

**Summary Record of Discussions of the
45th Session of Indian Labour Conference held on
17th -18th May, 2013, Vigyan Bhavan, New Delhi**

1. The 45th Session of the Indian Labour Conference (ILC) was held on 17-18th May, 2013 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, representatives of Central Trade Union Organisations, representatives of Central Organisations of Employers, Officials from Central Ministries/Departments, State Governments / Union Territories (UTs) and Public Sector Units (PSUs).
2. The deliberations of the conference focused on four key issues which are:
 - 1) Service conditions, wages and social security for various categories of workers employed in different Central Government and State Government schemes (Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan and other schemes) under various Ministries of Central Government;
 - 2) Social Security with special reference to Assured Pension with indexation for all workers including self-employed;
 - 3) Labour Law for Micro and Small Enterprises;
 - 4) Measures to improve Employment and Employability

INAUGURAL SESSION

3. The Indian Labour Conference was inaugurated by the Hon'ble Prime Minister of India Dr. Manmohan Singh. The deliberations of the Conference focused on four key contemporary issues of concern namely, (1) Service conditions, wages and social security for various categories of workers employed in different Central and State Government schemes; (2) Social security with special reference to Assured Pension with indexation for all workers including self-employed; (3) Labour laws for Micro, Small and Medium Enterprises (MSME) sector; and (4) Measures to improve employment and employability.

3.1. In his welcome address, Shri Mallikarjun Kharge, Hon'ble Union Minister of Labour and Employment, Government of India said that the 45th Session of the ILC is taking place at a crucial time when the world economy is still struggling hard to sail through the ripple effects of the global economic slowdown. Shri Kharge stated that Government's policy of inclusive growth has yielded good results in the last decade and this has inspired the Government to keep 'faster and more inclusive growth' as the basic mandate of our 12th five

year plan. Shri Kharge shared that the Ministry of Labour and Employment (MoLE) is trying its level best to bring the vast majority of unorganised workers under the ambit of various labour laws and social security schemes. He informed that Rashtriya Swasthya Bima Yojana (RSBY) has expanded its coverage at a very rapid pace by issuing 3.41 crore smart cards and around 54.26 lakh persons have availed hospitalization benefits. Hon'ble Labour and Employment Minister also stated that skill development especially of our youth is one of the highest priorities of MoLE. On this occasion, Shri Kharge said that there has been a significant reduction in the number of child labour during last five years due to measures such as Right to Education and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). The Hon'ble Minister also highlighted the initiative of the MoLE for bringing improvements in service delivery to the beneficiaries of EPFO and ESIC.

3.2 Shri C. K. Saji Narayanan, President, Bharatiya Mazdoor Sangh (BMS) and representative of the workers' organization, expressed his concerns about increasing discontentment among workers in NCR region and other parts of the country due to violation of labour laws and breakdown of labour relations. While condemning the recent violation and violence, he urged upon the tripartite partners to make collective effort to restore industrial peace and to give a new direction to the tripartite culture. He highlighted that in the post-reform period, Government by withdrawing from key economic sectors and relaxing controls in essential commodities has helped capitalists at the cost of labour. He further added that Government is showing anti-workers attitude by intending to exempt labour laws in NIMZ and small scale sector, non-payment of sufficient pensions to workers, failing to provide pension and other benefits to workers under UOWSS Act, 2008, apart from others. He also stressed that many decisions of past ILC, vital to the workers such as payment of similar wages and benefits to contract workers at par with regular workers have not been seriously followed up by the Government. He also passionately advocated to recognize Anganwadi and other scheme workers, who are mostly women, as Government employees in line with the decision of the Tamil Nadu and Pondicherry Governments. Lastly, he said that although many times very small enterprises finds it difficult to comply with the labour laws, but it should not be used as a ground for complete exemption of labour laws from the MSME sector.

3.3 Dr. Jyotsna Suri, Chairman, CIE & President, AIOE and representative of Employers, in her speech stressed on the need to review the entire landscape of industrial relations from a growth and development perspective, as the country is in the midst of global economic slowdown and witnessing decelerating growth scenario. In this regard, she urged the Government to fast track all investment and infrastructural development proposals to boost development and to bring the country out of the low growth cycle. She also emphasized on the need to give due attention and support to service sector especially Travel & Tourism Industry for generating more employment. In the context of MSME sector, she argued that as the employment potential and viability of each sector is different, therefore a balanced approach should be adopted before imposing any financial liability on them. She also urged the Government to realign the labour and investment policies in line with the dynamics of the current economic

environment as the existing labour policy is archaic. She also said that industrial violence of recent years has badly shaken the country's image as a preferred investment destination and hence all differences should be sorted out through dialogue only.

3.4 In his inaugural address, the Hon'ble Prime Minister of India Dr. Manmohan Singh emphasized that the ILC is a very important forum that deliberates issues of critical importance to our workers and industry, and therefore to our economy and society at large. He stated that the Government has paid serious attention to various issues raised by Trade Unions and accordingly has set up a Group of Senior Ministers to go into the whole gamut of demands raised by the Trade Unions. He highlighted that despite global economic meltdown, 20 million additional job opportunities were created. As a result, the unemployment rate has come down from 8.3% in 2004-05 to 6.6% in 2009-10. He also informed that total employment in the organized sector registered a growth of more than 9% and women employed in the organized sector also registered a growth of about 19% between 2005 and 2011, which is quite heartening.

3.5. The Hon'ble Prime Minister mentioned that some other demands raised by the Trade Unions are already under an advanced stage of consideration by the Government. These include issues like universal social security cover for workers in both the organized and unorganized sectors and creation of a National Social Security Fund, fixing a National Floor Level Minimum Wage and provision of minimum pension of Rs. 1000 per month under the Employees' Pension Scheme. In fact, the Cabinet has already approved amendments to the Minimum Wages Act, 1948 to provide for a statutory National Floor Level Minimum Wage.

3.6 To meet the employment and employability challenge and to ensure that growth is inclusive, the Hon'ble Prime Minister said that Government is making serious efforts in implementing employment generation programmes such as MGNREGA, National Rural Livelihood Mission (NRLM), Swarna Jayanti Shahari Rozgar Yojana and Prime Minister's Employment Generation Programme. For enhancing youth employability, the Hon'ble Prime Minister highlighted that the Government is aiming to skill 5 crore people during 12th Five Year Plan. In the context of social security, the Hon'ble Prime Minister said that the Government has taken a series of measures for expanding the outreach and enhancing the level of benefits under various programmes. He said that benefits under the RSBY, 2008 have been expanded to cover large number of informal workers such as construction workers, street vendors, domestic workers and MGNREGA workers. He added that MGNREGA in particular has helped in reducing inter-state migration, eliminating bonded labour and enhancing purchasing power of rural households. While concluding his address, the Hon'ble Prime Minister hoped that the deliberations during the 45th Session of the ILC will be meaningful and will come out with innovative solutions which would further boost investment, encourage enterprises and improve business sentiments.

3.7 Subsequently, Shri Kodikunnil Suresh, Hon'ble Minister of State for Labour and Employment extended a formal vote of thanks to the august gathering. Shri Suresh expressed his sincere gratitude to the Hon'ble Prime Minister of India Dr. Manmohan Singh for his gracious presence and for attaching tremendous importance to the welfare and well being of workers and the industry. He expressed his sincere thanks to the Hon'ble Union Minister of Labour and Employment, Shri Mallikarjun Kharge for his vision and commitment to the cause of the working class. He also expressed sincere thanks to Hon'ble Labour Ministers, senior officers from various State Governments and UT Administrations, representatives of all Central Trade Union Organisations and Employers' Organizations and other participants of the conference and hoped that their meaningful interventions on the Agenda Items will make the 45th ILC a great success.

GENERAL DISCUSSION AND BRIEF INTERVENTIONS

4. The Labour Ministers of State Governments, Central Trade Union Leaders, Employers' representatives, and Officials of the central and state governments also deliberated on service conditions, wages and social security of scheme workers, social security with special reference to assured pension with indexation, labour law for micro and small enterprises, measures to improve employment and employability and other issues relating to the world of work.

4.1 Shri Baij Nath Rai, General Secretary, Bharatiya Mazdoor Sangh reflecting on the agenda items of the conference, highlighted the need for effective implementation of the National Floor Level Minimum Wage. He expressed that a minimum monthly pension of Rs. 1000/- per month to all member pensioners under EPS, 1995 should be ensured. Further, he placed his view that there should be a provision for providing gratuity to all the workers employed in the private sector. On the privatization of school education, he stressed the need for bringing about a stricter legislation regarding the salary of the school teachers who are usually less paid.

4.2 Shri Rajeev Dubey, Representative, Council of Indian Employers said that the basis for fair and conducive industrial relations is dialogue and skill development. He expressed his support of the Agenda Items No. 1, No. 3 and No. 4, but showed his restriction on Agenda Item No. 2. He further mentioned that he did not support indexation for all workers and suggested that there is a need for strengthening Labour Market Information System (LMIS) and Skill Development Centres.

4.3 Shri Janardhan Singh 'Sigriwal', Hon'ble Labour Minister, Bihar proposed to bring the Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan workers under the purview of unorganised workers and extend the benefits of social security schemes like RSBY to these workers. He also suggested that a new pension scheme should be formulated for self-employed persons. On the issue of skill development, he highlighted various initiatives being taken up by the state like opening of new ITIs and skill development centres and made an

appeal to the Centre for providing necessary assistance related to the schemes under the National Skill Development Mission.

4.4 Dr. G. Sanjeeva Reddy, President, Indian National Trade Union Congress mentioned on the Agenda Item No. 1, that there are about one crore workers employed in different Central Government and State Government schemes who are often exploited and do not have any social security benefits like gratuity, PF, ESI, etc. He suggested that the government should take initiative to bring these workers under various social security benefits and provide them with at least minimum wage of Rs. 10,000/-. On the issue of pension, he proposed that pension scheme should be provided to all the workers and a minimum monthly pension of Rs. 1000/- per month to all member pensioners under EPS, 1995 should be ensured. On the third item of the agenda, he mentioned that there were several complaints from some of the small scale enterprises of repeated harassment from the labour officials of the government. He pointed out that this does not mean that labour laws should not be applied to these enterprises. For arriving on a meaningful understanding and solution on this issue, he suggested that it should be discussed among all the social partners in the sub-committee of the conference. On the fourth item of the agenda, he stated that training provided in ITIs should be upgraded with up-to-date curriculum and latest machinery so that the passed-out students could get employment. He also expressed his concern over the engagement of apprentices in the private enterprises and proposed that the industries should provide major contribution in training. He suggested that the entire network of skill development should be expanded for the training of workers and should remain with the government and not handed over to any PPP.

4.5 Shri Sudarshan Sareen, National Senior Vice-President, All India Manufacturers' Organisation highlighting on the item no. 3 of the agenda, mentioned that MSMEs are widely recognised as a large source of employment generation and the total employment provided by MSMEs are more than 10 crore people, making a great contribution to national economy. He however mentioned, that an MSME enterprise has to go through the hurdles of several labour laws that deal with matters like wages, social security, labour welfare, occupational safety and health, bonus, PF, etc. In this context, referring to the recommendations of the 2nd Labour Commission, he made an appeal for a fresh look on the existing labour laws applicable to MSMEs and suggested to simplify them under one comprehensive labour law for the MSME sector to suit the needs of a growing economy and also to help reduce huge paper work.

4.6 Shri Saurabh Patel, Hon'ble Labour Minister, Gujarat stated that manufacturing sector in the state has registered a high growth attracting a lot of skilled manpower. On the status of industrial relations in the state, he highlighted that the dominance of sustainable industrial peace and harmony has attracted indigenous and foreign direct investments in the state. He mentioned that the state supports the proposal for having a comprehensive labour law for the MSME sector as the state has remained a front-runner in the process of reforms under labour laws by simplifying the procedures or by the way of state amendment in the existing labour laws. Regarding construction workers, he

emphasised that the BOCW Act could not be effectively implemented in the state due to various conditions related to registration of the beneficiaries. On the issue of skill development, he highlighted the initiatives being taken up by the state including the formation of Gujarat Skill Development Mission, establishment of Kaushalya Vardhan Kendra to impart training at the door step in the rural areas, introduction of Superior Technology Modules in ITIs of the state, launching of eMPOWER programme to provide basic knowledge of computer and IT training to youth in each taluka of the state, setting up of Gujarat Skill development Corporation and Skill University, and introduction of employment campaign through job fairs. Finally, he urged the Government of India to come forward with proactive participation like not only monitoring public-private partnership in skill development, but sharing of the faculty cost in the state run ITIs.

4.7 Shri Ramendra Kumar, National President, All India Trade Union Congress emphasised on the need to implement minimum wage in all the sectors and provide social security like gratuity, PF and pension to all the workers. He stressed that any amendment in labour laws should be in favour of the workers and not the employers and workers should be given the right to form trade union.

4.8 Shri R.K. Bharadwaj, Vice-President, Laghu Udyog Bharati emphasised on the item No. 3 of the Agenda and pointed out that it was surprising to observe the statement given in the background paper of the conference that there is no need for a separate labour law for MSMEs at this stage. He stressed that the 2nd labour Commission, Working group on SSI for 10th Five Year Plan constituted by Planning Commission and the Task Force constituted by the Prime Minister in 2009 have all recommended that there should be a single separate law for MSMEs. He also clarified that the employers are not asking for exemption from issues like minimum wages, industrial safety or social security but a single and comprehensive Act specifically applicable to MSMEs.

4.9 Shri Chandra Shekhar Sahu, Hon'ble Labour Minister, Chhattisgarh suggested that the MGNREGA workers should be given minimum wages and he highlighted that there are reports saying that there has been fall in the number of child labour as a result of the implementation of MGNREGA and Sarva Siksha Abhiyan. He however expressed concern that the teachers and staff who are working in the Child Labour Projects do not get minimum wages. He therefore highlighted the need for social security for the Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan and other scheme workers and the required financial assistance from the Central Government for implementing various welfare measures for these workers. He informed that the state has provided the ASHA workers with cycles in order to help them perform their duties, implemented Right to Food scheme for providing benefits to the poor workers and opened Livelihood College in the Naxal affected areas for providing skill training to the youth in various trades. He also suggested that the cess collected by the Centre related to welfare funds for certain workers should be made available to the states.

4.10 Shri Sharad Rao, President, Hind Mazdoor Sabha highlighting on the issue of minimum wages, said that Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan workers should be provided wages at par with the permanent workers. He welcomed the Government's initiative of introducing National Policy on Street Vendors that will provide employment opportunity and benefit many people and made an appeal to the Government to come up with an ordinance on this. He expressed his reservation on having a separate labour law for MSME sector as it would be just an addition to the large number of existing labour laws.

4.11 Shri Harendra Kumar, Representative, Confederation of Indian Industries mentioned that all the categories of workers employed in different Central and State Government schemes have made a great contribution and highlighted that these workers should be paid at least minimum wage. He supported that all workers should be given assured pension and highlighted the need to have a bare minimum assured pension amount for all workers. He conveyed that it would not be feasible for the industry to bear any additional cost, but supported the proposal of the Government bearing this additional cost, so that a minimum pension of Rs. 1000/- p.m. could be paid to all pensioners. He said that there is a need for aligning the labour laws with the needs of the economy to realize the vision of skill development. He suggested that the definition or the qualifying criteria of MSMEs should be number of persons employed rather than the investments made and voluntary compliance as an acceptable mode of inspection. Regarding measures to improve employment and employability, he also highlighted the various initiatives taken up by CII like adopting ITIs, formation of Sector Skill Councils and establishment of Skill Hubs and Skill Gurukuls.

4.12 Shri Ajay K. Sadhotra, Hon'ble Labour Minister, Jammu and Kashmir mentioned that his government fully supported the efforts of central Government to improve service conditions, wages and social security for various categories of workers employed in different Central Government and State Government schemes (Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan and other schemes). With regard to Agenda Item No. 2, there is a separate Employees' Provident Fund Act in J&K. The State is in the process of introducing employees' pension schemes suitable in consultation with all stake-holders. Once this is done, extension of social security with special reference to assured pension with indexation for all workers including self-employed will also be considered for workers after superannuation. With regard to Agenda Item No. 3, he expressed appreciation for the concern shown for covering the unorganized workers under labour laws and proposed that agricultural workers should also be brought within the ambit of the labour laws. He supported the coverage of uncovered micro and small enterprises under labour laws subject to taking all stake holders on board. With respect to the Agenda Item No. 4, he expressed that the unemployed youth need skill upgradation and soft skilling so as to increase their employability in public and private sectors as well as for self-employment ventures. He welcomed the formation National Skill Qualifications Framework which will inter alia include opportunities for horizontal and vertical mobility between school and technical education, recognition of prior learning

and certification of competencies, provided there are appropriate checks and balances in place to ensure quality output.

4.13 Shri. Tapan Sen, General Secretary, Centre of Indian Trade Unions (CITU) expressed his encouragement by the response of the Hon'ble Prime Minister with regard to the Trade Union's demand in the context of 20th and 21st February strike. He expressed that at present labour law violation has become a common phenomenon for harassing the workers. He urged that the Hon'ble Prime Minister's commitment has to be seriously implemented and there is a need for total paradigm change in the labour law administration. He drew attention of the house to the fact that despite investment incentives, violations in labour laws, violations with regard to denial of minimum wages and not collecting due taxes, the share of private corporate sector is consistently going down since 2008-09 as per the economic survey. With regard to Agenda Item No. 1, he conveyed that there are at present about one crore scheme workers in the country who are holding the foundation of those schemes which are regularly updating the human index of our country. These workers may be recognized as workers and be given minimum wages and social security benefits. Moreover with regard to employment generation and skill development, although PPP has become very popular, yet he expressed concern about this and felt that training should not be mixed with business as PPP would mean drainage of precious fund invested by the government. Training should be the primary and sole responsibility of the government and therefore steps should be taken to overhaul the existing ITIs. The government should realize the cost of the trainings from the beneficiaries through cess or any other suitable arrangement.

4.14 Mr. Ravi Wig, Representative, ASSOCHAM conveyed their full support for a separate labour law for MSMEs which will remove Inspector Raj problem and will also facilitate suitable amenities for the workers such as minimum wages, social security and safety. He proposed the creation of a tripartite body which can draft a suitable legislation for the MSME sector within a definite time period. He stressed that the delivery system of EPFO and ESIC needs to be improved. With regard to the cess collected under the BOCW Act, he expressed that there is a need to utilize this money with honesty. No administrative or other expenses should be met from this amount which is purely for the welfare of the workers. He also stressed the need for making temporary stay arrangements and health facilities for construction workers who come to metropolitan cities for work and for making insurance mandatory for them.

4.15 Shri I. Hemochandra Singh, Hon'ble Labour Minister, Manipur conveyed that the conditions of service of the scheme workers are not uniform. Where the Industrial Employment (Standing Orders) Act, 1946 is applicable to such workers, the respective departments should frame employment standing orders defining the conditions of service of these workers as provided by the said Act. As the honorarium of the scheme workers is lower than the National Floor Level Minimum Wages i.e. Rs.115 per day, therefore these workers should be given benefit of schemes such as RSBY. With regard to the Employees' Pension Scheme, 1995 he expressed the need to ensure a sustainable level of pension

for retirees as this is the only source of income after retirement for the vast majority. He conveyed that there are some labour laws which can protect the rights of the workers in MSMEs. He therefore expressed his concern to exempt the MSME sector from the purview of labour laws. With regard to skill development, he conveyed that the State Government is also looking forward to a partnership with private players for providing skill development training for the youth in market related vocations, so that the skilled and qualified youth are able to obtain sustainable livelihoods.

4.16 Mr. Krishna Chakraborty, President, All India United Trade Union Centre (AIUTUC) expressed concern about the unemployment situation and emphasized that in a situation where prices are growing very fast, we have to see that employment opportunities are created, instead of skill development initiatives only. The small industries have to be encouraged for generating more employment opportunities. He felt that the government's foreign policy of inviting multinationals and bringing of FDI in retail will lead to lot of people losing employment. Moreover, the government needs to reconsider its policy of PPP in skill development which in short means privatization of skill development initiatives.

4.17 Mr. Sanjay Bhatia, Representative, representative of Council of Indian Employers emphasized on creating decent job opportunities for all and promoting investment and employment friendly labour policy. He stressed that although social security is an important instrument, yet global experience shows that defined benefits schemes are facing acute problem due to changing economic conditions. He felt that the Employees' Pension Scheme 1995 needs certain corrective measures to make it more viable, such as implementing new investment schemes with modifications. He expressed concern that although micro and small enterprises are globally accepted as the engine of economic growth and employment provider, yet lack of certain facilities like adequate and timely banking facilities, availability of technology, marketing avenues and shortage of skilled manpower are impeding the growth of small and micro industries. Moreover labour laws applicable to this sector lead to compliance burden which is cumbersome and also requires extensive infrastructure including manpower, which at times small enterprises cannot afford to have. It is therefore important to have a new law specifically for the micro and small enterprises, or add a new chapter to the existing laws to address the need of this sector. He highlighted that globalising economy have brought about different forms of employment which includes outsourcing, contracting and vendorisation. The time has come to accept these with attending policies in order to mitigate the harmful effects. Moreover, skill development is critical to employment promotion. Therefore, each industry should be recognized as a skill development centre for creating employable workforce.

4.18 Dr. M. Ampareen Lyngdoh, Hon'ble Labour Minister, Meghalaya applauded the proposal to extend social security schemes to the scheme workers. With regard to the demand to link pension with inflation, the Hon'ble Minister felt that it is quite justified and should be given due consideration. With regard to the micro and small enterprises, it was felt by the Minister that there

should be regular fixation/revision of minimum wages and expressed the need for a separate law for this sector. The Minister informed the house that the State with regard to the Employees' State Insurance Scheme has already notified for the reduction in the threshold for coverage of establishments from 20 to 10 persons. The Minister then highlighted the effort of the State with regard to complete prohibition of child labour below the age of 14 years especially from the coal mines of the State. With regard to measures for improving employment and employability, she conveyed that there is a need to continuously explore those sectors of economy which have high growth potential and are labour intensive. Towards this goal, the State has launched the State Skill Development Mission in pursuance of the National Skill Development Policy to create skills for employment.

4.19 Shri S.P.Tiwari, General Secretary, Trade Union Coordination Centre (TUCC) made the following observations on the Agenda Items: (i) Scheme workers should be given a regular and sustainable honorarium; (ii) Sustainable social security should be provided to informal workers, particularly the self employed; (iii) MSME sector which is a major source of employment should not be sandwiched between Inspector Raj and legislations; (iv) The flagship vision of Hon'ble Prime Minister for skilling 500 million workers will not be achieved till Trade Unions, who have grass root level access are not being engaged as a partner. Further, he observed that representation in tripartite mechanism in public sector undertaking/Central Ministries like coal, defence and railways should be extended to all stakeholders. He also emphasized on the need to simplify registration of trade unions in the state of U.P. and Punjab and expressed the need for state level labour conferences for resolving issues confronting labour. He also stressed the need for assured pension to all workers in formal and informal sector. Some of the proposals made are (i) the issue of rehabilitation of inter-country migrant workers in light of policies adopted by Gulf countries recently through injection "Nitaquat" should be discussed in a tripartite consultation engaging all stakeholders including MoOA; (ii) there should be representation of trade unions particularly working for migrant workers in "Pravasi Bhartiya Diwas" (PBD) in a specially conducted session; (iii) enactment of law relating to domestic workers, addressing issues of their condition of work and regulation of employment; (iv) home based workers and self employed workers such as ragpickers, agriculture workers should be given government I.D. cards and included in RSBY; (v) construction cess amount to be used only for the welfare of workers.

4.20 Shri P. Rajavelu, Hon'ble Labour Minister, Puducherry expressed his happiness that this conference provides an ideal platform for presenting views on diverse issues related to labour such as service conditions, wages, social security for scheme workers and measures for the improvement of employment and employability. He highlighted the initiatives of his Government with regard to instituting web enabled employment exchange portal. Moreover, the Labour Department of Puducherry in its pursuit to provide better service to the citizens has set up certain standards/benchmarks in its functioning and got itself accredited as an ISO 9001:2008 organisation. The government has included 31 categories of employments under the schedule of the Minimum Wages Act,

1948. Moreover, the State in its effort for the welfare and sustenance of workers in the unorganized sector, have brought them under a common umbrella by registering them as a society under Societies Registration Act, 1860. The society has brought under its roof 26 categories of unorganized workers including the domestic workers. As of 31st March, 2013 22,433 unorganized workers were enrolled and were extended insurance cover and other welfare benefits. The Hon'ble Minister also expressed that in order to upgrade the skills and improve employability of school dropouts, existing workers and ITI graduates, Modular Employable Skills (MES) courses were started.

4.21 Ms. Manali Shah, National Secretary, Self Employed Women's Association (SEWA) drew attention to the last session's discussion on minimum wages. She expressed concern about the home based workers who are more than 3 crores in India, of which 80% are women workers and the trades in which they are involved are not included in the schedule of minimum wages. Only certain trades such as beedi, agarbatti, stitching/embroidery works are included in the minimum wage schedule. She therefore requested that all other trades in which home based workers are involved may be brought under the schedule of minimum wages. Moreover, these workers work on piece-rate basis and the minimum wage is fixed on the basis of daily wage in many states. She therefore recommended that minimum wages may be fixed on piece-rate basis. She expressed her concern that although there is a draft national policy for domestic workers, yet it has not been announced so far. Moreover, she conveyed that there is a need to ratify the ILO convention 189 so that thousands of domestic workers can be protected. With regard to the Construction Workers Act, she expressed the need for the modification of Act so that crores of rupees which have been collected so far can be disbursed for the welfare of the workers. She also expressed her concern to protect the street vendors and pass the bill for the self-employed street vendors at the earliest, so that their livelihood can be regularized. With regard to the Swalamban Pension Scheme which is available for unorganized sectors, it is seen that the scheme lacks outreach and it should be for trade union cooperatives and other membership based organizations. Lastly, she expressed that the traditional waste-pickers are losing out on their jobs and income with the coming up of new waste picking companies. So she proposed that these waste-pickers may be incorporated under government solid waste management system through government notification.

4.22 Mr. Rajive Chawla, Chairman, Integrated Association of Micro Small & Medium Enterprises of India highlighted that at a time when the world is evolving, employment opportunities are also changing. There is a large young population in India who are becoming self-employed entrepreneurs and there is a need for their skill development. Moreover, with regard to ESIC benefit of workers, he emphasized that workers should be given an option to choose between ESIC benefit and open mediclaim benefit. He expressed concern that under the Provident Fund Scheme, although money is deducted from the worker's salary for their provident fund, yet because of being short-duration and migrant workers without a bank account, this money cannot be availed by them. As a result crores of rupees are lying with EPFO. Therefore adequate policy

measures should be adopted such as opening of bank account with the help of ESI card, so that this money can be availed by the workers.

4.23 Shri Shahid Manzoor, State Minister, Labour and Employment, UP referred to the discussions made in the previous Indian Labour Conferences and emphasized on the need for implementation of various provisions discussed in these conferences. He further gave certain suggestions with regard to the welfare of workers of Uttar Pradesh. While referring to the registration procedure of Building and other Construction Workers Act, he stated that the provision of registration for 90 days needs to be abolished. Some other suggestions provided by him included the increase in the amount under bonus scheme from Rs.10,000 to Rs.16,000 and consultation with State Governments before formulation of welfare schemes for workers.

4.24 Shri Subhas Sen, National Secretary, All India Central Council of Trade Unions (AICCTU) expressed his concern over the gross violation of labour laws taking place in various parts of the country like Assam. He also mentioned various cases of exploitation reported in the country and the subsequent intervention of the trade unions in negotiating for workers' rights. He further opposed the proposal for formulating a separate labour law for MSME.

4.25 Shri Harish Chandra Durgapal, Labour Minister, Government of Uttarakhand invited the attention of the audience to the four Agenda Items of the labour conference. While focusing on the agenda item on service conditions, wages and social security for various categories of workers, he emphasized that there is a need to organize the Anganwaadi, ASHA and mid day meal workers and provide them with adequate social security provisions. With regard to the agenda item on labour laws for micro and small enterprises, he reiterated that micro and small enterprises need to be brought under the purview of labour laws. He further highlighted on the achievements of the State Government in terms of providing employment to the people and referred to various employment guarantee programmes implemented in the State of Uttarakhand namely MGNREGA, Swarna Jayanti Rozgaar Yojana and Pradhan Mantri Rozgaar Srijan Yojana, Bir Chandra Singh Garwali Paryatan Rozgaar Yojana etc. and also referred to the formation of self-help groups in the State.

4.26 Shri M. Shanmugam, General Secretary, Labour Progressive Federation (LPF) focused on the issue of minimum wages, social security, skill development and social dialogue mechanisms. He pointed out that there is a need to bring school teachers working in private institutions under Minimum Wages Act. Further he expressed his concern over the failure of tripartite committees in meeting out the expectations of the workers. He also emphasized that the tripartite committees in the State and Centre were not constituted properly and were not conducting their meetings on a regular basis. He vehemently opposed the idea for the formulation of a separate law for MSME sector. Some other issues highlighted by him included the need for skill development for agriculture workers, rural workers and construction workers.

4.27 Shri V.J.Vaghasia, National President, Laghu Udyog Bharati expressed his concern over the issue of employment and stated that though employability had been the focus of 11th Five year Plan yet, there is a need to simultaneously focus on employment. In this regard, he mentioned about the need for a multi pronged strategy to create more jobs and promote and protect enterprises. He also emphasized on the need for investment to be made in developing industrial estates especially for Micro, Small and Medium Enterprises through proper facilitation by the Government. He further emphasized on the need for the formal recognition of Micro, Small and Medium Enterprises as skill development centres and suggested for the integration of MGNREGA with skill development programmes.

4.28 Shri Ashok Ghosh, Secretary, United Trades Union Congress (UTUC) referred to the decisions taken in the previous Indian Labour Conferences and stated that labour issues are social issues and they should not be confined only to labour laws rather should be dealt with a human face. He expressed concern with regard to the impact of financial crisis on workers and conveyed that the curtailment of public expenditure and non-implementation of labour laws are not enough to deal with the crisis. He considered employment generation as the only way to come out of such a situation and reiterated for the protection of home based and small sector industries. The other issues highlighted by him included social security for all working people and promotion of social dialogue through tripartite mechanisms.

4.29 Dr. Deepak Jaiswal, National President, National Front of Indian Trade Unions (DHN) emphasized the importance of Indian Labour Conferences and reiterated the need for at least four regional conferences before organizing the Indian Labour Conference. The decisions taken in the regional conferences should be the base for further discussion in the Indian Labour Conference. He also criticised the large investors and big companies for not adhering to the labour laws of the country.

4.30 Shri J.C Sharma, Principal Secretary to Government, Labour, Employment, Training and Factories Department, Government of Andhra Pradesh appreciated the efforts of Government of India in skill development and requested for the formulation of a new scheme to improve the ITIs not covered under the schemes of VTIP (Vocational Training Improvement Project) and PPP (Public Private Partnership).

4.31 Shri Jawaid Akhtar, Labour Commissioner, Government of West Bengal focussed on the various agenda items of the Indian Labour Conference. With regard to the agenda item on service conditions, wage and social security for various categories of workers employed in different Central Government schemes, he suggested for the extension of social security coverage to teachers, instructors and employees engaged under NCLP schemes. He also suggested the need to cover all workers in the unorganized sector under the social security cover of assured pension. He mentioned about the initiatives undertaken by the West Bengal Government, one of which is the State Assisted

Provident Fund Scheme for Unorganized Workers (SASPFUW) which extends even to domestic workers.

4.32 Shri P. Marimuthu, Joint Labour Commissioner, Government of Tamil Nadu highlighted on the achievements of Tamil Nadu Government on the MES scheme and mentioned that the Government of Tamil Nadu had successfully achieved the set target and had achieved more than the 100 percent with regard to VTP. He further suggested that the compensation being paid for VTP (Vocational Training Providers) per hour per trainee cost may be increased to improve and stabilize the scheme in the long run.

III. SPECIAL SESSION

A Special Session was held on 18th May, 2013 before the Concluding Session of the Indian Labour conference. Shri Mrutyunjay Sarangi, Secretary, (L&E), gave the Welcome Address. An address was given by Mr. Guy Ryder, Director General, International Labour Organization which was the first Address given by the ILO, Director General at the Indian Labour conference. Mr. Ryder began the Address by extending his thanks for being given the opportunity to participate in the annual labour conference of the world's biggest democracy on the eve of the International Labour Conference. He spelt out the common historical commitment to social justice and human dignity that ILO shared with India and highlighted that India is playing a new, important role on the International stage at a time when the world of work is going through a crisis and the global economy is getting rebalanced.

He mentioned that when he took the charge of Director General, ILO a year ago, it was on a platform of reform to which he had to strongly committed. The ILO is changing itself to have the decent work agenda advance more strongly in the world. In this process, ILO has focused on establishing clear priorities for itself and to align them with those of the member States. He highlighted briefly how these proposed priorities correspond closely to the work and the interests of India, its Government, its employers and its workers.

First, the ILO is making policies for jobs-rich growth a top priority. Similarly, India has an enviable record for high growth. But we need growth that generates enough jobs - decent jobs, which the world is falling far short. Second priority is youth employment to which urgent attention is required. India with the world's largest youth population is equipping young people with skills and opportunities for a decent future which is commendable. He mentioned that ILO is prioritizing the improvement of productivity and decent working conditions in small and medium-size enterprises as most of the needed jobs will come from SMEs. Moreover, India is also focusing on including micro enterprises. The ILO must be able to support such enterprises and help ensure that they succeed and generate right quality employment. Linked to job creation and job quality is an importance given to strengthening labour inspection and administration.

The ILO will also be working diligently to fulfill its commitments to support member States' effort to establish social protection floors for all their citizens, according to their national conditions. In this regard India has made extraordinary achievements. A further priority of ILO is to reach workers who are in the informal economy. That is why ILO intends to make formalization of the informal economy a priority activity. In India as majority of the workers are in the informal economy, there is a need to find ways to make a positive difference in their lives.

Similarly, ILO has been focusing on the rural sector and to make rural work decent work and the Indian experience with the Mahatma Gandhi National Rural Employment Guarantee Scheme will be an inspiration. Finally, in pursuing social justice mandate, the ILO is rededicating itself to the elimination of unacceptable forms of work- such as forced labour, bonded labour and trafficking in cooperation with India. He conveyed that ILO looks forward eagerly to the day when India's ratification of Convention No. 138 on minimum age for employment, Convention No.182 on the worst forms of child labour, Convention Nos. 87 & 98 on freedom of association and collective bargaining can be celebrated.

Mr. Ryder finally reflected on two challenges - concern over dangerous work giving example of the recent Rana Plaza tragedy in Bangladesh and recent crimes committed against women. He ended his Address with the note of genuine optimism for the endorsement for tripartism given by the Prime Minister in the Inaugural Address of the Conference. He appealed to take the spirit of the Conference beyond India and make valuable contribution to a world struggling with multiple challenges – in the G-20, through the BRICs as well as through the IBSA Summit.

A statement made by Mr. Guy Ryder, Director General, ILO is at **Annexure-VII**.

IV. CONCLUDING SESSION

5. Shri Anil Swarup, Additional Secretary & Director General (Labour Welfare), Member Secretary, Conference Committee on “Service Conditions, Wages and Social Security for various categories of Workers Employed in different Central Government and State Government Schemes (Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan and other schemes) under various Ministries of Central Government” presented the conclusions arrived at the Committee.

5.1 Shri C.K. Saji Narayanan, Member Secretary, Conference Committee on “Social Security with special reference to Assured Pension with Indexation for all Workers including Self-Employed” presented the conclusions arrived at the Committee.

5.2. Shri K.M. Gupta, Economic advisor, Ministry of Labour and Employment, Member Secretary, Conference Committee on “Labour Laws for Micro, Small and Medium Enterprises (MSME) Sector” presented the conclusions arrived at the Committee.\

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

5.4. Shri A. C. Pandey, Joint Secretary, Ministry of Labour & Employment, expressed his sincere gratitude to all the tripartite partners, who have actively participated in the deliberations of the 45th Session of the ILC and have contributed in making the conference a great success. He noted that the deliberations forcefully highlight the importance of social dialogue as the basic mode to arrive at consensus on labour and social policy issues. He added that the deliberations emphasized the need for bringing labour and employment issues to the center stage of economic and social policy in order to achieve faster and inclusive growth. He said that the MoLE would adequately address the suggestions of the four conference committees of the ILC in formulation of policies and programmes of the Ministry.

5.5 Shri Mallikarjun Kharge, Hon’ble Union Minister of Labour and Employment, in his concluding remarks highlighted that the 45th Session of ILC 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 a lot of States added lot of richness to the level of discussion. He said that the presence of Hon’ble Prime Minister of India 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; female workers, etc. need consistent effort and full involvement. He noted that the Conference Committee on “Service Conditions, Wages and Social Security for various categories of Workers Employed in different Central Government and State

Government schemes (Anganwadi, Mid-day meal, ASHA, Sarva Shiksha Abhiyan and other schemes) under various Ministries of Central Government” deliberated for extension of social security benefits under RSBY and Aam Aadmi Bima Yojana (AABY) to these workers and recommended for granting right to collective bargaining to these categories of workers. He highlighted that the Conference Committee on “Social Security with special reference to Assured Pension with Indexation for all Workers including Self-Employed” rightly recommended that the Government should work towards the goal of universal social security coverage. As a first step, the committee recommended that the EPS 1995 should assure a pension of Rs.1000/- p.m. It has also been recommended that Government should examine implementation of the ‘Right to Work’. He said that the Conference Committee on “Labour Law for Micro and Small Enterprises” stressed on the need for rationalization of labour laws keeping in mind the contribution of MSME sector to employment, export and economic growth. The committee also affirmed that implementation of various provisions of labour laws such as minimum wages; social security and conditions of work should not be diluted. He said that the Conference Committee on “Measures to improve Employment and Employability” debated on further strengthening the skill development programmes and laid stress on giving adequate focus on off-farm and on-farm sector and continued investment in infrastructure projects for enhancing employment opportunities. While concluding, he once again put on record his appreciation for the hard work put in by all the participants of this 45th 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 social partners work relentlessly towards the welfare of the working class.

5.6 Shri Vikas, Director, Ministry of Labour and Employment delivered the vote of thanks to all the participants of the 45th Session of Indian Labour Conference and gratefully acknowledged their valuable support for the successful culmination and resounding success of the 45th ILC.

5.7. The recommendations arrived at the respective Conference Committees and adopted by the Conference are attached as **Annexure – I to IV**.

5.8. 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 V & VI** respectively. The list of participants is at **Annexure-VIII**.

Annexure I

Conference Committee on “Service conditions, wages and social security for various categories of workers employed in different Central Government and State Government schemes (Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan and other schemes) under various Ministries of Central Government”.

The Conference Committee on the above agenda item was chaired by Sh. Prithibi Majhi, Minister for Labour, Government of Assam. The Member Secretary of the Committee was Sh. Anil Swarup, Additional Secretary & Director General (Labour Welfare). At the outset, Sh. Anil Swarup welcomed the delegates and emphasized on the importance of the agenda item. Thereafter, with the permission of chair, Sh. Anil Swarup invited the delegates to express their views on the agenda item and also suggest concrete course of action as to what should be done and how it should be done for the benefit of these category workers employed under various central government schemes.

Views of Social Partners:

Trade Unions

The representative of the trade unions basically focused on the pitiable conditions of these workers who are not even recognized as “workers” though they work for more than 7-8 hours daily on regular basis. Anganwadi Workers are working for more than 30 years but they are still not regular employees of the Government. They are paid meager honorarium which is not fit even for subsistence level. ASHA workers are termed as volunteers and paid ‘incentives’ though they work for more than 8-9 hours in hospitals as well as in the fields. In case of the mid-day meal workers, they also work for whole day side by side with the teachers and other staff of the school but they are not treated as staff of the school and get pittance in terms of monetary benefits. There are no minimum wages for these employees and no provision for social security benefits such as pension, gratuity, provident fund etc. The unanimous demand from the trade union side was to treat these workers as ‘government employees’ of appropriate class and give all due benefits to them. For immediate redressal, the Anganwadi workers who have already retired or retiring in near future (or disengaged as termed by the Department for these workers), must be brought under some scheme of pensionary benefits.

Central Government (concerned Ministries)

It was mentioned by the representative of Department of School Education & Literacy that the under the Mid-day Meal scheme, Cook-Cum-helpers (CCH) have been engaged for preparing and serving of the Mid-day Meal to the elementary class children studying in the schools under Sarva Shiksha Abheyan. They work for about 3-4 hours in the schools for preparing and serving the Mid-Day Meal (MDM) etc. Since Cook-cum-Helpers under Mid Days Meal Scheme are engaged for limited hours on part-time basis for preparing and

serving the MDM, they are not treated as Government employees. However, they are paid minimum honorarium of Rs.1000/- p.m. for preparing and serving MDM in the Schools. This amount is contributed by the Central Government and many State Governments are providing additional amount over and above this. In few States like Tamil Nadu these workers are given all social security benefits. Recently, the Department has tied up with the Ministry of Tourism in order to enhance the skill of these workers so as to enhance their employability. The Department is also considering a proposal to enhance the honorarium from Rs. 1000/- to Rs. 1500/- for the year 2013-14 and 2014-15 and further to Rs. 2000/- for the years 2015-16 and 2016-17. Regarding the primary teachers working under Sarva Shiksha Abhiyan (SSA), they are treated as employees of the State Governments and their salary is shared between Centre and States. The Department is also considering to start Insurance Scheme for these teachers. Regarding the Anganwadi Workers and Helpers, representative of Ministry of Women & Child Development mentioned that the Integrated Child Development Services (ICDS) Scheme is a centrally sponsored scheme of the Government of India being implemented through States/UTs. The honorariums to the AWWs and AWHs have been increased to Rs. 3000/- per month and Rs. 1500 per month respectively. In addition to this, many States/UTs are also giving monetary incentives to these workers out of their own resources for additional functions assigned under other schemes. Further they get the facility of 20 days Casual Leave in a year as well as maternity leave of 180 days. Provision has been made to fill up 25% posts of supervisors from these AWWs so they have career progression avenues also. Some States are providing retirement benefits also to these workers. In the 12th Five Year Plan, Government has decided to construct 2 lakh pucca Anganwadi Centres. New MIS has been developed which has reduced the work of AWWs. Department is supportive of the proposal to provide social security benefits to these workers except pension.

The recommendations of the Conference Committee are:

- 1) They should be first recognized as “workers” and not volunteers or honorary workers.
- 2) They should be paid minimum wages.
- 3) They should get all social security benefits like pension, gratuity, maternity benefits etc.
- 4) To begin with, the social security schemes for unorganized workers like Aam Adami Bima Yojana (AABY) and Rashtriya Swasthya Bima Yojana (RSBY) should be extended to these workers.
- 5) Anganwadi Centres should be in pucca building in good conditions with all basic amenities. Similarly, for ASHA workers also, suitable working space with basic amenities should be provided.
- 6) They should have right to organize and collective bargaining.

- 7) Respective Departments should formulate "Employment Standing Order" for these workers to regulate their employment and service conditions (wherever not existing).
- 8) For Anganwadi Workers & Helpers, who have already retired or retiring in near future, one time gratuity / lump sum payment should be given.
- 9) Such workers, as are kept on contract basis, should be retained for all such subsequent activities.
- 10) Service conditions of the teachers and staff of the National Child Labour Project (NCLP) schools should be ameliorated along with appropriate infrastructure and amenities.

Representatives from Department of School Education & Literacy and Ministry of Women & Child Development did not concur with the recommendations mentioned at Sl. No.1 (regarding recognizing them as 'workers'), No. 2 (regarding payment of minimum wages), No. 3 (regarding provision of pension) and No. 8 (regarding one-time payment of gratuity /lump sum payment).

Conference committee on Social Security with special reference to Assured Pension with indexation for all workers including self-employed

The conference committee of the above agenda item was chaired by Shri C.K. Saji Narayanan, President, Bharatiya Mazdoor Sangh and Vice-Chairman, Workers' Group of the 45th Session of ILC. The Member Secretary of the Committee was Shri Anil Kumar Agarwal, Director General, Employees' State Insurance Corporation (ESIC). The Committee was constituted to discuss the issue of social security for the workers which had been under discussion at different forums such as CBT, EPF, Indian Labour Conference, etc. At the outset, the Member Secretary welcomed the delegates and emphasized the importance of the agenda items. Thereafter, with the permission of Chair, Shri C.K. Saji Narayanan, he invited the representatives of the government, trade unions and employers to express their views on the agenda item and also come up with concrete suggestion for future course of action. The committee welcomed the statement of the Hon'ble Prime Minister made in his Inaugural Address relating to the creation of National Social Security Fund and provision of minimum pension of Rs. 1000/- p.m. under EPS.

Views of Social Partners:

Trade Unions

The representatives of the Trade Unions argued that a decent pension is the right of workers and it is the responsibility of the Government to guarantee a statutory pension as old age social security. They emphasized that there is a need for linking pension with the inflation i.e. declaration of relief from time to time to negate the effect of inflation on pension. They highlighted that as per the Expert Committee constituted by the Government to review EPF, the issue of inflation indexation of pension was considered. Therefore, a minimum assured pension of Rs. 1000 p.m. may be considered as a first step and the deficit of 0.63 percent may be contributed by the Government. There was a concern that the New Pension Scheme cannot ensure assured pension and since the concern of trade unions is assured pension, therefore NPS cannot serve this purpose. Moreover, there was also unanimous demand for the implementation of pension scheme for self-employed workers and it was felt by all the trade union representatives the need to remove the maximum wage ceiling of Rs. 6500/- p.m. for contribution of the government and mandatory contribution of the employer.

Employers' Organisations

The representatives of Employers' Organisations although agreed that to neutralize the cost of living there is a need for index linking of pension, yet they felt that this exercise requires adequate funding. It was highlighted by them that as of now the contribution of the employers are quite significant if compared

internationally. Therefore effort should be made to carry out this exercise with prudent policies.

State Governments and Central Government (concerned Ministries)

Shri Janardan Singh 'Sigrival', Hon'ble Labour Minister, Bihar highlighted some of the social security schemes of the state and argued for the need of assured pension for all. However, it was observed by the representative of the Ministry of Finance that the proposal to provide a minimum pension of Rs. 1000/- p.m. to 83 percent of the 36 lakh pensioners who are presently getting a pension of less than Rs. 1000/- p.m., may put an additional burden of Rs 543 crore in the first year. He further stated that this burden will increase with time. He therefore expressed that the increase should be shared in the existing proportions by employers, employees and government. He conveyed the view of DFS, Ministry of Finance that EPS may be grandfathered and all new employees covered under EPS may be brought under NPS. Similarly, the representative of EPF conveyed that with regard to social security for self employed, NPS may be an appropriate solution.

After detailed deliberations, the Committee made the following recommendations:

- 1) Universal social security coverage be provided for the entire working population of the country. Further, appropriate steps should be taken to remove the prevalent hurdles, such as making different social security schemes eligible only for BPL beneficiaries, to achieve this objective.
- 2) The entire working population of the country should have access to assured pension at the end of their working life.
- 3) The EPS 1995 should, as a first step, provide a minimum assured pension of Rs. 1000/- p.m.
- 4) The pensionary benefits available to the beneficiaries should be responsive to price rise.
- 5) The New Pension Scheme (NPS) should be suitably modified also to provide for assured pension.
- 6) The committee reiterates implementation of the recommendations on social security made at the 44th Session of ILC.
- 7) The current Government spending on social security schemes as a percentage of GDP being very low as compared to many other countries should be increased.
- 8) Similar to Right to Information and Right to Education, the Government is requested to examine enacting legislation for "Right to work and Pension".

Conference Committee on Labour Law for Micro and Small Enterprises

Conference Committee on the Agenda Item No. 3, “Labour Law for Micro and Small Enterprises” was chaired by Shri Hemochandra Singh, Hon’ble Minister of Labour & Employment, Government of Manipur. The Member-Secretary of the Committee was Shri K.M Gupta, Economic Advisor, Ministry of Labour & Employment, Government of India. The chairman of the committee highlighted the importance of the agenda item and welcomed all the members of the Committee. Thereafter he requested the Member-Secretary of the Committee to introduce the subject and initiate the discussion.

Views of Social Partners:

Employers’ Organisations

The representatives of employers’ associations expressed difficulty for compliance with large number of labour laws. They further expressed that medium and small establishments, being small, do not have expertise in labour laws. They, therefore, argued for having a comprehensive and consolidated labour law applicable to Micro and Small Enterprises having prescribed threshold limit of workers employed, besides the normal investment limit. They argued for the maintenance of single register and filing a simplified return while agreeing to protect the interests of workers.

Trade Unions

The representatives of the trade unions mentioned that any measures taken for promoting the Micro and Small Enterprises should ensure that the interests of the workers engaged in these establishments are not compromised and the basic requirements such as minimum wages, welfare, social security benefits and working conditions of the workers are adequately addressed. The other issues highlighted by the workers’ representatives included simplification of labour laws, application of ILO convention to MSME and establishment of tripartite committee to discuss about the issue of the workers.

State Governments

The representatives of various state governments in the committee expressed that there is a need to treat MSME sector differently in terms of its regulation without compromising with basic labour rights and the interest of the workers.

Consensus:

The Committee acknowledged the importance of Micro and Small Enterprises from the point of view of providing employment as well as inclusive growth in the country. It was agreed that the sector needs to be promoted and supported. However, the workers engaged in the sector should also be ensured minimum

wages, welfare and social security benefits and safe and healthy working conditions. Any harassment caused to Micro and Small Enterprises in the process of complying with labour laws should be avoided while it should be ensured that the workers are not exploited.

The Recommendations of the Conference Committee are:

- 1) Any suggestions or proposals made for rationalization or simplification of procedures in compliance of labour laws will be examined by the Ministry of Labour & Employment for appropriate action.
- 2) A Tripartite Committee having representatives of all stakeholders including the Employers' Associations, Trade Unions, Central Government and State Governments will be constituted for examining all aspects of labour laws affecting the working of the Micro and Small Enterprises and submit its recommendations regarding any further action required to the Government.

**Conference committee on
Measures to improve Employment and Employability**

The Conference Committee on Employment and Employability was chaired by Shri R. Mohan Das, Director (P&IR), Coal India Limited. The Member-Secretary of the Committee was Shri Sharda Prasad, Director General, Employment & Training, Ministry of Labour & Employment, Government of India. At the outset, Shri Prasad welcomed all the delegates and highlighted various issues relating to employment and employability that requires attention of the members of the conference committee. He said that there is huge job requirement in industries but enough skilled persons are not available to take up those jobs. To address the issues he said that on one hand there is a need to enhance the capacity of vocational training institutes and on the other to improve the quality of training and make training demand-driven. He said that in order to enhance the access to training institutes, the Ministry is currently expanding training institutions in North-East and Naxal prone areas and focusing more to provide better access to training to women and persons belonging to weaker and backward sections of the community. He also spoke about the labour market information system as well.

Views of Social Partners

As employment and employability are the major concerns of the social partners, the representatives of Trade Unions, Employer's Organizations and Government proposed following measures to improve employment and employability.

Trade Unions

The representatives of the workers' groups expressed their concern about job less growth situation because of current recessionary trend and emphasized on the need for boosting employment intensive sector. They highlighted to give emphasis on off-farm and non-farm employment opportunities for generating employment in rural areas. They also urged the government to lift the existing ban on recruitment in government department and filling up the existing vacancies. They further emphasized on the need for providing major attentions to skill development for enhancing employability of the youth and enhancing the outreach and access to skill development institutions. They urged the government to finalise the employment policy on priority which will give a road map and directions to various stakeholders about future employment generation initiatives.

Employers' Organizations

The representatives of the Employers' organisations urged the government to make the labour law flexible for the MSME sector so that the sector can expand faster and generate more employment. In the context of development, they highlighted the need for strengthening the skill development system by

upgrading ITIs and incentivizing the private sector to establish skill development centres. They also urged the government to amend the Apprenticeship Act of 1961 to make it more employment friendly and to recognised MSME enterprises as 'on-the-job training centers' to promote employability. They further highlighted that every factory should have a skill development centre and also to give increasing important for skill development of existing workers.

State Governments

The State Government representatives highlighted the issue for giving more emphasis on skill development and the need for bridging the skill supply-demand mismatch by strengthening Labour Market Information System (LMIS). They also urged the government to put in place a National Skills Qualifications Framework to ensure quality assured training and horizontal and vertical mobility. They also highlighted some of lacunas with the Modular Employable Scheme and Vocational Training Improvement Project and urged the government to address the issues in priority.

The Recommendations of the Conference Committee are:

- 1) Enhancement of off-farm and non-farm employment opportunities for rural youth. Specific measures should be decided and quantified for implementation.
- 2) Continued investment in infrastructure development such as roads, ports, airports, power, etc for enhancing employment opportunities should be made.
- 3) Promotion of domestic and export oriented manufacturing and services sector units to enhance employment opportunities.
- 4) Channelise more investment in labour intensive industries to upscale employment.
- 5) Establishment of a well-structured holistic Labour Market Information System (LMIS) to bridge the supply-demand gap between industry and skill providing institutions.
- 6) Increase outreach of skill development to rural, hilly, inaccessible and unserved areas.
- 7) Increase access of skill development to SC, ST, OBCs, Minorities, persons with disabilities with special focus on women by starting skill development centres and ITIs.
- 8) Increase number of institutes for training of trainers for ITIs and Skill Development Centres.

- 9) Industry should enhance seats for apprenticeship training by suitably amending the Act. Stipend under the Apprentices Act should also be enhanced.
- 10) Micro, Small and Medium Enterprises (MSME) should be brought under the purview of Apprentices Act to promote employability among larger number of youth.
- 11) National Skills Qualifications Framework should be put in place to ensure quality assured training, horizontal and vertical mobility and life-long learning opportunity.
- 12) Faster implementation of Employment Exchanges Mission Mode Project (EEMMP) to provide better employment services to job-seekers and employers.
- 13) Ban on recruitment to be lifted and existing vacancies should be filled up.
- 14) National Employment Policy should be finalized on priority.
- 15) Public awareness campaign on skill development should be taken up, particularly in the rural areas.

**INAUGURAL ADDRESS BY HON'BLE PRIME MINISTER OF INDIA
ON THE OCCASION OF THE
45TH SESSION OF THE INDIAN LABOUR CONFERENCE HELD ON
17th – 18th, May, 2013 AT VIGYAN BHAVAN, NEW DELHI**

"Let me begin by emphasizing that this is a very important conference that deliberates issues of critical importance to our workers and industry, and therefore to our economy and society at large. I feel happy that as Prime Minister I have participated in all Sessions of the Indian Labour Conference that have taken place since 2005, except the one in 2009 which I could not attend due to ill-health. As you begin proceedings in this 45th Session of the Conference, I compliment you on your past achievements and extend my best wishes for your efforts in the future. It is also my hope that this Session will build further upon the rich legacy of the earlier Sessions.

Before I proceed further, let me also state that our Government has paid very serious attention to the issues that Trade Unions have raised from time to time. The recent two-day strike by Trade Unions focused on a number of issues relating to the welfare not only of the working-classes but also the people at large. These include demands on which there can be no disagreement. For example, demands for concrete measures for containing inflation, for generation of employment opportunities, for strict implementation of labour laws, are unexceptionable. There can however be differences on the best ways of fulfilling these demands and we are willing to engage constructively with the Trade Unions in this regard.

Some other demands raised by the Trade Unions are already under an advanced stage of consideration by the Government. These include issues like universal social security cover for workers in both the organized and unorganized sectors and creation of a National Social Security Fund, fixing a National Floor Level Minimum Wage and provision of minimum pension of Rs. 1000 per month under the Employees' Pension Scheme. In fact, the Cabinet has already approved amendments to the Minimum Wages Act, 1948 to provide for a statutory National Floor Level Minimum Wage.

The third set of demands relates to issues on which further dialogue with Trade Union leaders appears necessary, including tripartite discussions. We have set up a Group of Ministers under the Finance Minister to go into the whole gamut of demands raised by the Trade Unions and I am confident that soon you will see some forward movement on these demands.

I believe that many of the demands of the Trade Unions reflect the concern that our growth and progress should be inclusive and should particularly benefit the under-privileged sections of our society. This is a concern that has been very

dear to our Government. We believe that providing our people with productive employment opportunities is the best way of achieving this objective.

According to some available data, we created 20 million additional job opportunities during the period 2004-05 and 2009-10. The unemployment rate came down from 8.3% to 6.6% during the same period. This period suffered from one of the worst global meltdowns in history and most of the countries, developed and developing, have registered increases in their unemployment rates while we were still able to create additional jobs. Employment in the organized sector registered a growth of more than 9% from 26.5 million in 2005 to 29 million in 2011. It is heartening to note that women employed in the organized sector have also registered a growth of about 19% during the same period.

Our Government has also made serious efforts in implementing various employment generation programmes such as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), National Rural Livelihood Mission, Swarnajayanti Shahari Rozgar Yojna and Prime Minister's Employment Generation Programme. There has been an increase in allocations of these schemes over the years which have provided employment opportunities to a large number of men and women, particularly persons belonging to Scheduled Castes, Scheduled Tribes and Other Backward Classes. MGNREGA has been particularly helpful in reducing inter-State migration of labour, eliminating bonded labour and raising the purchasing power of the rural households. Women participation under the scheme has been more than 48%. It is also heartening to note that rural women are increasingly going for self-employment opportunities in ever increasing numbers. Out of a total of 44.32 lakh Self-Help Groups in our country, 30.21 lakh are exclusively for women which accounts for more than 68%. We propose to continue this effort in future as well.

Clearly, skill development is crucial to our efforts for providing decent employment opportunities to our large and growing young population. A skilled workforce is also a pre-requisite for the achievement of our objective of rapid and inclusive growth. Therefore, we have laid special emphasis on skill development.

Our aim is to skill 5 crore people by the end of the 12th Five Year Plan. This will not only help in generating good quality employment but will also provide Industry with the skilled workforce they need to expand and modernize their operations. During the last five years, the number of Industrial Training Institutes (ITIs) in the country has doubled from about 5000 to about 10000. About 1700 Government ITIs have been modernized. Another 3000 ITIs, 5000 Skill Development Centres and 27 Advanced Training Institutes are proposed to be set up during the 12th Five Year Plan (2012-17). The Modular Employable Skills (MES) programme of the Ministry of Labour & Employment provides short duration courses to prospective trainees using both Government and private infrastructure. It is an attempt towards increasing employment in the unorganized sector at a rapid pace.

In order to achieve our ambitious targets, the skilling efforts of both the Central and the State Governments need to be supplemented by the private sector. Furthermore, skills need to be closely matched with emerging job requirements. This calls for setting up of national standards for skill formation benchmarked to global standards, development of appropriate curriculum design for specific skills and formation of new assessment and certifying bodies besides strengthening the existing ones.

The National Skill Development Corporation has been established for promoting private sector efforts in the area of skill development. In addition, the Government has recently taken the decision to set up the National Skill Development Agency (NSDA) to anchor and operationalize the National Skills Qualification Framework (NSQF) which should play a vital role in transforming the quality of training in our country. The NSDA will also endeavor to bridge the social, regional, gender and economic divides in processes of skill development.

I have no doubt that with active participation of the industry, the Trade Unions and the Government, we will be able to achieve more effective outcomes in improving the employability of our youth and thus pave the way for generating decent employment opportunities for them commensurate with their rising aspirations. This is the task to which I commit our country.

Ever since the UPA Government came to power in 2004, we have endeavoured to work for the welfare of workers. When I look back at what I had said when I addressed the 40th Session of this Conference in 2005, I feel a sense of satisfaction that we have delivered substantially on the promises we had made at that time. I had at that time spoken about the need for a new deal to the working people, the need for ensuring the welfare and well being of all workers, particularly those in the unorganized sector, and the legislation that was under consideration in this regard. I am happy that we have achieved good results in these areas, though I would be the first one to recognize that there is much that still needs to be done.

We launched the Rashtriya Swasthya Bima Yojana (RSBY) in 2008 to provide for smart card based hospitalization facilities for workers in the unorganized sector. We have been expanding the reach of the Rashtriya Swasthya Bima Yojana (RSBY) to cover larger numbers of workers in the informal sector. Under this scheme, 3.41 crore smart cards have been issued so far. The RSBY now covers additional categories of workers including construction workers, street vendors, domestic workers and even beneficiaries of the Mahatma Gandhi National Rural Employment Guarantee Programme.

Our Government enacted the Unorganized Workers Social Security Act, 2008 for the benefit of the workers in the informal sector.

We have increased the eligibility limit under the Payment of Bonus Act, 1965 from Rs 3500 per month to Rs 10000 per month. The medical bonus payable under the Maternity Benefit Act of 1961 has also been enhanced. We have also

enhanced the period of unemployment allowance to retrenched workers from 6 months to 1 year under the Rajiv Gandhi Shramik Kalyan Yojana.

The National Policy on Safety, Health and Environment and the National Policy on HIV and AIDS in the World of Work were put in place in the year 2009.

We have taken proactive steps for elimination of child labour. Our Government has taken a decision to amend the Child Labour Prohibition & Regulation Act, 1986 to ban all child labour below 14 years to enable our children to exercise their right to education. I am happy that the number of children working as labourers in our country has decreased by 45% from 90.75 lakh in 2004-05 to 49.84 lakh in year 2009-10. We now need to ensure that this is brought down further.

A number of Bills have been introduced for amending Acts such as the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988, the Mines Act, 1952 and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979. Besides, a number of amendments in labour laws are at various stages of consideration.

The Employees' State Insurance Corporation (ESIC) Act was amended in the year 2010 to cover factories employing 10 or more workers, instead of the earlier threshold of 20. The wage ceiling for coverage of employees has been enhanced from Rupees 10,000 to Rs.15,000 per month. The number of establishments covered has increased to 5.80 lakh till the end of 2011-12 from 3.94 lakh in year 2008-09. Twenty seven ESIC hospitals are being modernized and four have already been upgraded. Five new ESIC hospitals were commissioned in 2011-12. Insured persons are now being issued Smart Cards and super specialty treatment facilities have been extended to them. The ESIC organization has undertaken a massive computerization project for more effective delivery of benefits to the insured persons.

Modernization initiatives in the Employees Provident Fund Organization have resulted in 25% increase in the settlement of claims as compared to the previous year. The Status of all Provident Fund Accounts is now available online along with SMS alerts for important account information. Payment is now possible through National Electronic Fund Transfer (NEFT).

There are certain vulnerable groups of workers that need our special attention. I would urge this Conference to focus particularly on the well being and welfare of migrant workers, domestic workers and those working in unsafe conditions. These groups not only need special legislative support but also a more effective implementation of the existing laws that have been made for their protection and wellbeing. We need to bring in the best international practices for bringing about improvements in their working conditions.

The Government of India, Industry, Trade Unions and State Governments need to work in partnership to strengthen our society, our economy and our country. I

would like to take today's opportunity to reaffirm our Government's firm commitment to building such a partnership. We are all aware that our economy is going through difficult circumstances and our growth is not what we would like it to be. Even as the Government works for reversing this situation and I am confident, we can do so and we will do it, we need the cooperation of both Captains of Industry and our Trade Unions. In the recent months we have taken a number of steps to boost investment, encourage enterprise and improve business sentiment. We have paid special attention to the need for removing bottlenecks that hamper new industrial activity. I would urge you all Captains of Industry and Trade Union leaders to help us in making a success of these efforts. I wish your deliberations all success."

**Welcome Address by
Shri Mallikarjun Kharge, Hon'ble Union Minister of Labour & Employment
45th Session of Indian Labour Conference Vigyan Bhawan, New Delhi
17-18th May, 2013**

Hon'ble Prime Minister Dr. Manmohan Singh Ji,
Minister of State for Labour & Employment, Shri Kodikunnil Suresh Ji,
My distinguished colleagues in the Govt. and Labour Ministers from States
Dr. Mrutyunjay Sarangi, Secretary (Labour & Employment),
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 45th 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. I also extend a warm welcome to Hon'ble State Labour Ministers, Trade Union leaders and Employers representatives who have joined us today for the ensuing deliberations.

The Indian Labour Conference occupies a predominant place in the functioning of the Ministry of Labour & Employment as a part of our commitment to Tripartism. It is a unique forum which brings together the voice of the social partners in designing our policies and programmes. The 45th Session of Indian Labour Conference is taking place at a crucial time when the world economy is still struggling hard to sail through the ripple effects of the global economic slowdown. The purpose of this conference is to take certain decisive and crucial steps for the upliftment of working class of our country. The presence of Hon'ble Prime Minister of India amongst us at the inaugural session shows our Government's solidarity with the cause of labour.

As a prelude to the Indian Labour Conference, meeting of Standing Labour Committee takes place which reviews the Action Taken Report of the conclusions of the preceding labour conference and also decides upon the agenda item of the forthcoming Indian Labour Conference. During the last Standing Labour Committee meeting held in January 2013, the following four agenda items for this 45th Session of Indian labour Conference were finalized.

- 1) Service conditions, wages and social security for various categories of workers employed in different Central Govt. and State Govt. schemes (Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan and other schemes) under various Ministries of Central Government.
- 2) Social Security with special reference to Assured Pension with indexation for all workers including self-employed workers.

- 3) Labour Law for Micro and Small Enterprises.
- 4) Measures to improve Employment and Employability.

The selection of the agenda items of this 45th Session of Indian Labour Conference is a fair indicator of the main concerns of the various stakeholders associated with the subject of labour. Increasing 'Quality Employment' and 'Extending Outreach of Social Security Net' are the two broad areas receiving continuous attention of the tripartite constituents.

Our Government's policy of inclusive growth has yielded good results in the last decade. These positive outcomes have inspired us to keep 'faster and more inclusive growth' as the basic mandate of our 12th five year plan. Ministry of Labour & Employment in collaboration with social partners and State Governments has been continuously striving to work towards the cause of nation building.

Vast majority of our workers are employed in the unorganized sector. Ministry of Labour & Employment endeavors to bring this informal sector under the ambit of labour laws and cover them under various social security schemes. Our Government has enacted the Unorganized Workers Social Security Act, 2008 for protecting the interests of unorganized sector workers. Our Ministry's flagship scheme Rashtriya Swasthaya Bima Yojana has expanded its coverage at a very rapid pace.

Industrialization and technological innovation require trained manpower. Since 54 percent of our population is below 24 years of age, skill development specially of our youth is one of the highest priorities of Ministry of Labour & Employment. Our skill development programmes aim to create a workforce empowered with necessary and continuously upgraded skills, knowledge and recognized qualifications. We are proposing to start 3000 new ITIs, 5000 new Skill Development Centres and 27 Advanced Training Institutes in the 12th Plan. Special focus is being given for skill development in 34 districts affected by Left Wing extremism. Sector Skill Councils are contributing towards keeping the Skill Development System relevant and demand driven.

There has been a significant reduction in the number of child labour in the country during the last 5 years. This is primarily due to effective measures like Right to Education and MGNREGA taken by the UPA Government.

Ministry of Labour & Employment has paid special attention for bringing about improvements in service delivery to the beneficiaries of EPFO by undertaking computerization and systemic reforms. ESIC has taken up a number of measures including upscaling of infrastructure facilities, customer friendly procedures, enhanced coverage, geographical extension and provision of better health coverage including super speciality treatment. ESIC has also entered the field of medical education since 2008.

Labour is a concurrent subject and the State Governments have enormous responsibilities to rise up to the challenge. Efficient utilization of the funds, timely documentation and regular exchange of updated information with the Central Government is necessary for smooth functioning of all our schemes. Proper implementation of labour laws by appropriate governments also needs to be a focus area.

This August House is thankful to the Hon'ble Prime Minister of India, Dr. Manmohan Singh for his gracious and inspiring presence. I hope that the tripartite constituents of the Indian Labour Conference – Governments, Workers & Employers will synergize their ideas in this two day's conference leading to improvement in the life of our workers and rapid growth of our country's economy. I wish this 45th Session of Indian Labour Conference all success.

Jai Hind.

**Statement made by Mr. Guy Ryder, Director General, International Labour
Organization during a Special Session held on 18th May, 2013
Before the Concluding Session of the Indian Labour conference**

Minister of Labour and Employment, Honourable Shri Mallikarjun Kharge
Secretary of Labour and Employment, Dr Sarangi
Ministers and representatives of State Governments
Representatives of Employers' Organizations
Representatives of Trade Union Organizations
Ladies and Gentlemen
Dear Friends,

First, thank you for the opportunity to address this closing session of the 45th Indian Labour Conference. I am overwhelmed by your warm welcome. It is truly an honour to be here. I am told it is the first time that the head of the ILO has addressed your Conference and you are probably thinking it is about time.

Today, in the world's biggest democracy, on the eve of the International Labour Conference, you give me the opportunity to participate in your country's unique annual tripartite gathering. Let me say I can think of no more appropriate place for the ILO Director-General to be and I extend to you my respect, my thanks, my friendship and, if you still need it, my encouragement.

The parallels between this Conference in Delhi and the ILO Conference which will begin in the next fortnight or so are very striking. I see the workers, employers and governments conducting their work as they do in Geneva but you are doing it in two days, while it takes somewhat longer in Geneva - perhaps a reflection of good productivity in India!

The parallels between our Conferences reflect, I believe, the shared values and objectives of India and the ILO. If one takes the time to read the ILO's Constitution and the remarkable document that is India's Constitution, a product of your struggle for freedom, you will see this common historical commitment to social justice and human dignity.

India is pursuing those goals for all her people notably by placing accelerated and sustained growth at the heart of its 12th Five Year Plan and seeking to ensure that the fruits of economic progress are shared fairly.

Over and above this, India is playing a new, important role on the international stage. Let me be frank – the world of work is in crisis and the global economy is rebalancing – a process in which the emerging countries such as India are at the fore, their economic strength marked by growing influence in the international arena. This evolving scenario has vital implications for the ILO and we need to understand the reality of the rebalancing. It calls for a further strengthening of our excellent partnership – as Minister Kharge has said. Let me say we are committed to doing our part to achieve this objective and I am certain that through our joint efforts we will succeed.

Dear Friends,

When I was elected Director-General one year ago it was on a platform of reform to which I was strongly committed. I think you know well that reform is difficult. Mahatma Gandhi said: "If we could change ourselves, the tendencies in the world would also change." So the ILO is changing itself to have the decent work agenda advance more strongly in the world. Our values do not change but the way we work must change.

And to ensure that we better serve you our member States, our tripartite constituents, we have listened carefully to you. We have listened to the developing world – and I want to repeat this - we have listened to the developing world. We have sought to understand better your national realities, your needs and what you expect of us.

We have also focused on establishing clear priorities for the ILO and to align them with those of our member States. Next month the International Labour Conference will, I am confident, adopt eight priority areas for our future work.

I now want to highlight briefly how those proposed priorities correspond closely to the work of your Conference and the interests of India, its Government, its employers and its workers.

First, we are making policies for jobs-rich growth a top priority. India has an enviable record of high growth and has been resilient in the face of crisis even if the growth rate has been somewhat reduced by the crisis. But we need growth that generates enough jobs - decent jobs - and we know that today, the world is falling far short in that task.

Today there are more than 200 million unemployed in the world and the figure continues to rise. Some 67 million jobs have been lost since 2007. So the ILO must be a leader in developing policies which help to get the world back to work.

Second priority is youth employment. We must pay urgent attention to the situation of youth who are hardest hit by unemployment. India, with the world's largest youth population is doing just this – equipping young people with skills and opportunities for a decent future. The ILO joins you in this most important struggle to win the future.

Then we are prioritizing the improvement of productivity and decent working conditions in small and medium-sized enterprises. Most of the needed jobs will come from SMEs and I know that India is also focusing on this area, including micro enterprises. The ILO must be able to support such enterprises and help ensure that they succeed and create jobs - and also that the employment they generate is of the right quality.

Linked to the focus on job creation and job quality, is the importance we will give to strengthening labour inspection and administration – for what purpose will

good laws and good regulations serve if we are unable to enforce those laws and regulations effectively?

The ILO will also be working diligently to fulfill its commitment to support member States' efforts to establish social protection floors for all their citizens, according to their national conditions.

Let me pause to pay tribute to the extraordinary achievements of India in this field of social protection. The future action which you have discussed at this Conference will be instrumental in ensuring further progress. You have moved from high ambitions to practical achievement for which you have won global recognition.

A further priority reflects the ILO's determination to reach the very large numbers of workers who, too frequently, fall outside the scope of our work but who need our help badly. That is why we intend to make formalization of the informal economy a priority activity. In India, the majority of working women and men are in the informal economy. We need to find ways in which we can help to make a positive difference in their lives.

Similarly, the ILO will be refocusing on the rural sector – a sector which has received insufficient attention from the Organization in recent years. In our action to make rural work decent work, we will also be inspired by India's experience with the Mahatma Gandhi National Rural Employment Guarantee Scheme which has reached many millions in a massive process of social inclusion and social betterment. Around the world people have spoken to me of the achievements of that programme.

And finally, as it must in pursuing its social justice mandate, the ILO is rededicating itself to the elimination of unacceptable forms of work. Here too our cooperation with India will stand us in good stead. We have collaborated to put an end to forced and bonded labour and trafficking and to advance the fight against child labour. As Minister Kharge has said we must reinforce our cooperation. It is important and must continue.

In this regard, permit me to say that the ILO looks forward eagerly – and with some impatience - to the day when we can celebrate India's ratification of Convention No. 138 on the minimum age for employment and Convention No. 182 on the worst forms of child labour. I hope that day is not far away. Equally, we want to help remove any obstacles that may still stand in the way of ratification of Conventions Nos. 87 and 98 on freedom of association and collective bargaining respectively. With those ratifications, India would join the group of our Members who have ratified all eight of our fundamental rights Conventions. That will be a great day.

Dear Friends

Among the challenges upon which we must reflect are two issues which recent events compel me to emphasize very strongly.

The first concerns dangerous work which I know you are addressing at this Conference. The recent Rana Plaza tragedy in neighbouring Bangladesh and the loss of more than one thousand lives calls for urgent action from all of us. I want you to know that the ILO is taking such action – in Bangladesh and internationally - with the buyers who source garments in that country. There must be no more Rana Plazas – and I think there is a shared responsibility to prevent a repetition of such events. Let us join our efforts to that end.

Secondly, and sadly, recent crimes committed against women have renewed our awareness of the need to act to ensure – in India as elsewhere- that women are able to live and work in conditions of respect, security and equality. This is a world of work issue. We must not close our eyes to it. There is need for women to participate more, and on the terms I mentioned above, in the world of work. Allow me to repeat this: there is need for women to participate more in the world of work on these terms, including in the work of the Indian Labour Conference!

Dear Friends,

I have been deeply moved by this occasion and I want to close on a note of genuine optimism. I look to India's future with enormous optimism. When the Prime Minister addressed this Conference yesterday, he gave a resounding message of endorsement for tripartism. He said that cooperation between the three parties represented here was the right way to tackle issues and disagreements. And he gave the assurance that demands that had been made, including through strike action, would be carefully considered by the Government.

I want to applaud that spirit and the spirit of tripartism of this Conference. Let me say that I regret that in some parts of the world such a tripartite spirit is not being used to find effective ways of tackling the social and labour dimensions of the crisis - indeed tripartism has sometimes fallen victim to the crisis. I know it will not happen in India.

The spirit of this Conference is the right road and it sets an example. I appeal to you my Indian friends, to take that spirit beyond India where you can make such a valuable contribution to a world struggling with multiple challenges. You can do so in the G-20 as a leader of the emerging world; you can do so through the BRICs as well as through the IBSA Summit being hosted by India next month.

More than anywhere else, you can bring that spirit to the ILO where India speaks with authority. I urge you to do just that and ask you for all your support and solidarity with the ILO. In return I offer you all the ILO's support and its solidarity with your great country.

Thank you.

45th SESSION OF THE INDIAN LABOUR CONFERENCE

17th & 18th May, 2013, VIGYAN BHAVAN, NEW DELHI

LIST OF PARTICIPANTS**INAUGURAL SESSION**

Shri Mallikarjun Kharge Minister of Labour & Employment	-	Chairman
Shri Kodikunnil Suresh, Minister of State for Lab. & Employment	-	Co-Chairman
Shri C.K.Sajinarayanan Bharatiya Mazdoor Sangh	-	Vice Chairman (Workers' Group)
Dr.Jyotsna Suri Council of Indian Employers	-	Vice Chairman (Employers' Group)
Shri Prithibi Majhi Labour Minister, Government of Assam	-	Vice Chairman (State Govts.)

S.No.	Name & Designation	Ministry/Department/Organisation
1	Shri Baij Nath Rai	Bharatiya Mazdoor Sangh
2	Shri R.V.Subba Rao	Bharatiya Mazdoor Sangh
3	Shri B.Surenderan, Dy.Organising Secy.	Bharatiya Mazdoor Sangh
4	Ms. Anjali Patel	Bharatiya Mazdoor Sangh
5	Shri Virendra Kumar	Bharatiya Mazdoor Sangh
6	Shri Anil Rathi	Bharatiya Mazdoor Sangh
7	Shri Sukhwinder Singh Dicky	Bharatiya Mazdoor Sangh
8	Shri Yogendra Kumar Rai, General Secretary	Bharatiya Mazdoor Sangh
9	Shri S.K.Rathore, All India Secretary	Bharatiya Mazdoor Sangh
10	Dr.G.Sanjeeva Reddy	Indian National Trade Union Congress
11	Shri Rajendra Prasad Singh, General Secretary	Indian National Trade Union Congress
12	Shri M.Q.Qamar, Secretary General	Indian National Trade Union Congress
13	Shri R.D.Tripathi	Indian National Trade Union Congress
14	Shri Chandra Prakash Singh	Indian National Trade Union Congress
15	Shri Ramendra Kumar	All India Trade Union Congress
16	Shri H.Mahadevan, Working President	All India Trade Union Congress
17	Smt. Amarjeet Kaur, Secretary,	All India Trade Union Congress
18	Shri D.L.Sachdev, Secretary	All India Trade Union Congress
19	Shri Sharad Rao, President	Hind Mazdoor Sabha
20	Shri Harbhajan Singh Sidhu, General Secy	Hind Mazdoor Sabha
21	Shri R.A.Mital	Hind Mazdoor Sabha
22	Shri A.D.Nagpal, Secretry	Hind Mazdoor Sabha

23	Shri Tapan Sen, General Secretary	Centre of Indian Trade Unions
24	Dr.K.Hemalata	Centre of Indian Trade Unions
25	Shri S.Prasanna Kumar	Centre of Indian Trade Unions
26	Shri A.R.Sindhu	Centre of Indian Trade Unions
27	Shri K.Chakraborty, President	All India United Trade Union Centre
28	Shri Achintya Sinha	All India United Trade Union Centre
29	Shri Satyawan	All India United Trade Union Centre
30	Shri R.K.Sharma	All India United Trade Union Centre
31	Shri S.P.Tiwari, General Secretary	Trade Union Coordination Centre
32	Shri Anil Sharma	Trade Union Coordination Centre
33	Shri Katta Ramaiah	Trade Union Coordination Centre
34	Ms. Manali Shah, National Secretary	Self Employed Women's Association
35	Ms. Sonia George, Secetary	Self Employed Women's Association
36	Shri Subhas Sen, National Secretary	All India Central Council of Trade Unions
37	Shri Santosh Kumar Roy	All India Central Council of Trade Unions
38	Shri V.K.S.Gautam	All India Central Council of Trade Unions
39	Shri Rajiv Dimri, Secretary	All India Central Council of Trade Unions
40	Shri M.Shanmugam, General Secretary	Labour Progressive Federation
41	Shri K.Natarajan, Treasurer	Labour Progressive Federation
42	Shri Ashok Ghosh, Secretary	United Trades Union Congress
43	Shri Mihir Chanda	United Trades Union Congress
44	Shri Subir Bhaumik, Secretary	United Trades Union Congress
45	Shri Shatrujeet Singh, State Secretary	United Trades Union Congress
46	Dr.Deepak Jaiswal, President	National Front of Indian Trade Unions
47	Shri K.R.Tripath, Vice President	National Front of Indian Trade Unions
48	Ms. Indira Saxena, Vice President	National Front of Indian Trade Unions
49	Shri Sanjay Bhatia	Council of Indian Employers
50	Shri Rajeev Dubey	Council of Indian Employers
51	Shri M.L.Shanmukh	Council of Indian Employers
52	Shri Sharad Patil	Council of Indian Employers
53	Shri Parag Paranjpe	Council of Indian Employers
54	Shri R.S.Maker	Council of Indian Employers
55	Shri T.M.Jawaharlal	Council of Indian Employers
56	Shri Anil Kumar Sinha	Council of Indian Employers
57	Shri Bhupinder Singh	Council of Indian Employers
58	Shri Bhagirathi Dhal	Council of Indian Employers
59	Shri Michael Dias	Council of Indian Employers
60	Shri B.C.Prabhakar	Council of Indian Employers
61	Shri S.A.Khan	Council of Indian Employers
62	Shri Srinageshwar	Council of Indian Employers
63	Shri B.P.Pant	Council of Indian Employers
64	Shri S.S.Patil	All India Manufacturers' Organization
65	Shri V.K.Singh	All India Manufacturers' Organization

66	Dr.M.S.Srinivasan, Chairman	All India Manufacturers Organization
67	Shri Om Prakash Mittal	Laghu Udyog Bharati
68	Shri M.L.Dhawan	Laghu Udyog Bharati
69	Shri Arun Bajaj	Laghu Udyog Bharati
70	Shri Harish Lohiya	Laghu Udyog Bharati
71	Shri R.K.Bharadwaj, Vice President	Laghu Udyog Bharati
72	Shri Jitendra Gupta	Laghu Udyog Bharati
73	Shri Vineet Bharadwaj	Confederation of Indian Industry
74	Shri Harendra Kumar	Confederation of Indian Industry
75	Shri Abhay Kapoor	FICCI
76	Shri Swarup Panda	FICCI
77	Shri Satish Anand	FICCI
78	Shri Ravi Wig	ASSOCHAM
79	Shri G.P.Srivastava	ASSOCHAM
80	Shri M.K.Garg	ASSOCHAM
81	Shri Kuldeep Singh Thakur, Dy.R.C.	Govt. of Andaman & Nicobar Islands
82	Shri Madhu S. Baidya, Labour Commr.	Govt. of Andaman & Nicobar Islands
83	Shri J.C.Sharma, Prl. Secretary (L&E)	Government of Andhra Pradesh
84	Shri B.Ramanjaneyulu, Commissioner	Government of Andhra Pradesh
85	Shri G.Jayalakshmi, Commr. (E &Trg.)	Government of Andhra Pradesh
86	Dr.S.P.Bharadwaj, Dy. Lab. Commr.	Government of Arunachal Pradesh
87	Shri Amlan Baruah, Secretary (Lab. & Emp.)	Government of Assam
88	Shri B.Mushahary, Addl. Chief Secretary	Government of Assam
89	Shri Janardan Singh Sigriwal, Labour Minister	Government of Bihar
90	Shri Amarendra Kumar Singh, Lab. Commr.	Government of Bihar
91	Shri Amar Kant Singh, Dy.Lab. Commissioner	Government of Bihar
92	Shri Ashok Kumar Chauhan, Prl. Secretary	Government of Bihar
93	Shri Vinod P. Kavle	UT of Chandigarh
94	Ms. Mohinder Kaur, Asst. Labour Commr.	UT of Chandigarh
95	Shri Chandra Shekhar Sahu, Labour Minister	Government of Chhattisgarh
96	Dr. Jitenkumar, Labour Secretary	Government of Chhattisgarh
97	Shri S.C.Jangde, Deputy Labour Commissioner	Government of Chhattisgarh
98	Smt. Alka Diwan, Secretary (Labour)	UT of Daman & Diu and D.N.H.
99	Dr.A.K.Walia, Labour Minister	Government of NCT of Delhi
100	Shri Piyush Sharma, Addl. Labour Commr.r	Government of NCT of Delhi
101	Shri Rajender Dhar, Addl. Lab. Commr.	Government of NCT of Delhi
102	Shri Saurabh Patel, Labour Minister	Government of Gujarat
103	Shri D.C.Baxi, Dy.Labour Commissioner	Government of Gujarat
104	Shri Amrut S. Patel, Labour Commissioner	Government of Gujarat
105	Shri Harmeet Singh Sethi, Joint Director	Government of Haryana
106	Shri A. Malik, Jt. Labour Commissioner	Government of Haryana
107	Dr. P.C.Kapoor, Addl. Chief Secretary	Government of Himachal Pradesh
108	Shri Ajay K. Sadhotra, Labour Minister	Government of J & K

109	Shri Shahid Anayatullah, Labour Commissioner	Government of J & K
110	Shri Prabhat Kumar Addl. Labour Commr.	Government of Jharkhand
111	Shri Jinkalappa, Addl. Labour Commissioner	Government of Karnataka
112	Dr.Nivedita P. Haran, Addl. Chief Secretary	Government of Kerala
113	Shri Ajaya K. Nema, Secretary	Government of Madhya Pradesh
114	Shri K.C.Gupta, Labour Commissioner	Government of Madhya Pradesh
115	Shri R.G.Pandey, Dy.Labour Commissioner	Government of Madhya Pradesh
116	Shri M.B.Gaikwad, Labour Commissioner	Government of Maharashtra
117	Shri I. Hemochandra Singh, Labour Minister	Government of Manipur
118	Shri S.K.Dev Verman, Secretary (Labour)	Government of Manipur
119	Dr.M.Ampareen Lyngdoh, Labour Minister	Government of Meghalaya
120	Smt. R. Lyngdoh, Director	Government of Meghalaya
121	Smt. M.N.Nampui, Labour Commissioner	Government of Meghalaya
122	Shri T.Dkhar, Commissioner & Secretary	Government of Meghalaya
123	Dr.N.Kire, Parliamentary Secretary	Government of Nagaland
124	Shri Kuolie Mere, PRO	Government of Nagaland
125	Shri Bijayshree Routray, Labour Minister	Government of Odisha
126	Ms. C.T.M. Suguna, Commr. -cum-Secretary	Government of Odisha
127	Shri P.Rajavelu, Labour Minister	Government of Puducherry
128	Shri G.Srinivas, Labour Commissioner	Government of Puducherry
129	Shri Mangilal Garasia, Labour Minister	Government of Rajasthan
130	Shri Alok Gupta, Labour Commissioner	Government of Rajasthan
131	Shri Vishnu Sharma, Jt. Lab. Commissioner	Government of Rajasthan
132	Shri R.H.Upadhyaya, Prl. Secretary (Labour)	Government of Rajasthan
133	Shri G.Prakash, Director (Emp. & Training)	Government of Tamil Nadu
134	Shri P. Marimuthu, Jt. Labour Commissioner	Government of Tamil Nadu
135	Shri R.K.Vaish, Chief Resident Commissioner	Government of Tripura
136	Shri Shahid Manjoor, MOS, Labour	Government of Uttar Pradesh
137	Shri Rakesh Kumar, Addl. Labour Commr.	Government of Uttar Pradesh
138	Shri D.K.Kanchan, Addl. Labour Commr.	Government of Uttar Pradesh
139	Shri Harish Chandra Durgapal, Labour Minister	Government of Uttarakhand
140	Shri D.Lal, Addl. Labour Commissioner	Government of Uttarakhand
141	Shri Amal Roy Chowdhury, Secretary (Labour)	Government of West Bengal
142	Shri Jawaid Akhtar, Labour Commissioner	Government of West Bengal
143	Shri B.L.Meena, Addl. Economic Adviser	Ministry of Agriculture
144	Shri P.S.Chakraborty, Deputy Secretary	D/o.of Animal Husbandry, Dairying & Fisheries
145	Shri A.K.Mathur, Dy.Director General	Department of Chemicals & Petrochemicals
146	Shri M.K.Sharma, Director	Ministry of Coal
147	Shri Rajiv Arora, Director	Deptt. of Electronics & Infn. Technology
148	Shri Anand Patil, Director, D/o.Fin. Services	Ministry of Finance
149	Ms. Prakriti Srivastava, Director (Admn.)	Ministry of Finance

150	Shri K.K.Tiwari, Industrial Adviser	Department of Heavy Industries
151	Shri Limatula Yaden, Director (NRHM)	Ministry of Health & Family Welfare
152	Dr.Arpana K. Consultant	Ministry of Health & Family Welfare
153	Shri M.P.Singh, Addl. Dev. Commissioner	Min. of Micro, Small and Medium Enterprises
154	Shri Kapil Rastogi, Director	Ministry of Mines
155	Mrs. Ranjana Kale	Ministry of Overseas Indian Affairs
156	Shri A.Srija, Director (LEM)	Planning Commission
157	Shri Anil Kumar, Dy.Director General	Department of Posts
158	Dr.Jai Pal Singh, Member, CEA	Ministry of Power
159	Shri Rakesh Bhartiya, Joint Secretary	Department of Public Enterprises
160	Ms. Raghini Yechury, Executive Director	Ministry of Railways
161	Shri N.K.Sharma, Director	Ministry of Road Transport & Highways
162	Shri Mukesh Kumar, Asst. Commissioner	Department of Rural Development
163	Smt. Rita Chatterjee, Joint Secretary	Department of School Edn. & Literacy
164	Shri Mukat Singh, Dy.Director General	Min. of Social Justice & Empowerment
165	Shri Gulshan Lal, Deputy Secretary	Ministry of Women & Child Development
166	Dr.Mrutyunjay Sarangi, Secretary (L&E)	Ministry of Labour & Employment
167	Shri Anil Swarup, Director General, LW	Ministry of Labour & Employment
168	Shri Sharda Prasad, DGE&T/AS	Ministry of Labour & Employment
169	Shri A.C.Pandey, Joint Secretary	Ministry of Labour & Employment
170	Shri K.M.Gupta, Eco. Adviser	Ministry of Labour & Employment
171	Shri T.K.Basu, Dy. Director General	Ministry of Labour & Employment
172	Shri Anjan Kumar Jena, Dy.Director General	Ministry of Labour & Employment
173	Shri Goutam Roy, Director	Ministry of Labour & Employment
174	Shri Vikas, Director	Ministry of Labour & Employment
175	Shri Braj Mohan, OSD to LEM	Ministry of Labour & Employment
176	Shri R.K.Kataria, PS to LEM	Ministry of Labour & Employment
177	Shri B.N.Shetty, OSD to LEM	Ministry of Labour & Employment
178	Shri Braj Mohan , OSD to LEM	Ministry of Labour & Employment
179	Shri Shivanna, Addl. PS to LEM	Ministry of Labour & Employment
180	Shri C.P.Parkash, Asst. PS to LEM	Ministry of Labour & Employment
181	Shri Renu Kumar, Asst. PS to LEM	Ministry of Labour & Employment
182	Shri T.M.Balakrishnan, OSD to MOS (L&E)	Ministry of Labour & Employment
183	Dr. A.Radhakrishnan, OSD to MOS (L&E)	Ministry of Labour & Employment
184	Shri R.B.Sudhakar, Addl. PS to MOS (L&E)	Ministry of Labour & Employment
185	Shri P.Hari Kumar, Asstt. PS to MOS (L&E)	Ministry of Labour & Employment
186	Shri B.Pradeep Kumar, Ist PA to MOS (L&E)	Ministry of Labour & Employment
187	Shri K.M.S.Khalsa, Under Secretary	Ministry of Labour & Employment
188	Smt. Pragyanmita Sahoo, Assistant Director	Ministry of Labour & Employment
189	Ms. Seema Jain, Assistant Director	Ministry of Labour & Employment
190	Shri R.Joshi, Assistant Director	Ministry of Labour & Employment
191	Shri T.C.Saravanabava, DDG, DGE&T	Ministry of Labour & Employment

192	Shri Deepankar Mallick, Director (Trg.), DGE&T	Ministry of Labour & Employment
193	Shri R.P.Dhingra, Director (P), DGE&T	Ministry of Labour & Employment
194	Shri M.S.Kalania, Deputy Secretary, DGE&T	Ministry of Labour & Employment
195	Shri B.L.Meena, JDX, DGE&T	Ministry of Labour & Employment
196	Shri M.R.Sindhvani, Dy.Director, DGE&T	Ministry of Labour & Employment
197	Shri B.K.Sanwariya, CLC ©	Ministry of Labour & Employment
198	Smt. Naina Bakshi, Dy.CLC	Ministry of Labour & Employment
199	Shri D.P.Singh, RLC, CLC ©	Ministry of Labour & Employment
200	Shri A.K.Agarwal, Director General, ESIC	Ministry of Labour & Employment
201	Shri Arun Kumar, Addl. Commissioner, ESIC	Ministry of Labour & Employment
202	Shri A.K.Sinha, Director, ESIC	Ministry of Labour & Employment
203	Shri K.G.Suresh, Jt. Director, ESIC	Ministry of Labour & Employment
204	Shri Deepak Joshi, Jt.Director, ESIC	Ministry of Labour & Employment
205	Shri Jitendra Singh, PS, ESIC	Ministry of Labour & Employment
206	Shri S.B.Mathur, DG, FASLI	Ministry of Labour & Employment
207	Shri Rahul Guha, DG, Mines Safety	Ministry of Labour & Employment
208	Dr.A.K.Sinha, Director, DGMS	Ministry of Labour & Employment
209	Shri Sunil Chaudhry, Director, Labour Bureau	Ministry of Labour & Employment
210	Shri Deepak Mehra, Jt. Director, Labour Bureau	Ministry of Labour & Employment
211	Shri V.P.Yajurvedi, Dir. General, VVG NLI	Ministry of Labour & Employment
212	Dr.S.K.Sasikumar, Sr. Fellow, VVG NLI	Ministry of Labour & Employment
213	Dr.Ruma Ghosh, Fellow, VVG NLI	Ministry of Labour & Employment
214	Shri Sanjay Upadhyaya, Fellow, VVG NLI	Ministry of Labour & Employment
215	Dr.Onkar Sharma, Fellow, VVG NLI	Ministry of Labour & Employment
216	Shri Otojit Kshetrimayum, Ass. Fellow, VVG NLI	Ministry of Labour & Employment
217	Dr.Ellina Samantray, Ass. Fellow, VVG NLI	Ministry of Labour & Employment
218	Ms. Pushpa Goswami, Res. Associate, VVG NLI	Ministry of Labour & Employment
219	Shri Jag Mohan, Addl. CPFC	Ministry of Labour & Employment
220	Shri P.K.Udgata, Addl. CPFC	Ministry of Labour & Employment
221	Shri Santosh Malik, PS, EPFO	Ministry of Labour & Employment
222	Shri Aprajita Jaggi, EPFO	Ministry of Labour & Employment
223	Ms. T. Staermose, Director	International Labour Organization
224	Shri P.Boonpala, Dy.Director	International Labour Organization
225	Shri Anandan Menon, Programme Officer	International Labour Organization
226	Shri Markus Ruck	International Labour Organization
227	Shri K.S.Ravichandran	International Labour Organization
228	Ms. Aya Matsuura	International Labour Organization
229	Ms. Rani K. Selvakumar	International Labour Organization
230	Ms.Suneetha Eluri	International Labour Organization
231	Ms. Bharti Birla	International Labour Organization
232	Ms.Preet Verma	International Labour Organization
233	Ms. Anjana Chellani	International Labour Organization
234	Shri Rajiv Chawla, President	Integrated Assn. of MSME

CONFERENCE COMMITTEE ON SERVICE CONDITIONS, WAGES AND SOCIAL SECURITY FOR VARIOUS CATEGORIES OF WORKERS EMPLOYED IN DIFFERENT CENTRAL GOVERNMENT AND STATE GOVERNMENT SCHEMES (ANGANWADI, MID-DAY MEAL, ASHA, SARVA-SHIKSHA ABHIYAN AND OTHER SCHEMES UNDER VARIOUS MINISTRIES OF CENTRAL GOVERNMENT)

S.No.	Name & Designation	Ministry/Department/Organisation
1	Shri B.Ramanjaneyulu, Commissioner	Government of Andhra Pradesh
2	Shri Amlan Baruah, Secretary (L&E)	Government of Assam
3	Shri Amar Kant Singh, Dy.Lab. Commissioner	Government of Bihar
4	Dr. Jitenkumar, Labour Secretary	Government of Chhattisgarh
5	Shri S.C.Jangde, Dy. Lab. Commr.	Government of Chhattisgarh
6	Shri Amrut S. Patel, Labour Commr.	Government of Gujarat
7	Shri Prabhat Kumar Addl. Labour Commissioner	Government of Jharkhand
8	Dr.Nivedita P. Haran, Addl. Chief Secy.	Government of Kerala
9	Dr.N.Kire, Parliamentary Secretary	Government of Nagaland
10	Shri R.V.Subba Rao	Bharatiya Mazdoor Sangh
11	Shri Chandra Prakash Singh	Indian National Trade Union Congress
12	Smt. Amarjeet Kaur, Secretary,	All India Trade Union Congress
13	Shri Harbhajan Singh Sidhu, General Secretary	Hind Mazdoor Sabha
14	Dr.K.Hemalata	Centre of Indian Trade Unions
15	Shri Achintya Sinha	All India United Trade Union Centre
16	Shri Satyawan	All India United Trade Union Centre
17	Shri Katta Ramaiah	Trade Union Coordination Centre
18	Shri Anil Sharma	Trade Union Coordination Centre
19	Shri Subhas Sen, National Secretary	All India Central Council of Trade Unions
20	Shri K.Natarajan, Treasurer	Labour Progressive Federation
21	Shri Subir Bhaumik, Secretary	United Trades Union Congress
22	Shri K.R.Tripathi, Vice President	National Front of Indian Trade Unions
23	Shri Swaminath Jaiswal, VP	National Front of Indian Trade Unions
24	Shri Anjan Kumar Jena, DDG	Ministry of Labour & Employment
25	Shri Bhagirathi Dhal	Council of Indian Employers
26	Shri Shitangshu Taye	Council of Indian Employers
27	Dr.Arpana K. Consultant	Ministry of Health & Family Welfare
28	Shri Kapil Rastogi, Director	Ministry of Mines
29	Smt. Rita Chatterjee, Joint Secretary	Department of School Edn. & Literacy
30	Shri Gulshan Lal, Deputy Secretary	Ministry of Women & Child Development
31	Shri D.C.Bijalwan, Under Secretary, DGLW	Ministry of Labour & Employment
32	Shri Ishwar Singh, Under Secretary, DGLW	Ministry of Labour & Employment
33	Shri S.K.Tripoti, Under Secretary	Ministry of Labour & Employment

34	Shri A.K.Roy, Under Secretary	Ministry of Labour & Employment
35	Shri Arun Kumar, Addl. Commissioner, ESIC	Ministry of Labour & Employment
36	Shri Otojit Kshetrimayum, Ass. Fellow, VVGNLI	Ministry of Labour & Employment
37	Shri K.S.Ravichandran	International Labour Organization
38	Ms.Suneetha Eluri	International Labour Organization
39	Ms. Bharti Birla	International Labour Organization
40	Ms.Preet Verma	International Labour Organization

**CONFERENCE COMMITTEE ON
"SOCIAL SECURITY WITH SPECIAL REFERENCE TO ASSURED PENSION WITH INDEXATION
FOR ALL WORKERS INCLUDING SELF-EMPLOYED"**

S. No.	Name & Designation	Ministry/Department/Organisation
1	Shri Janardan Singh Sigrwal, Labour Minister	Government of Bihar
2	Shri D.C.Baxi, Dy.Labour Commissioner	Government of Gujarat
3	Shri Shahid Anayatullah, Labour Commr.	Government of J & K
4	Shri C.K.Saji Narayanan, President	Bharatiya Mazdoor Sangh
5	Shri S.K.Rathore, All India Secretary	Bharatiya Mazdoor Sangh
6	Shri Anil Rathi	Bharatiya Mazdoor Sangh
7	Shri Sukhwinder Singh Dicky	Bharatiya Mazdoor Sangh
8	Shri Baij Nath Rai	Bharatiya Mazdoor Sangh
9	Dr.G.Sanjeeva Reddy	Indian National Trade Union Congress
10	Shri Ashok Singh, Vice President	Indian National Trade Union Congress
11	Shri H.Mahadevan, Working President	All India Trade Union Congress
12	Shri D.L.Sachdev, Secretary	All India Trade Union Congress
13	Shri A.D.Nagpal, Secretry	Hind Mazdoor Sabha
14	Shri Tapan Sen, General Secretary	Centre of Indian Trade Unions
15	Shri Satyawan	All India United Trade Union Centre
16	Shri Hansraj Akela	Trade Union Coordination Centre
17	Shri Santosh Kumar Roy,	All India Central Council of Trade Unions
18	Shri Ashok Ghosh, Secretary	United Trades Union Congress
19	Shri Shatrujeet Singh, State Secretary	United Trades Union Congress
20	Shri Sharad Patil	Council of Indian Employers
21	Shri Anil Kumar Sinha	Council of Indian Employers
22	Shri Satish Anand	Council of Indian Employers
23	Shri R.K.Sinha	Council of Indian Employers
24	Dr.M.S.Srinivasan, Chairman	All India Manufacturers Organization
25	Shri M.L.Dhawan	Laghu Udyog Bharati
26	Shri O.P.Mittal	Laghu Udyog Bharati
27	Shri Satish Anand	FICCI
28	Shri M.K.Sharma, Director	Ministry of Coal
29	Shri Anand Patil, Director, D/o.Fin. Services	Ministry of Finance
30	Shri Subhas Kumar, Under Secretary	Ministry of Labour & Employment
31	Shri A.K.Agarwal, DG, ESIC	Ministry of Labour & Employment
32	Shri Jag Mohan, Addl. CPFC	Ministry of Labour & Employment
33	Shri Sanjay Kumar, FA, EPFO	Ministry of Labour & Employment
34	Shri Aprajita Jaggi, EPFO	Ministry of Labour & Employment
35	Shri A.K.Sinha, Director, ESIC	Ministry of Labour & Employment

36	Shri K.G.Suresh, Jt. Director, ESIC	Ministry of Labour & Employment
37	Shri Deepak Joshi, Jt. Director, ESIC	Ministry of Labour & Employment
38	Dr. Ruma Ghosh, Fellow, VVGNI	Ministry of Labour & Employment
39	Dr. Onkar Sharma, Fellow, VVGNI	Ministry of Labour & Employment
40	Shri Anandan Menon, Programme Officer	International Labour Organization
41	Shri Markus Ruck	International Labour Organization

CONFERENCE COMMITTEE ON "LABOUR LAW FOR MICRO AND SMALL ENTERPRISES"

S.No.	Name & Designation	Ministry/Department/Organisation
1	Dr.S.P.Bharadwaj, Dy. Labour Commissioner	Government of Arunachal Pradesh
2	Shri Amarendra Prasad Singh, Lab. Commr.	Government of Bihar
3	Ms. Mohinder Kaur, Asst. Labour Commissioenr	UT of Chandigarh
4	Shri Ajaya K. Nema, Secretary	Government of Madhya Pradesh
5	Shri R.G.Pandey, Dy.Labour Commissioner	Government of Madhya Pradesh
6	Shri S.K.Dev Verman, Secretary (Labour)	Government of Manipur
7	Smt. M.N.Nampui, Labour Commissioner	Government of Meghalaya
8	Shri Alok Gupta, Labour Commissioner	Government of Rajasthan
9	Shri Vishnu Sharma, Jt. Lab. Commissioner	Government of Rajasthan
10	Shri Rakesh Kumar, Addl. Labour Commr.	Government of Uttar Pradesh
11	Shri D.K.Kanchan, Addl. Labour Commr.	Government of Uttar Pradesh
12	Shri Mohan Singh, LEO	Government of Uttar Pradesh
13	Shri D.Lal, Addl. Labour Commissioner	Government of Uttarakhand
14	Shri Virendra Kumar	Bharatiya Mazdoor Sangh
15	Shri B.Surenderan, Dy.Organising Secretary	Bharatiya Mazdoor Sangh
16	Shri M.Q.Qamar, Secretary General	Indian National Trade Union Congress
17	Shri H.Mahadevan, Working President	All India Trade Union Congress
18	Shri R.A.Mital	Hind Mazdoor Sabha
19	Shri S.Prasanna Kumar	Centre of Indian Trade Unions
20	Shri R.K.Sharma	All India United Trade Union Centre
21	Shri V.K.S.Gautam	All India Central Council of Trade Unions
22	Shri M.Shanmugam, General Secretary	Labour Progressive Federation
23	Shri Ashok Ghosh, Secretary	United Trades Union Congress
24	Dr.Deepak Jaiswal, President	National Front of Indian Trade Unions
25	Shri Sanjay Bhatia	Council of Indian Employers
26	Shri Michael Dias	Council of Indian Employers
27	Shri Srinageshwar	Council of Indian Employers
28	Shri Sudarshan Sareen	All India Manufacturers' Organization
29	Shri R.K.Bharadwaj, Vice President	Laghu Udyog Bharati
30	Shri Jitendra Gupta	Laghu Udyog Bharati
31	Shri Vineet Bharadwaj	Confederation of Indian Industry
32	Shri Swarup Panda	FICCI

33	Shri K.M.Gupta, Economic Adviser	Ministry of Labour & Employment
34	Shri B.K.Sanwariya, CLC ©	Ministry of Labour & Employment
35	Shri Goutam Roy, Director	Ministry of Labour & Employment
36	Shri G.A.Raghuvanshi, Under Secretary	Ministry of Labour & Employment
37	Dr.Ellina Samantray, Ass. Fellow, VVGNLI	Ministry of Labour & Employment
38	Shri Sanjay Upadhyaya, Fellow, VVGNLI	Ministry of Labour & Employment
39	Ms. Pushpa Goswami, Res. Associate, VVGNLI	Ministry of Labour & Employment
40	Ms. Rani K. Selvakumar	International Labour Organization
41	Shri Hideki Kagohashi	International Labour Organization
42	Shri Thomas Kring	International Labour Organization
43	Shri Rajiv Chawla, President	Integrated Assn. of MSME

**CONFERENCE COMMITTEE ON
"MEASURES TO IMPROVE EMPLOYMENT AND EMPLOYABILITY"**

S.No.	Name & Designation	Ministry/Department/Organisation
1	Shri Madhu S. Baidya, Labour Commissioner	Government of Andaman & Nicobar Islands
2	Shri G.Jayalakshmi, Commr. Emp & Trg.	Government of Andhra Pradesh
3	Shri Ashok Kumar Chauhan, Prl. Secretary	Government of Bihar
4	Shri Harmeet Singh Sethi, Joint Director	Government of Haryana
5	Dr.P.C.Kapoor, Addl. Chief Secretary	Government of Himachal Pradesh
6	Dr.Nivedita P. Haran, Addl. Chief Secretary	Government of Kerala
7	Shri M.B.Gaikwad, Labour Commissioner	Government of Maharashtra
8	Smt. R. Lyngdoh, Director	Government of Meghalaya
9	Shri G.Prakash, Director (Emp. & Training)	Government of Tamil Nadu
10	Shri S.K.Rathore, All India Secretary	Bharatiya Mazdoor Sangh
11	Shri Yogendra Kumar Rai, General Secretary	Bharatiya Mazdoor Sangh
12	Shri R.D.Tripathi	Indian National Trade Union Congress
13	Shri Ramendra Kumar	All India Trade Union Congress
14	Shri A.R.Sindhu	Centre of Indian Trade Unions
15	Shri K.Chakraborty, President	All India United Trade Union Centre
16	Ms. Manali Shah, National Secretary	Self Employed Women's Association
17	Ms. Sonia George, Secretary	Self Employed Women's Association
18	Shri Rajiv Dimri, Secretary	All India Central Council of Trade Unions
19	Shri Mihir Chanda	United Trades Union Congress
20	Ms. Indira Saxena, Vice President	National Front of Indian Trade Unions
21	Shri Sharda Prasad, DGE&T/AS	Ministry of Labour & Employment
22	Shri Deepak Mehra, Jt. Director, Labour Bureau	Ministry of Labour & Employment
23	Shri Sunil Chaudhry, Director, Labour Bureau	Ministry of Labour & Employment
24	Shri T.K.Basu, Dy. Director General	Ministry of Labour & Employment
25	Shri T.C.Saravanabava, Dy.Director, DGE&T	Ministry of Labour & Employment
26	Shri R.L.Singh, DDG (T)	Ministry of Labour & Employment
27	Shri Pravin Srivastava, DDG (E), DGE&T	Ministry of Labour & Employment
28	Shri Rajeev Dubey	Council of Indian Employers
29	Shri Sharad Patil	Council of Indian Employers
30	Shri Parag Paranjpe	Council of Indian Employers
31	Shri R.S.Maker	Council of Indian Employers
32	Shri T.M.Jawaharlal	Council of Indian Employers

33	Shri Bhagirathi Dhal	Council of Indian Employers
34	Shri Michael Dias	Council of Indian Employers
35	Shri B.C.Prabhakar	Council of Indian Employers
36	Shri R. Mohan Das	Council of Indian Employers
37	Shri B.P.Pant	Council of Indian Employers
38	Shri S.S.Patil	All India Manufacturers' Organization
39	Shri V.K.Singh	All India Manufacturers' Organization
40	Shri M.L.Sharma	All India Manufacturers' Organization
41	Shri K.E.Raghunathan, National Secretary	All India Manufacturers' Organization
42	Shri Harish Lohiya	Laghu Udyog Bharati
43	Shri V.J.Vaghasia, National President	Laghu Udyog Bharati
44	Shri Vineet Bharadwaj	Confederation of Indian Industry
45	Shri Abhay Kapoor	FICCI
46	Shri G.P.Srivastava	ASSOCHAM
47	Shri R.P.Dhingra, Director (P), DGE&T	Ministry of Labour & Employment
48	Smt. Sandhya Salwan, Director (WT)	Ministry of Labour & Employment
49	Shri Deepankar Mallick, Director (Trg.), DGE&T	Ministry of Labour & Employment
50	Shri M.R.Sindhvani, Dy.Director, DGE&T	Ministry of Labour & Employment
51	Shri Rajiv Arora, Director	Department of Electronics & Infn. Technology
52	Shri Anandan Menon, Programme Officer	International Labour Organization
53	Ms. Aya Matsuura	International Labour Organization
54	Ms. Anjana Chellani	International Labour Organization
55	Shri Sher Verick	International Labour Organization
56	Shri Paul Comyn	International Labour Organization