To

1. The Labour Secretaries of all States and Union Territories, Employers' and Workers' Organisations (as per list attached).
2. The Central Ministries/Deptts. (As per list attached)


Sir,

I am directed to enclose a copy of the Summary Record of the discussions in the 33rd Session of the Indian Labour Conference held on 24-25 October, 1996 in New Delhi for necessary action.

Kindly acknowledge receipt.

Yours faithfully,

(Shingara Singh)
Under Secretary
Tele.No.3711967

Copy to:

1. The Delegates and Advisers from Workers' and Employers' Organisations, Central Ministries/Deptts. and State Govts./U.T. Administrations who attended the Conference (As per list attached).

2. JS(RKS)/JS(K)/JS(AG)-DGEAT/DG(LW)/CLC(C)/LEA/Dir(PMS)/Dir(UB)/Dir(AR)/Dir(AB)/DS(RK)

3. PS to LM/PPS to Secretary/PS to Addl. Secretary

4. Shri Rajesh Malhotra, Information Officer, Press Information Bureau, Room No.127, A Wing, Shastri Bhawan, New Delhi-1.

(Shingara Singh)
Under Secretary
The 33rd Session of the Indian Labour Conference was held at Parliament House Annexe on 24th and 25th October, 1996 New Delhi under the Chairmanship of Shri M. Arunachalam, Union Minister of Labour. The composition of the Conference and the list of persons who attended the session are given in Annexure-I and Annexure-II respectively.

2. The following items constituted the Agenda for the 33rd Session of the Indian Labour Conference:

(1) Confirmation of the Minutes of the Thirty Second Session of Indian Labour Conference

(2) Action taken on the Conclusions of the Thirty Second Session of Indian Labour Conference held on 23-24 November, 1995

(3) Modernisation and re-organisation of Employment exchanges

(4) Modernisation of Vocational Training System

(5) Floor level minimum wages for unorganised employment

(6) Recognition of trade unions through secret ballot

(7) Amendment to the I.D. Act, 1947 including notification of Section 2(j) of the I.D. Act

(8) The Bill of Workers Participation in Management

3. Dr. L. Mishra, Labour Secretary, welcomed the participants of the Indian Labour Conference. He mentioned the role played by the Indian Labour Conference in assisting the Ministry of Labour in setting the pace and tone of labour policy in all important areas; in helping to bring legislative enactments and their implementation for the protection and welfare of workers; and in contributing to adoption of large number of international labour standards by way of ILO Conventions and Recommendations. He hoped that Indian Labour Conference would continue to be a torch bearer of the highest traditions and standards of tripartism in the field of formulation of labour policy and programmes in future also.

4. Shri M. Arunachalam, Labour Minister also extended his greetings to all the participants of the Indian Labour Conference. The salient points made by him in his inaugural address were as under:
(1) It was not possible to change the schedule of the meeting and to make changes in the agenda items as requested by some members as the schedule of the meeting and items in the agenda were fixed sufficiently in advance.

(2) A tripartite review committee was set up on 4-12-95 to review the implementation of the recommendations of the Indian Labour Conference. This Committee had met on 23-2-96, 30-7-96 and 16-8-96.

(3) The Common Minimum Programme of United Front refers to a number of points concerning labour and it will be this Ministry’s endeavour to fulfill these commitments to the cause of the working people.

(4) The Ministry of Labour has been impressing upon the State Governments to revive the practice of holding tripartite consultations at the state level. As a result of these efforts, tripartite consultation has been revived in several states.

(5) Elimination of child labour would be achieved by associating all persons and organisations having the sensitivity to the issue of the commitment to fight this practical.

(6) India is continuously endeavouring to upgrade labour standards and has recently ratified ILO Convention 147 concerning minimum standards in merchant ships.

5. The following three participants were elected as Vice-Chairpersons of the 33rd Session:

i) Shri Shanti Ghatak, Labour Minister, Government of West Bengal: Representing State Governments

ii) Shri G. Sanjeeva Reddy, President, INTUC: Representing Trade Unions

iii) Shri Gopalakrishna, CIE: Representing Employers

General Discussion:

6. Trade Unions representatives stated that they were not consulted in the matter of deciding the Agenda of the Conference. Though the listed items for discussion were important, there were many urgent problems of workers and those issues should also have been included in the Agenda for discussion. The conclusions of the 32nd Session of the Indian Labour Conference have not been implemented fully and the concerned Ministries/departments have not given due importance to the Conference as well as its conclusions. They also expressed disappointment that Union Ministers Incharge of various employing ministries as well as Finance and Planning Ministers are not attending the Conference.
7. Representatives of some of the Trade Unions were of the view that the new economic policies of the government have failed to solve the problems of the Working class. These policies have led to a decline in employment opportunities. More and more production and manufacturing activities have shifted from the organised sector to the unorganised sector through contract labour. Prices of essential commodities have also been rising simultaneously only to worsen the conditions of workers. The present economic policies have benefited the rich alone, while the workers have been left to bear the burden. Therefore social partners in the Conference should reject the wrong economic policies and accept the swadeshi model of economy.

8. Some workers' representatives were of the views that BIFR should be suitably restructured. They also suggested that workers' representatives should be included by reconstituting the BIFR, and it should facilitate revival of sick units rather than becoming an instrument for closure of industries.

9. Trade Union representatives felt that government should look into the root cause of sickness in industries. There should be a policy under which sickness could be arrested right in the beginning itself. The real sufferers of sickness in industries were workers and the financial institutions which have given loans. Responsibility should be fixed on those persons who were responsible for mismanagement, misplanning, transfer of money and other mal-practices leading to sickness in industry. It should be ensured that sickness was not induced deliberately to facilitate privatisation. Financial assistance should be made available from National Renewal Fund for the rehabilitation of sick units. The issue of sale of surplus land available with sick NTC mills has not been solved in Maharashtra because of difference of views between the Central Government and the State Government. This problem needs to be looked into.

10. It was also stated by workers' representatives that ceiling limit for the eligibility for bonus has been enhanced in case of workers in Ports and Docks and Railways this should be done for all categories of workers. They also suggested that there should be no disparity between Govt. employees and workers employed in industry etc. for the payment of Gratuity. The ceiling of gratuity should be enhanced from Rs.1 lakh to Rs.2.5 lakhs for individual workers also. The Trade Union representatives pointed out that different wage ceilings existed for various benefits under different labour laws. Ministry of Labour should, therefore, prepare a paper on wage ceiling with a view to removing the existing disparity.

11. Trade Union representatives stated that 681 industries in Delhi would be closed on environmental grounds as a result of the judgement of the Supreme Court. Thousands of workers employed in these industries would face difficulties. Govt. should look into this problem. They also pointed out that commercialisation has been taking place in social sectors like education and health etc. Therefore, the workers employed in these areas should not be allowed to be taken out of the purview of the I.D. Act.
It was further, suggested that Minimum wages should be reviewed and revised periodically and automatic indexations should be allowed. A declaration should be made by the Government that no existing facility under the ESI would be curtailed to any employee who was already getting that facility.

The employer representatives stated that the current policies of the Government have helped to achieve growth rate of 12% in industrial production and 7% in G.D.P. Lock-outs were not a result of unilateral action taken by the employers. Managements were compelled to lockout because of labour agitation like go slow to work, obstructions to delivery of finished goods or violence etc.

The representative of CIE stated that in the light of international competition and globalisation of economy both the social partners should work together. The existing rigidity in attitudes would not serve any purpose in the present day world. Unrealistic demands, would give rise to more sickness, more unemployment and more poverty. The management should be given the right to manage. The trade unions should be depoliticised in the best interest of the country.

Employers representatives pointed out that Social Clause would be used by some countries to introduce non-tariff barrier and thus to cripple the economy of the developing countries and as such all social partners should oppose it. It was, therefore, suggested that Indian delegation to the Ministerial Conference of WTO in December, 1996 in Singapore should be a tripartite delegation.

Labour Minister, Goa stated that the Central Government has already adopted policies and programmes for economic liberalisation, structural adjustment, trade liberalisation etc. Keeping in view of all these developments, there is a need to have a new labour policy. Therefore, Government should have a fresh look at all the old industrial laws existing in the country and suitable amendments/modifications in these laws should be carried out, wherever necessary.

Minister of Labour, West Bengal stated that the State Government has passed several amendments to laws like the Payment of Gratuity Act and the Payment of Wages Act. The Presidential assent to those enactment are, however, still pending.

Labour Minister, Maharashtra stated that the Contract Labour (Regulation and Abolition) Act, 1970 should be amended to facilitate absorption of contract labour. A provision should be made to the effect that even if the contract is terminated or comes to an end, the contract workers should be given employment by the contractor.

Some of the observations/suggestions made by the members in the General discussion relating to the specific items of the agenda of the Conference have been incorporated in the succeeding paragraphs under the specific items.
Item No. 1: Confirmation of the minutes of the 32nd Session of the Indian Labour Conference.

20. The minutes were confirmed.

Item No. 2: Action taken on the conclusions of the Thirty Second Session of Indian Labour Conference.

21. Action Taken Report on conclusions of the Thirty Second Session of the Indian Labour Conference was placed before the Conference for discussion. Action Taken Report on some pending conclusions of the Thirty First Session held on 3-4 January, 1995 was also placed before the Conference for consideration. The Conference noted the action taken as mentioned in the Action Taken Report. A summary of important observations/suggestions made in the Conference is given below:

22. The response received from various State Governments on the conclusions of the ILC to revive the practice of holding tripartite consultations at the state level was noted. It was also observed that the machinery set up by some State Governments was not truly tripartite in characters and their meetings were not being convened on a regular basis. The workers' representatives requested the Labour Minister to write again to the State Governments requesting them to revive the practice of holding tripartite consultations at the state level, by constituting truly and appropriately representative tripartite Bodies and by holding their meetings on a regular basis.

23. The workers' representatives pointed out that there were violation of labour laws in some Export Processing Zones in the country. The Chief Labour Commissioner(Central) informed that the concerned Regional Labour Commissioners(Central) had been instructed to take with them representatives of trade unions the time of inspection, and similar instructions had been conveyed to the State Labour Commissioners. An employer representative stated that permitting a union leader to accompany the Government inspecting authority would be bad in principle.

24. Concern was expressed over the posts of Presiding Officers of CGIT-cum-Labour Courts, lying vacant for long and the resultant delay in disposal of cases in the CGITs. Secretary informed that the terms and conditions of appointment offered to the Presiding Officers had not been very attractive and the issue of salaries and other entitlements of Presiding Officers of CGITs had been taken up with the Fifth Pay Commission and the issue of pendency in Labour Courts was being monitored at various levels.

25. The workers' representatives unanimously requested the Government to remove the ceiling limit for the eligibility of bonus. They expressed the view that the removal of ceiling limit for the eligibility of bonus would have no financial implications on the part of employers and, therefore, there should be no hurdle in removing the ceiling limit. Representative of CIE
stated that the issue of bonus should not be tampered with piece-meals and the whole issue of reviewing the Bonus Act should be examined de novo.

25. The workers' representatives stated that the revised DA formula had not been implemented in some of the Public Sector Undertakings. The representative of SCCPE clarified the difficulties in implementing the revised DA formula as there were different interpretations being given of the revised DA formula has arisen due to in different establishments. The workers' representatives also raised the issue of non-payment of DA in sick units. Trade Unions representatives wanted the Labour Ministry to convene a meeting of representatives of the concerned Ministries including Ministries of Finance and Industry, Deptt. of Public Enterprises and the Central trade unions to discuss the issue of DA and the issue of functional autonomy to be given to the public sector enterprises.

27. The Chairman clarified that all recommendations made in the last conference, on matters relating to Economic Reforms, industrial restructuring and social dimensions were referred to the concerned Ministries for necessary action. The representative of the Department of Industrial Development informed the Conference that three studies on industrial sickness in India were conducted in the past and their reports were circulated amongst the concerned organisations. The workers' representatives expressed their concern over the delay in implementation of the Turn Around Plan for revival of sick mills of NTC even after it was approved by the Cabinet. Secretary (Labour) agreed that a meeting of Ministries of Labour, Finance and Textiles and the concerned State Governments and the trade unions would be arranged to expedite a decision on this issue. The members also expressed their concern over non-payment of wages and bonus to workers in sick establishments.

28. Central Provident Commissioner informed the Conference that keeping in view the suggestions received from various parties, the Pension Scheme had been modified. He also informed that as on 23-10-96, 88005 beneficiaries have been sanctioned pension and no establishment had asked for any exemption under Section 29 of the Act. So far, he also informed the Conference that the vigilance machinery of the Employees Provident Fund Organisation had been activated. The representatives of some trade union organisations expressed the view that many establishments had asked for exemption from the Pension scheme but no exemption was granted and they also asked for the review of the Pension scheme. CIE representative stated that the review of the Pension Scheme should be undertaken only after a period of about five years from its introduction. Regarding Gratuity, the workers' representatives demanded that the ceiling of Gratuity for workers should be raised from Rs.1 lakh to Rs.2.5 lakhs as in the case of Central Government employees. Some workers' representatives felt that the scope for introduction of unemployment insurance should be explored so as to give protection against job losses.
29. Trade Unions representatives stated that the workers had never been consulted in the matter of framing the environmental standards. They also expressed their concern over the closure of establishments under the orders of the Supreme Court as the workers were the real sufferers. Labour Minister, West Bengal stated that the technology for environment was very expensive and not upto the mark.

30. Concern was expressed in the conference over the slow progress in elimination of child labour. There was a general consensus over the issue that sincere and effective steps should be taken to deal with the problem of child labour. Workers' representatives demanded that central trade union organisations should be involved in monitoring the implementation of National Child Labour Projects. Labour Secretary clarified that the United Front Government was committed to the abolition of child labour in all employments, occupations & processing whether hazardous or non-hazardous, and necessary steps would be initiated in that direction. He also suggested that a composite approach taking into account parental poverty, parental illiteracy, parental income and parental employment was needed.

Item No.3: Modernisation and Re-Organisation of Employment Exchanges

&

Item No.4: Modernisation of Vocational Training System

31. The Chairman placed various points as listed in the Agenda Note for consideration of the Conference.

32. The President, INTUC stated that the Standing Labour Committee in its last meeting had discussed those two items in detail and had made a number of recommendations. He requested the Labour Ministry to take effective steps to implement those recommendations of the Standing Labour Committee.

33. A representative of BMS made a number of suggestions to improve the performance of vocational training institutions. He recommended the adoption of German system of imparting practical education periodically. He also suggested that training institutions should be equipped with updated machinery, vocationalisation should start from Class-VIII onwards leading to vocational courses at higher secondary level, well trained teachers on full time basis only should be employed, books in Hindi and in regional languages at reasonable prices should be made available and representatives of industry and trade unions should be given representations in policy making bodies. He also supported the proposal to set up Skill Development Fund provided it was monitored by a tripartite machinery.

34. The representative of HMS suggested that the workers affected by the restructuring of industry and business should also be given access to training facilities in vocational
training centres and the Govt. should support the training projects, with credit facilities for the beneficiaries, so that they could use their acquired skills for self-employment.

35. A representative of AIMO stated that employment exchanges should be computerised to up-grade the data base to match the demand. He emphasised that the objective of the employment exchanges should be conducive to industrial growth and not contrary to industrial growth. He advocated an idea that there should be a central body for coordination and monitoring the functioning of all the employment exchanges in the country. He also suggested that all enactments and institutions connected with Employment Exchange policy should be combined under one umbrella and that should be a tripartite and autonomous body.

36. CII representative said that vocational training should be given as much importance as was being given to primary education; vocational training should be made available at the door steps by opening training centres in small towns; the vocational centres should not only train the people for employment in industry but also for self-employment; and teachers of vocational centres should be exposed to industry.

37. CIE representative stressed that the present approach to impart vocational training should be stepped up with active participation of both workers and employers. He supported the idea of adoption of German training model with such changes as were suitable to the requirement of Indian industry.

38. Representative of SEWA stated that the problem of unemployment could be solved if suitable steps were taken to impart right type of vocational training to the workers in the unorganised sectors including nursery, forestry, horticulture, food processing etc. She requested the Government to evolve a national policy on home based workers which should provide for their employment, working conditions, wages, identity cards, social security and welfare etc.

39. Mr. Werner Blenk, Director, ILO office New Delhi thanked the Chairman for inviting him to attend the conference. In his address to the Conference, he stated that vocational training was a major ingredient in the fight against unemployment; vocational training was an investment for future generation; and investment in vocational training prepared the young to find them a place in society and in labour market and to contribute to the society. He emphasised the need for involvement of workers and employers in the upgradation of vocational training. He assured that the ILO would provide all possible assistance in that field, if required.

40. The views expressed by the State Governments on these two items are summarised below:

(1) Employment Exchanges have been computerised totally in Goa. A Manpower Development Cell has been set up in the state which has devised the schemes to make available the trained
manpower to industries to suit their requirement. There is a need to find out the reasons for delay in implementing the Skill Development Projects undertaken by the Government of India. Goa has demanded financial assistance through World Bank Project for a woman ITI in Goa which should be considered favourably.

(Goa)

(2) All employment exchanges should be computerised on war footing. The volume of Live Register should be kept within a manageable position. The existing provision of renewal of Employment Exchange Registration Card after three years may be dispensed with. The applicant may be deleted automatically from the Live Register after attaining the age of 40 years in case of general categories and of 45 years in case of registrants belonging to SC or ST. The proposal for making the Employment Exchanges as nodal agencies for all self-employment schemes of the Govt. - both Central and State will be more effective. It is necessary to bring the employment situation of the unorganised sector under the purview of the Employment Market Information. The employers in the private sector should be compelled to discharge their statutory obligations properly and timely about the submission of reports/returns etc. A provision should be introduced to ensure that those people who are recruited by them should at least be registered. They should also intimate the exchanges the details of registration of those who have been employed by them. The importance of vocational guidance and proper counselling at the stage of School Education needs to be given topmost priority. The introduction of audio visual aids for proper training of the concerned personnel will increase the efficiency of the programme of vocational guidance. There is also a need for periodical employment bulletins in the regional languages. The Central Government should give financial aid to the State Governments for the restructuring and modernisation of the Employment Exchanges.

(West Bengal)

(3) Just renaming the Employment Exchanges as the Employment Promotion Centre will not achieve the desired object. It should be followed up with modernisation and technical support. The Employment Exchanges deserve to be restructured to meet the requirements of the situation emerging out of unemployment.

(Tripura)

(4) The name of Employment Exchanges may be changed to Employment Promotion Centres. The Employment officers should be given necessary training for providing better service to private sector employers. They should be deputed for training/seminars arranged by ILO/UNESCO in foreign centres. Arrangements should be made for organising Rojgar Melas and special training programmes viz. "Interview Technique". Employment Exchanges should also be authorised to sanction loans to the needy
registrants of Employment Exchanges. Central Government should formulate a scheme to provide such Audio Visual Aids along with Cassettes/overhead projects so as to have uniformity.

(Maharashtra)

(5) Employment Deptt., Haryana has set up 17 Private Sector Bureau with relaxed conditions of registration and sponsoring. As a result, the figure of private sector employment through Employment Exchanges has increased. Every week, the unemployed youth of specific category are called in one Employment Exchange of each district along with the District level loaning Agencies. The unemployed are motivated for self employment ventures and followed up for banking finance. During the last two years, 98 self-employment loaning camps have been organised in which 62290 applicants were given loan amounting to Rs.114.61 crores.

(Haryana)

(6) Under a self employment scheme in Manipur, 10% of the unit cost is provided by the Department, 15% by the entrepreneur and 75% by the Bank. The scheme is regarded as the best Govt. sponsored scheme in terms of success and recovery of loans.

(Manipur)

(7) Employment Exchanges in Punjab have taken a shape of NODAL AGENCIES in the matter of self employment. However, it has not been possible to raise suitable employment on regular basis.

(Punjab)

(8) An action plan for each state for generation of employment should be prepared keeping in view the geographical and economical conditions of the state with the help of the experts of national and international level. Under the Self Employment Scheme, Central Government may provide financial help, to bear the burden of seed money, in case of economically weaker individuals.

(Rajasthan)

(9) The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and the Rules framed thereunder have become largely obsolete and consequently the role and relevance of the employment organisation appears to be declining. These need to be amended suitably.

(Orissa)

(10) Appropriate action is required to be taken for amendment of the Employment Exchange (Compulsory Notification of Vacancies) Act 1959 and Rules to provide for compulsory recruitment through employment exchanges and to make employment exchanges
registration compulsory for an applicant for any job. Provisions for stringent punishment to the defaulting employers should be made.

(Assam)

(11) There should be a high level enquiry into the utilisation of funds under the World Bank Project. There should be proper Rules to control the functioning of private vocational training centres as they are engaged not in proper training but in minting money. German training model with suitable changes may be adopted. Vocational training should be linked with employment.

(Andhra Pradesh)

Item No. 5: Floor Level Minimum Wages for Unorganised Employment

41. The President of Bhartiya Mazdoor Sangh stated that there were wide disparities in the minimum wages in different states which caused the flight of industry from one state to another state. This was highly undesirable and could be checked only by reducing the disparities considerably, if not totally abolishing them. In this context, he mentioned that some states had already linked minimum wages to the variable dearness allowance, while other states were hesitant to implement the scheme. Finally, the concept of National Minimum Wage should be made applicable not only to the scheduled employments notified under the Minimum Wages Act but to the entire unorganised sector in any corner of the country.

42. The General Secretary of CITU stated that the criteria for determination of minimum wages which were laid down in 1957 had not been implemented by the states so far. Even the Supreme Court judgement given in 1991 and its directions are yet to be implemented by the states. He also felt that all minimum wages must be fixed above the poverty line. In fact, this was announced in the Indian Labour Conference of 1988 but the states have yet to implement the decision. He also felt that the irreducible minimum wage to be paid to the workers should be Rs.50/- per day and this rate must be revised periodically. He also recommended that the provisions of Social Security and Pension Scheme must also be implemented in the unorganised sector.

43. The representative of UTUC(LS) felt that the concept of National Minimum Wage was very relevant and must be implemented. Further, there should be no list of scheduled employment and all workmen in the unorganised sector must be covered under the Act. Finally, the principle of fixation of minimum wages for the workers must be governed by the Supreme Court judgement of 1991.

44. AITUC representative stated that the National Minimum Floor Level Wage should be brought under the purview of Schedule-IX of the Constitution so that the employers could not litigate on the notifications issued in that regard.
45. The representative of HMS also stated that, the National Minimum Floor Level Wage should be brought under Schedule-IX of the Constitution.

46. CIE representative clarified that the employers were against the concept of national level minimum wages at that stage. He mentioned that as labour was in the Concurrent List of the Constitution, views of the State Governments must be ascertained. Further, he felt that the initiative on the issue must come from the side of the state Governments.

47. The views of State Governments on this item were as follows:

(1) Inspite of clear guidelines given for revision of minimum wages in different scheduled employments, the State Governments have failed to revise the wages on time. The State Govt. suggests an amendment to the Minimum Wages Act which should prescribe that the workers in any scheduled employment shall be paid at the rate of floor level minimum wages, in case the rates fixed or revised by the State Govt. or Central Govt., in any scheduled employment, are less than the floor level wages.

(Goa)

(2) There should be no rate of minimum wage below the poverty line and this should be linked to Consumer Price Index to compensate the workers against the rise in cost of living.

(Maharashtra)

(3) The recommendations of National Commission on Rural Labour for floor level of minimum wage should be adhered to.

(Punjab)

(4) It is necessary to bring parity in the minimum wage at the regional and national level. It will reduce the migration of workers from one state to the other and from one part to the other. Central Government should make efforts in this direction and meet the costs on this account, if any.

(Rajasthan)

(5) The concept of floor level minimum wages is not in the interest of the working class. In that event, the floor level minimum wages are likely to become the minimum wages for the workers in different employments. The minimum wages should be such as would take care of the basic needs of the workers. This is likely to vary from state to state and from place to place within a state. The guidelines/norms for fixation of rates of minimum wage should be the same for all states. It will check the flight of workers from one state to the other and the industry in one state will not flourish at the cost of the other.
states. A policy may be evolved for inclusion of employments in the Schedule of the Minimum Wages Act. The Minimum Wages Act should be included in Schedule-IX of the Constitution.

(West Bengal)

48. During the discussion, the concept of National Floor Level Minimum Wage was also clarified. It was explained by Secretary(Labour) that the Floor Level Minimum Wage refers to the subsistence wage which was essential for keeping the body and soul together. This was advocated by the National Commission on Rural Labour in their Report given in 1991. The methodology used for determining the National Minimum Floor Level Wage was explained in the Conference. The National Commission on Rural Labour had worked out a figure of Rs.20/- per day as the Floor Level Minimum Wage, based on the cost of living index of the year for agricultural workers at 802 in 1990. It was explained that if the figures were extrapolated, then at 1996 prices, the Floor Level Minimum Wage would come to approx. Rs.35/- per day (where the CPI for agricultural workers had gone up to 1431).

49. There was a consensus that no minimum wage for any occupation should be fixed below the minimum subsistence wage of Rs.35.00 per day at 1996 prices.

**Item no.6 : Recognition of Trade Unions through secret ballot & Amendment to the I.D. Act**

50. The President, INTUC stated that in a meeting held earlier at INTUC office, all trade unions had unanimously suggested that a bipartite Committee should be set up to examine the issue of recognition of trade unions through secret ballot. He, therefore, suggested that the issue may also be examined by the Bipartite Committee which would be set up to consider amendments to the Industrial Disputes Act, 1947.

51. Representatives of some trade unions strongly emphasised that the issue should be finalised in the Conference itself as it was the commitment of the United Front Government. They, however, wanted that if the issue was to be referred to a Bipartite Committee, the report of the Bipartite Committee must come within a month.

52. The representative of the CIE stated that the Trade Union Act was very relevant to the Industrial Disputes Act. Therefore, both the items should be linked together and examined by the Bipartite Committee.

53. The views expressed by the State Governments on the issue were as under:

(1) The proposal for determination of representative character of trade unions through secret ballot is a step which deserves appreciation. For this purpose, the modalities to be adopted needs to be finalised soon.

(Tripura)
(2) The State Government of West Bengal is in favour of a mechanism for recognition of trade unions through secret ballot. The State legislature had passed the Trade Unions (West Bengal) Amendment, Act 1983 making elaborate provisions for recognition of trade unions as bargaining agents. The amendment Act received the assent of the President in November, 1992.

(West Bengal)

(3) Recognition of trade unions through secret ballot is the need of the hour. Considering the mushroom growth of trade unions, it has become necessary to curtail further growth of such trade unions in the interest of healthy relations between employers and employees. Suitable amendments may be made to the Trade Union Act, 1926 so as to ensure democratic functioning of the trade unions.

(Maharashtra)

(4) It is very essential to lay down some specific criteria for recognition of trade unions of any establishment through secret ballot so that inter-rivalry of trade unions could be curbed. The executive instructions may be followed in letter and spirit and subsequently the same may be given statutory shape.

(Haryana)

(5) An approach regarding determination of representative character of the trade unions through secret ballot is supported. The modalities to be adopted for secret ballot should be implemented by an executive order in the initial stage, and, if felt necessary, brought under legislation.

(Punjab)

(6) The proposal of recognition of trade unions through secret ballot is supported. There should be an amendment to the Trade Union Act for this purpose.

(Rajasthan)

(7) Govt. of Orissa has introduced the secret ballot system for verification of membership of trade unions by adopting ‘Verification of Membership and Recognition of Trade Union Rules 1994’. The method has been successfully implemented in many industries in the State including the Rourkela Steel Plant which is the largest industry in the State.

(Orissa)

54. The views of various State Governments on the proposed amendment to the I.D. Act are summarised as follows:-

(1) The Govt. of Goa opposes any amendment giving exemption to certain categories of employment from the purview of the definition of term ‘Industry’ contained in Section 2(1) of the
I.D. Act, 1947. This exemption should not be considered in the absence of alternative remedy made available to the exempted categories. There are no valid grounds for narrowing down the scope of definition of industry under the Industrial Dispute Act. There is, however, a case for enlarging its scope to cover other categories which are denied the protection of the I.D. Act.

(Goa)

(2) The State Govt. is unable to agree to the proposal to exempt certain activities from the purview of the I.D. Act keeping in view the nature of the activity and/or of number of persons employed. This will leave the workers totally at the mercy of their employers virtually without any remedy and will encourage the employers to keep the number of persons employed within ten. They will go in for contract labour, daily paid labour etc.

(West Bengal)

(3) The State Govt. do not feel any urgency to amend the I.D. Act and at the same time, they do not have any serious objection to the proposed amendments.

(Tripura)

(4) The term "Industry" has undergone several changes from the year 1960 as a result of a number of court judgements. Therefore, this question should be considered in the light of the court judgements. In Maharashtra, a legislation known as Maharashtra Employees of Private Schools (Conditions & Services) Regulations Act, 1977 is in force. The Act provides for regulating the process of recruitment and also Tribunal for adjudication of the dispute arising out of dismissal of a teacher. It is, considered necessary to bring the teacher within the meaning of Section 2(6) of the Act. The State Government should be the appropriate authority is the proper machinery to handle both the matters relating the Industrial Disputes Act 1947 and also law and order problems. It is, therefore, not desirable to delegate certain powers of the appropriate Government to the authorities of the Central Government.

(Maharashtra)

(5) The State Government shall be the appropriate Government for the purpose of industrial disputes. The Government of India should be the appropriate Government in case of any such establishments as are wholly owned and controlled by the Government of India. The State Government does not agree to the amendments relating to special provisions of lay off, retrenchment and closure. The existing provisions should be continued.

(Haryana)
(6) The Government of Punjab supports the proposal to exempt certain establishments from the purview of the Industrial Dispute Act 1947. However, it would be better if some alternate remedies are made available to such categories of workers.

(Punjab)

(7) The proposal of exclusion of certain economic and welfare activities from the meaning of industry is agreed to. There should, however, be a separate law to ensure remedy against exploitation of workers, prevention of unrest, and smooth functioning of these activities.

(Orissa)

55. The Conference in the end recommended that a Bipartite Committee may be set up to formulate specific proposals for a Comprehensive Industrial Relations Bill and to consider the issue of recognition of Trade Unions through Secret Ballot. The following will be the members of the Bipartite Committee:

1. Shri G. Sanjeeva Reddy, President (INTUC)
2. Shri R. Venugopal, (BMG)
3. Dr. Shanti G. Patel, President (HMS)
4. Shri Pritish Chanda, President, UTUC(LS)
5. Shri K.L. Mahendra, (AITUC)
6. Dr. M.K. Pandhe, General Secretary (CITU)
7. Shri S.R. Sen Gupta, General Secretary, (UTUC)
8. Shri D.D. Shastri, President, (TUCC)
9. Shri I.P. Anand, (CIE)
10. Shri Prabir Chakraborty, (AIOE)
11. Shri Arvind Doshi, Chairman, (CTI)
12. Shri C.M. Krishna, (CIE)
13. Shri T.K. Bhaumik, (CIE)
14. Shri Abhishek M. Singhvi, (CIE)
15. Shri Jauhari Lal, (CIE)
16. Shri Rammohan Bidawtka, Vice President, AIMC

56. The Committee would elect/nominate its Chairman/Alternate Chairman. The Committee will submit its report within a period of three months.

Item No.8: The Bill of Workers Participation in Management

57. The President, INTUC stated that the Bill of Worker’s Participation in Management is already pending in Parliament. The Ministry of Labour has already received amendments to that Bill from members of Parliament, trade union organisations, employers organisations and other organisations. He requested Labour Minister to examine all the amendments received in the Ministry and place the Bill duly amended after taking into consideration the suggested amendments before the Parliament.

58. CIE representative stated that the employers should be given an opportunity of being heard before the amended Bill was placed before Parliament.
59. The views of the State Governments on the issue were as under:

(1) The views of the workers' group and the employers' group may be communicated to the State Governments so that the State can take them into consideration and submit suggestions. (Goa)

(2) The participation of workers in management can be meaningful only if the workers have equal representation in the management at all levels including the Board level. The Workers' representatives should be selected by secret ballot. The workers' representatives should have access to all the accounts and documents of the unit. The views of State Governments should also be taken into consideration. (West Bengal)

(3) An attempt was made to introduce the scheme in the public sector undertakings but the response was not encouraging. It would be just and proper to have the say of representatives of employers on the issue before the Bill is amended suitably so as to avoid any misconception or misunderstanding. (Maharashtra)

(4) The views of workers and employers may be considered and taken into account before the proposed Workers' Participation in Management Bill is introduced in Parliament. (Maryana)

(5) The Government of Punjab has no objection if the Bill is passed by the Parliament without making any amendment. However, before the Act is brought into force, a better understanding and congenial atmosphere should be created between the management and the workers. (Punjab)

(6) The Workers' Participation in Management Bill is a welcome step. With this the climate of industrial relations will improve and the productivity will be increased. In the beginning, it should be tried in big public units and private sector undertakings employing more than 1000 workers and which are over five years old. (Rajasthan)

(7) The scheme of workers participation in management should have statutory backing. Instead of involvement of unions, nominations should be by election through secret ballot system. (Orissa)
60. A Committee was constituted consisting of 4 representative each from Trade Unions, Employers Organisations and State Govts. to draft the conclusions of the Conference.

61. Shri Debandranath Sarangi, Secretary (Labour), Govt. of Tamil Nadu placed a Resolution on the elimination of Child Labour from all occupations and industries before the conference. The Resolution was welcomed and adopted unanimously by the Conference. A copy of Resolution is at Annexure-III.

62. Shri Divakar Dev, Additional Secretary, Ministry of Labour in his vote of thanks, thanked the Chairman, Labour Ministers of State Govts, representatives of Central employers’ and workers’ organisations and all other participants. He thanked all those who contributed to the successful conclusion of the Conference. He specifically appreciated the work done by officers and staff who organised the conference.

63. A copy of the conclusions of the Conference as drafted by the Drafting Committee is attached as Annexure-IV.
THIRTY THIRD SESSION OF THE INDIAN LABOUR CONFERENCE  
NEW DELHI : OCTOBER 24 - 25, 1996  
COMPOSITION

<table>
<thead>
<tr>
<th>CHAIRMAN</th>
<th>Union Labour Minister</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GOVERNMENT GROUP</strong></td>
<td></td>
</tr>
<tr>
<td>Central Government</td>
<td>23 Seats</td>
</tr>
<tr>
<td>State Governments/ Union Territories</td>
<td>32 Seats (one seat each)</td>
</tr>
<tr>
<td><strong>EMPLOYERS’ GROUP</strong></td>
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</tr>
<tr>
<td>Council of Indian Employers</td>
<td>24 seats</td>
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<tr>
<td>All India Manufacturers’ Organisation</td>
<td>4 seats</td>
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<tr>
<td>Confederation of Indian Industry</td>
<td>2 seats</td>
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<td></td>
<td>30 seats</td>
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<tr>
<td><strong>WORKERS’ GROUP</strong></td>
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<tr>
<td>Indian National Trade Union Congress</td>
<td>10 seats</td>
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<tr>
<td>Bhartiya Mazdoor Sangh</td>
<td>5 seats</td>
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<tr>
<td>Hind Mazdoor Sabha</td>
<td>3 seats</td>
</tr>
<tr>
<td>United Trade Union Centre (LS)</td>
<td>3 seats</td>
</tr>
<tr>
<td>All India Trade Union Congress</td>
<td>3 seats</td>
</tr>
<tr>
<td>Centre of Indian Trade Unions</td>
<td>3 seats</td>
</tr>
<tr>
<td>National Labour Organisation</td>
<td>1 seat</td>
</tr>
<tr>
<td>United Trade Union Congress</td>
<td>1 seat</td>
</tr>
<tr>
<td>Trade Union Coordination Centre</td>
<td>1 seat</td>
</tr>
<tr>
<td></td>
<td>30 seats</td>
</tr>
</tbody>
</table>

***

-19-
THIRTY THIRD SESSION OF INDIAN LABOUR CONFERENCE  
(NEW DELHI - 24-25 OCTOBER, 1996)

LIST OF PARTICIPANTS

CHAIRMAN : Shri M. Arunachalam,  
Union Labour Minister

VICE CHAIRMAN  
(WORKERS' GROUP) : Shri G. Sanjeeva Reddy,  
President, INTUC

VICE CHAIRMAN  
(EMPLOYERS' GROUP) : Shri R.K. Somany,  
C.I.E.

VICE CHAIRMAN  
(STATE GOVERNMENT) : Shri Santi Ghatak,  
Labour Minister,  
Govt. of West Bengal

DELEGATE

WORKERS' GROUP

INDIAN NATIONAL TRADE UNION CONGRESS (10 SEATS)

1. Shri Suabrato Mukherjee, MLA, Vice President, INTUC,  
15/1, Garihat Road, Calcutta-700019

2. Shri Ravi Arya, Organising Secy., INTUC,  
Plot No.4, Block No.37 Nehru Nagar East,  
Bhilai-490022

3. Shri Tara Singh Viyogi, Vice President, INTUC,  
20 Vikas Nagar, Gwallor-474004

4. Shri R.C. Khuntia, Vice President, INTUC,  
5 RF 1, Unit 3, Bhubaneswar-751001

5. Shri Rajendra Pd. Singh, Vice President, INTUC,  
5, Chhachu Bagh, Patna-1

6. Shri Haribhau Naik, Treasurer, INTUC  
27/B, Bharucha Marg, Fort, Bombay-400023

ADVISER

1. Shri Gopeshwar, General Secretary, INTUC,  
37, K.Road, Jamshedpur-831001

2. Shri Ramesh Pandey, Secretary, INTUC,  
4, Bhai Veer Singh Marg, New Delhi-110001

3. Shri Govind Rao Adik, M.P., Vice President, INTUC,  
3, Kushak Road, New Delhi

4. Shri Raja Kulkarni, Secretary, INTUC,  
Tel-Rasayan Bhawan, Tilak Road, Dadar, Bombay-400014

5. Shri R.P. Mishra, Secretary, INTUC,  
4, Bhai Veer Singh Marg, New Delhi-110001

6. Shri S.L. Passay, Secretary, INTUC,  
4, Bhai Veer Singh Marg, New Delhi-110001
7. Shri P.L. Subbiah, 
Orgnising Secretary, INTUC, 
621 Trichy Road, 
Ramanathapuram, 
Coimbatore-641045

8. Shri N.M. Adyanthaya, 
Organising secretary, 
Valentine, Jeppu Bappal, 
1 Cross, Kankanady Post, 
Mangalore-575002

9. Smt. Renukadevi Barkatakay, 
President, INTUC, Assam Br. 
Panchbati, GNB Road, 
Silpukuri, 
Guwahati-781003

10. Shri Ravi Arya, 
Organising Secy., INTUC, 
Plot No.4, Block No.37 
Nehru Nagar East, 
Bhilai-490022

Bharatiya Mazdoor Sangh (5 Seals)

1. Shri R.K. Bhakt, 
President, BMS, 
Ram Naresh Bhawan, 
Tilak Gali, Paharganj, 
New Delhi-110055

2. Shri Hasu Bhai Dave, 
General Secretary, BMS, 
‘Jignesh’, Shivam Nagar, 
Near Ram Dham, Kalwad Road, 
Rajkot-360005

3. Shri K.J. Thakkar, 
Bharatiya Mazdoor Sangh, 
Shastrti Pole, 
Kothi Char Rasta, 
Baroda-390001

4. Shri R. Venugopal, 
Organising Secy., BMS, 
Ram Naresh Bhawan, 
Tilak Gali, Paharganj, 
New Delhi-110055

5. Shri Paritosh Pathak, 
3, Dharamdas Ganguly Lane, 
Shivpur, 
Hawrah-711102 
West Bengal

1. Shri Amar Nath Dogra, 
Vice-President, B.M.S., 
5239, Ajmeri Gate, 
Delhi-1100056

2. Shri Prem Nath Sharma, 
Bharatiya Mazdoor Sangh, 
Ram Naresh Bhawan, 
Tilak Gali, Paharganj, 
New Delhi-110055

3. Shri Sukh Nandan Singh, 
Bharatiya Mazdoor Sangh, 
89, Alaxader Road, 
Ambala Cantt-133001

4. Shri S.S. Sharma, 
Bharatiya Mazdoor Sangh, 
42, Patel Colony, 
Sardar Patel Marg, 
‘C’ Scheme, Jaipur-302001

5. Shri M.N. Jha, 
Bharatiya Mazdoor Sangh, 
Q.No.147, Type-III, 
Sector-1, BHEL, 
Ranipur-249403, U.P.
HIND MAZDOOR SABHA (3 SEATS)

1. Dr. Shanti Patel, President, HMS, Sneh Sadan, B-11, Sitaldevi Temple Road, Mahim, Bombay-400016

2. Shri A.D. Nagpal, Secretary, HMS, 1181, Sector 43-B, Chandigarh-1600036

3. Shri A. Subramaniam, Vice President, HMS, 2212, Trichy Road, P.O. Singanallur, Distt. Coimbatore-641055(TN)

United Trade Union Centre (LS) (3 SEATS)

1. Shri Pritish Chanda, President, UTUC(LS), 77/2/1, Lenin Sarani, Calcutta-700013

2. Shri Sankar Saha, Secretary, UTUC(LS), 77/2/1, Lenin Sarani, Calcutta-700013

3. Shri Achintya Sinha, Secretary, UTUC(LS), 77/2/1, Lenin Sarani, Calcutta-700013

ALL INDIA TRADE UNION CONGRESS (3 SEATS)

1. Shri A.B. Bardhan, General Secretary, AITUC, Sadar, Nagpur-440001

2. Shri B.D. Joshi, Dy. General Secretary, 24, Canning Lane, New Delhi-110001

3. Shri K.L. Mahendra, Secretary, AITUC, 103, Jambagh, Hyderabad-500001

1. Shri Arun Kumar, Research & Education Officer H.M.S., 120, Babar Road New Delhi-110001

2. Shri R.A. Mittal, Secretary, HMS, 12-Chemysford Road, New Delhi-110055

1. Shri H. Mahadevan, Secretary, AITUC, 664, 11th Cross, III Phase Bangalore

2. Shri D.L. Sachdev, Secretary, AITUC, D-197, Ganesh Nagar, Pandav Nagar Complex, Delhi-110092
CENTRE OF INDIAN TRADE UNIONS (3 SEATS)

1. Dr. M.K. Pandhe, 1. Shri S. Suryanarayana Rao, General Secretary, CITU V. President, CITU (Karnataka) 15, Talkatora Road, No.12, Thanappa Gardens, New Delhi-110001 18th Cross, Sampangi Rama Nagar, Bangalore-560027

2. Shri A.K. Padmanabhan, 2. Shri P.K. Ganguly, Secretary, CITU (Tamil Nadu) Secretary, CITU 13, Mosque Street, 15, Talkatora Road, Chepauk, Madras-600005 New Delhi-110001

3. Shri B.V. Raghavulu, 3. Shri S.Dev Roye, Genl. Secretary, CITU (A.P.) Secretary, CITU N.V. B.Rao Smaraka Kendra, 15, Talkatora Road, 1-1-60/4, RTC ‘X’ Road, New Delhi-110001 Musheerabad. Hyderabad-500020

TRADE UNION COORDINATION CENTRE (1 SEAT)

1. Shri D.D. Shastri, President, TUCC, 49C, Chitta Ranjan Avenue, Calcutta-700012

UNITED TRADE UNION CONGRESS (1 SEAT)

1. Shri S.R. Sengupta, General Secretary, UTUC, 249, B.B. Ganguly Street, Calcutta-12

NATIONAL LABOUR ORGANISATION (1 SEAT)

1. Shri N.M. Barot, President, NLC, Gandhi Majoor Sevalaya, Bhadra, Ahmedabad-382010

NATIONAL FRONT OF INDIAN TRADE UNIONS (OBSERVER)

1. Shri Upender Kumar, Genl. Secretary, NFIU, Delhi Unit E-12/d (MIG), Mayapuri, New Delhi-110064

SPECIAL INVITEE

NAIONAL CENTRE FOR LABOUR (NCL)

1. Ms. Renana Jhabavala, Secretary, NCL 2. Shri Ashok Choudhary, Secretary, NCL
EMPLOYERS’ GROUP

COUNCIL OF INDIAN EMPLOYERS (24 SEATS)

1. Shri Prabir Chakravarti, Vice President, A.I.O.E., Shri Annapurna Cotton Mills & Industries Ltd., Amar Bhavan, IInd Floor, P-10, New Howrah Bridge Approach Road, Calcutta-700001

2. Shri M.K. Garg, Adviser, AICE, Federation House, Tansen Marg, New Delhi-110001

3. Shri C.M. Krishna, President- Personal, Crompton Greaves Ltd., I, Dr.V.B. Gandhi Marg, Bombay-400023

4. Shri A.K. Barua, Director- Personnel, Pfizer Ltd, Express Tower, Nariman Point, Mumbai-400021,

5. Shri Abhishek M Singhvi, Sr. Advocate, Supreme Court of India, New Delhi-1100491

6. Shri T.K. Bhauamik, Vice President - Personnel, BOC India Ltd., P-43, Taratala Road, Calcutta-700088

7. Shri B.C. Prabhakar, Working President, Karnataka Employers’ Ason., 135, Dr.A.R.Krishna Shastri Road, (Surveyors’ Street) Basavanagudi Bangalore-560004

8. Shri Gopalakrishna, Chairman & Mg. Dir., Rural Electrification Corporation Ltd., Scope Complex, Lodi Road, New Delhi-110003

1. Shri G.D. Maheshwari, Secretary, EPI, Phelps Building, 9-A, Connaught Place, New Delhi-110001

2. Shri O.M. Solanki, Vice President, Swadeshi Polytex Ltd., 6th Floor, Hotel Smarat, Chankayapuri, New Delhi-110001

3. Dr. V. Sreenivassan, Executive Director(HRNM) Dalmia Cement, (Bharat) Ltd., 15, Barakhamba Road, New Delhi-110001

4. Shri L.B. Sinat, Executive Dir. (Pers.&IR) F.C.I., 16-20, Barakhamba Lane, New Delhi-110001

5. Shri Michael Dias, Secretary General, The Employers Asson., Delhi 13/16, W.E.A. Karol Bagh, New Delhi-110005

6. Shri B.P. Pant, Deputy Secretary, A.I.O.E., Federation House, Tansen Marg, New Delhi-3

7. Shri A.I. Bunet, Director - Personnel, N.H.P.C., Sector-13, NHPC Office Complex, Faridabad

8. Shri P.C.K. Ravindran, ED (CAS), A.A.I., Rajiv Gandhi Bhawan, Safdarjung Airport, New Delhi-1100
9. Shri P.N. Singh,
    Director, Persl.,
    Steel Authority of India Ltd.,
    Ispat Bhawan, Lodi Road,
    New Delhi-110003

10. Shri Gurdeep Singh,
    Director, Persl.,
    Indian Airlines Ltd.,
    Airlines House, 123,
    Gurdwara Rakab Ganj Road,
    New Delhi-110001

11. Shri Vineet Virmani,
    Vice President,
    EFI Northern Regional Council
    15, Golf Links,
    New Delhi-110003

12. Shri S. Niyogi,
    Director (Persl.),
    Andrew Yule & Co Ltd.,
    Yule House, 8, Dr. Rajindra Prasad Sarani, (Civil Row)

13. Shri I.P. Anand,
    Chairman,
    Corporate Shivthana Centre,
    16, Nizamuddin East,
    New Delhi-110013

14. Shri Jauhari Lal,
    Director, Persl.,
    O.N.G.C. Ltd.,
    Jeevan Bharti Bldg.,
    New Delhi-110001

15. Shri M.A. Hakeem,
    Secretary General, SCOPE,
    SCOPE Complex, Lodi Road,
    New Delhi-110003

16. Shri G.P. Barua,
    Executive Vice President,
    Williamson Magor & Co. Ltd.,
    4, Mangoe Lane,
    Calcutta-700001

9. Shri Prabhakar Rao,
    Manager (Legal),
    F.C.I. 16-20,
    Barakhamba Lane,
    New Delhi-110001

10. Shri K.C. Joseph,
    General Manager (HR)
    Indian Civil Corp. Ltd.,
    SCOPE Complex,
    7, Lodi Road, New Delhi-3

11. Shri N.N Singh,
    Director (Persl.),
    N.E.E.P.C. Ltd.,
    Brookland Compund,
    Lower New Colony,
    P.B.No. 79, Shillong-793003

12. Shri Samir K. Das,
    Vice-President-HRD,
    Cooperative Mgmt. Office,
    3rd Floor, JN Heredia Marg
    Mumbai-400038

13. Shri Indu Bhushan,
    ED (Persl.),
    IFFCO Ltd., 34, Nehru Place,
    New Delhi-110019

14. Shri G.P. Srivastava,
    General Manager (P&HRD),
    Pawan Hans Ltd.,
    Safdarjung Airport,
    New Delhi-110003

15. Shri V.Y. Tamhane,
    Secretary General,
    The Bombay Millowners' Association, Elphinstone Bldg., 10 Veer Nariman Road
    Bombay-400001

16. Shri S.K. Nanda,
    Secretary General, EFI,
    Army & Navy Building,
    148, M.G. Road,
    Mumbai-400023

17. Shri I. Hussain,
    E.D. (P.A.), BHEL,
    Sirifort,
    New Delhi.

-25-
ALL INDIA MANUFACTURERS’ ORGANISATION (4 SEATS)

1. Shri Ram Mohan Bidawtka,
   Vice President, AIMO
   (Mumbai Zone), Jeevan Sahakar,
   4th Floor, Sir P.M. Road, Port
   Mumbai-400001

2. Shri G.D. Bagri,
   M/s Hindustan Circuits Ltd.,
   199/201, Moti Mansion,
   A.B. Kokhatkar Marg,
   Mumbai-400004

3. Dr. P. Asthana,
   Executive Director
   AIMO, Jeevan Sahakar,
   4th Floor, Sir P.M. Road,
   Port, Mumbai-400001

4. Shri K.K. Bhaiya,
   Secretary, AIMO
   Jeevan Sahakar,
   4th Floor, Sir P.M. Road,
   Port, Mumbai-400001

CONFEDERATION OF INDIAN INDUSTRY (2 SEATS)

1. Shri Arvind Doshi,
   Chairman, CII Water Resource
   Management Committee &
   M.D., Premier Automobiles Ltd.,
   Lal Sahadur Shastri Marg,
   Kurla, Bombay-400070

2. Shri S. Sen,
   Senior Director, C.I.I.
   23, 26, Institutional Area,
   Lodi Road,
   New Delhi-110003

1. Shri Deepak Roy,
   Dy. Director, CII,
   23, 26, Institutional Area,
   Lodi Road,
   New Delhi-110003
STATE GOVERNMENTS

ARUNACHAL PRADESH

1. Shri Morge Ete,
   Labour Commissioner,
   Govt. of Arunachal Pradesh,
   Naharlagun-791110

ASSAM

1. Shri N.C. Baura,
   Secretary (Labour),
   Govt. of Assam
   Secretariat,
   Dispur, Guwahati-781006

BIHAR

1. Shri Subash Sharma,
   Labour Commissioner,
   Govt. of Bihar,
   Vikas Bhavan,
   Patna-800015

DAMAN & DIU

1. Shri Kiran Bhatia,
   Chief Inspector of
   Factories & Boilers,
   Govt. of Daman & Diu,
   Raj Bhavan, Dona Paula,
   Daman-396220

DELHI

1. Shri J.C. Negi,
   Dy.Labour Commissioner,
   Govt. of NCT of Delhi,
   15, Rajpur Road,
   Delhi

GOA

1. Shri Luizinho Faleiro,
   Labour Minister
   Goa Secretariat,
   Panaji-403004

2. Shri J.K. Dadoo,
   Secretary (Labour),
   Goa Secretariat,
   Panaji-403004

2. Shri R.S. Mardolker,
   Labour Commissioner,
   Govt. of Goa,
   Junta House, 1st Floor,
   Panaji-403004
HARYANA

1. Prof. Ganeshi Lal
   Labour Minister,
   Govt. of Haryana,
   Haryana Civil Secct.,
   Chandigarh-160001

   1. Smt. Kamla Chaudhry,
      Comm. & Secretary (Labour)
      Govt. of Haryana,
      Haryana Civil Secct.,
      Chandigarh-160001

   2. Smt. K.A. Arora,
      Director (Employment),
      Govt. of Haryana,
      Haryana Civil Secct.,
      Chandigarh-160001

   3. Shri R.R. Jowel,
      Labour Commissioner,
      Govt. of Haryana,
      Haryana Civil Secct.,
      Chandigarh-160001

JAMMU & KASHMIR

1. Shri A.R. Mubarak,
   Labour Commissioner,
   Govt. of Jammu & Kashmir
   Secretariat,
   Srinagar

   1. Shri K.R. Tak,
      Dy. Labour Commissioner,
      Govt. of Jammu & Kashmir
      H.No.1490, Gali Qasam Jan,
      Ballimaran, Delhi-110006

KARNATAKA

1. Shri Ramesh Kumar,
   Secretary (Labour),
   Govt. of Karnataka,
   M.S. Building,
   Bangalore-560001

KERALA

1. Shri K.K. Vijayakumar,
   Secretary (Labour),
   Govt. of Kerala,
   Secretariat,
   Thiruvananthapuram-695001

MADHYA PRADESH

1. Shri Ratnesh Solomon,
   Labour Minister,
   Govt. of Madhya Pradesh,
   Vallabh Bhavan,
   Bhopal-462004

   1. Shri Dilip Mehra,
      Labour Secretary,
      Govt. of Madhya Pradesh,
      Vallabh Bhavan,
      Bhopal-462004

   2. Shri L.K. Pandey,
      Dy. Labour Commissioner,
      Govt. of Madhya Pradesh,
      Secretariat,
      Indore-452001
MAHARASHTRA

1. Shri Sabir Shaikh,
   Minister for Labour,
   Govt. of Maharashtra,
   Mantralaya,
   Bombay-400032

MANIPUR

1. Shri L. Tomba Singh,
   Labour Minister,
   Govt. of Manipur,
   Manipur Sectt., South Block,
   Imphal-795001

MEGHALAYA

1. Shri S.K. Srivastava,
   Commnr. & Secretary (Labour)
   Govt. of Meghalaya,
   Rilang Building
   Shillong-793001

ORISSA

1. Shri Durga Sankar Pattnaik,
   Labour Minister,
   Govt. of Orissa,
   Orissa Sectt.,
   Bhubaneshwar-751001

PONDICHERRY

1. Shri B.V. Selvaraj,
   Labour Secretary,
   Govt. of Pondicherry,
   Chief Sectt. Building,
   Pondicherry-605001
PUNJAB

1. Shri Khushal Behl, Labour Minister, Civil Sectt., Govt. of Punjab, Chandigarh-160001

RAJASTHAN

1. Shri S.L. Sharma, Addl. Labour Commissioner, Govt. of Rajasthan, Deptt. of Labour, Jaipur-302 001

TAMIL NADU

1. Shri Debendranath Sarangi, Secretary (Labour), Govt. of Tamil Nadu, Secretariat, Chennai-600009

TRIPURA

1. Shri Keshab Majumdar, Labour Minister, Govt. of Tripura, Civil Sectt., Agartala-799001

UTTAR PRADESH

1. Shri Naginder Singh, Labour Secretary, Govt. of Uttar Pradesh, Secretariat, Lucknow-226001

1. Shri K.S. Janjua, Prl. Secretary Civil Sectt., 8th Floor, Govt. of Punjab, Chandigarh-160001

2. Shri Jagpal Singh Sandhu, Labour Commissioner, Civil Sectt., 8th Floor, Govt. of Punjab, Chandigarh-160001

3. Shri Harish Singh, Addl. Labour Secretary, Civil Sectt., 8th Floor, Govt. of Punjab, Chandigarh-160001

4. Shri Charanjit Bhatia, Asstt. Labour Commissioner Civil Sectt., 8th Floor, Govt. of Punjab, Chandigarh-160001

1. Shri Om Prakash, Resident Commissioner, Tripura Shavan, Kautilya Marg, Chanakyapuri New Delhi-110021

1. Shri T.P. Pathak, Spl. Secretary (Labour), Govt. of Uttar Pradesh, Secretariat, Lucknow-226001
WEST BENGAL

1. Shri Santi Ghatak,
   Labour Minister,
   Govt. of West Bengal,
   Writers' Building,
   Calcutta-700001

2. Shri S.K. Das,
   Labour Commissioner,
   P.B. No. 220,
   Kanpur-208001

3. Shri A.S. Jatav,
   Addl. Labour Commissioner,
   Gaziabad, U.P.

1. Shri V. Subramanian,
   Labour Secretary
   Govt. of West Bengal,
   Writers' Building,
   Calcutta-700001

2. Shri T.K. Chakraborty,
   P.S. to Minister,
   Govt. of West Bengal,
   Writers' Building,
   Calcutta-700001
CENTRAL GOVERNMENT

LOK SABHA SECRETARIAT

1. Shri R.S. Mishra, Under Secretary, Lok Sabha Secretariat.

MINISTRY OF AGRICULTURE


MINISTRY OF CHEMICALS & FERTILIZERS

1. Shri S.L. Ravidas, Dy. Secretary, Shastri Bhavan, New Delhi

MINISTRY OF COMMUNICATIONS

1. Shri Ram Singh, Under Secretary, Ministry of Communications, Sanchar Bhavan, New Delhi

MINISTRY OF DEFENCE


MINISTRY OF HEALTH & FAMILY WELFARE

1. Prof. K.B. Logani, Dy.Dir. General (Medical) D.G.H.S., Nirman Bhawan, New Delhi

MINISTRY OF INDUSTRY

1. Shri Sohan Lal, Director (I.D.), Ministry of Industry Udyog Bhavan, New Delhi

MINISTRY OF PLANNING

1. Shri V. Nanda, E.O. (IR), Ministry of Planning
PLANNING COMMISSION

1. Dr. O.P. Sharma,
   Jt. Adviser (LEM),
   Planning Commission,
   New Delhi-110001

MINISTRY OF POWER

1. Shri K.L. Verma,
   Under Secretary,
   Ministry of Power,
   Shram Shakti Bhavan,
   New Delhi-110001

MINISTRY OF RAILWAYS

1. Shri Neeraj Kumar,
   Ex. Director (T & MPP),
   Ministry of Railway,
   Rail Bhavan, New Delhi

1. Shri S. Seth,
   Addl. Member (MS),
   Ministry of Railway,
   Rail Bhavan, New Delhi

MINISTRY OF RURAL AREAS & EMPLOYMENT

1. Shri Avtar Singh,
   Jt. Director
   Deptt. of Rural Employment &
   Poverty Alleviation,
   Krishi Bhavan, New Delhi

MINISTRY OF TEXTILES

1. Shri T.S. Randhava,
   Director,
   Ministry of Textiles,
   Udyog Bhavan,
   New Delhi

1. Shri S.K. Keshava,
   Director,
   Ministry of Textiles
   Udyog Bhavan,
   New Delhi

MINISTRY OF URBAN AFFAIRS

1. Shri Y.P. Singh,
   Director (Works),
   C.P.W.D., Room No.238-C,
   Deptt. of Urban Development,
   Nirman Bhavan, New Delhi.

SPECIAL INVITEES

1. Shri Werner K. Blenk,
   Director,
   Intl. Labour Organisation
   New Delhi

2. Shri A.S. Oberai,
   Director,
   South Asia Multidisciplinary
   Advisory Team (SAAT),
   International Labour Organisation
MINISTRY OF LABOUR

1. Dr. L. Mishra, Secretary (L)
2. Shri Divakar Dev, Addl. Secretary (L)
3. Shri D.K. Trehan, L.E.A.
4. Shri S.C. Sharma, CLC(C)
5. Shri Abhik Ghosh, DGE&T
6. Shri S.K. Sharma, D.G., ESIC
7. Shri A.P. Verma, Director, NLI
8. Shri R.S. Kaushik, CPPC
9. Shri G. Vaidyanathan, D.D.G., FASLI
10. Shri V. Mahajan, D.G.M.S.
11. Shri P.M. Sirajuddin, Director
12. Shri V. Mahajan, D.G.M.S.
13. Shri P.M. Sirajuddin, Director
14. Shri D.S. Dagar, Director
15. Shri S.I. Siddiqui, Director
16. Shri Arvind Risbud, Director
17. Shri V.P. Yajurvedi, Welfare Commr., DGLW
18. Shri G.S. Sethi, Director, DGE&T
19. Smt. Ranjana Kale, Dy. Secretary
20. Shri R.K. Rang, Dy. Secretary
21. Shri S.K. Mukhopodhyay, Jt. CLC(C)
22. Shri P.K. Padhy, Jt. Director
24. Ms. Sudha Midha, Joint Director
25. Shri S.N. Brotmo Chodhry, Joint Director
26. Shri G.R. Majhee, Dy. CLC(C)
27. Shri T.C. Girotra, Dy. CLC(C)
28. Shri H.C. Gupta, Under Secretary
29. Shri Mitter Sain, Dy. Director
30. Dr. R.S. Tiwari, Asstt. Director
31. Shri G. Bhujbal, Joint Director
32. Shri Anil Kappor, ALC(C), Delhi
33. Shri B.K. Gupta, Insurance Commissioner
34. Dr. (Mrs.) Shashi Prabha, Medical Commissioner, ESIC
35. Smt. Naina Bakshi, Asstt. Director
36. Shri David Mally, ADX, DGET

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RESOLUTION OF THE 33RD SESSION OF THE INDIAN LABOUR CONFERENCE
HELD ON 24TH & 25TH OCTOBER, 1996.

Whereas Article 24 of the Constitution stipulates that no child below the age of 14 years shall be employed to work in any factory or mines or engaged in any other hazardous employment, and Article 39 provides that the State shall direct its policy towards securing that children are given opportunities and facilities to develop in a healthy manner and in condition of freedom and dignity and that childhood and youth are protected against exploitation and against moral and material abandonment,

Having taken into account the aforesaid and noting the pace and progress of efforts directed towards the elimination of child labour hitherto at the Central and State levels,

We, the members of Indian Labour Conference, affirm our wholehearted support to the commitment of the Govt. to eliminate the child labour in all industries and occupations and realising the need for accelerating the pace and progress in the elimination of child labour and providing a momentum to the ongoing efforts, resolved that the Govt. should provide strong administrative and adequate budgetary support on its own and also secure necessary support from the relevant international organisations for programmes in this behalf for elimination of child labour from all occupations and industries and that resources should be pooled from a variety of resources and integrated imaginatively and skillfully to secure the objective of convergence and synergy in implementation of elimination of child labour initiatives and efforts to make the entire process meaningful and create the desired impact.

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