Light works for 10 weeks. • Immunity from dismissal during absence of pregnancy.

	- No deduction of wages of woman entitled to maternity benefit. - Facility of work from home' - Facility of crèche if 50 or more employees are working in the establishment with daily four visits.
8. The Equal Remuneration Act, 1976	- Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act. - No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.
9. Employee's State Insurance Act 1948 read with The Employee's State Insurance (Central) Regulation, 1950	The benefits available under ESI Scheme are as under:- - Medical Benefit - Sickness and extended sickness benefit - Maternity benefit i) 26 weeks of paid leave for upto 2 children ii) 12 weeks for more than 2 children adopting and commissioning mothers. iii) 6 weeks for miscarriage. iv) Additional months leave for sickness arising out of pregnancy. v) Medical bonus of Rs.5000/- - Disablement benefits - Dependent benefits - Funeral benefits.
10 The Beedi Workers Welfare Fund Act, 1976	Appointment of women member in the Advisory and Central Advisory Committee is mandatory under the Acts at Sl. No.10-13
11. The Iron Ore Mines, Manganese Ore Mines and Chrome Or Mines Labour Welfare Fund Act, 1976	
12. The Lime Stone and Dolomite Mines Labour Welfare Fund Act, 1972	
13. The Mica Mines Labour Welfare Fund Act, 1946	
14. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	Section 35 Creches - In every place where in, more than fifty female building workers are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female workers, - Such rooms shall- - provide adequate accommodation;

	b. be adequately lighted and ventilated; c. be maintained in a clean and sanitary condition d. be under the charge of women trained in the care of children and infants
15. The Occupational Safety, Health and Working Conditions Code, 2020.	Section 24(3) - Welfare facilities in the establishment, etc. The Central Government may make rules to provide for the facility of crèche having suitable room or rooms for the use of children under the age of six years of the employees at suitable location and distance either separately or along with common facilities in establishments wherein more than fifty workers are ordinarily employed. Section 43 - Employment of women. Women shall be entitled to be employed in all establishments for all types of work under this Code and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the appropriate Government. Section 44 -Adequate safety of employment of women in dangerous operation. Where the appropriate Government considers that the employment of women is dangerous for their health and safety, in an establishment or class of establishments or in any particular hazardous or dangerous processes in such establishment or class of establishments, due to the operation carried out therein, such Government may in the prescribed manner, require the employer to provide adequate safeguards prior to the employment of women for such operation. Section 82 - Dangerous Operations- The appropriate Government may by rules make the provisions relating to any operations. factory or class or description of factories in which manufacturing process or operation is carried on which exposes any of the persons employed in it to a serious risk of bodily injury, poisoning or disease, for — (b) prohibiting or restricting the employment of pregnant women in the manufacturing process or

	operations; Section 93(2) Safety - The State Government may prescribe for special safeguards for employment of women or adolescents in using or handling hazardous chemicals. Section 135 - Power of State Government to make rules- (1) The State Government may, subject to the condition of previous publication and by notification, make rules for the carrying out the provisions of this Code. (2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely: — (u) for prohibiting or, restricting employment of women or adolescents under sub-section (2) of section 93 Section 18 (2)(f) of the OSH & WC code, 2020 Second schedule laid down under Section 18(2)(f) of the Occupational Safety, Health and Working Conditions Code, 2020 provides the following protection for women workers- Sl. No. 7-prohibition of employment of women, children and adolescent near cotton openers.
15. The Industrial Employment (Standing Orders) Act, 1946	• Provision regarding safeguards against sexual harassment of women workers at their work places.

Chapter-12

CHILDREN AND WORK

INTRODUCTION

12.1 Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age and this is provided for in the Fundamental Rights (Article-24). Directive Principles of State Policy in the Constitution also strongly reiterate this commitment.

Constitutional Provisions:

Article 21 A

Right to Education

The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.

Article 24

Prohibition of employment of children in factories, etc.

No child below the age of 14 years shall be employed in work in any factory or mine or engaged in any other hazardous employment.

Article 39

The State shall, in particular, direct its policy towards securing:-

The health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

12.2 Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The policy addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-

pronged and mainly consists of:

- (i) A legislative action plan;
- (ii) Focuses on general development programmes for the benefit of the families of children; and
- (iii) Project-based action plan in areas of high concentration of child labour.

Legal Protection of Children at Work

12.3 The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016 inter-alia covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

12.4 The Child Labour (Prohibition & Regulation) Amendment Rules, 2017, inter-alia, cover provision for prevention, rescue and rehabilitation and convergence, definition of “help” in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship of District Magistrate to ensure that the provisions of the Act are properly enforced.

12.5 The Act defines the jurisdiction of both Central and State Governments in implementing the Act. The Central Government is the “appropriate Government” in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the “appropriate Government”. The

State Action Plan issued by the Ministry enumerates the actions arisen on the part of State Governments/UTs after enactment of the Amendment Act.

12.6 The Schedule of hazardous occupations and processes of the Act is divided in two parts namely 'Part A' covering a list of hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help in family or family enterprises and 'Part B' covering an additional list of occupations and processes where children are prohibited to help in family or family enterprises (in addition to 'Part A'). The revised schedule of the Act is at **Annexure 12.1**.

12.7 After making suitable amendment in the Child Labour (Prohibition & Regulation) Act 1986 in 2016, India ratified ILO conventions No.138 (minimum age of entry to employment) and 182 (worst form of child labour) on 13.06.2017. By ratifying these two core conventions, India join majority of the countries who have adopted the legislation to prohibit and place severe restrictions on the employment and work of children.

12.8 The Standard Operating Procedure (SOP) framed by the Ministry works as a ready reckoner for trainers, practitioners and monitoring agencies to ensure complete prohibition of child labour and protection of adolescents from hazardous labour ultimately leading to Child Labour Free India. The online portal PENCIL (Platform for Effective Enforcement for No Child Labour) developed by the Ministry provide for a mechanism for both enforcement of the legislative provisions and effective implementation of the National Child Labour Project (NCLP). The Portal has components like Complaint Corner, Child Tracking System, and NCLP Scheme implementation and monitoring. Now complaints of child labour can be registered electronically on the Portal to the concerned District Nodal Officers (DNOs) for taking prompt action.

Project Based action

12.9 Government started the National Child

Labour Project (NCLP) Scheme in 1988 to rehabilitate working children in the child labour endemic districts of the country.

12.10 The NCLP scheme is a Central Sector scheme. Under the scheme, project societies are set up at the district level under the Chairpersonship of the Collector / District Magistrate for overseeing the implementation of the project. Under the NCLP Scheme, children in the age group of 9-14 years, withdrawn from work are put into Special Training Centers, where they are provided with bridge education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. Children in the age group of 5-8 years are directly linked to the formal education system through coordination with the Samagra Shiksha Abhiyan (SSA).

The NCLP Scheme has now been assimilated with "Samagra Shiksha Abhiyan" Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 01st April 2021 to avoid the duplication of efforts at the District and State level. The children rescued / identified as child labour, after completing the necessary formalities, may be admitted to Special Training Centre, operated in the district under SSA Scheme.

12.11 The year-wise budget allocation and expenditure incurred under the scheme during last four years are as under:

(in crore)

Year	Budget Allocation (Final Grant)	Expenditure
2017-18	95.17	94.03
2018-19	89.99	89.99
2019-20	78	77.47
2020-21	49	41.20
2021-22	20	18.45
2022-23	20	15.40 (Upto 21 Dec 2022)

Monitoring of the NCLP Scheme

12.12 A Central Monitoring Committee under the chairpersonship of Secretary, Ministry of Labour & Employment, exists for the overall supervision and monitoring of the National Child Labour Project. State Governments have also been advised to set up State Level Monitoring Committees similar to the Central Monitoring Committee.

12.13 To ensure involvement of State Government in implementation and monitoring of the NCLP Scheme and to make awareness generation activities to curb the menace of child labour it has been decided to form State Resource Centre (SRC) in every State / UT under the Chairmanship of State Labour Secretary. The PENCIL portal developed by the Ministry connect Central Governments, Districts and all Project Societies. The SRCs will coordinate and monitor the implementation of the NCLP Scheme in their respective State through PENCIL portal and also update its reports on the portal.

12.14 Ministry has developed functionalities on the portal for capturing online attendance through Pencil portal for the children enrolled in the STCs under the NCLP Scheme and for speedy payment of stipend through DBT to children.

COVERAGE OF GOVERNMENT PROGRAMMES

12.15 The Government is taking very focused and concerted efforts towards the convergence of the on-going developmental schemes of the Central Government, State Government and at the District level. Government of India initiatives to bestow certain rights and schemes for Employment Generation and Social Security are all part of the efforts to eliminate child labour. Under the NCLP guidelines, much emphasis has been given for its convergence with Samgra Siksha Abhiyan (SSA) and other schemes. School uniforms and text books to each child in the NCLP schools (STCs) is sought for under SSA whereas nutritious cooked mid-day meal is ensured through PM POSHAN (POshan SHAKti Nirman) Scheme of the Government. The provision of primary health care including health check-ups and maintenance of

health cards is also provided through School Health Programme under NRHM.

As per the scheme guidelines of NCLP Scheme, NCLP Special Training Centre would be operational only in those districts where no Special Training Centre (s) under SSA is operational in that area. Further, the NCLP scheme guidelines also envisages the convergence with the annual survey of 'out of school' children under SSA.

12.16 The educational rehabilitation of the children also needs to be supplemented with economic rehabilitation of their families. The Government is adopting a sequential approach with focus on proper rehabilitation of not only the working children but their families also through revised NCLP scheme and convergence of various developmental schemes of the Government. Ministry of Women and Child Development is to provide for food and shelter to the children withdrawn from work through their schemes of Shelter Homes, etc as part of the Integrated Child Protection Programme. Ministry of Rural Development is to provide employment opportunities to the parents of the children near their place of residence under MGNREGA. Ministry of Consumer Affairs, Food and Public Distribution is to provide subsidized food grains under the Food Security Act.

Provision of Child & Adolescent Labour Rehabilitation Fund:

12.17 In order to give the statutory back up for the rehabilitation Fund, the Government has made a provision in the Child Labour (Prohibition & Regulation) Amendment Act, 2016 for constitution of Child & Adolescent Labour Rehabilitation Fund at district level to ensure that child and adolescent is not only rescued but his future is secured by the amount collected in fund for his welfare and education. The amount of fine realized from the employer of the child or adolescent shall be credited in the rehabilitation Fund and an amount of fifteen thousand will also be credited by the appropriate Government for each of the child and adolescents rescued from the work.

Annexure 12.1**“PART A****Hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help****1. Mines and Collieries (underground and underwater) and related work in,-**

- (i) stone quarries;
- (ii) brick kilns;
- (iii) preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or silica or mica or any other such element or mineral extracted from the earth; or

(iv) open pit mines

2. Inflammable substances and explosives such as -

- (i) production, storage or sale of fire crackers;
- (ii) for manufacture, storage, sale, loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884);
- (iii) work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electro-plating, or any other process involving inflammable substances;
- (iv) waste management of inflammable substances, explosives and their by-products; or
- (v) natural gas and other related products.

Hazardous processes (serial numbers (3) to (31) below are as specified in the First Schedule of the Factories Act, 1948 (63 of 1948))**3. Ferrous Metallurgical Industries**

- (i) Integrated Iron and Steel;
- (ii) Ferro-alloys;
- (iii) Special Steels.

4. Non-ferrous Metallurgical Industries: Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminum.

5. Foundries (ferrous and non-ferrous): Castings and forgings including cleaning or smoothening or roughening by sand and shot blasting.

6. Coal (including coke) Industries:

- (i) Coal, Lignite, Coke, similar other substance;
- (ii) Fuel Cases (including Coal Gas, Producer Gas, Water Gas).

7. Power Generating Industries.

8. Pulp and paper (including paper products) Industries.

9. Fertilizer Industries:

- (i) Nitrogenous;
- (ii) Phosphatic;
- (iii) Mixed.

10. Cement Industries: Portland Cement (including slag cement, puzzolona cement and their products).

11. Petroleum Industries:

- (i) Oil Refining;
- (ii) Lubricating Oils and Greases.

12. Petro-chemical Industries.

13. Drugs and Pharmaceutical Industries: Narcotics, Drugs and Pharmaceuticals.

14. Fermentation Industries (Distilleries and Breweries).

15. Rubber (Synthetic Industries).

16. Paints and Pigment Industries.

17. Leather Tanning Industries.

18. Electro-plating Industries.

19. Chemical Industries:

- (i) Coke Oven By-products and Coaltar Distillation products;
 - (ii) Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, Sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
 - (iii) Industrial Carbon;
 - (iv) Alkalies and Acids;
 - (v) Chromates and dichromates;
 - (vi) Lead and its compounds;
 - (vii) Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides);
 - (viii) Electro thermal produces (artificial abrasive, calcium carbide);
 - (ix) Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
 - (x) Phosphorus and its compounds;
 - (xi) Halogens and Halogenated compounds (chlorine, fluorine, bromine and iodine);
 - (xii) Explosives (including industrial explosives and detonators and fuses).
- 20. Insecticides, Fungicides, Herbicides and other pesticides industries.
 - 21. Synthetic Resin and Plastics.
 - 22. Man-made Fiber (Cellulosic and non-cellulosic) industry.
 - 23. Manufacture and repair of electrical accumulators.
 - 24. Glass and Ceramics.
 - 25. Grinding or glazing of metals.
 - 26. Manufacture, handling and processing of asbestos and its products.
 - 27. Extraction of oils and fats from vegetable and animal sources.
 - 28. Manufacture, handling and use of benzene and substances containing benzene.
 - 29. Manufacturing processes and operations involving carbon disulphide.
 - 30. Dyes and dyestuff including their intermediates.
 - 31. Highly flammable liquids and gases.
 - 32. Process involving handling and processing of hazardous and toxic chemicals as specified in Part-II of the Schedule I to the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.
 - 33. Work in slaughter houses and abattoirs including work with guillotines.
 - 34. Work involving exposure to radioactive substances including electronic waste and incidental processes therein.
 - 35. Ship breaking.
 - 36. Salt Mining or Salt Pan Work.
 - 37. Hazardous processes as specified in Schedule IX to the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Central Rules, 1998.
 - 38. Work in beedi-making or processing of tobacco including manufacturing, pasting and handling tobacco or any drugs or psychotropic substance or alcohol in any form in food processing and beverage industry and at bars, pubs, parties or other similar occasions that serve alcoholic substances.

PART B

List of occupations and processes where children are prohibited to help in family or family enterprises (in addition to PART A)

Occupations

Any occupation concerned with -

- 1. transport of passengers, goods or mails by railways;

2. cinder picking, clearing of an ash pit or building operation in the railway premises;
3. work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
4. work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway tracks;
5. Aport authority within the limits of any port;
6. automobile workshops and garages;
7. handloom and powerloom industry;
8. plastic units and fiberglass workshops;
9. domestic workers or servants;
10. dhabas (roadside eateries), restaurants, hotels, motels, resorts;
11. diving;
12. circus;
13. caring of Elephant;
14. power driven bakery machine;
15. shoe making.

Processes

1. Carpet-weaving including preparatory and incidental process thereof;
2. Cement manufacture, including bagging of cement;
3. Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
4. Shellac manufacture;
5. Soap manufacture;
6. Wool-cleaning;
7. Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;
8. Manufacture of slate pencils (including packing);
9. Manufacture of products from agate;
10. Cashew and cashew nut descaling and processing;
11. Metal cleaning, photo engraving and soldering processes in electronic industries;
12. Aggarbatti manufacturing;
13. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting;
14. Roof tiles units;
15. Cotton ginning and processing and production of hosiery goods;
16. Detergent manufacturing;
17. Fabrication workshops (ferrous and non-ferrous);
18. Gem cutting and polishing;
19. Handling of chromite and manganese ores;
20. Jute textile manufacture and coir making;
21. Lime kilns and manufacture of lime;
22. Lock making;
23. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enamelling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;

25. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
27. Manufacturing or processing and handling of corrosive and toxic substances;
28. Manufacturing of burning coal and coal briquettes;
29. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather;
30. Oil expelling and refinery;
31. Paper making;
32. Potteries and ceramic industry;
33. Polishing, moulding, cutting, welding and manufacturing of brass goods in all forms;
34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
35. Saw mill – all processes;
36. Sericulture processing;
37. Skinning, dyeing and processes for manufacturing of leather and leather products;
38. Tyre making, repairing, re-treading and graphite beneficiation;
39. Utensils making, polishing and metal buffing;
40. Zari' making and processes involving the use of *zari* (all processes);
41. Graphite powdering and incidental processing;
42. Grinding or glazing of metals;
43. Diamond cutting and polishing;
44. Rag picking and scavenging;
45. Mechanized fishing;
46. Food processing;
47. Beverage industry;
48. Cultivating, sorting, drying and packaging in spice industry;
49. Timber handling and loading;
50. Mechanical lumbering;
51. Warehousing;
52. Massage parlours, gymnasiums, or other recreational centres, or in medical facilities;
53. Operations involving the following dangerous machines:-
 - (a) hoists and lifts;
 - (b) lifting machines, chains, ropes and lifting tackles;
 - (c) revolving machinery;
 - (d) power presses;
 - (e) machine tools used in the metal trades;
54. Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding, as specified in sub-clause (iv) of clause (k) of section 2 of the Factories Act, 1948."

Chapter-13

OCCUPATIONAL SAFETY & HEALTH

Directorate General Factory Advice Service & Labour Institutes (DGFASLI)

13.1 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on occupational safety and health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one year Diploma Course in Industrial Safety, three months Certificate Course in Industrial Health (Associate Fellow of Industrial Health-AFIH), 4-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries.

13.2 The DGFASLI organisation comprises of the headquarters; five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/ cells, namely, Factory Advice Service Division, Dock Safety Division and an Award Cell.

13.3 The Central Labour Institute in Mumbai started working from 1959 and was shifted to its present premises in February' 1966. Over the years, the Institute has grown and assumed the

status of a major National Resource Centre with the following divisions:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**
- **Work Environmental Engineering**
- **Staff Training and Productivity**
- **Major Accident Hazards Control**

13.4 The different divisions at the Institute undertake activities such as carrying out studies and surveys, organizing training programmes, seminars and workshops, rendering services, such as, technical advice, safety audits, testing and issuance of performance reports for personal protective equipment, delivering talks, etc.

13.5 The Regional Labour Institutes (RLIs) located in Chennai, Faridabad, Kanpur and Kolkata, are serving the respective regions of the country. Each of these institutes has the following divisions/ sections:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**

13.6 The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port. The Inspectorate of Dock Safety at Ennore Port is in the process of being set up.

13.7 The manpower position of the organization as on 31.12.2022 is given in box as below:

Manpower position of DGFASLI

Name of the Department	Group A			Group B			Group C			Total		
	S	W	V	S	W	V	S	W	V	S	W	V
Head Quarters	15	8	7	24	10	14	18	12	6	57	30	27
CLI, Mumbai	22	18	4	6	5	1	79	46	33	107	69	38
RLI, Chennai	9	6	3	2	1	1	27	11	16	38	18	20
RLI, Faridabad	8	5	3	2	1	1	10	6	4	20	12	8
RLI, Kanpur	9	4	5	2	1	1	29	12	17	40	17	23
RLI, Kolkata	9	7	2	2	1	1	27	9	18	38	17	21
Inspectorates of Dock Safety	14	6	8	11	7	4	31	8	23	56	21	35
Total	86	54	32	49	26	23	221	104	117	356	184	172

Note - S: Sanctioned Strength, W: Working, V: Vacant

A. ACTIVITIES OF THE ORGANISATION

I. Safety and Health in Factories

13.8 The Factories Act, 1948 is the principal legislation for regulating various aspects relating to safety, health and welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and respective rules through their Factory Inspectorates/Directorates.

13.9. The Ministry of Labour and Employment is accountable to the Parliament for proper enforcement of the Act. Uniformity in the application of the provisions of the Act in various States and Union Territories is achieved by circulating the Model Rules prepared by DGFASLI, which are incorporated by them in their State Factories Rules with necessary modifications to suit local needs. In the task of framing the Model Rules, the DGFASLI, on behalf of the Ministry of Labour and Employment, enlists the cooperation

and consultation of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF) of the States and UTs. The Conference discusses matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion on the latest development in the field of Occupational Safety and Health.

II Inspectorate of Dock Safety

13.10 The Dock Workers (Safety, Health and Welfare) Act, 1986 came into force on 14th April, 1987. The Dock Workers (Safety, Health and Welfare) Rules, 1989 and Regulations, 1990 were framed under this Act. The Act and Regulations cover the safety, health & welfare aspects of dock worker engaged in loading, unloading & transportation of cargo, including the work incidental to dock work. In addition, the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 are also enforced by DGFASLI in the major ports of India through the Inspectorates of Dock Safety.

13.11 Administration of the Act and the Regulations in major ports is carried out by the Ministry of Labour & Employment, through DGFASLI, Mumbai. The Director General is the Chief Inspector of Dock Safety appointed under the Act. The Chief Inspector of Dock Safety is also an authority for enforcement of the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 in the major ports.

13.12 The above statutes are enforced by the Inspectors posted at Inspectorate of Dock Safety at all the major ports viz. Mumbai, Kolkata, Chennai, Kandla, Mormugao, New Mangalore, Cochin, Tuticorin, Visakhapatnam, Paradip and Jawaharlal Nehru Port except Ennore where the Inspectorate is being set up. Presently, the enforcement in this Port is carried out by the Inspectors posted in Inspectorate Dock Safety, Chennai.

13.13 The main function of the Inspectorates is to ensure the compliance with the provisions under the statutes. The statutory responsibilities of Inspector include inspection of ships, tankers, loose-gears, container-handling equipment, docks, container-yard and terminal, hazardous installations and isolated storages, tanks; carrying out the investigation of accidents (fatal and serious) and dangerous occurrences; prosecution of employers, attending to complaints, providing advisory services and conducting safety promotional activities like training programmes, workshops, celebration of safety week etc. The Inspectorate also prosecutes the agency responsible for violation of any provision of the Act and Regulations framed there under.

13.14 The details of the enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes is given in **Annexure-I**.

III. TRAINING PROGRAMMES

13.15 DGFASLI regularly conducts a number of training programmes of varying duration for the

awareness and effective compliance of standards/measures to ensure Safety and Health at workplace. Through its Central/Regional Labour Institutes, the DGFASLI conducts the following programmes:

- Advance Diploma in Industrial Safety (ADIS), one-year diploma courses are held at CLI Mumbai, RLI Chennai, RLI Faridabad, RLI Kanpur and RLI Kolkata, wherein candidates from various private and government organisations participate to become qualified Safety Officers as required under section 40(B) of the Factories Act, 1948 and Rules made there under.
- Associate Fellow of Industrial Health (AFIH), three-months certificate course for qualified medical practitioners to be engaged as Factory Medical Officers in Occupational Health Centres in the Factories.
- 4-weeks Specialized Certificate Course for Supervisors employed in Hazardous Process industries under section 41C (b) of the Factories Act, 1948.
- 10-days Basic Course for newly recruited Inspectors of factories.
- 5-days Refresher Course for Senior Inspectors of factories.
- 15-days full time certificate course on Safety in Working at Height & Scaffolding.
- 15-days full time certificate course on Safety in Excavation and Tunneling.
- 15-days full time certificate course on Safety in Material Handling and Lifting Operations
- In-plant training programmes for the industries.
- Other training programmes like Long duration training programme (2 or more

days duration), Short duration training programme (1 or 2 days duration), Half-day duration online training programme, Seminar, Workshop, Appreciation programme, Talks, etc. for industry personnel.

IV. STUDIES AND SURVEYS

13.16 National Studies and Surveys are conducted by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and docks, and to formulate the appropriate standards for inclusion in statutes. Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned.

V. INDUSTRIAL SAFETY, HEALTH & WELFARE CENTRE

13.17 Industrial Safety, Health and Welfare Centre of the Central Labour Institute and Regional Labour Institutes promote the hazard communication through display of panels, models, charts, graphs, write-ups etc. which is visited by workers, executives from industry and delegates from other countries.

VI. TESTING OF PERSONAL PROTECTIVE EQUIPMENT

A. Respiratory Personal Protective Equipment:

13.18 The laboratories for respiratory personal protective equipment testing at Central Labour Institute, Mumbai undertake performance tests of Canisters, Dust Masks, SCBA Air Quality equipment, etc. as per relevant BIS standards.

B. Non-Respiratory Personal Protective Equipment:

13.19 The laboratories for non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai undertake performance tests of Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc. as per

relevant BIS standards.

VII. REPRESENTATION ON BIS COMMITTEES

13.20 Officers of DGFASLI represented on several BIS Committees/Sub-committees dealing with Safety and Health matter and offered comments on draft standards.

VIII. Activities and future plans

(a) Activities carried out during 1st January, 2022 to 31st December, 2022

1. Occupation Safety and Health (OSH) Legislation Occupational Safety, Health & Working Conditions Code, 2020

The Government of India has enacted the Occupational Safety, Health and Working Conditions Code, 2020 and the same has been assented by the Hon'ble President of India. The said code consolidates and amends the laws regulating the Occupational safety, health and working conditions of the persons employed in establishments. The Code replaces 13 central labour laws including the Factories Act, 1948.

Further, the Government of India has constituted four Expert Committees for the purpose of framing standards and rules relating to Safety, Health and Welfare as under Section 18, Section 23 and Section 24 of the Occupational Safety, Health and Working Conditions Code, 2020 pertaining to Factories, Dock Works and Building & Other Construction Works. One Expert Committee has been exclusively formed for framing Fire Safety Standards under Section 18 of the Occupational Safety, Health and Working Conditions Code, 2020.

The Expert Committees have framed and submitted in March 2022 the draft standards and rules relating to Safety, Health and Welfare as under Section 18, Section 23 and Section 24 of the Occupational Safety, Health and Working Conditions Code, 2020 pertaining to Factories, Dock Works and Building & Other Construction Works.

The Expert Committee for fire safety has framed and submitted in March 2022 the draft Fire Safety Standards under Section 18 of the Occupational Safety, Health and Working Conditions Code, 2020.

2. Conference of Chief Inspector of Factories

A conference of the Chief Inspectors of Factories of the States is convened annually by DGFASLI for cooperation and consultation of the State/UT Governments in the matters relating to the administration of the Factories Act, 1948 as well as to discuss proposed amendments relating to it. Besides, this conference also serves as a forum for discussion on the latest developments in the field of Occupational Safety and Health. The 57th all India Conference of Chief Inspectors of Factories was organized on 10th March 2022 in hybrid mode as part of Iconic Week Celebration (7th March – 13th March, 2022) under Azadi ka Amrit Mahotsav at Directorate General of Factory Advice Service and Labour Institutes (DGFASLI), Mumbai, Government of India, Ministry of Labour and Employment under the chairmanship of Dr. R. K. Elangovan, Director General, DGFASLI, Mumbai, Ministry of Labour and Employment. The Conference was attended by 24 delegates from 18 States and Union Territories.

3. Construction Advisory Service Division

The Safety and Health of the construction workers has been a matter of concern for the Ministry of Labour and Employment. In order to augment its efforts in this direction, it approved and created “Construction Advisory Service (CAS) Division” at DGFASLI, Mumbai. The division is an advisory mechanism for Chief Labour Commissioner (Central) for the administration of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Central Rules, 1998 framed thereunder.

The functions of the Construction Advisory Service Division are as follows:-

- i. To co-ordinate and assist the Ministry on matters connected with the regulatory aspects pertaining to Construction Safety as under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, Central Rules, 1998 and State Rules as well as the Occupational Safety, Health and Working Conditions Code, 2020.
- ii. To provide Construction Advisory Services to CLC (Central), State Government and Construction Industry as enumerated under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Central Rules, 1998 as well as Occupational Safety, Health and Working Conditions Code, 2020.
- iii. Building competence of the technical officers of the enforcement agencies of the Central and State Government by imparting training on Occupational Safety and Health (OSH) in Construction Industry.
- iv. Co-operating with National and International agencies with regards to Occupational Safety and Health (OSH) in Construction Sector.

This Division has initiated to start following certificate courses in the field of Construction Safety:

- i. Three-months full-time certificate course in Construction Safety
- ii. 15-days full-time certificate course on Safety in Working at Height & Scaffolding
- iii. 15-days full-time certificate course on Safety in Excavation & Tunnelling
- iv. 15-days full-time certificate course on Safety in Material Handling & Lifting Operations

4. Memorandum of Understanding (MoU) with International Agencies

The Memorandum of Understanding between DGFASLI, Ministry of Labour and Employment, Govt. of India and DGUV, Germany has been renewed for a time period of three (3) years w.e.f. 27th April 2022. The said MoU deals with an objective to establish a mutual collaboration that seeks to enhance safety and health at work, to reduce the occurrence of work related accidents and diseases and to promote social protection, to build up technical competency and to update the technical skills of the officers in line with the international standards and technological advancements of the developed countries.

5. Online Training Workshop/Seminar in collaboration with DGUV Germany

DGFASLI organised and conducted an online training workshop on "Chemical Safety" in collaboration with German Social Accident Insurance (DGUV), Germany for Dock Safety Inspectors of DGFASLI, Safety and Health professionals of State Chief Inspectorate of Factories and Major & Minor Ports. A total of 118 delegates attended the workshop.

6. Online Workshop on 'Possibilities of Use of Drone Technology' by the Organizations of Ministry of Labour & Employment-Record Note of Discussion

An Online Workshop on 'Possibilities of Use of Drone Technology' by the Organisations of Ministry of Labour & Employment was organised on 13th June, 2022 virtually. It was attended by Senior Officers of organizations of Ministry of Labour & Employment.

Dr. R.K. Elangovan, DG, DGFASLI mentioned that drone technology can be deployed mainly to monitor safety compliance at construction sites, ports, harbours etc. which are spread over vast stretches of area. He stated that a pilot project could be taken up on this. He also added that employment of contract labour, casual labour and their PPE Compliance can

also be monitored by drones' usage.

7. Iconic Week Celebrations (7th March to 13th March, 2022)

- One-day Online National Seminar on Occupational Health and Diseases was organised on 7th March 2022, for factory medical officers, certifying surgeons, occupational health practitioners, occupational health nurses, general medical practitioners, occupational health specialists, academicians, undergraduate and post graduate medical students, industrial hygienists. Technical sessions on different aspects of occupational health and diseases were discussed by eminent experts in the field of occupational health. The program was attended by a total of 560 delegates from more than 300 industries.
- One-day Online National Seminar on Fire Safety in Factories, Construction and Dock Work was organised on 9th March 2022. The seminar was attended by 243 participants. Eminent Speakers from the Industries and Academic Institutions shared the knowledge and experiences. The seminar presented the participants the knowledge to prevent the fire hazards and also the control techniques in fire prevention.
- National Conference on Occupational Safety & Health in Construction Industry was conducted on 11th March 2022 at MMA Management Centre, Chennai which was attended by 480 delegates. In this conference Dr. R K Elangovan, Director General, DGFASLI has launched "Manual of Construction Safety for Supervisors" and "Booklet on Construction Safety for Workers".
- National Workshop on "Occupational Safety and Health in Dock Work" was conducted by DGFASLI in collaboration with Chennai Port Trust and Kamarajar Port Limited, Ennore, Chennai, organised a one Day National Workshop on "Occupational

Safety and Health in Dock Work” through online Mode on 12th March 2022. A total of 440 delegates various organisations including stevedore organisations from various ports and technical institutes had participated. As a part of this National workshop, PPE demonstrations at different terminals of Chennai Port Trust and Kamarajar Port Limited, Ennore were carried out by Inspectorate Dock Safety, Chennai.

- Personal Protective Equipment Awareness Campaign for workers and supervisors in various construction sites was organised on the last day of the Iconic Week of Azadi ka Amrit Mahotsav. Officers and staff of DGFASLI travelled to various construction sites and demonstrated the safe use and importance of PPE in construction industry.

8. 4th meeting (Physical) on the review of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by the Technical Advisory Committee

The Ministry vide gazette notification S.O. 2948(E) dated 14.08.2019 and S.O. 4811(E) dated 15.09.2022 constituted the Technical Advisory Committee (TAC). The 4th meeting (physical) on the review of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by the TAC under the Chairmanship of Dr. R. K. Elangovan, Director General, DGFASLI was held on 31st October, 2022 at DGFASLI, Mumbai. The TAC discussed and undertook a comprehensive review of Part A and Part B of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. The minutes of the meeting recommendations on the review of the Schedule, and recommended revised Part A & Part B of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 were sent to Ministry for consideration

9. Celebration of Azadi Ka Amrit Mahotsav (AKAM):

DGFASLI is conducting a number of awareness programmes on Occupational Safety, Health and Productivity under the *Azadi ka Amrit Mahotsav*. This is an initiative of the Government of India to celebrate and commemorate 75 glorious years of progressive India and the glorious history of its people, culture and achievements.

The awareness programmes are conducted for workers, employed in factories, ports and construction sites, with a view to promote occupational safety and health and prevent occurrence of occupational injuries and diseases. The objective of the programme is to create awareness amongst the workers on Occupational Safety and Health, so that the workers can understand the importance of safety and following standard operating procedures for preventing occupational injuries and diseases.

The awareness campaign commenced from 1st July, 2021. Various awareness programmes are conducted through the 5 Labour Institutes and 11 IDS offices spread in different parts of the country. The awareness programmes are organised free of cost and at workplaces, i.e. in steel, engineering, atomic energy, power, port, manufacturing sector, port premises and at construction sites, in local languages so that workers can easily understand the concept of safety and health and the importance of anticipation and prevention of occupational injuries and diseases. Special emphasis is laid to reach out to the women and casual workers. Further, contract/casual workers working in Hazardous factories and Construction work have also been covered under *Amrit Mahotsav*.

This nationwide awareness programme will be continued in the coming months. The details of the programmes conducted under Azadi ka Amrit Mahotsav during the year 2022 is given in **Annexure-IV**.

10. Special Swachhta Campaign 2.0 conducted successfully at DGFASLI

The Swachhta Campaign 2.0 was successfully conducted in the Directorate General Factory Advice Service & Labour Institutes (DGFASLI) organization from 1st October to 31st October 2022. The five labour institutes viz. Central Labour Institute Mumbai and Regional Labour Institutes at Chennai, Faridabad, Kanpur and Kolkata carried out a special drive to ensure cleanliness in the institute premises with special focus on office rooms, institute laboratories, wash rooms and office desks.

During the month-long campaign about 400 files were reviewed and 345 files have been disposed. Unwanted materials, scrap have been identified and about 120 kg scrap was disposed off and about 600 sq. meter space has been freed.

The surrounding areas for all the institute premises have been cleaned for shrubs and weeds. The trees have been trimmed and streets cleaned to give the premises a presentable look. The premise at CLI Mumbai has been taken up for beautification. The Special Campaign 2.0 was successfully organized giving a neat and clean look to the premises.

11. e-Shram Portal registration

The Ministry of Labour & Employment has developed e-Shram portal for creating a National Database of Unorganized Workers (NDUW), which will be seeded with Aadhaar. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. DGFASLI has been organising awareness camps in coordination with all the major ports trust for registration of unorganised workers in the e-Shram Portal. During the year 2022, more than 8000 registration were made in the e-Shram portal through IDS offices of DGFASLI.

12. ISO 9001:2015 Certification (Quality

Management Systems) of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata

ISO Consultant M/s 3E Management Noida has been hired through GeM bidding for preparation & finalization of QMS documents related to ISO certification of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata. Several review meetings have been conducted with ISO consultant and institutes for preparation and finalization of QMS documents. Quality Policy and Quality documents have been prepared and finalised with ISO Consultant. Institute level coordinators have been nominated and review meetings have been conducted as per the requirement of ISO 9001:2015 certification system. ISO consultant has visited CLI Mumbai and RLI Faridabad and Kanpur, conducted physical meeting for finalization of QMS Documents.

In the mean time, GeM bidding for hiring Certification body for certification of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata has been done and Proposal seeking Financial Sanction of Rs Rs 2,47,800/- towards M/s. BSCIC Certifications Pvt. Ltd, Faridabad (Haryana) has been submitted to the Ministry on 20.12.2022. ISO 9001:2015 Certification (Quality Management Systems) of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata will be completed by 31st March 2023 as per Operational Action Plan.

13. Study on using Drone Technology for undertaking regulatory Occupational Safety and Health inspections in Factories, Dock Works and Building and Other Construction Works

DGFASLI has taken up 'Pilot Study' on using Drone Technology for undertaking regulatory Occupational Safety and Health inspections in Factories, Dock Works and Building and Other Construction Works as per directives from the Ministry. The stake holder meetings were held in Mumbai at the following venues:

Sl.	Name of the authority	Location
1.	Bharat Petroleum Corporation Limited	Mumbai
2.	Mumbai Port Trust Authority	Mumbai
3.	Jawaharlal Nehru Port Trust Authority	Mumbai
4.	Labour Commissioner	Mumbai

The field study by using the Drones was conducted in the following factories and construction sites:-

Sl.	Name of the Industry	Location
1.	Pharmaceutical Factory (Hazardous factory) (2 nos.)	Delhi
2.	Ultra Tech Cement Ltd. Unit- Sewagram Cement Works	Kutch, Gujarat
3.	Pantheon Construction Site	Bhuj, Gujarat
4.	L&T Constructions, MTHL Pkg-1, Gate No.2, STP Yard	Sewri, Mumbai

The report of the above pilot study on the use of Drone technology in Occupational Safety and Health inspections at Factories, Dock Works and Building and Other Construction Works is under finalization.

14. During the year 2022, Director General, DGFASLI conducted and participated in number of programmes on OSH. The details of some of the programmes is as follows:

- i. Meeting Technical Advisory Committee (TAC) on the review of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 under the Chairmanship of Dr. R. K. Elangovan, Director General, DGFASLI

- ii. DGFASLI organised and conducted the National Conference on “Occupational Safety and Health in construction Industry” in collaboration with Confederation of Real Estate Developers' Associations of India (CREDAI) and Madras Management Association (MMA). The conference was held at MMA in hybrid mode under the chairmanship of Dr. R.K. Elangovan, Director General, DGFASLI, Mumbai.
- iii. DGFASLI Jointly organized a Training program on the occasion of International Labour Day on “Safety & Health” with Dattopant Thengadi National Board for Educational workers, which was attended by 100 participants and delivered a Technical talk.
- iv. DG, DGFASLI chaired a session on SHE-A Way Forward in a Seminar on Safety, Health & Environment (Theme - Aatmanirbhar Bharat - SHE Challenges & Opportunities) organized by NSCI in Mumbai and delivered a technical session, which was attended by 300 delegates.
- v. DG, DGFASLI participated and delivered a presentation in an online Workshop on 'Possibilities of Use of Drone Technology by the Organizations of Ministry of Labour and Employment'
- vi. DG, DGFASLI represented the DGFASLI organization and presented before the Parliamentary Committee on Official Language at Hotel Taj Lands End, Bandra-West, Mumbai.
- vii. DG, DGFASLI attended the Meeting of Civil Defence Committee under the Chairmanship of Union Home Secretary to review policies and measure for implementation of Civil Defence Set up in the country.
- viii. DG, DGFASLI delivered a virtual talk on “OSH Training & Awareness” in the International Vision Zero Conference

organised by Bharat Chamber of Commerce, DGUV and DGFASLI at Kolkata.

- ix. DG, DGFASLI conducted a field study at L&T, Mumbai for identifying pros and cons of using Drone Technology in Occupational Safety & Health pertaining to Factories, Dock works and Building and other construction works.

15. DGFASLI also maintains data and statistics related to administration of the Factories Act, 1948 and Rules framed thereunder; and administration of Dock Workers (Safety, Health & Welfare) Act, 1986 and the Regulations, 1990 framed thereunder. This information base is used in planning and implementation of national policies concerning occupational safety and health as well as preparing replies to various parliament questions related to administration of the aforesaid Acts and Regulations. During the period January, 2022 to December, 2022, DGFASLI provided information/answers to 64 Parliament Questions, the details of which are given in **Annexure-III**.

16. During the period January, 2022 to December, 2022 a number of training programmes on Occupational Safety and Health were conducted by DGFASLI. The details of the programmes are mentioned in **Annexure-II**.

17. Enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) were carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes.

18. Awareness campaign has been organised for the registration of unorganised workers in the e-Shram portal in all major ports.

19. Swachhta Abhiyaan, Har Ghar Tiranga Abhiyaan, Hindi Pakhwada etc. were held across DGFASLI (Headquarters), Central Labour Institute at Mumbai, Regional Labour

Institutes at Chennai, Faridabad, Kanpur and Kolkata; and IDS offices.

(a) Future plans/Proposed activities for January, 2023 to March, 2023

1. A new Regional Labour Institute at Shillong is being set up to cater to the needs of the North-Eastern states.
2. It is proposed to establish Regional Labour Institute at Jammu to cater to the needs of Union Territories of Jammu & Kashmir, Ladakh and State of Himachal Pradesh.
3. An online portal is being developed for collection of qualitative and quantitative data on OSH, and real time data on accidents and dangerous occurrences, from CIF/DISH of States and Uts.
4. Framing of rules/standards under the OSH & WC Code, 2020.
5. Implementation of online portal for issuance of Safety Performance Report for renewal of license for stevedores.
6. More camps will be organised for awareness of e-Shram portal in all the major ports of India.
7. Implementation of e-Office and SPARROW in DGFASLI.
8. Organisation of Conference of Chief Inspector of Factories.
9. Organisation of Conference of Dock Safety Inspectors.

Mining Sector, Labour Safety and Occupational Health

DIRECTORATE GENERAL OF MINES SAFETY (DGMS)

13.21 Directorate General of Mines Safety (DGMS) is the regulatory body and is a subordinate office to the Union Ministry of Labour & Employment. The headquarters of DGMS is located at Dhanbad, Jharkhand State. DGMS administers Safety, Welfare and Health of workers

employed in mines in India and functions as a technical supplement to the Ministry in this area. Safety, Welfare and Health of workers employed in mines are the concern of Central Government (Entry 55 – Union List – Article 246) under the Constitution of India. These are regulated by the Mines Act, 1952 [subsumed in the Occupational Safety Health and Working Conditions (OSH&WC) Code, 2020] and the Rules and Regulations framed thereunder. Apart from administering the Mines Act and Subordinate Legislation thereunder, DGMS also administers some other allied legislation in the mining sector.

13.22 Minerals are depleting assets of a nation. Extraction of minerals from below the surface of the earth is fraught with innumerable dangers. Mining has been and continues to be a hazardous profession and has rightly been deemed to be a war with the unpredictable forces of nature. The condition of roof and sides of underground mines can change without any prior indication. Sudden inrush of water, release of lethal and inflammable gases or the fall of roof, etc. are unpredictable dangers.

13.23 Mineral constitutes the backbone of the economic growth of any nation and India has been eminently endowed with this gift of nature. Progressive industrialization witnessed the rise in demand. Growth of mining under the impact of successive Five Year Plans had been phenomenal. To take care of the enhanced targets, mechanization of mining activities has taken place. Large-scale mechanization led to higher risk to health and safety of the persons deployed in mines. Accordingly, the role of the **Directorate-General of Mines Safety (DGMS)** has also broadened.

13.24 The Mines Act, 1952, Subordinate Legislation made thereunder and other allied legislations administered by the Directorate are as follows:

- **The Mines Act, 1952 (subsumed in the OSH&WC CODE, 2020)**
- The Coal Mines Regulations, 2017

- The Metalliferous Mines Regulations, 1961.
- The Oil Mines Regulations, 2017.
- The Mines Rules, 1955.
- The Mines Vocational Training Rules, 1966.
- The Mines Rescue Rules, 1985.
- The Mines Crèche Rules, 1966.
- The Coal Mines Pit Head Bath Rules, 1959.

Section 1.01 The Electricity Act, 2003

- Central Electricity Authority Regulations, 2010

Section 1.02 Allied Legislation

- The Factories Act, 1948: Chapters III & IV
- The Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989 under The Environmental Protection Act, 1986
- The Coal Mines (Conservation & Development) Act, 1974

Article II. ROLE AND FUNCTION OF DGMS

Vision of DGMS

13.25 To attain risk and hazard free conditions of work and welfare of persons employed in mines.

Mission of DGMS

13.26 To identify and reduce risk of accidents and occupational diseases in and around the mine by:

- Development of suitable legislation, Rules, Regulations, standards and guidelines
- Adequate measures to ensure compliance and
- Awareness initiatives to inculcate safety and health culture amongst work-persons and stakeholders

Current functions of DGMS broadly include:

1. Inspection of mines.

2. Investigation into -
 - (a) accidents
 - (b) dangerous occurrences - emergency response
 - (c) complaints & other matters.
3. Grant of :
 - (a) statutory permission, exemptions & relaxations
 - (b) approval of mine safety equipment, material & appliances.
4. Maintaining information/ reports regarding accidents, enquiries related to accidents (as per rules/ regulation) etc. for future planning.
5. Based on the above, reports are submitted to various Parliament Committees as per requirements.
6. Interactions for development of safety equipment, material and safe work practices through workshop etc.
7. To compile, process and maintain the data related to accidents statistics pertaining to Mines (Coal & Non-Coal)
8. Publication: To bring out the following publications periodically :
 - (a) Statistics of Mines in India, Volume – I (Coal) - (Yearly)
 - (b) Statistics of Mines in India, Volume – II (Non-Coal) - (Yearly)
 - (c) Monthly Review of Accident (on the DGMS web-site) (Monthly)
 - (d) DGMS Standard Note – Yearly
9. Dissemination of mines accident and safety related data to other organisations viz. CSO, IBM, Labour Bureau, State Governments, Ministry of Coal etc.
10. Assistance towards development of Safety Legislation & Standards
11. Safety Information Dissemination.

12. Conducting examinations for grant of competency certificates to ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. (under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961).

13. Safety promotional initiatives including:

(a) Organisation of -

- National Conference on Safety in Mines
- National Safety Awards to the mines practicing best safety standard;
- Safety Weeks & Campaigns

(b) Promoting -

- safety education and awareness programmes
- workers' participation in safety management through
 - workmen's inspector
 - safety committee
 - tripartite reviews

ORGANISATION SET-UP

13.27 This is a subordinate office under the Ministry of Labour and Employment with its Headquarters at Dhanbad (Jharkhand). It is headed by the Director General of Mines Safety. At Head Quarters, Director General is assisted by specialist officers of Mining, Electrical and Mechanical Engineering, Statistics, Occupational Health, Law, Survey, Administration and Accounts disciplines. The Head Quarter also has a Technical Library and S&T Laboratory as a back-up support to the Organization. Field Organization has a two-tier network. DGMS has eight zonal offices across the country; each zone is under the charge of Deputy Director-General. There are three to four Regional offices under each Zonal office. Each Region is under the charge of Director of Mines safety. There are in all 29 such Regional Offices. Two Sub-Regional offices have also been set up in

important areas of concentrated mining activities away from Regional offices. Each of these is under the charge of Deputy Director. Besides having inspecting officers of Mining cadre in each zone, there are officers of Electrical and Mechanical Engineering and Occupational Health disciplines. DGMS has a Sanction Strength and in position as on. 01.12.2022 shown below:

Category Of Officials	No. Of Sanctioned Post	No. Of Officials In Position
GROUP-A	279	183
GROUP-B (Gazetted)	38	26
GROUP-B (Non - Gazetted)	186	160
GROUP-C	229	194
GROUP C Sanctioned for outsourcing	231	190
TOTAL	732 (Regular) & 231(Outsourcing)	563 & 190(Outsourced)

The table below shows the discipline –wise strength of the inspecting officers of DGMS(as on 01.12.2022)

Sl. No.	Designation	Discipline							
		Mining		Electrical		Mechanical		O.H.	
		S	P	S	P	S	P	S	P
1.	Director General	1	0	-	-	-	-	-	-
2.	Dy. Director General	9	7	1	1	1	1	-	-
3.	Director	50	29	16	16	16	14	-	-
4.	Dy. Director	99	73	34	23	33	10	5	0
5.	Asstt. Director	-	-	-	-	-	-	4	2
	Total	159	109	51	40	50	25	9	2

S-Sanctioned P-In Position

The following table shows the year-wise total strength of DGMS:

YEAR	Sanctioned strength	In position
2020	732+231	551+190(Outsource)
2021	732+231	554+190(Outsourc)
2022	732+231(Outsourced)	563+190(Outsource)

Article:III TREND OF ACCIDENT

13.28 Trend in fatal and serious accidents in Coal mines are shown in Fig. 1. It can be seen that the serious injury is constantly falling over the years. Decreasing trend is seen in the death rate. To minimize the rate further the Directorate General of Mines Safety has taken various measures, the analysis of that is given in Fig.10 and Fig. 11.

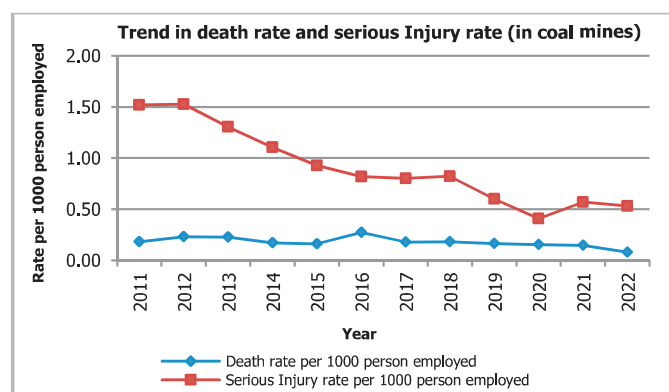


Fig.1: Trend in death rate and Serious Injury rate in coal mines

**2022 figures are provisional*

13.29 Trend in fatal and serious accidents in metalliferous mines is shown in Fig. 2. Both the rates have fluctuating trends over the period.

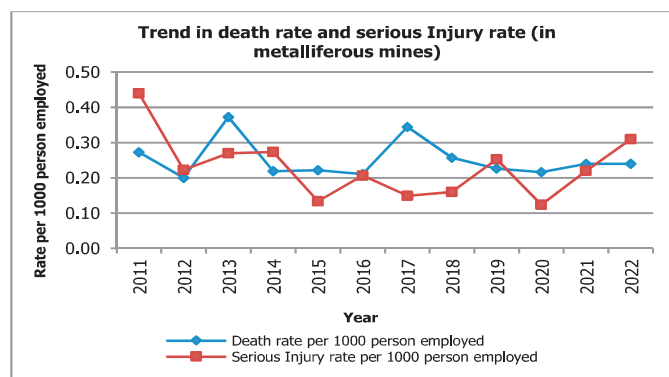


Fig.2: Trend in death rate and Serious Injury rate in metalliferous mines

** Data of 2022 is provisional.*

13.30 Trend in fatal and serious accidents in oil mines is shown in Fig. 3. Both the rates have fluctuating trends but over the period it can be said that the serious injury rate is falling.

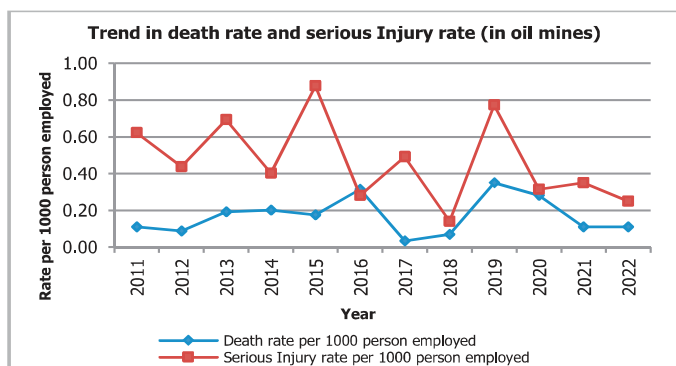


Fig.3: Trend in death rate and Serious Injury rate in oil mines

* Data of 2022 is provisional.

Article: IV SAFETY MEASURES

13.31 To ensure enforcement of necessary safety measures in mines, inspections and enquiries are carried out by the inspecting officers of DGMS. Apart from inspecting coal, metalliferous and oil mines, DGMS also undertakes investigation into all fatal accidents, certain serious accidents and dangerous occurrences and makes recommendations for remedial measures to prevent recurrence of similar mishaps. The Trend of accidents from 2001 to 2022 is shown in Table 13.5A. The trend in fatal accidents and fatality rate per 1000 persons employed on 10 yearly average basis from the year 1951 to 2020 is shown in Table 13.5B.

13.32 Power under section 22 and 22A of the Mines Act, 1952, Regulation 116 of Coal Mines Regulations, 2017 and Regulation 108 of Metalliferous Mines Regulations, 1961 has been vested with DGMS to issue improvement notices and prohibitory orders to restrict or prohibit employment of persons in mines or part of mines. The number of inspections and enquiries carried out from the year 2006 onwards are shown in Table 13.6.

Article: V :- CIRCULARS

13.33 The DGMS issues circulars to the mining industry on occupational safety and health matters,

which may have wide implications. Technical Circulars, Approval Circulars, General Circulars, General Instruction, Technical Instructions, Legislative Circular and Legislative instructions are issued as per requirement. During the period from 01.01.2022 to 31.12.2022 02 Nos. DGMS technical instructions and 02 Nos. of DGMS technical circulars were issued. DGMS/ (Tech) Instruction/01 dated 25.04.2022 and DGMS/ Circular (Tech)/02 dated 29.04.2022 on Recommendations of the Rajmahal Court of Inquiry constituted to inquire into causes and circumstances leading to the accident at Rajmahal Opencast mine of M/s ECL on 29.12.2016. DGMS (Tech) Circular(OH)/01 dated 28.04.2022 on the Accident/incidences due to exposure to high atmospheric temperature; DGMS (Tech) Instruction/02 dated 28.09.2022 on Functions of Director of Mines Safety(Mining) & Deputy Director of Mines Safety (Mining) posted at Zonal offices.

STANDARD SETTING

13.34. Based on past experiences/experience of countries abroad, following developmental initiatives are undertaken by DGMS,

- Amendment of Safety Laws,
- Issue of guidelines for safer operations in identified thrust areas through circulars and
- Issue of technical instructions to DGMS officers for their guidance.

Article:- VI :-COMPETENCY TEST

13.35 To ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. the DGMS on behalf of the Board of Mining Examinations constituted under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961, conducts examinations and issues certificates of competency. Details of applications received and competency certificates issued during the period from 01.01.2022 to 31.12.2022 have been given in Table 13.7

APPROVAL OF MINES SAFETY EQUIPMENTS

13.36 Approval is granted by Chief Inspector of

Mines (Also designated as Director General of Mines Safety) to various equipment for use in mines to fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulation, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority Regulations, 2010 and Mines Rescue Rules, 1985. The procedure of approval includes scrutiny of the applications mainly to find out the quality control system adopted by the manufacturers and their capacity to manufacture equipment/material etc., which will be capable of working safely under the hostile environment of the mines and remain operative during prolong use under adverse condition. The equipment also need to conform to the relevant Indian Standards and in case, there is no Indian Standard, the standards of the country of origin (ISO/EN/DIN, etc.). The application should also include test certificates from approved laboratory as per the relevant standard. After the documents are scrutinized and found in order, field trial approval is granted to check the pit worthiness of the equipment in various mines. After the equipment are successfully tried in the field, the performance report from the concerned mine management is obtained. If the above reports are found satisfactory regular approval is granted for a specific period.

13.37 Mining is a hazardous occupation. Therefore, equipment, machinery, apparatus, appliances and other materials used in mines are required to be safe, robust, reliable and capable of working safely under hostile environment. The equipment need to remain safe for prolonged usage even in adverse condition.

13.38 The objective of granting approval to various equipment for use in mines is to primarily fulfill the statutory obligation enshrined under different provisions of Coal Mines Regulations, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority (Measure relating to Safety and Electric Supply) Regulation, 2010 and Mines Rescue Rules, 1985 besides statutory notification under these regulations issued by the Competent

Authority from time to time.

13.39 The equipment / machinery / appliances and materials requiring approval can be categorized into:-

- Personal protective equipment.
- Environmental monitoring instruments and devices.
- Machinery and other equipment for carrying out mining operations and
- Safety materials for use in underground mines.

13.40 The table below shows particulars of items approved during 01.01.2022 to 31.12.2022

Items	Number of regular approval/ approval extension granted	Number of field trial approval / Field trial approvals extension granted	Total No of approvals granted
Cap Lamp	1	1	2
Detonators	16	0	16
Explosives	6	0	6
Gas Detector	5	6	11
Explosibility Meter	1	0	1
Total	29	7	36

13.41 The details of approval for use of safety Equipment in mines granted during 01.01.2022 to 31.12.2022 by the Mechanical/ Electrical/ MSE/S&T wings of the DGMS are given below:

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval/ extension	98
2.	Regular approval/ renewal	63
Total no. of approval granted		161

13.42 The details of approval for use of Mechanical Equipment etc. in mines were granted during 01.04.2022 to 27.12.2022 are given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Field trial approval/ extension	12
2.	Regular approval/ renewal	08
Total no. of approval granted		20

13.43 The details of approvals for use of Electrical Equipments etc. in mines were granted during 01.01.2022 to 30.11.2022 which is given below:

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval	26
2.	Field trial extension	00
3.	Regular approval	06
4.	Renewal	47
Total no. of approval granted		79

- Standardization of mining equipment, apparatus and test procedure by BIS.

Article:VII STATISTICS DIVISION, DGMS

13.44 DGMS has a computerized management information management system which is maintained by Statistics Division. It is also maintaining online software for National Safety Awards (Mines) since 2017. The Division after receipt of various mines safety related data (in the form of returns & reports) scrutinizes processes and compiles the same for finalization of award winning mines.

VISION: To complement and supplement in the direction of ensuring nationally acceptable and internationally competitive standards of health, safety and welfare for employees of the mines of India.

FUNCTIONS OF THE STATISTICS DIVISION

Sl. No	Main Activities
1	To Compile, process and maintain the data related to employment, machinery, explosives, accidents statistics pertaining to Mines (Coal & Non-Coal)
2	Work relating to Parliamentary Standing Committee- Supply of data as per requirement.
3	Work relating to Safety Committee of Coal India Ltd. - Supply of data as per requirement.
4	Work related to Parliament Questions: 1. Processing of answer of the Parliament Questions (All sessions) 2. Data processing related to Parliament Questions
5	Accident report: 1. Data entry pertaining to accident related forms and reports in database 2. Processing of accident data 3. Maintenance of accident data in database
6	Processing of Annual Returns of Coal and Non-coal mines: 1. Scrutinizing of submitted returns 2. Processing of data
7	1. Publication: To bring out the following publications periodically : a) Statistics of Mines in India, Volume – I (Coal) - yearly b) Statistics of Mines in India, Volume – II (Non-Coal) - yearly c) Monthly Review of Accident - Monthly 2. Besides the division assists in the publication of the following: a) DGMS Standard Note – Yearly b) Ministry's Annual Report – Yearly c) Special Bulletin on Accident Scenario in Coal & Non-Coal Mines - on requirement d) Special Bulletin on Mine disasters in India – (on requirement)

8	National Safety Awards (Mines): Main activities:- 1. Processing and scrutiny related to National Safety Awards (Mines) applications. 2. Maintenance of National Safety Awards (Mines) database 3. Organizing meetings of NSA committee, workshops etc.
9	Dissemination of data to other organisations viz. CSO, IBM, Labour Bureau and State Governments, Ministry of Coal etc
10	Updating / Maintenance of data related to outcome budget
11	Updating / Maintenance of data related to RFD: 1. Maintenance of inspection and enquiry related database 2. Maintenance of permission cases related database
12	Reconciliation of data related to accident from the Mines management and the Sub-Regional/Regional/Zonal Offices of this Directorate.
13	To coordinate various wings of DGMS as and when required.
14	Development/customization of Software (Co-ordination and briefing) : 1. Mine Statistics 2. National Safety Awards (Mines)
15	The Division is also assisting the researchers of various organizations like IIT (ISM), Dhanbad, IITs and BIT etc. as and when required.
16	For registration of mines, a database is maintained where a unique identification number (mine code) is generated and disseminated to the concerned zone/region.
17	Preparation of standard note 1. Accident analysis. 2. Compilation and derivation of ratios.
18	Compilation of mines details, Coal and Non- coal from Shram suvidha Portal.

19	Keeping in view the vision of Prime Minister, effort has been made to develop an online platform to collect data and making necessary data available to user online in the following areas: 1. Annual Return 2. Time series analysis of accident
20	Detailed analysis of accidents on various criteria e.g. Cause, Place, State, Age etc.

13.45 The Statistics Division maintains various computerized data base of information and statistics regarding the various activities of mines safety. The database maintenance and the processing of data are done on the software platform developed by the Division.

MAJOR ACHIEVEMENTS

13.46 ONLINE SYSTEMS

- Online inspection of mines through Shram-Suvidha portal. Risk based generation of random inspections.
- Online receipt, dealing and grant of Permission/Exemption/ Relaxation through web application module.
- Online receipt, dealing and grant of Approvals of safety equipment through web application module.
- Online application and scrutiny of applications for National Safety Awards (Mines)
- Online statistical module for filing of online Annual returns by mine managements and computation of statistical data.
- Online Accident & Statistical module for submission of intimation of accidents and dangerous occurrences by mine managements and computation of statistical data.
- Computer-based examination system has now been implemented for all Certificate of

Competency examination.

13.47 LEGISLATIVE REFORMS

- The Coal Mines Regulations, 1957 is comprehensively amended as Coal Mines Regulations 2017. Similarly, the Oil Mines Regulations, 1984 is amended as the Oil Mines Regulations, 2017 to incorporate the changes in Occupational Safety and health of mine workers in line with the technological advancements in mining industry.
- The restriction on the employment of women in mines was relaxed vide Gazette Notification No. SO 506€ dated 29.01.2019.
- The Occupational Safety Health and Working Conditions Code, 2020 has been notified in the gazette of India on 29th September, 2020.
- The draft of the Occupational Safety Health and Working Conditions Rules, framed under Section 135 Occupational Safety Health and Working Conditions Code, 2020, has been notified in the official gazette on 19th November, 2020.
- Ministry of Labour & Employment, Government of India, vide order no. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees for framing of the draft regulations on Occupational Safety and Health for coal, Metalliferous mines & oil mines, under Section 136 of the OSH & WC Code, 2020. The committees have submitted and presented respective drafts to Ministry. As advised, the modification was made and submitted to the ministry in April 2022.
- Ministry vide order No. N-65025/02/2021-ISH.II (e-134953) dated 30th September, 2022 has constituted a committee for framing the draft standards within 90 days.

- Ministry vide order No. N-65025/02/2021-ISH.II (e-134953) dated 30th September, 2022 has constituted a committee for framing the draft Rules within 60 days. The committee has submitted its reports on 30th November 2022.

13.48 TRANSFORMATION TO CBT BASED STATUTORY EXAMINATIONS

- The Bye laws for conduct of examination under the Coal Mines Regulations 2017 & the Metalliferous Mines Regulations, 1961 have been comprehensively amended and notified in the Gazette of India vide Notification Nos. G.S.R. 555(E), G.S.R. 556(E), G.S.R. 557(E), G.S.R. 558(E) and G.S.R. 559(E) Dhanbad, dated the 11th August, 2021 & vide Notification Nos. G.S.R. 560(E), G.S.R. 561(E), G.S.R. 562(E), G.S.R. 563(E), G.S.R. 564(E), G.S.R. 565(E) and G.S.R. 566(E) Dhanbad, dated the 11th August, 2021, respectively.
- The examination for grant of Manager's Certificate of Competency under the Coal Mines Regulations, 2017 & the Metalliferous Mines Regulations 1961 is now Computer Based Test (CBT) only and no oral examination for these certificates.
- The examinations for grant of Overman's, Foreman's, Surveyor's, Sirdar's, Mining Mate's, Blaster's and Gas Testing competency certificates shall also be Computer Based Test (CBT) only and no oral examination for these certificates.
- For persons holding degree or diploma in mining engineering, the requirement for gas testing examination has been removed and the certificate shall be granted on exemption basis only.
- Legislative Circulars- DGMS (Legis)(Exam) Circular No. 01 of 2021, in this regard have been issued for wider dissemination of information about the reforms made.

- **FIRST-AID:** DGMS (Tech) (OH) Circular No. 01 of 2021, Dhanbad dated 06.08.2021 regarding “Standards for conduct of First-Aid Training and issue of First-Aid Certificates” have been issued for wider dissemination of information about the reforms made.

NATIONAL SAFETY AWARDS (MINES)

13.49 To promote a competitive spirit amongst mine operators for the betterment of safety standards in mines and give due recognition to outstanding safety performance at the national level, the Ministry of Labour & Employment, Government of India, instituted the National Safety Awards (Mines) in 1983 for the contest year 1982. The Ministry of Labour and Employment endeavors to reduce the risk of occupational diseases and casualty to persons employed in mines by drafting appropriate occupational health and safety legislation and setting standards, by overseeing compliance thereof and by taking up variety of promotional initiatives and awareness programmes which create an environment in which safety is given due priority. National Safety Awards (Mines) is one such promotional initiative. The NSA scheme is applicable to all mines which come under the purview of the Mines Act, 1952. For the contest year 2015 & 2016, total 73 National Safety Award (Mines) were presented by Hon'ble Vice President of India on 16th December 2019 at Vigyan Bhawan, New Delhi.

13.50 The National Safety Awards (Mines) for the contest years 2017, 2018, 2019 and 2020 were Presented by the Hon'ble Minister of Labour & Employment on 08.03.2022 during the award ceremony conducted at Vigyan Bhawan, New Delhi.

13.51 The list of award-winning mines for National Safety Awards (Mines) for the contest year 2021 has been finalised and submitted to the Ministry for approval. The award ceremony for the contest year 2021 will be held shortly.

13.52 The Trends of accident in mines are reflected in Table 13.2. Table 13.3 reflects trend of accidents in Coal Mines cause wise. Table 13.4

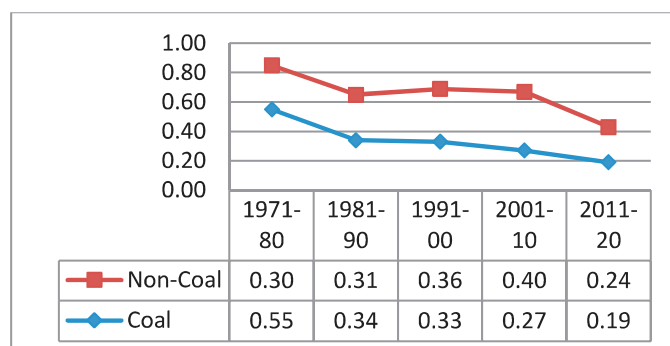
reflects trends of accident in Non-Coal cause wise. Status of accidents and the resultant casualties in mines are important aspects related to mines safety. These are reflected in the Table 13.5 A and 13.5 B.

13.53 DGMS conducts technical inspections and enquiries of the mines pertaining to safety as per established standards. The database related to all these is also maintained and the figures for various years are reflected in Table 13.6.

13.54 Table 13.7 reflects the number of applications received for various managers and other employees of mines and accordingly certificates of competency are issued.

ACCIDENT EXPERIENCE

13.55 The accident trends in terms of fatal accidents and fatality rates per thousand persons employed at 10 yearly averages since 1971-80 to 2011-20 are indicated beside:



13.56 The long term trend of fatality rate and decadal trend is presented through the above chart. The chart above outlines the trend in fatality rates per 1000 persons employed in coal and non-coal mines on a ten yearly average basis. The trend shows a steady decline over the years.

13.57 A closer analysis of accidents reveals that during 2022, fatal accidents in coal mines caused by Fall of Persons, Fall of Roof and Non-Transportation Machinery contributed about 17% of the accidents each, followed by about 13% by Dumpers, Trucks etc. In non-coal during 2022, highest percentage of fatal accidents was due to other causes and it was about 21%. It was followed by the cause: Fall of persons and Fall of sides each contributing 18% of the accidents.

13.58 So far as serious accidents in coal mines during 2022 are concerned the major contributors were: Fall of persons and Other causes contributing 28% of the accidents each. In case of

non-coal the major contributors were: Other causes contributed 41% and Fall of Persons contributed 17% of the accidents.

***Figures 4 & 5 below show cause-wise fatal and serious accidents respectively in coal mines during the year 2022.**

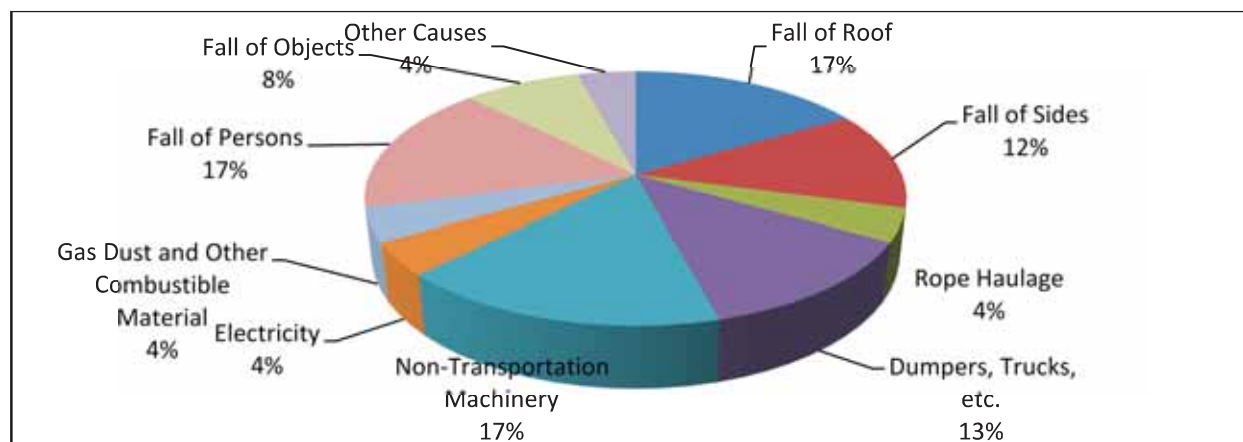


Fig.4: Cause-wise distribution of fatal accidents in coal mines during 2022. * Data of 2022 is provisional.

Fig.4: Cause-wise distribution of fatal accidents in coal mines during 2022

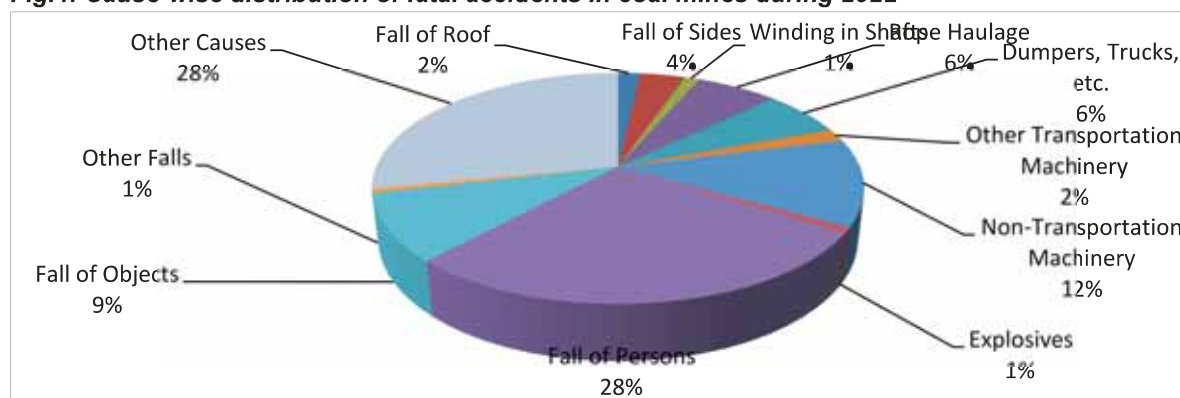


Fig.5: Cause-wise distribution of serious accidents in coal mines during 2022. * Data of 2022 is provisional.

***Figures 6 and 7 below show cause-wise fatal and serious accidents respectively in non-coal mines in 2022.**

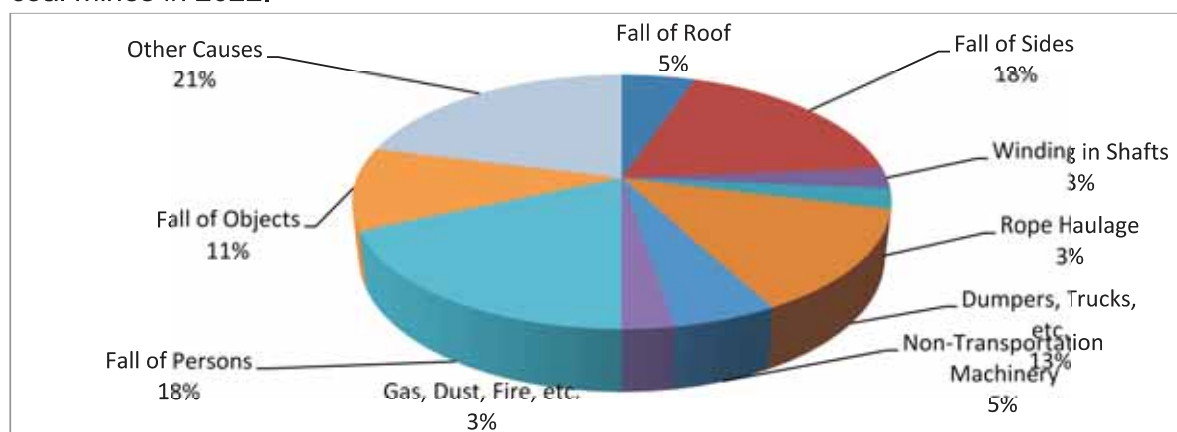


Fig. 6 Cause-wise distribution of fatal accidents in non-coal mines during 2022

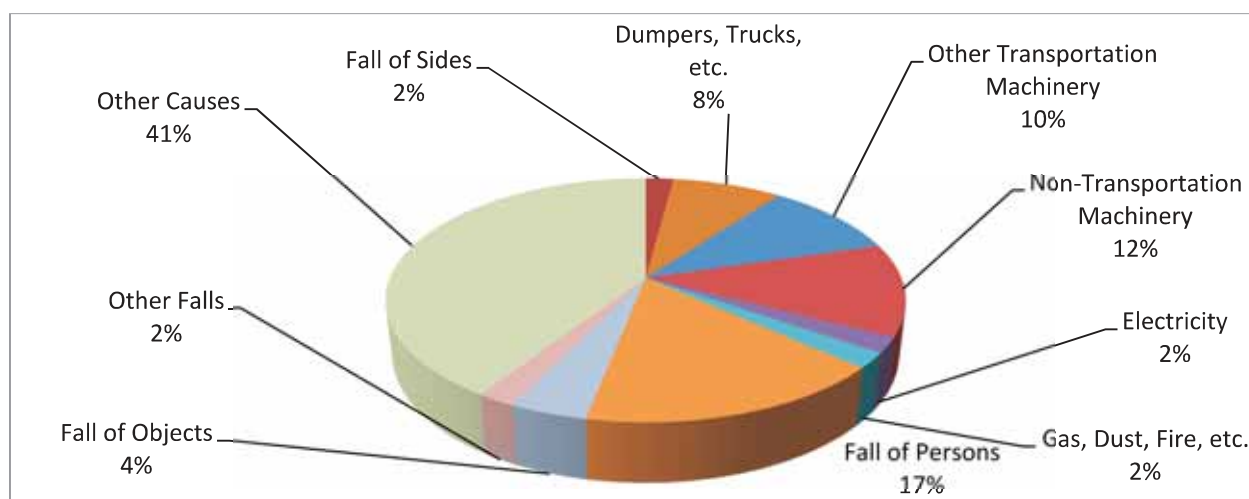


Fig.7 Cause-wise distribution of serious accidents in non-coal mines during 2022. * Data of 2022 is provisional.

13.59 *Table 13.2 shows the trend of accidents in mines from 2001 to 2022. Accidents have been classified into coal and non-coal mines. Accidents

are further classified into fatal and serious accidents.

Year	Table 13.2					
	Trend of Accidents in Mines					
	Number of Accidents in Coal Mines			Number of Accidents in Non-Coal Mines		
	Fatal	Serious	Total	Fatal	Serious	Total
2001	105	667	772	71	199	270
2002	81	629	710	52	205	257
2003	83	563	646	52	168	220
2004	87	962	1049	57	188	245
2005	96	1106	1202	48	108	156
2006	78	861	939	58	78	136
2007	76	923	999	56	79	135
2008	80	686	766	54	83	137
2009	83	636	719	36	94	130
2010	97	480	577	54	61	115
2011	65	533	598	44	82	126
2012	79	536	615	36	45	81
2013	77	456	533	58	52	110
2014	59	379	438	39	44	83
2015	54	302	356	45	35	80

2016	67	268	335	39	37	76
2017	56	266	322	46	21	67
2018	49	266	315	46	23	69
2019	51	193	244	45	60	105
2020	48	118	166	40	24	64
2021	43	188	231	33	45	78
2022*	24	171	195	38	49	87

13.60* Table 13.3 shows the cause wise distribution of accidents in coal mines from 2017 to 2022. There are 15 broad causes of accidents in

coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.3												
Trend of Accidents in Coal Mines – Cause wise												
Causes	Number of Fatal Accidents						Number of Serious Accidents					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
Fall of Roof	3	3	2	4	6	4	7	9	5	5	2	3
Fall of Sides	5	2	4	4	3	3	16	14	9	2	8	6
Other Ground Movements	0	0	1	0	0	0	1	0	0	2	0	0
Winding in Shafts	0	0	2	0	0	0	2	14	3	0	0	2
Rope Haulage	5	2	1	1	1	1	20	20	18	14	17	11
Dumpers, Trucks, etc.	19	15	12	15	11	3	8	13	6	6	9	11
Other Transportation Machinery	2	1	4	1	2	0	2	6	4	1	3	3
Non-Transportation Machinery	10	10	8	7	4	4	16	24	28	11	22	21
Explosives	2	2	1	3	2	0	3	1	2	1	1	1
Electricity	2	5	2	1	3	1	6	4	4	5	0	0
Gas, Dust, Fire, etc.	1	2	0	0	0	1	0	0	0	0	0	0
Fall of Persons	2	3	5	5	3	4	85	74	52	41	61	48

Fall of Objects	2	0	3	1	2	2	72	40	27	14	22	16
Other Falls	0	0	0	0	1	0	0	0	0	0	9	1
Other Causes	3	4	6	5	5	1	29	47	35	30	34	48
Total	56	49	51	47	43	24	267	266	193	132	188	171

* Data of 2022 is provisional.

***Figure 8 shows the percentage of fatal accidents cause-wise in mines during 2017-2022. It can be observed that the major reason for fatal accident in 2022 is Fall of Roof, Non-Transportation Machinery and Fall of Persons.**

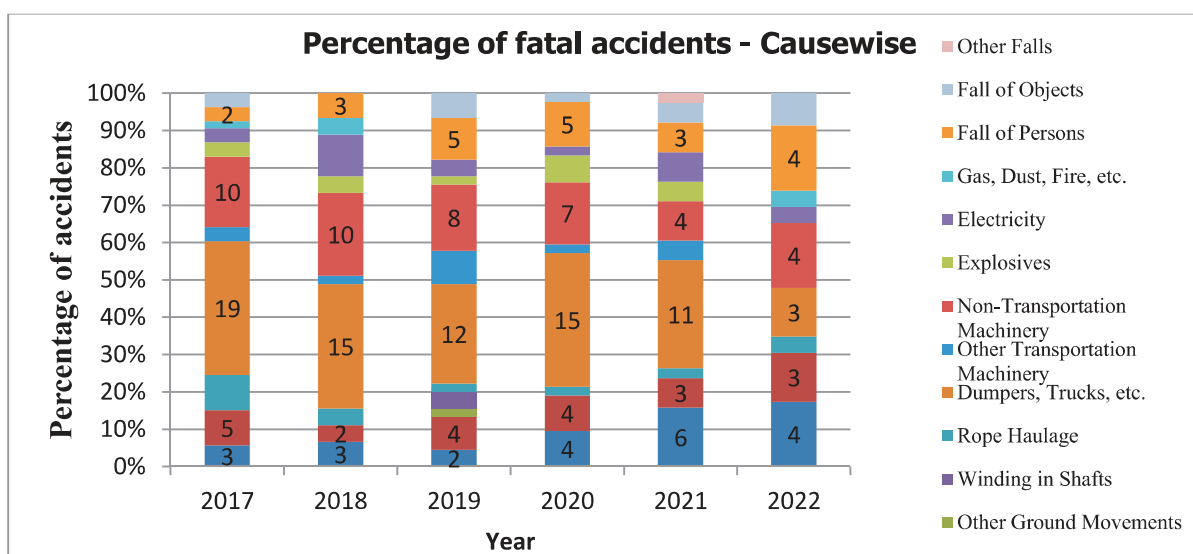


Fig.8 Percentage of fatal accident in Coal mines- cause-wise. * Data of 2022 is provisional.

13.61 *Figure 9 shows the percentage of serious accidents cause wise in mines during 2017-2022. It can be observed that the major reason for

serious accident is Fall of persons and other causes followed by Non-Transportation Machinery.

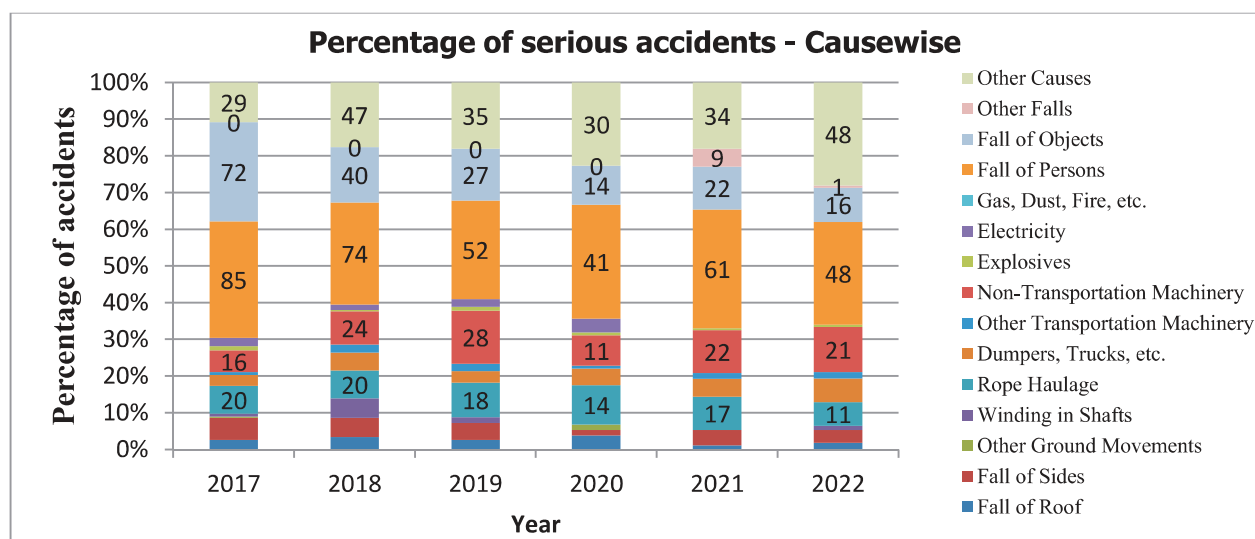


Fig.9 Percentage of Serious accident in Coal mines- cause-wise. * Data of 2022 is provisional.

13.62* From figure 8 and figure 9, it can be observed that the cause wise distribution of fatal and serious accidents is different to a large extent. The major cause for fatal accident is “Fall of Roof and Fall of Persons” while for serious accident it is “Fall of persons and other causes”.

13.63 Table 13.4 shows the cause wise distribution of accidents in non-coal mines from 2017 to 2022. There are 15 broad causes of accidents in non-coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.4												
Causes	Trend of Accidents in Non-coal Mines – Cause wise											
	Number of Fatal Accidents						Number of Serious Accidents					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
Fall of Roof	1	3	4	1	0	2	0	0	1	0	0	0
Fall of Sides	9	9	7	7	10	7	0	1	0	0	1	1
Other Ground Movements	1	1	0	0	0	0	0	0	2	0	0	0
Winding in Shafts	1	1	1	0	2	1	2	0	1	0	1	0
Rope Haulage	0	0	0	0	0	1	0	0	0	0	0	0
Dumpers, Trucks, etc.	5	9	5	10	2	5	0	0	2	2	3	4
Other Transportation Machinery	1	0	0	0	0	0	0	1	2	0	2	5
Non-Transportation Machinery	7	7	4	5	2	2	3	2	6	2	8	6
Explosives	6	0	6	0	4	0	0	1	0	1	0	0
Electricity	2	1	3	2	0	0	3	0	2	1	0	1
Gas, Dust, Fire, etc.	0	1	1	2	0	1	1	0	0	0	0	1
Fall of Persons	8	6	10	9	6	7	3	6	14	5	5	8
Fall of Objects	4	5	2	2	1	4	4	4	10	6	5	2
Other Falls	0	0	0	0	0	0	0	0	0	0	2	1
Other Causes	1	3	2	2	6	8	5	8	20	7	18	20
Total	46	46	45	40	33	38	21	23	60	24	45	49

* Data for the year 2022 are provisional.

13.64 *Table 13.5A shows the trend of accidents and resultant casualties in mines from 2001 to 2022. The mines are classified into coal and non-

coal mines. Accidents have been classified into fatal and serious accidents.

Table 13.5A										
Accidents and resultant casualties in mines										
Year	Coal					Non-Coal				
	Fatal Accident			Serious Accident		Fatal Accident			Serious Accident	
	Acc	Killed	Inj	Acc	Inj	Acc	Killed	Inj	Acc	Inj
2001	105	141	14	667	706	71	81	8	199	200
2002	81	97	15	629	650	52	64	3	205	206
2003	83	113	12	563	578	52	62	16	168	169
2004	87	96	14	962	977	57	64	9	188	194
2005	96	117	19	1106	1119	48	52	4	108	109
2006	78	137	15	861	876	58	71	9	78	79
2007	76	78	77	923	940	56	64	13	79	92
2008	80	93	16	686	693	54	73	35	83	85
2009	83	93	14	636	646	36	44	3	94	101
2010	97	118	23	480	488	54	91	5	61	63
2011	65	67	10	533	546	44	50	9	82	84
2012	79	83	6	536	542	36	38	5	45	45
2013	77	82	11	456	457	58	74	15	52	53
2014	59	62	3	379	391	39	45	10	44	50
2015	54	55	9	302	307	45	48	13	35	38
2016	67	94	7	268	271	39	50	10	37	38
2017	56	61	0	266	272	46	68	11	21	32
2018	49	62	11	266	269	46	52	12	23	23
2019	51	56	6	193	198	45	54	9	60	62
2020	48	53	18	118	121	40	50	8	24	25
2021	43	51	2	188	193	33	50	6	45	46
2022*	24	28	4	171	175	38	50	14	49	53

* Data for the year 2022 are provisional

***Table 13.5B** shows the trend in fatal accidents and fatality rates per 1000 persons employed (ten yearly average). The table shows the average accident, accident rate, average killed and death rate

Table No. 13.5B								
Trend in Fatal Accidents and Fatality Rates per 1000 Persons Employed (Ten Yearly Average)								
Year	Coal Mines				Non coal Mines			
	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate
1951-60	222	0.61	295	0.82	64	0.27	81	0.34
1961-70	202	0.48	260	0.62	72	0.28	85	0.33
1971-80	187	0.40	264	0.55	66	0.27	74	0.30
1981-90	162	0.30	185	0.34	65	0.27	73	0.31
1991-2000	140	0.27	170	0.33	65	0.31	77	0.36
2001-2010	87	0.22	108	0.27	54	0.32	67	0.40
2011-2020	61	0.17	68	0.19	44	0.20	53	0.24

***Table 13.6** shows the number of inspections and enquiry in mines (Coal, Metal and Oil) from 2006 to 2022.

1) Table 13.6									
2) Number of Inspections and Enquiries									
Year	No. of Inspections				No. of Enquiries				Grand Total
	Coal	Metal	Oil	Total	Coal	Metal	Oil	Total	
2006	4192	2630	219	7041	951	338	27	1316	8357
2007	4330	2309	183	6822	796	380	24	1200	8022
2008	4614	2838	216	7668	840	417	24	1281	8949
2009	4404	3325	250	7979	899	372	52	1323	9302
2010	3486	3297	243	7026	911	463	52	1425	8451
2011	3216	3688	321	7225	956	452	68	1476	8701
2012	3811	3635	292	7738	933	537	40	1510	9248
2013	4038	3898	329	8265	890	449	60	1399	9664
2014	4664	4694	588	9946	1035	540	111	1686	11632
2015	6047	5889	786	12722	1280	653	36	1969	14691
2016	4634	7766	638	13038	1165	586	96	1847	14885
2017	4259	4813	639	9711	1169	1068	32	2269	11980
2018	3253	4258	606	8117	937	618	54	1609	9726
2019	2284	3078	456	5818	901	544	85	1530	7348
2020	2373	1139	198	3710	742	401	139	1282	4992
2021	1696	1534	230	3460	636	399	48	1083	4543
2022*	3303	3339	668	7310	711	479	45	1235	8545

* Data for the year 2022 are provisional.

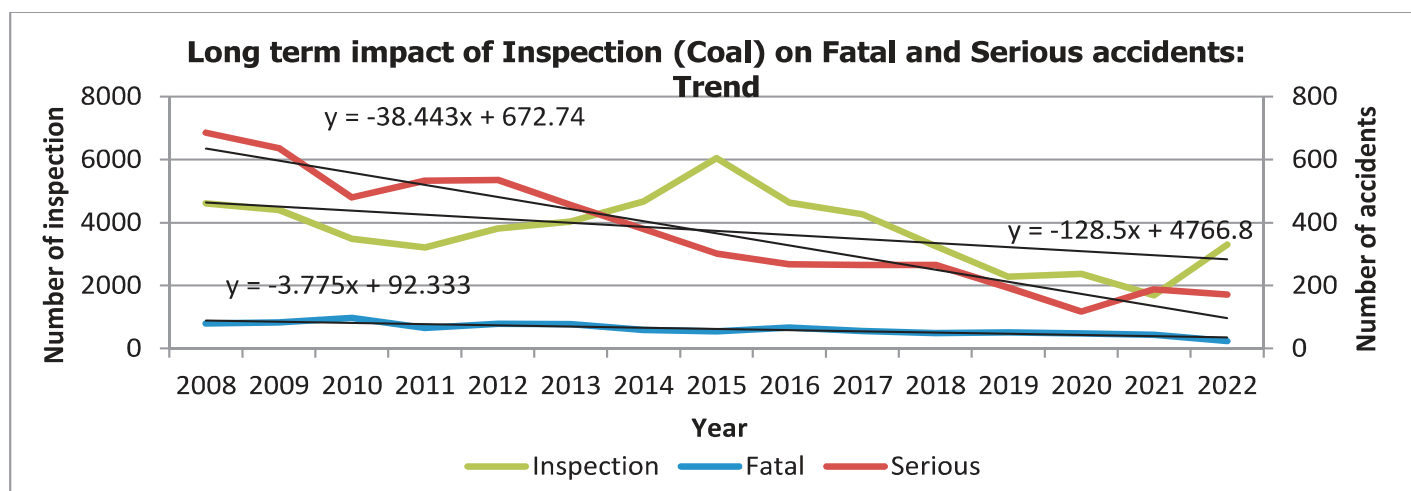


Fig.10 Long term impact of Inspection (Coal) on Fatal and Serious accidents: Trend

13.65 *In Fig.10, the trend is plotted taking number of inspection on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking number of accidents as dependent variable. It may be observed that over a long period, the trend of both fatal and serious accidents have gone down. For serious accidents the gradient of decline is steeper than that of fatal

accidents. The spread of number of inspections over a long period is showing a sharp increase during 2015. On the basis of all the facts, it infers that inspection have positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

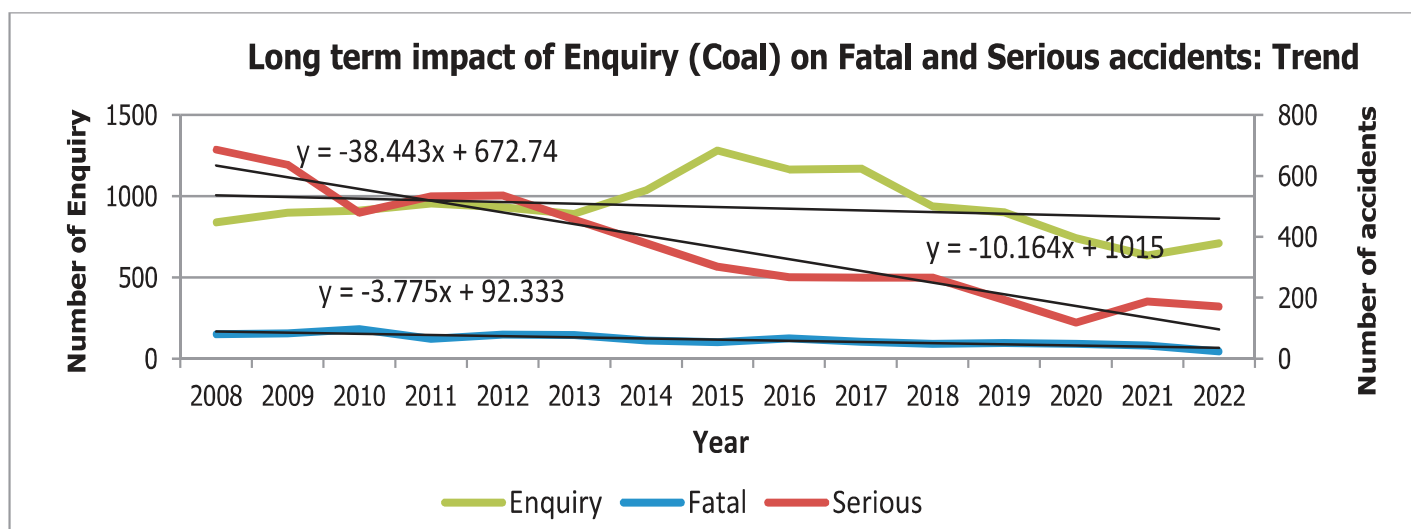


Fig.11 Long term impact of Enquiry (Coal) on Fatal and Serious accidents: Trend

13.66 *In the above graph on impact of enquiry, the trend is plotted taking number of enquiry on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking number of accidents as dependent variable. It may be observed that over a long period, the trend of both fatal and serious accidents have

gone down i.e. the number of accidents has declined. For serious accidents the gradient of decline is steeper than that of fatal accident. We can infer that enquiry have very positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

Table 13.7

Applications received & Certificates of Competency issued during 1st April, 2022 to 30th November, 2022

Category of certificates of Competency	Coal Mines Regulations, 2017		Metalliferous Mines Regulations, 1961	
	Application Received	Certificates issued	Application Received	Certificates issued
Manager	2276	1796	1382	1029
Surveyor	108	58	41	16
Overman/Foreman	3921	2711	674	418
Sirdar/ Mate	14	11	05	02
Blaster	NA	NA	00	00
Winding Engine Drover	14	09	57	57
Gas Testing	4405	2904	Remarks: GT is being issued both under the CMR, 2017 & MMR, 1961	

NATIONAL CONFERENCE ON SAFETY IN MINES

13.67 The Conference on Safety in Mines is a tripartite forum at the national level in which the employers' representatives, the trade unions' representatives, the Government represented by Ministry of Labour & Employment, DGMS, various administrative ministries/ departments and State Governments and associated institutions, professional bodies, service associations, etc. take part. They review the status of safety in mines and the adequacy of existing measures in a spirit of mutual cooperation. The conference also suggests measures for further improvement in safety, welfare and health of mine workers. The first Conference was held in the year 1958. The 12th conference was held on 28 and 29th January, 2020 in New Delhi during which several issues relating to mines safety were deliberated in detail. A number of recommendations of these conferences have been given statutory backing and most of the others have been absorbed in management practices and policies. The conclusions and

recommendations drawn during the conference have already been circulated to the mining industries for compliance.

13.68 Following activities were undertaken by S&T Division during 01.04.2022 to 30.12.2022.

Approvals of equipment, appliances, materials and machinery granted for use in mines are given below:

- Approval for Field trial R & D project for the development of IoT enable Technology for Monitoring, Analysis and Interpretation of Longwall Shield Pressures for Improving Safety and Productivity” at Longwall Panel of Jhanjra Colliery of M/s Eastern coalfield Limited.
- Renewal of Approval of “2 Legged 11000 KN capacity Powered Roof Supports (PRS) Type ZY 11000/26/56” Manufactured by M/s China Coal Beijing Coal Mining Machinery Co., Ltd., P. R. China for using in longwall workings of Jhanjra Coal Mine of M/s Eastern Coalfields Limited

- Approval of Laboratory for determination of quartz content of respirable dust for determination of quartz content in respirable dust by Fourier-Transform Infrared spectroscopy (FTIR) at M/s Environmental Laboratory (Unit of Mineral Engineering Services), #948, 2nd Cross, ST. THOMAS TOWN, POST-KAMMANAHALLI, BANGALORE- 560084

E-Governance in DGMS

13.69 E-Governance is understood as the use of Information and Communication Technology (ICT) at all the level of the Government in order to provide services to the citizens, interaction with business enterprises and communication and exchange of information between different agencies of the Government in a speedy, convenient efficient and transparent manner.

13.70 DGMS has started e-governance, utilizing IT in accordance with the recommendations of the Central Cabinet. In order to achieve this goal, an e-Governance Road map has been made, which has suggested implementing it in a phased manner giving importance on the establishment of formal organizational structure and project management structure.

DGMS has taken many IT initiatives during the year 2020-21 which including the following:

- a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders.
- b. In line with the Digital India initiative, software modules namely "Approval System", Permission/ Exemption/ Relaxation |System" have been developed and made live for use by the user industry. As on 31.10.2021 total of 11534 applications for Permission/Exemption/ Relaxation has been received online and 11277 has been dealt accordingly.
- c. "National Safety Award (Mines) System" software module has been made live for online submission of applications for the

NSA (Mines), evaluation and verification of data and preparation of awardees list. This has brought transparency and accountability in the system. For the contest years 2015 and 2016 total 290, 378 online applications were received respectively and the National Safety Awards (Mines) function was organized on 16th December 2019 at Vigyan Bhawan, New Delhi. For the contest years 2017, 2018, 2019 and 2020, total of 315, 223, 470 and 425 applications have been received online for the respective years.

- d. "Accidents & Statistics System" software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. As on 31.10.2021, total of 122 fatal accidents, 239 serious accidents and 51 dangerous occurrences have been reported on the web portal.
- e. Module for online logging of daily activity by the officers has been developed to generate details of inspection, inquiry, follow up actions, promotional initiatives taken up on daily basis. This will facilitate online generation and reporting of monthly summary work by the officers and real time updating of dash board on the DGMS web site.
- f. "Accounts & Budget System" software module has been developed as a part of "Digital DGMS."
- g. For online generation for inspection, the modalities for "Risk-based inspection System" for coal mines have been

developed and incorporated in the Shram Suvidha portal.

- h. The digitization of old records including mines plans has been going in view of Digital India and secured record keeping. This will ensure secured record keeping and easy and timely access.

RECENT INITIATIVES IN DGMS:

- **Capacity Building of DGMS officers:** As per the finalised training calendar of DGMS for the year 2022-23 details of training conducted are as detailed below:

1. **Induction training** for newly recruited 32 nos. of Dy. Directors (Mining) was organised in Domain, Functional, Advance mining and soft skills at HQ, DGMS, Dhanbad, IIT(ISM), Dhanbad & VVGNI, Noida, including field visits from 14.06.2022 to 14.07.2022.

2. **Specialized training** in Oil Mines at IPSHEM, ONGC, Goa:

First batch of 20 officers have undergone training from the 18th April to 27th April, 2022 at IPSHEM, Goa including field visit at ONGC assets at Ahmedabad.

Second batch of 20 officers have undergone training from 12th Sept to 20th Sept, 2022 including field visit at ONGC assets at Ahmedabad.

3. Training on soft skills and administrative cum functional areas at VVGNI. A batch of 30 DGMS officers have been trained for a week on soft Skills from 21.11.2022 to 25.11.2022 and another batch of 30 DGMS officials have been undergoing 4 week training on administrative and functional areas (Establishment, administration and Accounts) from 19.12.2022 to 13.01.2023

4. Dir.(SOMA) has conducted online training for officers & Staff of DGMS on working and familiarising on DGMS portals viz. SS Portal, DGMS Portal- permission, accident, statistics, Returns etc. from 16.09.2022 to

20.09.2022 a total of 50 officers and staff have undergone training.

- The modalities for “Risk-based Inspection System” for coal mines have been developed. The inspections are generated for online assignment through shramsuvidha portal prioritizing on the actual risk rating of the coal mines of all categories. The software for the purpose has been developed by NIC and implemented by incorporating it in Shram Suvidha Portal. Risk-based inspection system for metalliferous mines and oil mines is under progress.
- The Mines Act, 1952 restricted employment of women in belowground workings and also in above ground including opencast workings of any mine between the hours of 7 pm and 6 am. Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction was relaxed.

13.71 Directorate General of Mines Safety (DGMS), Ministry of Labour & Employment, Government of India formed a working team with Government of Sweden. The objectives of the joint working group are to exchange best practices on the new age technologies, support in building the next gen policies for operating mines in India and jointly implement some of these solutions in Indian mines. The first working group meeting was conducted on 22.12.2022 in which the DG along with senior officers of the DGMS, officials of Embassy of Sweden, Business Sweden were participated.

Article:-IX OCCUPATIONAL HEALTH CONDITIONS

13.72 Mine workings and its environment are considered to be the sources of certain health hazards leading to airborne dust diseases like asbestosis, coal worker's pneumoconiosis, silicosis etc. These diseases are preventable but once contracted; they are not curable.

It is therefore, essential to prevent such diseases

by controlling dust at the working places and conducting airborne dust surveys in mines at regular interval.

The other precautions that are being taken include medical examinations and re-examination of mine workers to diagnose and detect the airborne dust diseases in its initial stages so that preventive, rehabilitative measures and medical cares are taken.

Article:-X NOTIFIED DISEASES [Section 25 & 26]

13.73 Under section 25 of the Mines Act, 1952, Pneumoconiosis, Asbestosis, Silicosis, Manganese Poisoning of nervous type and Cancer of lung or stomach or the pleura and peritoneum i.e. mesothelioma were already notified as disease connected with mining operations.

In addition to the aforesaid diseases the three more additional diseases i.e. Noise Induced Hearing Loss, Contact Dermatitis caused by direct contact with chemical and Pathological manifestations due to radium or radioactive substances have been notified as diseases related to mining vide Gazette Notification No.S.O.399 E dated 21st February, 2011.

Airborne dust concentration i.e. threshold permissible limit for asbestos fibre has been reduced from 2 fibre per millilitre to 1 fibre per millilitre. Cases of CWP, Silicosis & NIHL reported by Mine Management to DGMS are given below

Year	Coal Workers' Pneumoconiosis	Silicosis	Noise Induced Hearing Loss
2008	1	3	-
2009	0	0	-
2010	1	0	-
2011	5	1	0
2012	5	0	2
2013	0	4	0

2014	1	1	0
2015	0	0	8
2016	2	0	0
2017	2	0	0
2018	2	9	0
2019	1	0	0
2020	0	0	0
2021	2	0	0
2022*	3	0	0

* up to 30.11.2022

13.74 Occupational Health Survey in the stone mines have been conducted by National Institute of Miners' Health (NIMH), Nagpur in collaboration with DGMS under the project 'Multi Centric Study of Dust Related Disease in Stone Mines and Development of Sustainable Preventive Programme' in the Financial 2015-2016, 2016-2017 & 2017- 2018 to detect cases of silicosis. During the project 2537 persons have been examined, 136 cases of silicosis have been detected and notified to DGMS by NIMH which are as given below:

Year of	No. of Silicosis
2017	105
2018	31

13.75 Occupational health surveys have been



carried out in various states in the year 2017, 2018, 2019, 2020, 2021 and 2022 by DGMS with the help of State Government Authorities & other mine

management in the stone mines & other metal mines to detect cases of silicosis. During the survey, 12657 persons have been examined and 287 cases of silicosis have been detected which are as given below:

Year of Detection	No. of Silicosis cases
2017	157
2018	54
2019	51
2020	0
2021	6
2022*	19

* upto 30.11.2021

PROMOTIONAL INITIATIVES

- The Director General, Directorate General of Mines Safety briefed the functions of the DGMS and also the activities undertaken under the # Special campaign 2.0 for disposal of pending matters to the Doordarshan, Jharkhand on 15.10.2022.



- Conducting of National Safety Awards (Mines).
- Participated in the Global Mining Summit (GMS) - 2022 at Eco Park, Rajarhat, Kolkata. Sri Saifullah Ansari, Director (MSE&CMC), DGMS delivered a speech on "Responsible Mining and Safety in Mining".

- The 51st All India Mines Rescue Competitions (from 14th to 18.11.Nov 2022)conducted at Rajpura Dariba Complex in Sindesar Khurd Mine of M/s HZL Under the Aegis of the Directorate General of Mines Safety in which 26 teams from 18 different mining companies were participated.
- Organization of 12th National Conference on Safety in Mines during January'2020
- Observance of annual mines safety weeks
- Promoting Participation of workers in safety management
- Facilitating mining industry in the process of preparation of safety management plan through workshops, review meetings.
- Organizing workshops and seminars on modern technology and innovation in mining.
- Organizing Safety awareness camps along with officials of State Mining department for better outreach.
- The National Flag is a symbol of pride for every Indian and represents national integrity and signifies our hopes and aspirations. DGMS made the Har Ghar Tiranga initiative a grand success in all its offices and residences.

WOMEN EMPOWERMENT IN MINES

13.76 Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of the Mines Act, 1952, in any mine between the hours of 7 pm and 6 am in the mine above ground including opencast workings and in any mine belowground between the hours of 6 am and 7pm in technical, supervisory and managerial work has been relaxed subject to the provision of adequate facilities and safeguards regarding their occupational safety, security and health.

13.77 Women in the Mines Rescue Services: Effective mines rescue teams are critical to the safe mining operation & serve as role models for their peers in the industry that values safety. MS. Akansha Kumari, Mining Engineer from Central Coalfields Limited emerged as the first women engineer trained in the mines rescue services.



Details of employment of women in mines as per the relaxation granted vide Gazette Notification No. 393([S.O. 506(E)] dated 29 January 2019.

Number of women employed aboveground between 7PM & 6AM	Number of women employed belowground workings
227	27

**As on 30 September 2021*

OTHER INITIATIVES

- “Approval Policy” simplified and streamlined to make it user friendly for ease of doing business. Fully on online module since 17th July 2017.
- Standardization of mining equipment, apparatus and test procedure by BIS.
- **Safety Management Plan:** Facilitating mining industry in the process of preparation of safety management plan through workshops and review meetings.
- Organizing workshops and seminars on modern technology and innovation in mining.

- Organizing Safety awareness camps along with officials of State Mining departments for better outreach.
- Workshops on “Development, Implementation and Monitoring of Safety Management Plan (SMP) in Mines” conducted at different zones of DGMS.
- **ISO certification of DGMS:** DGMS hired M/s. Apex Management Solutions, the consultant, bidding through GeM portal for consultancy services for ISO 9001:2015 –Quality Management System implementation & Certification support work. The work is in progress and is expected to be completed within six months.
- Shri Prabhat Kumar DG, DGMS briefed the special campaign 2.0 on cleanness and disposal of pendency at DGMS headquarter, Dhanbad on Doordarshan.

FUTURE PLANS:

MODERNIZATION OF DGMS

13.78 In order to ensure that the DGMS is capable to take on the future challenges of the mining Industry and its Occupational Safety and Health status due to the increasing use of information technology and induction of state of art technology in the mines DGMS, “Modernization of DGMS” is taken up for :

- improving the delivery of public services to citizens, and
- e-Governance to create simple, accountable, responsive and transparent governance.

13.79 Vide Lt. No.Z-16025/34/2020-ISH.II(e-117621) dated 18th November 2020, constituted technical committee to suggest ways and means for Modernization of DGMS.

13.80 Vide Lt. No. F. No.Z-16025/34/2020-ISH-II (e -117621) dated 04.12.2020, constituted committee to suggest ways and means for Modernization of e-DGMS.

13.81 Report of the e-DGMS committee was submitted to Ministry on 31.03.2021. Report of the Technical committee was submitted to Ministry on 03.05.2021.

13.82 Committees for framing of Terms of Reference (ToR) for engaging consultants for modernization of HR & e- Governance at DGMS has been approved by the Ministry vide Lr. No. A-22011/01/2021/-ISH-II (e-124161) dated 21st September, 2021. Accordingly, the draft ToRs finalised by the Committees are submitted to the Ministry.

13.83 Ministry of Labour & Employment, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees for framing of the draft regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines, under Section 136 of the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020.

13.84 Framing of the draft regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines, under Section 136 of the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020: Ministry of Labour & Employment, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees for framing of the draft

regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines. The deliberations of the committees are on-going.

13.85 Ministry of Labour & Employment, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees for framing of the draft regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines, under Section 136 of the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020.

13.86 Framing of the draft regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines, under Section 136 of the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020: Ministry of Labour & Employment, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees for framing of the draft regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines. The deliberations of the committees are on-going.

13.87 ISO 9001:2015 –Quality Management System implementation & Certification.

Online risk based inspection system implementation for metalliferous mines and oil mines.

Annexure-I**Activities carried out by Inspectorate of Dock Safety**

1. Inspections by Inspectorates of Dock Safety	
Title	Achievement
i. Ship Inspection	475
ii. Dock Inspection	921
iii. Gear Inspection	477
iv. Hazardous installations	4
v. Inland Container Depot	7
vi. Other Visits	823
Total	2707
2. Reportable Accidents in Ports	
Total Accidents	21
Fatal Accidents	17
3. Progress in disposal of prosecution cases	
Filed during the year	21
Decided during the year	21
4. Progress in inquiries into fatal accidents	
Initiated during the year	19
Concluded during the year	11

Annexure-II**Details of activities conducted by DGFASLI**

Training programmes		Nos.
1) Advance Diploma in Industrial Safety (ADIS)	Programmes	5
	Participants	210
2) Associate Fellow of Industrial Health (AFIH) (Nov 2021 to Jan 2022)	Programmes	5
	Participants	202
3) 4-weeks Specialized Certificate Course for Supervisors employed in Hazardous Process Industries	Programmes	1
	Participants	29
4) 10-days Basic Course for Inspector of Factories	Programmes	1
	Participants	39
5) Short Duration Training Programme (Half-day Online Training Programme)	Programmes	126
	Participants	1714
6) Long Duration (3 or more days) Training Programme	Programmes	9
	Participants	224
7) Other special programmes (15 days programme conducted by CAS Division)	Programmes	2
	Participants	37
8) Seminar/Workshop	Programmes	3
	Participants	295
9) In-plant Training Programme	Programmes	3
	Participants	456
10) Appreciation Programme	Programmes	41
	Participants	1317

Annexure-III**Information/answers provided to parliament questions by DGFASLI****(Jan, 2022 - Dec, 2022)**

Sl.	Month	No. of parliament questions
1	January, 2022	4
2	February, 2022	4
3	March, 2022	26
4	April, 2022	1
5	May, 2022	-
6	June, 2022	-
7	July, 2022	12
8	August, 2022	3
9	September, 2022	1
10	October, 2022	-
11	November, 2022	1
12	December, 2022	12
Total		64

Annexure-IV**No. of workers trained by DGFASLI under Azadi ka Amrit Mahotsav****(Jan, 2022 - Dec, 2022)**

Sl.	Month	No. of workers trained
1.	January, 2022	2933
2.	February, 2022	5928
3.	March, 2022	13273
4.	April, 2022	7012
5.	May, 2022	6120

6.	June, 2022	7123
7.	July, 2022	8054
8.	August, 2022	2532
9.	September, 2022	4588
10.	October, 2022	3502
11.	November, 2022	3576
12.	December, 2022	4894
TOTAL		69535

Annexure-V**No. of Personal Protective Equipment tested by DGFASLI (Jan, 2022 - Dec, 2022)**

Sl.	Month	No. of Personal Protective equipment tested	
		Respiratory	Non-Respiratory
1.	January, 2022	10	6
2.	February, 2022	16	12
3.	March, 2022	3	6
4.	April, 2022	3	4
5.	May, 2022	16	1
6.	June, 2022	12	5
7.	July, 2022	8	1
8.	August, 2022	11	9
9.	September, 2022	12	8
10.	October, 2022	4	10
11.	November, 2022	11	3
12.	December, 2022	22	1
Total		128	66

Chapter-14

DATTOPANT THENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND DEVELOPMENT

14.1 The Dattopant Thengadi National Board for Workers Education & Development (erstwhile Central Board for Workers Education) came into existence on 16th September, 1958 under the aegis of the Ministry of Labour of Employment, Govt. of India as a response to the Indian Labour Conference for implementing Workers Education programme in India.

14.2 Central Board For Workers Education was renamed as Dattopant Thengadi National Board For Workers Education & Development in the year 2016 and its Headquarter is at New Delhi.

14.3 Dattopant Thengadi National Board For Workers Education & Development is headed by a Chairman. Director General is the Chief Executive of the Board who is assisted by Additional Director, Financial Adviser, Deputy Directors, Zonal Directors, Regional Directors. The Board operates through its 50 Regional Directorates and 7 Sub-Regional Directorates throughout India. The 06 Zonal Directorates located at New Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones.

14.4 Governing body is tripartite in nature headed by the Chairman is responsible for formulating the Workers Education Scheme. Regional Advisory Committees constituted at Regional Directorate level to advise the scheme and recommend necessary measures for effective implementation.

14.5 Through its National network of 50 Regional Directorates and an apex training institute Indian Institute of Workers Education located at Mumbai organizes various educational, training and awareness programmes for workers

of organised and unorganised Sector on the topic of behavioural aspects, industrial development, labour laws, quality of life as well as government schemes for social security, labour welfare and skill development.

Thrust Areas

14.6 Looking at the vast magnitude of unorganized and rural sectors, the Board's thrust is on educating and creating awareness to government flagship schemes of Social Security, Labour welfare, livelihood and Skill development activities.

Workers Education Programmes in Organised Sector

14.7 Theme based Modular Training programmes are conducted for organized sector workers as per objectives of the board.

Training Programmes for Organised Sector workers -

- Capacity Building Programame –for Office bearers of Tus
- Training of Trainer Programme (TOT)- to create trainers in organised sector
- Sensitization programme for activists of Trade Unions and federations
- Grants in Aids to Trade Unions for Capacity Building –
- Modular Training Programme (MTP) –

Target group : Workers and employees of the industry/establishment/offices

- MTP on Workers Participation in

Management for Members of Joint Management Councils (JMC)–

- MTP - Self-Generation of Funds- to create funds for Self Reliance

Target group: Workers and employees of the industry/establishment/offices

14.8 Workers Education programmes in Unorganised/ Rural Sectors:

Special emphasis under this section :-

- Awareness and registration/enrolment for e-shram, PMSYM, PM- SVANidhi, PMJJY, AB-PMJAY, NPS Traders
- Digital Literacy and Financial Literacy
- RPL and Skill Development Awareness Drive
- Occupational Safety and Health

14.9 Training Programmes for Unorganised Sector workers -

- **Training of Trainers (TOT) Programme - to create a pool of trainers**

Target Group : Perspective RV/ Facilitators/Representatives of partner Agencies

- **Short Term Training Programme (STTP)**
- *Theme Based for creating and enhancing awareness among unorganized sector workers*

Target group : Unorganized & rural workers

14.10 Themes of Coverage:

Digital Literacy/ Financial Literacy/ Labour Code/ Social Security in U/O Sector Skill Eco System & Benefits/ Self-Employment/ Rural Entrepreneurship/ Awareness for Govt's flagship schemes/ Occupational Health & Safety etc./ Domain topics related to category of Worker/ Construction Workers/ Domestic Workers/ Women Workers / Rural Artisan/ Agro-based Workers/

SC/ST Workers / Street Vendors/ Casual Workers in Industrial Area/ Handloom Workers/ Beedi Workers/ Forest Workers/ Stone Quarry Workers/ Health & Sanitation Workers/ Gig & Platform Workers/ Ancillary Skill Sets (Mechanic, Plumber, Coloring, Catering, Travels)/ Contractual Workers/ Brick Kiln Workers/ Other Rural Worker.

14.11 Sponsored Short Term Training Programme (SSTTP)- Theme Based

Participants are sponsored by Trade Unions/NGOs/IndustryAssociations/ chamber of Commerce/ Contactors/ Mining/ CSR initiatives etc.

Target group : Unorganized & Rural workers, Self Employed, Unemployed Youth, Workers in Industrial Estate etc.

14.12 Shramik Chaupal Target group : Daily wage workers who assemble at various places like Labour Chowks, industrial clusters and constructions sites

GRANTS-IN-AID SCHEME

The Central Board for Workers Education through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations.

14.13 TRAINING PROGRAMMES OF THE BOARD

NATIONAL LEVEL TRAINING PROGRAMMES at IIWE

Programmes for representatives from Central Trade Union Organizations/ Federations and Voluntary Organizations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Director and Education Officers of the Board as well.

14.14 USE OF HINDI

Hindi workshop was conducted from 22.03.2022 to 24.03.2022 for officials of the board. Various competitions were held from 01.09.2022 to 15.9.2022. IIWE and all Regional Directorates of the Board also celebrated Hindi Day and observed Hindi Fortnight. All the officers and staff members participated enthusiastically.

14.15 Collaboration with Govt agencies - Memorandum of Understanding

- Motilal Nehru National Institute of Technology (MNNIT) for Capacity Building

of the employees of the board

- Indira Gandhi National Open University (IGNOU) for reaching to mass with the help of Radio, TV Channels, Preparation of Educational Videos and Capacity Building Programmes (Certificate and Appreciation courses for professionals working in the field of Labour)
- National Skill Development Corporation (NSDC) for mobilising the working class for Recognition of Prior Learning (RPL) and Skill Development activities.

Chapter-15

PROGRAMMES

15.1 The Ministry is implementing many schemes for improving life and dignity of labour force both in Organized and Unorganized Sectors during the current FY 2022-23. Main emphasis of programmes / schemes is on elimination of Child Labour, abolition and rehabilitation of Bonded Labourers, Labour Welfare, Occupational Safety and Health and Employment Generation. The important schemes under Social Security for workers are: Employees' Pension Scheme (EPS), 1995, Aatmanirbhar Bharat Rojgar Yojana (ABRY), Social Security for Plantation Workers in Assam, Pradhan Mantri Shram Yogi Maandhan (PMSYM) for unorganized workers and National Pension Scheme (NPS) for Traders and Self Employed Persons. National Child Labour Project (NCLP), Employment Generation Programs [i.e. National Career Service and National Career Service Centres (NCSC) for SC / ST] and Labour Welfare Scheme for Beedi, Cine and Non-Coal Mine workers are also other major schemes..

15.2 Monitoring & Evaluation Unit (MEU) in the Ministry of Labour & Employment deals with the monitoring of expenditure of various schemes under Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)], Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)] and North Eastern Region (NER) component

15.3 The Ministry of Finance provided an outlay of Rs. 16159.00 Crore for the Central Sector (CS) / Centrally Sponsored (CSS) schemes of the Ministry of Labour & Employment during the Financial Year 2022-23. The schemes-wise financial outlays are given in **Table 15.1**.

15.4 In compliance with the Government directives, this Ministry has earmarked Rs. 2682.42 (16.60% of total allocation) for DAPSC and Rs. 1389.69 Crore (8.60% of total allocation) for DAPST under CS / CSS schemes during the current fiscal as per details given in Table 15.1.

15.5 10% of allocation (Rs. 1615.92 Crore) has been earmarked specifically for North-Eastern Region (NER) during 2022-23 under 10% Gross Budgetary Support (GBS) for NER..

Central Sector Schemes, Centrally Sponsored Schemes, Establishment and Other Central Sector Expenditure

15.6 Ministry of Labour & Employment implements 11 Central Sector and 2 Centrally Sponsored Schemes. Ministry also gives Grant-in-aid to Autonomous Bodies viz., V.V.Giri National Labour Institute & Dattopant Thengadi National Board for Workers Education and Development. List of the schemes along with budget estimates, revised estimates and expenditure are given in Table No 15.2 and 15.3.

Table: 15.1

**Ministry of Labour & Employment:
Financial Outlay of Schemes for FY 2022-23**

(Rs. in Crore)

Sl. No.	Name of Schemes	Total Financial Outlay 2021-22	Allocation for Welfare of Scheduled Castes	Allocation for Welfare of Scheduled Tribes
Central Sector (CS) Schemes				
1	Labour and Employment Statistical System (LESS)	89.00	14.28	7.60
2	Labour Welfare Scheme (LWS)	120.00	19.88	10.66
3	National Database for Un-organized Workers (NDUW)	500.00	83.00	43.00
4	Employee's Pension Scheme (EPS), 1995	8485.00	1408.51	729.75
5	Social Security for Plantation Workers in Assam	60.00	0.00	0.00
6	Pradhan Mantri Shram Yogi Maandhan (PMSYM) Yojana	350.00	58.10	30.10
7	National Pension Scheme (NPS) for Traders and Self Employed Persons	50.00	8.30	4.30
8	Aatmanirbhar Bharat Rojgar Yojana (ABRY)	6400.00	1062.40	550.40
9	National Child Labour Project (NCLP)	20.00	3.32	1.72
10	Rehabilitation of Bonded Labour	10.00	1.66	0.86
11	National Career Service Centres (NCSC) for SC / ST	23.00	14.50	6.90
12	National Career Services (NCS)	52.00	8.47	4.40
Total		16159.00	2682.42	1389.69

Table 15.2

MINISTRY OF LABOUR & EMPLOYMENT							
(Rs. in crores)							
BUDGET PROVISION AND EXPENDITURE							
Sl. No.	Name of the Scheme	BE 2021-22	RE 2021-22	Actual 2021-22	BE 2022-23	RE 2022-23	Exp. Upto 31 st Decemb er, 2022
I Establishment Expenditure of the Centre							
1	Secretariat	77.00	71.10	65.63	83.60	88.51	58.12
2	Labour Bureau	26.80	27.02	25.32	30.41	29.19	20.01
3	Other Expenditures related to CLC®, CGIT & IT	114.00	107.06	101.98	107.88	112.01	84.34
4	Directorate General of Factory Advice Services (DGFASLI)	30.04	30.28	30.04	49.50	49.50	24.72
5	Directorate General of Mines Safety (DGMS)	75.50	79.85	79.04	97.29	102.60	75.52
6	International Cooperation	26.00	25.80	25.17	27.00	34.05	33.36
7	Directorate General of Employment	58.05	56.40	54.75	64.49	68.59	48.36
8	DG Labour Welfare (Establishment)	143.11	145.66	138.30	159.01	159.73	115.52
Total-Establishment Expenditure of the Centre		550.50	543.17	520.23	619.18	644.18	459.95
II. Social Security Schemes/Projects for Workers							
9	Labour and Employment Statistical System (LESS)	150.00	90.00	39.98	89.00	80.00	31.65
10	Labour Welfare Scheme	150.00	119.00	64.22	120.00	120.00	25.02
11	Bima Yojana for Unorganized Workers	0.10	0.10	0.00	0.10	0.01	0.00
12	Employees' Pension Scheme, 1995	7364.00	7364.00	18478.33	8485.00	8485.00	6363.75
13	Social Security for Plantation Workers in Assam	60.00	50.00	50.00	60.00	60.00	28.86
14	Pradhan Mantri Shram Yogi Mandhan Yojana	400.00	350.00	324.23	350.00	350.00	92.01
15	National Pension Scheme for Traders and Self Employed Persons erstwhile Pradhan Mantri Karam	150.00	1.00	0.24	50.00	10.00	0.00

	Yogi Maan-Dhan Yojana						
16	Aatmanirbhar Bharat Rojgar Yojana	3130.00	5000.00	3930.61	6400.00	5758.06	3950.00
17	National Data Base for Unorganised Workers	150.00	280.00	255.24	500.00	400.00	120.07
18	National Child Labour Project	110.00	20.00	18.45	20.00	20.00	14.11
19	Rehabilitation of Bonded Labour	10.00	10.00	3.69	10.00	10.00	4.19
Total-Central Sector Schemes/ Projects		11674.10	13284.10	23164.99	16084.10	15293.07	10629.66
III Other Central Sector Expenditure							
Autonomous Bodies							
20	Dattopant Thengadi National Board for Workers Education	90.00	110.00	109.99	103.15	103.15	77.37
21	National Labour Institute	15.00	11.55	11.55	12.25	12.25	8.52
Total-Autonomous Bodies		105.00	121.55	121.54	115.40	115.40	85.89
IV Centrally Sponsored Schemes							
22	Coaching and Guidance for SC, ST and Other Backward Classes	19.90	17.90	14.50	23.00	23.00	13.70
23	Pradhan Mantri Rozgar Protsahan Yojana	900.00	250.00	190.75	0.00	0.00	0.00
24	National Career Services	57.00	32.00	24.31	52.00	42.00	34.21
Total-Centrally Sponsored Schemes		976.90	299.90	229.56	75.00	65.00	47.91
Grand Total		13306.50	14248.72	24036.32	16893.68	16117.65	11223.41

Table 15.3

Last Five Year BE, RE and Expenditure of the Ministry of Labour & Employment

Rs. In crore

Year	BE	RE	Expenditure
2017-18	7378.38	6592.90	6528.57
2018-19	7700.00	9749.58	9291.23
2019-20	11184.09	11184.09	10085.02
2020-21	12065.49	13719.56	12920.38
2021-22	13306.50	14248.72	24036.32

Chapter-16

WELFARE OF SCHEDULE CASTE & SCHEDULE TRIBE

NATIONAL CAREER SERVICE CENTRES FOR SCHEDULED CASTES AND SCHEDULED TRIBES

16.1 National Career Service Centres (NCSCs) for Scheduled Castes and Scheduled Tribes (erstwhile Coaching-cum-Guidance Centres for SC/ST) were established by Directorate General of Employment & Training (now Directorate General of Employment), Ministry of Labour & Employment, Govt. of India. These Centres provide services to educated SC/ST job seekers registered with Employment Exchanges for enhancing their employability through coaching, counselling and related training programmes. Some of the programmes organized by these Centres cover confidence building, individual guidance, mock interviews, training and practice in typing, shorthand and computer, etc.

The applicants are provided guidance at the time of their registration with the Employment Exchange and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates. For further details on NCSC-SC/STs refer chapter 24.

Labour Welfare Funds/Schemes

16.2 A number of schemes providing medical, housing, educational, recreational, water supply and family welfare benefits are being implemented for workers [including SCs / STs persons and persons with Disabilities (PWDs)] engaged in Mica Mines, Iron Ore, Manganese Ore and Chrome Ore Mines, Limestone and Dolomite Mines, Cine and Beedi workers under the five Welfare Funds, namely, Mica Mines Labour Welfare Fund; Limestone & Dolomite Mines Labour Welfare Fund; Iron Ore Mines, Manganese Ore and Chrome Ore Mines Labour Welfare Fund; Cine Workers Welfare Fund; and Beedi Workers Welfare fund set up by the Acts of

parliament. No separate data is maintained with regard to budget/ expenditure/number of persons benefited in respect of SCs/STs Persons and Persons with Disabilities (PWDs).

Rehabilitation of Bonded Labour

16.3 In order to assist the State Governments in the task of rehabilitation of released Bonded Labourers, this Ministry of Labour & Employment launched a Centrally Sponsored Plan Scheme for rehabilitation of released bonded labour in May, 1978. The Government has revamped the Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labourers with effect from 17th May, 2016. The revamped scheme is known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016'. The revised scheme is a Central Sector Scheme; the State Government is not required to pay any matching contribution for the purpose of cash rehabilitation assistance. Financial assistance has been increased from Rs. 20,000/ to one lakh per adult male- beneficiary, Rs 2 lakh for special category beneficiaries such as children including orphans. or those rescued from organized & forced begging rings or other forms of forced child labour, and woman and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or woman or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.

Representation of SCs and STs the Ministry of Labour and Employment

16.4 Data on the representation of Schedule Caste (SC) and Scheduled Tribe (ST) employees in the Ministry of Labour and Employment is as under :-

Table 16.1							
REPRESENTATION OF SCs/STs IN THE MINISTRY OF LABOUR AND EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES							
Category of Employees	Total No. of Employee (as on 31.12.2022)	Due as per reservation norms		In position		Surplus (+) Shortfall (-)	
		SC (15%)	ST (7.5%)	SC	ST	SC	ST
Group 'A'	86	13	6	11	5	2(-)	1(-)
Group 'B'	49	7	4	5	1	2(-)	3(-)
Group 'C' (Including erstwhile Group 'D' also)	221	33	17	33	16	NIL	1(-)
Total	356	53	27	49	22	4(-)	5(-)

16.5 As per the requirement of the Rights of Persons with Disabilities Act, 2016, 4% posts are to be reserved for Person with Disabilities. The data

and number of posts held by Persons with Disabilities (PWDs) in the Ministry of Labour and Employment as under:-

Table 16.2		
REPRESENTATION OF PERSONS WITH DISABILITIES (DIFFERENTLY ABLED) IN THE MINISTRY OF LABOUR AND EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES		
Category of Employees	Total No. of Employee (as on 31.12.2022)	Number of Posts held by Disabled persons
Group 'A'	86	NIL
Group 'B'	49	2
Group 'C' (Including erstwhile Group 'D' also)	221	3
Total	356	5

**REPRESENTATION OF OBCs IN THE MINISTRY OF LABOUR AND EMPLOYMENT
INCLUDING ITS ATTACHED /SUBORDINATE/AUTONOMOUS BODIES**

Category of Employee	Total No. of Employee as on 31.12.2022	Due as per reservation norms (OBC) 27%	In position	Surplus (+) Shortfall (-)
Group 'A'	86	23	20	3(-)
Group 'B'	49	13	5	8(-)
Group 'C'(Including erstwhile Group 'D')	221	60	29	31(-)
Total(*)	356	96	54	42(-)

(*) Including Ministerial staff of DGFASLI

Chapter-17

LABOUR STATISTICS

Functions and Organizational Set-up of Labour Bureau Chandigarh/Shimla:

17.1 (i). Labour Statistics under Factories Act, 1948 and Trade Unions Act, 1926

Labour Statistics under the Factories Act, 1948 and Trade Unions Act, 1926 are collected, compiled and disseminated at all India basis for the formulation of labour policies. The data is received in the form of consolidated annual/half yearly Returns under the Factories Act, 1948 and annual Returns under the Trade Unions Act, 1926. These returns are received from the Chief Inspector of Factories and the Labour Commissioners of the States./U.Ts. The States/U.Ts consolidates these returns and send annual returns to the Labour Bureau in the prescribed proforma. The Bureau in turn tabulates these returns and consolidates the data at all-India level and brings out Reports viz. Annual Review on Statistics of Factories and Biennial Review on Trade Unions in India. These statistics are supplied to various agencies which include I.L.O., C.S.O., and DGFASLI etc. Besides, the data is also disseminated through the various publications of Labour Bureau viz. I.L.J., I.L.Y.B., Pocket Book of Labour Statistics and I.L.S. etc.

(ii). Labour Statistics under Industrial Disputes Act, 1948

“Industrial Disputes, Closures, Retrenchments and Lay-offs” is based on the voluntary returns received every month from the Labour Departments of the States and the Regional Labour Commissioner (Central). The statistics of Industrial Disputes which resulted in the temporary stoppage of work either by the employees of an establishment who resorted to Strikes to express a grievance, to enforce a demand or by an employer (or a group of employers) who withhold work from the employees in an establishment in connection with matters relating to employment or non-

employment or terms and conditions of employment. Thus, both types of work-stoppages known as Strikes and Lockouts take place as and when there is a lack of mutual understanding, the difference of opinion and failure to settle the disputes between the management and the workers/labour trade unions. Labour Bureau receives information in respect of only those temporary work stoppages which include (a) strikes, (b) lockouts, and (c) gheraos followed by lockouts and involving 10 or more workers, whether directly and/or indirectly. Work stoppages which involve less than 10 workers are not included/ accounted for.

17.2 Achievements (up to 31.12.2022)

1. Report of Annual Review on “Statistics of Factories” for the year 2019 has been released.
2. Report on “Trade Unions in India” for the Year 2019 has been released.
3. Timely submission of Monthly Industrial Relation Scenario to the Ministry every month.

17.3 Future Plans

1. Scrutiny, Posting and Tabulation of data for the Annual Review on Statistics of Factories for the year 2020 are being carried out during 2022-23.
2. Scrutiny, Posting and Tabulation of data for the Report on “Trade Unions in India” for the Year 2020 are being carried out during 2022-23.

17.4 Major Activities and Achievements of Labour Bureau

- (a) **Consumer Price Index Numbers for Industrial Workers (CPI-IW) on New Base 2016=100**

1. Consumer Price Index Numbers for Industrial Workers (CPI-IW) measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population. It is being compiled and maintained by Labour Bureau since 1946.
2. The index on New Base (2016=100) has been released from September, 2020. Indices up to the month of November, 2021 have been compiled and released.
3. The weighting diagram for the series has been derived on the basis of the Working Class Family Income and Expenditure Survey conducted during the year 2016. The weights for broad groups are presented in Box 17.1.
4. The index numbers are released on last working day of every succeeding month through Press Release and Monthly Index Letter. These are also published in the Bureau's monthly publication "Indian Labour Journal" besides putting them on the Bureau's website www.labourbureaunew.gov.in
5. An Annual Report for the year 2020 containing useful information on index numbers at Group/Sub-group level is also brought out by the Bureau.
6. Three statements on CPI (IW) showing Annual Percentage Variations, Monthly Percentage Variations and Y-o-Y Inflation are presented at Table 17.1, 17.2 and 17.3 respectively.
7. These Index Numbers are utilized for revision of wages, determination of variable dearness allowance, measuring inflationary trends and policy formulation.

(b) Retail Price Index for 31 Essential Commodities

17.5 Retail Price Index of 31 Essential Commodities are also compiled every month and supplied to the Ministry of Consumer Affairs, Food

and Public Distribution to facilitate monitoring of movement in prices of these selected commodities. These indices are compiled on the basis of Weighting Diagram derived from the weights determined under Consumer Price Index Numbers for Industrial Workers and Price data collected under the series. Indices upto the month of November, 2021 were compiled and disseminated to concerned agencies.

(c) Housing Index

17.6 As a corollary to the main Working Class Family Income and Expenditure Survey, Repeat House Rent Survey has been conducted at 88 centres and Housing Indices have been compiled for all 88 centres. This survey is conducted twice in a year on an interval of six months to compile housing indices @ 2 indices per centre per year. These indices are used in compilation of CPI (IW).

17.7 As per the recommendation of the ILO, the Family Income and Expenditure Survey should be conducted at intervals not more than 10 years. This survey is conducted under the guidance of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). Accordingly, Labour Bureau has conducted a fresh Working Class Family Income & Expenditure Survey in the year 2016 with a view to updating the series of CPI-IW to a new base. *The new series of index with base 2016=100 has been released on 22nd October, 2020 for the month of September, 2020.*

(d) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)] (Base: 1986-87=100)

17.8. Based on the retail price data collected from 600 sample villages, CPI Numbers for Rural labourers and its subset Agricultural Labourers are being compiled for 20 States and All-India on base 1986-87=100 on a monthly basis.

2. Labour Bureau has compiled & released CPI Numbers for Agricultural & Rural Labour (Base 1986-87=100) upto the month of October, 2022. The comparative statement of annual variation in CPI-AL and

CPI-RL is presented in Box 17.2.

3. The Annual Report(s) on CPI Numbers for Agricultural and Rural Labourers (Base: 1986-87=100) for the year(s) 2020-21 and 2021-22 have been released.
4. The Monthly indices and annual rate of inflation are presented respectively in Tables 17.4 & 17.5.
5. These index numbers are, inter alia, used for revision and fixation of minimum wages in respect of the employments in agriculture under the Minimum Wages Act, 1948, revision of wages under MGNREGA, fixation of procurement/support prices of agricultural crops by CACP and updation of material cost under PM-POSHAN scheme

(e) Base updation of Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)]

17.9 In pursuance of the recommendations/suggestions made by the various committees/commissions such as Committee of Secretaries, National Statistical Commission (NSC), 2nd National Commission on Labour, NitiAayog (erstwhile Planning Commission) and Technical Advisory Committee on Statistics of Prices of Cost of Living (TAC on SPCL), Labour Bureau has initiated the process of base updation of CPI-AL and RL. The coverage of the new series of CPI-AL/RL would extend to all States and Union Territories except Chandigarh (fully urbanized) and Ladakh. The base period for the new series of CPI-AL and RL would be 2019. In the absence of 75th Round of NSS data, approval of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) has been obtained to use 68th round of NSS data. The weights had been generated using 68th round of NSS data for index compilation. The new series of index numbers would be released soon once it is approved by the TAC on SPCL.

(f) Wage Rate Data:

- Collection of wage rate data for 25

agricultural and non-agricultural occupations from 600 sample villages is being done regularly on monthly basis.

- Wage rate statistics up to the month of September, 2022 have been compiled and published.
- The booklet titled “Wage Rates in Rural India” for the year 2020-21 has been released and for the year 2021-22 is in progress.

(g) Wage Rate Index

17.10 Wage Rate Index (WRI) is one of the prominent economic indicators which measures the relative changes in wages of manual worker in selected occupations of selected industries over a period of time. Labour Bureau has been compiling WRI since 1969. Recently, the base year of WRI has been revised from 1963=100 to 2016=100 by Labour Bureau. Under the New WRI Series, half-yearly wise (point-to-point) WRI data for selected 37 industries in three sectors viz. Manufacturing, Plantation and Mining, from July 2016 (base year) to Jan 2022 has been released.

(h) Occupational Wage Survey

17.11 Different rounds of Occupational Wage Surveys (OWS) are being conducted with the objective of providing data/information required to obtain Occupation-wise data on employment, wage rates and dearness allowance for building up Wage Rate Index Numbers.

17.12 Under the 7 Round of OWS, total ten reports consisting of 56 industries have been prepared and all the reports viz. Five Textile Industries, Textile Garment Industry, Three Plantation Industries, Tea Processing Industry, Mining Industry, Ten Manufacturing Industries, Ten Engineering Industries, Nine Engineering Industries, Nine Manufacturing Industries and Four Service Sector Industries, duly approved by the Ministry, have been released by Labour Bureau. The revised proposal for conducting 8th round of OWS has been sent to the Ministry and the same is presently under consideration of the Ministry.

(i) Working and Living Conditions of Workers in Unorganized Sector of Industries/ Employments

17.13 The aim of the survey is to collect data on working and living conditions of workers engaged in the Unorganized Sector of Industries/ employments. So far, 31 surveys have been conducted and all the reports have been released.

(j) Socio-economic Conditions of Women

Workers in Industry

17.14 The scheme aims at collecting data on Women Workers with a view to study their working and living conditions and Welfare facilities available to them vis-a-vis the labour laws. So far 22 surveys of women workers have been conducted in various sector of employment and all the reports have been released.

(k) Studies on Evaluation of Implementation of the Minimum Wages Act, 1948

17.15 The survey aims at evaluating the extent to which the Minimum Wages Act, 1948 is being implemented in various scheduled employments in different parts of the country. So far, 28 such studies have been conducted and all the reports released.

(l) Working and Living Conditions of Scheduled Castes/ Scheduled Tribes workers in urban areas

17.16 The survey aims to collect data on certain aspects of Working and Living Conditions of Labour belonging to the Scheduled Castes and Scheduled Tribes Communities with a view to assess ways and means to be adopted for their welfare development. So far, Labour Bureau has conducted 9 Scheduled Castes workers and 9 Scheduled Tribes workers surveys.

(m) Training in Labour Statistics

17.17 Training programme for 56 probationers, 43rd and 44th batch of Indian Statistical Service during 21/03/2022 to 23/03/2022 was organised at Labour Bureau Shimla.

(o) Annual Survey of Industries

17.18 The Annual Survey of Industries (ASI) is the principal source of industrial statistics in India and is being conducted under the Collection of Statistics Act, 2008. The scope of the ASI is extended to all registered manufacturing establishments in the Country except establishments under the control of the Defense Ministry, Oil storage and distribution units, restaurants and cafes and technical training institutions not producing anything for sale or exchange. The geographical coverage of the Annual Survey of Industries has been extended to the entire country. The field survey for the ASI is conducted by NSO and Central Statistics Office (CSO) is responsible for the processing and dissemination of data. Labour Bureau is responsible for processing and dissemination of data on Employment, Mandays Worked, Social Security Benefits, Labour Cost and Cost of Production collected through Block-E of Part-I and; Absenteeism, Labour Turnover and Earnings collected through Part-II of the ASI schedule. This Survey is conducted every year and Labour Bureau compiles two publications/Reports based on this survey namely

- ***Annual Survey of Industries {Volume-I} - Statistics on Employment and Labour Cost***
- ***Annual Survey of Industries {Volume-II}— Report on Absenteeism, Labour Turnover, Employment and Labour Cost***

Till date, Labour Bureau has compiled and Released Reports based upon ASI 2018-19 data. Data for ASI 2019-20 is being processed.

(p) Digitization and Automation

17.19 Digitalization and Automation of all activities has been identified as a high priority area by Labour Bureau. The organization is taking steps to significantly reduce human interface in the data processing chain i.e. from collection of data to its dissemination and is striving hard to make the entire process of data collection online using

modern IT tools. Digitalization and Artificial Intelligence (AI) would help in collection & analysis of large data in much less time, thereby increasing the reliability of data and reducing the time lag in release of various labour and price statistics by the Bureau.

(q) **Ongoing Surveys**

17.20 Labour Bureau has been entrusted with the task of conducting the following three “All India” surveys:

- (i) All India Survey on Migrant workers,
- (ii) All India Survey on Domestic workers,
- (iii) All India Quarterly Establishment based Employment Survey (AQEES)

(i) **All India Survey on Migrant Workers:**

- **Objective:** The survey would compile information on the characteristics of the migrant workers along the following lines:
 - Households with migrant workers, causes of migration,
 - Working and living conditions of migrant workers,
 - Characteristics of return migrants involving details,
 - Reasons of the movements of the migrants who returned to either native place or work place
 - Employment conditions at the respective places, and
 - Impact of covid-19 pandemic on migrant workers
- **Coverage of the Survey :**
 - The survey covers all the State/UTs in India as this is a pan India Sample Survey.
- **Progress of All India Survey of Migrant Workers:**
 - The field work of survey has been

completed and data validation is being undertaken.

(ii) **All India Survey on Domestic Workers**

The survey would compile following information on the characteristics of domestic workers

- To estimate the number/proportion of domestic workers at National and State level.
- Working and living conditions of domestic workers
- Wages, consumption expenditure and other socio-economic characteristics
- Impact of covid-19 pandemic on domestic workers

Coverage of the Survey:

The survey covers all the States/UTs in India as this is all India sample survey.

Progress:

The field work of survey has been completed and draft report is in progress.

All India Quarterly Establishment based Employment Survey (AQEES)

AQEES has two components/ parts:

- Quarterly Employment Survey (QES) in respect of establishments employing 10 or more workers;
- Area Frame Establishment Survey (AFES) in respect of establishments employing 9 or less workers, from the 9 selected sectors of the economy.

Part 1- Quarterly Employment Survey (QES)

Objective of QES

- QES is an establishment-based survey and provides information on change in employment in establishments with 10 and more workers under the 9 selected sectors of the economy.

Nine Sectors covered in QES:

Manufacturing, Construction, Trade,

Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities.

Sample Size allocation of QES

- The sample size of first four rounds of the QES starting w.e.f April, 2021 is around 12000 establishments.
- The sample size for conducting 5th round onwards of QES starting w.e.f April, 2022 will be around 15000 establishments.

The field work of survey:

- The field work of Quarterly Employment Survey (QES) was started with effect from 1st April 2021.
- The reports of four rounds of QES for the period April-June, 2021, July-September, 2021, October-December, 2021 and January-March, 2022 have been released.
- The field work of 5th and 6th round of QES is under progress.

Part 2- Area Frame Establishment Survey (AFES)

Objective of AFES:

The two objectives of AFES are-

- To provide employment estimates for a sizeable segment of the economy covering establishments employing 9 or less workers.
- To assess relative change in employment over successive quarters.

Nine Sectors covered in AFES:

Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities

Sample Size allocation of AFES

Total 16000 FSUs (8000 in Urban and 8000 in rural) covering about 2.5 lakh establishments.

The field work of survey:

The field work has been completed and results are expected by first quarter of year 2023.

(r) Expert Group

17.21 The Expert Group for All India Surveys, under the Chairmanship of Prof. S.P. Mukherjee, has convened multiple meetings in 2022. Meetings were held in the months of March, May, August and December to discuss the various nuances of All India surveys.

(s) Publications

17.22 The Bureau brings out a number of publications based on the statistical research work, studies and surveys conducted by it. The list of publications which have been released/ finalized during 2022 is given in Table 17.6(a) and 17.6(b).

Box 17.1	
WEIGHTS FOR BROAD GROUPS UNDER CPI-IW ON BASE: 2016=100	
Group(s)	Weight(s)
Food & Beverages	39.17
Pan, Supari, Tobacco & Intoxicants	2.07
Clothing & Footwear	6.08
Housing	16.87
Fuel & Light	5.50
Miscellaneous	30.31
Total	100.00

Table 17.1

Comparative Statement of variations in Consumer Price Index for Industrial Workers (CPI-IW) on Base: 2001=100 and 2016=100.

Base	Financial Year	Index	Percentage variation (annual)
I. 2001=100	2006-07	125	6.83
	2007-08	133	6.40
	2008-09	145	9.02
	2009-10	163	12.41
	2010-11	180	10.43
	2011-12	195	8.33
	2012-13	215	10.26
	2013-14	236	9.77
	2014-15	251	6.36
	2015-16	265	5.58
	2016-17	276	4.15
	2017-18	284	2.90
	2018-19	300	5.63
	2019-20	322	7.33
	2020(Apr, 20 - Aug, 20)	333	} 5.19
II. 2016=100	2020-2021(Sep,20 – Mar,21)	119.0	
	2021-2022	123.6	5.14

Note: i) Index values are annual average of respective financial year.

- ii) The percentage variation for the year 2020-21 w.e.f. September, 2020 have been derived from the figures of base 2016=100 by using conversion factor of **2.88**. The converted figure for 2020-21 (September, 2020 to March, 2021) is 342.7.

Table 17.2**Monthly variation in CPI-IW (Base: 2001=100 & 2016=100)**

FY	2016-17			2017-18			2018-19			2019-20			2020-21			2021-22			2022-23		
Month	Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation	
April	271	1.12		277	0.73		288	0.35		312	0.97		329	0.92		120.1	0.42		127.7	1.35	
May	275	1.48		278	0.36		289	0.35		314	0.64		330	0.30		120.6	0.42		129.0	1.02	
June	277	0.73		280	0.72		291	0.69		316	0.64		332	0.61		121.7	0.91		129.2	0.16	
July	280	1.08		285	1.79		301	3.44		319	0.95		336	1.20		122.8	0.90		129.9	0.54	
August	278	-0.71		285	0.00		301	0.00		320	0.31		338	0.60		123.0	0.16		130.2	0.23	
September	277	-0.36		285	0.00		301	0.00		322	0.63		118.1	0.62		123.3	0.24		131.3	0.84	
October	278	0.36		287	0.70		302	0.33		325	0.93		119.5	1.19		124.9	1.30		132.5	0.91	
November	277	-0.36		288	0.35		302	0.00		328	0.92		119.9	0.33		125.7	0.64				
December	275	-0.72		286	-0.69		301	-0.33		330	0.61		118.8	-0.92		125.4	-0.24				
January	274	-0.36		288	0.70		307	1.99		330	0.00		118.2	-0.51		125.1	-0.24				
February	274	0.00		287	-0.35		307	0.00		328	-0.61		119.0	0.68		125.0	-0.08				
March	275	0.36		287	0.00		309	0.65		326	-0.61		119.6	0.50		126.0	0.80				

Note: (i) Index from September, 2020 is on New Base 2016=100.

(ii) The percentage variation for September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of 2.88.

Table 17.3

ANNUAL RATE OF INFLATION BASED ON ALL INDIA CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS
(Base: 2001=100 & 2016=100)

Year/ Month	2016		2017		2018		2019		2020		2021		2022	
	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation
January	269	5.91	274	1.86	288	5.11	307	6.6	330	7.49	118.2	3.15	125.1	5.84
February	267	5.53	274	2.62	287	4.74	307	6.97	328	6.84	119.0	4.48	125.0	5.04
March	268	5.51	275	2.61	287	4.36	309	7.67	326	5.50	119.6	5.64	126.0	5.35
April	271	5.86	277	2.21	288	3.97	312	8.33	329	5.45	120.1	5.13	127.7	6.33
May	275	6.59	278	1.09	289	3.96	314	8.65	330	5.10	120.6	5.25	129.0	6.97
June	277	6.13	280	1.08	291	3.93	316	8.59	332	5.06	121.7	5.57	129.2	6.16
July	280	6.46	285	1.79	301	5.61	319	5.98	336	5.33	122.8	5.26	129.9	5.78
August	278	5.3	285	2.52	301	5.61	320	6.31	338	5.62	123.0	4.80	130.2	5.85
September	277	4.14	285	2.89	301	5.61	322	6.98	118.1	5.62	123.3	4.40	131.3	6.49
October	278	3.35	287	3.24	302	5.23	325	7.62	119.5	5.91	124.9	4.52	132.5	6.08
November	277	2.59	288	3.97	302	4.86	328	8.61	119.9	5.27	125.7	4.84		
December	275	2.23	286	4.00	301	5.24	330	9.63	118.8	3.67	125.4	5.56		

Note: (i) Rate of inflation has been calculated as percentage increase over the figure of the corresponding month of the previous year.

(ii) Index from September, 2020 is on New Base 2016=100.

(iii) Inflation from September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of 2.88.

Box 17.2: Comparative Statement of variation in Consumer Price Indices for Agricultural Labourers (CPI-AL) and Rural Labourers (CPI-RL) on base 1986-87=100

Year	CPI-AL	CPI-RL	Annual percentage variation	
			CPI-AL	CPI-RL
1995-1996	237	238	-	-
1996-1997	256	256	8.02	7.56
1997-1998	264	266	3.13	3.91
1998-1999	293	294	10.98	10.53
1999-2000	306	307	4.44	4.42
2000-2001	305	307	-0.33	0.00
2001-2002	309	311	1.31	1.30
2002-2003	318	321	2.91	3.22
2003-2004	331	333	4.09	3.74
2004-2005	340	342	2.72	2.70
2005-2006	353	355	3.82	3.80
2006-2007	380	382	7.65	7.61
2007-2008	409	409	7.63	7.07
2008-2009	450	451	10.02	10.27
2009-2010	513	513	14.00	13.75
2010-2011	564	564	9.94	9.94
2011-2012	611	611	8.33	8.33
2012-2013	672	673	9.98	10.15
2013-2014	750	751	11.61	11.59
2014-2015	800	802	6.67	6.79
2015-2016	835	839	4.38	4.61
2016-2017	870	875	4.19	4.29
2017-2018	889	895	2.18	2.29
2018-2019	907	915	2.02	2.23
2019-2020	980	986	8.05	7.76
2020-2021	1034	1040	5.51	5.48

Note:- (i) The average for the year 1995-96 is based on five months i.e. November, 1995 to March, 1996

(ii) Index values are annual averages of the respective financial year

(iii) The series of CPI-AL/RL on base 1986-87=100 were released w.e.f. the index for the month of November, 1995. In the case of CPI-AL, the linking factor between old (1960-61) and new (1986-87) series is 5.89 while the series of CPI-RL was introduced for the first time w.e.f. November, 1995 index.

Source: Labour Bureau, Shimla

Table: 17.4: Monthly Variation in CPI (AL) (Base 1986-87=100)

Month	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	848	0.59	870	0.46	888	0.11	932	0.87	1014	0.70	1041	0.58	1108	0.91
May	860	1.42	872	0.23	891	0.34	940	0.86	1019	0.49	1049	0.77	1119	0.99
June	869	1.05	877	0.57	894	0.34	950	1.06	1018	-0.10	1057	0.76	1125	0.54
July	877	0.92	884	0.80	902	0.89	958	0.84	1021	0.29	1061	0.38	1131	0.53
August	876	-0.11	894	1.13	907	0.55	965	0.73	1026	0.49	1066	0.47	1140	0.80
September	873	-0.34	893	-0.11	910	0.33	976	1.14	1037	1.07	1067	0.09	1149	0.79
October	876	0.34	901	0.90	913	0.33	987	1.13	1052	1.45	1081	1.30	1159	0.87
November	878	0.23	905	0.44	914	0.11	1000	1.32	1060	0.76	1092	1.01		
December	876	-0.23	900	-0.55	913	-0.11	1014	1.40	1047	-1.23	1097	0.46		
January	870	-0.68	895	-0.56	915	0.22	1016	0.20	1038	-0.86	1095	-0.18		
February	869	-0.11	889	-0.67	917	0.22	1010	-0.59	1037	-0.10	1095	0.00		
March	866	-0.35	887	-0.22	924	0.76	1007	-0.30	1035	-0.19	1098	0.27		

Source: Labour Bureau, Shimla

Table: 17.4: Monthly Variation in CPI (RL) (Base 1986-87=100)

Month	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-23	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	854	0.71	876	0.46	896	0.22	939	0.75	1019	0.59	1049	0.58	1119	0.90
May	866	1.41	878	0.23	899	0.33	948	0.96	1025	0.59	1057	0.76	1131	1.07
June	874	0.92	884	0.68	902	0.33	957	0.95	1024	-0.10	1065	0.76	1137	0.53
July	881	0.80	890	0.68	910	0.89	965	0.84	1028	0.39	1070	0.47	1143	0.53
August	881	0.00	900	1.12	915	0.55	972	0.73	1033	0.49	1074	0.37	1152	0.79
September	877	-0.45	899	-0.11	917	0.22	983		1043	0.97	1076	0.19	1161	0.78
October	881	0.46	907	0.89	920	0.33	993	1.02	1057	1.34	1090	1.28	1170	0.78
November	883	0.23	910	0.33	921	0.11	1006	1.31	1065	0.76	1101	1.00		
December	881	-0.23	906	-0.44	921	0.00	1019	1.29	1053	-1.13	1106	0.45		
January	876	-0.57	901	-0.55	923	0.22	1021	0.20	1045	-0.76	1105	-0.09		
February	874	-0.23	896	-0.55	925	0.22	1016	-0.49	1044	-0.10	1106	0.09		
March	872	-0.23	894	-0.22	932	0.76	1013	-0.30	1043	-0.10	1109	0.27		

Source: Labour Bureau, Shimla

Table: 17.5: Annual Rate of Inflation based on all-India Consumer Price Index for Agricultural Labourers (Base: 1986-87=100)

Month	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Index	Rate of inflation @	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	848	5.34	870	2.59	888	2.07	932	4.95	1014	8.80	1041	2.66	1108	6.44
May	860	6.04	872	1.40	891	2.18	940	5.50	1019	8.40	1049	2.94	1119	6.67
June	869	5.98	877	0.92	894	1.94	950	6.26	1018	7.16	1057	3.83	1125	6.43
July	877	6.69	884	0.80	902	2.04	958	6.21	1021	6.58	1061	3.92	1131	6.60
August	876	5.29	894	2.05	907	1.45	965	6.39	1026	6.32	1066	3.90	1140	6.94
September	873	4.05	893	2.29	910	1.90	976	7.25	1037	6.25	1067	2.89	1149	7.69
October	876	3.18	901	2.85	913	1.33	987	8.11	1052	6.59	1081	2.76	1159	7.22
November	878	2.93	905	3.08	914	0.99	1000	9.41	1060	6.00	1092	3.02		
December	876	2.70	900	2.74	913	1.44	1014	11.06	1047	3.25	1097	4.78		
January	870	2.47	895	2.87	915	2.23	1016	11.04	1038	2.17	1095	5.49		
February	869	3.08	889	2.30	917	3.15	1010	10.14	1037	2.67	1095	5.59		
March	866	2.73	887	2.42	924	4.17	1007	8.98	1035	2.78	1098	6.09		

@Percentage increase over the figures of the corresponding month of the previous year.881

Source: Labour Bureau, Shimla.

TABLE 17.6

Sr. No.	Statutory Returns	Latest Year for which Review released/data published
1.	The Factories Act, 1948.	2019
2.	The Trade Unions Act, 1926.	2019
3.	The Industrial Dispute Act, 1947	2018

Table No.17.6 (b)**List of Publication released/finalised during 2022**

Sr. No.	Publication
1.	Report of Annual review on“Statistics of Factories” for the Year 2019.
2.	Report on “Trade Unions in India” for the year 2019.
3.	Statistics on Industrial Disputes, Closures, Retrenchments, and Lay-offs in India during the year 2018.

Chapter-18

LABOUR RESEARCH & TRAINING

LABOUR RESEARCH AND TRAINING

18.1 V. V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

18.2 Vision

A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

18.3 Mission

- Bring Labour and Labour Relations as the Central Feature in Development Agenda through:
- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;
- Undertaking research studies and training interventions of world class standards, and
- Building understanding and partnerships with globally respected institutions involved with labour.

Objectives and Mandate

18.4 The Memorandum of Association spells out clearly a wide range of activities that are essential to fulfill the objective of the Institute. It mandates the Institute:

- (i) to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) to undertake and assist in organising training and education programmes, seminars and workshops;
- (iii) to establish wings for :
 - (a) education, training and orientation;
 - (b) research, including action research;
 - (c) consultancy; and
 - (d) publication and other such activities as may be necessary for achieving the objectives of the society;
- (iv) to analyze specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- (v) to prepare, print and publish papers, periodicals and books;
- (vi) to establish and maintain library and information services;
- (vii) to collaborate with other institutions and agencies in India and abroad which have similar objectives; and
- (viii) to offer fellowships, prizes and stipends.

Structure

18.5 The General Council, the apex governing

body of the Institute, with Union Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour & Employment) as Chairperson monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consist of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive Officer and manages and administers the activities of the Institute. Director General is aided in the day-to-day functioning by a team of faculty members consisting of professionals from different disciplines and a team of administrative officials and staff.

MAJOR ACTIVITIES

Research

18.6 Research on labour and related issues constitutes one of the core mandates of the Institute. The Institute has been actively engaged in undertaking policy research and action research, covering a wide range of labour related issues viz. new forms of employment, future of work, structural transformation and its implications, skill development, labour laws, industrial relations, informal economy, social security, child labour, labour migration, decent work and agrarian relations. The Institute also provides research and technical support to the Ministry of Labour and Employment and other policy making bodies of the Government. The research activities of the Institute are carried out under the aegis of specialized research centres. Each research centre has a Research Advisory Group comprising eminent scholars and practitioners to provide relevant advice and direction.

18.7 Research Projects/Papers/Case Studies completed and ongoing during January 2022 to December 2022 under different research centers of the Institute are listed below:

1. National Resource Centre on Child Labour

Completed Research Projects

- ✓ Status of Enforcement and Rehabilitation of Bonded Labour/Child Labour as a part of the Online "Orientation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders"
- ✓ Role of State and Non-State Actors towards Prevention and Abolition of Bonded Labour during the COVID-19 Pandemic: Case Study of Understanding Initiatives, Interventions and Best Practices-Dr. Helen R. Sekar, Senior Fellow

2. Centre for Labour Market Studies

Completed Research Papers/Project/Case Study

- ✓ Support of Employment and Income in the Context of the COVID-19 Crisis (Research Study conducted under the aegis of BRICS Network of Labour Research Institutes, 2021)
- ✓ Research Study on Gig and Platform Workers (Joint study by V.V. Giri National Labour Institute and NITI Aayog)
- ✓ Strategy Paper on the use of Drone Technology
- ✓ Issue Paper on 'Gig and Platform Workers and Social Protection' prepared for the G20 Employment Working Group (EWG) Meeting of the G20 Indian Presidency 2023
- ✓ The case of 'Yuvashree' for generating Youth Employment—Dr.Dhanya MB, Associate Fellow

On-going Research Projects

- ✓ Research Study on Gig and Platform Workers: Vision 2047

3. Centre for Agrarian Relations, Rural and Behavioural Studies

Completed Research Project/Case Studies

- ✓ Monitoring the Contribution of Production,

Employment and Emerging Challenges in Urban Agriculture

- ✓ E-Rural Camp : Empowering Women in the Rural Economy through Labour Codes
- ✓ E-Rural Camp : Strengthening Leadership Skills of Advocates of Women Labour on Labour Codes
- ✓ Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges in Rural Agriculture
- ✓ Managing Livelihoods and Social Protection in the Marine Fisheries Sector: Insights from two Cases of Field visits – *Shri P. Amitav Khuntia, Associate Fellow*

Ongoing Research Projects

- ✓ Green Jobs Scenario in Rural India – Present and Future Prospects –

4. Centre for Employment Relations and Regulations

Completed Research Project/Case Study

- ✓ Documentation of Select Practices on Industrial Relations in India
- ✓ Role of Patience and Perseverance in Effective Conciliation : A Case Study – *Dr. Sanjay Upadhyaya, Senior Fellow*

Ongoing Research Project

- ✓ Analysis of State Rules vis-à-vis Central Rules under various Labour Codes

The draft report of the ongoing project has already been completed and would be finalised and processed for publication before 31st March 2023.

5. Centre for Gender and Labour Studies

Completed Research Projects

- ✓ Women's Paid and Unpaid Work: Insights from the Time Use Survey and Methodological Issues
- ✓ Emerging Trends of Gender In Agriculture: A Case Of Uttar Pradesh (Village)

- ✓ E-Rural Camp: Labour Codes & Enhancing Sensitivity Towards Gender Parity
- ✓ E-Rural Camp : An Introduction to Labour Codes and Gender Responsive Budgeting In India
- ✓ Invisibility of women in Indian Agriculture – A case of Uttar Pradesh (Town)
- ✓ Work from Home: A Case Study – *Dr. Shashi Bala, Fellow*

Ongoing Research Projects

- ✓ Paid and Unpaid Work of Urban Working Women in the Organized Manufacturing Sector: A Study of Time Use Patterns in the National Capital Region
- ✓ Labour Force Participation : Measuring the Global Gender Gap Trends

6. Integrated Labour History Research Programme

Ongoing Research Project

- ✓ Labour Movement and Anti-Colonial freedom movement

7. Centre for Labour and Health Studies

Ongoing Research Project

- ✓ Research Study on Social Security for All-Way Forward

Centre for North East India

Completed Research Project/Case Study

- ✓ ILO Convention 102 and Social Security in India
- ✓ Issue paper on Sustainable Financing of Social Security for Employment Working Group, India G20 Presidency 2023

Ongoing Project

- ✓ Sustainable Financing of Social Security

Networking (International and National)

18.8 VVG NLI is mandated to forge professional

collaborations with major international and national institutions involved with labour and related issues. The Institute over the years has been working in collaboration with international institutions like International Labour Organisation (ILO), United Nations International Children's Emergency Fund (UNICEF), United National Development Programme (UNDP) and National institutions like Indian Institute of Management, Lucknow (IIM-L), National Institute of Rural Development & Panchayati Raj, Hyderabad (NIRD&PR-H); Tata Institute of Social Sciences, Guwahati (TISS-G), Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies Mumbai (LNML MILS-M), Mahatma Gandhi Labour Institute, Ahmadabad (MGLI-A), Dashrath Manjhi Institute of Labour and Employment Studies, Patna (DMIL&ES-P), Gujarat Institute of Development Research, Ahmedabad, National Institute of Agricultural Extension Management (MANAGE), Hyderabad, Indian Institute of Forest Management and State Labour Institutes. The Institute signed the following four MoUs with various Organisations during the period to facilitate collaborative training, research and academic activities related to labour and employment issues :

- (i) National Law University, Odisha, Cuttack on 10.10.2022
- (ii) Doon University, Dehradun on 17.10.2022
- (iii) Indian Institute of Technology (earlier Indian School of Mines), Dhanbad on 1.11.2022
- (iv) Loyola College, Chennai 22.12.2022

18.9 As a part of its international outreach, the Institute has signed a Memorandum of Understanding with International Training Centre (ITC) of International Labour Organisation (ILO), Turin on 28th November, 2018 extending the professional collaboration in the areas of training and education activities in the field of labour and employment for another 5 years i.e. 2018-2023. The MoU envisages to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organizations

will work together in areas of mutual interest for activities, inter alia, related to (i) organizing collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. During the year 2021-22, faculty members from ITC-ILO, Turin and ILO, Geneva have been involved for delivering sessions during the online training programmes conducted by the Institute. Like-wise faculty from VVGNI also participated and delivered sessions in ITC-ILO training programmes.

18.10 V. V. Giri National Labour Institute has been recognized by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four BRICS countries. Accordingly, VVGNI is also the partner institution in the **BRICS Network of Labour Research Institutes** established during the BRICS Labour & Employment Ministerial meetings held under the Presidency of China in 2017. V. V. Giri National Labour Institute represents India in the BRICS Network of Labour Research Institutes. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. During the period, a research study has been completed on the theme, '*Support of Employment and Income in the Context of the COVID-19 Crisis*', 2021.

18.11 India had taken over the Presidency of BRICS in 2021. Accordingly, Ministry of Labour and Employment organized Employment Working Group (EWG) and Labour and Employment Ministers' Meeting (LEMM) during the year 2021. Four topics were selected by the Ministry of Labour & Employment for preparing Issue Papers viz. (i) Promoting Social Security Agreements amongst BRICS Nations; (ii) Formalisation of Labour Markets; (iii) Participation of Women in Labour Force; and (iv) Gig and Platform Workers: Role in Labour Market. Accordingly, The Institute prepared four Issue Papers in consultation with International Labour Organisation, Geneva and Decent Work Technical Team Support (DWT) for South Asia and presented in the EWG held during May 11-12, 2021. These Issue Papers have been published during the period.

Training and Education (2022-23)

18.12 V.V. Giri National Labour Institute is committed to promote a better understanding of labour problems and to find the avenues and means to tackle them. To achieve this, the Institute, through its varied activities attempts to provide education with regard to labour issues in an integrated manner. While research activities, among other things explore the basic needs of different groups, such data as are generated in research activities are used for designing new and modifying existing training programmes. Constant feedback from the trainees participants is used for updating the training curriculum as well as redesigning training modules and as taken as inputs for further research activities.

18.13 Educational and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes are attempted to develop leadership at the grassroots level that can build and support independent organisations to look after the interests of the rural labour. Training programmes equally emphasize attitudinal change, skill development and enhancement of knowledge.

18.14 The training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies, field visits and behavioural science techniques. Apart from the Institute's faculty, renowned guest faculty are also invited to strengthen the training programmes.

18.15 The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central and State Governments,
- Managers and Officers of the Public and Private Sector Industries,
- Trade Union Leaders, Industrial Relations Managers, Social Activists and different stakeholders of organised and unorganised sectors, and
- Researchers, Trainers, field workers and others concerned with labour issues.

18.16 During the year from January – December 2022, the Institute has conducted 186 online/offline training programmes including 01 International programmes and 5788 participants including international participants from different countries have also attended these programmes. The details are as follows:

Online/Offline Training Programmes conducted during January-December, 2022

S. No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	SPECIAL TRAINING PROGRAMME	4	14	118
2.	LABOUR ADMINISTRATION PROGRAMMES	26	103	952
3.	INDUSTRIAL RELATIONS PROGRAMMES	16	71	309
4.	CAPACITY BUILDING PROGRAMMES	84	310	2152
5.	RESEARCH METHODS PROGRAMMES	6	36	226

6.	INTERNATIONAL PROGRAMMES	1	18	27
7.	CHILD LABOUR PROGRAMMES	8	24	432
8.	NORTH EAST PROGRAMMES	11	49	263
9.	COLLABORATIVE PROGRAMMES	18	61	871
10.	INHOUSE PROGRAMME	12	58	438
	TOTAL	186	744	5788

Training Programmes to be conducted 01.01.2023 to 31.03.2023

S.No	Name of the Programme	No. of Progs.	No. of Days of Progs.
1.	SPECIAL TRAINING PROGRAMME	2	6
2.	LABOUR ADMINISTRATION PROGRAMMES	1	3
3.	INDUSTRIAL RELATIONS PROGRAMMES	4	20
4.	CAPACITY BUILDING PROGRAMMES	5	25
5.	RESEARCH METHODS PROGRAMMES	2	10
6.	INTERNATIONAL PROGRAMMES	1	18
7.	CHILD LABOUR PROGRAMMES	4	12
8.	NORTH EAST PROGRAMMES	1	5
9.	COLLABORATIVE PROGRAMMES	8	24
10.	INHOUSE PROGRAMME	1	3
	TOTAL	29	126

Workshops/Webinars/Study Visits

18.17 Apart from training programmes, the Institute has also conducted Workshops/

Webinars on different topics. The details are as given below:

List of Workshop/Webinar January - December 2022

S. No.	Name of the Workshop/webinar	No. of days	No of participants	Coordinator
1.	New Labour Codes with Maharashtra Institute of Labour Studies- January 24-25, 2022	02	75	Ruma Ghosh
2.	Policy Research on Labour in India - February 25, 2022	01	09	Ruma Ghosh
3.	Labour Development: Role of Panchayati Raj Institutions - March 09 2022	01	285	Dr. Helen R. Sekar

4.	International Webinar on ' <i>New Forms of Employment with reference to Gig and Platform Working in the BRICS and Global South</i> ' (Organised by VVGNNLI in Collaboration with ILO, BRICS Network of Research Institute, and ITC-ILO) March 09, 2022	01	100	Anoop Satpathy
5.	Online National Level Quiz Programme on 'Freedom Movement and Labour Movement' - March 11, 2022	01	66	Helen R.Sekar
6.	Empowering Women Workers of the unorganised Workers in Collaboration with SWEDWA, New Delhi- March 11, 2022	1	100	Manoj Jatav
7.	Online Workshop on Mapping Labour and Employment Issues in North East India - March 30, 2022	01	41	Otojit Kshetrimayum
8.	Webinar on Understanding Social Security in context to Future of Work and New Forms of Work - March 31, 2022	31	30	Ruma Ghosh
9.	Webinar on Women Workers in the MSME Sector and Home-based Employment with Jesus and Mary College June 08-09, 2022	02	80	Ellina Samantroy
10.	Webinar on 'Possibilities of Use of Drone Technology by the Organisations of Ministry of Labour and Employment'- June 11, 2022	01	12	Dhanya M. B.
11.	Online Workshop On Empowering women through Digital Marketing- June 28, 2022	01	30	Shashi Bala
12.	National Seminar on "Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead" at Doon University, Dehradun- September 23-24 2022	02	350	Otojit Kshetrimayum
13.	Female Labour Force Participation: Challenges and Way Out Organized by VVGNNLI, Noida and GIM, Goa November 02, 2022	1	120	Ellina Samantroy
14.	Online Workshop on Future of Work: Navigating Transformations Effectively December 13-14, 2022	02	34	Dhanya M. B.

	SPECIAL EVENT			
1.	Global Symposium on 'Occupational Safety Health' organised VVGNNLI, Noida and National Law University, Delhi - November 01-02, 2022	02	100	Ellina Samantroy
	STUDY VISITS			
1.	Study Visit Programme of the Students of Asian Law College, Noida August 30, 2022	01	35	Amitav Khuntia
2.	Department of Social Work, Loyola College, Chennai December 09, 2022	01	20	Shashi Bala

Proposed Workshops to be held from 01st January 2023 to 31st March, 2023

1.	Gender Unpaid Work And Care In India: Changes and Policy February 17, 2023			Ellina Samantroy
2.	Half day Workshop on Women's Role in India's Freedom Struggle on the occasion of International Women's Day March 07, 2023			Ellina Samantroy/B. S. Rawat
3.	Research Methodology Workshop on Labour Studies February 15-17, 2023			Dhanya M. B.
4.	Consultation on gig social security for gig and platform workers			Dhanya M. B.
5.	Workshop on Social Security for Gig and Platform Workers			M. Rehman M.
6.	Workshop on Employment strategy in unorganised Section			M. Rehman M.
7.	Workshop on Work-Life Balance			Shashi Bala
8.	Workshop on Social Security of Gig and Platform Workers (MGLI)			M. Rehman M.
9.	Workshop on Labour Force Data			Manoj Jatav
10.	Consultation / workshop on Child Labour Convention of ILO (Minimum Age) (MGLI)			M. Rehman M.

Publications

18.18 VVG NLI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

Labour & Development

18.19 *Labour & Development* is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.



Awards Digest: Journal of Labour Legislation

18.20 *Awards Digest* is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



Shram Vidhan

18.21 *Shram Vidhan* is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



Indradhanush

18.22 It is a bi-monthly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshop, seminar etc.

The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.



Child Hope

18.23 *Child Hope* is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.

Shram Sangam

18.24 *Shram Sangam* is a biannual official language magazine brought out by the Institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from

