

**Summary Record of Discussions of the
44th Session of Indian Labour Conference held on
14th -15th February, 2012, Vigyan Bhavan, New Delhi**

The 44th Session of the Indian Labour Conference (ILC) was held on 14-15th February, 2012 at Vigyan Bhawan, New Delhi. The conference was inaugurated by Hon'ble Prime Minister of India Dr. Manmohan Singh. The two day national level tripartite conference was attended by State Labour Ministers, Trade Union Leaders from all recognised Central Trade Unions, Representatives from Central recognised Employers' Organisations, Officials from Central Ministries and State Government Departments.

The deliberations of the conference focused on 3 key issues:

- 1) Minimum Wages;
- 2) Social Security; and
- 3) Employability and Employment.

I. Inaugural Session

1.1 In his welcome address, Shri Mallikarjun Kharge, Union Minister of Labour and Employment while extending a very warm and hearty welcome to the Hon'ble Prime Minister expressed that ILC has contributed immensely to the formation of our country's labour policy and launching of various welfare schemes for the benefit of workers. He said that employment and employability is a priority area of our Hon'ble Prime Minister and the Skill Development Council headed by him has set a target of skilling 500 million persons by the year 2022. This is a huge challenge because of our large informal sector and this requires innovative approach for imparting of skills.

In the context of social security, Shri Kharge highlighted that government is providing maximum emphasis to expand the coverage of social security. He said that provision of assured employment under Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) for 100 days to every rural household, per financial year and covering around 12 crore persons under Rashtriya Swasthya Bima Yojana (RSBY) as on date are some of the flagship initiatives of the current Government, which have no parallels in the world. He said that minimum wage is one of the important means of safeguarding the interests of workers in the unorganized sector and the Ministry of Labour & Employment (MoLE) is continuously striving to ensure the safety of workers and protection of labour rights. He concluded his address by expressing hope that the 44th Session of the ILC will be remembered for its important outcomes and worthy contributions to the Indian economy in general and the working class in particular.

1.2 Shri C.K. Saji Narayanan, President, Bharatiya Mazdoor Sangh (BMS), and Vice-Chairman, Workers' Group, 44th Session of ILC, in his address highlighted that the tragic plight of the unorganised sector workers and growing contractualisation in the organised sector are the two crucial issues concerning labour in coming days. He noted that during the last two decades of

globalisation in India, Indian labour has experienced job losses for lakhs of workers, massive closures, Voluntary Retirement Schemes (VRS), growing contractualisation, unorganised workers without the benefit of the social security law, suicide of two lakh farmers etc. He said that the unorganised sector is without proper wages, service conditions and social security protections due to inefficient governance. On the issue of minimum wages, he highlighted that wide variations in wages from state to state, from sector to sector and from job to job are stumbling block to the country's balanced development. He noted that in the process of massive contractualisation, there is shifting of decent jobs to indecent jobs and permanent jobs are being converted into contractual jobs even in Public Sector Undertakings (PSUs) and Government departments. He urged to regularize all contract labour, provide equal pay and equal benefits as agreed by the State Governments and as decided in the 43rd session of the ILC. He also emphasised that *Anganwadi*, *Asha Karmi*, and Mid-Day Meal *Karamchari* who are mostly village women workers are paid very low honorarium thereby denying them decent wages and social security. He said that effective Government intervention is absent in terms of International Labour Organisation (ILO) standards by pointing out that out of the 189 conventions and eight core conventions adopted by the ILO so far, India has ratified only 43 conventions and four core conventions. He remarked that Public private Partnership (PPP) is going to be an open source of corruption at the highest level. He specifically emphasised that the country requires creation of quality and productive jobs; and not mere 'jobs' and decent work should not only be a global goal, but it has to be a national goal too.

1.3 Speaking on the occasion, Shri Ravi Wig, Chairman, Council of Indian Employers (CIE) and Vice-Chairman, Employers' Group, 44th Session of ILC emphasised that providing jobs to the people must be the top priority of the government and of the country. He noted that there is a need to revise minimum wages periodically and stressed that there should be some long term and transparent method of its fixation and revision. He highlighted that social security is necessary especially for the unorganized sector and unless it is provided, no interest can be expected from the workers for skill development or increase in production. He said that the present antiquated and stringent labour law regime is a core issue which affects all these since the largest share of industrial production comes from the small and medium size units. The employers' in this sector, due to their smaller size, are themselves the managers, the HR officer and the rest of it.

He remarked that any manufacturing or other similar enterprise is propped on four pillars. Besides the spirit of enterprise, which constitutes the first pillar, he said that the other three pillars can be described as 3Ms: money, machine and men. He stated that the domains of money and machine have been significantly freed, but the domain of 'men' continues to remain in the grip of stringent set of laws, which are based on mistrust.

1.4 In his inaugural address, the Hon'ble Prime Minister of India Dr. Manmohan Singh emphasized that the country can't achieve the goal of faster and inclusive growth and building a modern industrialized economy without having a sound industrial relations in the country. The industry, the workers and the government must work harmoniously and in partnership with each other, if the country is to achieve rapid progress and the ILC has to play an important role in this regard. He said that as Prime Minister, he had participated in the ILC for the first time in its 40th Session held in the year 2005. At that time he had said that the UPA Government was committed to ensure welfare and well-being of all workers, particularly those in the unorganized sector. He reaffirmed that commitment today and further informed the gathering that the UPA government has worked hard to translate this commitment into action in the last seven and a half years.

He further said that the RSBY, which now covers more than 2.5 crore Below Poverty Line (BPL) families in the unorganized sector, has been extended to cover construction workers, street vendors, MGNREGA beneficiaries, *beedi* workers and domestic workers. The MGNREGA has also succeeded in checking distress migration substantially from our villages and brought about an improvement in the

wages of rural workers. For Employee State Insurance Coverage (ESIC) coverage, the threshold limit of establishments has been brought down from 20 to 10 persons. Large-scale infrastructure and IT modernization, provisions for super-specialty treatment and other such measures have led to an improvement in the ESIC's services to the beneficiaries. The Employees Provident Fund Organization (EPFO) has taken major steps to widen its coverage especially among construction workers and computerising records of its 60 million members significantly improve quality of services.

Hon'ble Prime Minister while according special importance to the issue of employment and employability emphasised the need to provide gainful opportunities to large number of young people who join the work force every year by equipping them with demand driven marketable skills. He shared that the rapid growth of the Indian economy since 2004 has clearly brought out shortcomings of our skill development processes. Recognizing this problem, the government has launched the Skill Development Mission, which seeks to bring about a massive increase in the number of formally trained workers through PPP. The government is also in the process of designing and developing a National Vocational Qualification Framework (NVQF) for competency standards, affiliation and accreditation. The efforts of the various Ministries/Departments that are involved in skill training are being coordinated to expand outreach and increase accessibility. The MoLE has also embarked upon the task of establishing 1500 New Industrial Training Institutes (ITIs) and 5000 Skill Development Centres (SDCs) in the country during the next three years. In this context, he also called upon the private sector to engage itself much more vigorously if the country has to overcome this challenge.

Dr. Manmohan Singh said that the UPA government is fully committed to strengthen the labour laws and ensuring their compliance for securing the welfare of workers. He informed the august house that the government is currently in the process of amending the Factories Act, 1948, because of number of developments since 1987, when the act was last amended. These concerns especially related to industrial disaster mitigation, rehabilitation and compensation for industrial workers and other affected persons and to facilitate the ratification by India of several ILO conventions. He further highlighted that often it is expressed that the Indian labour policies unduly protect the interests of the currently employed labour and act against the expansion of employment in the organized sector. He said that this view has lost its importance in recent years as more and more state governments have become considerably more flexible in their approach to labour restructuring and rationalization.

The Prime Minister also mentioned that women are our most underutilised resources as the female labour force participations rates in the country is extremely low and have remained more or less constant over the past decades. In order to bring more women into the workforce, it is necessary to understand the constraints that they face in balancing their family and work responsibilities and proactively bring legislative and other changes to enhance their labour force participation. He also said that the present system of ensuring welfare and well-being of migrant workers are weak and need to be strengthened. In this context perhaps the Aadhar numbers can become a significant device in ensuring portability of the rights of migrant labour. He concluded his speech by wishing all the very best to the deliberation of the conference and hoped that the deliberation will be very useful and productive and will build upon the work of the previous Sessions of the ILC.

1.5 The vote of thanks was delivered by Dr. Mrutyunjay Sarangi, Secretary (Labour & Employment). He expressed his gratefulness to the Hon'ble Prime Minister Dr. Manmohan Singh for delivering the inaugural address in the 44th Session of Indian Labour Conference and also for being a friend, philosopher and guide to the Ministry of Labour and Employment. He mentioned that the Hon'ble Prime Minister is the only leader in the world who has given the country a vision for skilling 500 million people in a period of over a decade. He thanked Shri Mallikarjun Kharge, Union Minister of

Labour and Employment for providing his motivation and guidance in not only organising this conference but also in all other activities of the Ministry. He also extended his gratitude to all the delegates present in the conference.

1.6 The Inaugural session was followed by general discussion wherein the Labour Ministers from State Governments/UTs, Central Trade Union Leaders, Employers' representatives, and Officials of the central and state governments deliberated on the three agenda items namely minimum wages, social security and employment and employability.

II. General Discussion and Brief Interventions

2.1 Shri B. Surendran, Dy. Organising Secretary, Bharatiya Mazdoor Sangh suggested for fixing Rs.10000 as Minimum wages per month to all workers. Further, he reflected on the importance of fishing profession and requested to create a separate Ministry for Fisheries and Fishermen. He acknowledged the contribution of migrant workers to the economy and suggested for a new mechanism to provide identification to internal migrant workers. Regarding *Anganwadi, Aasha, Mid-Day Meal workers, Gram Sewaks etc.*, he reiterated for their recognition as government employees and provisions for similar pay and service conditions. Some of the other suggestions made by him included enactment of a Central Act for Domestic Workers and constitution of a Welfare Board for them and also ratification of ILO Convention No 189. The strengthening of labour enforcement machinery and increase in the pension under EPFO to Rs.3000 per month with an interest rate of not less than 9.5 per cent were some other suggestions made by him.

2.2 Shri Srinageshwar, Council of Indian Employers raised the issue of minimum wages and expressed concern regarding wide variation in wage rates across states. With regard to employment and employability, he pointed out at gaps in skill supply and demand across sectors and shortage of trainers in ITIs. He further expressed willingness of industry to cooperate in matters related to skill development and social security.

2.3 Shri Prithibi Majhi, Minister (Labour & Employment), Government of Assam congratulated the ILC for contributing immensely to the process of nation building and also providing a platform to representatives of Government, industry and workers for coming together and expressing their commitment to overall socio-economic development of the nation. He highlighted about the unemployment problem in Assam and focused on the importance of skill development for generating employable skills. He announced the formation of Skill Development Authority in the state in the current year with initial corpus of Rs. 3 crore and also mentioned that the state government has increased its budget for setting up of 6 new ITIs. While focusing on the achievement of his government, he mentioned that the state government will host an Employment Portal in the current year, wherein employers and job seekers, training providers and other stakeholders can share knowledge regarding different jobs and careers. With regard to the issue of implementation of Minimum Wages Act 1948, he stated that the State Government has brought 106 numbers of employments under the scheduled employment and the minimum rates of wages were fixed/revised in respect of 104 number of scheduled employment.

2.4 Shri Ashok Singh, National Vice President, Indian National Trade Union Congress, expressed his concern over uncertainties in the Indian economy due to persistence inflation, economic slowdown and recession and challenges before the forum to take proactive decisions. In this context, he reiterated for the protection of workforce from any fluctuations and called for putting in place adequate safeguards in the country's economic and labour policies. In the context of minimum wage, he highlighted problems such as existence of differential wage rates across States and urged for evolving a standard methodology which can form the basis for fixation of minimum wages.

Furthermore, he also recommended for enhancing existing penal provisions under the Minimum Wage Act from Rs.500/- to Rs.5000/- and increase in years of imprisonment from six months to one year. Some other recommendations provided by Shri Singh inter-alia include: revision of ceiling of EPFO in case of formal sector workers from 6500/- to 15000/- as done by ESIC. Regarding social security of unorganized sector workers, he recommended for strengthening of the registration of workers and passing on the benefits of RSBY, *Aam Admi Bima Yojana* and Indira Gandhi National Old Age Pension Scheme etc. He further mentioned the need for a strong regulatory and enforcement mechanism for monitoring the functioning of MGNREGA in various states.

2.5 Shri V. J. Vagharia, National President, Laghu Udyog Bharati, reflected on the need for providing social security to workers in the micro and small enterprise sector. In this regard, he considered that the development of micro and small enterprises is the best way to ensure equitable and inclusive growth. Therefore, it becomes imperative that micro and small enterprises are promoted and supported both as policy framework as well as financially so that there are more and more job providers than job seekers in India. With regard to skilled development, he mentioned about the acute shortage of skilled workers and the need for the adoption of innovative schemes and methods to provide necessary employable skills to the youth.

2.6 Shri Janardan Singh "Sigriwal", Minister, Labour Resources Department, Government of Bihar, shared his thoughts relating to all the three key agenda items of the ILC namely minimum wages, social security, employment and employability. On minimum wages, he argued for amendment of the Minimum Wages Act, 1948 by fixing a National Floor Level Minimum Wage, provision of separate wages for the elderly, apprentices etc. and strengthening of penal provisions for successful implementation of the Act. In the context of social security, he expressed his desire for increasing the number of days to 30 days (from 15 days) for claiming gratuity under Payment of Gratuity Act, 1972 and requested the Central Government to contribute for creation of a 'Corpus Fund' for successful implementation of the Unorganized Workers Social Security Act, 2008 in the state.

2.7 Shri H. Mahadevan, Deputy General Secretary, All India Trade Union Congress (AITUC), in his interventions referred to the global financial meltdown and raised important issues related to Trade Union Act, 1926 and its non-implementation. He reiterated that New Manufacturing Policy and Special Economic Zones should come within the ambit of labour laws. Other issues raised by him include payment of minimum wages to contract labourers, increase in public investments to create more jobs and implementation of labour legislations effectively in the country.

2.8 Shri Amit Kumar Sen, President, All-India Manufacturers' Organisation, in his speech emphasized that labour rights are basic human rights which have been guaranteed by our constitution. He stated that the state has to play a major role and responsibility towards optimizing, mobilizing and utilizing all its resources for securing a meaningful social security system, largely focusing on the downtrodden workers in the unorganized sector. He further highlighted about various contingencies like unemployment, sickness, maternity, invalidity and death as some of the issues which requires attention of the state on a continuous basis and better implementation of health insurance and pension schemes to ward off these contingencies. He also agreed for a strict enforcement of Child Labour Prohibition & Regulation Act, 1986, and Bonded Labour Abolition Act, 1976 in the country.

2.9 Shri Sharad Rao, President, Hind Mazdoor Sabha, expressed his deep concern over the non implementation of recommendations made by trade union representatives for amending the Contract Labour Act. He was critical about the failed enforcement of labour laws by the Government and lack of social security to contract labourers and other unorganized sector workers. While

addressing the issue of minimum wages, he pointed out that the norms for fixation of minimum wage were formulated long back in 1957 and there is a need now for reformulation of the norms for the successful implementation of Minimum Wages Act. He further reiterated on the removal of ceilings for payment of bonus, provident fund, and gratuity and implementation of all labour welfare schemes.

2.10 Shri Shyam Bang, Representative Council of Indian Employers argued for rationalization of the system of minimum wages in order to ensure its effective implementation. He also expressed that industry is willing to cooperate with the Government in further strengthening the social security system by introducing schemes relating to health and life insurance, pension etc. In this regard, he asserted for a feedback system from employees in order to identify the gaps in the service level of existing schemes so that the gaps are abridged while introducing new schemes. With regard to employment and employability, he congratulated the initiatives of the Government for skilled development and agreed to cooperate with it, in order to ensure effectiveness and efficiency in its functioning.

2.11 Shri Rajinder Dhar, Additional Labour Commissioner, Government of NCT of Delhi, while highlighting achievements of Delhi Government on social security front, mentioned about initiatives undertaken by the Government for payment of workers through ECS or cheques. With regard to promotion of skill development and technical education, he mentioned about various initiatives undertaken by the Delhi Government such as allocation of Rs.30,000/- for polytechnic diploma students, payment of Rs.60,000/- per year for children of construction workers willing to pursue education in engineering, medicine or management sciences. He also highlighted other developmental schemes of Delhi Government such as establishment of Construction Academy for Registered Construction Workers, Labour Welfare Boards, and placement agencies for workers.

2.12 Shri Tapan Sen, General Secretary, Centre of Indian Trade Unions, expressed his concern over the employment scenario of the country and argued that the present employment pattern is not matching with the formula of faster growth. Therefore, there is a need for the establishment of employment guarantee scheme for the urban people. Some other issues raised by him included implementation of penal provision for violation of labour laws, special attention for women and youth workers and recognition of *Anganwadi* workers.

2.13 Shri B.C.Prabhakar, Representative from FICCI, emphasized on skilled workforce, innovative technologies and flexibility to employ resources with supportive policy environment as important characteristics of enterprises to command success in the market. He stressed that in order to address the concern of the global business environment; the new labour policy should be judged on parameters of employment generation, flexibility and investment promotion. Some other issues mentioned by him included disappearance of manufacturing sector, uncertainties amongst employers caused by general business environment and European financial crisis, the risk of conflict in the Gulf and its impact on oil prices. In this context, he emphasized on the need for encouragement and support of the government to the employers in order to improve employment and industrial growth.

2.14 Shri Krishna Chakraborty, President, All India United Trade Union Centre highlighted on the importance of social security for workers. With regard to minimum wages, he expressed his concern over the lack of decisiveness in fixation of minimum wages. He further stated that the introduction of Foreign Direct Investment in retail trade may result in loss of livelihood of many of the small retailers.

2.15 Shri Hitender Mehta, Representative from ASSOCHAM emphasized on the need for industrialization for employment generation as it would lead to creation of ancillary industries which support the small and medium scale sector. With regard to minimum wages, he stated that economic consideration should be taken into account while fixing the wage rates. He also focused on simplification of labour laws related to minimum wages and the need for review and rationalization of Social Security measures.

2.16 Shri Kishan Kapoor, Minister, Labour & Employment, Government of Himachal Pradesh, in his address invited attention of the audience about the employment programmes undertaken by the Himachal Pradesh Government. He mentioned particularly about promotion of 2,61,115 employment opportunities in 38,409 industrial units and creation of job portal providing online information regarding jobs to all registered youth in Himachal Pradesh. The other achievements of the State Government highlighted by him included establishment of Workers Welfare Board for providing social security to unorganized sector workers as per unorganized Social Security Act, 2008. Lastly, he focused on the necessity of employment generation for Indian youth and emphasized on efforts taken by Himachal Pradesh Government in establishment of engineering colleges, pharmacy colleges, polytechnic colleges, etc.

2.17 Shri S.P.Tiwari, General Secretary, Trade Union Co-ordination Centre, expressing his concern over the issue of women workers and migrant workers stated the precarious conditions of migrant workers coming from States like Bihar, Jharkhand, Orissa, West Bengal etc. who are deprived of their legal rights. The other related issue emphasized by him included the issue of international migration i.e. migration of Indian workers to Gulf countries and their deprivation with regard to wages, workplace safety measures and other privileges agreed upon by the placement agencies. In this regard, he stressed upon the role of tripartite partners in solving various issues faced by the migrant workers.

2.18 Shri Jagannadh Singh, Minister, Labour & Employment, Govt. of Madhya Pradesh invited attention of the august house to the issue of minimum wages and reiterated that the State Government has taken enough initiatives for modifications of norms related to fixation of minimum wages. In this regard, he highlighted the achievements of Madhya Pradesh government in revising minimum wages once in two years. On the issue of social security to unorganized workers, he stressed upon the efforts undertaken by Madhya Pradesh Government by providing social security benefits to workers vis-a-vis their registration under separate boards in 2008. These boards have registered 19 lakh workers from which 7,40,000 beneficiaries have received Rs.131 crore social security through various schemes undertaken by the State Government.

2.19 Ms. Manali Shah, National Secretary from Self Employed Women's Association, focused on the issue of minimum wages and various disparities associated with it. She pointed out at various problems confronting the Minimum Wage Act in India with regard to its coverage, disparity in the rates of minimum wages, fixation of minimum wage and implementation of the Act. Further, reflecting on the coverage of the minimum Wage Act in informal sector, she stated that many workers like kite makers, domestic workers, embroidery workers, *tendu* leaf pluckers (especially in Madhya Pradesh) are not falling in the ambit of the Act. She also expressed her concern over fixation of minimum wages according to the characteristics of a particular trade and argued for the necessity of skill upgradation of workers for better bargaining resulting in better wages. Further, certain suggestions provided by her inter alia include improvement of workers skills through need-based and affordable training, training at door steps, short duration training, and post training testing and certification.

2.20 Shri Abdul Gani Malik, Minister, Labour & Employment, Jammu & Kashmir invited attention of the audience to some of the key issues of the Agenda Item pertaining to minimum wages and social security. With regard to minimum wages, he suggested for the application of Minimum Wages Act to all work places irrespective of the employment notified in the schedule 1 & 2 of the Act which would not only do away with the requirement of updation of schedules from time to time but also ensure equity in terms of Minimum Wages Act. On the issue of Social Security, he highlighted on Unorganized Workers Welfare Act, 2008 and stated that health cover to the unorganized sector workers was being envisaged by the state government through implementation of different centrally sponsored schemes such as RSBY through State Health Department and Jan Shree Bima Yojna through State Social Welfare Department. Some other suggestions made by him included upgradation of ESIC dispensaries in terms of infrastructure, manpower and coverage, review of labour laws and convergence of social security enactments in consonance with the global scenario and ILO Conventions.

2.21 Shri Rajiv Dimri, National Secretary, All India Central Council of Trade Unions, expressed concern over the violation of minimum wage Act and exploitation of workers by local goons and subsequent suppression of their demands. Therefore, he stressed for a strict enforcement of Section 22 & 22A of the Minimum Wages Act with incorporation of harder provisions for prosecution of employers violating the Act. The other suggestions made by him included provision of need based minimum wages, fixation of National Floor Level Minimum Wage with the statutory minimum wage not less than Rs.10,000 p.m. covering all unorganized and MGNREGA workers. Regarding the issue of social security, he recommended for recognition of social security as a human right by the Government and incorporation of not less than 7500 monthly pension for unorganized workers. Lastly, he emphasized on the effective monitoring of the ongoing social security schemes and boards of the Government.

2.22 Shri Chandrashekhar Sahu, Minister, Department of Labour, Agriculture, Animal Husbandry & Fisheries, Government of Chattisgarh focused on various suggestions with regard to minimum wages and social security. With regard to minimum wages, he emphasized on the need for provision of payment of wages through banks, issue of identity cards to workers working for 30 days or more and fixation of Rs.2500 as penalty for violation of the Minimum Wages Act, 1948. He also highlighted various efforts undertaken by the State Government with regard to providing social security benefits to workers like provision of workers welfare boards for the benefit of workers, establishment of United Beedi Workers Housing Scheme, and rehabilitation schemes for bonded labourers.

2.23 Shri M. Shanmugam, General Secretary, Labour Progressive Federation raised various issues relating to contract and migrant workers and stressed the need for amendments to Contract Labour Act in order to ensure safety, protection and social security to casual, contract and migrant labourers and also regularizing their services. In this regard, he suggested that wages of contract labourers to be at par with the wages of corresponding grade or category of employment in the establishment. With regard to the issue of social security, he proposed that the Central Government should ensure that social security benefits should reach all contract as well as unorganized workers in every state of the country. Further, he recommended for the inclusion of unorganized labourers under ESI Scheme, system of payment of pension to the workers and urgent necessity of strengthening social security act, 2008 by way of providing adequate measures to make its provisions mandatory.

2.24 Shri Michael Dias, representative from Council of Indian Employers emphasized on the enforcement of National Floor Level Minimum Wages by the Government on a priority basis. With regard to the social security, he expressed his concern on the over-legislation in India. Further, he argued for the establishment of a single window social security mechanism that is fully computerized and ensures efficient services to the concerned stakeholders including facilitating the worker's

mobility. Finally, with regard to the issue of employment and employability he stressed for flexible employment by encouraging both part-time workers and contract workers.

2.25 Shri B.N. Bachegowda, Minister for labour and Sericulture, Government of Karnataka highlighted achievements of the State government on social security front and mentioned various social security schemes implemented by the State government for unorganized workers such as RSBY, welfare benefits to building and other construction workers, NPS Lite, Swavalamban, new social security scheme for drivers engaged in auto, taxi, maxi cab, lorry and private bus etc. However certain suggestions were also provided by him with regard to NPS lite-Swalalambhan scheme. In order to contribute to the popularity of the scheme, he mentioned that there is a need to provide an exit option to the unorganized workers for enabling them to obtain pension benefit from the age of 55 years itself. He also recommended for taking up IEC activities so that the worker and his family realize the importance of investing for their old age security. Finally, he recommended for the monitoring of RSBY by an independent authority to ensure its effective implementation.

2.26 Shri Ashok Ghosh, National Secretary, United Trades Union Congress emphasized on the implementation of the national wage policy with a minimum wage of Rs.1000 per month. He suggested for strengthening of tripartite mechanism through social dialogue. Other issues raised by him included implementation of labour oriented policy to check the discrepancies in EPFO and also establishment of Labour oriented industries to combat the counter effects of new liberal economic policy.

2.27 Shri Rajeev Bharadwaj, representative from Council of Indian Employers highlighted conflict between unorganized and organized sector and reiterated for government intervention and regulation for minimum wages in unorganized sector. Some other issues highlighted by him included widening of scope and coverage of EPFO and ESIC and various schemes in the unorganized sector, addressing issues relating to skill gap and training of trainers and establishment of business with a human face.

2.28 Shri Shibu Baby John, Minister, Labour & Rehabilitation, Govt. of Kerala invited attention of the audience to the issue of social security and suggested to extend the ambit of the social security coverage to the workers who are deprived of the protection under the existing labour legislations. With regard to the functioning of social security schemes, he expressed his concern for the financial constraints in providing benefits for its members and setting up of a scientifically formulated set to provide uniform benefits for the workers irrespective of the employment. The other relevant issues mentioned by him included the computerization of welfare funds/schemes, establishment of welfare schemes for providing specific benefits to the migrant workers employed in various sectors in the state, one time financial assistance to be provided to the tree climbers who meet with accidents while on employment, and pension at Rs.400/- per month.

2.29 Dr. Deepak Jaiswal, National President, National Front of Indian Trade Unions, expressed his views with regard to minimum wages and emphasized on the need for establishment of National Minimum Wage Board (NMWB) and inclusion of all the States/UTs within its purview. With regard to social security, he reiterated that all unorganized sector workers should be included under the ESIC scheme and minimum guaranteed pension should be Rs. 6,000 per month which should be revised within 2-3 years for both organized and unorganized workers. He further stressed to strengthen of labour enforcement machinery.

2.30 Shri P. Parijat Singh, Minister, Labour & Employment, Manipur, reflected on the problem of social security in the state of Manipur due to the insurgency prevalent in the State. While stating various problems of the State, he stressed on the lack of major and medium enterprise to provide

employment in a large scale. On the issue of minimum wages, he maintained that Manipur had enforced the Minimum Wages Act, 1948 but there was a dearth of provision for Variable Dearness Allowance in the minimum rates of wages. However, the process of fixing of minimum rates of wages for domestic workers and *saffai karamcharis* were in progress in Manipur. While highlighting achievements of the state government, he mentioned various issues like the implementation of the provision for social security for unorganized workers under Unorganised Workers Social Security Act, 2008 and steps undertaken by the state to extend welfare benefits to unorganised workers under 9 other welfare schemes formulated by the Central Government under the Act. With regard to the issue of employability and employment, he said that the State Government is in a position to implement the national policy on the skill development having a target of giving training to 500 million people by 2022.

2.31 Shri Rowell Lyngdoh, Deputy Chief Minister I/C Labour, Meghalaya focused on the labour welfare measures undertaken by the State of Meghalaya. In this regard, he mentioned that the State Government is implementing fixation/revision of the rates of minimum wages to the workers particularly in the unorganized sector in order to ensure that workers meet their bare minimum requirement and also to provide protection to workers against exploitation by the employers. He further stated that the rates of minimum wages fixed in the state are based on the rates of minimum wages in North Eastern and other States, the consumer price index and proposed revised rates of the Central Government. The other measures undertaken by Meghalaya Government regarding employment and employability included setting up of New Government ITIs, implementation of innovative Skill Development Programmes for enhancing employability and modernization of existing Employment Exchanges.

2.32 Shri P. Rajavelu, Minister for Labour, Puducherry expressed his pleasure in addressing the conference and acknowledged the role of the conference in championing the cause of workers. In the light of economic and social changes with corresponding problems, he expressed that the state government had implemented National Floor level minimum wage to Rs. 115 per day to protect the weaker sections of the society. The other important development programmes undertaken by the state government, as pointed out by him, included provision of *job melas* every year for providing employment opportunities to the youth, establishment of 9 government ITIs and 8 private ITIs for imparting training to the youth, and introduction of modular employment skill courses (MES) for early school leavers and workers.

2.33 Shri Mangilal Garasiya, State Minister for Labour, Rajasthan expressed his concern over the issue of minimum wages and stated that the Rajasthan Government had taken subsequent initiatives in this regard. He further emphasized that Rajasthan had been revising the minimum wages for workers from time to time. The other achievements of the Rajasthan Govt. included implementation of welfare schemes for unorganized sector workers under Unorganised Workers Social Security Act, 2008, establishment of Akshat Kaushal Yojana for skill development of youth, etc.

2.34 Shri Vishnu Kumar, Principal Secretary (Labour & Employment), Government of Jharkhand raised the issue of migrant workers and stated that the State Government of Jharkhand had made provisions for registering migrant workers in Jharkhand. He also mentioned about the organization of job fairs to guide job seekers in the State. The other welfare schemes undertaken by the State Government included establishment of counseling centres and ITIs.

2.35 Shri A. Bandyopadhyay, Principal Secretary, Government of West Bengal suggested for an easy and effective legislation by plugging in loopholes in the existing system of recovery of labour dues through settlements at bipartite or conciliation officers' level. While drawing attention to various Agenda Items of ILC, he mentioned various activities undertaken by the State Government.

With regard to employment and employability, he stated that the West Bengal Government is running a scheme for skill development of the registered job-seekers with the objective of enhancing their employability and promoting self employment. The other activities under consideration by the Government are Skill upgradation and pre-departure orientation to emigrant workers, special coaching for entry into Armed Forces, skill training of the workers of the locked out industries, a computerization of employment exchanges as a part of National e-Governance Programme (NeGP) etc. He also provided certain suggestions regarding fixation of a National Floor Level Minimum Wages and funding of social security schemes by the Central Government.

2.36 Dr. Alekh Chandra Padhiary, Labour Commissioner, Government of Odisha expressed his concern over wide gap in wage rates of different states and therefore reiterated for a strengthening of the enforcement system. He further emphasized on the enactment of law for safe repatriation and payment of wages to migrant workers.

2.37 The general discussion was followed by the announcement of the following three Committees to deliberate on the agenda items:

- a) Conference Committee on “Minimum wages” under the Chairmanship of Shri C.K. Saji Narayanan, President, BMS and Shri P.K. Padhy, Labour and Employment Adviser, MoLE as the Member-Secretary.
- b) Conference Committee on “Social Security” under the Chairmanship of Pt. Shiv Charan Lal Sharma, Minister Labour and Employment, Government of Haryana and Shri Ravi Mathur, Additional Secretary, MoLE as the member-Secretary.
- c) Conference Committee on “Employability and Employment” under the Chairmanship of Shri Ravi Wig, Chairman, CIE and Shri Sharda Prasad, Director General/Joint Secretary, DGET, MoLE as the Member-Secretary.

The deliberations in the above noted three Conference Committees continued on 15th February, 2012. The recommendations arrived at the respective Conference Committees and adopted by the Conference are attached as Annexure – I to III.

III. Concluding Session

3.1. Shri P. K. Padhy, Member Secretary, Conference Committee on “Minimum Wages” presented the conclusions arrived at the Committee.

3.2. Shri Ravi Mathur, Member Secretary, Conference Committee on “Social Security” presented the conclusions arrived at the Committee.

3.3. Shri Sharda Prasad, Member Secretary, Conference Committee on “Employability and Employment” presented the conclusions arrived at the Committee.

3.4. Dr. Mrutyunjay Sarangi, Secretary (Labour & Employment), expressed his sincere gratitude to all the tripartite social partners, who actively participated in the deliberations of the 44th Session of the Indian Labour Conference and for contributing in making the conference a great success. While highlighting the main points of two days deliberation, he said that he is very much impressed by the involved and focused interaction amongst social partners on the three key issues namely minimum wages, social security and employment and employability. He noted that the deliberations clearly highlighted the importance of social dialogue as the basic mode to arrive at consensus on

labour and social matters. He added that the deliberations emphasized the need for bringing issues related to labour and employment into the centre stage in economic and social policy making. He committed that the Ministry of Labour and Employment would adequately address the suggestions of the ILC in formulation of policies and programmes of the Ministry.

3.5. Shri Mallikarjun Kharge, Union Minister of Labour and Employment, in his concluding remarks highlighted that the 44th Session of Indian Labour Conference being concluded after two days of intensive tripartite discussions has maintained its high tradition of successful social dialogue. He said that the apex trade unions and employers' organization have shown a lot of foresight and spirit of accommodation and the participation of Labour Ministers from large number of States added lot of richness to the level of discussion. He said that the presence of Hon'ble Prime Minister of India amongst us at the inaugural showed our Government's solidarity with the cause of labour and the issues highlighted by the Prime Minister like skill training; unorganized sector, migrant workers, child labour and female workers, etc. need our consistent efforts and full involvement.

He noted that the Conference Committee on "Minimum Wages" had very broad-based discussion and came out with the significant recommendations that the Minimum Wages Act should cover all employment. There was convergence of views towards making National Minimum Wages applicable to any employment irrespective of number of workers engaged. He highlighted that the Conference Committee on "Social Security" rightly concentrated on increasing the coverage. Specific recommendations were made in the areas of raising the wage ceiling in the Employees Provident Fund, enhancement of pension under Employees Pension Scheme 95, portability of PF Account, reduction in the requirement of minimum continuous service, increasing the number of days of maternity leave, etc. MSME and unorganized sector received a special attention of this Conference Committee. Seeing the success of our RSBY Scheme, various recommendations were made for bringing other category of workers under its coverage and adding additional benefits.

The Conference Committee on "Employability and Employment" laid stress on rising to the challenge of skilling 500 million persons by 2022. The Committee underlined the need of coming out with the National Employment Policy at an early date. The same would provide enabling frame work for generating employment in the unorganized sector. Developing responsive labour market information system was another important recommendation on which Ministry of Labour & Employment will work at a very fast pace.

While concluding, he once again put on record his appreciation for the hard work put in by all the participants of this 44th Session of ILC and coming out with very practical policy solutions. He ensured that the Ministry of Labour and Employment will leave no stone unturned for successful implementation of the recommendations and together with our social partners work relentlessly towards the welfare of our working class.

3.6. Shri A.C. Pandey, Joint Secretary, Ministry of Labour and Employment delivered the vote of thanks.

3.7 The inaugural address by the Hon'ble Prime Minister of India and the Welcome Address by the Hon'ble Union Minister of Labour & Employment are attached as Annexure IV & V respectively. The list of participants is at Annexure-VI.

Conference Committee on “Minimum Wages”

The Conference Committee on Minimum Wages was chaired by Shri C.K Saji Narayanan, President, Bharatiya Mazdoor Sangh. The Member-Secretary of the Committee was Shri P.K. Padhy, Labour & Employment Adviser, Ministry of Labour & Employment, Government of India.

Shri C.K. Saji Narayanan in his address stated that the very objective of Minimum Wage Act is to safeguard the interests of the workers engaged in the unorganized sector. The worker must be given wages which will enable him and his family members to lead a decent and healthy life. It is high time that a comprehensive examination of various provisions under the Act is made and necessary amendments to the Act carried out. He requested members of the committee for valuable suggestions to make the provisions of the Minimum Wages Act, 1948 more effective and for enlarging its scope and coverage.

Views of Social Partners:

Workers’ Organizations

Representatives of Central Trade Unions (CTU) stated that Minimum Wage should be fixed on the basis of 6 family members unit. They were of the view that for calculation of Variable Dearness Allowance (VDA), food item weightage be increased, transport expenses should also be added in the price basket and VDA should be made statutory. Trade Unions insisted that provision of incremental wage for unskilled workers as per the Haryana practice should be made in the law. They were of the views for strengthening of labour inspectorate for effective enforcement of Minimum Wage Act. Some of the representatives stated that National Floor Minimum Wage should be fixed at Rs.10,000 per month. They reiterated that all workers should be covered i.e. universal applicability of the Minimum Wage Act by removing the “schedule of employment” given in the law. Some trade unions were of the opinion that fine/punishment for violation of the Minimum Wage Act be increased. CTUs insisted that recommendation of 15th ILC on Minimum Wage fixation be made statutory and decision of Supreme Court given in the case of “Reptakos & Co. Vs. its workers” should be incorporated in the Minimum Wage Act. They further suggested that Minimum Wage be linked to Consumer Price Index.

Employers’ Organisations

The employers raised the issues of fixing the wage by considering the global competition in present economic scenario. They advised for evolving a proper and scientific system of fixing the Minimum Wage. Employers opposed for statutory National Floor Minimum Wage. They insisted that penal provision for the Minimum Wage Act should be taken away. They opined that minimum wage should not be made applicable to apprentices. The representative of Employers of small scale sector stated that MSME sector should be exempted from maintenance of records and register under the Minimum Wage Act.

State Governments

Representative of state governments stated that Minimum Wage Act should be made applicable to every employment. They insisted for payment of wages through cheque or bank account and payment in kind should not be allowed. Some of the state governments were of the opinion that

ALC/Group "A" officers of Labour Department be given power of adjudication (compounding the offense) for speedy disposal of cases of violation of Minimum Wage Act. There was a consensus among the all state governments for statutory National Floor Minimum Wage. State government also stated that exemption from records/registration should not be given and fine provided in the Act should be enhanced for deterrent effect. For checking the exploitation of teachers by the management of private schools the state government advised that teacher should be included in the definition of the "employee" provided in the Minimum Wage, Act.

The Recommendations of the Conference Committee are:

1. There was consensus that the Government may fix minimum wages as per the norms/ criteria recommended by the 15th ILC (1957) and the directions of the Hon'ble Supreme Court (Reptakos Co. Vs Workers' Union) 1992. The Government may take necessary steps accordingly.
2. There was a broad consensus that the Minimum Wages Act should cover all employments and the existing restriction for its applicability on the scheduled employments only should be deleted. This will also help India ratify ILO Convention No.131.
3. It was broadly agreed that there should be national minimum wages applicable to all employments throughout the country.
4. There was broad agreement on the amendment proposals as listed out in Para 5 (iv, v & x).
5. In respect of 5 (iv), it was pointed out that the payment to the apprentices should be treated differently from the other categories.
6. The Committee noted that at present there are 12 States/UTs who have not adopted VDA. There was a broad consensus that all States/UTs should adopt VDA.
7. It was also recommended that the payment of minimum wages should be done through Banks/Post Offices etc.
8. As regards 5 (vi), it was felt that the enforcing agencies should not be given the power of adjudication and, therefore, this proposal should be re-examined.
9. The proposal of paying different minimum wages in respect of same employment either in the Centre or in the State should be done away with.

Annexure – II

Conference Committee on "Social Security"

The Conference Committee on Social security was chaired by Pt. Shiv Charan Lal Sharma, Minister Labour and Employment, Government of Haryana. The Member-Secretary of the Committee was Shri Ravi Mathur, Additional Secretary, Ministry of Labour & Employment, Government of India.

At the outset, Shri Ravi Mathur welcomed all the delegates and emphasized on the importance of the issue of social security. He further requested the delegates to elect the members of the drafting committee so that recommendations could be drafted subsequent to the discussion. Pt. Shiv Charan Lal Sharma, while addressing the delegates also acknowledged the importance of social security and the role of the tripartite forum in dealing with the issue. He also referred to the need of social

security for the disabled people who meet with accidents while working in various hazardous industries.

Views of Social Partners:

Trade Unions

The representatives from the Central Trade Unions focused on the issue of social security and stated that social security benefits should be extended to all workers. They reiterated that there should be a provision of universal social security cover for the unorganized sector workers and creation of a National Social Security Fund with adequate resources in line with the recommendations of NCEUS and Parliamentary Standing Committee on Labour. Further, they stated that due recognition should be given to all *Anganwadi*, *Asha Karmi*, Mid-Day Meal *Karmachari* and other similar types of workers and to provide them similar pay and service conditions. With regard to Maternity Benefit, they demanded to provide maternity benefit to all workers and to increase the leave period from 12 to 24 weeks under the Maternity Benefit Act. In the context of MGNREGA, they demanded to ensure guaranteed number of days of employment, extension of minimum wages to MGNREGA workers and putting in place a regulatory framework to monitor various activities under the scheme.

Employers Organisation

The employers' organisation reiterated their commitment to co-operate with the government in extending social security benefits to all workers. However, they expressed their concern regarding the effectiveness and efficiency of government schemes in reaching the target groups and demanded a review of ongoing social security schemes. In this context, the employers' organisation expressed that government should evolve a meaningful social security systems for the downtrodden and a comprehensive social security package for the unorganized sector. The representatives emphasized on the wage ceiling for application of EPF Act to be increased from the present level of Rs 6,500 to 10,000 as applicable for the ESI Corporation. They also expressed their concern about the collection of tax on Welfare Board Funds and stated that interest income on various social security funds created by the Government should be exempted from taxes. Some other important issues raised by them included the computerization of PF accounts and issue of permanent account number or unique identity number to each subscriber.

State Governments

The representatives from various State Governments stated that the Central Government should bear the financial liability for the funding of social security schemes as the States' resources are limited. They further reiterated that the issue of uniform funding of social security schemes under the Unorganized Workers Social Security Act 2008 throughout the country should be seriously considered.

The Recommendations of the Conference Committee are:

- 1) There was a broad-based consensus that the wage ceiling for the application of EPF Act be increased from the present level of Rs.6,500/- to Rs.10,000/- or Rs.15,000/- as already applicable for the ESI Corporation. Similarly, the ceiling for workers covered under EPF Act be reduced from 20 to 10. However, Laghu Udyog Bharati was not agreeable to this reduction in ceiling of number of workers.

- 2) Minimum pension under the EPS 95 be increased to some floor level, which should not be less than Rs.1,000/-, since a large number of workers receive pension which is less than that provided by the State Governments for elderly people which is normally in the range of Rs.400/- to Rs.1000/-.
- 3) The PF Accounts be computerized urgently so that the workers are able to avail the facility of PF transfer and settlement immediately. Smart Cards like RSBY be issued to PF account holders.
- 4) Minimum ceiling of 5 years of continuous service be reduced in case of gratuity and gratuity be made transferable in case of change of job by the employee.
- 5) The maternity leave under the Maternity Benefit Act be increased from the present level of 12 weeks to 24 weeks. This increased maternity benefit be made available only up to two children, while the lower limit be continued for more than two children.
- 6) Accountability on the part of organizations implementing the social security schemes be fixed in order to ensure that the beneficiaries receive the deliverables in time. Citizen Charters for these organizations be finalized early.
- 7) Amendment in the definition of wage is required in the EPF Act so as to remove the ambiguity with regards to splitting of minimum wages for the purpose of contribution.
- 8) It was felt that the funds of Rs.1000/- crore provided in National Social Security Fund (NSSF) is inadequate and it was broadly agreed that funds should be substantially increased either through imposition of cess or by increasing the corpus.
- 9) It was agreed that on the lines of National Social Security Board, State Social Security Boards must be constituted as provided under the Act by the end of the year. Some of the States viz., Karnataka, West Bengal and Chhattisgarh have already constituted these Boards to monitor welfare schemes in their respective spheres.
- 10) Social security benefits be provided to *Anganwadi*, *Asha*, Mid-Day Meal workers and other similar type of workers.
- 11) Unorganised sector must be brought under various social security schemes including health, insurance, education, pension, etc.
- 12) It was agreed that RSBY should be extended to all the unorganized sector workers to avail the health insurance benefits at the earliest.
- 13) There was a consensus that steps should be taken to provide OPD facility to beneficiaries under RSBY and generic medicines should be used and provided under this scheme.
- 14) Interest income of various social security funds created by the Central or State Governments be exempted from taxes.

Conference Committee on “Employability and Employment”

The Conference Committee on Employability and Employment was chaired by Shri Ravi Wig, Chairman, Council of Indian Employers. The Member-Secretary of the Committee was Shri Sharda Prasad, Director General/Joint Secretary, DGET, Ministry of Labour & Employment, Government of India.

At the outset, Shri Sharda Prasad welcomed all the delegates and highlighted that there is a huge job requirement in industries and to fulfill the demand government is expanding existing training capacity in the country by establishing more institutes/centres such as ITIs and Skill Development Centers both in public and private sectors. He also informed the delegates that while expanding the capacity government is providing more focus to rural and backward region and North-Eastern States so that unemployed youths and informal workers can derive maximum benefits from these institutions. He further noted that government is providing utmost importance to improve the quality of training and to make trainings demand driven. He also stressed the need to develop an effective labour market information system. Shri Ravi Wig in his opening statement emphasised the need to provide employment generation pivotal place in all government policies.

Views of Social Partners

Being concerned with the issue of Employability and Employment, the representatives of Trade Unions, Employer’s Organisation and Government proposed following measures for generating skill development and employment in the context of making growth more inclusive.

Trade Unions

The representatives of the Workers’ groups urged the government to lift the existing ban on recruitment in government department and to develop a national employment policy in line with the national skill development policy. They highlighted that women working in various schemes of the government should be considered as workers. With regard to the expansion of skill development facilities, it was emphasised to use existing training resources optimally. They also demanded to recognize the skills of the traditional workers through certification. They also emphasised that government should find ways and means to fulfill vision of having 500 million skilled persons by the year 2022.

Employers’ Organisations

The representatives of the Employers’ organisations emphasised that employment generation and employability should be the top agenda of the Government. In this context, they highlighted the need to incentivize the labour intensive sectors and providing special attention to small and medium scale enterprises, creation of job opportunities in rural areas and implementation of flexible labour laws. The employers’ representative also maintained that skill development training should provide certificates as it would increase the chance to get jobs. They also highlighted that every factory should have a skill development centre and moreover skill upgradation of existing workers should be given emphasis.

State Governments

The representatives from various State Governments reflected on the issue unemployment in general and low educational and skill level of unorganized workers in particular and the role of skill development in employment generation and enhancing employability. In this context, they argued to provide greater emphasis in meeting the skill requirement of rural and agricultural sector/migrant workers, provision of financial assistance to the youth for skill training through National Skill Development Corporation (NSDC) and modernization of ITIs. The representative of the government also informed that the Ministry of Labour and Employment has come out with the MES courses and urged the employers' groups and trade unions to extend their cooperation so that more and more informal workers and unemployed youth can be trained under this scheme.

The representatives of the state government also highlighted that there is a mismatch between the national level policy and the requirements at the state level especially in the context of North East and therefore state governments should be given flexibility in implementation of skill development and employment generation schemes.

The Recommendations of the Conference Committee are:

- 1) Employment generation and Employability should be top agenda of the Govt.
- 2) Though lot of focus is being laid on training of 500 million persons by 2022, there is a need to take appropriate measures for creation of employment opportunities to offer the matching employment.
- 3) There is an urgent need to declare the National Employment Policy in order to provide enabling framework for facilitating employment generation and decent working conditions for all.
- 4) Investment in labour intensive industries should be promoted and incentivised.
- 5) Labour Market Information System should be established to get skill requirement from the industry and available skills from the institutes. In this regard, employment exchanges may be modernized for providing virtual job market on real time basis.
- 6) Skill mapping should be done at the local level and inventory of skill assets should be created.
- 7) ITIs should also focus on sectors beyond manufacturing and should concentrate on service sector. There is urgent need for quality assurance measures in training of ITIs and instructors.
- 8) Emphasis should be laid on development of infrastructure including storage, processing and marketing in rural areas and agro-based industries.
- 9) ITIs should focus more on popular trades keeping in view the requirement of the local industries.
- 10) Institutional arrangements for providing training in traditional skills should be encouraged and may be brought under certification system.
- 11) Public awareness programme should be taken up, particularly in rural areas regarding the importance of skill development and certification of traditional skills.

- 12) There should be functional and spatial integration of State and Central infrastructure and other available resources for optimal utilization of resources.
- 13) MSMEs should be encouraged and supported to participate in the skill development efforts.
- 14) Stipend of apprentices under the Apprentices Act should be enhanced.
- 15) Existing and new Centres of Excellence/Clusters in traditional crafts should be strengthened and provided support in terms of marketing, credit, new technology, etc. to promote self-employment.
- 16) Barriers should be removed from skilling and certification of illiterate and uneducated workers.
- 17) Entrepreneurship and self-employment should be encouraged by providing necessary support.
- 18) Existing employment in the unorganized sector should be safeguarded by assuring access to natural resources for those sectors dependent on them. In order to increase their productivity, appropriate advanced tools and technology for traditional producers should be developed.
- 19) Skill development should be promoted among the women and differently-abled persons. To increase participation of women in skill development, special measures should be taken.
- 20) Centres of Excellence should be established at the national and State levels which will produce world-class technicians.
- 21) National level consultation with all the stakeholders should be held immediately to finalize the road-map for preparing skill development plan leading to skilled force of 500 million persons by 2022.
- 22) Comprehensive steps should be taken to create environment for employment generation and protection.
- 23) Trainers should be trained in large numbers to meet growing requirement.

Annexure-IV

**INAUGURAL ADDRESS BY HON'BLE PRIME MINISTER OF INDIA
ON THE OCCASION OF THE
44TH SESSION OF THE INDIAN LABOUR CONFERENCE HELD ON
14th – 15th, FEBRUARY, 2012 AT VIGYAN BHAVAN, NEW DELHI**

It is always a pleasure for me to participate in this annual event. It goes without saying that we cannot achieve our goals of fast and inclusive growth and of building a modern, industrializing economy without having sound industrial relations in our country. The industry, our workers and the government must work harmoniously and in partnership with each other if we are to achieve rapid and inclusive economic progress. And herein lies the importance of the Indian Labour Conference. We are all aware that the previous Sessions of the Conference have contributed handsomely to

fostering a sense of partnership and promoting the workers' welfare. As you begin deliberations in this 44th Session of the Indian Labour Conference, I have no doubt that you will carry forward the excellent record of the preceding Sessions.

We should all be proud of the fact that our national leadership has always attached great importance to the promotion of healthy industrial relations and well being of our workers. The first Session of the Indian Labour Conference, known at that time as the Tripartite National Labour Conference was held way back in 1942. Since then the Conference has met 43 times to discuss topical issues concerning industrial relation, labour welfare and related issues. As Prime Minister, I had participated in the Indian Labour Conference for the first time in its 40th Session held in the year 2005. At that time I had said that the UPA government was committed to ensuring the welfare and well-being of all workers, particularly those in the unorganized sector. I reaffirm that commitment today. Indeed, our government has worked hard to translate our commitment into action in the last seven and a half years that we have been in office at the Centre.

The Rashtriya Swasthya Bima Yojna, which now covers more than 2.5 crore Below Poverty Line families in the unorganized sector, has been extended to cover construction workers, street vendors, Mahatma Gandhi National Rural Employment Guarantee scheme beneficiaries, Beedi workers and domestic workers. Death and disability cover is being provided to the rural landless under the Aam Admi Bima Yojna. Mahatma Gandhi National Rural Employment Guarantee Act has checked distress migration substantially from our villages and brought about an improvement in the wages of rural workers. For ESIC coverage, the threshold limit of establishments has been brought down from 20 to 10 persons. ESIC has also undertaken extension of medical services through an indirect system of empanelment of doctors. Large-scale infrastructure and IT modernization, provisions for super-specialty treatment and other such measures have led to an improvement in the Employees State Insurance Corporation's (ESIC's) services to the beneficiaries. The Employees Provident Fund Organisation has taken major steps to widen its coverage particularly among construction workers. Records of its 60 million members are being computerized to bring about significant improvement in the quality of services.

The initiatives taken by our government in the social sectors are indeed yielding results. There has been a major reduction in the number of child workers in the last few years. The India Human Development Report 2011 reported that the proportion of 6 to 14 year old children who are working has fallen from 6.2% in 1994 to 2% in the year 2010. The Right to Education Act 2009, which provides for compulsory education up to 14 years, will further contribute towards eliminating the curse of child labour.

I understand that one of the items on the agenda of this Conference is employment and employability. I would like to emphasize that our government stands committed to creating a regime of economic management which will create more job opportunities. But job opportunities can come only if the economy is expanding, and expanding fast enough. We have in the last couple of years managed to accelerate the rate of growth and it is my ambition that our country should work together - employers and workers representatives' - to achieve a growth rate of at least 9%. With that growth, we can hope to get rid of the chronic curse of poverty, ignorance and disease which still, I believe, afflicts millions and millions of our people. It is in this spirit I hope you will discuss the issues that are before this August gathering.

I understand that one of the items on the agenda of this conference is employment and employability. This is an area that I consider particularly important. We need to provide opportunities for gainful employment to the large number of young people who enter the work force every year. Youth employment is a high-priority agenda item for our government. This can

happen only if we equip our young people with skills that are required to meet the demands of our rapidly growing economy.

The rapid growth of the Indian economy since 2004 has clearly brought out the shortcomings of our skill development processes. Today, availability of skills is possibly the single most important constraint to rapid industrial growth. Recognizing this problem, we have launched the Skill Development Mission, which seeks to bring about a massive increase in the number of formally trained workers through Public Private Partnership. We are in the process of designing and developing a National Vocational Qualification Framework for competency standards, for affiliation and for accreditation. The labour market information system is also being revamped. The efforts of the various Ministries and Departments that are involved in skill training are being coordinated to expand outreach and increase accessibility. The Ministry of Labour & Employment under the distinguish leadership of my friend Kharge Ji has embarked upon the task of establishing 1500 New Industrial Training Institutes and 5000 Skill Development Centres in the country during the next three years. Special emphasis is being given for expanding training infrastructure in the left-wing extremism affected districts of our country.

However, the process of expanding the skill development infrastructure is progressing slower than I had initially hoped. The private sector would need to engage itself much more vigorously in these efforts if we are to overcome this massive challenge. Poor students must find it financially viable to learn a skill rather than take up a job prematurely. This requires that industry and the government should work together to ensure that such students are adequately financed.

Our Government is fully committed to strengthening labour laws and ensuring their compliance for securing the welfare of our working class. Illustratively, the Factories Act, 1948 which is one of the most important Central legislation designed to regulate the working conditions in our factories as well as health, safety and welfare of our workers, is currently in the process of amendment. The need for amending the Factories Act has been felt because of a number of developments since 1987 when the Act was last amended. These include concerns arising out of disasters such as the Bhopalgas tragedy, especially those relating to industrial disaster mitigation, rehabilitation and compensation for industrial workers and other affected persons. Amendments to the Act have also been necessitated to facilitate our ratification of several ILO Conventions.

There is often a view expressed that the Indian labour policies unduly protect the interests of the currently employed labour and act against the expansion of employment in the organized sector. However, this view has lost its importance in recent years as more and more State governments have become considerably more flexible in their approach to labour restructuring and rationalization. Though our government remains committed to protecting the interests of our workers, we must periodically take a critical look whether our regulatory framework has some parts which unnecessarily hamper the growth of employment, enterprise and industry without really contributing significantly to labour welfare.

Before I end I would like to mention two important issues that I consider important. One of the most under-utilized resources in our country is our women. Female labour force participation rates are extremely low in our country and have remained more or less constant over the past decades. In order to bring more women into the work force, it is necessary to understand the constraints that they face in balancing their family and work responsibilities. Although the provision of crèches is now built into our regulations, including those for MNREGA, this is clearly not enough. We would also need to make provision for part-time work which would have the same characteristics as in full-

time employment. If this requires legislative changes, we should be prepared to do so and begin working on a blueprint for making this a reality.

The other issue that I would like to flag relates to that of migrant labour. At present our systems to ensure the welfare and well-being of migrant workers are weak. These need to be strengthened and we must all pool our knowledge, wisdom and experience to ensure that this, in fact, happens. In this context perhaps the Aadhar numbers can become a significant device in ensuring portability of the rights of migrant labour.

It is my fervent hope that your deliberations at this conference will be useful and productive. I wish you all the very best in your noble efforts to build upon the work of the previous Sessions of the Indian Labour Conference.”

Thank you.

**WELCOME ADDRESS BY
SHRI MALLIKARJUN KHARGE, UNION MINISTER OF LABOUR & EMPLOYMENT ON THE OCCASION
OF THE 44TH SESSION OF THE INDIAN LABOUR CONFERENCE HELD ON 14TH & 15TH FEBRUARY, 2012
AT VIGYAN BAVAN, NEW DELHI**

Hon'ble Prime Minister Dr. Manmohan Singh Ji,

My distinguished colleagues in the Govt. Shri Montek Singh Ahluwalia ji, Shri Vayalar Ravi ji and Labour Ministers from States.

Dr. Mrutyunjay Sarangi, Secretary (L&E),

Representatives from the Central Trade Unions and Employers Organizations,

Senior Officers of Central Ministries/Departments and State Governments,

Friends from the media, Ladies & Gentlemen.

On the occasion of the 44th Session of Indian Labour Conference, it is my proud privilege to extend a very warm and hearty welcome to the Hon'ble Prime Minister of India, Dr. Manmohan Singh ji. The history of Indian Labour Conference goes back to the pre-independence days. This tripartite forum has contributed immensely to the formation of our country's labour policy and launching various schemes for the workers. The presence of Hon'ble Prime Minister today is a testimony to our Government's commitment to the cause of our workforce at all times. Healthy industrial relations are the foundation of sound economic growth. A forum like Indian Labour Conference where tripartite partners strive towards convergence of views has an important role to achieve this end. There has been a crisis situation in the area of employment in many parts of the world. However in India because of the pro-active steps taken by the Government, the situation has remained under control. The workers and employers have been contributing immensely towards our economic growth in the last two decades.

The Standing Labour Committee, which met last October decided that Minimum Wages, Social Security, Employment and Employability would form agenda for discussion of this 44th Session of Indian Labour Conference. The canvas of the agenda is quite broad and covers most of the important issues in the world of work. The Indian Labour Conference is a shining example of the Social Dialogue process of our country. The three agenda items of this ILC touch upon the ILO's Decent Work framework of Employment, Social Security, Rights at work and Social Dialogue.

Employment and employability is a priority area of our Hon'ble Prime Minister. He himself is heading the Skill Development Council and has set a target of skilling 50 Crore persons by the year 2022. Success in such a large endeavor will not be possible without the active involvement of our social partners. However, the challenge remains huge because of our large informal sector and this requires innovative approach for imparting of skills. Under the Skill Development Initiative rapid forays are being made for providing skills to a very large number of persons through our Modular Employable Skills Scheme. To meet the challenges in the area of employment because of our increasing percentage of youth, we all have to work jointly to achieve success.

Expansion of Social Security coverage has been the corner stone of our Government's policy. Providing assured employment under MGNREGA for 100 days and covering around 12 crore persons under Rashtriya Swasthya Bima Yojana are some of the flagship initiatives of our Government, which have no parallels in the world. Recently Hon'ble Prime Minister has directed extension of RSBY Scheme to additional categories of workers. The concept of Social Protection Floor which covers the areas of assured employment, health cover, education, food security etc. is being pursued vigorously by International Labour Organization. We mooted the concept that Social Protection Floor should be nationally determined and this has now being accepted internationally. We have taken major initiatives in all these areas.

Minimum wages is one of the important means of safeguarding the interests of workers in the unorganized sector. Workers in these areas are vulnerable to exploitation due to lack of support from institutions, no formal set up for wage negotiation and lack of knowledge of labour laws. Ministry of Labour & Employment is continuously striving to ensure the safety of workers and protection of labour rights.

The presence of Hon'ble Prime Minister in the inaugural Session of ILC will provide us the inspiration for successfully discharging our responsibilities.

Hon'ble Prime Minister would be happy to know that recently, on February 2nd we concluded a Memorandum of Understanding with United States of America, to establish Labour Cooperation on Skill Development, Youth Employment, Occupational Safety, Mine Safety and Health. Under your stewardship we also signed a MoU with Germany on skill development. Further, we are helping Afghanistan in areas of training and skill development. Before I conclude, I once again welcome our Hon'ble Prime Minister and all the participants of the Indian Labour Conference. I hope that this Session of Indian Labour Conference will be remembered for its important outcomes and worthy contributions towards the Indian economy in general and the working class in particular.

Thank you

Jai Hind

44th SESSION OF THE INDIAN LABOUR CONFERENCE
14 - 15 FEBRUARY, 2012, VIGYAN BHAVAN, NEW DELHI

LIST OF PARTICIPANTS

Shri Mallikarjun Kharge,
Minister of Labour & Employment

Chairman

Shri C.K.Sajinarayanan
Bharatiya Mazdoor Sangh

Vice Chairman (Workers' Group)

Shri Ravi Wig
Council of Indian Employers

Vice Chairman (Employers' Group)

Pt. Shiv Charan Lal Sharma, Minister
(Lab. & Emp.), Government of Haryana

Vice Chairman (State Governments)

S. No.	Name & Designation	Ministry/Department/Organization
1	Shri Baij Nath Rai, General Secretary	Bharatiya Mazdoor Sangh
2	Shri B.Surendran, Dy. Organizing Secretary	Bharatiya Mazdoor Sangh
3	Shri Pawan Kumar, Zonal Org. Secretary	Bharatiya Mazdoor Sangh
4	Shri G.N. Jena, President, Orissa	Bharatiya Mazdoor Sangh
5	Shri Surinder Thakur, President, H.P.	Bharatiya Mazdoor Sangh
6	Shri Balwinder Singh, President, Punjab	Bharatiya Mazdoor Sangh
7	Smt. Neelam Sharma, Genl. Secretary, Jammu	Bharatiya Mazdoor Sangh
8	Shri Anish Mishra, Secretary, BPEF	Bharatiya Mazdoor Sangh
9	Shri Ashok Singh, National Vice President	Indian National Trade Union Congress
10	Shri Rajendra Prasad Singh, General Secretary	Indian National Trade Union Congress
11	Shri R.D.Tripathi, President, Madhya Pradesh	Indian National Trade Union Congress
12	Shri Raghunath Pandey, Secretary	Indian National Trade Union Congress
13	Shri Rao Surinder Kumar, President, Haryana	Indian National Trade Union Congress
14	Shri Ramesh Vats, President, Delhi Branch	Indian National Trade Union Congress
15	Shri H.Mahadevan, Dy.Genl. Secretary	All India Trade Union Congress
16	Shri D.L.Sachdev, Secretary	All India Trade Union Congress
17	Shri G.L.Dhar, Secretary	All India Trade Union Congress
18	Shri Amar Jeet Kaur, Secretary	All India Trade Union Congress
19	Shri Sharad Rao, President	Hind Mazdoor Sabha
20	Shri A.D.Nagpal, Secretary	Hind Mazdoor Sabha
21	Shri R.A.Mital, Secretary	Hind Mazdoor Sabha
22	Shri Harbhajan Singh Sidhu, Secretary	Hind Mazdoor Sabha
23	Shri A.K.Padmanabhan, President	Centre of Indian Trade Unions
24	Shri Tapan Sen, General Secretary	Centre of Indian Trade Unions

25	Dr.K.Hemalata, Secretary	Centre of Indian Trade Unions
26	Shri Swadesh Dev Roye, Secretary	Centre of Indian Trade Unions
27	Shri Krishna Chakraborty, President	All India United Trade Union Centre
28	Shri Satyawani, Vice President	All India United Trade Union Centre
29	Shri R.K.Sharma Secretary	All India United Trade Union Centre
30	Shri S.P.Tiwari, General Secretary	Trade Union Coordination Centre
31	Shri G.R.Shivashankar, Chairperson	Trade Union Coordination Centre
32	Ms. Manali Shah, National Secretary	Self Employed Women's Association
33	Ms. Shikha Joshi, General Secretary	Self Employed Women's Association
34	Ms. Nalini Nayak, Secretary	Self Employed Women's Association
35	Shri Rajiv Dimri, National Secretary	All India Central Council of Trade Unions
36	Shri R.N.Thakur, National Secretary	All India Central Council of Trade Unions
37	Shri Santosh Kumar Roy, National Secretary	All India Central Council of Trade Unions
38	Shri M.Shanmugam, General Secretary	Labour Progressive Federation
39	Shri S.Rathina Sabapathy, Treasurer	Labour Progressive Federation
40	Shri M.Pechimuthu, Jt. General Secretary	Labour Progressive Federation
41	Shri Ashok Ghosh, National Secretary,	United Trades Union Congress
42	Shri Manohar Tirkey, Secretary	United Trades Union Congress
43	Shri Mihir R. Chanda, Office Secretary	United Trades Union Congress
44	Dr.Deepak Jaiswal, National President	National Front of Indian Trade Unions (DHN)
45	Dr.Pradeep Kumar Roy, Jt. Genl. Secretary	National Front of Indian Trade Unions (DHN)
46	Shri Virat Jaiswal, Secretary	National Front of Indian Trade Unions (DHN)
47	Shri U.D.Choubey, DG, SCOPE	Council of Indian Employers
48	Shri Srinageshwar	Council of Indian Employers
49	Shri Shyam Bang	Council of Indian Employers
50	Shri Sharad Patil, Secy. Genl, EFI	Council of Indian Employers
51	Shri Michael Dias, Secretary, Employers' Assn.	Council of Indian Employers
52	Shri B.P.Pant, Secretary	Council of Indian Employers
53	Shri P.E.Kachhap, Director (P), BCCL	Council of Indian Employers
54	Ms. Rachna Saksena, MAFOI	Council of Indian Employers
55	Shri Somesh Dasgupta, EFI	Council of Indian Employers
56	Shri T.M.Jawaharlal, Secretary, EFSI	Council of Indian Employers
57	Shri P.Padmakumar, EFI	Council of Indian Employers
58	Shri Rajeev Bhardwaj, Group GM, CONCOR	Council of Indian Employers
59	Shri Shitangshu Taye	Council of Indian Employers
60	Shri B.Dhal, ED, SAIL	Council of Indian Employers
61	Shri Saptarishi Roy, Executive Director, NTPC	Council of Indian Employers
62	Shri H.S.Tandon, EFI	Council of Indian Employers
63	Shri S.A.Khan, GM (HR), SCOPE	Council of Indian Employers
64	Shri Om Prakash Mittal, General Secretary	Laghu Udyog Bharati
65	Shri V.J.Vaghasia, National President	Laghu Udyog Bharati
66	Shri R.K.Bharadwaj, National Vice President	Laghu Udyog Bharati
67	Dr.Kirti K. Jain	Laghu Udyog Bharati
68	Shri Jitendra Gupta, National Vice President	Laghu Udyog Bharati
69	Shri M.L.Dhawan, National Secretary	Laghu Udyog Bharati

70	Shri Amit Kumar Sen, President	All India Manufacturers' Organization
71	Shri Jagdish Todi, Sr.Vice President	All India Manufacturers' Organization
72	Shri Babulal B. Todi, Immediate Past President	All India Manufacturers' Organization
73	Ms. Moni Rajput	All India Manufacturers' Organization
74	Shri Sudarshan Sareen, Zonal Vice President	All India Manufacturers' Organization
75	Shri Arun C Khanna	All India Manufacturers' Organization
76	Shri Sushanta Sen, Principal Adviser	Confederation of Indian Industry
77	Shri Vineet Bhardwaj, Deputy Director	Confederation of Indian Industry
78	Ms. Rituparna Chakraborty	Confederation of Indian Industry
79	Shri B.C.Prabhakar, President, KEA	FICCI
80	Shri G.S.Chouhan, Head-Corporate, Escorts Ltd.	FICCI
81	Shri K.C.Mehra	ASSOCHAM
82	Shri Hitender Mehta	ASSOCHAM
83	Ms. Swati Parab	ASSOCHAM
84	Shri G.P.Srivastava, Sr. Advisor	ASSOCHAM
85	Smt. Punya Srivastava, Commr.-cum-Secy	Government of Andaman & Nicobar
86	Shri Kuldip Singh Thakur, Dy. Res. Commr.	Government of Andaman & Nicobar
87	Shri D.Sreenivasulu, Principal Secretary	Government of Andhra Pradesh
88	Shri G.Bala Kishore, Director (Factories)	Government of Andhra Pradesh
89	Dr.Satbir Bedi, Principal Secretary (Labour)	Government of Arunachal Pradesh
90	Shri Prithibi Majhi, Minister, Lab. & Employment	Government of Assam
91	Shri Bhaskar Mushahary, Prl. Secretary	Government of Assam
92	Shri A.Baruah, DECT	Government of Assam
93	Shri D.Goswami, Dy.Lab. Commissioner	Government of Assam
94	Shri Janardan Singh 'Sigriwal', Labour Minister	Government of Bihar
95	Shri Ram Deo Prasad, Advisor to Minister	Government of Bihar
96	Dr.Amar Kant Singh, Dy. Labour Commissioner	Government of Bihar
97	Shri S.S.Wadhawan, Labour Inspector	Union Territory of Chandigarh
98	Shri Satya Gopal, Secretary (Lab. & Emp.)	UT of Chandigarh
99	Shri R.C.Sinha, Secy. & Commissioner of Labour	UT of Chandigarh
100	Mrs. Mohinder Kaur, Asst. Lab. Commissioner	UT of Chandigarh
101	Shri Chandra Shekhar Sahu, Labour Minister	Government of Chhattisgarh
102	Shri S.L.Jangde, Dy.Lab. Commissioner	Government of Chhattisgarh
103	Shri Ramakant Goswami, Labour Minister	Government of NCT of Delhi
104	Shri Ramesh Tiwari, Lab. Commissioner	Government of NCT of Delhi
105	Shri Rajinder Dhar, Addl. Lab. Commissioner	Government of NCT of Delhi
106	Ms. F.Rodrigues, Commr. (Lab. & Employment)	Government of Goa
107	Shri D.C.Baxi, Dy. Commissioner of Labour	Government of Gujarat
108	Shri H.R.Shah, Dy.Commissioner of Labour	Government of Gujarat
109	Shri Sarban Singh, Prl. Secretary (Lab. & Emp.)	Government of Haryana
110	Shri Satwanti Ahlawat, Lab. Commissioner	Government of Haryana
111	Shri A.Malik, Jt.Labour Commissioner	Government of Haryana
112	Dr. Anuradha Lamba Yadav, Dy.Lab. Commr.	Government of Haryana
113	Shri Kishan Kapoor, Minister (Lab. & Emp.)	Government of Himachal Pradesh

114	Ms. Harinder Hira, Addl. Chief Secretary	Government of Himachal Pradesh
115	Shri Mohan Chauhan, Labour Commissioner	Government of Himachal Pradesh
116	Shri Abdul Gani Malik, Minister (Lab. & Emp.)	Government of Jammu & Kashmir
117	Shri Yedullah, Commr./Secretary (Lab. & Emp.)	Government of Jammu & Kashmir
118	Shri Vishnu Kumar, Prl. Secretary (Lab. & Emp.)	Government of Jharkhand
119	Shri M.N.Thakur, Dy.Labour Commissioner	Government of Jharkhand
120	Shri B.N.Bachegowda, Labour Minister	Government of Karnataka
121	Shri G.S.Narayana Swamy, Secretary (Labour)	Government of Karnataka
122	Shri S.R.Umashankar, Labour Commissioner	Government of Karnataka
123	Shri G.N.Shivamurthy, Jt. Director (Employment)	Government of Karnataka
124	Shri K.R. Halappa Shetty, Dy.Director	Government of Karnataka
125	Shri Shibu Baby John, Minister for Labour	Government of Kerala
126	Shri T.T.Antony, Labour Commissioner	Government of Kerala
127	Shri K.Biju, Director, Employment & Training	Government of Kerala
128	Shri S.B.Sarma, PS to Labour Minister	Government of Kerala
129	Shri V.C.Pandey, Secretary (Labour)	UT of Lakshadweep
130	Shri Jagannadh Singh, Labour Minister	Government of Madhya Pradesh
131	Shri Vinod Kumar, Labour Commissioner	Government of Madhya Pradesh
132	Shri L.K.Pandey, Addl. Lab. Commissioner	Government of Madhya Pradesh
133	Dr.Basudev Sarkar, Dy.Lab. Commissioner	Government of Madhya Pradesh
134	Shri Nitin Gadre, Secretary (Labour)	Government of Maharashtra
135	Shri P.Parijat Singh, Minister for Labour	Government of Manipur
136	Shri Rowell Lyngdoh, Dy.CM I/C. Labour	Government of Meghalaya
137	Shri S.Mendiratta, Prl. Secretary	Government of Meghalaya
138	Shri Garod L.S.N.Dykes, Jt. Director	Government of Meghalaya
139	Shri E.Tomba Singh, Dy.Lab. Commissioner	Government of Manipur
140	Shri D.Ruolngul, Dy.Lab. Commissioner	Government of Mizoram
141	Mrs.Y.Verma, Asst. Res. Commissioner	Government of Nagaland
142	Dr.Alekh Chandra Padhiary, Lab. Commissioner	Government of Orissa
143	Shri P.Rajavelu, Labour Minister	Government of Puducherry
144	Shri G.Malarkannan, Labour Commissioner	Government of Puducherry
145	Shri Harish Nayar, Addl. Labour Commissioner	Government of Punjab
146	Shri Mangilal Garasiya, Labour Minister	Government of Rajasthan
147	Dr.Lalit Mehra, Prl. Secretary, Lab. & Emp.	Government of Rajasthan
148	Shri Rajesh Yadav, Labour Commissioner	Government of Rajasthan
149	Shri S.T.Chellapandian, Labour Minister	Government of Tamil Nadu
150	Shri Mohan Pyare, Principal Secretary	Government of Tamil Nadu
151	Shri Mahesan Kasirajan, Director (E&T),	Government of Tamil Nadu
152	Shri C.Somburajan, Addl. Commr. of Labour	Government of Tamil Nadu
153	Shri P.Marimuthu, Joint Commr. Of Labour	Government of Tamil Nadu
154	Shri R.K.Vaish, Prl. Resident Commissioner	Government of Tripura
155	Shri Sita Ram Meena, Labour Commissioner	Government of Uttar Pradesh
156	Shri Anil Petwal, Dy. Commissioner of Labour	Government of Uttarakhand
157	Shri A. Bandyopadhyay, Principal Secretary	Government of West Bengal
158	Shri D.P.Banerjee, Director, ESI	Government of West Bengal

159	Dr.B.Gangaiah, Adviser	Ministry of Agriculture
160	Shri B.L.Meena, Dy.Eco.Adviser	Ministry of Agriculture
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162	Shri Ajit B. Chavan, Dy. Secretary	Department of Commerce
163	Shri Surjit Singh, Joint Secretary	Ministry of Environment & Forests
164	Shri R.N.Singh, Under Secy, Revenue Deptt.	Ministry of Finance
165	Shri K.P.Mishra, Joint Secretary	Ministry of Home Affairs
166	Shri Asghar Ali, Section Officer	Department of Industrial Policy & Promotion
167	Shri S.P.Singh, Director	Khadi Village Industries Commission
168	Shri Tripurari Rai, Dy. Director	Khadi Village Industries Commission
169	Shri Samarendera Sahu, Addl. Dev. Commr.	Min. of Micro, Small and Medium Enterprises
170	Shri P.K.Sinha, Dy.Director	Min. of Micro, Small and Medium Enterprises
171	Shri Gaurav Kumar, Deputy Secretary	Ministry of Mines
172	Dr.Ashok Sahu, Principal Adviser	Planning Commission
173	Shri K.N.Pathak, Joint Adviser	Planning Commission
174	Shri Kuntal Sensarma, Director	Planning Commission
175	Shri K.L.Sharma, Deputy Secretary	Ministry of Power
176	Shri Amitabha Khare, Executive Director	Ministry of Railways
177	Shri A.D.Ramachandran, Director, E (LL)	Ministry of Railways
178	Dr.S.M.N.Islam,CPO, NW Railway	Ministry of Railways
179	Shri S.K.Seth, CPO, N.Railway	Ministry of Railways
180	Shri Tilak Raj, General Manager (Legal), NHAI	Ministry of Road Transport & Highways
181	Shri A.K.Madan, Deputy Secretary	Ministry of Steel
182	Mrs. Chandrima Chatterjee, Director, AEPC	Ministry of Textiles
183	Shri Vivek Agarwal, PSO, NITRA	Ministry of Textiles
184	Smt. Nandita Mishra, Addl. Eco. Adviser	Ministry of Urban Development
185	Dr.Mrutyunjay Sarangi, Secretary	Ministry of Labour & Employment
186	Shri Ravi Mathur, Additional Secretary	Ministry of Labour & Employment
187	Shri Chandra Prakash, Joint Secretary	Ministry of Labour & Employment
188	Shri A.C.Pandey, Joint Secretary	Ministry of Labour & Employment
189	Shri P.K.Padhy, LEA	Ministry of Labour & Employment
190	Shri K.M.Gupta, Eco. Adviser	Ministry of Labour & Employment
191	Shri T.K.Basu, DDG, DGE&T	Ministry of Labour & Employment
192	Shri Harish Kumar Jethi, Director	Ministry of Labour & Employment
193	Shri Animesh Bharti, Director	Ministry of Labour & Employment
194	Shri Goutam Roy, Director	Ministry of Labour & Employment
195	Smt. Vandana Sharma, Director	Ministry of Labour & Employment
196	Shri Ranbir Singh, Director	Ministry of Labour & Employment
197	Shri Braj Mohan, OSD to LEM	Ministry of Labour & Employment
198	Shri Babu Cherian, Deputy Secretary	Ministry of Labour & Employment
199	Shri B.L.Choudhary, Legal Adviser	Ministry of Labour & Employment
200	Shri K.M.S.Khalsa, Under Secretary	Ministry of Labour & Employment
201	Shri Kishori Lal, Dy. Director	Ministry of Labour & Employment

202	Shri Sharda Prasad, DGE&T	Ministry of Labour & Employment
203	Smt. Amarjeet Kaur, DDG, DGE&T	Ministry of Labour & Employment
204	Shri T.C.Saravanabava, DDG, DGE&T	Ministry of Labour & Employment
205	Shri R.P.Dhingra, Director (P), DGE&T	Ministry of Labour & Employment
206	Shri M.M.Gera, Director (Trg.), DGE&T	Ministry of Labour & Employment
207	Shri A.S.Khan, Jt. Director, DGE&T	Ministry of Labour & Employment
208	Shri J.P.Meena, Jt. Director, DGE&T	Ministry of Labour & Employment
209	Shri Anil Grover, JDT, DGE&T	Ministry of Labour & Employment
210	Shri R.R.Mannevar, JDT, DGE&T	Ministry of Labour & Employment
211	Shri H.V.Samvatsar, JDT, DGE&T	Ministry of Labour & Employment
212	Shri Mihir Kr. Parial, JDT, DGE&T	Ministry of Labour & Employment
213	Dr.A.Javed, Dy. Director, DGE&T	Ministry of Labour & Employment
214	Shri Amrit Pal Singh, Dy.Director (Trg.), DGE&T	Ministry of Labour & Employment
215	Shri M.R.Sindhvani, Dy. Director, DGE&T	Ministry of Labour & Employment
216	Shri S.R.Joshi, Dy. Director General	Ministry of Labour & Employment
217	Shri D.P.Singh, Welfare Commr. (HQ), DGLW	Ministry of Labour & Employment
218	Shri C.S.Kedar, DG, ESIC	Ministry of Labour & Employment
219	Shri B.K.Sahu, Insurance Commissioner, ESIC	Ministry of Labour & Employment
220	Dr.S.K.Jain, Dy.Med. Commr., ESIC	Ministry of Labour & Employment
221	Shri H.K.Mehta, Dy.Director, ESIC	Ministry of Labour & Employment
222	Shri N.K.Prasad, CLC ©	Ministry of Labour & Employment
223	Shri J.K.Sagar, Director (Trg.), O/o.CLC ©	Ministry of Labour & Employment
224	Shri V.Murali, Dy.CLC ©,	Ministry of Labour & Employment
225	Shri R.C.Mishra, CPFC	Ministry of Labour & Employment
226	Shri K.C.Pandey, Addl. CPFC, EPFO	Ministry of Labour & Employment
227	Dr.Arvind Kumar Drave, Director, CBWE	Ministry of Labour & Employment
228	Shri T.Burman, Assistant Director, CBWE	Ministry of Labour & Employment
229	Shri Puneet Gautam, CBWE	Ministry of Labour & Employment
230	Shri Pankaj Rastogi, CBWE	Ministry of Labour & Employment
231	Shri D.S.Kolamkar, DG, Labour Bureau	Ministry of Labour & Employment
232	Shri Harbinder Singh, DDG, Labour Bureau	Ministry of Labour & Employment
233	Shri Bal Ram, Director, Labour Bureau	Ministry of Labour & Employment
234	Dr.A.K.Sinha, Director, DGMS	Ministry of Labour & Employment
235	Ms. Rachana Bolimera, Economic Officer	Ministry of Labour & Employment
236	Shri H.Vishwanathan, Director, DGFASLI	Ministry of Labour & Employment
237	Shri Satish Puri, DG, Mines Safety	Ministry of Labour & Employment
238	Shri V.P.Yajurvedi, Director General, VVGNI	Ministry of Labour & Employment
239	Dr.Poonam S. Chauhan, Sr. Fellow, VVGNI	Ministry of Labour & Employment
240	Dr.Onkar Sharma, Fellow, VVGNI	Ministry of Labour & Employment
241	Shri Anoop Satpathy, Fellow, VVGNI	Ministry of Labour & Employment
242	Dr. Sanjay Upadhyaya, Fellow, VVGNI	Ministry of Labour & Employment
243	Dr.O. Kshetrimayum, Associate Fellow, VVGNI	Ministry of Labour & Employment
244	Dr.Ellina Samantroy, Associate Fellow, VVGNI	Ministry of Labour & Employment
245	Ms. T. Staermose, Director	International Labour Organization
246	Shri P.Boonpala, Deputy Director	International Labour Organization

247	Shri K.S.Ravichandran, Programme Officer	International Labour Organization
248	Smt. Anjana Chellani, Programme Officer	International Labour Organization

CONFERENCE COMMITTEE ON 'MINIMUM WAGES'

S. No.	Name & Designation	Ministry/Department/Organization
1	Shri Pawan Kumar, Zonal Org. Secretary	Bharatiya Mazdoor Sangh
2	Shri Surinder Thakur, President, H.P.	Bharatiya Mazdoor Sangh
3	Shri R.D.Tripathi, President, Madhya Pradesh	Indian National Trade Union Congress
4	Shri Ramesh Vats, President, Delhi Branch	Indian National Trade Union Congress
5	Shri H.Mahadevan, Dy. General Secretary	All India Trade Union Congress
6	Shri G.L.Dhar, Secretary	All India Trade Union Congress
7	Shri Sharad Rao, President	Hind Mazdoor Sabha
8	Shri A.K.Padmanabhan, President	Centre of Indian Trade Unions
9	Shri Krishna Chakraborty, President	All India United Trade Union Centre
10	Ms. Manali Shah, National Secretary	Self Employed Women's Association
11	Shri Santosh Kumar Roy, National Secretary	All India Central Council of Trade Unions
12	Shri M.Shanmugam, General Secretary	Labour Progressive Federation
13	Shri Ashok Ghosh, National Secretary,	United Trades Union Congress
14	Dr.Deepak Jaiswal, National President	National Front of Indian Trade Unions (DHN)
15	Shri P.E.Kachhap, Director (P), BCCL	Council of Indian Employers
16	Shri Srinageshwar	Council of Indian Employers
17	Shri Michael Dias, Secretary, Employers' Assn.	Council of Indian Employers
18	Shri T.M.Jawaharlal, Secretary, EFSI	Council of Indian Employers
19	Shri V.J.Vaghasia, National President	Laghu Udyog Bharati
20	Shri M.L.Dhawan, National Secretary	Laghu Udyog Bharati
21	Shri Babulal B. Todi, Immediate Past President	All India Manufacturers' Organization
22	Ms. Moni Rajput	All India Manufacturers' Organization
23	Shri Sushanta Sen, Principal Adviser	Confederation of Indian Industry
24	Shri B.C.Prabhakar, President, KEA	FICCI
25	Shri Hitender Mehta	ASSOCHAM
26	Shri D.Goswami, Dy.Lab. Commissioner	Government of Assam
27	Dr.Amar Kant Singh, Dy.Lab. Commissioner	Government of Bihar
28	Mrs. Mohinder Kaur, Asst. Lab. Commissioner	UT of Chandigarh
29	Shri S.S.Wadhawan, Labour Inspector	UT of Chandigarh
30	Shri D.P.Marskole, OSD, Labour Department	Government of Chhattisgarh
31	Shri Rajinder Dhar, Addl. Lab. Commissioner	Government of NCT of Delhi
32	Ms. F.Rodrigues, Commr. (Lab. & Employment)	Government of Goa
33	Shri D.C.Baxi, Dy. Commissioner of Labour	Government of Gujarat
34	Shri H.R.Shah, Dy.Commissioner of Labour	Government of Gujarat
35	Shri Sarban Singh, Prl. Secretary (Lab. & Emp.)	Government of Haryana
36	Shri Satwanti Ahlawat, Lab. Commissioner	Government of Haryana
37	Shri A. Malik, Joint Labour Commissioner	Government of Haryana

38	Dr. Anuradha Lamba Yadav, Dy.Lab. Commr.	Government of Haryana
39	Shri Mohan Chauhan, Labour Commissioner	Government of Himachal Pradesh
40	Shri Yedullah, Commr./Secretary (Lab. & Emp.)	Government of Jammu & Kashmir
41	Shri M.N.Thakur, Dy.Labour Commissioner	Government of Jharkhand
42	Shri T.T.Antony, Labour Commissioner	Government of Kerala
43	Shri Vinod Kumar, Labour Commissioner	Government of Madhya Pradesh
44	Dr.Basudev Sarkar, Dy.Lab. Commissioner	Government of Madhya Pradesh
45	Shri Nitin Gadre, Secretary (Labour)	Government of Maharashtra
46	Shri D.Ruolngul, Dy.Lab. Commissioner	Government of Mizoram
47	Dr.A.C. Padhiary, Lab. Commissioner	Government of Orissa
48	Shri Bhaskar Panda, Dy.Lab. Commissioner	Government of Orissa
49	Shri K.R.Meena, Secretary (Labour)	Government of Puducherry
50	Shri G.Malarkannan, Labour Commissioner	Government of Puducherry
51	Shri Jacob Pratap, Dy.Lab. Commissioner	Government of Punjab
52	Shri Mangilal Garasiya, Labour Minister	Government of Rajasthan
53	Shri S.T.Chellapandian, Labour Minister	Government of Tamil Nadu
54	Shri Mohan Pyare, Principal Secretary	Government of Tamil Nadu
55	Shri P.Marimuthu, Joint Commr. of Labour	Government of Tamil Nadu
56	Shri Anil Petwal, Dy. Commissioner of Labour	Government of Uttarakhand
57	Shri B.L.Meena, Dy.Eco.Adviser	Ministry of Agriculture
58	Shri K.K.Tiwari, Industrial Adviser	Department of Heavy Industry
59	Shri Chandra Prakash, Joint Secretary	Ministry of Labour & Employment
60	Shri T.K.Basu, DDG, DGE&T	Ministry of Labour & Employment
61	Shri B.L.Choudhary, Legal Adviser	Ministry of Labour & Employment
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65	Shri V.Murali, Dy.CLC ©,	Ministry of Labour & Employment
66	Shri Harbinder Singh, DDG, Labour Bureau	Ministry of Labour & Employment
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68	Dr. Sanjay Upadhyaya, Fellow, VVGNI	Ministry of Labour & Employment
69	Dr.Onkar Sharma, Fellow, VVGNI	Ministry of Labour & Employment
70	Shri Kishori Lal, Dy.Director	Ministry of Labour & Employment
71	Shri Jagdish Lal, PPS to LEA	Ministry of Labour & Employment
72	Ms. Rachana Bolimera, Economic Officer	Ministry of Labour & Employment
73	Ms. Mitu Puri, Stat. Investigator-II	Ministry of Labour & Employment
74	Shri K.S.Ravichandran, Programme Officer	International Labour Organization

CONFERENCE COMMITTEE ON "SOCIAL SECURITY"

S.No.	Name & Designation	Ministry/Department/Organization
1	Shri G.N.Jena, President, Orissa	Bharatiya Mazdoor Sangh
2	Shri Baij Nath Rai, General Secretary	Bharatiya Mazdoor Sangh
3	Shri Balwinder Singh, President, Punjab	Bharatiya Mazdoor Sangh
4	Smt. Neelam Sharma, Genl. Secy, Jammu	Bharatiya Mazdoor Sangh
5	Shri Rajendra Prasad Singh, Genl. Secretary	Indian National Trade Union Congress
6	Shri Rao Surinder Kumar, President, Haryana	Indian National Trade Union Congress
7	Shri H.Mahadevan, Dy.Genl. Secretary	All India Trade Union Congress
8	Shri D.L.Sachdev, Secretary	All India Trade Union Congress
9	Shri A.D.Nagpal, Secretary	Hind Mazdoor Sabha
10	Dr.K.Hemalata, Secretary	Centre of Indian Trade Unions
11	Shri Satyawar, Vice President	All India United Trade Union Centre
12	Shri G.R.Shivashankar, Chairperson	Trade Union Coordination Centre
13	Ms. Shikha Joshi, General Secretary	Self Employed Women's Association
14	Shri R.N.Thakur, National Secretary	All India Central Council of Trade Unions
15	Shri S.Rathina Sabapathy, Treasurer	Labour Progressive Federation
16	Shri Mihir R. Chanda, Office Secretary	United Trades Union Congress
17	Dr.Pradeep Kumar Roy, Jt. Genl. Secretary	National Front of Indian Trade Unions (DHN)
18	Shri Rajeev Bhardwaj, Group GM, CONCOR	Council of Indian Employers
19	Shri B.Dhal, ED, SAIL	Council of Indian Employers
20	Shri Michael Dias, Secretary, Employers' Assn.	Council of Indian Employers
21	Shri Somesh Dasgupta, EFI	Council of Indian Employers
22	Shri Shitangshu Taye	Council of Indian Employers
23	Shri R.K.Bharadwaj, National Vice President	Laghu Udyog Bharati
24	Dr.Kirti Kumar Jain	Laghu Udyog Bharati
25	Shri Jagdish Todi, Sr.Vice President	All India Manufacturers' Organization
26	Shri G.P.Srivastava, Sr. Advisor	ASSOCHAM
27	Smt. Punya Srivastava, Commr.-cum-Secretary	Government of Andaman & Nicobar
28	Shri Kuldip Singh Thakur, Dy. Res. Commr.	Government of Andaman & Nicobar
29	Shri Janardan Singh 'Sigriwal', Labour Minister	Government of Bihar
30	Shri Ram Deo Prasad, Advisor to Minister	Government of Bihar
31	Dr.Amar Kant Singh, Dy.Lab. Commissioner	Government of Bihar
32	Shri S.L.Jangde, Dy.Lab. Commissioner	Government of Chhattisgarh
33	Shri D.C.Baxi, Dy. Commissioner of Labour	Government of Gujarat
34	Shri H.R.Shah, Dy.Commissioner of Labour	Government of Gujarat
35	Shri G.S.Narayana Swamy, Secretary (Labour)	Government of Karnataka
36	Shri S.R.Umashankar, Labour Commissioner	Government of Karnataka
37	Shri T.T.Antony, Labour Commissioner	Government of Kerala
38	Shri E.Tomba Singh, Dy.Lab. Commissioner	Government of Manipur
39	Shri C.Somburajan, Addl. Commr. of Labour	Government of Tamil Nadu
40	Shri Sita Ram Meena, Labour Commissioner	Government of Uttar Pradesh
41	Shri D.P.Banerjee, Director, ESI	Government of West Bengal

42	Ms. Priya Kumar, Director, D/o.Fin. Services	Ministry of Finance
43	Shri R.N.Singh, Under Secretary	Ministry of Finance
44	Shri K.N.Pathak, Joint Adviser (LEM)	Planning Commission
45	Shri K.L.Sharma, Deputy Secretary	Ministry of Power
46	Shri C.S.Kedar, Director General, ESIC	Ministry of Labour & Employment
47	Shri S.R.Joshi, DDG, O/o.DGLW	Ministry of Labour & Employment
48	Shri D.P.Singh, Wel.Commr. O/o.DGLW	Ministry of Labour & Employment
49	Shri Animesh Bharti, Director	Ministry of Labour & Employment
50	Shri Subhash Kumar, Under Secretary	Ministry of Labour & Employment
51	Shri S.K.Brahmo, Section Officer	Ministry of Labour & Employment
52	Shri Vinay Kumar, Section Officer	Ministry of Labour & Employment
53	Shri B.K.Sahu, Ins. Commissioner, ESIC	Ministry of Labour & Employment
54	Dr. Surinder Kumar, M.C., ESIC	Ministry of Labour & Employment
55	Dr.S.K.Jain, Dy. Med. Commissioner, ESIC	Ministry of Labour & Employment
56	Shri H.K.Mehta, Deputy Director, ESIC	Ministry of Labour & Employment
57	Shri K.C.Pandey, Addl. CPFC, EPFO	Ministry of Labour & Employment
58	Shri A.Kulshrestha, Addl. CPFC	Ministry of Labour & Employment
59	Dr.Poonam S. Chauhan, Sr. Fellow, VVGnLI	Ministry of Labour & Employment
60	Dr.Ellina Samantroy, Associate Fellow, VVGnLI	Ministry of Labour & Employment
61	Shri Vikrant Puri, VVGnLI	Ministry of Labour & Employment
62	Ms. Pinki Kalra, VVGnLI	Ministry of Labour & Employment

CONFERENCE COMMITTEE ON "EMPLOYABILITY & EMPLOYMENT"

S. No.	Name & Designation	Ministry/Department/Organization
1	Shri Anish Mishra, Secretary, BPEF	Bharatiya Mazdoor Sangh
2	Shri B.Surendran, Dy. Organising Secretary	Bharatiya Mazdoor Sangh
3	Shri Ashok Singh, National Vice President	Indian National Trade Union Congress
4	Shri Amar Jeet Kaur, Secretary	All India Trade Union Congress
5	Shri R.A.Mital, Secretary	Hind Mazdoor Sabha
6	Shri Harbhajan Singh Sidhu, Secretary	Hind Mazdoor Sabha
7	Shri Swadesh Dev Roye, Secretary	Centre of Indian Trade Unions
8	Shri R.K.Sharma, Secretary	All India United Trade Union Centre
9	Shri S.P.Tiwari, General Secretary	Trade Union Coordination Centre
10	Ms. Nalini Nayak, Secretary	Self Employed Women's Association
11	Shri Rajiv Dimri, National Secretary	All India Central Council of Trade Unions
12	Shri M.Pechimuthu, Jt. General Secretary	Labour Progressive Federation
13	Shri Manohar Tirkey, Secretary	United Trades Union Congress
14	Shri Virat Jaiswal, Secretary	National Front of Indian Trade Unions (DHN)
15	Shri Sharad Patil, Secy. Genl, EFI	Council of Indian Employers
16	Shri H.S.Tandon, EFI	Council of Indian Employers
17	Shri P.Padmakumar, EFI	Council of Indian Employers
18	Ms. Rachna Saksena, MAFOI	Council of Indian Employers
19	Shri Homi Khusrokhhan	Council of Indian Employers
20	Shri O.P.Mittal, General Secretary	Laghu Udyog Bharati
21	Shri Jitendra Gupta, National Vice President	Laghu Udyog Bharati
22	Shri Amit Kumar Sen, President	All India Manufacturers' Organization
23	Shri Sudarshan Sareen, Zonal Vice President	All India Manufacturers' Organization
24	Shri Vineet Bhardwaj, Deputy Director	Confederation of Indian Industry
25	Shri G.S.Chouhan	FICCI
26	Shri K.C.Mehra	ASSOCHAM
27	Ms. Swati Parab	ASSOCHAM
28	Shri D.Sreenivasulu, Principal Secretary	Government of Andhra Pradesh
29	Shri G.Bala Kishore, Director (Factories)	Government of Andhra Pradesh
30	Shri Subu Tabin, Add. Director	Government of Arunachal Pradesh
31	Shri Davinder Singh, Dy. Director (Trg.)	Government of Himachal Pradesh
32	Shri G.N.Shivamurthy, Jt. Director (Emp.)	Government of Karnataka
33	Shri K.R. Halappa Shetty, Dy. Director	Government of Karnataka
34	Shri K.Biju, Director, Employment & Training	Government of Kerala
35	Shri S.Mendiratta, Principal Secretary	Government of Meghalaya
36	Shri Garod L.S.N.Dykes, Jt. Director	Government of Meghalaya
37	Shri G.Malarkannan, Labour Commissioner	Government of Puducherry
38	Shri Rajesh Yadav, Labour Commissioner	Government of Rajasthan
39	Shri Mahesan Kasirajan, Director (E&T),	Government of Tamil Nadu

40	Shri Asghar Ali, Section Officer	Department of Industrial Policy & Promotion
41	Shri Kuntal Sensarma, Director	Planning Commission
42	Shri Amitabha Khare, Executive Director	Ministry of Railways
43	Dr.S.M.N.Islam,CPO, NW Railway	Ministry of Railways
44	Shri S.K.Seth, CPO, N. Railways	Ministry of Railways
45	Smt. Nandita Mishra, Addl. Eco. Adviser	Ministry of Urban Development
46	Smt. Amarjeet Kaur, DDG, DGE&T	Ministry of Labour & Employment
47	Shri T.C.Saravanabava, DDG, DGE&T	Ministry of Labour & Employment
48	Shri R.L.Singh, DDG (T), DGE&T	Ministry of Labour & Employment
49	Ms. Sandhya Salwan, Director, DGE&T	Ministry of Labour & Employment
50	Shri M.R.Sindhvani, DDX, DGE&T	Ministry of Labour & Employment
51	Shri R.R.Mannevar, JDT, DGE&T	Ministry of Labour & Employment
52	Shri Mihir Kr. Parial, JDT, DGE&T	Ministry of Labour & Employment
53	Shri J.P.Meena, Jt. Director, DGE&T	Ministry of Labour & Employment
54	Shri A.S.Khan, Jt. Director, DGE&T	Ministry of Labour & Employment
55	Shri Amrit Pal Singh, DDT, DGE&T	Ministry of Labour & Employment
56	Dr.A.Javed, Dy. Director, DGE&T	Ministry of Labour & Employment
57	Shri H.Vishwanathan, Director, DGFASLI	Ministry of Labour & Employment
58	Shri D.S.Kolamkar, DG, Labour Bureau	Ministry of Labour & Employment
59	Shri Bal Ram, Director, Labour Bureau	Ministry of Labour & Employment
60	Dr.Arvind Kumar Drave, Director, CBWE	Ministry of Labour & Employment
61	Shri Puneet Gautam, CBWE	Ministry of Labour & Employment
62	Shri Pankaj Rastogi, CBWE	Ministry of Labour & Employment
63	Dr. O. Kshetrimayum, Asso. Fellow, VVGNLI	Ministry of Labour & Employment