

Industrial Relations in India: A Study of Central Industrial Relations Machinery

NLI Research Studies Series
No. 121/2017

Otojit Kshetrimayum



V.V. Giri National Labour Institute

NLI Research Studies Series No. 121/2017

Industrial Relations in India: A Study of Central Industrial Relations Machinery

Otojit Kshetrimayum*



V.V. Giri National Labour Institute

* Otojit Kshetrimayum is Associate Fellow & Coordinator, Centre for North East India, V.V. Giri National Labour Institute, Noida.

ISBN: 978-93-82902-47-8

Copyright © V.V. Giri National Labour Institute, Noida

No. of Copies : 300

Year of Publication : 2017

This document can be downloaded from the Institute's website:
at www.vvgnli.org

Opinions expressed in the study are solely of the author and do not necessarily reflect the views of the Institute.

Printed and Published by V.V. Giri National Labour Institute, Sector - 24,
Noida - 201301, U.P.

Printed at: Chandu Press, D-97, Shakarpur, Delhi -110092

Contents

		Page No.
<i>Preface</i>		vi
<i>Acknowledgments</i>		viii
I.	Introduction	1
II.	Central Industrial Relations Machinery: Organisation and Functions	4
III.	Machinery for Better Conciliation and Preventive Mediation	9
IV.	Effective Enforcement of Labour Laws	18
V.	Improvement and Strengthening of Training	27
VI.	Conclusion and Suggestions	35

List of Tables

Table No.	Details of Tables	Page No.
1.	Details of the Industrial disputes handled by CIRM during 2007-15	11
2.	Industrial disputes disposed of during 2007-15	12
3.	Industrial disputes settled during 2007-15	12
4.	Success rate of settlement of disputes through CPs	14
5	Number of industrial disputes received and disposed of by four Regional offices during 2007-12	14
6	Industrial Disputes with reference to RFD	14
7	Number of Inspection etc. conducted under various Labour Laws for the Year 2007-15	18
8	Coverage of inspections of establishments per year	20
9	Information on total inspection conducted under the various Labour Laws for the year 2007-15	21
10	Number of prosecutions launched and target as per RFD	21
11	Labour laws with highest number of inspections	22
12	Number of Inspection, Prosecution filed and Claim Cases Filed under Minimum Wages Act	22
13	Number of claim cases filed under MW Act and target as per RFD	23
14	Labour laws with highest number of inspections during the XI Plan for the regional offices	23
15	Status of office Building & Residential Accommodation/ Staff Quarter for Regional Offices	26
16	Statement showing the achievement under Civil Work during XIth Plan	26
17	Statement showing the status of Training Wing of CLS officers during the period from 2007-12	30
18	Number of Training and Trainees at various Institutes	31
19	Training conducted on different subjects	32
20	Actual and Target number of officers trained as per RFD	33

List of Graphs

Graph No.	Details of Graph	Page No.
1.	Number of disputes received, disposed of, CPs held and settled through CPs for the Year 2007-15	13
2.	Number of Inspection etc., Under Various Labour Laws for the Year 2007-15	19
3.	Number of Irregularities Detected (2007-15)	19
4.	Number of Irregularities Rectified (2007-15)	19
5.	Number of Prosecutions Launched (2007-15)	20
6.	Number of Convictions (2007-15)	20
7.	Number of Training and Trainees (2007-12)	31

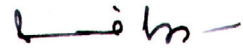
Preface

The research study is part of the project on “Study to Evaluate the Plan Schemes of Office of the Chief Labour Commissioner (Central)” commissioned by the Office of the Chief Labour Commissioner (Central) to the Institute. The objective of the study is to evaluate the two Plan Schemes of the Office of Chief Labour Commissioner (Central) i.e., Scheme 1: Machinery for better conciliation and preventive mediation and more effective enforcement of labour laws and improving efficiency and effectiveness by providing better infrastructure facilities and construction of office complex for CLC (C) and RLC(C)s, and Scheme 2: Improvement and strengthening of training wing of Central Labour Service (CLS) Officers. The study has shown that the targets related to disposal of disputes and settlement brought about between the employers and workmen/unions under the Industrial Disputes Act are well achieved. There are significant settlements signed by the Conciliation Officers that have benefitted many workers. Based on the field visits to four regional offices of the Office of the Chief Labour Commissioner (Central) i.e., Bangalore, Mumbai, Bhubaneswar and New Delhi, it was observed that: the industrial disputes that are handled by the officers are on the increase from year to year; there is high disposal rate of disputes; settlement of industrial disputes is low; there is delay in completing conciliation proceedings and submission of Failure of Conciliation (FOC) reports to the Ministry; and huge requirement for modern office aids facilities and infrastructure. Moreover, considering the large number of establishments in the Central sphere, the number of inspections that could be conducted in a year is very low. It is, therefore, recommended that with the increasing workload and higher number of pending cases, the requirement of the posts of the officers and the support staff and providing better infrastructure facilities is of perennial nature.

Regarding training of the CLS and Enforcement officers, the study has highlighted that it has enhanced their skills and upgraded their knowledge in various areas for effective discharge of their duties; given them wider information on the subject; made them know the practical implications of theory in a better manner; clarified their doubts through interaction and experience sharing; developed competency and knowledge in carrying out their professional duties; led them to know and understand a case properly like giving knowledge to conduct court cases and other inspections and helped them to update the recent developments and amendments related to different labour laws. Therefore, it is recommended that the duration of training for the CLS

and Enforcement Officers should be extended and enhanced. For this purpose, V.V. Giri National Labour Institute should be considered as the Staff College for training CLS and Enforcement Officers as it is the only premier labour institute in the country under the Ministry of Labour & Employment with huge potential, adequate facilities and expertise for research and training in all labour related areas.

I would like to congratulate Dr. Otojit Kshetrimayum, Associate Fellow for bringing out the study as one of the NLI Research Studies Series. The study will definitely benefit the policy makers, researchers and institutions/organisations working in the area of industrial relations.



Manish Kumar Gupta
Director General

Acknowledgements

At the outset, I would like to express my sincere gratitude and acknowledge the support and cooperation given by various people during the course of the research study. Firstly, I would like to thank Shri V.P. Yajurvedi, former Director General of V.V. Giri National Labour Institute for endorsing his faith on me by giving me the opportunity to take up this study and also for his unstinting support. I am highly grateful to Shri Manish Kumar Gupta, Director General of V.V. Giri National Labour Institute for his encouragement and guidance. I would like to thank the Officers of the office of the Chief Labour Commissioner (Central) for providing me all the cooperation and information related to the study.

This study would not have been meaningful without the unflinching support of the officers and staffs of the four regional offices of CLC (C), viz., Deputy Chief Labour Commissioner (C), Bangalore; Deputy Chief Labour Commissioner (C), Mumbai, Deputy Chief Labour Commissioner (C), Bhubaneswar; and Regional Labour Commissioner (C), New Delhi. My special thanks to Mr. K.V. Subramanian, Regional Labour Commissioner (C), Bangalore; Mr. Agarwal, Regional Labour Commissioner (C), Mumbai; Dr. P.K. Rath, Regional Labour Commissioner (C), Bhubaneswar, Mr. S.K. Das, Regional Labour Commissioner (C), New Delhi; and Dr. R.G. Meena, Assistant Labour Commissioner (C), Mumbai for their wonderful hospitality and insightful discussions.

I would like to extend my word of appreciation to Dr. Helen R. Sekar, Dr. Ruma Ghosh Dr. Sanjay Upadhyay, Dr. Onkar Sharma, Dr. Anoop Kumar Satpathy, Dr. Ellina Samantroy and Mr. Amitav Khuntia for their help in initiating this study and also for their valuable inputs. I would also like to thank all the staffs and officers of V.V. Giri National Labour Institute for facilitating the smooth conduct of the study and also Rajesh Karn and Vikesh Kumar for their assistance in publishing the report. I am also grateful to Dr. M.M. Rehman, Prof. Sharad Sawant, Ambarish Khuntia and Raju Kshetrimayum for providing logistics assistance.

My heartfelt thanks to Subrat Kumar Behera, Research Associate of this study for providing his assistance with full sincerity and hard work and thus making it possible to complete the study on time. I am thankful to Mr. Gurvinder Pal Bhatia for providing his inputs in finalising the revised draft of the report. I would also like to thank Dr. Atom Sunil Singh and Suraj Singh for their contributions.

Lastly, I would like to thank my wife and son for their unstinting support and contributions in my academic and professional journey.

Dr. Otojit Kshetrimayum
Project Director

I

INTRODUCTION

The organization of the Chief Labour Commissioner (Central) also known as Central Industrial Relations Machinery (CIRM) is an apex organization in the country responsible for maintaining harmonious industrial relations mainly in the central sphere, viz Defence Establishments, Railways, Central Works Departments, Mints, Security Presses, Central Public Sector Undertakings, Central autonomous bodies, Air Transport Services, Telecommunications, Mines, Oil fields, Banking, Insurance, Cantonment Boards, Central Universities etc. It is an attached office of the Ministry of Labour and Employment.

In pursuance of the recommendation of the Royal Commission on Labour in India, the organization was set up in April, 1945 by combining the former organizations of the Conciliation Officer (Railways), Supervisor of Railway Labour and the Labour Welfare Advisor. It was then charged mainly with duties of prevention and settlement of industrial disputes, enforcement of labour laws and to promote welfare of workers in the industrial establishments falling within the sphere of the Central Government. It started with a small complement of staff comprising Chief Labour Commissioner (Central) at New Delhi, 3 Regional Labour Commissioners (Central) at Bombay, Kolkata & Lahore; 8 Conciliation Officers and 18 Labour Inspectors (Central). The Conciliation Officers and Labour Inspector (Central) were re-designated as Assistant Labour Commissioner (Central) and Labour Enforcement Officer (Central) respectively.

The CIRM is headed by the Chief Labour Commissioner (Central). The offices of the CIRM are spread over different parts of the country with Regional and unit level formations. Some offices are located at very remote places because of functional requirements. After the second cadre review of the CLS in 2014, the CIRM has a sanctioned strength of 287 Group 'A' and 'B' posts, out of which there are 37 sanctioned posts at HQ and remaining are at field.

Consequent to restructuring of the CLS cadre after the second Cadre Review as per Ministry of Labour and Employment, Order No. A-39011/01/2013-CLS-1 dated 06 Jan 2014, at present; there are 35 Regions under the CIRM. 20 are headed by Dy. CLC (C) and remaining 15 are headed independently by the RLCs (C) as given below:-

1.	Ahmedabad
2.	Asansol
3.	Ajmer
4.	Bangalore
5.	Bhubneshwar
6.	Chandigarh
7.	Chennai
8.	Dehradun
9.	Dhanbad
10.	Guwahati
11.	Hyderabad
12.	Hyderabad
13.	Jabalpur
14.	Kanpur
15.	Kolkata
16.	Mumbai
17.	Nagpur
18.	New Delhi
19.	Patna
20.	Raipur

Independent Regions headed by Regional Labour Commissioners (Central): 15	
1.	Baroda
2.	Jaipur
3.	Bellary
4.	Rourkela
5.	Jammu
6.	Madurai
7.	Thiruananthapuram
8.	Ranch
9.	Dibrugarh
10.	Vishakhapatnam
11.	Bhopal
12.	Lucknow
13.	Pune
14.	Vasco
15.	Bilaspur

Plan Schemes

The basic purpose of the study is to evaluate the two Plan Schemes of the Central Industrial Relations Machinery (CIRM) i.e.

Scheme 1: Machinery for better conciliation and preventive mediation and more effective enforcement of labour laws and improving efficiency and effectiveness by providing better infrastructure facilities and construction of office complexes for CLC (C) and RLCs (C).

The Objectives of the Scheme are:

- i) to augment machinery for investigation, mediation and conciliation in industrial disputes to meet the increasing intake,
- ii) strengthening the enforcement machinery which was considered quite inadequate considering the number of establishments falling in the central sphere and
- iii) to have better and close supervision over the enforcement work.

Scheme 2: Improvement and strengthening of training wing of CLS Officers

The objective of this scheme is to provide in-house training on regular basis to the Group 'A', officers of Central Labour Service (CLS) and Group 'B' Officers of the feeder Cadres to the Central Labour Service, viz. Welfare Administrators posted in the organization of Director General (Labour Welfare) and Labour Enforcement Officers (Central) posted in the Organization of chief Labour Commissioner (Central), called CIRM, with a view to enhance their skills and knowledge in various areas of their functioning and effective discharge of their duties.

The CIRM is one of the three streams of the Central Labor Service (hereinafter called CLS) m, which is a Group 'A' Organised Central Civil Service. The Group 'B' Officers are not members of the CLS. The CLS Officers are posted in three different streams i.e.:

- (i) Central Industrial Relations Machinery
- (ii) Central Pool, where they work as Welfare Officers under Factories Act, 1948 in Department run Factories
- (iii) Organization of Director General (Labour Welfare)

The officers of Central Labour Service are required to perform diverse functions as per the responsibilities entrusted to each stream. Since the officers of CLS are transferred from one stream to another, a need is felt to enhance their skill, knowledge, aptitude and performance by providing them effective training, which would also include practical / on the job training.

Objectives of the study

The study has the following three objectives:

- (i) Physical verification of randomly selected 10% target/cases fixed under each scheme to ascertain extent of achievements of its objectives,
- (ii) Suggestion for amendments in the guidelines/scheme; and
- (iii) Examining the existing procedure and suggest ways for improvement.

Methodology

The approach of the study is objective based evaluation study. It is *summative*, that is drawing lessons from the two on-going schemes. In order to evaluate the first scheme on *machinery for better conciliation and preventive mediation and more effective enforcement of labour laws and improving efficiency*

and effectiveness by providing better infrastructure facilities and construction of office complex for CLC (C) and RLC (C) out of 20 Regions of the Office of Chief Labour Commissioner (Central), following four Regions were randomly selected based on the overall regional representation:

1. Deputy Chief Labour Commissioner (Central), Bangalore
2. Deputy Chief Labour Commissioner (Central), Bhubaneswar
3. Deputy Chief Labour Commissioner (Central), Mumbai
4. Regional Labour Commissioner (Central) {Deputy Labour Commissioner (Central), New Delhi w.e.f. 2014}

The filed visits to these four Regional offices were conducted during November and December, 2012.

For the purpose of evaluating the second scheme on *improvement and strengthening of training wing of CLS Officers*, 25 Officers were interviewed to get their feedback on the various training they have attended.

The methods of enquiry that the study has adopted are as follows:

- i) Analysis of Secondary Sources of Data related to the details on conciliation and mediation of the Industrial Disputes handled by CIRM, details of the enforcement of labour laws like inspections, details of training of CLS officers etc.,
- ii) Field visits to selected Regional offices; and
- iii) Interview with Officers

II

CENTRAL INDUSTRIAL RELATIONS MACHINERY: ORGANISATION AND FUNCTIONS

Organisational Structure of CIRM

The organization is headed by Chief Labour Commissioner (Central) – CLC(C). It has a sanctioned complement of 1,097 which comprises 106 Group A post, 162 Group B posts, and 829 Group C and D posts. Since 2014, there is a post of Additional Chief Labour Commissioner also. Designation-wise break-up of 287 Group A and B posts is as under:

CLC (C)	Addl CLC	Dy. CLC(C)	RLC(C)	ALC (C)	LEO (C)	TOTAL
Group 'A' - Members of Central Labour Service (125)					Group 'B'	
01	01	25	40	58	162	287

Note: 25 also includes post of Director

FUNCTIONS OF CLC (CENTRAL)/CIRM

The Organisation of Chief Labour Commissioner (Central) [CLC(C)] is entrusted with the following functions.

1. Prevention and settlement of industrial disputes through conciliation/mediation.
2. Enforcement of Labour Laws and Rules made thereunder in Central Sphere.
3. Quasi-Judicial functions as Authority under Minimum Wages Act, PWA, PGA etc.
4. Verification of Trade Union membership
5. Implementation of awards
6. Welfare
7. Miscellaneous Functions

1. Prevention and Settlement of Industrial Disputes

The CIRM ensures harmonious industrial relations in the central sphere establishments through:

- A) Intervention, mediation and conciliation in industrial disputes with a view to bring about settlements of disputes.

- B) Implementation of settlements and awards
- C) Interventions in situations of existing and apprehended strikes and lockouts with a view to avert them.

2. Enforcement of Labour Laws and Rules made there under

Enforcement of labour laws and rules made thereunder is an important function of the organisation of CLC (C). Major establishments covered under the Central sphere include

Defence Establishments, Railways, Central Works Departments, Mints, Security Presses, Central Public Sector Undertakings, Central autonomous bodies, Air Transport Services, Telecommunications, Mines, Oil fields, Banking, Insurance, Cantonment Boards, Central Universities etc.

3. Names of the Enactments Enforced in Central Sphere

1. Industrial Disputes Act, 1947;
2. Payment of Wages Act, 1936;
3. Minimum Wages Act, 1948;
4. Contract Labour (Regulation & Abolition) Act, 1970;
5. Equal Remuneration Act, 1976;
6. Inter State Migrant Workmen (RE&CS) Act, 1979;
7. Payments of Bonus Act, 1965;
8. Child Labour (P&R) Act, 1986;
9. Payment of Gratuity Act, 1972;
10. Labour Laws (Exemption from Furnishing returns and Maintaining Registers by Certain Establishments) Act, 1988;
11. Building & Other Construction Workers (RE&CS) Act, 1996;
12. Chapter XIV of Indian Railway Act; Hours of Employment Regulations for Railways Employees;
13. Industrial Employment (Standing Orders) Act, 1946;
14. Maternity Benefit Act, 1961 (Mines & Circus Rules 1963);

The Inspecting Officers of the CIRM conduct inspections in the Central Sphere establishments under above 14 enactments. Whenever necessary, programmers of crash inspections and inspections through task force and joint teams are arranged. Conducting of inspections in the establishments, which are located in remote and inaccessible areas, is given priority. Special emphasis is given to enforcement of enactments meant for un-organised sector, such as Contract Labour (Regulation & Abolition) Act 1970, Minimum Wages Act, 1948 and Building & other Construction Workers (RE & CS) Act 1996. Inspecting officers have been given instructions that the inspections under these enactments should be relief oriented.

Prosecution cases are filed in the competent Court for breaches of Labour Laws. Except a few complicated cases, all prosecution cases are conducted by Labour Enforcement Officers. Claim cases are filed before the respective departmental authorities appointed under the respective enactments.

4. Quasi-Judicial functions

The officers of CIRM perform quasi-judicial functions under various labour enactments as shown below:

CLC (C)	(i) Director General (Inspection) under BOCW (RE&CS) ACT (now the power is delegated to one of the Dy. CLCs (C) (ii) Appellate Authority under IE (SO) Act, 1946.
Dy. CLC(C)	(i) Appellate Authority under IE (SO) Act, 1946. (ii) Authority under Rule 25(2) (v)(a) and (b) of CL (R&A) Central Rules, 1971
RLC(C)	(i) Authority under M.W. Act, 1948 (ii) Registering and Licensing Officer under CL (R&A) Act, 1970 (if there is no ALC in the Region) (iii) Registering officer under BOCW Act (if there is no ALC in the Region) (iv) Appellate Authority under P.G. Act (v) Authority under Equal Remuneration Act, (vi) Appellate Authority under CL (R&A) Act, (vii) Certifying officer under IE (SO) Act. (viii) Supervisor of Railway Labour under HOER.
ALC(C)	(i) Controlling Authority under P.G. Act., (ii) Authority under E.R. Act, (iii) Registering & Licensing Officer under CL (R&A) Act. (iv) Registering Officer under BOCW (RE&CS) Act (v) Registering Officer under ISMW Act.

5. Verification of Trade Union membership

The officers of CIRM are required to conduct verification of trade union membership as under:-

- a) Verification of Trade Union membership for recognition under Code of Discipline as directed by Ministry of Labour and Employment or by an order of any High Court or Supreme Court.
- b) Statutory verification for appointment of 'Workmen Director' in Nationalized and State Banks under
 - i) State Bank of India and its subsidiaries (Appointment of Employee Directors) Rule, 1947.

- ii) Nationalized Banks (Management and Miscellaneous Provisions) Scheme, 1980.
- c) General verification of Central Trade Unions Organisation by checking records and sampling.

6. Right to Information Act, 2005

Right to Information Act was implemented w.e.f. October, 2005. All the RLCs (C) in the field have been declared as CPIO and Dy. CLCs(C) in the field have been declared as Appellate Authority. Dy. CLC (C) at Headquarters has been declared as CPIO and Chief Labour Commissioner (C) is the Appellate Authority for Hqrs w.e.f. 17th January, 2007.

7. Miscellaneous Functions

In addition to the above, CIRM Officers discharge many miscellaneous functions as described below:

1. Conducting periodic meetings of Minimum Wages Advisory Board and notifying V.D.A. every six months as per A.I.C.P.I. (All India Consumer Price Index) number.
2. Defending Ministry of Labour and Employment in Writ Petitions filed against Ministry in different High Courts and Supreme Court
3. Investigations of Complaints alleging violation of labour laws.
4. Assisting Central Advisory Contract Labour Board as Conveners of different sub-committees to examine the question of abolition of contract labour system in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to ILO.
6. Supplying information to Ministry for replying related Parliament Questions on statutes enforced by CLC organization.
7. Advising Ministry of Labour and Employment in conflict situation like strikes of All India Nature and other Labour matters.
8. Assisting Ministry in interpretation/clarification of complicated legal issues raised by employing Ministries, State Governments, employers and workmen, etc.
9. Attending to Parliamentary Committees and other important delegations as advised by the Ministry.
10. Keeping Liaison with State Government Labour Departments for collection of information as per directions of Ministry.
11. Assisting Ministry of Labour and Employment in training of CLS Officers.

III

MACHINERY FOR BETTER CONCILIATION AND PREVENTIVE MEDIATION

Scheme I: Machinery for better conciliation and preventive mediation and more effective enforcement of labour laws and improving efficiency and effectiveness by providing better infrastructure facilities and construction of office complex for CLC(C) and RLC(C)s.

The Objectives of the Scheme are:

- i) To augment machinery for investigation, mediation and conciliation in industrial disputes to meet the increasing intake,
- ii) Strengthening the enforcement machinery which was considered quite inadequate considering the number of establishments falling in the central sphere and
- iii) To have better and close supervision over the enforcement work.

Characteristics of the scheme:

- (i) The creation of posts at different levels in order to cater for the increased workload.
- (ii) To augment machinery for investigation, mediation and conciliation in industrial disputes to meet the increasing intake.
- (iii) Strengthening the enforcement machinery which was considered quite inadequate considering the number of establishments falling in the Central sphere.
- (iv) To have better and close supervision over the enforcement work.
- (v) Providing incentive to the officers of CIRM for improving performance and efficiency. Under this component the performance of the CIRM officers will be evaluated once in a month and the officers with overall best rating will be eligible for a cash award and certificate of commendation
- (vi) Improving efficiency by providing better infrastructure like residential accommodation for the officers, separate room facilities for seminar, workshop etc., better means of communication, office equipments like personal computers, fax, photocopiers etc and facilities like vehicles in for field work etc.

In the RFD of the Ministry of Labour and Employment, one of the objectives is **Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery**. It has four components:

1. Enforcement of labour laws to provide relief and benefit to the workers:
 - (a) Periodic inspections to be conducted;
 - (b) Time taken for issuing formal notice of irregularities and advising employers to rectify within stipulated time to avoid penal action;
 - (c) Time taken in filing complaints for irregularities not rectified before the Court of Law for prosecution;
 - (d) Filing of claim cases under the Minimum Wages Act, 1948 and payment of Wages Act, 1936.
2. Handling of industrial disputes:
 - (a) Time within which settlement through conciliation and mediation
 - (b) Time for submitting FOC reports where no settlement is forthcoming.
3. Provision of computer towards Computerization of offices of Central Industrial Relations Machinery (CIRM): Computers provided and
4. Training of Central Labour Service (CLS) officers: Officers trained

Machinery for Better Conciliation and Mediation: It ensures that the two parties to an industrial dispute are brought together for resolving the differences. The Machinery, as the impartial third party, helps the two parties to reach a mutually acceptable settlement. Conciliator meets parties separately or together to exchange information, clarify issues and settle misunderstanding. Conciliator does not impose a solution but persuades a settlement which is binding on parties to the disputes.

Section 4 of the Industrial Disputes Act, 1947 authorizes the 'appropriate Government' to appoint Conciliation Officers (COs), charged with the duty of mediation for promoting the settlement of industrial disputes between the workmen and the management. Dy. Chief Labour Commissioners (Central), Regional Labour Commissioners (Central) and Assistant Labour Commissioners (Central) act as COs according to the gravity of the dispute. A CO's basic task is to find a solution acceptable to both the parties rather than to determine the rights and wrongs of a problem. If a settlement of the dispute or on any of the matters in the dispute is arrived at during the course of the conciliation proceedings (CPs), the CO send a report to the appropriate government together with a memorandum of the settlement (MOS) duty signed by the parties to the dispute. In case, no settlement is arrived at, the CO shall, as soon as practicable after the close of the investigation, send to the appropriate Government, a full failure of conciliation (FOC) report, highlighting the steps taken by him for ascertaining the facts and circumstances relating to the dispute and

for bringing about a settlement thereof, together with the reasons on account of which, in his opinion, a settlement could not be arrived at. As per Section 12(6) of the ID Act, a report is to be submitted within 14 days of the commencement of the CPs or within such shorter period as may be fixed by the appropriate Government. Subject to the approval of the CO, the time for the submission of the report may be extended by such period as may be agreed upon in writing by all the parties to the dispute.

Table 1: Details of the Industrial Disputes handled by CIRM (2007-2015)

Year	No. of Disputes Received by CIRM*	No. of Disputes which were considered unfit for intervention by CIRM	No. of Disputes which were settled without holding formal conciliation proceedings	No. of Disputes in which formal conciliation proceedings were held	No. of Disputes in which conciliation proceedings led to the settlement of Disputes	No. of Disputes in which conciliation proceedings ended in failure	No. of Disputes pending with the CIRM on the close of the year
1	2	3	4	5	6	7	8
2007-08	8649	-	1858	3474	1203	2271	3317
2008-09	8586	-	1661	3175	1,377	1798	3750
2009-10	8620	-	1807	3322	1429	1893	3491
2010-11	9773	-	1788	4459	2268	2191	3526
2011-12	10,290	-	1988	4041	2178	1863	4261
2012-13	11522	01	2814	4204	1891	2313	4503
2013-14	11492	85	2848	4177	1945	2232	4382
2014-15	11622	0	2211	4364	2230	2134	5047
Total	80,554	86	16,975 (21)	31,216 (39)	14,521 (18)	16,695 (21)	

*including brought forward from the previous year

Source: Annual Reports of the Ministry of Labour and Employment

Highlights:

- Number of Disputes Received by CIRM during 2007-08 to 2014-15 is 80,554.
- Number of Disputes, which were settled without holding formal conciliation proceedings is 16,975 i.e., 21 percent of the total disputes received.
- Number of Disputes in which formal conciliation proceedings were held is 31,216 i.e., 39 percent of the total disputes received.
- Number of Disputes in which conciliation proceedings led to the settlement of disputes was 14,521 i.e., about 18 percent of the total disputes received.

- Number of Disputes in which conciliation proceedings ended in failure was 16,695 i.e., 21 percent of the total disputes received.
- Number of Disputes pending with the CIRM as on 31-03-2015 was 5,047.

Table 2: Industrial disputes disposed of during 2007-2015

Year	No. of Disputes which were settled without holding formal conciliation proceedings (A)	No. of Disputes in which formal Conciliation proceedings were held (B)	Total Disputes Disposed of (A+B)	Total disputes Received
1	2	3	4	5
2007-08	1858 (21.5)	3,474 (40.2)	5,332 (61.6)	8,649
2008-09	1661 (19.3)	3,175 (37.1)	4,836 (56.3)	8,586
2009-10	1807 (20.9)	3,322 (38.5)	5,129 (59.5)	8,620
2010-11	1788 (18.2)	4,459 (45.6)	6,247 (63.6)	9,773
2011-12	1988 (19.3)	4,041 (39.3)	6,029 (58.6)	10,290
2012-13	2814 (24.4)	4204 (36.5)	7018 (60.9)	11522
2013-14	2848 (24.8)	4177 (36.3)	7025 (61.1)	11492
2014-15	2211 (19)	4364 (37.6)	6575 (56.6)	11622
Total	16,975 (21)	31,216 (39)	48,191 (60)	80,554

*Figures in the bracket represent percentage to the total disputes received

Source: Annual Reports of the Ministry of Labour and Employment

Highlights:

- Number of industrial disputes disposed of during 2007-2015 constitutes number of Disputes which were settled without holding formal conciliation proceedings and number of Disputes in which formal Conciliation proceedings were held.
- Number of industrial disputes disposed of during 2007-2015 is 48,191 i.e., 60 percent of the total disputes received.

Table 3: Industrial disputes settled during 2007-2015

Year	No. of Disputes which were settled without holding formal conciliation proceedings (A)	No. of Disputes in which conciliation proceedings led to the settlement of Disputes (B)	Total Disputes settled (A+B)	Total disputes Received
1	2	3	4	5
2007-08	1858 (21.5)	1203 (13.9)	3061 (35.4)	8,649

Table continued....

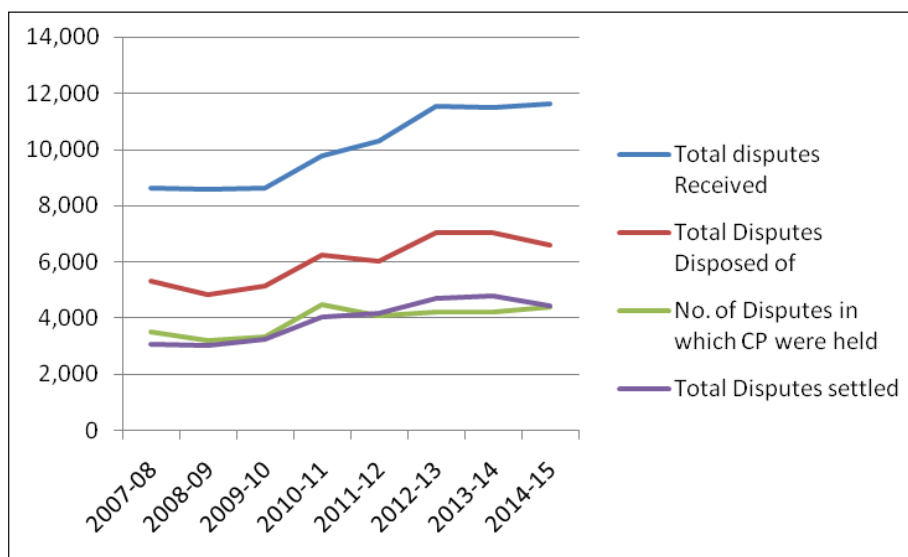
2008-09	1661 (19.3)	1377 (16.0)	3038 (35.3)	8,586
2009-10	1807 (20.9)	1429 (16.6)	3236 (37.5)	8,620
2010-11	1788 (18.2)	2268 (23.2)	4056 (41.4)	9,773
2011-12	1988 (19.3)	2178 (21.2)	4166 (40.5)	10,290
2012-13	2814 (24.4)	1891 (16.4)	4705 (40.8)	11,522
2013-14	2848 (24.8)	1945 (17)	4793 (41.7)	11,492
2014-15	2211 (19)	2230 (19.2)	4441 (38.2)	11,622
Total	16,975 (21)	14,521 (18)	31,496 (39)	80,554

*Figures in the bracket represent percentage to the total disputes received
 Source: Annual Reports of the Ministry of Labour and Employment

Highlights:

- Total disputes settled constitutes number of Disputes, which were settled without holding formal conciliation proceedings and number of Disputes in which conciliation proceedings led to the settlement of Disputes.
- Total disputes settled during 2007-2015 was 31,496 i.e., about 39 percent of the total disputes received and about 60 percent of the total disputes disposed of.

Graph 1: Number of disputes received, disposed of, CPs held and settled through CPs for the Year 2007-2015



*C.P.-Conciliation Proceeding

Table 4: Success rates of settlement of disputes through CPs

Year	No. of Disputes in which formal conciliation proceedings were held	No. of Disputes in which conciliation proceedings led to the settlement of Disputes	No. of Disputes in which conciliation proceedings ended in failure
2007-08	3474	1203	2271
2008-09	3175	1,377	1798
2009-10	3322	1429	1893
2010-11	4459	2268	2191
2011-12	4041	2178	1863
2012-13	4204	1891	2313
2013-14	4177	1945	2232
2014-15	4364	2230	2134
Total	31216	14521 (47%)	16695 (53%)

Source: Annual Reports of the Ministry of Labour and Employment

Highlight:

- Out of 31,216 cases of Disputes in which formal conciliation proceedings were held, 47 percent led to settlement while the remaining 53 percent ended in failure.

Table 5: Number of industrial disputes received and disposed of under the four regional offices during 2007-2012

Region	No. of Disputes Received	No. of Disputes Disposed of	Percentage
Bangalore	1,773	1,737	97.9
Bhubaneswar	1,691	1,614	95.4
Delhi	1,415	1,202	84.9
Mumbai	2,733	1,813	66.3
Total	7,612	6,366	83.6

Highlight:

- The average rate of disposal of disputes that was about 84 percent in the four regions was comparatively higher than the overall India figure of the disputes disposed of that was about 60 percent.

Table 6: Industrial Disputes with reference to RFD

RFD (Year)	Total Disputes Disposed of	Disposing of Industrial Disputes (Target as per RFD)	Success indicator	Total Disputes settled	Settlement brought about between the employers and the workmen/ unions under the Industrial Disputes Act. (Target as per RFD)	Success indicator
2007-08	5,332	-	-	3061	-	

Table continued....

2008-09	4,836	-	-	3038	1810	
2009-10	5,129	4000	Target Achieved	3236	1900	
2010-11	6,247	4450	Target Achieved	4056	1800	Target Achieved
2011-12	6,029	4500	Target Achieved	4166	2100	
2012-13	5212	4522	Target Achieved		2150	
2013-14	5200	5000	Target Achieved			
2014-15	5300	5000	Target Achieved			

Source: Annual Reports of the Ministry of Labour and Employment

Assessment:

Regarding disposing of industrial disputes following factors are to be considered:

1. Settlement cases;
2. Time within which settlement through conciliation, mediation and social dialogue completed; and
3. Time for submitting FOC reports where no settlement is forthcoming.

With reference to the objectives given in the RFD of the Ministry of Labour and Employment, the targets related to disposal of disputes and settlement brought about between the employers and workmen/unions under the Industrial Disputes Act are well achieved. However, number of industrial disputes disposed of during 2007-2015 was 48,191 i.e. 60 percent of the total disputes received. The disputes settled during 2007-2015 were 31,496 i.e. about 39 percent of the total disputes received. Nevertheless, there are significant settlements signed by the Conciliation Officers that have benefitted many workers. Some of the major settlements are highlighted in this section.

Major Settlement Through Conciliation

Highlights of significant settlements signed by the Conciliation Officers of Bangalore Region (2010-11)

- Involving 10,700 workers of HAL over wage settlement to the tune of Rs.30 crores per annum.
- Involving 3152 workers of BEL regarding PPI Scheme involving Rs.14.22 crores per annum.

- Involving 100 workers of HAL over wage settlement to the tune of Rs.56 lakhs per annum.
- Involving 10 workers of IOCL over terminal benefits to the tune of Rs.15,32,105.00.
- Involving 3000 workers of BEML over 25% increase in wages.
- Involving 33 workers of BPCL regarding bonus to the tune of Rs.49,814.
- Involving 1400 contract laborers of BEML over increase in wages to the tune of Rs.1.34 crores per annum.
- Involving 1400 workers of KIOCL Ltd., over increase in wages to the tune of 27%.
- Involving 710 workers of MRPL over revision of pay scales to the tune of Rs.10.25 crores per annum.
- Involving 955 workers of NPCIL over performance linked incentive scheme to the tune of Rs.6 crores.

Highlights of significant settlements signed by the Conciliation Officers of Bhubaneswar Region (2008-11)

- Involving 37 workers engaged in Bhubaneswar Railway station by BVG India Ltd., over minimum wages settlement to the tune of Rs. 4,27,399.
- Involving 21 security guard of NABARD, Bhubaneswar over minimum wages to the tune of Rs.4,98,717.
- Involving 50 workers of FSNL over minimum wages, wage structure, various allowances and superannuation benefits to the tune of Rs. 24,00,000.
- Involving 167 contract workers of KMCC Pvt. Ltd, engaged in OMC Ltd, over non-payment of retrenchment and other statutory dues to the tune of Rs.69,66,187.
- Involving 5800 workmen in long term wage settlement of NALCO over the revised pay and perk to the tune of 531 crores (approx.)
- Involving 3000 workers and contractors of NTPC Ltd. to the tune of 12,00,000 p.a (approx.)
- 11 workers of IOCL over terminal benefits to the tune of Rs.7,16,189.
- Involving 394 workmen over financial benefit to the tune of Rs. 1.6 crores by the settlement between Indian Metals and Ferro Alloys Ltd.
- 560 workers got benefited with the decision to increase the production on NALCO Panchapatmali Bauxite Mines at Damonjodi.

Highlights of significant settlements signed by the Conciliation Officers of Mumbai Region (2010-12)

- Involving 70 workmen of Petroleum Employees Union over the issue of revision of pay scales, allowances, and other benefits to the tune of Rs.7.73 crores against General Manager (HR), Mahanagar Gas Ltd.
- Involving 279 workmen of Petroleum Employees union over the revision of pay scales, allowances and other benefits against General Manager (HR &Adm.) to the tune of two crores p.a.
- Involving 55 workers over wage revision and arrear payment against Balmer Lawrie & Co. Ltd, Mumbai to the tune of Rs.1,18,25,000 as arrears payment and monthly wages increase of Rs.5000 p.m. approximately.
- Involving 382 part time sweepers against management of NIACL, Mumbai over revision of wages and arrear payment to the tune of Rs. 3,90,000 & arrear payment of Rs.1,03,78,760.
- Involving 31 workers against management of Dr. Admn. Controllers Pvt. Ltd., Mumbai over the settlement of workers' demand to the tune of Rs.72,703 p.m & Rs. 2, 90,000 as arrears.
- Involving 139 workmen over an issue to be paid for the cost of living index against management of Gulf Air to the tune of Rs. 60,00,000 as an arrear payment & Rs.10,00,000 as monthly wages.
- Involving 159 workers over 60% wage increase against management of SAA to the tune of Rs.4, 50,00,000 as arrear payment and approximately Rs. 40,88,000 as monthly wages.
- 69 employees got their choice posting over an issue against FCI Mumbai by the BKNKS, Mumbai for alleged violation of transfer procedure in vogue and criss-cross transfers on promotion etc.

Based on the field visit to four regional offices of CIRM, it was observed that:

- There is low settlement of industrial disputes.
- There is delay in completing conciliation proceedings.
- There is delay in submission of FOC reports to the Ministry.
- There is shortage of staffs leading to heavy workload.
- There is requirement for proper facilities and infrastructure.
- Conciliation is an art that can be made effective through practical training.

IV

ENFORCEMENT OF LABOUR LAWS

There are approximately 1.5 lakh establishments in the Central sphere. The Inspecting Officers of CIRM inspect these establishments under 13 different Labour enactments through routine inspections and special drives for inspections under the crash inspection programmes and task force inspections to secure benefits of the beneficial legislations to workers.

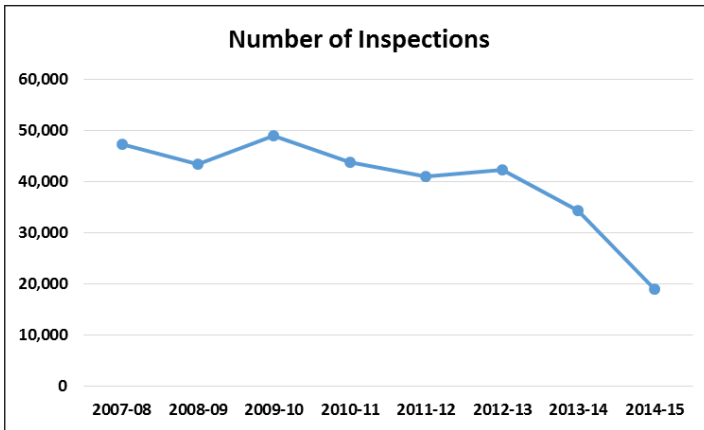
Table7: Number of Inspection etc. under Various Labour Laws for the Year 2007- 2015

STATEMENT SHOWING NUMBER OF INSPECTION ETC. UNDER VARIOUS LABOUR LAWS FOR THE YEAR 2007-08 to 2014-15					
Year	Number of Inspections	Number of Irregularities		Number of prosecutions launched	Number of convictions
		Detected	Rectification		
2007-08	47,266	3,88,019	3,92,985	11,238	6890
2008-09	43,376	3,89,953	3,99,403	11,533	7574
2009-10	48,899	3,80,184	4,19,732	13,283	7496
2010-11	43,816	4,01,151	3,96,148	14,070	12,793
2011-12	41,081	3,53,813	3,62,771	14,909	12,730
2012-13	42,209	7,13,326	3,44,769	12,890	9,837
2013-14	34,351	6,76,017	3,21,740	11,756	10,396
2014-15	19,020	5,42,021	2,36,056	8,745	7,462
Total	3,20,018	38,44,484	28,73,604	98,424	75,178

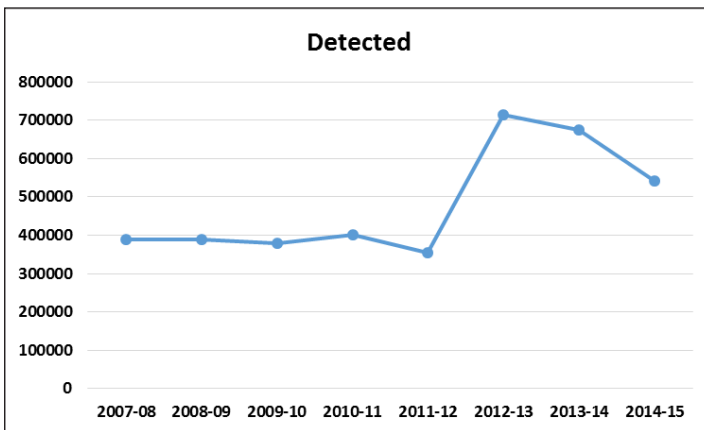
Highlights:

- Number of inspections conducted under 13 labour laws during the 2007-15 is 3,20,018.
- Number of irregularities detected is 38,44,484.
- Number of prosecutions launched is 98,424.
- Number of convictions is 75,178.

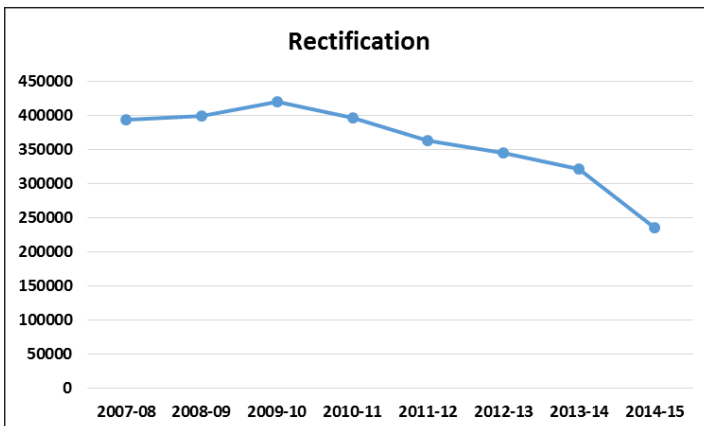
Graph 2: Number of inspections (2007- 2015)



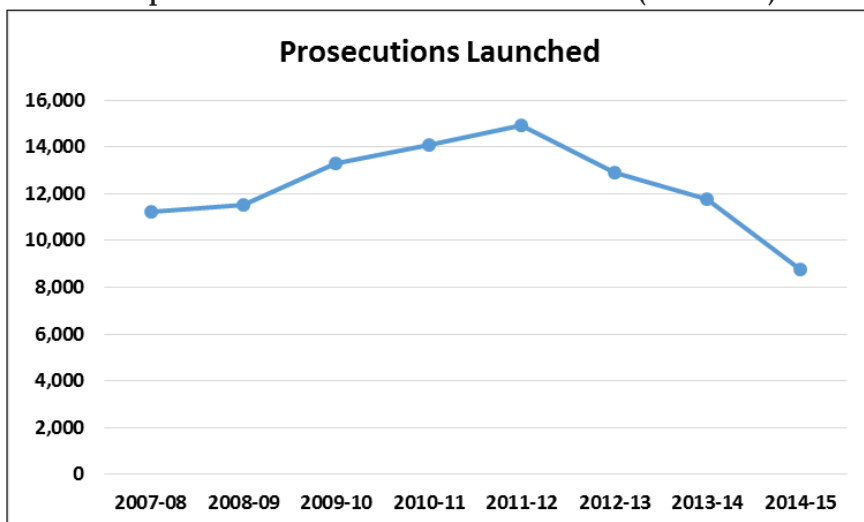
Graph 3: Number of Irregularities Detected (2007- 2015)



Graph 4: Number of Irregularities rectified (2007- 2015)



Graph 5: Number of Prosecutions launched (2007- 2015)



Graph 6: Number of convictions (2007- 2015)

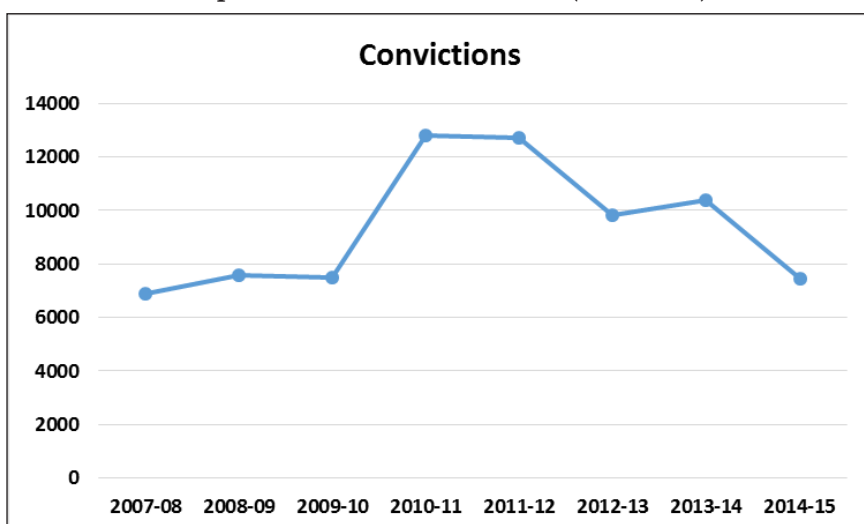


Table 8: Coverage of inspections of establishments per year (2007- 2015)

Year	No. of inspections conducted	Average No. of inspections per year	No. of establishments in the Central sphere (apprx.)	Percentage coverage of inspections of establishments per year
2007-08 to 2014-15 (8 years)	3,20,018	40002	1,50,000	30%

Highlight:

- Only 30 percent of the total establishments in the Central sphere could be inspected in a year.

Table 9: Information on total inspection conducted under the various Labour Laws for the year 2007- 2015

Sl. No.	Year	No. of inspections conducted	No. of inspections conducted (Target as per RFD)	Remarks
1	2007-08	47,266	-	
2	2008-09	43,376	-	
3	2009-10	48,899	40,000	Target achieved
4	2010-11	43,816	36,900	Target achieved
5	2011-12	41,081	37,000	Target achieved
6	2012-13	42,209	-	
7	2013-14	34,351	-	
8	2014-15	19,020	-	

Highlight:

- There is decline in the number of inspections conducted from 2007-08 to 2008-09 and it got increased in 2009-10.
- During 2009 and 2015, there is steep fall in the number of inspections conducted.
- However, the targeted number of inspections to be conducted during a year according to the RFD is well achieved.

Table 10: Number of prosecutions conducted and target as per RFD

Sl. No	Year	No. of prosecutions launched	No. of prosecution cases filed (Target as per RFD)	Remarks
1	2007-08	11,238	-	
2	2008-09	11,533	11,905	
3	2009-10	13,244	12,000	Target achieved
4	2010-11	14,070	10845	Target achieved
5	2011-12	14,909	12050	Target achieved
6	2012-13	12,890	12100	Target achieved
7	2013-14	11,756		
8	2014-15	8,745		

Highlight:

- There is an increasing trend of the number of prosecutions launched from 2007 to 2012 but steep fall during 2012 and 2015.

- The targeted number of prosecutions cases filed during a year according to the RFD is well achieved.

Table 11: Labour laws with highest number of inspections (2007-2012)

Sl. No.	Labour Enactments	No. of Inspections Made during XI plan (2007-12)	Percentage
1	Minimum Wages Act	77,505	34.53%
2	Contract Labour (R&A) Act	38,241	17.04%
3	P.W. Act (Mines)	22,625	10.08%
4	Child Labour (P&R)	19,302	8.60%
5	E.R. Act	17,704	7.89%
6	BOCW	13,186	5.88%
7	P.G. Act	12,712	5.66%
8	H.O.E.R	7,585	3.38%
9	P.W. Act (Rly)	6,495	2.89%
10	P.B. Act	6,136	2.73%
11	I.S.M.W. Act	1,494	0.67%
12	P.W. Act (A.T.S)	1,042	0.46%
13	P.W. Act (Major Ports)	411	0.18%
Total Inspection during XI Five Year Plan		2,24,438	100.00%

Highlight:

- The labour law with the highest number of inspections conducted during 2007 to 2012 is Minimum Wages Act (34.5%) followed by Contract Labour (R&A) Act (17%) and P.W. Act (Mines) (10%)

Table 12: Number of Inspection, Prosecution filed and Claim Cases Filed under Minimum Wages Act

Year	No. of Inspections	No. of prosecutions cases filed	No. of claim cases filed
2007-08	14,039	2,486	2,005
2008-09	15,671	4,631	2,015
2009-10	15,951	5,599	2,724
2010-11	16,780	6,008	3,091
2011-12	15,272	6,937	3,614
2012-13	15,460	5,267	3,278
2013-14	13,099	5,167	3,000
Total	1,06,272	36,095	19,727

Highlight:

- There is a slight decline in the number of claim cases filed under the Minimum Wages Act in the year 2013-14.

- From the year 2007-12, there has been an increasing trend in the number of claim cases filed under the Minimum Wages Act.

Table 13: Number of claim cases filed under MW Act and target as per RFD

Year	No. of claim cases filed	No. of claim cases filed (Target as per RFD)	Success indicator
2007-08	2,005	-	-
2008-09	2,015	-	-
2009-10	2,724	-	-
2010-11	3,091	1845	Target achieved
2011-12	3,614	1850	Target achieved
2012-13	3,000	1850	Target achieved
2013-14	2100*	2000	Target achieved
2014-15	2100*	2200	Target not achieved

* Projected figure from RFD.

Highlight:

- The target of claim cases filed under the Minimum Wages Act against the defaulting employers under the RFD is achieved with a huge margin.
- While the RFD targets were achieved during 2010 and 2014. In 2014-15 target was not achieved.

Table 14: Labour laws with highest number of inspections during 2007-12 for the regional offices

Region	Sl. No.	Name of the labour law
Bangalore	1	Minimum Wages Act, 1948
	2	Contract Labour (R&A) Act, 1970
	3	Child Labour (P&R) Act
Bhubaneswar	1	Minimum Wages Act, 1948
	2	Child Labour (P&R) Act
	3	Contract Labour (R&A) Act, 1970
Delhi	1	Minimum Wages Act, 1948
	2	Contract Labour (R&A) Act, 1970
	3	BOCW (RE&CS) Act, 1996
Mumbai	1	Minimum Wages Act, 1948
	2	Contract Labour (R&A) Act, 1970
	3	Equal Remuneration Act, 1976

Highlight:

- In all the four regional offices, the labour law with the highest number of inspections conducted is Minimum Wages Act, 1948 followed by Contract Labour (R&A) Act, 1970 as similar to the overall India figure.

Assessment

With respect to enforcement of labour laws to provide relief and benefit to the workers, emphasis need to be given to the following factors:

- Inspections conducted;
- Time taken for issuing formal notice of irregularities and advising employers to rectify within stipulated time to avoid penal action i.e., 4 days;
- Time taken in filing complaints for irregularities not rectified before the Court of Law for punishment i.e., 100 days;
- Prosecution cases; and
- Claim cases filed under the Minimum Wages Act.

The number of inspections conducted under 13 labour laws during the XI Plan is 2,24,438. The average number of inspections in a year is 44,889. There are about 1.5 lakh establishments in the Central sphere. It may, therefore, be estimated that only 30 percent of the establishments in the Central sphere could be inspected in a year. There is decline in the number of inspections conducted from 2007-08 to 2008-09 and it got increased in 2009-10. Since 2009-10, there is steep fall in the number of inspections conducted. However, the targeted number of inspections to be conducted during a year according to the RFD is well achieved.

Based on the information gathered from the field, in many of the cases, there is long time taken for issuing formal notice advising employers to rectify the irregularities within stipulated time to avoid penal action.

There is a steadily increasing trend of the number of prosecutions launched since the beginning of the 2007. Moreover, the targeted number of prosecutions cases filed during a year according to the RFD is well achieved.

There is a slight decline in the number of claim cases filed under the Minimum Wages Act in the year 2008-09. From the year 2008-09, there has been an increasing trend in the number of claim cases filed under the Minimum Wages Act and it exceeds the target of claim cases under the RFD.

In all the four Regional offices, the labour law with the highest number of inspections conducted is Minimum Wages Act, 1948 followed by Contract Labour (R&A) Act, 1970.

Manpower

Due to inadequate number of officers, it is becoming increasingly difficult for the existing officers to perform all the work effectively. These functions being quasi-judicial in nature cannot be discharged by any officer. The basic executive unit of this organization is the Office of Labour Enforcement Officer (Central) which consist of one LEO, one LDC and one Peon. Presently most of LEO (C) offices do not even have the sanctioned strength.

LEO (C) and ALC(C) are the cutting edge of the Organisation. Unless their number is augmented with supporting staff, it is very difficult to cope up with the new challenges in industrial relation and enforcement of labour laws posed by liberalization, globalization and privatization. Induction training, having a specified period and approved contents, for the new entrant officers should be made compulsory. Moreover, need based periodic training should be provided.

Office Aids

In order to equip the officers of organization of CLC to discharge their duties and responsibilities more effectively and professionally, it is of paramount importance to provide them modern gadgets including latest computers and fast mode of communications and transport. Officers posted in small towns and in far-flung areas, where hiring of vehicles is not possible, they may be provided motorcycles to carry out their normal duties of inspection of the establishments in remote areas and attend court cases filed in the different courts within their territorial jurisdiction. There is a need for providing training to office staffs related to office management and technical and computer skills.

Achievement during 2007-12 regarding providing modern gadgets is as follows:

- 330 computers along with all peripherals, 67 photocopier machines, 21 Digital Duplicators and 7 Remotely Manage Franking machines have been provided at a total cost of Rs.3, 85,67,341.

Table 15: Status of office Building & Residential Accommodation/ Staff Quarter for Regional Offices

Regional offices	Office Building Status	Residential Accommodation/ Staff Quarter
Dy. CLC (C), Bangalore	Own (Regional Office)	No facility
Dy. CLC (C), Bhubaneswar	Own	No facility
Dy. CLC (C), Mumbai	Own	No facility
Dy. CLC (C), New Delhi	Rented in a Govt. building	No facility

Highlight:

- Out of the four Regional offices visited, only New Delhi does not have its own building. The field offices of the Bangalore office are also on rented premises.
- None of four Regional offices have its own residential accommodation facility for its officers and staffs. They are provided residential accommodation through General Pool

Infrastructure**Table 16: Statement showing the achievements under Civil Work during XIth Plan**

Sl. no	Year	Civil Work carried out at regional offices
1	2007-08	i) Sinking of deep tube well, diesel generator set for office complex at Dy. CLC(C) Dhanbad, ii) construction of integrated office building of the then RLC, Bhubaneswar, iii) aluminum partition work and fixing cupboards at RLC (C) Jaipur, iv) consigned office building and staff quarter and office building and complex RLC (C) Asansol
2	2008-09	Construction of office building cum res. Complex and carrying out partition and rack of the then RLC (C) Guwahati and LEO(C) Bareilly, Replacement/repair work at Dy.CLC(C) Mumbai and the then RLC(C) Hyderabad, sanction for soiling testing, topographical survey work DDA fee etc.
3	2009-10	Renovation of toilets/rooms at the then RLC(C) Hyderabad/ Patna Addl. Fixtures and augmentation of street lighting at the then RLC(C) Hyderabad,
4	2010-11	Sanction for structure repairs, re-plastering and nesting seepage/ civil and electoral work for providing of vitrified tile, flooring and replacement/annual repair and maintenance work at Dy. CLC (c) Mumbai,/Ajmer, Hyderabad, Proving of light conductor, fixing of cupboard RLC(C) Cochin/Dy. CLC(C) room, Construction of office-res. Complex at the then RLC(C) Guwahati
5	2011-12	Providing and fixing of cupboards at Dy. CLC(C) Chennai and Construction of office building at the then RLC(C) Asansol

IMPROVEMENT AND STRENGTHENING OF TRAINING

Central Labour Service

The Central Labour Service (CLS) was formed on 03.02.1987. Consequent to First Cadre Review of CLS in October, 2004, the Central Labour Service was notified as an Organized Group 'A' Central Service vide Gazette Notification No. 674 (E) dated 14.10.2004.

The Second Cadre Review of the Service was implemented w.e.f. 2014. As per the Ministry of Labour and Employment Order No. A-39011/01/2013-CLS-1 dated 06 Jan 2014, the present sanctioned strength of CLS is 340, which is distributed amongst three streams, and five encdred posts in the Ministry of Labour is as under :-

1. Central Industrial Relations Machinery (CIRM) – 125 posts
2. Directorate General of Labour Welfare (DGLW) – 42 (excluding the post of DG (LW) which is held by an IAS Officer.
3. Central Pool of Labour Officers (Factory Side) - 168

	Streams	Posts
1	Central Industrial Relations Machinery (CIRM) including post of Director (Training)	125
2	Directorate General of Labour Welfare (DGLW)	42
3	Factory Side (Central Pool)	168
4	4 Dy. Directors and 1 Assistant Director in the Ministry of Labour & Employment	5
	Total	340

Organisation Structure of Central Labour Service

Statement Showing Revised Sanctioned Cadre Strength of Central Labour Service in Various Grades/Posts in the Participating Organizations on Restructuring as per Second Cadre Review CLS

Sl. No.	Organization	HAG	SAG	JAG	STS	JTS	Total
Ministry of Labour & Employment							
	Chief Labour Commissioner (Central)	01	01	25	40	58	125

	Directorate General Labour Welfare	--	01	18	08	15	42
	Main Secretariat	--	--	--	04	01	05
	Total	01	02	3	52	74	172
Ministry of Defence							
	Defence Research & Development Organization	--	--	02	03	07	12
	Integrated Headquarters of Ministry of Defence (Navy)	--	--	01	06	09	16
	Integrated Headquarters of Ministry of Defence (Army)	--	--	02	12	17	31
	Directorate General of Quality Assurances (DGQA)	--	--	01	01	07	09
	Directorate General, Ordnance Factory Board	--	--	15	47	77	139
	Total	--	--	15	47	77	139
Ministries/Departments other than Ministry of Labour & Employment and Ministry of Defence							
	M/o Science & Technology, Surveyor General of India	--	--	--	--	01	01
	Ministry of Health & Family Welfare (Hospital)	--	--	--	03	01	0

	M/o Agriculture, Delhi Milk Schme	--	--	--	01	--	01
	M/o Urban Development (CPWD & Directorate of Printing)	--	--	01	12	06	19
	M/o Finance, Department of Revenue	--	--	--	--	02	02
	M/o Home Affairs (Andman & Nicobra Islands)	--	--	--	--	02	02
	Total	--	--	01	16	12	29
Grand Total (I+II+III)		01	02	59	115	163	340

The Main Functions of CIRM are:-

1. Ensuring harmonious industrial relations between the Management and Workers in the Central Sphere.
2. Enforcement of Labour Laws and Rules made thereunder in the Central Sphere.
3. Intervention, mediation and conciliation in industrial disputes in order to bring about settlement of disputes.
4. Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts.
5. Implementation of Labour Welfare Schemes under various Labour Welfare Acts/Schemes.

Scheme II: Improvement and strengthening of training wing of CLS Officers

Objectives of the schemes are:

- (i) To provide regular effective in-house training which would include practical on the job training in order to equip Officers with skills, knowledge, and aptitude to enable them to perform their functions efficiently in each of the three stream of Service because the officers of CLS are being transferred from one stream to another
- (ii) The frequency of the training programmes, workshops and seminars will be so arranged so that all officers will get periodic training

(iii) With periodic training, the CLS officers are expected to play an important role in the area of Industrial Relation and Labour Welfare

The in-house training programme envisaged under this plan scheme will consist of following components:

- (i) Structured Training Programmes which includes need based practical training
- (ii) Workshops and seminars in different zones.
- (iii) Provision of books, periodicals and CD- roms on judgments of various courts
- (iv) Development and provision of software for improving efficiency of inspectors and quasi-judicial authorities in CIRM.
- (v) Sponsoring officers for seminars/ workshops and training to reputed institutions in India other than VVGNNLI.
- (vi) Induction Training Programmes for offers joining the service

Table 17: Statement showing the position of trainings of CLS officers during the period from 2007-2012

Year	No. of training	No of trainees
2007-08	7	252
2008-09	8	170
2009-10	6	123
2010-11	10	186
2011-12	11	212
Total	42	943

Highlight:

- Number of training programmes conducted during the XI Plan was 42.
- Number of officers trained was 943.
- The number of trainees was decreasing from 252 in 2007-08 to 170 in 2008-09 and then to 123 in 2009-10.
- There has been increasing trend in the number of officers trained from 2010-11.
- Average number of programme per year is about 8.
- Average number of trainees per programme is about 22.

Graph 7: Number of training and trainees (2007-08 to 2011-12)

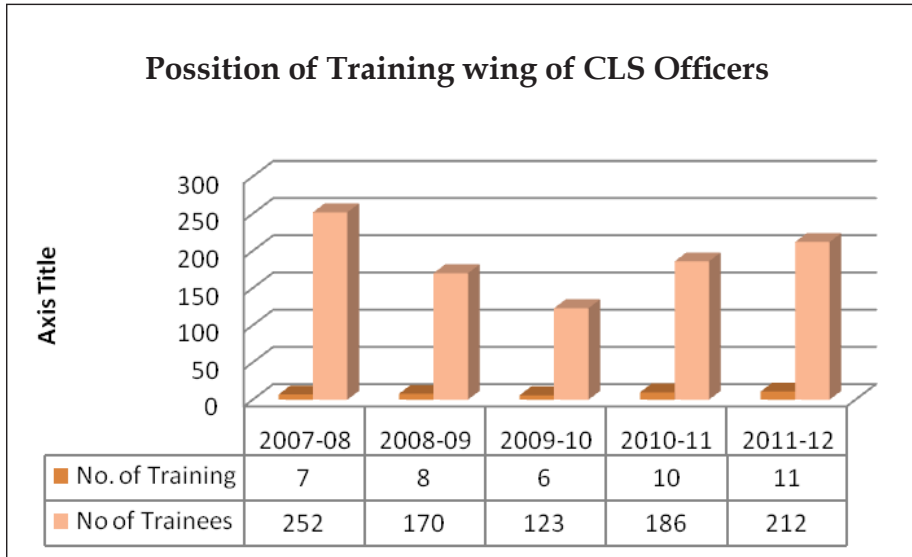


Table 18: Number of Training and Trainees at various Institutes

Sl. No.	Name of the Institute	No. of Training	No. of Trainees
1	NSC, Navi Mumbai	6	119
2	XLRI, Jamshedpur	6	109
3	VVGNLI	5	110
4	NIESBUD	4	85
5	Chandigarh Judicial Academy, Chandigarh	4	81
6	Railway Staff College, Vadodara	3	54
7	AP Judicial Academy, Hyderabad	2	45
8	IIM, Kolkata	2	40
9	ISTM	1	150
10	Administrative Staff College of India, Hyderabad	1	20
11	IIM, Ahmadabad	1	20
12	Madurai	1	20
13	National Institute of Administrative Research, Lal Bahadur Shastri Academy, Mussoorie	1	20
14	IIM, Shillong	1	19
15	Shri Ram Centre, New Delhi	1	19
16	NPC, Kollam	1	10
17	National Productivity Council, Khajuraho	1	8
18	International Training Centre, Turin, Italy	1	4
TOTAL		42	943

Highlight:

- Institutes that conducted the highest number of training were XLRI and NSC, Mumbai with six programmes followed by VVGNLI with five and NIESBUD and CJA, Chandigarh with four training programmes.

Table 19: Training conducted on different subjects

Sl. No.	Subject of Training	Total no. of Training
1	Training Programme for Conciliation Officers	7
2	Management Development Programme for RTI, IT & Behavioral Competence & Other Job Oriented Functions	4
3	Professional Advancement Course for Quasi Judicial Officers	4
4	Health Safety Measures under BOCW Act	3
5	Training Programme on HOER	3
6	Effective Labour Law Enforcement of LEO (C)	2
7	Management Development Programme for CLS Officer	2
8	Program for LEOs on Conduct of Court Cases	2
9	Accident Investigation and Analysis	1
10	Balance of Payment for Short Term MDP on Management Leadership & Conflict Resolution	1
11	Better Implementation of Labour Welfare Funds & Schemes	1
12	Customized Training for LEOs on RTI	1
13	E-Governance	1
14	Enquiry on Accidents	1
15	Health Safety Measures	1
16	ILO Training Programme on Promoting Dialogue	1
17	Modern Office Management	1
18	Motivating the Official Inter-action Professional Sessions	1
19	Programme for Officers of Central Labour Service	1
20	Programme on Conciliation Skills, Quasi Judicial Role and Enforcement at Labour Laws	1
21	Promotion of Labour Welfare & Social dialogues	1
22	Role & Effectiveness of Govt. Labour Regulatory Authorities	1
23	Short Term Training Programme for CLS Officers on their professional skill enhancement at Labour Laws	1

Highlight:

- Topics/ subjects with the highest number of training programme conducted were Training Programme for Conciliation Officers (7), Professional Advancement Course for Quasi Judicial Officers (4), Management Development Programme for RTI, IT & Behavioral Competence & Other Job Oriented Functions (4), Training Programme on HOER (3), and Health Safety Measures under BOCW Act (3).

Table 20: Actual and Target number of officers trained as per RFD

RFD (Year)	Target no. of officers trained as per RFD	Actual no. of officers trained	Success indicator
2009-10	140	123	Target not achieved
2010-11	100	186	Achieved Target
2011-12	110	212	Achieved Target
2012-13	103	167	Achieved Target
2013-14	115	158	Achieved Target

Highlights:

- The targeted number of officers trained in the year 2009-10 could not be achieved. The actual number of officers trained during this year was 123 instead of 140 as targeted.
- Since 2010-11, the targeted number of officers trained as per the RFD could be well achieved.

Assessment

All CLS officers who had undergone trainings were interviewed and advocated the effectiveness of training in enhancing their professional skill as it helps:

- To know more on the subject.
- To know the practical implication of the theory in a better manner.
- To clarify the doubts from the resource person who are very knowledgeable and having vast experience.
- Some break from the busy scheduled is good, which ultimately increases working capacity and effectiveness.
- It helps and develops competency and knowledge in carrying out their professional duties.

The CLS Officers appreciated the objectives of the training programmes as relevant and practical. They also opined that the training programmes had given them the opportunity to know and understand the issues properly, like conducting court cases and inspections. Some CLS officers were of the view that training was very much helpful to update the recent developments and amendment related to different laws, which has helped them to perform their duties more effectively and efficiently. They were satisfied with the Resource persons' teaching process, reading materials, practical learning and other facilities during training..

VI

CONCLUSION & SUGGESTIONS

The Plan Scheme 1: Machinery for better conciliation, mediation and by effective enforcement of labour laws by improving efficiency effectiveness; by providing better infrastructure facilities and construction of office complexes for CLC (C) and RLC (C)s is not only required to be continued but also needs expansion.

With reference to the objectives given in the RFD of the Ministry of Labour and Employment, the targets related to disposal of disputes and settlement brought about between the employers and workmen/unions under the Industrial Disputes Act are well achieved. There are significant settlements signed by the Conciliation Officers which have benefitted many workers. Based on the field visit to four Regional offices of CIRM, it was observed that:

- The industrial disputes handled by the officers are increasing from year to year.
- The disposal rate of disputes is high.
- There is low settlement of industrial disputes.
- There is delay in completing conciliation proceedings.
- There is delay in submission of FOC reports to the Ministry.
- There is huge requirement for modern office aids and infrastructure.

Moreover, number of industrial disputes disposed of during 2007-2015 is 48,191 i.e., 60 percent of the total disputes received, while as total disputes settled during 2007-2015 is 31,496 i.e., about 39 percent of the total disputes received and about 63 percent of the total disputes disposed of. The number of inspections conducted under 13 labour laws during the XI Plan is 2,24,438. The average number of inspections in a year is 44,889. There are about 1.5 lakh establishments in the Central sphere. It may, therefore, be estimated that only 30 percent of the establishments in the Central sphere could be inspected in a year. The LEO (C) and ALC (C) are the cutting edge of the Organisation. Unless their number is augmented with supporting staff, it will be very difficult to cope up with the new challenges in industrial relation and enforcement of labour laws posed by liberalization, privatization and globalization. It is, therefore, recommended to increase the number officers and the support staff and also to provide better infrastructure facilities is of perennial nature.

The Plan Scheme 2: Improvement and strengthening of Training Wing of CLS Officers is required to be continued and enhanced as it provides adequate training to the officers of Central Labour Service (CLS) and Group 'B' the officers of two feeder cadres of the Service, viz the Welfare Administrators and the Labour Enforcement Officers (LEO) :

- to enhance their skills and upgrade their knowledge in various areas for effective discharge of their duties.
- to get wider information on the subject;
- to know the practical implication of the theory in a better manner;
- to clarify the doubts through interaction and experience sharing;
- to help and develop competency and knowledge in carrying out their professional duties;
- to know and understand a case properly like conducting court cases and other inspections and
- to get acquainted with the recent developments and amendment in different laws

Based on the study conducted, the following suggestions are highlighted:

SUGGESTIONS

Machinery for better conciliation and mediation and more effective enforcement of labour laws and improving efficiency and effectiveness by providing better infrastructure facilities and construction of office complex for CLC (C) and RLC (C)s:

- Delays at different stages of conciliation such as completion of conciliation proceedings and submission of FOC reports to the government should be reduced.
- For effective monitoring of disputes from the date of receipt of dispute till the implementation of award, proper maintenance and upkeep of industrial disputes registers is very essential.
- There is a need to increase the number of supporting staffs since due to paucity of time and due to heavy workload of other functions and also high intake of industrial disputes, there is some delay in completing conciliation proceedings.
- The existing staffs need to be given training on office management and latest technical/computer skills.
- In order to equip the officers of the organization to discharge their

duties and responsibilities more effectively and professionally, it is of paramount importance to provide modern gadgets including latest computers and fast mode of communications viz., scanners and means of transport, adequate manpower,

- There should be suitable training/reward/motivation to facilitate the Officers and the supporting staff.
- The Regional offices should be provided permanent/own building with residential accommodation facilities for the officers and staffs.
- Database or information regarding IDs, inspections, labour laws enforcement, awards, training calendar etc., should be made available on the CLC (C)'s website.
- Directory including phone numbers and emails of the HQ and Regional offices should be updated.
- All the Regional offices should develop their own websites and co-linked to the website of the HQ.

Improvement and strengthening of training wing of CLS Officers:

- Need based periodic training should be given priority.
- It should be made compulsory for every Group 'A' and Group 'B' officers to attend at least three training programmes in five years.
- Role play and practical learning should be part of the training of the conciliation and enforcement officers.
- Some of the topics that need to be given priority are:
 - Welfare provisions incorporated in the Fundamental Rights.
 - Constitutional provisions / Directive Principles in relation to Labour Laws.
 - Administrative provisions relating to DPC, vigilance clearance, disciplinary proceedings, leave rules, promotions, suspensions
 - Conducting Court cases before Administrative Tribunals, High Courts etc. Preparing of Counters etc
 - I.D. Act
 - M.W Act, Gratuity Act, Industrial Employment (Standing Order) Act.
 - Payment of Bonus - calculation and enforcement.
 - All other Acts enforced by the CIRM and DG (LW)

- Emphasis on writing Inspection Reports, procedure for field inspections etc.
- Training on Enforcement of HOER
- Needs of 163 Officers posted in Central Pool (Factory Side), viz relevant provisions of Factories Act, Compassionate Appointments, Works Committees, JCM, workers participation in Management

To update the contents and module of the trainings:

- The details of problems and challenges faced by the officers in the field should be collected.. Regional/Field offices may be consulted regarding the nature of training needs.
- The officers should be trained to equip themselves in managing the adverse situation.
- Latest teaching and learning methods should be used like visual aids; more interactive sessions and role play be given importance.
- Officers should be given opportunity to attend training conducted in foreign institutes for capacity building and exposure to global scenario.
- There should be Induction Training for all the newly recruited officers.
- There should be a Staff College for training CLS officers.
- V.V. Giri National Labour Institute should be considered as the Staff College for training CLS officers, Group 'B' officers pertaining to the two feeder Cadres, namely Labour Enforcement Officers and Welfare Administrators, as it is the only premier labour institute in the country under the Ministry of Labour & Employment with huge potential, adequate facilities and expertise for research and training in all labour related areas.
- Proper identification of institutions specialized in conducting the training on the curricula/topics should be made.
- Assessment of each training programme should be conducted.
- Details of the training programme with aims, objectives & methodology should be properly given.
- Training calendar of the respective year should be made available well in advance.

References

- Government of India, Ministry of Labour and Employment. 2008. *Annual Report, 2007-08*. New Delhi: Ministry of Labour and Employment.
- Government of India, Ministry of Labour and Employment. 2009. *Annual Report, 2008-09*. New Delhi: Ministry of Labour and Employment.
- Government of India, Ministry of Labour and Employment. 2010. *Annual Report, 2009-10*. New Delhi: Ministry of Labour and Employment.
- Government of India, Ministry of Labour and Employment. 2011. *Annual Report, 2010-11*. New Delhi: Ministry of Labour and Employment.
- Government of India, Ministry of Labour and Employment. 2012. *Annual Report, 2011-12*. New Delhi: Ministry of Labour and Employment.
- Government of India, Ministry of Labour and Employment. 2013. *Annual Report, 2012-13*. New Delhi: Ministry of Labour and Employment.
- Government of India, Ministry of Labour and Employment. 2014. *Annual Report, 2013-14*. New Delhi: Ministry of Labour and Employment.
- Government of India, Ministry of Labour and Employment. 2015. *Annual Report, 2014-15*. New Delhi: Ministry of Labour and Employment.
- Job Chart/Work Norms prescribed for Central Labour Service Officers <http://labour.nic.in/sites/default/files/job%20chart.pdf>
- The Gazette of India: Extraordinary [Part II – Sec.3(i)] <http://labour.nic.in/sites/default/files/RRs.pdf>
- Organizational Chart of Central Labour Service <http://labour.nic.in/organizational-chart-central-labour-service>
- Sanctioned strength of CLS officers <<http://labour.nic.in/sites/default/files/cadre.pdf>>

V.V. Giri National Labour Institute

NLI RESEARCH STUDIES SERIES

No.

- 001/2000 Labour Market Institutions in Globalized Economy: Some Issues in the Indian Context – *C.S.K. Singh*
- 002/2000 Dynamics of Labour Market in Kerala – *S.K. Sasikumar & S. Raju*
- 003/2000 Women and Labour Market: A Macro Economic Study – *Neetha N.*
- 004/2000 Mode of Payment of Minimum Wages in Bihar – *Navin Chandra & Nikhil Raj*
- 005/2000 Payment of Minimum Wages in Kind and Perceptions Regarding the Mode of Payment – *S.S. Suryanarayanan & Rajan K.E. Varghese*
- 006/2000 Minimum Wages and Mode of Payment : The Case of Punjab – *Ruma Ghosh*
- 007/2000 Rural Wages: On Developing an Analytical Framework – *Babu P. Remesh*
- 008/2000 Employment in Food Processing Industries – *S.S. Suryanarayanan & B. V.L.N. Rao*
- 009/2000 Determinants of Rural Wages: An Inquiry Across Occupations – *Babu P. Remesh, J. Jeyaranjan & A.C.K. Nambiar*
- 010/2000 Adverse Sex Ratio and Labour Market Participation of Women: Trends, Patterns and Linkages – *Neetha N.*
- 011/2000 Children of Carpet Looms: A Study of Home-based Productions of Carpet in Uttar Pradesh – *Nikhil Raj and Ravi Sriovastava*
- 012/2000 Child Labour in Slate Industry of Markapur in the Wake of Legislation – *K. Suman Chandra, R. Vidyasagar and Y. Gangi Reddy*
- 013/2000 Child Labour in Moradabad Home-Based Industries in the wake of Legislation – *Ashish Ghosh, Helen R. Sekar*
- 014/2000 Child Labour in Bulandshahar District of Uttar Pradesh – *Tapan Kumar Pachal*
- 015/2001 Outline of a History of Labour in Traditional Small-Scale Industry in India – *Tirthankar Roy*
- 016/2001 Gender and Class: Women in Indian Industry, 1920-1990 – *Samita Sen*
- 017/2001 The Politics of the Labour Movement: An Essay on Differential Aspirations – *Dilip Simeon*
- 018/2001 Child Labour in Home Based Lock Industries of Aligarh – *Helen R. Sekar, Noor Mohammad*
- 019/2001 Child Labour in Diamond Industry of Surat – *Kiran Desai, Nikhil Raj*
- 020/2001 Gender and Technology: Impact of Flexible Organisation and Production on Female Labour in the Tiruppur Knitwear Industry – *Neetha N.*
- 021/2001 Organisational Structure, Labour Relations and Employment in Kancheepuram Silk Weaving – *Babu P. Remesh*
- 022/2001 International Labour Migration from Independent India – *S.K. Sasikumar*

- 023/2001 Cine Workers Welfare Fund in India – *M.M. Rehman*
- 024/2001 Child Labour in Knitwear Industry of Tiruppur – *J. Jayaranjan*
- 025/2001 Child Labour in the Home Based Gem Polishing Industry of Jaipur – *Kanchan Mathur & Ruma Ghosh*
- 026/2001 Unorganised Workers of Delhi and the Seven Day Strike of 1988 – *Indrani Mazumdar*
- 027/2001 Death of an Industrial City: Testimonies of Life Around Bombay Textile Strike of 1982 – *Hemant Babu*
- 028/2001 Child Labour in the Home Based Match Industries of Sivakasi – *R. Vidyasagar*
- 029/2001 Migration in the North-Eastern Region during 1901-1991 and Emerging Environmental Distress: A Case Study of Deforestation in Assam – *Suresh Chand Aggarwal & Pushpam Kumar*
- 030/2001 Women Weavers of Sualkuchi, The Silk Town of Assam – OKD Institute
- 031/2002 Cash and in-kind Modes of Wage Payment in Maharashtra – *C.S.K. Singh*
- 032/2002 Child Labour in the Knife Industry of Rampur – *Ashish Ghosh & Helen R. Sekar*
- 033/2002 Labour Contracts and Work Agreements in Tea Plantations of Assam – *Kalyan Das*
- 034/2002 Organising and Empowering Rural Labour: Lessons from Kancheepuram in Tamil Nadu – *Babu P. Remesh*
- 035/2002 Child Labour in Chrompet Leather Manufacturing Units of Tamil Nadu – *J. Jayaranjan*
- 036/2002 Trade Unionism in South Indian Film Industry – *S. Theodore Baskaran*
- 037/2002 Migration, Social Networking and Employment: A Study of Domestic Workers in Delhi – *Neetha N.*
- 038/2002 Study of Child Labour in the Zardosi and Hathari Units of Varanasi – *J. John & Ruma Ghosh*
- 039/2003 Organising Rural Labour for Effective Participation in Development – *M.M. Rehman & Surinder Pratap*
- 040/2003 Study of Child Labour in Glass Bangle Industry of Firozabad – *Ruma Ghosh Singh & Rajeev Sharma*
- 041/2003 Organising Rural Labour for Effective Participation in Development in Khurja – *Poonam S. Chauhan*
- 042/2003 Labour Market and Employment Assessment: A District Level Analysis – *Uday Kumar Varma & S.K. Sasikumar*
- 043/2003 Wage Structure and Labour: Assam Valley Tea Plantations, 1900-1947 – *Rana Partap Behal*
- 044/2003 Oral History Documentation of Indian Labour Movement – *Anil Rajimwale, Krishna Jha, Bobby Poulouse*
- 045/2003 Status of Labour Welfare Measures in the Factories of NOIDA: A Case Study of Garment & Hosiery Industry – *Sanjay Upadhyaya*
- 046/2003 Labour History and the Question of Culture – *Chitra Joshi*
- 047/2003 Child Labour in Hazardous Industries: A Case of Slaughter House and Allied Occupations – *Helen R. Sekar*

- 048/2003 The Politics of Representation in the Indian Labour Diaspora – *Prabhu Mohapatra*
- 049/2003 Labour Histories: Agrarian Labour and Colonialism – *Neeladri Bhattacharya*
- 050/2004 Labour Laws, Contractual Parameters and Conditions of Construction Workers: A Study in Chennai – *S.S. Suryanarayanan*
- 051/2004 Labour in Business Process Outsourcing: A Case Study of Call Centre Agents – *Babu P. Remesh*
- 052/2004 Labour, Employment and Gender Issues in EPZs: The Case of NEPZ – *Neetha N. & Uday Kumar Varma*
- 053/2004 Labour Relations in Small Holding Plantations: The Case of Rubber Tappers in Kerala – *Babu P. Remesh*
- 054/2004 Contractual Arrangements in the Tea Plantations of Tamil Nadu – *K. Nagraj & L. Vedavalli*
- 055/2004 Child Labour in Urban Informal Sector: A Study of Ragpickers in NOIDA – *Helen R. Sekar*
- 056/2004 Size, Composition and Characteristics of Informal Sector in India – *Anoop Satpathy*
- 057/2004 Brick Kiln Workers: A Study of Labour Process and Migration – *Ruma Ghosh*
- 058/2004 Impact of Anti-Tobacco-Legislation on the Livelihoods of the Beedi Rollers, Tobacco Cultivators and Tendu Leaf Collectors – *Uday Kumar Varma & S.K. Sasikumar*
- 059/2004 Skills Development System: A Micro Level Evidence – *Shashi Bala*
- 060/2004 Immobilising Labour: Regulation of Indentured Labour in Assam and the British West Indies, 1830-1926 – *Prabhu P. Mohapatra*
- 061/2004 Labour Forms and International Labour Flows in the Context of North-South Relationship: An Overview – *Sabyasachi Bhattacharya*
- 062/2005 Migration and Vulnerability to HIV/AIDS: Towards Evolving Viable Intervention Strategies – *Uday Kumar Varma & S.K. Sasikumar*
- 063/2005 Vocational Training for Rehabilitation of Labour: A Case Study of NCLP Schools and MAYA – *Shashi Bala*
- 064/2005 Organising Rural Labour: Case of Chittorgarh, Rajasthan – *Sanjay Upadhyaya*
- 065/2005 Trade Liberalization and Indian Agriculture: A Discussion on Food Security Concerns in the WTO Regime – *Ashutosh Kumar Tripathi*
- 066/2005 Labour, Employment and Social Security Issues in Education Industry: A Case Study of Private Schools of NOIDA – *Sanjay Upadhyaya*
- 067/2005 Opportunities and Challenges before the Construction Workers in the Globalized Era: The Indian Case – *Priyadarsan Amitav Khuntia*
- 068/2005 Workers' Association in the New Service Sector with Special Reference to Labour Standards – *Jyoti Sinha*
- 069/2005 Gender Implications of Trade Expansion in the Context of WTO: The Case of Textile and Clothing Industries – *Laimayum Basanti Devi*
- 070/2005 Work and Workers in the New Economy: A Study of Work Organisation and Labour Process in the Context of General Agreement on Trade in Services – *Sajikumar S.*

- 071/2006 From Leather Artisans to Brick-Kiln Workers Narratives of Weary Travellers – *Subodh Varma & Mahesh Kumar*
- 072/2006 Impact of Privatisation on Labour: A Study of BALCO Disinvestment – *Babu P. Remesh*
- 073/2007 Migrant Women and Wage Employment: Exploring Issues of Work and Identity Among Health Care Professionals – *Sumangala Damodaran, Krishna Menon*
- 074/2007 Impact of Technological Change on the Demand for Child Labour in Brassware Industry of Moradabad – *Helen R. Sekar*
- 075/2007 Rural Non-Farm Employment in Arunachal Pradesh – Growth, Composition and Determinants – *Deepak K. Mishra*
- 076/2007 Employment and Earnings in Urban Informal Sector: A Study on Arunachal Pradesh – *Vandana Upadhyay*
- 077/2007 Operation of Welfare Fund for Beedi Workers in Madhya Pradesh – *M.M. Rehman*
- 078/2007 A Study of Janshree Bima Yojana – *M.M. Rehman*
- 079/2007 Changing Rural Landscape: A Study of Village Bujhawar – *Poonam S. Chauhan, Shashi Tomar*
- 080/2007 Fishery Sector and Fish Workers in India: An Overview – *K. Manjit Singh, M.M. Rehman, Poonam S. Chauhan*
- 081/2007 Construction Workers of Guwahati City: Employment, Employability and Social Security – *Kalyan Das*
- 082/2007 Operation of the Limestone and Dolomite Mines Labour Welfare Fund in Madhya Pradesh: A Study – *M.M. Rehman, Shashi Tomer*
- 083/2007 Migration, Remittances and Development: Lessons from India – *S.K. Sasikumar & Zakir Hussain*
- 084/2008 भोजपुरी प्रवासी श्रमिकों की संस्कृति और भिखारी ठाकुर का साहित्य – *धनंजय सिंह*
- 085/2009 Contract Labour and Judicial Interventions – *Sanjay Upadhyaya*
- 086/2009 Working Women in Urban India: Concerns and Challenges – *Shashi Bala & Seema Khanna*
- 087/2010 Agrarian Structure, Social Relations and Agricultural Development: Case Study of Ganganagar District, Rajasthan – *Poonam S. Chauhan*
- 088/2010 The Employment and Condition of Domestic Help in India: Issues and Concerns – *Shashi Bala*
- 089/2010 Social Security for Unorganised Sector Workers in India: A Critical Appraisal – *Babu P. Remesh and Anoop K. Satpathy*
- 090/2010 Linkages between HIV/AIDS and Child Labour: Developing an Integrated Approach towards Effective Policy Formulation – *Helen R. Sekar*
- 091/2010 Health Insecurities of Workers in Informal Employment: A Study of Existing and Possible Interventions – *Ruma Ghosh*
- 092/2010 Insecurities and Vulnerabilities of Informal Sector Workers: A Study of Street Vendors of Delhi – *Ruma Ghosh*
- 093/2011 Labour, Employment and Social Security Issues of Security Guards of Okhla and NOIDA – *Sanjay Upadhyaya*
- 094/2012 Migration from North-East to Urban Centres: A Study of Delhi Region – *Babu P. Remesh*
- 095/2012 Valuing Life in a Regulated Labour Market: A Study on Tea Plantations in Assam, India – *Kalyan Das*

- 096/2012 Employment Situation in North Eastern Region of India: Recent Trends and Emerging Challenges – *Partha Pratim Sahu*
- 097/2012 Growth, Composition and Determinants of Rural Non-Farm Employment in North East India – *Bhagirathi Panda*
- 098/2012 Labour Market Participation of Working Women Post Maternity: A Case of Private Sector – *Shashi Bala*
- 099/2012 Implementation of Maternity Benefit Act – *Shashi Bala*
- 100/2012 Minimum Wage Policy and Regulatory Framework: An Inter Country Perspective – *Sanjay Upadhyaya*
- 101/2012 Engendering Gender Statistics: An Analysis of Gender Differentiated Statistics in India – *Ellina Samantroy & Dhanya M.B*
- 102/2013 MGNREGS in Tripura: A Study on Efficiency & Equity – *Indraneel Bhowmik*
- 103/2013 Migrant and Trafficked Children in Hazardous Employment: The Case of Nagaland – *T. Chubayanger*
- 104/2013 Social Security for International Labour Migrants: Issues and Policy Options – *Rakhee Timothy*
- 105/2013 Fundamental Principles and Rights at Work and Informal Economy in India: Trends, Initiatives and Challenges – *Dhanya M.B.*
- 106/2013 The Anti-Khoti Movement in the Konkan, C. 1920-1949 – *Santosh Pandhari Suradkar*
- 107/2013 Expansion of Natural Rubber Cultivation in Tripura Impact on Landholding, Employment and, Income – *S. Mohanakumar*
- 108/2013 Work Participation and Time-Use Pattern of Women in Rural Arunachal Pradesh – *Vandana Upadhyay*
- 109/2013 ILO Convention 181: Issues and Challenges in the Context of Private Placement Agencies in India – *Ellina Samantroy*
- 110/2014 A Study of Welfare Measures for Beedi Workers in Bangalore and Hyderabad Regions – *Poonam S. Chauhan, Shashi Tomer & M.M. Rehman*
- 111/2014 Marine Fishery Industry and Marine Fish Workers in India: A Study with Special Reference to Exploring Employment Potentials in the Sector – *Poonam S. Chauhan & Shashi Tomer*
- 112/2014 Conditions of Employment, Work and Service of Faculty in Private Engineering Colleges in India – *Sanjay Upadhyaya*
- 113/2015 Reconciling Work and Family Life: A Study of Women’s Time Use Patterns, Unpaid Work and Workplace Policies – *Ellina Samantroy*
- 114/2015 Performance of Labour Administration : A Critical Analysis of Cases Filed under Child Labour (Prohibition and Regulation) Act, 1986 – *Helen R. Sekar, S. C. Srivastava, Pankaj Kumar*
- 115/2016 Gender Dimensions at Work and Employment: A Case of Sexual Harassment – *Shashi Bala*
- 116/2016 Women and Entrepreneurship in North East India: Handloom as an Enterprise in Manipur – *Otojit Kshetrimayum*
- 117/2016 Skilling India: Evaluation of Multi Skills Development Centres – *Otojit Kshetrimayum*
- 118/2016 Enhancing Labour Administration’s Performance in India – *Kingshuk Sarkar*
- 119/2017 Gender Parity in Education and Employment: A Global Perspective – *Shashi Bala*
- 120/2017 Gaps in Education & the World of Work: A Gender Perspective – *Shashi Bala*

V.V. Giri National Labour Institute is a premier institution involved in research, training, education, publication and consultancy on labour and related issues. Set up in 1974, the Institute is an autonomous body of the Ministry of Labour and Employment, Government of India. It is committed to establishing labour and labour relations as a central feature in the development agenda through :

- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;
- Undertaking research studies and training interventions of world class standards; and
- Building understanding and partnerships with globally respected institutions involved with labour.



ISBN 978-93-82902-47-8



9 789382 902478

V.V. Giri National Labour Institute

Post Box No. 68, Sector 24, NOIDA-201301

Uttar Pradesh, India

Website: www.vvgnli.org