

**Minutes of the 4<sup>th</sup> Meeting of Inter-Divisional Committee to identify the Data gaps in Labour & Employment Statistics held on 08.09.2015 at Chandigarh.**

Fourth Meeting of the Inter Divisional Committee to identify the data gaps in Labour & Employment Statistics was held on 08.09.2015 at Chandigarh under the Chairmanship of Shri P.P.Mitra, Principal Labour & Employment Adviser. The list of participants is at Annexure I & II.

At the outset, Director General, welcomed the participants and emphasized on simplification of returns under which data is collected by Labour Bureau alongwith current challenges being faced by Labour Bureau in the collection of Labour Statistics and need for online capturing of data through web portal with a view to ensure the availability of data to planners, researchers and Policy Makers with least time lag to enhance the utility in policy making. Director General requested all the participants to actively participate and come out with their suggestions to implement the system of online collection of data in a given time frame.

The Chairman, Sh P.P. Mitra, PLEA welcomed all the participants from States/ UTs and Central Organizations. He briefed about the agenda of the meeting as to discuss the feasibility of online transmission of data from State Governments to Labour Bureau under various Labour Laws, online receipt of data by State Governments from primary units making use of software designed for the purpose and to discuss the possibility of capturing data on working / non-working journalists as recommended by the Majithia wage board. He also apprised the participants regarding the labour reforms being attempted by the Ministry of Labour and Employment. It was reducing 44 central labour laws into 4 labour codes. A 'Shram Suvidha Portal' for labour inspection and its enforcement has already been developed to ensure transparency and accountability in inspections of Labour Laws.

Sh. D. Chaudhuri, DDG, Ministry of Labour and Employment requested all the State/UT authorities to submit the data on the recommendations of the Majithia wage board through web portal.

Sh. Daljeet Singh, DDG, Labour Bureau made presentations highlighting the utility of data being collected through implementation/enforcement of various Labour Laws and difficulties being faced by Labour Bureau to reduce the time lag, to address the problem of 'poor response' and 'varying response', rendering the data not meaningful for time series analysis and hence to be used for Policy purposes.

The presentation also highlighted the various steps taken by the Ministry of Labour & Employment and Labour Bureau in the recent past to address the issue by simplifying the returns with a view to reduce the workload on the part of primary units which will improve the response rate as well as address the problem to varying response. The online transmission of data will redress the problem of time lag making it more meaningful for the planners and policy makers. In this regard the business transacted during the first three meetings of the Inter Divisional Committee alongwith Agenda item for the fourth meeting for a time frame to implement the online transmission of data was informed in the meeting.

Sh. Pravin Srivastava, DDG, DGET made a presentation on National Career Service and informed about the facilities provided through the website to various organizations and job seekers.

Thereafter, the session followed discussion & views explained by the States in this regard. A gist of the discussion is as follows:

**1. Dr. Suhel Akhtar, Principal Secretary Manipur** congratulated on the idea of capturing data online which will cut the delay in the submission of return and suggested the following:

- Option for 'helpline number/e-mail etc.' in the software for contact in case any clarification is required.
- Option for 'Others' in various dropdown menus.
- Option for viewing date of submission of data.

- Option of showing pendency about the various returns to track pendency of returns by Senior Officers for corrective action.
- Explore the possibility of Digital Signature for ensuring accountability.
- Explore the possibility of filling the data offline and submission later on to meet the constraints of net connectivity.
- Options for saving incomplete draft if to be completed at a later stage.
- Explore the possibility of developing 'Tab version' of the software.

**2. Sh. Prawin Kumar Toppo, Labour Commissioner, Jharkhand** pointed out the difficulties in getting information regarding number of employees/ salaries of the journalists and non-journalists as per the recommendations of the Majithia wage board and suggested that the newspaper units may be directed to disclose the relevant data. Regarding national career counseling he informed that the Jharkhand govt has also developed similar website named 'HUNER' and a link can be provided to the main website developed by MOLE.

**3. Smt. Vipra Bhal, Labour Commissioner, Jammu & Kashmir** informed that J&K have recently developed a portal for the collection of online data. She also informed that the online submission of data can be done in few months as the no. of registered factory is very low in J&K. The State Provident Fund programme is also ready to be merged with the Central Programme.

**4. Sh. M.N. Nampui, Labour Commissioner, Meghalaya** informed that the portal of the State is almost ready to be launched shortly. She told that the online submission will not be a problem. She further informed that Chief Inspector of Factories is the Officer Incharge for submission of returns as factories are under the charge of CIF.

**5. Dr. Jiten Kumar, Labour Commissioner, Chhattisgarh** informed that the authenticity and correctness of data suffers due to lack of technical and conceptual clarity by those responsible for submission of return by establishments. However, online data submission on the part of State authority will not be an issue. He further informed that the link with Shram Suvidha Portal is going to be launched on 18th September, 2015.

**6. Shri S.K. Das, Labour Commissioner, Tripura** pointed out the difficulties of infrastructure but agreed on the submission of online data.

**7. Shri Anand Srivastav, Labour Commissioner, Uttarakhand** informed that the development of their own web portal is in process and the same will be completed in few months and agreed on the submission of online data.

**8. Shri Lalrammawia, Joint Secretary, Mizoram** informed that State Portal is yet to be developed but shown willingness on the submission of online data.

**9. Shri Chandrabhan Singh Rathod, Addl. Labour Commissioner, Rajasthan** informed about their own portal used for registration and renewal of license under various labour Acts and suggested to explore the feasibility of linking their software with the software developed by M/s Keltron. Problems regarding the implementation of the recommendations of the Majithia wage board were also informed.

**10. Shri R.G. Pandey, Addl. Labour Commissioner, Madhya Pradesh** informed that the State Authorities have started using their own web portal for registration and renewal of license under Shops & Commercial Establishment and Factories Act. Madhya Pradesh has agreed and ensured on the submission of online data.

**11. Shri Anupam Malik, Addl. Labour Commissioner, Haryana** made a very valuable suggestion for Dynamic Website for all states . It was suggested for a single log-in facility for all the web portals and to put link of Labour Bureau e-return on the dashboard. Further, it was suggested that the States should be given a different treatment by identifying States which are lagging behind in developing a dynamic website. Problems and lack of clarity regarding the implementation of the recommendations of the Majithia wage board were also informed.

**12. Md. Amanul Haque, Joint Labour Commissioner, West Bengal** informed that the portal under employment directorate has been started and used for registration and renewal of license under the Shops and Establishment

Act and therefore agreed on the submission of online data.

**13. Shri Aditya Kumar Gupta, Deputy Labour Commissioner, Uttar Pradesh** informed that the new portal has been launched in June, 2015 for seven Acts used for Registration and renewal of license. It was also informed that the State has developed a composite return simplified by merging many different returns and requested for a composite return for all the Acts similar to their state. Uttar Pradesh has agreed on the submission of online return

**14. Shri Gurmukh Singh, Dy. Labour Commissioner, New Delhi** informed that the present State portal is used for the online registration under Shops and Commercial Establishment Act. They also conveyed the difficulties faced in the submission of returns due to shortage of Staff. Problems regarding the implementation of the recommendations of the Majithia wage board were also informed. New Delhi has agreed on the submission of online return.

**15. Shri K. Jeyabalan, Deputy Commissioner, Tamil Nadu** informed that the State portal is under development and has agreed to send data online to Labour Bureau web portal.

**16. Karnataka** informed about their own state website used for online registration and renewal of license. Karnataka congratulated M/s Keltron for developing software for Labour Bureau. They agreed to send data online to labour bureau using the web portal. Mentioning the problem regarding Majithia wage board it was suggested that a committee may be constituted including some member from the Department of Publication for ensuring cooperation from the press unit. Some doubts were expressed regarding the revision of forms without amending the respective Acts. It was also requested to amend such Acts and prepare only one return for all the Acts which can meet all the requirements of States / Departments/ Labour Bureau etc.

**17. Andaman & Nicobar Islands** suggested authority to make a single timeline for all the returns under various Acts. Connectivity issues were pointed out which need to be resolved.

**18.** The State Govt. representatives from the States of **Gujarat, Punjab, Kerala, Chandigarh, Bihar, Maharashtra** and **Himachal Pradesh** have shown their willingness on the submission of online data.

**19. Keltron:** Keltron gave the required clarifications/ informations on the software developed.

**20. NIC:** The representative from NIC apprised that the basic objective of Shram Suvidha Portal is to consolidate information of labour inspection and its enforcement. It helps in bringing transparency and accountability in the inspection of Labour Laws. Initially, this Portal covers four organizations i.e. CLC, ESIC, DG Mines and EPFO. There are more than 9.5 lac units registered under this Portal and allotted to LIN (Labour Identification Number). Further, unified annual returns are also launched in this Portal, covering 8 Acts.

To the important suggestions made by Shri Sasikumar, Senior Fellow, NLI regarding capacity building of primary units in sending correct and authentic data, Shri Daljeet Singh, DDG, Labour Bureau informed the meeting that Labour Bureau has already taken steps in this direction by implementing a Scheme “Improvement of Labour Statistics” which is being operated from its Kanpur Regional Office. Under this Scheme, training programmes are organized in which representative of Primary establishments dealing with the submission of returns under various Acts participate. This Scheme in the past has shown very good results and therefore needs to be extended to all the Regional offices of Labour Bureau to extend the coverage to all the States/UTs.

To another suggestions, made by some of the states regarding a single composite return, it was clarified that while doing the exercise for simplification of returns , it has been taken care to remove all the redundant information and also only one return consisting of various clause needs to be filled by the primary units which will result in output in the form of return as provided under the Act with respect to all the 11 Acts under implementation. Further improvements can be effected considering the views of the state Govts. which have already developed a single composite return.

**Shri S.K. Sasikumar, Senior Fellow, NLI** emphasized on the accuracy and authenticity of the data being submitted by the primary establishments. For this purpose, he emphasized on capacity building of the primary establishments in all the states/UTs by Labour Bureau. He also emphasized on the uniform data base by all the States/UTs for which the efforts made by Keltron in developing the software was appreciated.

**Shri R. Kulshreshta, Director, DGMS** emphasized the data gaps which exist at the primary level submission of data by the primary establishments and also expressed the need for a computer-friendly data base to be developed.

**Shri H. Vishvanathan, DDG, DG FASLI** informed that Chief Inspector of Factories in some of the states are relevant for the purpose of submission of data to Labour Bureau and therefore their views may also be sought. He further informed that data on closures is normally not captured. There should also be information on occupational diseases and prosecution. He also emphasized that there should be rules to permit digital data to be kept as records because under present rules the data has to be kept in a register in its physical form.

At the end the Chairman, Sh. P.P. Mitra, PLEA summarized the suggestions of all the participants as:

- All States/UTs have agreed to send data already available online to Labour Bureau through web portal.
- States/UTs which have simplified their returns into a single composite return may send it to Labour Bureau.
- Considered the suggestion made by the representative of Haryana to provide single log-in for all the web portals for data submission and to give a link of various web portals like Labour Bureau e-return to its dashboard.
- There is a need for capacity building for strong database. Labour Bureau need to help the States in this matter.

- Expressed the need for the feasibility study for amending the rules under various Labour Acts.
- In the mean time all the States were requested to send all the data readily available with them online.

The meeting ended with a vote of thanks by Sh. Deepak Mehra, Director, Labour Bureau.



**No. 8/1/2014 - LS (CH)**  
**Government of India**  
**Ministry of Labour & Employment**  
**Labour Bureau**

S.C.O. 28-31, Sector- 17A,  
Chandigarh-160017  
Dated: 10.09.2015

To

D.D.G.(E.S.A.)  
Ministry of Labour & Employment  
New Delhi.

**Sub: Minutes of the Fourth Meeting of the Inter-Divisional Committee to identify the data gap in Labour and Employment Statistics held on 08.09. 2015 at Chandigarh.**

Sir,

I am directed to forward herewith the minutes of the above mentioned meeting held at Chandigarh on 08.09.2015 under the chairmanship of Sh. P.P. Mitra, Principal Labour & Employment Advisor, Ministry of Labour and Employment for information and necessary action please.

Yours faithfully

Encl: As above

( Virender Singh)  
Assistant Director