

Summary record of discussion of the 39th Session of the Indian Labour Conference held on 16-18th October, 2003 under the Chairmanship of Union Labour Minister, Dr. Sahib Singh Verma at Vigyan Bhavan, New Delhi

The 39th Session of the Indian Labour Conference was held on 16-18 October, 2003 under the Chairmanship of Dr. Sahib Singh Verma Union Labour Minister at Vigyan Bhavan, New Delhi. The agenda for the conference included the following items:-

- (i) Report of the Second National Commission on Labour-with emphasis on rationalization of labour laws and unorganized labour.
- (ii) Employment generation, Employment Protection and skill upgradation-with special emphasis on the S.P. Gupta Report on Employment Generation.
- (iii) Social Security issues pertaining to the EPF and ESIC with special emphasis on social security needs for the large unorganized workforce.

The conference was inaugurated by the Hon'ble Prime Minister, Shri. Atal Bihari Vajpayee on 16th Oct., 2003.

2. Welcoming the **Hon'ble Prime Minister, Shri Atal Bihari Vajpayee** and other delegates to the 39th Session of the Indian Labour Conference, Labour Secretary, Dr. P.D.Shenoy, stated that the Indian Labour Conference had always given direction to the national efforts to optimise economic progress with social justice. As a young nation when India was striving for industrialisation through a centralised planning process, the ILC was instrumental in giving industrial relations and social security a centrality in our programmes. He further observed that the rapid changes in the technological front had changed the way in which people work and organise themselves and shifted the focus of economic activities from the organised to the unorganised sector. Despite its significant contribution to GDP, the informal sector was yet to receive due recognition. Emphasising the role of skill in sharpening the competitive edge of the economy, he stated that massive investment in skill development and training was vital to harness the immeasurable potential of our human raw material. He hoped that the deliberations in the ILC would steer the future course of action to make our economy globally competitive and our workers more skilled and prosperous.

3. **Speaking on behalf of the employees, Shri Hasubhai Dave, President BMS** lodged a strong protest against the Supreme Court judgement on strike by government employees of Tamil Nadu. He observed that going on strike was a fundamental right of the workers and they would not surrender it under any circumstances. He demanded that Govt should introduce a Bill in Parliament to make the Right to Strike a fundamental right of the workers. Expressing serious concern on the state of

unemployment, he observed that the policy of hire and fire, widespread industrial sickness and increasing incidents of contractual and casual employments have added to the problem of unemployment. He welcomed the proposed Bill on the unorganised sector and hoped that the Government would provide adequate funds for implementation of the programmes envisaged for the workers in the unorganised sector.

4. **Shri C.P Jain, Chairman, SCOPE**, representing the employers' side observed that the highest level of industrial harmony was necessary to increase productivity of an undertaking. He recommended simplification of Labour laws, reduction in the number of labour legislations and bilateral negotiations in place of enforcement of agreements through legal means. He highlighted the contribution of Central Public sector Undertakings to the national economy. Their contribution to GDP was 23% in 2001-02. In the current financial year, their contribution to the revenue receipt of the central Government was 31%. He informed the ILC that the net profits of central PSUs had touched Rs. 26,045 Cr in the current financial year. Mr Jain strongly recommended policies that could facilitate faster employment generation.

5. **Dr. Sahib Singh, Union Labour Minister**, expressed his sincere gratitude to the Prime Minister for accepting the invitation of the Labour Ministry to inaugurate the 39th session of the ILC. He complimented the Prime Minister for introducing many new schemes for the welfare of the working class. 'Never before in the history of Independent India have so many schemes and programmes for the working class have been taken up' he observed. He further observed that economic growth was not always commensurate with employment growth. Focussed efforts for employment generation are, therefore, necessary. He apprised the ILC about the initiatives taken by the Government in the Xth Five Year Plan to provide gainful employment to the labour force through rapid growth of the sectors, which have high potential for quality employment. He further informed the ILC about the steps being taken by the Ministry of Labour for expansion of vocational and industrial training infrastructure throughout the country. In this direction, a special drive was launched to set up a thousand more ITIs during the year. He also informed the ILC that the modernisation and upgradation of vocational training infrastructure in the militancy-ridden state of Jammu & Kashmir during the Xth Plan Period was on the anvil. He referred to India's demand at the International Labour Conference for the creation of an International Skill Development Fund that could take care of the concerns and priorities of the developing countries.

6. While acknowledging the necessity of adequate social protection in a transitional economy, the Minister resolved to ensure benefit of social security to all sections of the workforce uniformly. In this

connection the Unorganised Sector Workers Bill, 2003 was under active consideration of the Government. He hoped that under the able guidance of the Prime Minister the bill would soon become a reality. He apprised the ILC about the steps being taken by the Government to bring transparency, efficiency and accountability in the existing schemes of social security.

7. **Hon'ble Prime Minister, Shri Atal Bihari Vajpayee inaugurated the Conference** with a strong appeal to accelerate the labour reforms. He urged the trade unions and employers to realise the new realities of the domestic industrial climate, which had necessitated suitable changes in the legal, administrative and judicial framework. He resolved his Government's commitment to provide basic social security to all the workers in the unorganised sector. He hoped that the recently announced Universal Health Scheme and Varishtha Pension Bima Yojana would cover the workers in the unorganised sector as well. Referring to the WTO Ministerial Conference at Cancun, he said that his Government would never compromise on the interest of our farmers and working class. He termed the protectionism in developed countries as unfortunate especially when developing countries were being exhorted to liberalise their trade regime. The text of the address by the Prime Minister is attached as Annexure-V.

8. **Shri Gurudas Dasgupta, General Secretary, AITUC** wanted a statement from the Prime Minister on the issue of Right to strike in the context of Supreme Court judgement. **Shri G.Sanjeeva Reddy, President, INTUC** also urged the Prime Minister to intervene in the matter.

9. The Prime Minister, in his reaction, mentioned that he was aware that certain sections were not happy with the judgement of the Supreme Court on strikes. He, however, mentioned that a way has to be found to arrive at an acceptable solution by all the parties. He also cautioned that the process for finding a solution would only get derailed if objections and hurdles are raised at every step.

10. Earlier the Labour Minister, Dr. Sahib Singh had clarified that there was no bar on strike as an instrument in the case of workers covered by the Industrial Disputes Act. He also mentioned that as far as Government employees were concerned, they had a separate grievance redressal mechanism and were governed by a different set of laws and conduct rules.

11. The inaugural session concluded with a Vote of thanks by the Additional Secretary (Labour), Shri Baleshwar Rai.

Second Working Session

12. The Second Working Session started with the election of Vice-chairpersons from the tripartite constituents. The ILC elected following members as Vice-Chairpersons of their respective groups:

Shri Hasubhai Dave, President, BMS	:	Vice-Chairman of Workers'group
Shri C.P. Jain, Chairman, SCOPE	:	Vice-Chairman of Employers'group
Shri Babu Divakaran, Labour Minister, Kerala	:	Vice-Chairman from the Government side

This was a session of general discussion.

Shri Anand, Employers' Representative:

- On the issue of the recent Supreme Court judgment in the Tamil Nadu case, pointed out that the workers should not push the Government to give any commitment. They should rather exhaust all other avenues before raising the issue in such a gathering.

Dr. Tarneja, Employers' representative:

- a) observed that all the three agenda items were crucial with employment generation being the most important one. He also felt that amendments to the Industrial Dispute Act was overdue for quite some time now.
- b) felt that we should be more concerned with employability rather than employment.
- c) pointed out that to be competitive, outsourcing of the non-core activities to third parties was important. He mentioned that the Government of Andhra Pradesh has taken some bold steps in this direction and others need to follow.
- d) was of the view that recommendations of the S.P. Gupta Committee are path-breaking in labour policy making. He suggested three steps to generate employment:
 - spread of information technology at the grass-roots levels,
 - infrastructure development; and
 - growth of small and medium size enterprises.
- e) protection of employment, he felt, could be ensured only through skill upgradation and training.
- f) welcomed the various steps taken by the Central Government with regard to social security in the informal sector. However, he cautioned, that the burden of social security should be shared in such a way as not to make our products uncompetitive in the global market.

Shri Patwardhan, General Secretary, BMS:

- a) pointed out that workers' participation in management at the plant and even at the board level was important in the context of the current environment. He also expressed his concern on the need to maintain fairness in the distribution of gains.
- b) felt that 'right to strike' was an important right of the workers. Strike should not be viewed in the negative sense. If the right to work is accepted, then right to strike/collective bargaining should also be accepted. He felt that a consensus should emerge in this regard.
- c) referring to the growing economic disparities in the face of globalization, he emphasized that, technology should be in consonance with the domestic resource availability.
- d) mentioned that the ILC must give clear directions on the schemes for employment generation.

Shri G. Sanjeeva Reddy, INTUC:

- a) advocated the need for cooperation between the trade unions and also among the social partners viz. Government, employers and workers.
- b) observed that change in the mind- set of both workers and employers was necessary for the overall development and well being of the economy.
- c) felt that lethargy of management in addition to shortage of working capital and lack of technology were some of the reasons for closure of industrial units.
- d) pointed out the need to fix the percentage of contract labour in total workforce specially in the profit making companies. In case of sick units, he mentioned that the workers were ready for sacrifices required from them. However, there was a need to clearly specify these.
- e) observed that the NCL's recommendations on the Amendment of Contract Labour Act should have been adhered to.
- f) welcomed the Social Security Bill for the Unorganised Sector. He advocated against unhealthy competition among State Governments and suggested that uniformity in the labour laws should be maintained.
- g) suggested that tripartism should be strengthened to promote industrial peace and harmony.
- h) observed that workers'/employers' representatives should be allowed to participate actively in the ESI/PF and other social security boards/trusts. He suggested their nomination as Vice-Chairmen of such Boards/Trusts.
- i) advocated that unemployment insurance in the form of 50% of the last wage drawn must be provided to the retrenched workers.

- j) accepted the fact that disinvestment was necessary but felt that workers' sector should be encouraged to make a bid for the companies slated for disinvestment.
- k) felt the need for early amendment to the Payment of Bonus Act.

Shri Chaturvedi, Labour Minister, Maharashtra:

- a) mentioned that the employment in the organized sector in the textile industry in Maharashtra had declined from 24 lakhs to 12 lakhs. He felt that this was primarily due to the impact of globalization and liberalization.
- b) informed that Employment Guarantee Scheme is being implemented in Maharashtra at the cost of more than Rs.800 crores. He also informed that Maharashtra had introduced the Mathadi Act to provide justice to the manual workers involved in activities such as loading/unloading etc.
- c) drew attention to the growing contractualization of regular workers.
- d) informed that the Maharashtra Government had taken steps to provide safeguards to contract workers such as security guards etc. He also informed that in Maharashtra, of the total workers affected due to accidents that take place in factories, almost 80% are contract workers. He felt that this was primarily due to the fact that these workers are usually untrained.

Shri Mata Prasad Pandey, Labour Minister, Uttar Pradesh:

- a) pointed out that industrial peace, increase in productivity, orientation towards consumer satisfaction, technological upgradation, skill upgradation and employment generation especially in IT and in new areas need emphasis.
- b) advocated strengthening of the social security network.
- c) focused on effective implementation of labour laws and felt that penalty for evasion should be increased.
- d) informed that suitable amendments had been carried out in various Labour Laws to improve their effectiveness. Steps had also been taken by the State Government to prevent child labour and promote tripartism.

Shri Vineet Virmani, ASSOCHAM :

- a) felt the need to provide flexibility to labour laws including Contract Labour Act;
- b) pointed out that employment would depend on the level of investment;
- c) mentioned that FDI would come to India only when business confidence or expectation is high;
- d) felt that infrastructure development was necessary to sustain higher levels of investment.
- e) suggested that loss making/sick units should be exempted from Payment of Bonus Act.

Mr. Ravi Vig, Employers' representative:

- a) emphasized the need for employment generation specially in the wake of globalisation. He therefore felt that there was a need for common focus and thought on this issue. He pointed out that sacrifices will have to be made by the management as also the workers to achieve this goal;
- b) focussed on the need for training of workers and suggested that every worker must be provided training for at least 15 days a year. He also suggested that workers should be encouraged to go for fixed term employment in other countries.
- c) felt the need for providing social security to the workers;
- d) observed that tripartism was the need of the hour.

Dr. M.K. Pandhe, CITU:

- a) pointed out that in the wake of growing industrial sickness, emphasis was required for rehabilitation and protection of existing employment;
- b) observed that there was growing contractualization of workers as the existing workers were being re-employed as contract labour. The issue of out-sourcing also needs to be looked into.
- c) suggested that the recommendations / conclusions of the various tripartite committees/conferences should be properly implemented;
- d) felt the need for a separate Bill for agricultural workers as these workers have different working conditions and requirements as compared to the other unorganized workers. Similarly, he also suggested a separate legislation for the home based workers.
- e) Advocated a new law against sexual harassment.
- f) felt that the government should implement all the core ILO Conventions in a time bound manner;
- g) proposed the need for an effective machinery for implementing the social security provisions.

Shri Umraomal Purohit, HMS:

- a) pointed out the sad state of affairs consequent upon the Supreme Court judgment in the case of employees of the State Government of Tamil Nadu. He was of the view that, as a custodian of Industrial Disputes Act and also for other labour laws, the Ministry of Labour is partly responsible for the present crisis.
- b) advocated strict observance of human rights/trade unions rights in the country.
- c) said that the unions have supported the Government's stand on social clause at various international fora and in return expect the government to protect the rights of the workers.
- d) expressed his concern about the irregularities/improper maintenance of PF contributions of the contract workers.

Shri Bhupendra Prasad, Labour Minister, Government of Bihar:

- a) informed that most of the industrial areas had gone to the State of Jharkhand and the majority of workers in Bihar were agricultural workers. He felt that it is essential to bring an Act to regulate their working conditions and provide them with a minimum level of social security.
- b) felt that employment in the organized sector would fall over time and new areas for employment generation such as agricultural related activities need to be focused on.

Shri Mahajan, Labour Minister, Himachal Pradesh:

- a) felt that social security to the unorganized sector was of prime importance.
- b) pointed out that contract labour is a disease as contract workers get only 25% of the actual wage. He advocated stringent action to enforce the Contract Labour Act properly.
- c) felt that unemployment was a major problem and there was a need to come out with suggestions to solve this problem.

Shri Qamarul Islam, Labour Minister, Government of Karnataka:

- a) felt rationalization of labour laws should strike a balance between equity and "decent work" needs of the workers and the rightful competitive needs of the employers.
- b) pointed out that if employers want a flexible employer-employee relationship, they should be ready to compensate the insecurity of tenure of the contractual workers with better compensation.
- c) welcomed the move of the Government of India to bring an umbrella legislation for the benefit of the unorganized workers.

Shri I.P. Anand, Employers' representative:

- a) felt that focus on skill development was necessary and a skill development fund could be created for this purpose.
- b) observed that Indian Workers work better outside the country than in India. He felt that a debate on this issue was essential.
- c) pointed out that till recently employability in SSI was restricted by lack of finance. However, at the present juncture, he felt that this sector was facing a problem in marketing their products.
- d) felt that employment exchanges and employment information services need to be modernized/ upgraded.

Shri Babu Lal Todi, All India Manufacturers Organisation:

- a) advocated simplification of Labour Laws and of social security network.
- b) pointed out that full industrial potential was not being realized due to conflicts in provisions of various labour laws.
- c) felt that while contract labour should not be discouraged, efforts should be made to protect the interest of such workers.
- d) Social security was important for all unemployed workers but at this stage the country cannot afford the cost of such a network.

Shri Himanshu Sekhar Meher, Minister of Labour & Employment, Government of Orissa:

- a) observed that labour laws in our country were enacted more than 50 years ago and they do not meet the requirements of workers in the changing industrial scenario. The existing labour laws need to be updated and suitably amended.
- b) felt that umbrella legislation on safety and health may not be necessary if suitable amendments are made in the relevant Acts.
- c) suggested that while recommendations of the S.P. Gupta report could be implemented, there is also a need to increase employment avenues for the rural youth in the primary sector.
- d) welcomed the proposal for a Centrally Funded Social Assistance Scheme as he felt that burden on the State Governments would be considerably reduced.

Shri Gurudas Gupta, AITUC

- a) The country is going through a period of deep recession and Government's policy has not succeeded in bringing about a turn round. There are people to do jobs but there are no jobs.

- b) The economy is in crisis due to Government's policy resulting in recession, decline in investment and savings. This has resulted in lack of jobs. We need a change in economic policy. Government should earmark more investments to pull up the economy. This will lead to more private investments.
- c) We should focus on domestic consumption. If internal demand is channelized properly there is no need for exports. All industries can thrive on the basis of internal domestic demand by promoting jobs.
- d) survey by RBI reveals that six lakh industrial units have closed down. In 90% cases this is due to mis-management. The workers are ready to sign any agreement on productivity if the employers ensure fair play. We need new technology but at the same time there is also a need to absorb surplus labour.
- e) Even the PSUs have not paid outstanding dues to workers. Although PF recovery has improved but side by side default has also increased.

Shri Krishnachakaravorty, UTUC(LS)

- a) The economy is passing through deep recession. Other countries are also facing the same situation. The industries have suffered and many have closed down. Press Reports indicated suicide cases by businessmen in Coimbatore as well as by agricultural workers.
- b) Job reduction and down-sizing is taking place. If we modernize our industries and adopt capital intensive procedure as against labour intensive, jobs cannot be created.

Shri Mohd. Amin, Minister Incharge Labour, West Bengal.

- a) Globalization has not solved the problem being faced by the capitalized economy all over the world but has rather made the situation worse.
- b) In spite of financial constraints, the Government of West Bengal has launched a provident fund scheme for workers engaged in small business, small scale industry and self-employed persons.
- c) Different organizations of workers in the unorganized sector and people representatives at grass-roots level have been involved in implementation and monitoring of the programme.
- d) A scheme to provide financial assistance to workers of locked-out industries has also been introduced. The Government is also focusing on improving social dialogue.
- e) On recommendations of the Second National Commission on Labour, the State Govt. would oppose any move to curtail existing trade union rights. The Government has reservations on recommendations regarding restrictions on strikes, contracting non-coal jobs, abolition of industry level wage board, varying rates of compensation to workers, etc.

- f) Subjects of employment generation and employment protection which have been included in the agenda, are crucial. Rising unemployment and erosion of fundamental rights of workers are due to erroneous economic policies in the country. Steps need to be taken to arrest the ongoing process of casualisation of workers and also to step up the income opportunities.
- g) The move for widening the scope of social security measures to the unorganized sector is a welcome initiative. However, any step for social security for them will be meaningless without financial help from the Government of India and without adequate infrastructure.

Sh. Jagjit Singh, Labour Minister of Punjab.

- a) The biggest challenge before Indian industry is to reorient itself to ensure its own survival and also social obligations like labour welfare and social security.
- b) Recommendations of NCL should be implemented with agreement of both employers and employees. The State Government favours the rationalization of existing labour laws as recommended by NCL.
- c) The State supports the recommendations of working groups set up to consider simplification of existing forms of returns and registers prescribed under various labour laws.
- d) Introduction of “ participation of workers in management” should be on voluntary basis rather than through legislation. The State supports an amendment to the Factories Act for allowing night shift for women.
- e) The State is in favour of a consolidated legislation on occupational safety and health. The Govt. of India should set up an Institute of Safety Auditors.
- f) Punjab has maximum agricultural labourers in the unorganized sector. The Govt. strongly supports introduction of social insurance and welfare measures for this sector.
- g) Due to lack of employment opportunities in public sector, it is only through growth of industrial and commercial activity that employment opportunities can be increased. The Govt. of India needs to take policy initiative and contribute generously to new schemes and programmes in this regard.
- h) The State has already introduced a scheme of self certification under various labour laws.
- i) Keeping in view the increasing demand of IT professionals, the Punjab Govt. demands that an IIT be set up in the State.
- j) The figures shown in the agenda paper on unemployment do not seem to project the true picture about unemployment in the country. The problem is more serious than depicted.

Shri S.R. Sengupta, UTUC

- a) ILC should lead to some gainful conclusions so that we can answer our people.
- b) Should have considered other trade unions also who wanted to participate in the plenary.
- c) Action taken programme with regard to labour policy should be discussed in the Conference.
- d) Investment is not forthcoming due to faulty Govt. policy – need alternative economic policy.

Shri Naren Sen, NFITU:

- a) On the recent Supreme Court judgment- strike should be a right but there should be secret ballot before organizing the strike, otherwise sometimes a minority dominates the strike.
- b) Misappropriation of funds should be treated as a criminal offence.
- c) felt that the available statistics were unreliable and should not be used in policy formulation.
- d) Population growth should be checked.

Shri Vishram Jamdar, Laghu Udyog Bharti:

- a) advocated healthy employer-employee relationship.
- b) Observed that SSI has made considerable contribution to economic growth as well as to the society.
- c) SSI provides on the job training to workers with the result that the number of trained workers have increased much more than the increase in the ITIs.
- d) wanted simplification and rationalization of labour laws. He further suggested that the labour laws should be categorized into two i.e – ‘for industrial units employing less than 50 workers’ and ‘for those units employing more than 50 workers’.
- e) On social security he felt the need for better cooperation with Govt.

SEWA:

- a) welcomed the umbrella legislation for unorganized workers.
- b) Skill upgradation is very much required to transform the women workers in the rural area.
- c) National disaster damage requires job oriented approach rather than relief oriented approach.
- d) Social security – micro-insurance, self-help groups needed.

Shri V.D Natarajan, Labour Minister, Tamil Nadu:

a) welcomed the recommendations of the National Commission on Labour on rationalization and simplification of labour laws.

b) informed that Tamil Nadu has established welfare boards for the welfare of the unorganized workers such as construction workers, handicraft, footwear and other manual workers.

13. The Conference deliberated upon the agenda items in the following four conference committees.

- (i) Committee on "Report of the Second National Commission on Labour-with emphasis on rationalization of labour laws".
- (ii) Committee on "Report of the Second National Commission on Labour-with emphasis on unorganized labour".
- (iii) Committee on "Employment generation, employment protection and skill upgradation-with special emphasis on the S.P. Gupta Report on Employment Generation".
- (iv) Committee on "Social Security issues pertaining to the EPF and ESIC with special emphasis on social security needs for the large unorganized work force".

14. The Recommendations adopted by the Conference are attached as Annexures I to IV. List of participants is at Annexure-VI.

Annexure-I

I Report of the Committee on Rationalisation of Labour Laws

The Committee on Rationalisation of Labour Laws met under the Chairmanship of Shri Vineet Virmani from ASSOCHAM and Vice Chairmanship of Shri Umraomal Purohit, President HMS.

2. The Committee met and discussed in detail the issues raised before it in the 39th Session of the Indian Labour Conference. The Committee was unanimously of the view that there is a need for change in the labour laws for different reasons. It was also noted that there is lack of enforcement machinery in the country and there are duplications and contradictions in the existing laws. The Committee was of the view that the laws should be made simple in order to be more effective so that the interests of the workers are protected and at the same time the interest of the industry is not ignored. However, there was difference of opinion between the three partners on the direction of the changes to be made.

3. On the question of small scale industry, the Committee felt that there is a genuine possibility of arriving at a consensus. The Committee generally agreed that there was a need to evolve simplified regulations governing small scale industry because all the participants felt that small scale industry should be encouraged as it generates employment.

Workers Views

4. The workers representatives were of the unanimous opinion that the basic thrust of the recommendations of the Second National Commission on Labour was on implementation of the policies of globalization and liberalization which have immensely harmed the interests of India. The Second National Commission on Labour has recommended grant of the right of hire and fire to the employers resulting in the establishment of master and servant relationship.

5. The Second National Commission on Labour seeks to give green signal to retrenchment, lay off and closure of industrial units without permission of the government which is being vehemently opposed by the trade union movement. One representative of a union has submitted a note of dissent to the report of Second National Commission on Labour and opposed the changes which underlines that the report is not unanimous.

6. In the name of labour flexibility, the job security of the workers is threatened while the labour laws are being sought to be watered down and labour inspection is being given a go-by.

7. The Second National Commission on Labour recommendations seek to help the corporate sector to pass on the burden of the policy of globalization on to the shoulders of the workers.

8. The workers' representatives do not agree with the proposal of self-certification instead of full compliance of labour laws which tantamount to giving licence for violation of labour laws. The present legal provisions are not fully implemented and the official machinery is just non-existing. The reduction of manpower by 2% in addition to normal retrenchment has resulted in lack of adequate staff for enforcement of law. Thus, the legal machinery is heavily loaded against the working class.

9. The National Labour Relations Commission is a new apparatus which will not help in improving the industrial relations.

Employers Views

10. The Employers' views with regard to rationalization of labour laws were unanimous. It was strongly felt that labour laws, as they currently exist, need to be rewritten. At the outset, it is felt that labour laws be formulated separately for employers employing less than 50 persons and for employers employing more than 50 persons. In this perspective, the forms, returns and registers prescribed under the existing labour laws need a complete overhaul. The Employer group appreciated the efforts of the Labour Ministry in this direction particularly the Annexure-II set out in the Agenda. However, the same needs further fine-tuning before it could be implemented particularly as employer employing less than 50 persons feel that the revised forms, returns, registers could be further reduced to make it more simple for compliance.

11. There was unanimity amongst the Employers with regard to the applicability of social security to all classes of workers. However, it was felt that the implementation of the services provided need more improvement. In this perspective, it was felt that a ceiling on employee employer contribution towards social security needs be determined and that initially a contribution of 25% of wages drawn by an employee could be an effective yard-stick.

12. As regards the Payment of Bonus, it should be directly linked to profit and productivity and based on empirical records maintained by the establishments. They felt that there is no scope for negotiations on the issue relating to Payment of Bonus.

13. The views of the Commission with regard to Inspector Raj were endorsed. It was felt that the process of self-certification by the concerned employer would meet the requirements of the law. However, it was strongly resented that inspection could be made without prior notice. Similarly, on the aspect relating to health, safety and the environment, the view of the factory inspectorate may need to be necessarily supplemented by independent, professional and competent advice on technical matters.

14. The term 'Workman', as interpreted by the Hon'ble Supreme Court of India needs to stay. As per the existing law it is the nature of duties performed that determines the status of a person as workman. This position needs to continue. However, as regards supervisory, administrative and managerial employees, their condition of service need to be governed by their contract of employment. The employers accept that supervisors should be excluded from the definition of workman. Therefore, there is no requirement to provide for a salary limit / ceiling to determine or identify worker.

15. On the issue regarding contract labour, it was felt that contract labour be engaged for all or any activity in the establishment and not be confined only in respect of core production; since core activities are dynamic. Further, they did not accept the view of the Commission that a worker can not be retained as casual or temporary for more than two years. This would depend entirely on the nature of work for which the casual or temporary worker has been engaged. As regards the payment of wages to be paid to the contract labour, the same should not be less than the prescribed minimum rates of wages. It was felt that 25% more wages to be paid to contract workers will create serious industrial relation problems. The employers were unanimous with regard to providing of existing social security protection to contract labour.

16. As per recommendation 6.95 of the Report the officials of the Labour Department at the Centre and the State who are of the rank of Deputy Labour Commissioner / Regional Labour Commissioner with ten years experience in the Labour Department and a degree in Law would be eligible for being appointed as Presiding Officers of Labour Courts. This was specifically opposed by all employers. The experience of several States where such a policy was followed has not been satisfactory. Finally, it was

felt that the Commission has not sufficiently emphasized the importance and role of conciliation as a mechanism for dispute settlement.

17. The Committee, however, felt that this does not mean that there cannot be a consensus or convergence of views at any point of time. There are instances previously when many such broad consensus with concrete suggestions have been arrived at. On the question of reforming labour laws first the direction has to be decided. A common understanding is not altogether unworkable. The discussion should further continue to reach a consensus so that workers' rights are protected, enforcement machinery is strengthened and interest of the industry is also taken care of.

Annexure-II

II Report of the Committee on NCL Recommendations regarding Unorganised Labour

The Committee met under the Chairmanship of Mr. Md. Amin, Labour Minister, Govt. of West Bengal, with Shri Baleshwar Rai, Addl. Secretary(Labour) as Vice Chairman and Shri Manohar Lal, Director General (Labour Welfare) as Member Secretary.

After detailed deliberations, the Committee made the following recommendations:

1. The Committee took cognizance of the fact that the basic task of providing **Income Security, Workplace Security, Employment Security** and **Social Security** to around 370 million workers is a monumental one. This cannot be accomplished by a single Central legislative initiative alone, but has to be a participatory endeavour by the Central and State Governments, elected local bodies and organs of civil society including trade unions, employers organizations and NGOs.
2. The Committee noted that Central legislation for unorganized labour is necessary and welcome, but the primary domain of action for labour security would be the State Government. Consequently, the proposed Bill should strive to meet the following objectives :
 - (i) Providing a legislative framework for setting up viable and sustainable central and state level tripartite welfare schemes.
 - (ii) Imparting required impetus, incentives and inspiration for State Governments to set up welfare schemes.
3. While providing an enabling legislative framework, the Bill should have sufficient flexibility to accommodate varying situations at the ground level in various States. The principle of **subsidiarity** should be followed, and the implementation infrastructure at the ground level should be so framed as to integrate with extant delivery systems.
4. Given the magnitude of the task, the Committee felt that the feasible approach in extending social security coverage should be one of incremental augmentation, based on the varying implementation capacities at the ground level. It may be desirable to set up model infrastructure and model schemes in conducive locations in the first phase of implementation. A massive awareness raising campaign, conducted on a tripartite basis; would also be required after the Bill is enacted.
5. In order to trigger scheme formulation at the State level, it was felt that the functions of the State level Boards as well as indicative schemes could be incorporated into the Bill.
6. The Group was of the view that financial sustainability of the schemes was the key to the success of this initiative. Consequently, schemes have to be framed on the basis of detailed Actuarial planning. The scale of contributions and benefits has to be finalized after consultation with the stakeholders at the central and State levels. Government contributions are to be statutorily sequestered at the Bill stage itself, perhaps in the form of a cess on petrol and diesel. The scale of Government contributions should be compatible with similar contributions prevalent in the organized sector. A combination of incentives and sanctions would be required to encourage employer contribution, while worker contributions will be facilitated if delivery of benefits is quick, easy and transparent.

7. The Committee felt that more thought has to be given to the question of covering workers with invisible employers, multiple employers and self-employed workers. Creating sustainable social security schemes in the absence of the employer is a huge challenge which we have not addressed.
8. In preparing schemes, the issue of centralization v.s. contextuality has to be addressed. Enrolment of workers and disbursement of benefits can be rooted in the community while data base management can be centralized.
9. The Committee felt that the recommendations of the technical groups on umbrella legislation for the unorganized sector, prepared in the context of last years' National Seminar could have been suitably incorporated while drafting the Bill. This Committee had recommended a separate law for agricultural workers as well as adequate safeguards for ensuring minimum wage security which addressed the lacunae in the present Minimum Wages Act. Perhaps this Bill could incorporate enabling provisions for a separate agricultural workers initiative in due course. This Committee had also recommended that there need be no superfluous references in the Bill to existing worker-security provisions in the other Acts.
10. The Committee felt that to ensure compatibility, across sectors, the entitlement threshold in the EPF Act be lowered to ten. Workers not desirous of participating in the Universal Health Insurance Scheme (UHIS) arising from the Bill may be given the option of joining the proposed new insurance and pension schemes with a proportionately lower rate of contribution.
11. It is necessary that the State Governments be empowered to change the worker categories listed in the Schedule to the Act.
12. It was felt that the mechanism and modalities of a simple Dispute Resolution Mechanism for the unorganized sector could be spelt out in the Bill. The Union representatives suggested enabling provisions for trade union formation and collective bargaining in the sector in line with the recommendations of the Study Group of the Second NCL.
13. The Union Representatives were of the view that a wide range of social security benefits have to be mandated by this Bill, covering maternity, disability, old-age benefits, etc.
14. Given that women workers are predominant in this sector, the Bill and the schemes thereunder should be gender biased towards them especially regarding work place security and social security.
15. The trade union representatives felt that it would enormously benefit the unorganized workforce if a feasible national wage policy is declared along with the enactment of the Bill. Such a wage policy could take into account the suggestions of the 15th ILC, the Study Group set up by the Second NCL and the Supreme Court judgement in the Raptakos Brett case on minimum wage fixation.
16. The trade union representatives also felt that much more detailed ground level tripartite consultations are a necessary pre-requisite before the Bill is posed to the legislature.
17. In conclusion, the Committee felt that the key to the success of the Bill would be financial sustainability of the schemes and careful incremental implementation on the ground with strong commitments from the three stakeholders.

18. The Committee suggested that consequential amendments be made to the draft Bill on the basis of these suggestions, before it is posed to the legislature.

Annexure-III

III RECOMMENDATIONS of THE COMMITTEE ON “EMPLOYMENT GENERATION, EMPLOYMENT PROTECTION AND SKILL UPGRADATION WITH SPECIAL EMPHASIS ON THE S.P.GUPTA COMMITTEE REPORT”.

The committee under the chairmanship of Shri Hasu Bhai Dave deliberated at length on the issues of employment generation, employment protection and skill up gradation with special emphasis on the S. P. Gupta committee report. Since the report has been accepted by the government, it was felt that the discussions should aim at how employment generation in various sectors and sub sectors could be achieved.

The Committee has made the following recommendations after due deliberations:

- 1) Employment, employability and skill up gradation should be seen hand in hand keeping in view the overall economic growth and this can successfully be done mutually by all stakeholders concerned.
- 2) Area and sector specific employment generation and training to ensure sustainable employment have to be considered. Uniform skill development through one-fit all model for the country as a whole may not be relevant since the requirement varies state and region wise as also from sector to sector.
- 3) The committee noted that though various Ministries, departments and State Governments are engaged in employment generation and training programmes for skill development, there is need for more synergy, coordination and cohesiveness. The committee therefore strongly recommends creation of a Nodal department in the Ministry of Labour with appropriate resources for focused campaigns coordinating employment and training activities with national and international support and monitoring the same keeping the overall perspective in view and to avoid overlap and ensure effective utilization of resources.
- 4) In order to place more focus on employment generation the committee strongly recommends that the name of the Ministry of Labour should be changed to ‘Ministry of Employment and Labour’ and all activities relating to employment generation and skill up gradation and training should be coordinated within the proposed ‘Ministry of Employment and Labour’.
- 5) There is a need to formulate an Annual Employment Plan at the National, State and even District level for effective monitoring.
- 6) In view of the fact that the tiny sectors and small scale industries play an important role in employment generation skill development programme should be suitably structured at local levels to meet their specific requirements.
- 7) It is necessary to identify sectors, areas, regions to assess skill development requirements. In this context the regular labour market information system must be strengthened.
- 8) In order to create quality employment and to increase productivity of the workers it is necessary to have an industrial cluster approach so as to ensure effective utilization of infrastructure, resources and planning for marketing of the products. The maintenance and upkeep of local and municipal infrastructure with industrial estates and clusters was deemed important.

- 9) Industrial Training Institutes should continue to be an effective instrument for skill development and training. The committee however strongly felt that these institutes should be linked with industries in the region and clusters for imparting training as per the requirement of local industry and the industry should try to absorb such trained personnel to the utmost extent. The committee strongly recommended management committees for the industrial training institutes so as to make industrial training relevant and more proactive to the labour market needs.
- 10) The trainer in various skill training activities should have regular interaction with industry.
- 11) It was recommended that a suitable website should be developed at the State and District level to facilitate both the employer and job seekers to come together. Some States have already done this successfully and have also organized job 'Melas'.
- 12) A National Vocational Training policy is strongly recommended.
- 13) Overseas Employment Agencies are required to be encouraged through linkage, accreditation and affiliation. However, effective monitoring will be required in order to ensure that the workers are not exploited.
- 14) Training to meet the requirement of the unorganized sector should get a focused emphasis.
- 15) The training system should constantly update the curriculum to meet the various requirements of the informal sector.
- 16) It is strongly recommended that there should be a Central Advisory Employment Council in the Ministry of Labour with appropriate advisory and campaign obligations to plan, programme and advise in matters relating to employment generation. Similarly, there should be an Employment Development Council in each State.
- 17) It was felt that Employment Exchanges need to be remodelled to play a greater role in the present labour market scenario by way of sustainable employment promotion, career counselling and vocational guidance to the job seekers. They should selectively also function as Faculty training centres so that the job seekers can be trained in the activities which are in demand in the labour market.
- 18) Workers in the unorganized sector get adversely affected on account of natural calamities and may also get displaced because of fast changes in technology. It is therefore necessary to set up an Employment Security Fund so that these workers can be assisted in such situations.
- 19) I.L.O should set up an International Skill Development Fund for supplementing the efforts of the Developing Countries in their skill up gradation efforts. Similarly there should be a National Skill Development Fund.
- 20) Suitable tax exemptions/concessions to those in the Private Sector contributing to skill development may be provided.

Annexure-IV

IV Recommendations of the Committee on “Social Security issues pertaining to the EPF and ESIC with special emphasis on social security needs for the large unorganised workforce.”

After detailed deliberations, the Committee arrived at the following conclusions:

- 1) There is need for a comprehensive social security legislation for both the organized and the unorganized sector workers in the country. The Directive Principles of the Constitution enjoin upon the State to evolve measures to provide social security to all its citizens. This law could use the ILO convention 102 as its basis.
- 2) The contents of the proposed centrally enacted social security legislation would have to reckon with differences in requirements of workers of different industries, occupations and different regions of the country. While the umbrella legislation would lay down the broad parameters of social security needed to be provided, separate schemes to cater to requirements of different category of workers and classes of establishments would need to be evolved.
- 3) The various social security measures would need to be funded by all the stake-holders viz. employees, employers and both the central and state governments with appropriate provisions for exemptions for categories of workers who cannot afford to pay. The rates of contributions by various participants would necessarily vary amongst the schemes.
- 4) The State Governments would have a major role to play in the implementation of the various social security schemes for the unorganized sector.
- 5) The special requirements of women workers would need to be appropriately addressed in the proposed social security legislation as well as the schemes.
- 6) The recommendations of the 2nd National Labour Commission with respect to social security be given due consideration while enacting the law and the various schemes. Also the lessons from the experience of the State of Kerala which has implemented such schemes for considerable length of time need to be taken note of. The Committee noted that in Maharashtra, the Mathadi Workers Board for head-load workers has been able to protect the interests of such workers quite effectively and in Goa, a legislation is being enacted to provide monetary compensation to workers being laid off.
- 7) The Committee noted that the Central Government is proposing to enact a legislation for unorganized workers. The contents of the various welfare schemes proposed to be drawn up under this legislation were not available to the Committee probably as these are yet to be finalized. The Committee did not, therefore, deem it appropriate at this stage to make any specific comments or observations about it.
- 8) The Committee noted that there was need to bring about greater integration in the existing schemes of social security for the organized sector workers viz. ESI and EPF Schemes as well as the various employer liability schemes such as The Workmen Compensation Act, The Maternity Benefits Act etc. This recommendation was re-iterated by the Committee with a view to lessening the administration cost and burden, both on the employers as also on the agencies implementing the various schemes.

- 9) The Committee noted that the medical scheme of ESIC was being implemented by the State Governments who were finding themselves financially handicapped. With a view to improving the implementation of the medical scheme, it recommends that ESI Corporation should better compensate the State Governments than is being currently done.
- 10) The Committee noted that a large number of workers in the organized sector are currently not being covered by the ESI and the EPF Schemes. It recommended that ways and means should be evolved by the appropriate decision making bodies to extend the coverage of the schemes to achieve higher coverage.

Annexure-V

THIRTY-NINTH SESSION OF INDIAN LABOUR CONFERENCE **VIGYAN BHAVAN, NEW DELHI : OCTOBER 16, 2003**

INAUGURAL SPEECH BY PRIME MINISTER SHRI ATAL BIHARI VAJPAYEE

I am happy to be with you today to inaugurate the 39th Session of the Indian Labour Conference. The Government has always benefited from the deliberations and recommendations of this unique tripartite platform.

The annual session of the ILC is an occasion to survey the national economic scene in the context of what is happening in the world. It is an occasion to revisit some of the issues that have figured prominently in the debate on economic reforms in recent years. Above all, it is an occasion for us to achieve a convergence of views on how we can together make India a stronger and more prosperous nation, with economic and social justice for all her citizens.

Friends, today India is a nation on the move. We have made significant all-round progress since economic reforms were unveiled slightly over a decade ago. Our economy is growing stronger by the month -indeed, it is rated as one of the fastest growing economies in the world. Prices of essential commodities are stable. Our foreign exchange reserves are close to crossing the 100 billion-dollar mark. Contrast this with the situation some years ago when we faced a severe balance of payments crisis and had to pledge our gold.

Reforms have begun to unleash the untapped productivity in our economy. It is helping us to better harness the nation's resources. Despite many difficulties and obstacles our domestic industry has achieved robust growth last year. You are well aware of the impressive turnaround that our manufacturing sector has achieved. You are also aware that, doomsday predications were being made about this sector. "India would not be able to face the onslaught of global and regional competition in manufacturing," it was being said.

Well, these predictions have been belied. Just look at the figures. India's iron and steel industry has emerged out of a prolonged recession and, since 1998, its exports have nearly doubled. The public sector Steel Authority of India Ltd. (SAIL) is on a strong rebound. Indian passenger car exports have nearly tripled in these five years. Indian vehicle component exports, which were only 350 million dollars in 1998, are expected to reach as much as 1.5 billion dollars this year -and 10 billion dollars by 2010.

The world is applauding India's similar success stories in IT, telecom, pharmaceuticals, housing and road construction, and other areas of industry and infrastructure.

How did these successes happen? I have no hesitation in saying that the answer to this question can be summed up in just one single word: Change. Whatever we have achieved is because all the players in the economy -the Government, workers, managers, scientists, engineers, and entrepreneurs -have begun to embrace the imperative of change.

We changed our policy in telecom and IT, and the result is a boom in telephone connectivity and software exports. We changed our approach to financing and building highways, and the result is the promise of world-class road connectivity.

Similarly, you changed the way you worked on the shop-floor, you changed your tools and technologies, you changed your product range and marketing practices, and the result is greater productivity and faster growth.

This is also borne out by the experience of all those countries that have achieved faster growth in recent years, and have succeeded in improving the quality of life for their citizens.

Therefore, we should not be afraid of change. We should change all that needs to be changed and leads to the larger good of our nation and our people.

After having observed the ups and downs of our national economy for many decades, I have come to the conclusion that India has suffered much because of three types of beliefs. First, the belief that held that private enterprise is only for maximizing wealth for the employers. Second, the belief that held that there is a fundamental contradiction between the class of employers and the class of employees. Thirdly, there was the belief among some in the Government -and that belief is still there to some extent -that their job is to control everything, and not to facilitate investment and growth.

We have to change this mindset. We should replace it with a single overriding belief -namely, that faster growth in all sectors of the economy, and in all regions of our vast country, is critical for faster eradication of poverty. It is critical for faster generation of employment and self-employment opportunities for all our young men and women. I must also point out that it is critical for strengthening our national security.

This means that employers have to be more sensitive to the needs and concerns of their employees. Are you fulfilling all your social security obligations for your employees? If you are a big unit, are you making your suppliers and distributors provide social security to their employees? Are you investing enough in making the workplace safer and healthier?

Similarly, the new economic compulsions require workers and their trade unions to be sensitive to the needs of their business units. For example, restructuring of business models, reorientation of production, and flexibility in working conditions are crucial for our business units to be competitive in the new environment. Wherever this has happened, it has benefited both businesses and their employees.

There is another important question. It is true that many companies can no longer guarantee a life-long employment. But can they not guarantee employability? This is a concern that many potential VRS seekers have. Skill and capabilities of workers, displaced in the process of restructuring is important for their reintegration in the mainstream of economy.

You might have noticed how the new economy has changed the nature of employment fundamentally. Increased ancillarisation in production system and contract manufacturing has shifted the focus of employment from the organized sector to the service and peripheral sectors. Our strategy on employment now needs to be reviewed and reassessed keeping in mind the under-currents and complexities of the new economic order.

For example, several million new jobs have been created in the IT sector -and many of these jobs did not exist even five years ago. Indeed, there is a big debate going on in the United States, in which some argue that outsourcing by American companies is taking away jobs to India. I would not like to comment on that debate. The point is, it is essential for our employment strategy to anticipate technological and

institutional changes so that workers could be equipped with the tools to handle the challenges thrown by the new economic order.

A mismatch between the skill requirement and skill base of job seekers has for long been an important reason for unemployment and under employment. A majority of our work force does not possess any identifiable marketable skill. It is, therefore, necessary to re-orient and restructure our educational and training system meaningfully to meet the requirement of the changed employment scenario.

Friends, speed has become a crucial determinant of success in our productivity and employment strategies. We cannot afford to dither or delay our action. The world is not going to wait for us if we choose to be slow and half-hearted in our reform process. I have full confidence in our workers, trade union leaders and entrepreneurs. You have always been enthusiastic participants in the wider process of development.

I, therefore, urge you to realize the new realities of the domestic industrial climate and new aspirations in the labour market. These realities and aspirations have necessitated a fresh look at the legislative, administrative and judicial system. Your cooperation is vital for evolving a common vision to boost productivity, production, competitiveness and the employment creation potential of the Indian economy. I assure you that in this process, the interests of our working class will never be ignored.

You will agree with me that the existing labour laws are only for those who are employed in the organized sector. The organized sector forms a very small part of total labour force. We wish to bring suitable changes in the legal framework so that it could serve as an instrument for speedy employment generation in all sectors of the economy. Our aim is to make our laws respond better to the needs of millions of poor people in our rural and urban areas, working as landless labour, contract workers on building sites, on road construction, street vendors, etc. I urge the workers' organisations to make these segments of our workforce a major focus of their activity.

My Government is fully aware that providing basic social security to workers in the unorganized sector continues to be the biggest challenge before us. Despite various constraints, we have been able to improve the conditions of unorganized labour to some extent by a series of special programmes. The Central and some State Governments have set up welfare funds for different categories of occupations. The recently announced Universal Health Scheme and Varishtha Pension Bima Yojana cover the workers in the unorganized sector as well. An umbrella legislation to provide labour protection, medical care, old age pension and insurance cover to the workers in the unorganized sector is also on the anvil.

The Government's commitment to the welfare of our workers and farmers was evident in the recent WTO Ministerial Conference at Cancun. We did not compromise on the interest of our farmers and working class -and we shall not do so under any circumstances. We want a fair deal for them in all international trade and business matters. It is really unfortunate that protectionism in the developed world is growing just when developing countries are being exhorted to liberalise their trade regimes.

Friends, this session of the ILC is being held at a time when many important issues are being intensely debated by all the stakeholders in our economy. I am confident that the deliberations in the ILC will throw up fresh and practical ideas for collective action for the well being of our working class and for the speedy progress of our nation.

Thank you.

ANNEXURE-VI**LIST OF PARTICIPANTS**

Sl. No.	Name/Designation	Office/State/Org.
1.	Dr. Sahib Singh Verma	Union Labour Minister
2.	Sh. K.C.Pant	Vice Chairman, Planning Commission
3.	Dr. P.D. Shenay, Secretary (L)	M/o Labour
4.	Sh. Baleshwar Rai, Addl. Secretary (L)	M/o Labour
5.	Sh. Hasu Bhai Dave	BMS
6.	Sh. J.T. Takam, LM	Arunachal Pradesh
7.	Sh. Upendra Prasad Verma, LM	Bihar
8.	Sh. Sat Mahajan, Minister Labour & Employment	Himachal Pradesh
9.	Sh. Sadhnu Bhagat, LM	Jharkhand
10.	Sh. Quamarul Islam, LM	Karnataka
11.	Sh. Babu Divakaran, LM	Kerala
12.	Sh. Sathish Chaturvedi LM	Maharashtra
13.	Sh. S. Nongrum Minister Sericulture & Weaving Labour	Meghalaya
14.	Sh. Himensu Mehar LM	Orissa
15.	Sh. Jagjit Singh, Labour & Employment Minister	Punjab
16.	Sh. V.D. Natrajan, LM	Tamil Nadu
17.	Sh. Mata Prasad Pandey, LM	Uttar Pradesh
18.	Sh. Md. Amim LM	West Bengal
19.	Sh. Susanta Ghosh MOS, Labour Deptt.	West Bengal
20.	Sh. Uday Patwardhan	BMS
21.	Sh. Girish Awasthi	BMS
22.	Sh. C.K. Sajinarayanan	BMS
23.	Sh. R.V. Subbarao	BMS
24.	Sh. S. Dorairaj	BMS
25.	Sh. J.N. Singh	BMS
26.	Sh. P.J. Soundrajan	BMS
27.	Sh. E.V. Akolkar	BMS
28.	Sh. Mahesh Kumar Pathak	BMS
29.	Sh. G. Sanjeeva Reedy	INTUC
30.	Sh. Rajendra Prasad	INTUC
31.	Sh. M. Raghavaiah	INTUC
32.	Smt. Renukadevi Barkatakya	INTUC
33.	Sh. Ashok Singh	INTUC
34.	Sh. D.K. Singh	INTUC
35.	Sh. R.D. Tripathi	INTUC
36.	Sh. Deepak Jaiswal	INTUC
37.	Dr. M.D. Pandhe	CITU
38.	Sh. Kali Ghose	CITU
39.	Sh. A. Soundararajan	CITU
40.	Sh. P.K.Ganguly	CITU
41.	Ms. Ranjana Nirula	CITU
42.	Sh. S.N. Solanki	CITU

43.	Sh. Prabhu Narayan Singh	HMS
44.	Sh. Umraomal Purohit	HMS
45.	Sh. A.D. Nagpal	HMS
46.	Sh. R.A. Mittal	HMS
47.	Sh. Gurudas Das Gupta	AITUC
48.	Sh. S.N. Thakur	AITUC
49.	Sh. Krishnachakravarti	UTUC(LS)
50.	Sh. Satyawan	UTUC(LS)
51.	Sh. S.R. Sengupta	UTUC
52.	Sh. Ashok Ghosh	UTUC
53.	Sh. Naren Sen	NFITU
54.	Sh. O.P. Verma	NFITU
55.	Sh. Venugopal Verma	Centre for Un-Organised Workers Trade Union
56.	Sh. R.K.A.Subramaniam, Secy General, Social Security Association of India	Spl. Invitee
57.	Sh. C.P. Jain	CIE
58.	Sh. Raji Philip	CIE
59.	Dr. Ram S. Tarneja	CIE
60.	Sh. I.P. Anand	CIE
61.	Sh. N.R. Pai	CIE
62.	Sh. Sharad S. Patil	CIE
63.	Sh. R.K. Rastogi	CIE
64.	Sh. B.P. Pant	CIE
65.	Sh. S.A. Khan	CIE
66.	Sh. C.M. Krishna	CIE
67.	Dr. B.P. Dhaka	CIE
68.	Sh. Raman Kumar	CIE
69.	Sh. Babulal B. Todi	AIMO
70.	Sh. G. Ramanand	AIMO
71.	Sh. Sudarshan Sareen	AIMO
72.	Sh. B.L. Verma	AIMO
73.	Sh. Balwant Rai Gupta	LUB
74.	Sh. Vishram Jamdar	LUB
75.	Sh. J.R. Bangera	LUB
76.	Sh. Satya Pal	LUB
77.	Sh. Sushil Kumar Gupta	LUB
78.	Sh. S. Sen	CII
79.	Sh. Vikram Badshah	CII
80.	Sh. Vineet Virmani	ASSOCHAM
81.	Sh. M.K. Garg	ASSOCHAM
82.	Sh. D.R.Datta, GM(Corp-HR)	Osram India(Pvt.)Ltd. Gurgaon
83.	Sh. Ashok Sinha, Pr. Secy (Lab)	Maharashtra
84.	Smt. Rajalakshmi, Pr. Secy Lab & Emp.	Orissa
85.	Sh. Ashok Chakrabarty, Pr. Secy	West Bengal
86.	Sh. N.S. Papechayal, Chief Secy	Uttranchal
87.	Sh. J.P.Pati, JS	M/o Labour
88.	Sh. K. Chandramouli, JS	M/o Labour
89.	Sh. D.S. Poonia, JS	M/o Labour
90.	Smt. Rama Murali, FA (L)	-do-

91.	Sh. Manohar Lal, JS	-do-
92.	Ms. Asha Murthy, DG(JS), DGE&T	-do.-
93.	Sh. S.K. Mukhopadhyay, CLC(C)	-do-
94.	Sh. Ajay Singh, CPFC	EPFO
95.	Dr. Ajay Dua, DG	ESIC
96.	Sh. S.K. Saxena, DG	DGFASLI
97.	Sh. Ravindra Sharma, DG	DGMS
98.	Sh. Keshavbhaj J. Thakkar, Chairman	CBWE
99.	Sh. R. Karikal Valaven	Andhra Pradesh
100.	Sh. Gage Khoda Lab Secy	Arunachal Pradesh
101.	Sh. B.B. Hagier, Secy.	Assam
102.	Sh. M.K. Mishra, LC	Delhi
103.	Sh. J.c. Negi, Jt. LC	Delhi
104.	Sh. Piyush Sharma, Jt. LC	Delhi
105.	Sh. Bharat Khera, LC	Himachal Pradesh
106.	Sh. Charanjit Singh, LC	Jammu & Kashmir
107.	Sh. Sanjiv Kumar, LC	Karnataka
108.	Sh. A.P. Shrivastava, LC	Madhya Pradesh
109.	Sh. L.K. Pande Addl. LC	Madhya Pradesh
110.	Sh. M.B. Gajare LC	Maharashtra
111.	Smt. C. Lamin Lab Secy	Meghalaya
112.	Sh. H. Kharmaja	Meghalaya
113.	Sh. Bajrang Lal Addl. LC	Rajasthan
114.	Sh. C.B.S. Rathore Jt. LC	Rajasthan
115.	Sh. G.S. Joshi, Commissioner	Uttranchal
116.	Sh. J.S. Bist, Addl. Commissioner	Uttranchal
117.	Sh. G.P. Bhuguna Asstt. Commissioner	Uttranchal
118.	Sh. R.S.P. Kahalon, LC	West Bengal
119.	Sh. M.M. Nampoothiry, ESA	D/o Agriculture
120.	Sh. A.K. Vishandass, Addl. States Adviser	-do-
121.	Sh. R.C. Ray, Adviser	-do-
122.	Sh. Sher Singh, Sr. Investigator	-do-
123.	Dr. J.R. Rao, Adviser	-do-
124.	Sh. A.K. Sarkar, Asstt. Eco. Adviser	-do-
125.	Sh. D.V.S. Ranga, Direcotr	BIFR
126.	Sh. Gopal Krishan, Dy. Secy	D/o Chemicals & Petrochemicals
127.	Sh. Deepak Chopra	D/o Information Technology
128.	Sh. B. Nayak , Director	M/o Home Affairs (Inter-State Council)
129.	Sh. S.S. Kemwal, US	M/o Petroleum & Natural Gas
130.	Sh. S.K. Saha, Jt. Adviser	Planning Commission
131.	Smt. P. Mehta, Director	-do-
132.	Sh. Shyam Sunder, Director	-do-
133.	Sh. Subhash Chander, Director	D/o Posts
134.	Sh. C.O. Rajan, US	D/o Public Enterprises
135.	Sh. P.K. Sharma, Adviser	M/o Railways
136.	Sh. Neeraj Kumar Srivastava	M/o Rural Development
137.	Sh. K.K. Tripathi	-do-
138.	Sh. N.N. Mathur, Eco. Adviser	M/o Urban Employment & Poverty Alleviation
139.	Sh. S.P.Gupta, Dy. Secy	M/o Urban Employment & Poverty

		Alleviation
140.	Sh. S.S. Nahar, Supdt. Eng.	M/o Road Transport & Highway
141.	Sh. K.M.I. Yusuf	D/o Telecom
142.	Sh. K.S. Ravichandran	ILO
143.	Sh. Nirmal Ghosh	Spl. Invitee
144.	Sh. Durgesh Shankar, MD	Central Cottage Ind. Corp.
145.	Ms. Manali Shah, Vice President	SEWA
146.	Ms. Jyoti Mackwan, Secretary	-do-
147.	Sh. Gaurav Dave, Director	M/o Labour
148.	Sh. A.V. Singh, Director	-do-
149.	Sh. S.S. Negi, Director	-do-
150.	Sh. V.P. Yajurvedi, Director	-do-
151.	Dr. Harcharan Singh, Director	-do-
152.	Smt. Vineeta Agarwal, Director	-do-
153.	Sh. K.K. Mittal, Director	-do-
154.	Sh. A.K.Panda, Director	-do-
155.	Sh. Rajpal, Director	-do-
156.	Sh. V. Parameswaran, Director	CBWE
157.	Sh. K.K.L. Srivastave, Zonal Director	CBWE
158.	Sh. Anand Swaroop, Regional Director	CBWE
159.	Sh. Ravi Datt, Director	Labour Bureau
160.	Sh. Mukta Nidhi Samantro, Dy. Secy	D/o Company Affairs
161.	Sh. P.K.Sharma, LA	CIE
162.	Sh. G.R. Majhee, Jt. CLC (C)	M/o Labour
163.	Smt. Harjot Kaur, Dy. Secy	-do-
164.	Sh. M.C. Arora, Dy. Secy	-do-
165.	Sh. Sanjay Singh, CA	-do-
166.	Sh. C.A. Bhaskaran, Dy. Secy	-do-
167.	Dr. (Mrs.)S. Singh, MC	ESIC
168.	Sh. A.J. Pawar, Insurance Commissioner	ESIC
169.	Sh. R.C. Sharma, Jt. Director	ESIC
170.	Sh. Saurab Jagathi, APFC	ESIC
171.	Sh. V.Vinod Kumar, Dy. Director	DGMS
172.	Sh. Bal Ram, Dy. Director	Labour Bureau
173.	Sh. V.K. Teneja, Chief Advisor Labour Welfare	M/o Labour
174.	Sh. V.K. Bhise, Dy. CLC(C)	-do-
175.	Sh. D.M. Dhiwal, Director (Trg.)	-do-
176.	Sh. A. Viswanathan Addl. CPFC	EPFO
177.	Sh. S.K. Gupta, DDG(AT)	M/o Labour
178.	Sh. Y.P. Sharma, Director, Trg.	-do-
179.	Sh. V.K. Sharma, DT(P)	-do-
180.	Sh. N.K. Mangal, DAT	-do-
181.	Sh. D.K. Sharma, DT(WO)	-do-
182.	Sh. D.P. Sabarwal, JDT	-do-
183.	Sh. A.K. Ganguli, JDT	-do-
184.	Sh. P.K. Ray DDG(Empl. Hqrs.)	-do-
185.	Dr. V.K. Malhotra, DEX	-do-
186.	Sh. R.K. Chugh, JDT (Hqrs.)	-do-
187.	Smt. Chandani Raina, Dy. Director	-do-
188.	Ms. Simmi Chaudhary, Dy. Director	-do-

189.	Sh. Shakil Alam, Asstt. Director	-do-
190.	Sh. S.I. Siddiqui, Advisor (Retd.) DGE&T	-do-
191.	Sh. Naresh Chandra, Dy. CLC(C)	-do-
192.	Sh. Ravi Wig, Trustee	EPFO
193.	Dr. S.K. Jain, DMC	ESIC
194.	Sh. Ranjit Singh, Director	ESIC
195.	Dr. A.K. Bapna	ESIC
196.	Sh. Shamsher Singh	M/o Labour
197.	Sh. Rajeshwar Yadav OSD to LM	-do-
198.	Sh. S.C.Kaliraman, Addl. PS to LM	-do-
199.	Sh. Alok Agarwal, Addl. PS to LM	-do-
200.	Sh. Rajendra Prasad PA to PS(LM)	-do-
201.	Sh. Mahesh C Verma	-do-
202.	Sh. Harish Kumar	-do-
203.	Smt.Jaya Dubey, US	-do-
204.	Sh. H.C.Bhanot, US	-do-
205.	Sh. Braj Mohan US	-do-
206.	Sh. C.Gangadharan US	-do-
207.	Dr. R.G.Meena, Asst. Director	-do-
208.	Sh. P.P.Singh, AD	-do-
209.	Sh. V.Divakaran	EPFO
210.	Sh. M.L.Meena, Adl CPFC	EPFO
211.	Sh. M. Vijaya Raj	EPFO
212.	Sh. K.C.M. Kasim	EPFO
213.	Sh. S.R. Joshi	EPFO
214.	Sh.S.K. Suman, APFC	EPFO
215.	Sh. Robert Vapai	EPFO
216.	Sh. P.K.Nagar	EPFO
217.	Sh. A.K.Samsi	EPFO
218.	Sh. Jitendra Singh	ESIC
219.	Ms. Pooja Thakur	ESIC
220.	Sh. Mohd. Kamal	ESIC
221.	Sh. Arvind Kumar, Dy. Director	ESIC
222.	Sh. R.K.Nayak	ESIC
223.	Sh. Mukesh Kumar	ESIC